The Effect of Intervening Role Breadth Self-Efficacy on Proactive Personality and Proactive Behavior

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ABSTRACT

This research was conducted to analyze the effect of proactive personality and proactive behavior on nurses in the hospital either directly or through role breadth self-efficacy mediating variables so that a conceptual and empirical framework for proactive behavior can be found at the Regional General Hospital Prof. Dr. Margono Soekarjo Purwokerto. This research is quantitative descriptive. The empirical hypothesis was tested using SmartPLS. Testing this hypothesis was carried out using empirical data obtained from the results of the answers to the questionnaire from 60 nurses. The results of the study show that proactive personality and role breadth self-efficacy influence proactive behavior. The results of this research are expected to enhance the understanding of proactive behavior, thus providing considerations for selecting approaches to foster proactive behavior within the organization and implementing appropriate policies.

Keywords: proactive behavior, proactive personality, role breadth self-efficacy.

1. Introduction

Hospital management has unique characteristics because, in addition to functioning as a business, it also has a very important social mission in terms of public health. Hospitals fundamentally aim to fulfill the needs and demands of patients who expect to get solutions to their health problems in hospitals. Patients see hospitals as the only place capable of providing medical services to cure and recover from their pain. Therefore, hospitals are generally expected to provide quality services by established standards and are accessible to the entire community.

Proactive behavior from employees is a very important factor and is needed by hospitals. Through proactive behavior, employees can take responsibility for the work assigned and have the ability to consider positive and negative consequences in responding to a problem. This has a positive impact on all parties involved. A proactive personality influences proactive behavior, which focuses on enacting ideas and solving problems in the workplace (Syamsudin et al., 2021). Parker (1998) proposed role breadth self-efficacy to describe the level of confidence a person has in their abilities outside of formal responsibilities.

2. Literature Review

2.1 Proactive Behavior

Activities carried out by individuals to make things happen require initiative and anticipatory action with the aim of changing the situation (Parker & Collins, 2010). Crant (2000) states that proactive behavior generally involves the status quo. Proactive behavior can improve work methods, express ideas or concerns, and take action to prevent problems from happening again (Strauss et al., 2013). Problem prevention focuses on dealing with repeated challenges and obstacles in the work environment. This is a self-oriented and anticipatory action to prevent a repetition of work problems (Frese & Fray, 2001). Bateman and Crant (1993) state that proactive behavior can change situations, change existing conditions, and restructure mindsets.

2.2 Proactive Personality

Individuals who are very proactive to recognize and recognize opportunities, show initiative, and are persistent in fighting for change (Bateman & Crant, 1993). Someone with a proactive personality is able to consider the opportunities and risks that will occur (Parker & Collins, 2010). A proactive personality emphasizes self-confidence and an active attitude of initiative with high employment, proactive people experience knowledge control that allows them to develop joint solutions to solve a problem (Andri et al., 2020). Proactive individuals have personality traits that tend to be stable, able to survive, and facilitate people to behave consistently in different situations (McCormick et al., 2019).

2.3 Role Breath Self-Efficacy

Bandura (1986) describes self-efficacy as belief in one's ability to organize and carry out the actions necessary to produce a given achievement. Self-efficacy is a person's opinion regarding the ability possessed to carry out certain tasks. Self-efficacy is a work motivation factor called role breadth self-efficacy (Gist & Mitchell, 1992). The extent to which a person believes that they are capable of carrying out a broader and more proactive role (Peariasamy et al., 2020). Role breadth self-efficacy is an important predictor of proactive behavior (Parker & Collins, 2010). One of the most important requirements for role breadth self-efficacy for employees to be proactive is to use their initiative (Cheah et al., 2019).

2.4 Proactive personality and proactive behavior

Proactive personality refers to people's stable behavioral tendencies to take active actions to influence the environment (McCormick et al., 2019). Individuals always try to identify opportunities and act on them, show initiative, take action, and persist until change occurs (Crant, 2000). Bateman and Crant (1993) mention that proactive behavior can be controlled internally or externally. Therefore, Parker et al. (2006) stated that a proactive personality can influence proactive behavior. Proactive personality traits will create change and control that can support proactive behavior. Research was conducted by McCormick et al. (2019), Wu et al. (2018), and Kale (2019) which stated that proactive personality influences proactive behavior. Nurjaman et al. (2019) state that proactive behavior is important for organizations because it can improve working conditions and create new opportunities. When they feel they

can control the activities they do, individuals will be encouraged to carry out more proactive activities (Hua et al., 2020).

