

ABSTRACT

This thesis has discussed about the study work engagement proactive in improving innovative performance the lecturer at the College of private in Semarang, with antesenden organizational commitment and professional commitment aims to examine and analyze the influence of organizational commitment affective organizational commitment, continuance, professional commitment affective, and professional commitment continuance through proactive work engagement as an intervening variable of the innovative performance of lecturers. Sample in this research is a lecturer in Private Universities of Semarang, the total number of population is 1678 people and the total of sample about 310 people. Sampling in this research has conducted by the researcher user proportional sampling techniques and purposive random sampling. The researcher used multiple linear regression with the application program Partial Least Square (PLS) to analysis the hypothesis.

Based on the results of data analysis showed that (1) There is a positive influence affective commitment the organization of the work engagement proactive, (2) The existence of negative effects between continuance commitment the organization of the work engagement proactive, (3) There is a positive influence between affective commitment professional to work engagement proactive, (4) There is significant relationship between continuance commitment professional to work engagement proactive, (5) The existence of a positive influence affective commitment the organization's innovative performance, (6) There is a positive influence between continuance commitment the organization's innovative performance, (7) There is a positive influence between affective professional commitment to innovative performance, (8) The negative influence between professional continuance commitment to innovative performance lecturer, (9) There is a positive influence between work proactive involvement on the performance of the innovative faculty.

Poor performance of innovative lecturer at Private Universities in Semarang can be caused that there is not good continuance organizational commitment, while working to create a proactive, support lecturers are important in improving the performance of the innovative faculty. Therefore, to improve the innovative performance lecturer at Private Universities in Semarang necessary proactive involvement of high employment, which proactively working to realize the necessary involvement affective organizational commitment and professional commitment affective, which is good. While, professional commitment continuance there is not effect to improving innovative performance lecturer at Private Universities in Semarang

Keywords: *Work Engagement Proactive, Lecturer Innovative Performance, Organizational Commitment Affective, continuance Organizational Commitment, Professional Commitment Affective and Continuance Professional Commitment.*

ABSTRAKSI

Penelitian tesis dengan judul studi keterlibatan kerja proaktif dalam meningkatkan kinerja inovatif dosen pada Perguruan Tinggi Swasta (PTS) di Kota Semarang dengan antesenden komitmen organisasi dan komitmen profesional bertujuan untuk menguji dan menganalisis adanya pengaruh komitmen organisasi afektif, komitmen organisasi *continuance*, komitmen profesional afektif, dan komitmen profesional *continuance* melalui keterlibatan kerja proaktif sebagai variabel intervening terhadap Kinerja inovatif dosen. Sampel dalam penelitian ini adalah dosen di Perguruan Tinggi Swasta (PTS) Kota Semarang, dengan jumlah Populasi sebanyak 1678 orang dan jumlah sampel sebanyak 310 orang. Sedangkan penarikan sampel pada penelitian ini dilakukan dengan tehnik penarikan sampel secara proporsional dan purposive random sampling. Untuk menguji hipotesis menggunakan analisis regresi linear berganda (*multiple linear regression*) dengan aplikasi program *Partial Least Square* (PLS).

Berdasarkan hasil analisis data menunjukkan bahwa (1) Adanya pengaruh positif komitmen afektif organisasi terhadap keterlibatan kerja proaktif, (2) Adanya pengaruh negatif antara komitmen *continuance* organisasi terhadap keterlibatan kerja proaktif, (3) Adanya pengaruh positif antara komitmen afektif profesional terhadap keterlibatan kerja proaktif, (4) Adanya pengaruh yang signifikan antara komitmen *continuance* profesional terhadap keterlibatan kerja proaktif, (5) Adanya pengaruh positif komitmen afektif organisasi terhadap kinerja inovatif, (6) Adanya pengaruh positif antara komitmen *continuance* organisasi terhadap kinerja inovatif, (7) Adanya pengaruh positif antara komitmen afektif profesional terhadap kinerja inovatif, (8) Adanya pengaruh yang negatif antara komitmen *continuance* profesional terhadap kinerja inovatif dosen, (9) Adanya pengaruh positif antara keterlibatan kerja proaktif terhadap kinerja inovatif dosen.

Rendahnya kinerja inovatif dosen pada Perguruan Tinggi Swasta (PTS) di Semarang dapat disebabkan karena tidak adanya komitmen organisasi *continuance* yang baik, sedangkan untuk menciptakan keterlibatan kerja proaktif karena keterlibatan kerja proaktif dosen merupakan penunjang penting dalam peningkatan kinerja inovatif dosen. Oleh karena itu, untuk meningkatkan kinerja inovatif dosen pada Perguruan Tinggi Swasta (PTS) di Kota Semarang diperlukan keterlibatan kerja proaktif yang tinggi, dimana untuk mewujudkan keterlibatan kerja proaktif dibutuhkan komitmen organisasi afektif, dan komitmen profesional afektif, yang baik. Sedangkan komitmen profesional *continuance* tidak berpengaruh dalam peningkatan kinerja inovatif dosen, dan sama halnya dengan komitmen organisasi *continuance* tidak berpengaruh dalam peningkatan keterlibatan kerja proaktif dosen pada Perguruan Tinggi Swasta (PTS) di Kota Semarang

Kata Kunci : Keterlibatan Kerja Proaktif, Kinerja Inovatif Dosen, Komitmen Organisasi Afektif, Komitmen Organisasi *Continuance*, Komitmen Profesional Afektif, dan Komitmen Profesional *Continuance*