



Proactive personality and Innovative Work Behavior A META-ANALYSIS

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Abstract: Objective from study This is explore between *Innovative Work Behavior* and *Proactive personality* through meta analysis for provide alternative offers more knowledge_ Good about literature *Innovative Work Behavior* in development organization. Based on exposure results findings search the articles above related meta analysis study *Proactive personality* and *Innovative Work Behavior* can concluded a number of study confirm connection positive between *Proactive personality* and *Innovative Work Behavior*. With thus, research This conducted in 7 journals with 25 studies for test magnitude connection between *Proactive personality* and *Innovative Work Behavior*, and For see influence to connection between *Proactive personality* and *Innovative Work Behavior*. From the results discussion connection between *Innovative Work Behavior* and *Proactive personality* with meta analysis concluded that the average effect *proactive personality* increase *Innovative Work Behavior* of 0.43 or 43% which is included category low. While 57% is influenced by variables other.

Keywords: Innovative Work Behavior, Meta-Analysis, Personality

INTRODUCTION

In environment very dynamic and competitive business , company play role important For continuity life, success , and growth business they with direct the innovation process (Li et al., 2020) . Innovation is factor important for success organization in competitive and dynamic environment _ moment This (Škerlavaj et al., 2019) . Because of the environment changing economy , globalization , and demands growing competition , innovative *work behavior* become the more important (Woods et al., 2017)

According to (In Fabio & Peiró, 2018) Phenomenon *Innovative Work Behavior* is knowledge This can in a manner significant help organization For utilise strength necessary creative _ For speed up solution innovative that will improve performance targets and profitability .

Even organization has adapt self with increasing role dominant employee in look for innovation . Moment this , organization show trend theyfor motivating employee they For generate innovative ideas and implement them For increase performance they (Khan et al., 2022) . According to (Siyal et al., 2021) k employees become innovative on the spot Work when they can create method new in do something and produce a different and unique process . Furthermore , implementing innovative ideas can help restructure alternative new and innovative

Human performance is one _ dimensions of the triple bottom line, beside dimensions economy and environment , organization moment This try For reach To use ensure continuity organization (Di Fabio & Peiró, 2018) .) However , attention is lacking focused on dimensions continuity human , to be sustainable , then organization must increase ability For continuously recognize the factors that influence it growth period long , build expertise and knowledge about How face effect bad and bring change in himself Alone in a manner effective (Abid et al., 2020)

Individual with *proactive personality* open to innovation , hold on to stress , have perception high self - *efficacy* and experience more A little worry related work about work they compared to individual with characteristic different personalities _ (Han et al., 2014) . Individual like it also shows behavior taking risk and search novelty in life Work them .

Employees who have *proactive personality* own relative trend _ stable For in a manner on purpose change himself and his organization with meaningful way _ (Caniëls et al., 2018) . *Proactive* person tend take initiative with look for information , identify and act based on opportunity , and form return environment moment This or move to more situation _ wanted (Crant, 2000) For bring meaningful change _ in self them . environment work . In contrast , non- proactive people more Like wait opportunity passive , and no tend For in a manner active form environment they (Crant, 2000) . Employees who have disposition to behavior proactive (ie *proactive personality*) more tend show behavior Work proactive than colleagues they (McCormick et al., 2019) .

From perspective organization , *proactive personality* is very helpful and important For increase creativity and produce novelty For offer useful ideas (Song & Lee, 2020) . According to (Cai et al., 2018) say that every individual own diverse personalities _ so that different One based on each other characteristic features personality . *Proactive personality* own great influence _ to behavior innovative work and performance _ organization (Newman et al., 2017) . For predict and manage complex environment , organization _ try For build and expand behavior ultimately proactive _ increase affordability employee .

