

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara kepribadian proaktif dengan *job crafting* pada karyawan. Hipotesis yang diajukan dalam penelitian ini adalah terdapat hubungan positif antara kepribadian proaktif dengan *job crafting* pada karyawan. Teknik *sampling* dalam penelitian ini menggunakan *purposive sampling*. Subjek dalam penelitian ini adalah karyawan berusia 18-55 tahun, sudah bekerja minimal 6 bulan dan status kerja tetap dengan jumlah 63 orang. Metode pengumpulan data dalam penelitian ini menggunakan Skala Kepribadian Proaktif dan Skala *Job Crafting*, metode analisis data menggunakan metode analisis *product moment* dari Pearson. Hasil analisis data diperoleh  $KS-Z = 0,662$  dengan  $p = 0,000$  ( $P < 0,05$ ), yang berarti terdapat hubungan positif antara kepribadian proaktif dengan *job crafting* pada karyawan. Berdasarkan hasil penelitian maka peneliti menyatakan bahwa hipotesis terbukti. Variabel kepribadian proaktif sebesar 43,8%. Sisanya *job crafting* pada karyawan sebesar 56.2% terhadap *job crafting* dan 56.2% dipengaruhi dengan *self efficacy*, *person job-fit*, *autonomy*, *task independence* dan *individual differences*.

**Kata kunci:** *job crafting*, kepribadian proaktif, karyawan.

## **ABSTRACT**

*This study aims to determine the relationship between proactive personality with job crafting on employees. The hypothesis proposed in this study is that there is a positive relationship between proactive personality and job crafting for employees. The sampling technique that used is purposive sampling. Subjects in this study were employees aged 18-55 years, had worked at least 6 months and permanent work status with a total of 63 people. Data collection methods in this study use the Proactive Personality Scale and Job Crafting Scale, the data analysis method uses the product moment analysis method from Pearson. The results of data analysis obtained  $KS-Z = 0.662$  with  $p = 0,000$  ( $P < 0.05$ ), which means there is a positive relationship between proactive personality with job crafting on employees. Based on the results of the study, the researchers stated that the hypothesis was proven. Proactive personality variable is 43.8%. the remaining job crafting for employees is 56.2% of job crafting and 56.2% is influenced by self efficacy, person job-fit, autonomy, task independence and individual differences.*

**Keywords:** *job crafting, proactive personality, employe*