

The Influence of Innovative Behaviour and Proactive Personality on Employee Performance at the North Morowali Regency Fisheries Service

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Article Info

Article history:

Received 05 Dec, 2025

Revised 19 Dec, 2025

Accepted 30 Jan, 2026

Keywords:

Innovative Behavior,
Proactive Personality,
Employee Performance

ABSTRACT

This study aims to determine whether innovative behavior and proactive personality have a partial effect on the performance of employees at the North Morowali District Fisheries Office. This research employs a quantitative study with a descriptive-analytical approach, identifying independent variables (innovative behavior and proactive personality) and the dependent variable (employee performance). The sample for this study consisted of 67 individuals. The sampling technique used was saturated sampling, where all members of the population are included as samples if the population size is relatively small, less than 30 individuals. Saturated sampling is referred to as a census. The results of this study show that: 1) Based on hypothesis testing, it is known that the variables of Innovative Behavior (X1) and Proactive Personality (X2) have a significant partial effect on employee performance at the North Morowali District Fisheries Office. 2) Innovative Behavior has a positive and significant partial effect on employee performance at the North Morowali District Fisheries Office. 3) Employee Performance has a positive and significant partial effect on Innovative Behavior and Proactive Personality at the North Morowali District Fisheries Offi.

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INTRODUCTION

Innovative work behaviour (IWB) is individual behaviour aimed at achieving recognition or attempting to introduce new and useful ideas, processes, products or procedures within the workplace, group or organisation (De Jong et al., 2008). Innovative behaviour is also defined as a series of activities that include searching for, promoting, and implementing new ideas within an organisation (Upadhyay, 2021). This behaviour reflects an individual's ability to develop new ideas, take risks, and adapt to changes in the work environment. Employees with high levels of innovative behaviour will be better able to face work challenges, find creative solutions, and contribute to increasing organisational productivity. In addition to innovative behaviour, proactive personality also plays an important role in shaping employee performance.

Employee performance is a key factor in determining the effectiveness and efficiency of an organisation in achieving its goals. According to Surono (2020), employee performance reflects the

work results achieved by individuals in a certain period, compared to the standards set by the organisation. In the context of public organisations such as the North Morowali Regency Fisheries Office, employee performance is very important to ensure that the services and programmes run optimally. However, based on the researcher's interview with an employee with the initials 'I', the quality of work does not meet organisational standards, with some employees producing work that does not meet the organisation's expectations in terms of precision, accuracy, and effectiveness of completion. This results in a lot of work needing to be revised or corrected, thereby slowing down the work process. The low quantity of work completed indicates that employees have not been able to achieve the target number of tasks set for a specific period.

Workloads that should be completed quickly are delayed, hindering the achievement of the organisation's overall objectives. Due to a lack of punctuality in completing tasks, many employees are still late in completing their assigned tasks. The main causes of these delays include a lack of work planning, poor time management discipline, and a lack of initiative in completing work independently. Suboptimal attendance rates, with some employees still having high levels of absenteeism, both in terms of tardiness to the office and absence from activities related to their duties and responsibilities. This has an impact on the smooth coordination and teamwork within the organisation. Lack of ability to work together in a team, employees still show difficulties in collaborating with colleagues, superiors, and subordinates. This results in a lack of synergy in completing joint tasks and often causes miscommunication that impacts work effectiveness.

Employees who are highly innovative will be better able to create more efficient and effective ways of working, which will improve performance. Similarly, proactive employees will be more responsible for their duties and more initiative in completing their work, which will ultimately improve the quality and productivity of their work.

Based on the results of interviews and observations as well as supporting theories, this researcher aims to analyse the influence of innovative behaviour and proactive personality on employee performance at the North Morowali Regency Fisheries Office.

THEORETICAL REVIEW

Innovative behaviour is behaviour that can create, introduce, and apply new ideas (Li et al., 2023). Innovative behaviour is defined as behaviour that includes the search for or generation, promotion, and realisation of new ideas within an organisation (Upadhyay et al., 2023). Innovative behaviour refers to a series of related activities that occur during the multi-stage process of developing, promoting, and implementing useful new ideas (Jiang et al., 2023). Innovative behaviour not only produces new ideas, but can also apply these ideas in the work environment (Kurniawati et al., 2023). Innovative behaviour will create a space where they can generate new ideas and implement them without fear of feeling intimidated in their work environment (Malibari et al., 2024).

According to Jong et al. (2020), the indicators of innovative work behaviour are:

1. Idea Exploration: employees are able to identify opportunities or problems within the organisation and then generate new ideas to solve these problems.
2. Developing ideas (Idea Generation) employees are able to develop ideas that have been created and introduce these ideas for new processes to their colleagues.
3. Seeking support for ideas (Idea Championing): employees are expected to socialise and seek support for the ideas that have been developed in order to realise these new innovative ideas.
4. Implementing ideas (Idea Implementation): employees have the courage to implement these new ideas into the work process to solve work problems within the organisation⁷.