LITERATURE REVIEW

Understanding *Innovative Work Behavior*

Innovative Work Behavior is construction multidimensional covering _ all behavior in which employees contribute to the innovative process (Saeed et al., 2018) . According to (Kmieciak, 2020) *Innovative Work Behavior* and is factor key in support the whole innovation process organization public and private . *Innovative Work Behavior* defined as behavior employee For creating , introducing , and implementing new ideas in a manner on purpose _ work , group or contributing organizations _ to performance (Jansen, 2000) . Behavior This is behavior intentional individual For creating and implementing useful new and useful ideas _ for individual , group or organization (Bos-Nehles & Veenendaal, 2019) . According to (Scott & Bruce, 1994) argue that behavior complex innovation _ consists from Lots related activities _ with idea generation and idea implementation . Innovation individual started with generate ideas or solution new.

Innovative Work Behavior consists from three phase:

Idea generation, idea promotion and idea realization. In phase first, employees use creativity they for generate new ideas or they look for practices in similar entities. When an idea has developed, employees push adoption with looking for a coalition of sponsors in the vicinity. Phase This labeled idea promotion. Finally, employees must involved in realization of ideas for become innovative , that is translate ideas into in possible procedure_ used in organization (Janssen, 2000; Scott & Bruce, 1994) .

According to (Siyal et al., 2021) *Innovative Work Behavior* No only aim For identify ideas and procedures newdeep do assignments and assignments the same everyday, but also helps develop behavior and manner its application with Meaning For enrich performance employees too. as organization.

Influencing factors _ Innovative Work Behavior

Factor Related Leadership

Various style leadership like exchange leader-members , leadership transactional , laissez-faire and stylish leadership transformational has notice behavior innovative work (Oukes, 2010).

Factor Related Organization

According to (Damanpour, 1991) realize that factor organization play role important in process innovation. " Based on literature before, factors related encouraging organization _ Work innovative behavior including climate organization and practice management source Power human (eg awards, remuneration, training and development, recognition, communication, and security work).

Factor Related Individual

According to (Al-Omari et al., 2019) individual related that has studied related with behavior Work innovative including attitude variable (eg involvement work , commitment organization), variable personality (eg proactive personality), as well competence employees (eg Skills intelligence emotional).

Innovative Work Behavior consists from four mutual group _ related , namely :

Introduction problem , idea generation , idea promotion , and idea realization (De Jong & Den Hartog, 2010) . Suite activity This can increase ability employee For innovate (De Jong & Den Hartog, 2010) . Introduction problem and idea generation is activity introduction problem.

kindly special, it is mean for give sort of benefit for organization. *Innovative Work Behavior* consists from four Suite mutual activities_related tightly. Activity the covers introduction problem, generation idea, promotion, and realization idea the (Janssen, 2000; Scott & Bruce, 1994) . Two factors first (intro problems and the creation of new ideas) are related with draft behavior oriented work _ creativity , while two factors behavior previously refers to behavior implementation - oriented work and includes _ promotion of generated new ideas . (De Jong & Den Hartog, 2010). Fourth factor in a manner collective develop *Innovative Work Behavior* among employees, which increases performance and style Work they For carry out task daily and other assigned tasks to.

Activity promotion of ideas and realization of ideas constitute implementation of innovative ideas. Studies previously show that capable and willing employees_create innovation will expand outside contribution _ scope his job (Yildiz et al., 2017) .

Understanding *Proactive Personality*

According to (Andri et al., 2020), *proactive personality* is strong competence_from individuals highlighted by attitude _ active self, and attitude initiative with very high work. *Proactive Personality* experience mastery empowering knowledge and skills_they in compile source Power For overcome problem. Whereas according to (Bateman & Crant, 1993),

dimensions proactive behavior is root from a number need individual To use manipulate as well as control environment . *Proactive Personality* as character inclined personality_stable, capable endure as well as make it easy individual in behave in a manner consistent in different situations (McCormick et al., 2019).

