

ABSTRACT

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THE EFFECT OF SELF-EFFICACY, PROACTIVE PERSONALITY, AND WORK ENGAGEMENT AS MEDIATOR ON EMPLOYEE VOICE BEHAVIOR LECTURERS IN CONSERVATORY OF MUSIC UNIVERSITAS PELITA HARAPAN

(xi + 93 pages; 16 figures; 14 tables; 11 appendixes)

In every organization especially in the education sector, cooperation between the leaders, teachers, and students are essential to contribute ideas for the betterment or advancement of the organization. This study aims to see if there is any effect between self-efficacy, proactive personality, and work engagement on EVB. This research was done on 35 respondents among lecturers in conservatory of music UPH using quantitative method on PLS SEM. The result showed that self-efficacy, proactive personality as independent variable has the positive effect on EVB, meanwhile work engagement as mediator has no effect on EVB lecturers in Conservatory of Music UPH.

Keywords: employee voice behavior, self-efficacy, proactive personality, education, behavior, quantitative, Smart PLS.

References: 53 (2009-2019)

ABSTRAK

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PENGARUH SELF-EFFICACY, KEPRIBADIAN PROAKTIF, DAN WORK ENGAGEMENT SEBAGAI MEDIATOR TERHADAP EMPLOYEE VOICE BEHAVIOR DOSEN DI FAKULTAS ILMU SENI UNIVERSITAS PELITA HARAPAN

(xi + 93 halaman; 16 gambar; 14 tabel; 11 lampiran)

Di setiap organisasi khususnya di dunia pendidikan tentunya tidak dapat berjalan sendiri dan diperlukan adanya kerjasama antar pemimpin, pengajar, maupun pembelajar yang aktif di dalam memberikan kontribusi terhadap organisasi. Penelitian kali ini bertujuan untuk melihat apakah adanya pengaruh antara variabel *self-efficacy*, kepribadian proaktif, dan *work engagement* berpengaruh positif terhadap *employee voice behavior*. Penelitian ini dilakukan terhadap 35 responden para dosen Fakultas Ilmu Seni UPH dengan pendekatan kuantitatif menggunakan metode PLS SEM, dimana data diolah dengan menggunakan program *Smart PLS*. Hasil yang diperoleh adalah variabel eksogenus *self-efficacy* dan kepribadian proaktif berpengaruh positif terhadap EVB (variabel endogenus), sedangkan *work engagement* sebagai variabel mediator menunjukkan arah terbalik terhadap variabel *employee voice behavior*.

Kata kunci: *employee voice behavior*, *self-efficacy* kepribadian proaktif, *pendidikan, behavior*, kuantitatif, Smart PLS.

Referensi: 53 (2009-2019)