

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT, MEANING OF WORK AND PROACTIVE PERSONALITY ON EMPLOYEE CREATIVITY (STUDY ON EMPLOYEES OF HARNO SURYA NGEMPLAK BOTHI)

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Abstract: *This research has a goal, namely to measure the influence of Perceived Organizational Support, Meaning Of Work and Proactive Personality on Employee Creativity (Study on Employees at Harno Surya Ngemplak Bothi), this research population is all workers who work at Harno Surya Ngemplak Bothi, in This study obtained a sample of 50 workers. The results of the data analysis in this study are that there is an influence of Perceived Organizational Support on Employee Creativity, there is an influence of Meaning of Work on Employee Creativity and there is an influence of Proactive Personality on Employee Creativity, and also from the results of the F test analysis, the results show that Perceived Organizational Support, Meaning of Work and Proactive Personality together affect Employee Creativity. Another result of this study is that the coefficient of determination (R²) produces a value of 0.59 or 59%. This means that 59% of Employee Creativity in Harno Surya Ngemplak Bothi Kartasura employees are influenced by Perceived Organizational Support, Meaning of Work and Proactive Personality variables and the remaining 41% are influenced by other variables not examined in this study.*

Keywords: *Perceived Organizational Support, Meaning of Work, Proactive Personality, Employee Creativity*

1. Introduction

In anticipating the impact of globalization, HR plays an important and dominant role in all activities of an entity. The success or failure of a company to realize its goals depends on the ability of human resources to carry out the assigned tasks. Therefore, every company must think about how to develop its human resources. Harno Surya Ngemplak Bothi Toserba is the only Toserba located in Ngemplak Bothi, Gawok and surrounding areas, so it must pay attention and provide quality goods, satisfactory service and of course with managerial support related to the introduction of potential and resource management and support for good performance has been done by employees (Widhiastuti, 2012).

The Harno Surya Ngemplak Bothi Toserba was chosen in this study, in addition to strategic geographical factors in the Kartasura area which allows it to become a family shopping center, in the Mayang, Ngemplak Bothi, Gawok and surrounding areas with the number of visitors who are always crowded and even full on weekends, so it is necessary to maintain competitive selling prices and of course must always provide excellent service, because in the private service sector it must be able to provide satisfaction to customers (market tastes), and service to customers can be provided with good employee management where employees or employees work can make a maximum contribution both in terms of creativity in making the Toserba Harno Surya brand a complete, cheap and friendly shopping center, but also from the top management side how can we provide a good support system so that employees can work happily and optimally.

Toserba Harno Surya Ngemplak Bothi pays close attention to the management of his company, one way is to improve the quality of its employees by providing several trainings in order to increase service values, including routine training which is carried out twice a year on 5R and K3 namely so that employees are able to animate the concept of Concise, Neat, Clean, Treat, and, the first application of this 5R is in the hope that employees can manage everything, sorting according to the principles that have been set in the arrangement of merchandise. Neatly, with the hope that employees will have the ability to set aside items that are not needed at work and throw them away so that it doesn't make the workplace too messy. Another capability is that employees are good at storing things in the right place so they can be used in sudden conditions. This is a way to make the search easier.

Clean means that employees can clean things to be clean, throwing garbage, dirt and other objects. Priority is given to cleanliness checks and creating a workplace that does not have a dirty or unfavorable appearance. Treat, which means continuously caring for Concise, Neat, and Clean. So that Rawat includes personal hygiene as well as the work environment, namely the Ngemplak Bothi Toserba. Diligent, meaning that employees are expected to be able to continuously improve themselves in consistency, both in quality of work or care about the conditions of the workplace.

The K3 provided in the training is so that employees have basic knowledge about occupational safety and health, such as the state of the workplace describing the employee's behavior towards his work and the attitude at this job describing his behavior towards his work. Employees who have optimal physical condition, adequate knowledge and skills and positive mental attitude will be able to work towards a high level of productivity, effectively and efficiently. so that employees feel the work motivation or work attitude of employees that comes from themselves, not by coercion from anyone.

