

INTISARI

Penelitian ini dilakukan untuk menyelidiki (1) peran kepemimpinan transformasional dalam mendorong karyawan untuk berperilaku proaktif di tempat kerja, (2) peran sumberdaya kerja dalam mendorong perilaku proaktif karyawan di tempat kerja, (3) peran mediasi yang dimainkan oleh kelekatan kerja individu karyawan antara hubungan gaya pemimpin transformasional terhadap perilaku kerja proaktif karyawan, dan (4) peran mediasi yang dimainkan oleh kelekatan kerja individu karyawan antara hubungan sumberdaya kerja terhadap perilaku kerja proaktif karyawan. Metode pengumpulan data yang digunakan peneliti adalah non-probability sampling dengan menggunakan teknik purposive sampling dengan jumlah responden yang memenuhi syarat sebanyak 151 responden. Metode analisis data dilakukan dengan menggunakan *structural equation modelling*. Hasil penelitian ini membuktikan bahwa terdapat satu hipotesis yang tidak terdukung dan tiga lainnya terdukung/diterima.

Kata kunci: kepemimpinan transformasional, sumberdaya kerja, kelekatan kerja, dan perilaku kerja proaktif.

ABSTRACT

This study was conducted to investigate (1) the role of transformational leadership in encouraging employees to behave proactively in the workplace, (2) the role of work resources in encouraging proactive behavior of employees in the workplace, (3) the role of mediation played by the stickiness of individual work between employees transformational leader style of proactive work behavior of employees, and (4) the role of mediation played by the attachment of individual work of employees between the relationship of work resources to proactive work behavior of employees. The data collection method used by researchers is non-probability sampling using purposive sampling technique with the number of respondents who meet the requirements of 151 respondents. The method of data analysis is done by using structural equation modeling. The results of this study prove that there is one hypothesis that is not supported and three others are supported / accepted.

Keywords: Transformational leadership, job resources, work engagement, and proactive work behavior.