According to Janssen & Berliana (2018), the positive impacts of innovative work behaviour include:

1. Generating ideas for the work environment Innovative work behaviour encourages employees to come up with new ideas to improve the work environment and create new ways of completing tasks more effectively and efficiently.
2. It can promote oneself at work. An employee who has innovative ideas has a greater chance of being promoted to a higher position. This is due to the employee's role in creating new ideas to solve problems that exist in the company.

3. Can realise new ideas for the work environment Innovative work behaviour is a place within a person to implement new ideas that have been hidden away and can be used to deal with problems that arise.

RESEARCH METHOD

A research paradigm is a way of thinking that shows the relationship between the variables to be studied, which also reflects the type and number of problems to be answered through research, the theory used to formulate hypotheses, the type and number of hypotheses, and the statistical analysis techniques to be used.

The research method is a scientific way of obtaining data for specific purposes and uses. It is used to obtain an overview or description of the state of a research object at the time the research is being conducted, namely regarding innovative behaviour, proactive personality and employee performance at the North Morowali Regency Fisheries Office. The research method used in writing this thesis is the descriptive analysis method, which is a method presented to search for and collect data and facts obtained from the field, which are systematically arranged to describe the facts at the time of the research, then the data and facts obtained are analysed in accordance with existing theories so that they can be used to test the truth⁸.

The population is the area of generalisation consisting of subjects or objects that have certain qualities and characteristics to be studied by the researcher, from which conclusions are then drawn. The population in this study is all employees at the North Morowali Regency Fisheries Office, with a total of 67 employees. The following is the data on employees of the North Morowali Regency Fisheries Office⁹.

RESULTS AND DISCUSSION

Validity testing is a tool used to measure the validity of a questionnaire. A questionnaire can be said to be valid if the statements in the questionnaire are able to reveal what is being measured by the questionnaire. Validity measurement includes testing how well a developed instrument measures a research topic. The higher the instrument value, the better it is at representing the research questions. A measurement scale is considered valid if there is a similarity between the data collected and the data that actually occurs in the research object. According to Sugiyono (2020), the minimum requirements for an item to be considered valid are:

1. If the critical r value is ≥ 0.30 , the statement items in the questionnaire are valid.
2. If the critical r value is ≤ 0.30 , the items in the questionnaire are considered invalid. Validity test

This research was conducted at the Agriculture and Food Service of North Morowali Regency. Innovative behaviour is an action or attitude demonstrated by individuals in an organisation to generate, develop, and apply new ideas to improve work effectiveness, solve problems, or create positive changes in the work environment. The ability to recognise opportunities or problems and formulate new ideas as solutions. The ability to develop action plans and refine ideas so that they can be applied practically. The act of communicating and introducing ideas to superiors or colleagues to gain support. In an organisational context, especially in the public sector such as government agencies, innovative behaviour is crucial for facing contemporary challenges, improving public services, and creating greater work efficiency and effectiveness.

Innovative behaviour has been implemented well. Employees agree that the innovative behaviour that has been measured is good, as seen from exploring ideas, developing ideas, seeking support for ideas, and implementing ideas. Employees have implemented this well in their daily work. Innovative behaviour is an individual's ability to explore, develop, seek support, and implement new ideas in the context of work. In the context of local government organisations, innovation is necessary to adapt to change and improve the quality of public services.

A proactive personality is a characteristic of individuals who show a tendency to take initiative, anticipate problems or opportunities, and act before being asked in order to change or positively influence their work environment. They look for ways to improve the situation or encourage change. Anticipating challenges thinking about possible obstacles before they occur and preparing solutions. Long-term goal orientation not only completing tasks, but thinking strategically and acting

for broader results. Independent in decision making daring to choose and take responsibility for one's choices.

Proactive personality is well applied by employees when completing tasks, as seen from the responses of employees who agree that freedom in choosing responses and taking initiative at work is good. This shows that employees have a strong proactive tendency in carrying out tasks and facing challenges in the workplace. In an organisational context, particularly in the government or public service sector, a proactive personality is very important because it supports productivity, encourages efficiency, and accelerates the achievement of organisational goals. Proactive employees tend to have high work commitment and are able to create solutions without having to work on them every day. Innovative behaviour is an individual's ability to explore, develop, seek support, and apply new ideas in the context of work. In the context of local government organisations, innovation is necessary to adapt to change and improve the quality of public services.

