

## INTISARI

Penelitian ini dilakukan untuk menyelidiki (1) peran tingkat *self-efficacy* terkait kerja (*generalized, work-related self-efficacy*) yang dimiliki individu karyawan dalam organisasi dalam mendorong perilaku proaktif (dalam konteks ini, spesifik pada inisiatif pribadi terkait kerja) yang ditunjukkan oleh individu karyawan dalam organisasi dan (2) peran mediasi yang dimainkan oleh tingkat *work engagement* individu karyawan antara hubungan *self-efficacy* dan perilaku proaktif tersebut.

Penelitian ini dilakukan dengan pendekatan metode kuantitatif. Teknik pengumpulan data penelitian ini dilakukan dengan menyebarkan kuesioner skala likert (*likert scale*) sebanyak satu kali (*one-shot*, tidak dilakukan pengambilan ulang) secara *cross-section* (dilakukan pada satu waktu yang sama, untuk membandingkan perbedaan hasil antar-subjek penelitian atau individu, dalam kasus ini) kepada sejumlah karyawan salah satu Badan Usaha Milik Negara (BUMN) yang bergerak dalam industri perbankan (yang, dalam penelitian ini, disebut PT X) sebagai subjek penelitian. Sementara analisis variabel mediasi dilakukan dengan menggunakan pendekatan regresi linear berganda seperti yang diusulkan oleh Baron & Kenny (1986, dan juga, Judd & Kenny, 1981).

Hasil penelitian ini menunjukkan dukungan bagi (1) hubungan yang linear secara positif antara ketiga variabel minat penelitian: *self-efficacy*, *work engagement*, dan perilaku proaktif dan (2) peran mediasi yang dimainkan oleh (dan juga yang

linear secara positif dan signifikan) *work engagement* antara hubungan *self-efficacy* dan perilaku proaktif sebesar 50%. Dengan kata lain, sebagian (lima puluh persen) dari perilaku proaktif dijelaskan oleh *self-efficacy* dan *work engagement* secara bersama-sama dengan hanya menyisakan 50% lainnya bagi variabel-variabel lain diluar model penelitian ini.

**Kata kunci:** Generalized, work-related self-efficacy, work engagement, perilaku proaktif, inisiatif pribadi, mediasi.

## **ABSTRACTS**

The research was conducted in order to investigate (1) role of the level of (generalized, work-related) self-efficacy an individual employee might has in motivating the display of his/her proactive behavior (as work-related personal initiative, specific to this research) and (2) mediation role of the level of work engagement amongst both variables.

The research was conducted in a quantitative methodological approach. Data collection method for this research was conducted by spreading certain numbers of likert-scale questionnaires in a one-shot (non-repeated) and also in a cross-sectional (at the same time, in order to compare the result differences among research individual subject) manner to numbers of employees working in a banking BUMN (which will be mentioned as PT X). Mediation analysis was conducted in a multiple regression approach as suggested by Baron & Kenny (1986, and also, Judd & Kenny, 1981).

The results of this research show its supports to (1) positively linear relationships in between each of the three variables involved: self-efficacy, work engagement, and proactive behavior and (2) positively linear mediation role of work engagement in the relationship between self-efficacy and proactive behavior which amounted to 50%. In other words, half (fifty percents) of proactive behavior would be

explained simultaneously by self-efficacy and work engagement while the remaining half would be explained by variables beyond this very reseach model.

**Keywords:** Generalized, work-related self-efficacy, work engagement, proactive behavior, personal initiative, mediation.