

# Peran Mentoring sebagai Mediator Hubungan Kepribadian Proaktif dan Kesuksesan Karier Subjektif pada Ibu Bekerja = The Role of Mentoring as a Mediator of The Relationship Between Proactive Personality and Subjective Among Working Mothers

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## Abstrak

Penelitian ini merupakan penelitian korelasional yang bertujuan untuk mengetahui peran mentoring sebagai mediator dalam hubungan antara kepribadian proaktif dan kesuksesan karier subjektif ibu bekerja. Penelitian ini menggunakan alat ukur Career Satisfaction Scale untuk mengukur kesuksesan karier subjektif, Proactive Personality Scale untuk mengukur kepribadian proaktif dan Mentoring Received Scale untuk mengukur mentoring. Partisipan terdiri atas 124 ibu bekerja penuh waktu (40 jam/minggu) yang memiliki minimal satu orang anak. Hasil analisis korelasi dan mediasi sederhana (Hayes, 2019), menunjukkan: 1) terdapat hubungan antara kepribadian proaktif dan kesuksesan karier subjektif ibu bekerja ( $r = 0,40, p = 0,00, p < 0,01$ ) dan 2) mentoring berperan sebagai mediator yang dapat memediasi hubungan antara kepribadian proaktif dengan kesuksesan karier subjektif ibu bekerja (CI = 95%). Penelitian ini menyediakan saran untuk penelitian lanjutan, serta saran praktis yang dapat diterapkan untuk meningkatkan kepribadian proaktif dan mentoring untuk mencapai kesuksesan karier subjektif pada ibu bekerja.

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This research is a correlational research which aim to investigate the role of mentoring as a mediator in the relationship between proactive personality and subjective career success among working mothers. This research uses measurements such as Career Satisfaction Scale to measure subjective career success, Proactive Personality Scale to measure proactive personality, and Mentoring Received Scale to measure mentoring. Participants in this study amounted to 124 full-time working mothers (40 hours/week) who had at least 1 child. The result of the correlational analysis and simple mediation model (Hayes, 2019), shows that : 1) there is a relationship between proactive personality on subjective career success among working mothers ( $r = 0,40, p = 0,00, p < 0,01$ ) and 2) mentoring have a role as a mediator that can mediate the relationship between proactive personality and subjective career success among working mothers (CI = 95%). This research contributes to future studies and for practitioners to enhance their proactive personality and mentoring in order to achieve subjective career success.