

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kepribadian Proaktif Dan Pengembangan Karir Pengaruhnya Terhadap Kinerja Karyawan Dengan Keterikatan Kerja Sebagai Variabel Intervening Pada Hotel Pangeran City Padang. Metode yang digunakan dalam penelitian ini melalui menyebarkan kuisioner dan survey dengan sampel penelitian berjumlah 50 orang responden. Pengolahan data menggunakan SPSS 16.0 Windows Evaluation Vision.

Hasil yang diperoleh Kepribadian Proaktif secara parsial berpengaruh positif dan signifikan terhadap Keterikatan Kerja. Berarti Kepribadian Proaktif meningkat maka Keterikatan Kerja meningkat. Pengembangan Karir secara parsial berpengaruh positif dan signifikan terhadap Keterikatan Kerja. Berarti Pengembangan Karir meningkat maka Keterikatan Kerja meningkat. Kepribadian Proaktif secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Berarti Kepribadian Proaktif meningkat maka Kinerja Karyawan meningkat. Pengembangan Karir secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Berarti Pengembangan Karir meningkat maka Kinerja Karyawan meningkat. diperoleh Keterikatan Kerja secara parsial berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Berarti Keterikatan Kerja meningkat maka Kinerja Karyawan meningkat. Dimana hubungan tidak langsung lebih besar dari hubungan langsung ($0,439 > 0,231$), maka dapat diperoleh mediasi diterima. Berarti Keterikatan Kerja memediasi Kepribadian Proaktif terhadap Kinerja Karyawan dan hubungan tidak langsung lebih besar dari hubungan langsung ($0,474 > 0,302$), maka dapat diperoleh mediasi diterima. Berarti Keterikatan Kerja memediasi Pengembangan Karir terhadap Kinerja Karyawan.

Berdasarkan dari hasil yang diperoleh, penulis dapat menyimpulkan terdapat pengaruh positif dan signifikan antara Kepribadian Proaktif terhadap Keterikatan Kerja pada Hotel Pangeran City Padang. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Keterikatan Kerja pada Hotel Pangeran City Padang. Terdapat pengaruh positif dan signifikan antara Kepribadian Proaktif terhadap Kinerja Karyawan pada Hotel Pangeran City Padang. Terdapat pengaruh positif dan signifikan antara Pengembangan Karir terhadap Kinerja Karyawan pada Hotel Pangeran City Padang. Terdapat pengaruh positif dan signifikan antara Keterikatan Kerja terhadap Kinerja Karyawan pada Hotel Pangeran City Padang. Keterikatan Kerja memediasi Kepribadian Proaktif terhadap Kinerja Karyawan. Keterikatan Kerja memediasi Pengembangan Karir terhadap Kinerja Karyawan.

Keywords: *Kepribadian Proaktif, Pengembangan Karir, Keterikatan Kerja, Kinerja Karyawan*

ABSTRACT

This study aims to determine how much influence proactive personality and career development have on employee performance with job attractiveness as an intervening variable at the Pangeran City Hotel Padang. The method used in this research is through distributing questionnaires and surveys with a research sample of 50 respondents. Data processing using SPSS 16.0 Windows Evaluation Vision.

The results obtained by the proactive personality partially have a positive and significant effect on work engagement. It means that the increased Proactive Personality will increase the Work Engagement. Career Development partially has a positive and significant effect on Job Engagement. It means that career development increases, so that work engagement increases. Proactive personality partially has a positive and significant effect on employee performance. It means that the increased proactive personality will increase employee performance. Career development partially has a positive and significant effect on employee performance. Meaning that career development increases, employee performance increases. Obtained that Job Engagement partially has a positive and significant effect on Employee Performance. This means that the Work Engagement increases, the Employee Performance increases. Where the indirect relationship is greater than the direct relationship ($0.439 > 0.231$), it can be obtained that mediation is accepted. It means that the Work Engagement mediates the Proactive Personality of Employee Performance and the indirect relationship is greater than the direct relationship ($0.474 > 0.302$), so mediation is accepted. Means that Work Engagement Mediates Career Development on Employee Performance.

Based on the results obtained, the author can conclude that there is a positive and significant influence between proactive personality and work engagement at the Pangeran City Padang Hotel. There is a positive and significant influence between Career Development on Work Engagement at Hotel Pangeran City Padang. There is a positive and significant influence between Proactive Personality on Employee Performance at Hotel Pangeran City Padang. There is a positive and significant influence between Career Development on Employee Performance at Hotel Pangeran City Padang. There is a positive and significant influence between Work Engagement on Employee Performance at Hotel Pangeran City Padang. Work Engagement Mediates Proactive Personality of Employee Performance. Work Engagement Mediates Career Development on Employee Performance

Keywords : Proactive Personality, Career Development, Work Engagement, Employee Performance