DAFTAR PUSTAKA

Abid, G., Arya, B., Arshad, A., Ahmed, S., & Farooqi, S. (2021). Positive personality traits and self-leadership in sustainable organizations: Mediating influence of thriving and moderating role of proactive personality. *Sustainable Production and Consumption*, *25*, 299–311. https://doi.org/10.1016/j.spc.2020.09.005

Anggraini Soemadi 2023. (t.t.).

Anindita, H., & Muafi, M. (2021). Pengaruh Kepribadian Proaktif, Kinerja Kerja, Promosi Diri terhadap Kesuksesan Karir Karyawan Ponpes Surya Global. *JBTI : Jurnal Bisnis : Teori dan Implementasi*, *11*(3), 206–216. https://doi.org/10.18196/bti.113141

Anugrahito, D. (t.t.). *Pengaruh Proactive Personality dan Core Self-Evaluation Terhadap Kinerja Karyawan Dimediasi Work Engagement*. https://doi.org/10.18196/bti.113143

Aryaningtyas, A. T., & Suharti, L. (2013). Keterlibatan kerja sebagai pemediasi pengaruh kepribadian proaktif dan persepsi dukungan organisasional terhadap kepuasan kerja. *Jurnal Manajemen dan Kewirausahaan*, *15*(1). https://doi.org/10.9744/jmk.15.1.23-32

Awan, T. H., Abid, M. A., Aslam, M. S., Hafeez, M. M., & Akram, M. S. (2022). Impact of Proactive Personality on Affective Commitment: Mediation Effect of Job Satisfaction. *iRASD Journal of Management*, *4*(2), 434–448. https://doi.org/10.52131/jom.2022.0402.0090

Bakker, A. B., Petrou, P., Op den Kamp, E. M., & Tims, M. (2020). Proactive Vitality Management, Work Engagement, and Creativity: The Role of Goal Orientation. *Applied Psychology*, *69*(2), 351–378. https://doi.org/10.1111/apps.12173

Cheah, S., Li, S., & Ho, Y. P. (2019). Mutual support, role breadth self-efficacy, and sustainable job performance of workers in young firms. *Sustainability (Switzerland)*, *11*(12). https://doi.org/10.3390/su11123333

Chowdhury, S. R., Kabir, H., Mazumder, S., Akter, N., Chowdhury, M. R., & Hossain, A. (2022). Workplace violence, bullying, burnout, job satisfaction and their correlation with depression among Bangladeshi nurses: A cross-sectional survey during the COVID-19 pandemic. *PLoS ONE*, *17*(9 September). https://doi.org/10.1371/journal.pone.0274965

Chu, F., Liu, S., Guo, M., & Zhang, Q. (2021). I am the top talent: Perceived overqualification, role breadth self-efficacy, and safety participation of high-speed railway operators in China. *Safety Science*, *144*. https://doi.org/10.1016/j.ssci.2021.105476

Dai, K., & Wang, Y. (2023). Investigating the interplay of Chinese EFL teachers' proactive personality, flow, and work engagement. *Journal of Multilingual and Multicultural Development*. https://doi.org/10.1080/01434632.2023.2174128

Deng, Y., & Yao, X. (2020). Person-environment fit and proactive socialization: Reciprocal relationships in an academic environment. *Journal of Vocational Behavior*, *120*. https://doi.org/10.1016/j.jvb.2020.103446

Dziuba, S. T., Ingaldi, M., & Zhuravskaya, M. (2020). Employees' job satisfaction and their work performance as elements influencing work safety. *System*

Safety: Human - Technical Facility - Environment, 2(1), 18–25. https://doi.org/10.2478/czoto-2020-0003

Eliyana, A., & Sridadi, A. R. (2020). Workplace spirituality and job satisfaction toward job performance: The mediation role of workplace deviant behavior and workplace passion. Management Science Letters, 10(11), 2507–2520. https://doi.org/10.5267/j.msl.2020.3.044

Hakanen, J. J., Bakker, A. B., & Turunen, J. (2021). The relative importance of various job resources for work engagement: A concurrent and follow-up dominance analysis. BRQ Business Research Quarterly. https://doi.org/10.1177/23409444211012419

Hidayaturrahman, M., & Yahya, M. (2020). Teori SoSial empirik. https://www.researchgate.net/publication/341276119

Ifandrijanto, S., & Jaya, P. (1945). Peran work engagement dan social support terhadap innovation work behavior tim startup. Dalam Universitas (Vol. 3, Nomor 02).

