

## ABSTRAK

Penelitian dengan judul “Pengaruh *Proactive Personality* Dan *Career Calling* Terhadap Kinerja Karyawan Bumdesa Melalui *Job Crafting* Sebagai Variabel Mediasi”. Penelitian ini bertujuan untuk menganalisis pengaruh *proactive personality* dan *career calling* terhadap kinerja karyawan dan menentukan peran *job crafting* sebagai variabel mediasi dalam hubungan *proactive personality* dan *career calling* terhadap kinerja karyawan. Penelitian ini menggunakan pendekatan kuantitatif dengan populasi penelitian adalah seluruh karyawan BUMDesa di Kecamatan Sokaraja yang berjumlah 51 karyawan. Teknik pengambilan sampel menggunakan sampel jenuh yang seluruh populasi dijadikan sebagai sampel penelitian. Data yang didapat dianalisis menggunakan uji regresi analisis linear berganda melalui IBM SPSS 25 . Berdasarkan hasil analisis data ditemukan bahwa: 1) *proactive personalty* berpengaruh positif terhadap kinerja karyawan, 2) *career calling* tidak berpengaruh terhadap kinerja karyawan, 3) *job crafting* berpengaruh terhadap kinerja karyawan, 4) *proactive personalty* berpengaruh positif terhadap *job crafting*, 5) *career calling* berpengaruh positif terhadap *job crafting*, 6) *job crafting* memediasi hubungan *proactive personality* terhadap kinerja karyawan, 7) *career calling* memediasi hubungan *proactive personality* terhadap kinerja karyawan. Implikasi yang dapat diterapkan berdasarkan simpulan diatas Pihak BUMDesa diharapkan lebih terbuka, tidak hanya menerapkan sistem top-down didalam managerial BUMDesa, sehingga memberi ruang karyawan untuk melakukan *job crafting* lebih banyak. Dengan memberikan tingkat otonomi kerja tertentu pada karyawan BUMDesa, hal tersebut akan mendorong karyawan untuk menyusun pekerjaan mereka, yang akan meningkatkan kinerja mereka. Hasil penelitian juga diharapkan dapat menjadi referensi yang menambah pengetahuan dan pemahaman mengenai *proactive personality*, *career calling*, dan *job crafting* serta bagaimana variabel tersebut mempengaruhi kinerja. Penelitian menggunakan *Self Determination Theory* sebagai dasar teori, sehingga penelitin ini diharapkan dapat berkontribusi pada pengembangan dari *Self Determination Theory*

Kata kunci: *Proactive personality*, *career calling*, *job crafting*, kinerja karyawan

## **ABSTRACT**

*Research with the title "The Effect of Proactive Personality and Career Calling on Bumdesa Employee Performance Through Job Crafting as a Mediating Variable". This study aims to analyze the effect of proactive personality and career calling on employee performance and determine the role of job crafting as a mediating variable in the relationship between proactive personality and career calling on employee performance. This study uses a quantitative approach with the research population is all BUMDesa employees in Sokaraja District, totaling 51 employees. The sampling technique uses a saturated sample where the entire population is used as a research sample. The data obtained was analyzed using multiple linear analysis regression test through IBM SPSS 25. Based on the results of data analysis found that: 1) proactive personality has a positive effect on employee performance, 2) career calling has no effect on employee performance, 3) job crafting has an effect on employee performance, 4) proactive personality has a positive effect on job crafting, 5) career calling has a positive effect on job crafting, 6) job crafting mediates the relationship between proactive personality and employee performance, 7) career calling mediates the relationship between proactive personality and employee performance. Implications that can be applied based on the above conclusions BUMDesa parties are expected to be more open, not only implementing a top-down system in BUMDesa managerial, so as to give employees room to do more job crafting. By providing a certain level of work autonomy to BUMDesa employees, it will encourage employees to structure their work, which will improve their performance. The research results are also expected to be a reference that adds to the knowledge and understanding of proactive personality, career calling, and job crafting and how these variables affect performance. The research uses Self Determination Theory as a theoretical basis, so this research is expected to contribute to the development of Self Determination Theory.*

*Keywords: Proactive personality, career calling, job crafting, employee performance*