

RINGKASAN

ADIYONO, 2017. Program Magister, Fakultas Ekonomi dan Bisnis, Universitas Jenderal Soedirman, *The Big Five Personality* sebagai Antecedent dari Kesuksesan Karir : Peranan Mediasi dari Perilaku *Internal Networking*. Pembimbing I Wiwiek Rabiatus Adawiyah, MSc, Ph.D. dan Pembimbing II Dr. Ratno Purnomo, M.Si.

Penelitian ini bertujuan untuk menguji dan mengetahui pengaruh *The Big Five Personality* yang terdiri dari : *neuroticism*, *extroversion*, *conscientiousness*, *agreeableness* dan *openness to experience* terhadap kesuksesan karir serta efek mediasi dari perilaku *internal networking* terhadap hubungan antara *The Big Five Personality* dengan kesuksesan karir dalam konteks organisasi sektor publik. Populasi penelitian ini adalah seluruh pegawai struktural pada Kantor Pelayanan Pajak Pratama Purwokerto, Cilacap, Purbalingga dan Kebumen. Sampel yang digunakan dalam penelitian ini sebanyak 188 responden. Metode *proportionate stratified random sampling* digunakan dalam penentuan responden. Pengumpulan datanya menggunakan metode survei dengan kuesioner. Alat analisis pada penelitian ini menggunakan analisis regresi.

Berdasarkan hasil uji hipotesis diketahui : (1) *neuroticism* berpengaruh negatif terhadap kesuksesan karir subyektif, (2) *extroversion* berpengaruh positif terhadap kesuksesan karir obyektif, (3) *agreeableness* berpengaruh negatif terhadap kesuksesan karir obyektif dan subyektif, (4) *openness to experience* berpengaruh negatif terhadap kesuksesan karir obyektif, (5) *extroversion* berpengaruh positif terhadap perilaku *internal networking*, (6) *agreeableness* berpengaruh negatif terhadap perilaku *internal networking*, (7) perilaku *internal networking* berpengaruh positif terhadap kesuksesan karir obyektif dan subyektif, (8) perilaku *internal networking* memediasi hubungan antara *extroversion* dengan kesuksesan karir obyektif dan subyektif, (9) perilaku *internal networking* memediasi hubungan antara *agreeableness* dengan kesuksesan karir obyektif dan subyektif, (10) perilaku *internal networking* memediasi hubungan antara *openness to experience* dengan kesuksesan karir obyektif, (11) tingkat pendidikan berpengaruh positif terhadap kesuksesan karir obyektif, kesuksesan karir subyektif dan perilaku *internal networking*, (12) umur berpengaruh positif terhadap kesuksesan karir obyektif dan (13) perilaku *internal networking* memediasi hubungan antara tingkat pendidikan dengan kesuksesan karir obyektif dan subyektif.

Implikasi dari penelitian ini adalah bahwa kepribadian hal yang penting di tempat kerja karena dapat memfasilitasi karir seseorang. Organisasi perlu memberikan perhatian khusus terkait dengan kepribadian pegawai seperti dalam proses rekrutmen, pelatihan dan pengembangan pegawai. Membangun dan memelihara hubungan informal dengan orang lain di dalam organisasi dapat memfasilitasi pegawai dalam melaksanakan pekerjaan serta pengembangan karir. Organisasi perlu memberikan perhatian khusus terkait dengan usaha-usaha yang dapat menciptakan hubungan baik antar pegawai. Penelitian mendatang dapat diperluas dengan memasukan variabel lain sebagai variabel antecedent, variabel mediasi atau variabel moderasi.

Kata kunci : kesuksesan karir, *The Big Five Personality* dan perilaku *internal networking*

SUMMARY

ADIYONO, 2017. Master Program, Faculty of Economics and Business, Jenderal Soedirman University, The Big Five Personality as Antecedents of Career Success : Mediation Role of Internal Networking Behavior. Supervisor Wiwiek Rabiatal Adawiyah, MSc, Ph.D. and co-supervisor Dr. Ratno Purnomo, M.Si.

This study aims to investigate and examine the effects of The Big Five Personality which consist of : neuroticism, extroversion, conscientiousness, agreeableness and openness to experience toward career success and the mediating role of internal networking behavior on these relationships dealing with context of public sector organization. The scope of this study is the entire of structural employees on the tax office which is operating in Purwokerto, Cilacap, Purbalingga and Kebumen. The sample of data were taken from 188 respondents. Proportionate stratified random sampling method was used to determine the respondents. Survey by questionnaire is applied in this study. The analysis tool in this study is regression analysis.

Based on the results of hypothesis testing, there are thirteen revelations : (1) neuroticism has negative impact on subjective career success, (2) extroversion has positive effect on objective career success, (3) agreeableness has negative impact on objective and subjective career success, (4) openness to experience has negative impact on objective career success, (5) extroversion has positive effect on internal networking behavior, (6) agreeableness has negative impact on internal networking behavior, (7) internal networking behavior has positive effect on objective and subjective career success, (8) internal networking behavior has mediated the relationship between extroversion and career success (objective and subjective), (9) internal networking behavior has mediated the relationship between agreeableness and career success (objective and subjective), (10) internal networking behavior has mediated the relationship between openness to experience and objective career success, (11) educational attainment has positive effect on objective career success, subjective career success and internal networking behavior, (12) age has positive effect on objective career success, and (13) internal networking behavior has mediated the relationship between educational attainment and career success (objective and subjective).

The implication of this study is that personality is important in workplace because it can facilitate career. Organizations need to give special attention on the personality of employees including in recruitment process, training and employees development. Building and maintaining informal relationships in organization can facilitate the employees to carry out the work and career development. Organizations need to give special attention associated with efforts to create good relations between employees. The next research can be expanded by adding other variables as antecedent variables, mediating variables or moderating variables.

Keywords: career success, The Big Five Personality, internal networking behavior.