Inovasi Penelitian, J., Jasmalinda Fakultas Ekonomi dan Bisnis, O., Manajemen, J., & Perdagangan Jl Hamka No, S. (t.t.). Pengaruh citra merek dan kualitas produk terhadap keputusan pembelian konsumen motor yamaha di kabupaten padang pariaman.

Juliati, s. (2021). Pengaruh proaktif behavior dan change management terhadap kinerja karyawan dengan reward sebagai variabel moderating studi perusahaan jasa ekspor impor pt sarana lintas caraka. 24(1), 2502–6690. http:journal.uta45jakarta.ac.id/index.php/MSE

Jurnal, L., & Dhani Ramadhan, N. (t.t.). Volume 11 Nomor 3 Halaman 783-796 Jurnal Ilmu Manajemen Pengaruh self efficacy dan work engagement terhadap employee performance melalui job satisfaction.

Kavuran, E., & Camcib, G. B. (2023). Fear of Covid 19, job stress, life satisfaction, job satisfaction, and burnout. International Journal of Emerging Trends in Health Sciences, 7(2), 18–27. https://doi.org/10.18844/ijeths.v7i2.8419

Kleine, A. K., Rudolph, C. W., & Zacher, H. (2019). Thriving at work: A meta-analysis. Journal of Organizational Behavior, 40(9–10), 973–999. https://doi.org/10.1002/job.2375

Manajemen, J., Bisnis, dan, motivasi terhadap kepuasan kerja pegawai supriadi, d., hakim, l., studi magister manajemen, p., pascasarjana, p., & riau kepulauan, u. (2021). pengaruh stres kerja, komunikasi, komitmen organisasi. 1(2), 158–170. https://www.journal.unrika.ac.id/index.php/jmob/index

McCormick, B. W., Guay, R. P., Colbert, A. E., & Stewart, G. L. (2019). Proactive personality and proactive behaviour: Perspectives on person–situation interactions. Journal of Occupational and Organizational Psychology, 92(1), 30–51. https://doi.org/10.1111/joop.12234

Mohsin, F. H. (2019). Work Engagement and Proactive Behavior A Concept. International Journal of Scientific and Research Publications (IJSRP), 9(5), p8995. https://doi.org/10.29322/ijsrp.9.05.2019.p8995

Nur Fadilah Amin 2023. (t.t.).

Pada Pendekatan Kualitatif dan Kuantitatif Ardiansyah, P., Jailani, Ms., Negeri, S., Provinsi Jambi, B., & Sulthan Thaha Saifuddin Jambi, U. (t.t.). Teknik Pengumpulan Data Dan Instrumen Penelitian Ilmiah. http://ejournal.yayasanpendidikandzurriyatulquran.id/index.php/ihsan

Peariasamy, S. D., Omar, Z., Basri, R., & Alias, S. N. (2020). Magnitude of Role-Breadth Self-Efficacy in Teacher Proactive Work Behaviour. *International Journal of Academic Research in Business and Social Sciences*, *10*(7). https://doi.org/10.6007/ijarbss/v10-i7/7434

Permata, F. D., & Mangundjaya, W. L. (2021). The role of work engagement in the relationship of job autonomy and proactive work behavior for organizational sustainability. *IOP Conference Series: Earth and Environmental Science*, *716*(1). https://doi.org/10.1088/1755-1315/716/1/012055

Purnamasari, S. M. C., Tewal, B., & Lumintang, G. G. (2019). Analisis komparatif kepuasan kerja pegawai badan pendapatan daerah provinsi sulawesi utara ditinjau berdasarkan karakteristik individu comparatve analysis of employee satisfaction in regional income agency of north sulawesi province based on individual characteristic. Dalam *6057 jurnal emba* (vol. 7, nomor 4).

