

THE INFLUENCE OF ROLE CONFLICT, ROLE AMBIGUITY, AND ROLE OVERLOAD ON NEGATIVE AFFECT WITH PROACTIVE PERSONALITY AS A MODERATING VARIABLE IN CIVIL SERVANTS AFTER SIMPLIFYING THE BUREAUCRACY IN THE REGIONAL GOVERNMENT OF YOGYAKARTA SPECIAL REGION

ABSTRACT

This study aims to examine the effect of role stressor (role conflict, role ambiguity, and role overload) on negative affect with proactive personality as a Moderating Variable in Civil Servants after bureaucratic simplification in the Yogyakarta Special Region Regional Government. The population in this study were Civil Servants who experienced equalization of positions from structural positions to functional positions after simplifying the bureaucracy in the Yogyakarta Regional Government, totaling 242 people. This research is quantitative research, the sample was obtained using proportionate stratified random sampling technique as many as 70 people. The data collection technique used a questionnaire. Data analysis using SEM-PLS. The results showed that role conflict, role ambiguity, and role overload directly had a positive and significant effect on negative affect. The proactive personality variable moderates the effect of role overload on negative affect, but does not moderate the effect of role conflict and role ambiguity on negative affect. The limitations of this study are that the results can only be generalized within the scope of the DIY Regional Government, and the subjectivity of respondents because the data comes from questionnaires filled out once at a certain time, and a small sample size, and there may still be other variables that can affect this research. Suggestions for further research are to increase the sample, add variables, data collection methods, and conduct more in-depth validation and statistical analysis.

Keywords: role stressor, role conflict, role ambiguity, role overload, proactive personality, negative affect, simplification of bureaucracy, government

PENGARUH *ROLE CONFLICT*, *ROLE AMBIGUITY*, DAN
ROLE OVERLOAD TERHADAP *NEGATIVE AFFECT* DENGAN
PROACTIVE PERSONALITY SEBAGAI VARIABEL MODERASI PADA
PEGAWAI NEGERI SIPIL PASCA PENYEDERHANAAN BIROKRASI
DI PEMERINTAH DAERAH DAERAH ISTIMEWA YOGYAKARTA

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh *role stressor* (*role conflict*, *role ambiguity*, dan *role overload*) terhadap *negative affect* dengan *proactive personality* sebagai Variabel Moderasi pada Pegawai Negeri Sipil pasca penyederhanaan birokrasi di Pemerintah Daerah Daerah Istimewa Yogyakarta. Populasi dalam penelitian ini adalah Pegawai Negeri Sipil yang mengalami penyetaraan jabatan dari jabatan struktural menjadi jabatan fungsional pasca penyederhanaan birokrasi di Pemerintah Daerah DIY yang berjumlah 242 orang. Penelitian ini merupakan penelitian kuantitatif, sampel diperoleh menggunakan teknik *proportionate stratified random sampling* sebanyak 70 orang. Teknik pengumpulan data menggunakan kuesioner. Analisis data menggunakan SEM-PLS. Hasil penelitian menunjukkan bahwa *role conflict*, *role ambiguity*, dan *role overload* secara langsung berpengaruh positif dan signifikan terhadap *negative affect*. Variabel *proactive personality* memoderasi pengaruh *role overload* terhadap *negative affect*, tetapi tidak memoderasi pengaruh *role conflict* dan *role ambiguity* terhadap *negative affect*. Keterbatasan penelitian ini adalah hasilnya hanya dapat digeneralisasi pada lingkup Pemerintah Daerah DIY saja, dan subyektifitas responden karena data bersumber dari kuesioner yang diisi satu kali pada waktu tertentu, dan jumlah sampel yang kecil, serta kemungkinan masih terdapat variabel-variabel lain yang dapat mempengaruhi penelitian ini. Saran untuk penelitian selanjutnya adalah menambah sampel, menambah variabel, metode pengumpulan data, serta melakukan validasi dan analisis statistik yang lebih mendalam.

Keywords: role stressor, role conflict, role ambiguity, role overload, proactive personality, negative affect, penyederhanaan birokrasi, pemerintahan