

ABSTRAKSI

Memiliki *school outcomes* yang baik menjadi impian bagi semua mahasiswa. *School outcomes* terdiri atas kinerja sekolah dan kepuasan sekolah (McNall dan Michel, 2011). Dengan berperan ganda, dapat memicu terjadinya *work-school conflict* (WSC). Namun, *work-school conflict* dapat diminimalisir apabila mahasiswa tersebut mempunyai kepribadian yang baik. Penelitian ini menggunakan dua kriteria kepribadian yaitu *locus of control* internal dan kepribadian proaktif.

Penelitian ini dilakukan pada mahasiswa Fakultas Ekonomi dan Bisnis Universitas Airlangga yang kuliah sambil bekerja. Penelitian ini bertujuan untuk mengkaji mengenai pengaruh langsung dan pengaruh tidak langsung antara *locus of control* internal dan kepribadian proaktif terhadap *school outcomes* melalui *work-school conflict*. Penelitian ini menggunakan pendekatan kuantitatif. Sampel pada penelitian ini sebanyak 57 mahasiswa yang kuliah sambil bekerja dengan teknik *purposive sampling*. Teknik analisis yang digunakan dalam penelitian ini adalah *partial least square* (PLS).

Hasil pada penelitian ini membuktikan bahwa *locus of control* internal mempunyai pengaruh terhadap *school outcomes*, *work-school conflict* terbukti memediasi hubungan antara *locus of control* internal dan *school outcomes*, kepribadian proaktif terbukti mempunyai pengaruh terhadap *school outcomes*, dan *work-school conflict* tidak terbukti memediasi hubungan antara kepribadian proaktif terhadap *school outcomes*.

Kata Kunci : *locus of control* internal, kepribadian proaktif, *work-school conflict*, *school outcomes*.

ABSTRACT

Having a good school outcomes a dream for all students. School outcomes consist of the performance of schools and school satisfaction (McNall and Michel, 2011). With a dual role, can lead to work-school conflict (WSC). However, work-school conflict can be minimized if the student has a good personality. This study used two criteria of personality that internal locus of control and proactive personality.

This research was conducted at the Faculty of Economics and Business Airlangga University college while working. This study aims to assess the effects of direct and indirect influence between internal locus of control and proactive personality to school outcomes through work-school conflict. This study using a quantitative approach. Samples in this study as many as 57 students who study while working and using purposive sampling technique. The analysis technique used in this study is a partial least square (PLS).

The results of this research prove that internal locus of control has an influence on school outcomes, work-school conflict proved to mediate the relationship between internal locus of control and school outcomes, proactive personality proved to have an influence on school outcomes, and work-school conflict is not proven mediate the relationship between proactive personality and school outcomes.

Keywords : internal locus of control, proaktif personality, work-school conflict, school outcomes.