

ABSTRAK

**Rini Saban, Jurusan Manajemen Sumber Daya Manusia (MSDM)
Fakultas Ekonomi dan Bisnis Universitas Khairun “UNKHAIR” Ternate.
Judul Penelitian “Pengaruh Kepribadian Proaktif dan Motivasi Kerja
Terhadap Kinerja Pegawai Sekretariat DPRD Kota Ternate”. Dibawah
bimbingan Marwan Man Soleman dan Ruslan A Kamis.**

Tujuan penelitian ini untuk mengetahui pengaruh kepribadian proaktif dan motivasi kerja secara parsial terhadap Kinerja pegawai di Sekretariat DPRD Kota Ternate. Model analisis yang digunakan untuk menguji hipotesis adalah analisis regresi linier berganda, dan metode penelitian yang digunakan adalah penelitian penjelasan dengan pendekatan kuantitatif dan sampel sebanyak 46 responden.

Hasil penelitian ini membuktikan bahwa kepribadian proaktif berpengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan kepribadian proaktif dan motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: Kepribadian Proaktif, Motivasi Kerja dan Kinerja Pegawai

ABSTRACT

Rini Saban, Department of Human Resource Management (MSDM) Faculty of Economics and Business Khairun University "UNKHAIR" Ternate. The title of the research is "The Influence of Proactive Personality and Work Motivation on the Performance of Ternate City DPRD Secretariat Employees". Under the guidance of Marwan Man Soleman and Ruslan A Kamis.

The purpose of this study was to determine the effect of proactive personality and work motivation partially on employee performance at the DPRD Secretariat of Ternate City. The analytical model used to test the hypothesis is multiple linear regression analysis, and the research method used is explanatory research with a quantitative approach and a sample of 46 respondents.

The results of this study prove that Proactive personality has a positive and significant influence on employee performance. Work motivation has a positive and significant effect on employee performance. Simultaneously, proactive personality and work motivation have a positive and significant effect on employee performance.

Keywords : Proactive Personality, Work Motivation and Employee Performance