

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Kepribadian Proaktif dan Budaya Organisasi terhadap Kinerja Karyawan melalui Keterikatan Kerja Sebagai Variabel Intervening. Variabel penelitian yaitu Kepribadian Proaktif (X1), Budaya Organisasi (X2) Keterikatan Kerja (Z) dan Kinerja Karyawan (Y). Metode pengumpulan data melalui survey dan menyebarkan kuesioner dengan sampel 31 responden. Metode yang digunakan adalah Structur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0.

Hasil penelitian menunjukkan a) Bahwa secara parsial terdapat pengaruh positif yang tidak signifikan Kepribadian Proaktif terhadap Kinerja Karyawan. b) Bahwa secara parsial terdapat pengaruh positif yang tidak signifikan Budaya Organisasi terhadap Kinerja Karyawan. c) Bahwa secara parsial terdapat pengaruh positif yang tidak signifikan Kepribadian Proaktif terhadap Keterikatan Kerja. d) Bahwa secara parsial terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Keterikatan Kerja. e) Bahwa secara parsial terdapat pengaruh positif yang signifikan Keterikatan Kerja terhadap Kinerja Karyawan. f) Bahwa secara parsial tidak terdapat pengaruh positif yang tidak signifikan Kepribadian Proaktif berpengaruh terhadap Kinerja Karyawan melalui Keterikatan Kerja. g) Bahwa secara parsial tidak terdapat pengaruh positif dan signifikan Budaya Organisasi terhadap Kinerja Karyawan melalui Keterikatan Kerja.

Berdasarkan angka Adjust R square persamaan 1 diperoleh sebesar 0,401 atau 40,1%, hal ini menunjukkan bahwa persentase sumbangan Model I variabel independen Kepribadian Proaktif (X₁), Budaya Organisasi (X₂) terhadap variabel dependent Keterikatan Kerja (Z) sebesar 40,1%, sedangkan sisanya sebesar 59,9% dipengaruhi variabel lain yang tidak diteliti. Dan angka Adjust R square persamaan 2 diperoleh sebesar 0,337 atau 33,7%, hal ini menunjukkan bahwa persentase sumbangan Model II variabel independen Kepribadian Proaktif (X₁), budaya organisasi (X₂) dan Keterikatan Kerja (Z) terhadap variabel dependen Kinerja Karyawan (Y) sebesar 33,7%, sedangkan sisanya sebesar 66,3% dipengaruhi variabel lain yang tidak diteliti.

Kata Kunci : **Kepribadian Proaktif, Budaya Organisasi, Keterikatan Kerja, Kinerja Karyawan.**

ABSTRACT

This study aims to find out how much Proactive Personality and Organizational Culture to Employee Performance through Work Attachment as Intervening Variables. The research variables are Proactive Personality (X1), Organizational Culture (X2) Work Attachment (Z) and Employee Performance (Y). Data collection method through survey and disseminating questionnaire with a sample of 31 respondents. The method used is Structur Equation Modeling (SEM) with Partial Least Square (PLS) 3.0.

The results showed a) That partially there is an insignificant positive influence of Proactive Personality on Employee Performance. b) That there is partially insignificant positive influence of Organizational Culture on Employee Performance. c) That there is partially insignificant positive influence of Proactive Personality on Work Attachment. d) That there is partially positive and significant influence of Organizational Culture on Work Attachment. e) That partially there is a significant positive influence of Work Attachment to Employee Performance. f) That there is partially no significant positive influence of Proactive Personality affects Employee Performance through Work Attachment. g) That partially there is no positive and significant influence of Organizational Culture on Employee Performance through Work Attachment.

Based on adjust R square equation 1 obtained by 0.401 or 40.1%, this indicates that the percentage of contribution of Model I independent variable Proactive Personality (X1), Organizational Culture (X2) to dependent variable Work Attachment (Z) is 40.1%, while the remaining 59.9% is influenced by other variables that are not studied. And the adjust R square equation 2 figure was obtained by 0.337 or 33.7%, this indicates that the percentage of contribution of Model II independent variables Proactive Personality (X1), Organizational Culture (X2) and Work Attachment (Z) to employee performance dependent variables (Y) of 33.7%, while the remaining 66.3% was influenced by other variables that were not studied.

Keywords: *Proactive Personality, Organizational Culture, Work Attachment, Employee Performance.*