

**PENGARUH KEPRIBADIAN PROAKTIF TERHADAP KINERJA
KARYAWAN DENGAN KETERIKATAN KERJA SEBAGAI VARIABEL
MEDIASI
(STUDI PADA PERWAT RUMAH SAKIT UNIPDU MEDIKA JOMBANG)**

ABSTRAK

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Penelitian ini bertujuan untuk menyelidiki apakah kepribadian proaktif mampu mempengaruhi kinerja perawat di Rumah Sakit Unipdu Medika Jombang. Penelitian menggunakan pendekatan kuantitatif dengan metode penelitian eksplanasi (explanatory research). Populasi dan sampel yang digunakan dalam penelitian ini adalah 34 perawat rumah sakit di Jombang sebagai responden. Teknik analisis yang digunakan meliputi uji validitas, uji reliabilitas, analisis deskriptif, analisis SEM-PLS dengan menggunakan software SmartPLS 4.0. Hasil penelitian menunjukkan bahwa kepribadian proaktif berpengaruh terhadap kinerja, kepribadian proaktif berpengaruh terhadap keterikatan kerja, keterikatan kerja berpengaruh terhadap kinerja, keterikatan kerja mampu memediasi hubungan kepribadian proaktif terhadap kinerja.

Kata Kunci : Kepribadian Proaktif, Keterikatan Kerja dan Kinerja Karyawan.

**THE INFLUENCE OF PROACTIVE PERSONALITY ON EMPLOYEE
PERFORMANCE WITH WORK ENGAGEMENT AS A MEDIATION
VARIABLE**

(STUDY ON NURSES OF UNIPDU MEDIKA HOSPITAL JOMBANG)

ABSTRACT

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This study aims to investigate whether a proactive personality can influence the performance of nurses at Unipdu Medika Jombang Hospital. The research uses a quantitative approach with explanatory research methods. The population and sample used in this research were 34 hospital nurses in Jombang as respondents. The analysis techniques used include validity tests, reliability tests, descriptive analysis, SEM-PLS analysis using SmartPLS 4.0 software. The research results show that proactive personality has a effect on performance, proactive personality has a significant effect on work engagement, work engagement has a significant effect on performance, work engagement is able to mediate the relationship between proactive personality and performance.

Keywords: Proactive Personality, Work Engagement and Employee Performance.