

Proactive Personality and Political Influence Behavior on the Career Success of Employees at the Curio Sub-District Office of Enrekang Regency

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Abstract

Everyone who works in the organization wants career success. The career success experienced by individuals is in accordance with the career path policy in each agency. The purpose of this study was to find out whether proactive personality influences employee career success, whether political influence behavior influences employee career success and whether proactive personality and political influence behavior influence employee career success. The sampling technique in this study used a saturated sample of 35 employees. In the data analysis technique using multiple linear regression analysis. The research results obtained are 1) proactive personality has a significant effect on employee career success 2) political influence behavior has a significant effect on employee career success and 3) proactive personality and political influence behavior simultaneously have a significant effect on Employee Career Success at the Curio District Office, Enrekang Regency.

Keywords: Proactive Personality, Political Influence Behavior And Employee Career Success.

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INTRODUCTION

Everyone who works in the organization wants career success. The career success experienced by individuals is in accordance with the career path policy in each agency. Career paths often change as individuals face complex and changing organizational realities. Consequently, employees or individuals must take responsibility for their own career planning and development. Such rapid organizational changes due to the current of globalization, develop into trends that then affect individual psychology in achieving career success. Career success is related to satisfaction with the results obtained in a work experience. Emphasizing that (Chen, 2010) "career success is a positive psychological result and accumulation of work experience experienced by an employee of the State Civil Apparatus (ASN) in an organization. In this condition, individuals feel that they have obtained success in carrying out their careers. In other words, career success is how the psychological side of the individual assesses the accumulated results of work, and the benefits obtained by the individual.

The entry of the XXI century is full of competitive dynamics both between organizations and personnel in organizations and downsizing issues. Outsourcing, and reorganization further encourage individual efforts to maintain and improve their position or position in the organization. When career success is associated with these issues, career success can be achieved by individuals who are able to understand themselves, know how to detect environmental changes and create opportunities for themselves and learn from the mistakes they have made (Greenhauss, Callanan & Godshalk, 2000). In the end, to face obstacles in individual career growth requires a responsive attitude and high flexibility. Several studies in career literature have identified a number of influences on career success, such as race, organizational experience, and performance. Based (Watkins and Yuen, 2009) describes that a person's career journey through a series of stages that are relatively predictable, starting with exploration and initial investigation of career opportunities and ending with retirement.

The involvement of human resource management today is closely related to the management of other human resources in the organization. So it cannot be denied that if there is a tendency to pay greater attention to humans as a determinant of organizational success, such as regarding proactive personality. Proactive personality has a strong influence on the course or not of an organization and maintains the survival of the organization.

One of the determinants of employee career success is determined by proactive personality factors. Of these various personalities, (Robbins & Judge, 2013) mentions a personality that is a strong predictor of individual behavior in organizations, namely a proactive personality characterized by the ability to see opportunities, show initiative, take action, and persist until significant changes occur. (Bateman and Crant, 1993), define individuals with a basic form of proactive personality as the personality possessed by a person who is relatively not easily forced by forces related to situations, and can affect environmental change. Proactive personality is described as a stable placement of proactive behavior. The domain of proactive behavior constructs according to (Bateman and Crant, 1993) is determined through the relationship between proactive constructs and the five general personality factors, which have come to be known as the big five personalities.

Proactive personality or disposition is a different construct of individual stability, that distinguishes individuals based on the degree to which they begin to act to influence their environment (Barnett and Bradley, 2007). People with a proactive disposition tend to identify opportunities and stick to them, persevering until changes occur in their environment (Crant in Barnett and Bradley, 2007).

The results of the study (Yuni Siswanti, 2011), entitled "The Influence of Proactive Personality on Career Success with Political Influence Behavior as a Mediating Variable. The results show that proactive personality does not directly affect career success while proactive personality has an indirect effect on career success mediated by self-promotion. Proactive personality has an indirect effect on career success mediated by ingratiation. While the research

conducted (Wibowo, Aditya, 2013), entitled "The Influence of Proactive Personality on Career Success (Case Study at the Faculty of Economics and Business, Soegijapranata Catholic University). The results show that there is a link or influence of proactive personality to career success.

Another research that can improve employee career success is to improve Political Influence Behavior. (Ferris and Jugde, 1991) stated that political influence behavior affects individual career success. On a practical level, such research is urgently needed, because nowadays an individual's career is not only determined by the company, but also determined by the individual himself. Realistic information is indispensable for managing the career of an individual who wants to achieve his or her career goals.

