

ABSTRACT

Proactive behavior is an anticipatory behavior to influence both themselves and work environment that are beneficial to the organization. It can be affected by various factors, among which process control, workload and intrinsic motivation. The research aims to examine and analyze 1) The effect of process control on workload, 2) The effect of workload on intrinsic motivation and proactive behavior, 3) The effect of intrinsic motivation on proactive behavior and 4) The effect of intrinsic motivation on proactive behavior with social capital as a moderating variable.

The kind of the research is explanatory and The Criminal Detective Unit of Rembang Regency Police as the research subjects. The sampling technique using census sampling (54 respondents). The data is collected using a questionnaire instrument. It analyzed using SEM (Structural Equation Modelling) PLS.

Based on the research, it can be concluded that : 1) The process control in a positive and significant effect on proactive behavior, 2) The process control in a negative and significant effect on workload, 3) The workload in a negative and significant effect on proactive behavior, 4) The workload in a negative and significant effect on intrinsic motivation, 5) The intrinsic motivation in positive and significant on proactive behavior, 6) Social capital as a moderating variable effect on intrinsic motivation on proactive behavior.

Keywords : Control Process, Workload, Intrinsic Motivation, Proactive Behavior, Social Capital