Rianto Rahadi, D. (2021). *Perilaku Organisasi : Konsep dan Implementasi*. https://www.researchgate.net/publication/354521960

Rizan, M., Hanoum, F. C., & Kresnamukti, A. (2022). Peran work-life balance dan stress kerja dalam menciptakan kepuasan kerja serta pengaruhnya terhadap kualitas pelayanan yang diberikan oleh tenaga kesehatan rumah sakit di karawang. *Jurnal riset manajemen sains indonesia (jrmsi) |*, *13*(2), 2301–8313. Https://doi.org/10.21009/jrmsi

Rosadi, O. I., Eliyana, A., & Kurniasih, I. I. (2023). Tinjauan literatur sistematis : pengaruh empowering leadership terhadap proactive work behavior. *Jurnal Ilmiah Manajemen, Ekonomi, & Akuntansi (MEA)*, *7*(2), 552–569. Https://doi.org/10.31955/mea.v7i2.3048

Šakytė-Statnickė, G., Bilan, S., & Savanevičienė, A. (2023). The impact of work engagement of different generations on organisational engagement. *Journal of International Studies*, *16*(4), 136–152. https://doi.org/10.14254/2071-8330.2023/16-4/9

Saputra, N. (t.t.). *Perkembangan Konsep Work Engagement: Dari Personal Engagement Sampai Holistic Work Engagement*. https://www.researchgate.net/publication/348915514

Schaufeli, W. (2021). Engaging Leadership: How to Promote Work Engagement? Dalam *Frontiers in Psychology* (Vol. 12). Frontiers Media S.A. https://doi.org/10.3389/fpsyg.2021.754556

Setyarini, E., & Indriati, F. (2022). Mewujudkan Proactive Work Behaviour dalam Implementasi Flexible Working Arrangement Pasca Pandemi Covid-19. *PERSPEKTIF*, *11*(2), 632–642. https://doi.org/10.31289/perspektif.v11i2.6064

Shi, Y., Zhou, J. xin, Shi, J. lin, Pan, J. F., Dai, J. yang, & Gao, Q. (2023). Association between proactive personality and professional identity of nursing undergraduates: The mediating role of resilience and irrational belief. *Nurse Education in Practice*, *71*. https://doi.org/10.1016/j.nepr.2023.103729

Sukmajati, M. (2020). Pengaruh kepribadian proaktif terhadap kepuasan karir dan kinerja karyawan dengan kreativitas karyawan sebagai variabel intervening. Dalam *Jurnal Studi Manajemen Organisasi* (Vol. 17, Nomor 2). https://ejournal.undip.ac.id/index.php/smo/article/view/39180

Sumarwinati, S., & Ratnasari, L. (t.t.). Pengaruh budaya organisasi, kepuasan kerja dan gaya kepemimpinan terhadap kinerja karyawan dengan komitmen

organisasional sebagai variabel interverning the effect of organizational culture, work satisfaction and leadership style on employee performance with organizational commitments as interverning variables. *Dimensi*, *8*(1), 13–27.

Syamsudin, N., Eliyana, A., Nurdin, N., Sudrajat, A., Giyanto, B., Emur, A. P., & Zahar, M. (2022). Are job satisfaction and role breadth self-efficacy the links to proactive work behavior? *Heliyon*, *8*(1). https://doi.org/10.1016/j.heliyon.2021.e08710

Wang, H., & Lei, L. (2023). Proactive personality and job satisfaction: Social support and Hope as mediators. *Current Psychology*, *42*(1), 126–135. https://doi.org/10.1007/s12144-021-01379-2

Warner, L. M., & Schwarzer, R. (2020). Self-Efficacy and Health. Dalam *The Wiley Encyclopedia of Health Psychology* (hlm. 605–613). Wiley. https://doi.org/10.1002/9781119057840.ch111

Wu, C. H., Deng, H., & Li, Y. (2018). Enhancing a Sense of Competence at Work by Engaging in Proactive Behavior: The Role of Proactive Personality. *Journal of Happiness Studies*, *19*(3), 801–816. https://doi.org/10.1007/s10902-016-9827-9

Zhang, W., & Xu, F. (2024). Proactive personality, transformational leadership and ethical standards: influences on radical creativity. *Management Decision*, *62*(1), 25–49. https://doi.org/10.1108/MD-05-2022-0666

Zhang, W.-G., Ding, Y., & Xu, F. (2024). How does proactive personality affect employee creativity and ostracism? The mediating role of envy. *Heliyon*, e25457. https://doi.org/10.1016/j.heliyon.2024.e25457

Zhang, Y., Wang, F., Cui, G., Qu, J., & Cheng, Y. (2023). When and why proactive employees get promoted: A trait activation perspective. *Current Psychology*, *42*(36), 31701–31712. https://doi.org/10.1007/s12144-022-04142-3