There are two definitions of organizational politics. One of them is more broad, seeing organizational politics as a process of influence. Politics includes a set of social behaviors. Organizational politics as a social tool to influence and contribute to the basic functions of the organization. From this definition, it is believed that politics can become functional or dysfunctional depending on the symptoms that occur. Another definition looks at politics narrowly, namely that politics is limited to behavior to maximize personal interests in the short or long term (Cropanzano, et al., 1997). Organizational politics includes involving one's interests above organizational interests (Greenberg & Baron, 2000). Organizational politics has been examined from a variety of different perspectives. Past research has essentially focused on two main areas. The former (1) examines actual political behavior, while the other (2) concentrates on the organizational politics of perception. However, until recently, the natural and complex relationship between the two constructs was actually two stand-alone but often overlooked (Cook, Ferris and Dulebohn, 1999).

Research (Wayne, et al, 1999), examines factors that predict career success. (Bell and Staw, 1989) argue that personality through the process of personal supervision can ultimately influence outcomes determined by environmental forces. The assumption underlying the researchers when using ingratiation and self-promotion in this study is that political behavior affects career success depending on the type of influencing tactics used by employees, namely whether employees use ingratiation or self-promotion (especially in employees of government agencies). While private employees tend to use supervisor-focused tactics or job focused tactics.

When looking at career success from the promotion obtained by employees through a promotion or seeking face in front of the leader, then some researchers then suggest that promotion is political is the main mechanism for individuals who want to achieve career success. because career success is an accumulation of results, the product of behavior accumulated over a relatively long period of time, thus, individuals who have a proactive personality will try to achieve The goal in organization, namely career success. Personality is more associated with factors that determine the number or cumulative outcome, such as career success of any single action or measure of behavior.

The Curio Sub-District Office of Enrekang Regency is one of the Regional apparatus organizations responsible to the Regent in the framework of Government Administration consisting of the Regional Secretariat, DPRD Secretariat, Regional Offices and Regional Technical Institutions, Sub-districts and sub-districts in Enrekang Regency. In carrying out their duties, sub-district heads, sub-district secretaries, section heads and functional position groups must apply the principles of coordination, integration, and synchronization, both sub-district organizations according to their main duties

Based on initial observations made at the Curio Sub-District Office of Enrekang Regency, it can be seen that like other organizations or agencies, it has a work culture as a guideline for all personnel of the Curio Sub-District Office of Enrekang Regency in working. The phenomenon that must be faced by the Curio District Office of Enrekang Regency is that there is still nepotism that occurs in determining the position and career path of employees. Among them is the lack of clarity in the mechanism of career paths, meaning that many employees whose job placement is

not in accordance with the fields of each employee, as well as the victims of nepotism even though each agency already has regulations governing the mechanism of career paths, but it is not carried out such as, regulations regarding promotion. In the Regulation of the Minister of Manpower of the Republic of Indonesia No. 39 of 2016 that in order to implement Government policies in the form of implications of laws and regulations, improve labor placement services, and in line with the development of the field of labor placement services

As an agency owned by the government, the Curio District Office of Enrekang Regency in its management sometimes experiences various kinds of conflicts of interest at the management level. There are interests of government interference, such as employee promotion policies, organizational climate that is named with KKN culture, and other political interests that can interfere with the progress and development of the Curio District Office of Enrekang Regency itself. So this will sometimes have an impact on the activities of the organization

There is a phenomenon in the process of carrying out work activities, an employee is affected by pressure conditions that cause conflict problems, both between individuals and between groups. Interpersonal interaction is one of the factors that can improve performance (Fatma et al., 2020).

The phenomenon of organizational politics at the Curio Sub-District Office of Enrekang Regency can be seen through family relationships, promotion policies that still use close relationships between leaders and employees, unclear work evaluation policies, and likes and dislikes relationships with employees. This phenomenon indicates that KKN politics still exists and is still applied to regional agencies which causes a decrease in performance because it is based on unhealthy organizational politics. Indeed, every employee needs organizational politics obtained through various human resource decisions such as promotion, selection, work attitudes and Organizational Citizenship Behavior (OCB). This is in accordance with the statement (Muafi, 2007) that perceived organizational politics is a belief formed by employees on the extent to which organizations assess their contributions and pay attention to their welfare.