An understanding of one's attitude in this case the employee is interpreted as a person's attitude is a reaction to relationships with other people. The relationship will be harmonious if there is a high level of mutual understanding and tolerance, and low quality based on an official work agreement. (Choirudin, 2019). Many Toserbas that have problems only regard employees as only workers who work based on job desks, the lack of maximizing the uniqueness of employees with their creativity makes the company stiff and stagnant, lacking innovation, creativity itself must be supported by several components, including how the company provides support for employees, consider the existence of employees as human beings, not just workers who work, and also see how employees view the work they do as a form of self-existence.

In the business world that is currently developing rapidly, according to Sarooghi et al (2015) it is very necessary for creativity from each individual to improve maximum performance for the company. Creativity in engaging generations with innovative new ideas where every good idea is turned into new products and services drastically changing the external environment. A changing work environment, an external environment full of uncertainty, frequent mergers and acquisitions, have contributed to a lack of trust & concern for the welfare of the workforce and business owners. Many employers do not understand the importance of mutually beneficial relationships with employees to reduce absenteeism and increase dedication to organizational goals in improving employee performance (Diliello et al., 2011).

Organizational support in a company to employees is needed to support the creativity of each individual employee. Organizations should see employees as a source of competitive advantage, because employees have the possibility to improve organizational performance and investigate new processes, techniques, products, and moreover in a form of hotel business. Creative and innovative behavior of employees is very necessary, because of the importance of communication between the supermarket represented by employees and customers (Ibrahim et al., 2016).

Based on this, an environment that supports creativity is an important determinant of

organizational performance. Therefore creativity is an important variable to improve organizational performance. However, there is a lack of research on creativity in the business environment and empirical research also focuses on routine operational tasks and complements all tourist needs in hotel organizations. The development of creative and innovative behavior of employees in a supermarket business or employee creativity where communication with customers, the antecedent of behavior is very important, is determined to examine the extent to which the relationship takes place. Employee creativity in the essence of its direct meaning or existence is seen from the development of an organization, because creativity can be known from the latest products, businesses, fashions or models obtained by individuals and communities in an organization.

Individuals can develop creativity in an environment that supports it coupled with a positive meaning of work which is the basic form of employee creativity, which of course is also based on a proactive personality. The basic form of proactive personality itself is one that is relatively unencumbered by environmental conditions. The individual can recognize opportunities for change and growth with an attitude of initiative, persistence, until the change occurs.

Research from Gok, Akgunduz and Alkan (2018) found that meaning of work plays a fully mediating role in the relationship between proactive personality, perceived organizational support on employee creativity. According to Carmeli et al (2019) who researched the meaning of work on employee creativity, they found that meaning of work had an effect on the value of employee creativity which was obtained from identification and positive psychological experiences, including work vitality and mutual feelings of benefit.

2. Underlying Theory

a. Perceived Organizational Support

The perception of organizational support based on research by Rhodes and Eisenbarger (2002) in the research of Puspa Rini et al (2014) adheres to the perception of the workforce about the extent to which organizations assess their involvement and care for their welfare. If every employee has the assumption that the support from a Community he receives is large, then the Employee unites membership to become a member of the community into their personal identity and subsequently develops a more positive relationship and perception of the organization.

According to Ningrum (2013), the perception of organizational support is the perception of members about the extent to which the organization provides support to each workforce and the extent to which the organization is ready to provide assistance when needed. Meanwhile, according to Robins (2008), perceived organizational support is the degree to which the workforce believes that the organization respects their participation and cares about their welfare. According to the above definition, it can be concluded that perceived organizational support is a form of perceived organizational support received by employees on performance or contributions made.

b. Meaning of Work

Meaning of work based on Singgih (in Herdiati, 2013) is the individual's appreciation when completing economic needs by working in a work environment. Meanwhile, Calofsky (in Herudati, 2013) explains work as a significant participation in finding the purpose of life. This situation supports them in carrying out activities with enthusiasm and an image that is the spiritual basis of employees at work. In this case, according to the task with personal motivation at work which has the aim of getting an award from the results of his work. Meaning of work is a collection of values, beliefs, behaviors and expectations of each person in relation to work (Gaggioti, 2006). According to some of the definitions above, it can be

concluded that the meaning of work is the meaning of work from employees which will have an impact on the employee's performance.

c. *Proactive Personality*

Proactive personality or proactive personality according to Bateman and Crant (2000) reveals that the prototype of a proactive personality is an individual who is relatively not limited by situational circumstances and is an individual who can provide change.

on the environment. Proactive individuals see opportunities, show initiative, take treatment and persist until the final target is achieved by providing change.

