

RINGKASAN

Penelitian ini merupakan penelitian survei pada karyawan BPJS Kesehatan dan Ketenagakerjaan yang berada di Cilacap dan Purwokerto. Penelitian ini mengambil judul: “Pengaruh *Core Self-evaluation* terhadap Perilaku Kerja Proaktif: Peran Mediasi Pemberdayaan Psikologis”.

Tujuan penelitian ini adalah untuk mengembangkan dan menguji *Self-efficacy*, *Self-esteem*, *Internal Locus of Control*, dan *Emotional Stability* akan pengaruhnya terhadap Perilaku Kerja Proaktif yang diperluas dengan mempertimbangkan Pemberdayaan Psikologis sebagai peran mediasi.

Populasi dalam penelitian ini adalah semua karyawan BPJS Kesehatan dan Ketenagakerjaan yang berada di Cilacap dan Purwokerto. Jumlah responden yang diambil dalam penelitian ini adalah 116 responden. Metode Sampling Jenuh digunakan dalam penentuan responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM (*Structural Equation Modelling*) menunjukkan bahwa: (1) *Self-efficacy* dan (2) *Self-esteem* tidak memiliki pengaruh signifikan terhadap Perilaku Kerja Proaktif, (3) *Internal Locus of Control* dan (4) *Emotional Stability* memiliki pengaruh signifikan terhadap Perilaku Kerja Proaktif., (5) *Self-efficacy*, (6) *Self-esteem* (8) *Emotional Stability* memiliki pengaruh signifikan terhadap Pemberdayaan Psikologis, (7) *Internal Locus of Control* tidak memiliki pengaruh signifikan terhadap Pemberdayaan Psikologis., (9) Pemberdayaan Psikologis memiliki pengaruh signifikan terhadap Perilaku Kerja Proaktif., Pemberdayaan Psikologis memediasi hubungan antara (10) *Self-efficacy*, (11) *Self-esteem*, (13) *Emotional Stability* terhadap Perilaku Kerja Proaktif., Pemberdayaan Psikologis tidak memediasi hubungan antara (12) *Internal Locus of Control* terhadap Perilaku Kerja Proaktif.

Implikasi dari kesimpulan di atas yaitu para praktisi HR atau OD (pengembangan organisasi) dapat mengadopsi berbagai saran dari bidang-bidang tertentu seperti, penempatan staf dan seleksi agar lebih terstruktur dan terorganisir. Mengadopsi berbagai saran pada bidang pengembangan kepemimpinan dan desain ulang pekerjaan. Pemberdayaan psikologis karyawan dan perilaku proaktif di tempat kerja dapat ditingkatkan melalui otonomi profesional dan ada batasan untuk apa otonomi dapat dicapai.

Kata Kunci : *Self-efficacy*, *Self-esteem*, *Internal Locus of Control*, *Emotional Stability*, Pemberdayaan Psikologis, Perilaku Kerja Proaktif.

SUMMARY

This research is a survey research on BPJS Health and Employment employees in Cilacap and Purwokerto. This research takes the title: "Influence Core Self-evaluation towards Proactive Work Behavior: The Mediation Role of Psychological Empowerment".

The purpose of this research is to develop and test Self-efficacy, Self-esteem, Internal Locus of Control, and Emotional Stability of its influence on Proactive Work Behavior which is expanded by considering Psychological Empowerment as a mediating role.

The population in this study were all BPJS Health and Employment employees in Cilacap and Purwokerto. The number of respondents taken in this study were 116 respondents. Saturated Sampling method is used in determining the respondents.

Based on the results of research and data analysis using SEM (Structural Equation Modelling) shows that: (1)Self-efficacy and (2)Self-esteem No has a significant influence on Proactive Work Behavior, (3)Internal Locus of Control and (4)Emotional Stability has a significant influence on Proactive Work Behavior, (5)Self-efficacy, (6) Self-esteem (8) Emotional Stability has a significant influence on Psychological Empowerment, (7)Internal Locus of Control does not have a significant effect on Psychological Empowerment., (9) Psychological Empowerment has a significant effect on Proactive Work Behavior., Psychological Empowerment mediates the relationship between (10)Self-efficacy, (11) Self-esteem, (13) Emotional Stability towards Proactive Work Behavior. Psychological Empowerment does not mediate the relationship between (12)Internal Locus of Control on Proactive Work Behavior.

The implication of the conclusion above is that HR or OD (organizational development) practitioners can adopt various suggestions from certain areas such as staffing and selection to make it more structured and organized. Adopt various suggestions in the areas of leadership development and job redesign. Psychological empowerment of employees and proactive behavior in the workplace can be enhanced through professional autonomy and there are limits to what autonomy can achieve.

Keywords :Self-efficacy, Self-esteem, Internal Locus of Control, Emotional Stability, Psychological Empowerment, Proactive Work Behavior.