There are three aspect *proactive personality* measured _ that is *proactive disposition*, *prototype proactive personality*, *perspective interactionist* . (Seibert et al., 1999). There are 4 (four) indicators developed in research by Bateman & Crant (1993), namely: identify *opportunities* / identify opportunity, *show initiative* / show initiative , *take action* / take action, and *be persistent* / persistent. (Seibert et al., 1999 ; Mahardika & Kistyanto, 2020) ; (Hsiao & Wang, 2020)

According to (Joo & Lim, 2009) put forward that There is a number of indicator in behavior proactive, including:

1. *Look for opportunities and act on them* (looking for opportunity and action).
2. *Show initiative* (Show initiative).
3. *Take action* (Fetch action myself).
4. *Persistent in successfully implementing change* (Gigih in apply change).
5. *Taking initiative in improving current circumstances or creating new ones* (Taking initiative in increase circumstances moment This or create a new one).
6. *Status quo* (Situation still as circumstances now).
7. *Their role more flexibly flexible*.
8. *Ownership of longer term goals beyond their job* (Have target period long outside job)
9. *Ability to effect changes in the environment* (Have ability For influence change in environment).
10. *Ability to overcome constraints by situational forces* (Can overcome constraint or obstacles by force situational).

METHODS

Study This is literature research, with do assessment on variable variable study in matter This variable *Innovative Work Behavior* and *proactive personality*. Analysis Ameta (Retnawati et al., 2018) done For fulfil objective study main filed in study this. Definition from the meta-analysis that is synthesis studies quantitative questions that focus on same research (Göçen & Şen, 2021) . Researching studies connection between *Innovative Work Behavior* and *proactive personality* entered in the meta- analysis For study this. Furthermore done search reference in the form of a literature review above study earlier through online databases. Then researchers also apply a number of criteria that have determined To use produce more detailed study _ _ about *Innovative Work Behavior* and *proactive personality* . Details meta- analysis procedure presented below _ this , follow guidelines recommended by PRISMA (*Preferred Reporting Items for Systematic Reviews and Meta analyzes*) (Göçen & Şen, 2021) .

1. Stage Initial, Determination criteria:
 - a. With using the researcher's data base do search reference, engine seeker, incl *Google scholar* and *Scopus* with using the keywords" *Innovative Work Behavior* " AND " *proactive personality*". and "*Innovative Work Behavior*" OR "*proactive personality*". Search strings created ad hoc combining keywords with use of the Boolean operators "AND/AND" and "OR/OR." search This use help Publish or Perish application version 8.2.3883.8074
 - b. Is article scientifically sourced from journal National and International Science
 - c. Release period 2017-2022
2. Stage, based on connection between the variables that will _ become objective study done selection from a number of articles , and from collected articles _ reviewed .
3. Stage end, the article has been collected literature done

Meta analysis procedure

1. Retrieve data from the literature that meets condition start Name author , year rise journal , amount respondent (N), value coefficient correlation (r), participant , country of place research and types of scale instruments research .
2. Look for Effect Size (Ez) value based on correlation data , Variance (Vz) and Standard Error (SEz) using formula as following :

$$Ez = 0.5 \times \ln \frac{(1+r)}{(1-r)} \quad Vz = \frac{1}{(n-3)} \quad SEz = \sqrt{Vz}$$

3. Do meta analysis data analysis use JASP application version 0.16.1.0.
4. Interesting conclusion and interpretation results meta- analytic research.