Proactive personality according to Ulfah (2019) are those who know opportunities, show initiative, take a stand, and persist until meaningful change occurs. Proactive individuals usually have many of the behaviors the organization wants. They also have higher levels of performance and career success. A study explains that proactive personality is negatively related to persistence in job search, each proactive individual gets a job faster. Like any other trait, the proactive personality is influenced by its context.

Crant (2000) means that the basis of a proactive personality is one that is relatively unrestricted from situational forces and influences environmental growth. Proactive individuals can recognize every opportunity for change and growth and react to them, highlight initiative, and persevere until meaningful change occurs. According to this definition, it can be concluded that proactive personality is a personality that is responsive and active in responding to a situation.

d. *Employee Creativity*

Employee Creativity or creative performance behavior in interpreting it must understand the psychological aspects associated with these two words. In the KBBI Book (2019), creativity is the ability to create, about being creative and being creative.

Employee creativity according to Wirawan (2013) is defined as a series of activities that can be observed and cannot be observed, dependencies that occur when responding to non-algorithmic tasks, are creative products, meaning ideas, prototypes that are appropriate and can be judged by stakeholders to become something. new and useful. According to the definition above, it can be concluded that employee creativity is the value of creativity from employees at work.

Gap Analysis

Based on data from a survey related to employee performance in terms of variables that have been determined on Harno Surya Ngemplak Bothi, it was found that Harno Surya Ngemplak Bothi still needs to review related to the meaning of work for his employees, employee activity, and then related to employee creativity in carrying out tasks and activities. facing the future, so that the need for support from the organization in this case is managerial from Harno Surya Ngemplak Bothi, based on an initial review it was found that employees still do not feel they have the company where they work as a place to be developed, because with the continued development of their company, indirectly it will will also improve their standard of living”.

Companies that pay attention to and appreciate the work of employees by providing rewards in the form of compensation, promotions and statements will make employees always give an attitude that can help to realize company goals, a positive meaning of work is also one aspect so that employees can give everything to advance the organization by devoting all aspects both internal and external in him become something, one of which is creativity. Indirectly it can be said that with the growth of organizational motivation will also encourage a sense of belonging to an organization, the point of view of the work carried out by employees will give birth to creative attitudes from employees.

Gap Theory

Based on previous research, this research has differences where the samples and research objects are Torserba employees who have special duties in managerial, marketing and buying and selling services, while some previous studies took samples and research objects at Pt Jawa Pos Surabaya, as in Waluyo's research (2019) with the research title "The Influence of Perceived Organizational Support and Proactive Personality on Employee Creativity with Meaning of Work as a Mediation Variable for Employees of the Zetizen Department of Pt Jawa Pos Surabaya" in addition to differences in samples and research objects, this research from Waluyo also has differences in the placement of the Meaning of Work variable which is the mediating variable. Subsequent research from Pramesti (2020) with the research title The Effect of Perceived Organizational Support and Proactive Personality on the Meaning of Work and Its Implications for Employee Creativity in Employees of Pt Mitra Consultancy Indonesia "where in his research put Meaning of Work as the dependent variable and see its implications for Employee Creativity.

