

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh *Personality Traits* terhadap *Job Performance* dengan *Psychological Capital (PsyCap)* sebagai variabel moderasi pada anggota Badan Eksekutif Mahasiswa (BEM) Universitas Jenderal Soedirman. Penelitian ini dilatarbelakangi oleh adanya perbedaan tingkat kinerja antaranggota BEM meskipun berada dalam lingkungan, sistem penilaian, dan beban organisasi yang relatif sama. Hal tersebut menunjukkan bahwa faktor individual, khususnya kepribadian dan sumber daya psikologis, berperan penting dalam menentukan kinerja organisasi mahasiswa.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Populasi penelitian adalah seluruh anggota aktif BEM Unsoed periode 2025, dengan pengambilan sampel menggunakan teknik *proportional random sampling*. Pengukuran *Personality Traits* didasarkan pada model *Big Five* (*Extraversion, Conscientiousness, Agreeableness, Openness, dan Neuroticism*), *Job Performance* diukur menggunakan pendekatan kinerja individual, serta *Psychological Capital* diukur melalui empat dimensi utama yaitu *self-efficacy, hope, optimism, dan resilience*. Data dianalisis menggunakan regresi linier dan *moderated regression analysis* (MRA).

Hasil penelitian menunjukkan bahwa beberapa dimensi *Personality Traits*, terutama *Conscientiousness, Extraversion, Agreeableness, dan Openness*, berpengaruh positif terhadap *Job Performance*, sementara *Neuroticism* berpengaruh negatif. Selain itu, *Psychological Capital* terbukti berperan sebagai variabel moderasi yang memperkuat pengaruh positif sebagian besar *Personality Traits* terhadap *Job Performance* serta melemahkan pengaruh negatif *Neuroticism* terhadap kinerja. Temuan ini menegaskan bahwa kepribadian sebagai karakteristik yang relatif stabil dapat menghasilkan kinerja yang lebih optimal ketika didukung oleh modal psikologis yang kuat.

Kata Kunci : *Personality Traits, Psychological Capital, Job Performance*

SUMMARY

This study aims to examine the effect of Personality Traits on Job Performance with Psychological Capital (PsyCap) as a moderating variable among members of the Student Executive Board (BEM) at Universitas Jenderal Soedirman. The study is motivated by differences in performance levels among BEM members, even though they operate within the same organizational environment, performance evaluation system, and workload. This phenomenon indicates that individual factors, particularly Personality and psychological resources, play an important role in determining Job Performance within student organizations.

This research uses a quantitative approach with a survey method. The population consists of all active members of BEM Universitas Jenderal Soedirman for the 2025 period, and the sample was selected using proportional random sampling techniques. Personality Traits were measured using the Big Five model (Extraversion, Conscientiousness, Agreeableness, Openness, and Neuroticism), Job Performance was assessed based on individual performance indicators, and Psychological Capital was measured through four dimensions: self-efficacy, hope, optimism, and resilience. Data analysis was conducted using multiple linear regression and moderated regression analysis (MRA).

The results show that several dimensions of Personality Traits, particularly Conscientiousness, Extraversion, Agreeableness, and Openness, have a positive effect on Job Performance, while Neuroticism has a negative effect. Furthermore, Psychological Capital plays a moderating role by strengthening the positive influence of most Personality Traits on Job Performance and weakening the negative effect of Neuroticism on performance. These findings suggest that Personality, as a relatively stable individual characteristic, can lead to optimal performance when supported by strong psychological capital.

Keywords : *Personality Traits, Psychological Capital, Job Performance*