H1: Proactive personality has a positive effect on proactive behavior.

2.5 Intervening Role Breadth Self-Efficacy

The perceived ability of employees to perform a wide range of proactive, integrative, and social actions that go beyond responsibilities constitutes role breadth self-efficacy (Parker, 1998). Research has been conducted to adopt different approaches to identify the antecedents and consequences of proactive behavior, and the results are significant (Den Hartog & Belschak, 2012; Strauss, Griffin, & Allannah, 2009; Parker et al., 2006). For a changing world and organizational success, organizations increasingly demand employees who can take on broader and more proactive work (Bateman & Crant, 1993). On the other hand, role breadth self-efficacy unlike proactive personality is stable (Crant, 2000), as role breadth self-efficacy develops along with one's experience and situation (Parker et al., 2006).

H2: Role breadth self-efficacy mediates between proactive personality and proactive behavior.

Figure 1. Research Model.
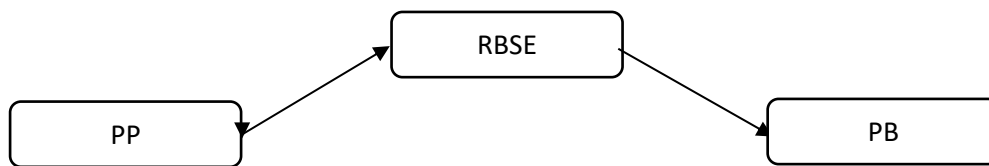
3. Research Methodology

Data collection was carried out on 60 respondents at the Regional General Hospital Prof. Dr. Margono Soekarjo Purwokerto. In this study, Akgunduz et al. (2018) modified 10 items to measure proactive personality. After that, 8 items from Parker et al. (2006) were developed to measure proactive behavior. There are 7 items developed by Parker et al. (2006) for the role of breadth self-efficacy. Responses were then collected using a five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). To obtain an assessment of the research variables, this study used a data collection method using a questionnaire that was developed and distributed to respondents using Google Forms. The data is then evaluated with path analysis from SmartPLS.

4. Results

The questionnaire distributed amounted to 75 copies. This questionnaire was given to nurses working at the hospital. Some questionnaires were returned to the researcher totaling 72 copies. Questionnaires that can be processed further totaled 60 copies. Based on the results of data processing in statistics, it can be seen that employee characteristics are grouped based on age, gender, and length of service. Based on age, there are 30% male respondents and 70% female respondents. The majority of respondents have worked for more than three years. The next step is to test the validity and reliability of the construct.

4.1 Validity and Reliability Test

Based on the results of the outer loading output produced in Table 1, the correlation value of all question items on the questionnaire for all indicators and items is > 0,70. Thus it can be

concluded that all items have met the validity requirements. However, these results are after removing two question items whose item values are less than 0,70. this can be caused by the selection of indicators that are still less relevant to the research construct, resulting in low outer loading.

Table 1. Outer Loading

	PB	PP	RBSE
PB1	0.867		
PB2	0.838		
PB3	0.802		
PB4	0.932		
PB5	0.928		
PB6	0.925		
PB7	0.865		
PB8	0.780		
PP1		0.717	
PP2		0.720	
PP4		0.827	
PP5		0.811	
PP7		0.830	
PP8		0.845	
PP9		0.755	
PP10		0.760	
RBSE1			0.889
RBSE2			0.885
RBSE3			0.892
RBSE4			0.906
RBSE5			0.893
RBSE6			0.911
RBSE7			0.797

Based on the results in Table 2, the overall Cronbach's alpha value generated is > 0,07. It can be concluded that the research instrument has met the reliability requirements. The results of the validity and reliability test results are presented as follows:

Tabel 2. Cronbach Alpha, Composite Reliability

	Cronbach's Alpha	Composite Reliability
PP	0.910	0.927
RBSE	0.952	0.961
PB	0.953	0.961

Model assessment with PLS starts by looking at the R-square, the higher the R^2 value, the better the prediction model of the proposed research model. The R-square value for variable proactive behavior was obtained at 0,808. These results indicate that 80,8% of proactive behavior is influenced by proactive personality and role breadth self-efficacy.