Thinking Framework

The following figure is a framework of thought in this research which is based on theory, a study of previous research:

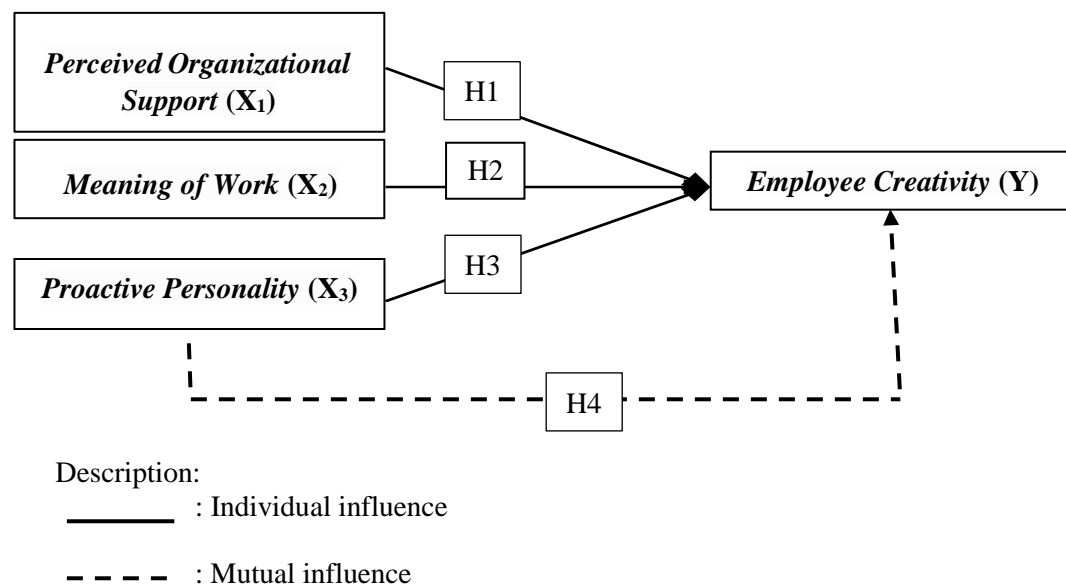


Figure 1. Schematic Thinking Framework

1) *Perceived Organizational support memiliki pengaruh positif pada employee creativity.*

An entity that pays attention to and appreciates the work of its employees by giving rewards in the form of compensation, recognition will make employees always provide an attitude that can help when realizing company goals or perceived organizational support. And conversely if employees are not noticed and appreciated by the company, it will cause a sense of discomfort to the employee, the emergence of dissatisfaction, and no engagement in the company which in Bufqugin's research (2017) found that perceived organizational support has a positive impact on employee creativity. towards his profession (Bufqugin., et al. 2017).

2) ***Proactive personality has a positive influence on employee creativity.***

Helmy (2018) states that proactive personality has an effect on creative attitudes. Persons who have a proactive attitude have ideas/ideas in influencing one's environment or work environment which can result in the meaning of a job they do or proactive personality has a positive effect on the creativity of employees. From Mustika's research (2014) it is found that work creativity is born from a personality that has high activity, and this value makes an important contribution to the organization in order to survive and win the competition.

3) ***Meaning of work has a positive influence on employee creativity***

Jansen et al (Gupta, 2014) provide a comprehensive classification of creative activity into problem identification attitudes, information search, idea generations, and idea promotions. The behavior of researching problems, seeking information, generating ideas, and promoting ideas leads to or increases the birth of innovative ideas in dealing with a problem. In his research, he found that the meaning of work had a positive effect on employee creativity. This is in accordance with research from Bergeron, Schroeder, & Martinez (2014) in their research, which found that meaning of work had an effect on employee creativity.

4) ***Perceived Organizational support, Proactive Personality, and Meaning of work have a positive influence simultaneously with employee creativity***

Collectively, the meaning of employees in how the organization supports them or Perceived Organizational Support is related to the employee's activity at work, especially if added to the personal meaning of employees in seeing their existence as an employee which of course is based on the meaning of work itself, these three aspects are mutually together will certainly affect how the employee then behaves, a response to the overall situation both from internal and external factors within him. One form of response that will appear on employees is that they will be creative, become more developed because of the wide space for them to express themselves Mustika (2014).