METHODOLOGY

This research approach is a quantitative approach. Quantitative research approaches are methods for testing certain theories by examining relationships between variables. These variables are measured usually with research instruments, so that data consisting of numbers can be analyzed based on statistical procedures (Creswell, 2010).

The purpose of this study is explanatory research. Explanatory research finds explanations about why an event or symptom occurs (Prasetyo and Jannah, 2008). The final result of this study is an overview of the causal relationship, in this study, the researcher will explain the hypothesis of the influence of the variables studied. In this study, the influence of proactive personality and political influence behavior on employee career success

This type of research is a survey, namely analyzing facts and data that support the information needed to support the research discussion, in solving and answering the main problems raised, namely the Influence of Proactive Personality and Political Influence Behavior on Career Success at the Curio District Office of Enrekang Regency.

This research was conducted at the Curio Sub-District Office of Enrekang Regency. research time for 2 months September 2022 to November 2022.

According to (Echdar, 2017) population is defined as the entirety of the subject or object of study. If a researcher wants to examine all the elements in his research area, then his research is a population study. In this study the number of 35 employees at the Curio Sub-District Office of Enrekang Regency According to (Ferdinand, 2011) the sample is a subset of the population, consisting of several members of the population. This subset is taken because in many cases it is impossible to examine all members of the population, therefore we form a representative

population called a sample. While the sample according to (Yusuf; 2013) is a portion of the population that is selected and representative of that population. In determining the sample in this study was by using saturated samples where all populations were sampled as many as 35 employees of the Curio District Office of Enrekang Regency.

RESULT AND DISCUSSION

The influence of proactive personality on employee career success.

Proactive personality is a variable that has a significant influence on employee career success, it can be seen from the value of the coefficient, meaning that if the proactive personality increases, the employee's career success increases. The most dominant indicator is at $X_{1.3}$ motivation indicators with statements Employees have the opportunity to attend education and training to support achievement, that out of 35 respondents, as many as 23 respondents gave answers strongly agreeing with the statement. Then based on the comparison that the proactive personality with, the calculated value of $6,177 > \text{table } 1,689$ means that the proactive personality has a significant effect on employee career success.

A proactive personality significantly affects the career success of an employee within a company. This proves that in the process of assessing an employee to be able to have the opportunity for career advancement or promotion in Indonesia is not only on the personality of the person but there are other factors that make an employee have career success. Employees with a proactive attitude do not always or even tend to have the possibility to be judged as employees who have personalities that are not in accordance with the wishes of superiors so that the careers of these employees are not always good or have career success. One's career success is a state in which emotional comfort or positivity results from an assessment of one's work experience. Not only must employees have the required knowledge and skills, but the important thing is to have a good personality and the right attitude to ensure they always have the effort to achieve career success (Rasid et al., 2018).

As for the indicator with the lowest respondent is on $X_{1.1}$ I believe that the KDP (Work Performance Assessment) given by my boss is in accordance with the results of my work that out of 35 respondents 15 respondents gave very affirmative answers to the statement. A proactive personality is the behavior of someone who is not affected by the situation and even tends to have the initiative to improve the situation or even create a better situation in the work environment. Proactive personality will have an impact on the emergence of attitudes, performance or performance, behavior, and a sustainable career (Rachman et al., 2023). Every employee has a proactive personality attitude, so employees will easily get or improve their careers. With the application of personality, employees are able to improve their careers in a better direction for the future and the sustainability of employees in an agency or company. When someone wants to have good career success, they must be able to improve their proactive personality because career success is influenced by a proactive personality. Therefore, a proactive personality

attitude must be applied in an agency or organization so that the mission of an organization is easily achieved.

This research is relevant to the results of research conducted by Mahardika & Kistyanto (2020) shows that there is a relationship or influence of proactive personality on career success because the results obtained show a positive influence between the two variables to be tested. The results of this first test are in line with previous research that supports a positive and significant relationship between proactive personality and career success shows that individuals who throughout their work become more active, they tend to be more successful in adapting to organizations (Almaidah, 2019).

The Influence of *Political Influence Behavior* on Career Success

Political influence behavior is a variable that has a significant influence on employee career success, it can be seen from the value of the coefficient, meaning if *Political Influence Behavior* Increasingly, the career success of employees increases. The most dominant indicator is the X2.1 indicator *ingratiation* I always help my colleagues in the office, that out of 35 respondents, as many as 23 respondents gave very affirmative answers to the statement. Then based on the comparison that proactive personality with, the value of $t_{\text{calculate}} (3.845) > t_{\text{table}} (1.689)$ means that political influence behavior has a significant effect on employee career success.