Table 1. Characteristics descriptive on all included studies in studies This

No	Nama Studi	r	N	Ez	Vz	SEz	variabel moderator			
							partisipan	tipe publikasi	negara	Jenis instrumen scale
1	(Kong & Li, 2018) studi 1a	0,61	320	0,709	0,003	0,056	Guru	artikel	Cina barat	standardized scale
2	(Kong & Li, 2018) studi 1b	0,42	320	0,448	0,003	0,056	Guru	artikel	Cina barat	standardized scale
3	(Kong & Li, 2018) studi 1c	-0,15	320	-0,151	0,003	0,056	Guru	artikel	Cina barat	standardized scale
4	(Kong & Li, 2018) studi 1d	0,57	320	0,648	0,003	0,056	Guru	artikel	Cina barat	standardized scale
5	(Giebels et al., 2016) 1a	0,58	564	0,662	0,002	0,042	karyawan	artikel	Belanda	standardized scale
6	(Giebels et al., 2016) 1b	0,47	564	0,510	0,002	0,042	karyawan	artikel	Belanda	standardized scale
7	(Giebels et al., 2016) 1c	0,36	564	0,377	0,002	0,042	karyawan	artikel	Belanda	standardized scale
8	Su & Zhang, 2020 studi 1a	0,377	350	0,397	0,003	0,054	Mahasiswa	artikel	Cina Selatan	standardized scale
9	Su & Zhang, 2020 studi 1b	0,457	350	0,494	0,003	0,054	Mahasiswa	artikel	Cina Selatan	standardized scale
10	Su & Zhang, 2020 studi 1c	0,498	350	0,547	0,003	0,054	Mahasiswa	artikel	Cina Selatan	standardized scale
11	W. Li et al., 2022) studi 1a	0,272	460	0,279	0,002	0,047	karyawan	artikel	Cina	standardized scale
12	W. Li et al., 2022) studi 1b	0,271	460	0,278	0,002	0,047	karyawan	artikel	Cina	standardized scale
13	(Pan et al., 2021) studi 1a	0,104	500	0,104	0,002	0,045	Guru	artikel	Cina	standardized scale
14	(Pan et al., 2021) studi 1b	0,189	500	0,191	0,002	0,045	Guru	artikel	Cina	standardized scale
15	(Pan et al., 2021) studi 1c	0,507	500	0,559	0,002	0,045	Guru	artikel	Cina	standardized scale
16	(Pan et al., 2021) studi 1d	0,59	500	0,678	0,002	0,045	Guru	artikel	Cina	standardized scale
17	(Pan et al., 2021) studi 1e	0,455	500	0,491	0,002	0,045	Guru	artikel	Cina	standardized scale
18	(Suseno et al., 2020) studi 1a	0,44	154	0,472	0,007	0,081	karyawan	artikel	Australia	standardized scale
19	(Suseno et al., 2020) studi 1b	0,53	154	0,590	0,007	0,081	karyawan	artikel	Australia	standardized scale
20	(Suseno et al., 2020) studi 1c	0,29	154	0,299	0,007	0,081	karyawan	artikel	Australia	standardized scale
21	(Yi et al., 2019) studi 1a	0,099	245	0,099	0,004	0,064	karyawan	artikel	Bangladesh	standardized scale
22	(Yi et al., 2019) studi 1b	0,358	245	0,375	0,004	0,064	karyawan	artikel	Bangladesh	standardized scale
23	(Yi et al., 2019) studi 1c	0,489	245	0,535	0,004	0,064	karyawan	artikel	Bangladesh	standardized scale
24	(Yi et al., 2019) studi 1d	0,418	245	0,445	0,004	0,064	karyawan	artikel	Bangladesh	standardized scale
25	(Yi et al., 2019) studi 1e	0,638	245	0,755	0,004	0,064	karyawan	artikel	Bangladesh	standardized scale

RESULTS AND DISCUSSION

RESULTS

Characteristics Studies

Ultimately, we included 25 studies. All included studies published between 2017 to 2022. Research conducted in western China, the Netherlands, South China, Australia and Bangladesh. Research design correlational measure *Innovative Work Behavior* and *proactive personality* on one point measurement. The author also does testing hypothesis and test of publication bias on their data collect. Z and p values in the table coefficient can seen in the conclusions of the meta- analysis using JASP software. Following the hypothesis:

Table 2. Hypothesis

	Hypothesis Test		Publication Bias Test	
H ₀ : true effect size = 0	<i>proactive</i>	<i>personality</i>	No	Sample data indicated publication bias
	influential to	<i>Innovative Work Behavior</i>		
H ₁ : True effect size ≠ 0	<i>proactive personality</i>	influential to	Sample data	No indicated publication bias
	<i>Innovative Work Behavior</i>			

JASP output is calculated use meta- analysis data findings as following:

Hypothesis test Testing hypothesis shown in the JASP output table seen at the z value and the p value or p value, such as shown in the table below this:

Table 3. Coefficients

Coefficients				95% Confidence Intervals		
	Estimates	Standard Error	z	p.s	Lower	Upper
intercepts	0.431	0.043	9,999	< .001	0.347	0.516

Note. Wald test.