3. **Research Method**

a. **Research Object**

The object of the research is the Harno Surya Ngemplak Bothi Toserba which is located on Jl. Ngemplak Bothi, Rice Fields, Ngemplak, Kec. Kartasura, Sukoharjo Regency, Central Java 57169. Meanwhile, the subjects of this research are employees who work there. The object of this research consists of aspects of employee work related to employee performance including Perceived Organizational Support, Maening of Work and Proactive Personality on Employee Creativity. As an analytical tool used in this research is quantitative descriptive analysis.

b. **Population and Sample**

This study uses a saturated sampling technique, based on Sugiyono (2017) this technique is a technique in which all members of the population are used as samples. The number of samples applied in this study amounted to 58 employees of Harno Surya. as the population are employees who work at Harno Surya Ngemplak Bothi.

c. **Method of collecting data**

Research related to Perceived Organizational Support, Proactive Personality and Meaning Of Work on Employee Creativity which later will contain related to data collection based on questionnaires, this study uses the personally administrated questionnaire method with the measurement of the Perceived Organizational Support variable using 8 question items, Proactive personality uses 8 question items, Meaning Of Work using 10 question items and Employee Creativity using 5 question items adopted from research indicators conducted by Gok, Alkan and Gunduz (2018).

d. Research Instruments

Untuk memberi pandangan serta pemahaman yang baik, dibawah ini disampaikan beberapa pengertian operasional dari Setiap variabel yang berhubungan serta akan dibahas pada penelitian ini.

1) *Perceived Organizational Support*

Perceived Organizational Support Based on Roades and Eisenbarger (2001) is guided by the perception of employees about the extent to which organizations assess their involvement and care about their welfare. The measurement of the Perceived Organizational Support variable was adapted from the research indicators conducted by Gok, Alkan and Gunduz (2018) using 8 items to measure the Perceived Organizational Support variable.

2) *Meaning of Work*

Meaning of work based on Singgih's research (in Herdiati, 2013) is personal appreciation when meeting economic needs by working in a work environment. The calculation of the Meaning of work variable was adapted by elements of research conducted by Wibowo (2012) who adopted the International Research Team MOW (1987) using 10 items to measure the Meaning of work variable.

3) *Proactive Personality.*

Proactive personality or proactive personality according to Bateman and Crant (2000) reveals that the prototype of a proactive personality is an individual who is relatively not limited by situational circumstances and is an individual who can make changes to his environment. The measurement of the Proactive personality variable was adapted from research indicators conducted by Anugrahito (2020) who adopted Seibert (1999) using 8 items to measure the Proactive personality variable.

4) *Employee Creativity*

Employee creativity according to Wirawan (2013) is a series of observable and non-observable, interdependent activities that exist in response to non-algorithmic tasks, namely creative products, which are defined as ideas, prototypes that are appropriate and can be assessed by interested parties (stakeholders) to so something new and useful. The measurement of the Employee creativity variable was adapted from the indicators of research conducted by Widyastuti (2018) adopting Amabile (2011) using 5 items to measure the Employee creativity variable.

This instrument includes the following five sections: Perceived Organization Support (POS), Proactive Personality, Meaning of Work, Employee Creativity, has a total of 31 question items, and is added to the demographic identity of the respondents. The questions were originally developed in English before being translated into Indonesian. Translation of the questionnaire from English into Indonesian by a bilingual scholar to ensure the validity of the contents of the questionnaire.

e. Data analysis method

The submission of this hypothesis will use the t distribution, carried out by a two-tailed test with the provisions as or degrees of freedom of n-2 at a significance level of 5% or 0.05 and the level of confidence (1- α) is 95% or 0.95. This test is run with 2 significance tests:

Test Statistics t

The t test is to explain the extent of the influence of the independent variable (X) individually to explain the variation of the dependent variable (Y). To test the relationship using the Spearman test k data in nominal form. The test data is said to be significant / related if the p value <0.05 and can be interpreted as not significant / unrelated if the amount of $p > 0.05$. After obtaining the correct calculation results, the next calculation

results will be adjusted to the standard rules that function to measure the high and low reliability of the measuring instrument. The standard rules for measuring the level of reliability according to (Kuncono 2005) are:

Table 1. Interpretation of Correlation Coefficient

Coefficient Interval	Coefficient Interval
0,00 - 0,199	Very low
0,20 - 0,399	Low
0,40 - 0,599	Currently
0,60 - 0,799	Strong
0,80 - 1,000	Very strong

Source : Sugiyono (2002)

4. Discussion

Research Result

In this study, 58 questionnaires were distributed to employees of Harno Surya Ngemplak Bothi. From this number, 50 questionnaires were taken, with 6 questionnaires not being returned & 2 questionnaires being damaged for processing.

