

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisa pengaruh orientasi proaktif terhadap kepercayaan kemampuan kerja (employability confidence) melalui perbedaan tujuan-kinerja (goal-performance discrepancy). Subjek penelitian adalah mahasiswa fakultas ekonomika dan bisnis universitas gadjah mada angkatan 2016. Terdapat variable orientasi proaktif sebagai variabel bebas, employability confidence sebagai variabel terikat, dan goal performance discrepancy sebagai variabel mediasi. Penelitian ini melibatkan 86 sampel responden. Metode analisis data menggunakan analisa mediasi berdasarkan Barron dan Kenny (1986). Hasil penelitian ini menunjukkan bahwa proactive orientation memiliki pengaruh positif terhadap employability confidence, dan goal performance discrepancy memediasi hubungan antara proactive orientation dengan employability confidence.

**Keywords:** Orientasi Proaktif, Employability Confidence, Goal-Performance Discrepancy

## **ABSTRACT**

This research is aimed to analyze the impact of proactive orientation towards employability confidence through goal performance-discrepancy. The subject of this research is the students for faculty of economics and business of universitas gadjah mada batch 2016. Proactive orientation is treated as independent variable. Employability confidence is treated as dependant variable. And goal performance discrepancy is treated as mediating variable. This research is tested on 86 set of samples. The analysis method for this research is 3 step analysis by Barron and Kenny (1986) to test the mediation. The result of this research shows that Proactive orientation have positive impact on employability confidence, and goal performance discrepancy mediates the relationship between proactive orientation and employability confidence.

**Keywords:** Proactive Orientation, Employability Confidence, Goal-Performance Discrepancy