Table 3. Model Fit Test

SRMR	NFI	RMS_Theta
0.069	0.740	0.183

Based on the results of the fit model suitability, it is obtained that the SRMR value is < 0,08. In addition, the NFI value < 0,900. The resulting RMS_theta value is close to 0. From the results of these indicators, it can be concluded that the model formed has met the suitability criteria so that the model can be used and declared good in describing the relationship between variables.

4.2 Hypotesis Testing

The analysis further is the analysis of path analysis in the full model to test the model and hypothesis were developed in the research of this. The result of the feasibility of the model is presented as follows:

Table 4. Path Coefficient

	Original Sample	Sample Mean	Standard Deviation	T Statistics	P Values
PP → PB	0.304	0.300	0.135	2.254	0.025
PP → RBSE	0.899	0.900	0.029	30.584	0.000
RBSE → PB	0.611	0.606	0.129	4.738	0.000

The next step is to test the hypothesis that has been proposed. Hypothesis testing is based on data processing using regression analysis by analyzing the significance value and t value. The required value is above 1,67 for t value and below 0,05 for significance.

Table 5. Spesific Indirect Effect

	Original Sample	Sample Mean	Standard Deviation	T Statistics	P Values
PP → RBSE → PB	0.549	0.544	0.113	4.857	0.000

Hypothesis 1 of the study is that proactive personality affects proactive behavior Based on the results of data analysis, it is known that the calculated t value for the influence relationship between the two constructs lies at a value of 2,254 with a significance of 0,000. Thus it can be said that hypothesis 1 is supported.

Research hypothesis 2 is that role breadth self-efficacy mediates the relationship between proactive personality and proactive behavior. Based on the results of the study, from the results of data analysis, it is known that the calculated t value for the influence relationship between the constructs lies at a value of 4,857 with a significance of 0,000. Thus it can be said that hypothesis 2 is supported.

5. Discussion

The effect of proactive personality on proactive behavior is significant, and these results are in line with previous studies, including those by Crant (2000) and Parker et al. (2006). Proactive personality was shown to have a positive impact on proactive behavior with a focus on idea implementation and problem-solving in the work environment. Proactive personality can be considered a personality attribute that contributes to proactive behaviors such as taking initiative, acting independently, and not depending on external factors.

Likewise, the findings show that proactive personality has an impact on role breadth self-efficacy, which is consistent with several previous studies, including research by Parker et al. (2006). This suggests that individuals with high levels of proactive personality are more likely to feel motivated and confident in extending their responsibilities. They have confidence in their ability to accomplish tasks that go beyond the core technical aspects of the job and integrate and coordinate well (Parker, 1998). This concept would be beneficial in positions that require active cooperation and information exchange, as is the case in Indonesian hospitals.

In the context of proactive behavior, role breadth self-efficacy shows a significant positive influence. Individuals who have confidence in their ability to perform a wider range of tasks tend to be more proactive. On the other hand, Parker et al. (2006) suggests that when an individual feels incapable or confused about their role, this can result in passive behavior. This finding is in line with previous research which confirms that role breadth self-efficacy has a strong positive impact on individuals' proactive behavior (Parker et al., 2006).

In this study, the importance of role breadth self-efficacy as an intermediary between proactive personality and proactive behavior was also found. This finding is consistent with the results of previous studies showing that role breadth self-efficacy can strengthen the relationship between proactive personality and proactive behavior (Parker et al., 2006). In addition, this finding also suggests that role breadth self-efficacy plays a partial role as a mediator. Role breadth self-efficacy helps individuals to have self-confidence and play a more active role in proactive and integrative actions. Previously, a proactive personality provides the drive to take initiative and consistency in adjusting to the future. Therefore, having self-confidence and readiness to take on greater responsibility in work can result in proactive professional behavior, which also supports future change.

6. Conclusion

This study aims to examine the effect of proactive personality and proactive behavior with role breadth self-efficacy as a mediating variable. The results of the study indicate that role breadth self-efficacy plays a role in mediating the relationship between proactive personality and proactive behavior. This is consistent with the findings of Nurjaman et al. (2019), who concluded that proactive behavior has an important role in improving the current work situation and creating new opportunities. In line with Hua et al. (2020), which states individuals tend to be more likely to engage in proactive actions when they feel they have control over their activities.

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