The z value is 9.999, and the p value is 0.001, which means more small from mark significant 5% (0.05), as shown in the table The above coefficients. this means hypothesis H₀ rejected, because of the true *effect size* No The same with 0. Got said that the model *is proactive personality* influential to *Innovative Work Behavior*

Test publication bias

This Test designed For determine is collected information can used For make representative sample from population. Results determined from the output value of the Rank Correlation and Regression tests used For from this test.

Table 4. rank correlation

Rank correlation test for Funnel plot asymmetry		
	Kendall's τ	p.s
Rank test	-0.036	0.813

Table 5. Regression Test

Regression test for Funnel plot asymmetry ("Egger's test")		
	z	p.s
sei	0.180	0.858

Based on Rank correlation table above , found coefficient correlation between effect size and Rank correlation is seen from Kendall's value is at -0.036 . Furthermore results the p-value is equal to 0.813 is greater from a value of 0.05 indicates that hypothesis H₀ is rejected in other words no indicated publication bias or H₁ accepted in other words no indicated

publication bias. In the regression test table it appears that z value of coefficient regression of 0.180, meanwhile the p-value is equal to 0.858 more big of 0.05 which shows hypothesis H₀ rejected or H₁ _ accepted so that can said that *proactive personality* influential to *Innovative Work Behavior* .

