

RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh tipe kepribadian *openness* dan *conscientiousness* terhadap kinerja karyawan dengan motivasi berprestasi sebagai variabel mediasi. Populasi dari penelitian ini adalah pegawai bagian produksi yang ada di CV SN Jaya Prima Purbalingga, dengan sampel sebanyak 133 responden, yang diambil menggunakan metode *purposive sampling*. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan metode analisis jalur (*path analysis*).

Berdasarkan hasil penelitian menunjukkan bahwa variabel kepribadian *openness* berpengaruh positif dan signifikan terhadap kinerja karyawan, variabel kepribadian *conscientiousness* berpengaruh positif dan signifikan terhadap kinerja, variabel kepribadian *openness* berpengaruh positif dan signifikan terhadap motivasi berprestasi, variabel kepribadian *conscientiousness* berpengaruh positif dan signifikan terhadap motivasi berprestasi. Kemudian variabel motivasi berprestasi memediasi kepribadian *openness* terhadap kinerja karyawan serta variabel motivasi berprestasi memediasi kepribadian *conscientiousness* terhadap kinerja karyawan. Hasil ini dapat menambah bukti mengenai kepribadian *openness* dan *conscientiousness* terhadap kinerja karyawan sehingga dapat memberikan implikasi bahwa dengan pemberian motivasi berprestasi dapat meningkatkan kemampuan yang dimiliki oleh pegawai sehingga hasil kerjanya semakin membaik

Kata kunci: Kepribadian *Openness*, Kepribadian *Conscientiousness*, Kinerja Karyawan, Motivasi Berprestasi

SUMMARY

This study aims to determine the effect of openness and conscientiousness personality types on employee performance with achievement motivation as a mediating variable. The population of this study were employees of the production division at CV SN Jaya Prima Purbalingga, with a sample of 133 respondents, which were taken using purposive sampling method. This research is a quantitative research using path analysis method.

Based on the results of the study, it shows that the personality variable openness has a positive and significant effect on employee performance, the personality variable conscientiousness has a positive and significant effect on performance, the personality variable openness has a positive and significant effect on achievement motivation, the personality variable conscientiousness has a positive and significant effect on achievement motivation. Then the achievement motivation variable mediates openness personality on employee performance and achievement motivation variable mediates conscientiousness personality on employee performance. These results can add evidence regarding the personality of openness and conscientiousness to employee performance so that it can have the implication that by providing achievement motivation can increase the abilities possessed by employees so that their performance results are getting better.

Keywords: Openness Personality, Conscientiousness Personality, Employee Performance, Achievement Motivation