An individual's capacity to change the behavior or attitude of others to demonstrate *self-interest* called politics. Several practitioners and researchers have examined aspects of organizational politics and *Political Behavior* And no clear distinction has been found between the two constructs, although research in the late decade has developed that organizational politics and *Political Behavior* are two separate constructs. Political behavior to influence the environment in this study became known as political influence behavior. Political influence behavior defined as behavior that is not sanctioned organizationally that is actually likely to harm the organization in achieving goals or showing pleasure to others in (Hasibuan, 2017).

As for the indicator with the lowest respondent is on X_{2.1} Indicators *self promotion* I always want to be seen by the leadership when doing work that out of 35 respondents 7 respondents gave very affirmative answers to the statement. The phenomenon of organizational politics at the Curio Sub-District Office of Enrekang Regency can be seen through family relationships, promotion policies that still use close relationships between leaders and employees, unclear work evaluation policies, and likes and dislikes relationships with employees. This phenomenon indicates that KKN politics still exists and is still applied to regional agencies which causes a decrease in performance because it is based on unhealthy organizational politics. Indeed, every employee needs organizational politics obtained through various human resource decisions such as promotion, selection, work attitudes and Organizational Citizenship Behavior (Batilmurik,

2020). This is consistent with the assertion that perceived organizational politics is the belief that employees form about the extent to which the organization values their contributions and concerns about their welfare. There is nepotism that occurs in determining the position and career path of employees (Angela, 2020). Among them is the lack of clarity in the mechanism of career paths, meaning that many employees whose job placement is not in accordance with the fields of each employee, as well as the victims of nepotism even though each agency already has regulations governing the mechanism of career paths, but it is not carried out such as, regulations regarding promotion. In the Regulation of the Minister of Manpower of the Republic of Indonesia No. 39 of 2016 that in order to implement Government policies in the form of implications of laws and regulations, improve labor placement services, and in line with the development of the field of labor placement services.

The results of this second test are in line with the test results from previous studies that support a significant influence between *Political Influence Behavior* towards career success, namely research conducted by Cintana & Budiadi (2020) It was found that organizational politics affects job satisfaction by being moderated by *Political influence behavior*. That is, when the organizational political situation carried out by a person or group of people tends to increase, it will affect job satisfaction, This direct influence will be stronger when there is an element *Political Influence Behavior* which moderates.

The influence of proactive personality and *political influence behavior* on career success.

Based on the results of the research that has been done, a constant value of buying interest is obtained, meaning if the variable is free, in this case, Proactive Personality, and *Political influence behavior* Having a value of 0, the variable tied to consumer buying interest has increased. The results of the f test show that the calculated value > the table and the significance level of $0.000 < 0.05$ which means that the variables Proactive Personality and *Political influence behavior* simultaneously has a significant effect on the career success of employees at the Curio Sub-District Office of Enrekang Regency. From this comparison, it was obtained that $f_{hitung} > f_{tabel}$ maka can be concluded H1 tested which means between proactive personality and *Political Influence Behavior* to the Curio Sub-District Office of Enrekang Regency. The results of this study are in line with the research conducted Hariyanto (2019), that proactive personality and *Political Influence Behavior* towards career success.

The influence of proactive personality and political influence behavior *on career success can be said to be very large, where if all employees have a proactive personality* it will support the process of planning and career development individuals can feel the perception of career success of the employee itself. However, if there are many organizational behaviors, the planning of an agency or organization will be negative. Results in the field show that the phenomenon in the career success process will be better

if employees meet the requirements in career development and agency planning will be more advanced if employees have proactive personality traits

CONCLUSION

From the data obtained and the analysis that has been carried out in this study, it can be concluded that:

1. This research proves that there is a significant influence between proactive personality on career success, career success of employees at the Curio Sub-District Office, Enrekang Regency.
2. This study proves that there is a significant influence between *political influence behavior* on the career success of employees at the Curio Sub-District Office of Enrekang Regency.

This research proves that proactive personality and *political influence behavior* simultaneously affect the career success of employees at the Curio Sub-District Office of Enrekang Regency

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