Table 2. Field Data Results

No	Description	Amount
1	Shared Questionnaire	58
2	Questionnaire that does not return	6
3	Incomplete and corrupted questionnaire	2
4	Applied Questionnaire	50

Source: Processed primary data, 2022

Views related to the characteristics of the respondents were obtained from the personal data contained in the respondent's identity such as age, gender, last education, and years of service which are presented in the table below:

Table 3. Sample Characteristics

Characteristics	Frequency	Percentage
Age		
17–30 Years	32	64%
31–45 Years	18	22,5%
Gender		
Man	21	42%
Woman	29	58%
Length of work		
6–25 months	8	16%
26–55 months	28	56%
56–75 months	14	28%

Source: Processed primary data, 2019

According to table 3, it can be seen that employees aged 17-30 years are the most respondents, namely 32 respondents (64%) of 50 respondents, and most of the samples are female with a total of 29 respondents (58%) and have worked the longest. most are between 26–55 months with a total of 28 respondents (56%).

a. Data Validity Test

The validity test according to Jogiyanto (2010) mentions some real tests of what should be measured. This test was carried out by four variables in this study. The results can be seen in the following table:

Table 4. Data Validity Test Results

No	Variable	Sig. Value	Significance	Pearson Correlation
1	<i>Perceived Organizational Support</i>	.000	.05	.992
2	<i>Proactife Personality</i>	.042	.05	.970
3	<i>Meaning of Work</i>	.005	.05	.992
4	<i>Employee Creativitty</i>	.003	.05	.900

Source: Primary Supporting Data

The table of the results of the data validity test in this study shows the validity value in the study, the results of the Perceived Organizational Support variable, the value of Sig. 000 is less than 0.05, with a Pearson correlation of .992 which means that the Perceived Organizational Support questionnaire is declared valid. The Proactive Personality variable has a Sig value of .042 where the value is less than .005, with a Pearson correlation of .970. which means that the Proactive Personality questionnaire is declared valid, the Meaning of Work variable with a Sig value of .005 is less than 0.05, with a Pearson correlation of .992. which means that the Meaning of Work questionnaire is declared valid and for the Employee Creativity variable the value of Sig .003 is less than 0.05, with a Pearson correlation of .900. which means that the Employee Creativity questionnaire is declared valid.

b. Data Reliability Test

Reliability testing has the aim of measuring the consistency of each question item used. The results can be seen in the following table:

Table 5. Reliability Test Results

No	Variable	Cronbach's Alpha	Description
1	<i>Perceived Organizational Support</i>	.759	Reliable
2	<i>Proactive Personality</i>	.722	Reliable
3	<i>Meaning of Work</i>	.796	Reliable
4	<i>Employee Creativity</i>	.765	Reliable

Source: Primary Supporting Data

In measuring One Shot as in this study, a construct can be said to be reliable if the magnitude of Cronbach's Alpha is > 0.60 (Nunaly, 1994). Based on the table above, it can be concluded that the instrument variables Perceived Organizational Support, Proactive Personality, Meaning of Work, and Employee Creativity in this study are Reliable.

c. Multiple Linear Regression Analysis

Based on multiple linear regression calculations between Perceived Organizational Support (XI), Meaning of Work (X2) and Proactive Personality (X3) on Employee Creativity (Y) with the help

of the SPSS program, the following results can be obtained:

Table 6. Results of Multiple Linear Regression Analysis

Sub Variable	Koefisien Regresi (b)	t-count	Sig.	Conclusion
<i>Perceived Organizational Support</i>	1.050	4.290	.000	Significant
<i>Meaning Of Work</i>	0.394	2.700	.006	Significant
<i>Proactive Personality</i>	0.091	2.768	.046	Significant
Konstanta = 1.178				
F Ratio (hitung) : 22.025, Sig F = 0.000				
R Square = 0.590				
<i>Dependent Variable = Employee Creativity (Y)</i>				

Source: Primary Supporting Data

Multiple regression equation model can be formulated, among others:

$$Y = 1.178 + 1.05 X_1 + 0.39X_2 + 0.09X_3$$

According to the above equation, it can be described as follows:

i. Constant

The constant value (a) = 1.178, it means that if the variables Perceived Organization Support, Proactive Personality, Meaning of Work, it will affect the decision on Employee Creativity.