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Innovative behaviour has been well implemented. Respondents demonstrated good ability in exploring ideas, particularly in recognising problems or opportunities in their work. This should be maintained and further improved by employees in carrying out their duties at the North Morowali Regency Fisheries Service. Developing ideas in this dimension shows that respondents are quite capable of developing ideas that have been created, both in the form of work plans and application to tasks. The value of 'very good' reflects the respondents' readiness and ability to continue ideas to the implementation stage. Seeking support for ideas, this dimension scored the highest among the four other dimensions. This shows that respondents are active in sharing and seeking support for their ideas, both from their superiors and colleagues. This also reflects a good culture of open and collaborative communication within the organisation. Implementing Ideas This dimension recorded the lowest score among the four dimensions. Respondents have demonstrated the ability to implement ideas in their daily work. The fairly high score indicates that the ideas that have been generated and developed do not just remain as ideas, but are also realised in concrete actions.

The results of the study indicate that employees who demonstrate innovative behaviour tend to have better performance levels. This can be seen from the tendency of employees to generate new ideas, develop action plans, communicate ideas to superiors and colleagues, and implement these ideas in the performance of their duties. Such behaviour reflects a work culture that supports continuous improvement and collaboration within the organization. Thus, it can be concluded that innovative behaviour has a positive contribution to improving employee performance. This can be seen from the respondents' responses regarding good performance in terms of quantity, quality, timeliness, attendance, and ability to work together. An example of this being implemented in an organization is the North Morowali Regency Fisheries Service. The results of the hypothesis testing show that, partially, innovative behaviour has a significant effect on employee performance at the North Morowali Regency Fisheries Service. This is reinforced by research by Sukmajati and Suharmono (2020) entitled 'The Influence of Proactive Personality on Career Satisfaction and Employee Performance with Employee Creativity as an Intervening Variable'.

Proactive personality describes the character of individuals who tend to take initiative, are able to respond to change, and have the freedom to determine how to complete tasks. Proactive employees generally do not wait for orders but take the initiative to plan and adjust their work independently.

Proactive personality is already good in the North Morowali Regency Fisheries Service, as seen from the respondents' agreement that they generally feel they have a high degree of freedom in carrying out their work, indicating that most employees feel free in determining how to complete their tasks. This may indicate that in some contexts, employees still consider formal norms or regulations rather than fully following their intuition or conscience. This may reflect a work culture that is still quite structured. Respondents who agreed that they take initiative demonstrate that they have a strong proactive attitude, especially in anticipating potential problems in the workplace. The ability to plan independently is also well demonstrated by respondents who indicate a tendency not only to wait for instructions but to act early and strategically.

Proactive personalities have developed well among employees. Taking initiative reflects employees' active attitude and readiness in facing work challenges. Meanwhile, freedom in choosing responses is also quite high, although there are slight limitations in terms of following one's heart, which is most likely due to rules or organisational structures. Overall, the data shows that employees have a positive proactive tendency, which is an important supporting factor for their performance at work.

The results of this study show that proactive personality plays an important role in supporting employee performance. Employees who have the ability to plan, anticipate problems, and adapt to work dynamics show more effective work performance.

This reflects that proactive personality is one of the internal factors that encourage employees to work optimally and be responsible for the tasks they undertake. The results of the hypothesis test show that, in part, proactive personality has a significant effect on employee performance at the North Morowali Regency Fisheries Service. This is reinforced by research conducted by Sukmajati and Suharmono (2020) entitled 'The Effect of Proactive Personality on Employee Career Satisfaction and Performance with Employee Creativity as an Intervening Variable,' with the research results showing that proactive personality has a significant effect on employee career satisfaction and performance with employee creativity as an intervening variable. (2020) entitled 'The Influence of Proactive Personality on Career Satisfaction and Employee Performance with Employee Creativity as an Intervening Variable' with the research results showing that proactive personality partially has a significant effect on employee performance.

CONCLUSION AND RECOMMENDATIONS

Based on the results of the analysis and discussion, the following conclusions can be drawn:

1. Simultaneously, innovative behaviour and proactive personality have a significant effect on the performance of employees of the North Morowali Regency Fisheries Service.
2. Innovative behaviour partially has a significant influence on the performance of employees of the North Morowali Regency Fisheries Service.
3. Proactive personality partially has a significant influence on the performance of employees of the North Morowali Regency Fisheries Service.

Innovative behaviour is already good, but exploring ideas must be taken into consideration. Conduct training on the implementation of ideas and innovations to help employees channel their ideas concretely into their daily work. Create a system for reporting and monitoring the implementation of ideas so that employees feel that their ideas are appreciated and tracked in a tangible way. Give awards for ideas that are successfully implemented effectively.

Proactive personality is already good, but freedom in choosing responses needs to be considered. Encourage a more flexible and creative work culture, where employees can be more confident in making decisions based on intuition and experience. Review SOPs and work policies that are too rigid so as not to hinder individual initiative. Provide an open discussion space so that employees can convey ideas that arise from their personal assessments of the work situation.

Employee performance is good, but punctuality needs to be improved. Employees should evaluate the time management system and workload distribution to ensure it is proportional to human

resource capacity. Employees should implement systems such as task management software. Conduct regular time management training so that employees can manage their tasks more efficiently.

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