Forest Plot

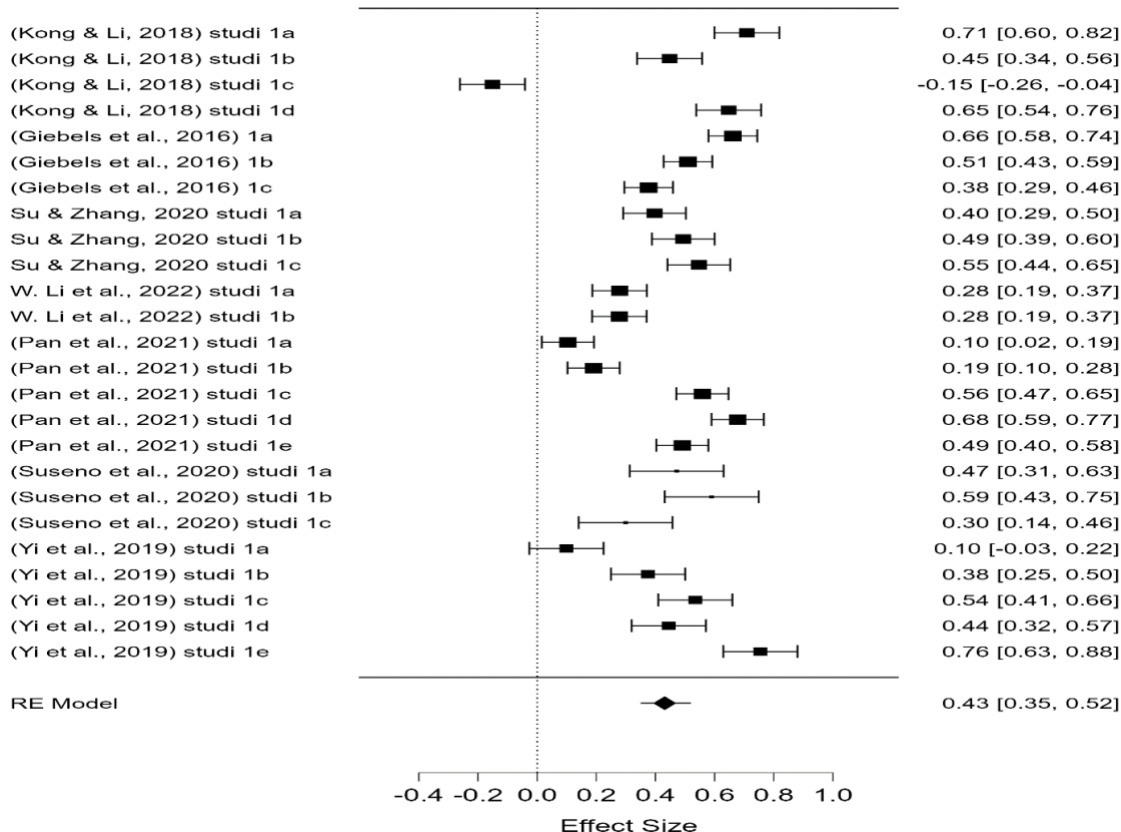


Figure 1. Forest plots

Plot Funnels

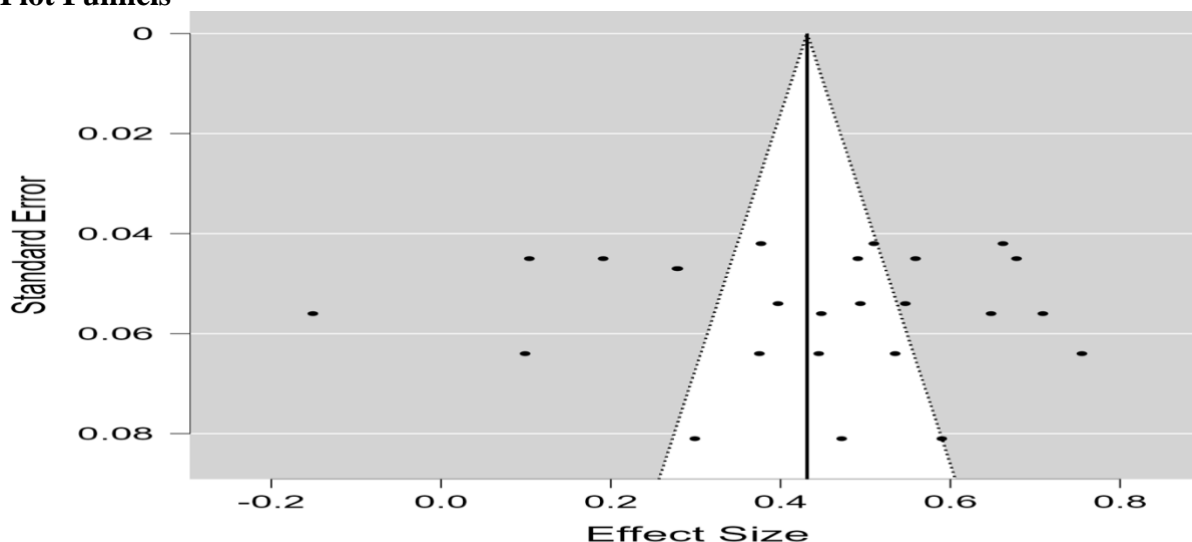


Figure 2. Effect sizes

Based on results plotting publication in Figure 2 can is known that No There is lost research with be marked circle open, whole circle closed. Next, from figure 3 forest plot, obtained summary effect value of 0.43. this value explain that the average effect *proactive*

personality increase *Innovative Work Behavior* of 0.43 or 43% which is included category low . While 57% is influenced by variables other.

CONCLUSION

Based on exposure results findings search the articles above related meta analysis study *proactive personality* and *Innovative Work Behavior* can concluded a number of study confirm connection positive between *proactive personality* and *Innovative Work Behavior*. With thus, research This conducted in 7 journals with 25 studies For test magnitude connection between *proactive personality* and *Innovative Work Behavior* For see influence to connection between *proactive personality* and *Innovative Work Behavior*. From the results discussion connection between *proactive personality* and *Innovative Work Behavior* with meta analysis concluded that the average effect *proactive personality* increase *Innovative Work Behavior* of 0.43 or 43% which is included category low . While 57% is influenced by variables other.

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