

Pengaruh ProActive Personality dan Core Self Evaluation Terhadap Work Engagement Dimediasi Entrepreneurial Resilience Pada Karyawan Perusahaan Start-Up di JABODETABEK = The Effect of Proactive Personality and Core Self Evaluation on Work Engagement Mediated by Entrepreneurial Resilience in Startup Companies In Greater Jakarta (Jabodetabek)

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Abstrak

Work engagement merupakan kondisi pikiran yang memuaskan, positif, dan berkaitan dengan seluruh bentuk pekerjaan yang menantang. Hal tersebut mendeskripsikan kemampuan pegawai dalam membawakan kapasitas penuhnya terhadap pemecahan permasalahan, melakukan pengembangan layanan inovatif manajemen yang membentuk perbedaan, berhubungan dengan orang-orang, serta respon pegawai pada struktur organisasi, kebijakan, dan praktik yang mempengaruhi potensinya agar terikat dimana hal tersebut bergantung pada proactive personality, core self evaluation dan entrepreneur resilience. Tujuan dari penelitian ini adalah mengkaji dan menganalisis pengaruh proactive personality dan core self evaluation terhadap work engagement dimediasi entrepreneurial resilience pada perusahaan Start-Up di Jabodetabek. Data diperoleh dengan penyebaran kuesioner kepada 250 responden dengan 45 pernyataan. Teknik analisis data yang digunakan adalah structural equation modelling (SEM) dengan menggunakan software LISREL 8.0. Hasil penelitian menunjukkan proactive personality memiliki pengaruh positif namun tidak signifikan terhadap work engagement, core self evaluation memiliki pengaruh positif dan signifikan terhadap work engagement, proactive personality memiliki pengaruh positif dan signifikan terhadap entrepreneurial resilience, core self evaluation memiliki pengaruh positif dan signifikan terhadap entrepreneurial resilience, entrepreneurial resilience memiliki pengaruh positif dan signifikan terhadap work engagement, proactive personality memiliki pengaruh positif terhadap work engagement dimediasi entrepreneurial resilience dan signifikan, dan core self evaluation memiliki pengaruh positif terhadap work engagement dimediasi entrepreneurial resilience

.....Work engagement is a state of mind that is satisfying, positive, and associated with all forms of challenging work. It describes the ability of employees to bring their full capacity to problem solving, develop innovative management services that make a difference, relate to people, and employee responses to organizational structures, policies, and practices that affect their potential to be engaged where this depends on being proactive personality, core self-evaluation and entrepreneur resilience. The purpose of this study is to examine and analyze the effect of proactive personality and core self-evaluation on work engagement mediated by entrepreneurial resilience in Start-Up companies in Greater Jakarta. Data were obtained by distributing questionnaires to 250 respondents with 45 statements. The data analysis technique used is structural equation modelling (SEM) using LISREL 8.0 software. The results showed that proactive personality has a positive but insignificant effect on work engagement, core self-evaluation has a positive and significant effect on work engagement, proactive personality has a positive and significant effect on entrepreneurial resilience, core self-evaluation has a positive and significant effect on entrepreneurial resilience, entrepreneurial resilience has a positive and significant effect on work engagement, proactive

personality has a positive effect on work engagement mediated entrepreneurial resilience but insignificant, and core self-evaluation has a positive effect on work engagement mediated entrepreneurial resilience