

## **ABSTRACT**

*This study aims to examine the relationships between mobile device usage with productivity, job satisfaction, employer's expectation, flexibility at work structure and work-life conflict at Non-Government Organization X, located in South Jakarta, Indonesia.. The subject of the research are 160 full-time employees that have work in Non-Government Organization X. The data was processed using SmartPLS-4 software. The results show that Mobile Device usage for Work-Related while at Work is negatively related to productivity and employer expectations, Mobile Device Usage for Work-Related while at Home is positively related to productivity and employer expectations while Mobile Device Usage for Work-Related while at Home is negatively related to Work-Life Conflict, Mobile Device Usage for Personal Usage while at Work is positively related to productivity and negatively related to Employer Expectations, Job Satisfaction is negatively related to Productivity, Productivity is negatively related to Employer Expectations and Flexibility in Work Structure is negatively related to Employer Expectations. This study can help Non-Government Organization X management in implementing clear policies on Mobile Device usage for the employees, promote a culture of work-life balance and provide training and resources on time management so that there is a minimum amount of work-life conflict within the employees.*

**Keyword: Mobile Device Usage, Productivity, Employer's Expectations, Flexibility at Work Structure, Job Satisfaction, Work-Life Conflict**