- ii. $b_1 = 1.05$, the regression coefficient is positive, it means that if Perceived Organization Support increases, so that Employee Creativity increases, if Perceived Organization Support increases by one unit, then Employee Creativity will increase by 1.05 units.
- iii. $b_2 = 0.390$, the regression coefficient is positive, meaning that if Meaning of Work increases, then Employee Creativity increases, if Meaning of Work increases by one unit, then Employee Creativity will increase by 0.390 units.
- iv. $b_3 = 0.09$, the regression coefficient is positive, it means that if Proactive Personality increases, then Employee Creativity increases, if Proactive Personality increases by one unit, then Employee Creativity will increase by 0.09 units.

d. Multiple Coefficient Test

T test (partial)

Table 7. Results of t test analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.178	2.950		2.399	.691
POS	.971	.226	1.050	4.290	.000
MOW	.340	.200	.394	2.700	.006
PP	.074	.097	.091	2.768	.046

a. Dependent Variabel: EC

- 1) T-test for the Perceived Organization Support variabel variable
The test results obtained the t-count value in the Perceived Organization Support variable as much as 4.290 and by applying a significance level of 0.00, it was obtained t-table as much as 2.013, which means that the t-count is higher than t-table is $4.290 > 2.013$. The significance value of t is less than 0.05 (0.000), meaning that Perceived Organization Support (X1) has a positive influence on Employee Creativity (Y). Therefore, it can be concluded that H0 is rejected and H1 is accepted, therefore the hypothesis that the Perceived Organization Support variable has a positive influence on Employee Creativity can be accepted
- 2) T-test for the Meaning of Work . variable
The test results obtained the number of t counts in the Meaning of Work variable as much as 2,700 and by applying the standard of significance as much as 0.05, obtained t table as much as 2,013 meaning that t count is higher than t table is $2,700 > 2,013$. The significance value is less than 0.05 (0.006), which means that Meaning of Work (X2) has a positive influence on Employee Creativity (Y). Therefore, it can be concluded that H0 is rejected and H1 is accepted, therefore the hypothesis that the Meaning of Work variable has a positive influence on Employee Creativity can be accepted.
- 3) t-test for the variable Proactive Personality
The test results showed that the number of t-counts in the Proactive Personality variable was 2.768 and by applying the standard significance of 0.05, it was obtained that the t-table was 2.013, which means that the t-count is higher than the t-table is $2.768 > 2.013$. The significance value of t is less than 0.05 (0.046), which means that Proactive Personality (X3) has a positive influence on Employee Creativity (Y). Therefore, it can be concluded that H0 is rejected and H1 is accepted, therefore the hypothesis that the Proactive Personality variable has a positive influence on Employee Creativity can be accepted.

F test (Simultaneously)

Table 8. Results of F . Test Analysis

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	64.333	3	21.444	22.025	.000 ^b
Residual	44.787	46	.974		
Total	109.120	49			

a. Dependent Variable: EC

b. Predictors: (Constant), PP, MOW, POS

Based on the F test, it was found that the significance of the F test was 0.000 more than the standard significance of (alpha) applied was 0.05, therefore Ha was accepted, therefore it can be concluded that Perceived Organizational Support, Meaning Of Work and Proactive Personality simultaneously have an influence on Employee Creativity. . The effect of the independent variable simultaneously having positive properties is known from the constant F which has a positive value (22.025).

Coefficient of Determination (R^2)

Table 9. Analysis Results of R and R² Tests (Coefficient of Determination)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.768 ^a	.590	59%	.987

a. Predictors: (Constant), PP, POS, MOW

From the test results with SPSS, the Adjusted R Square value was obtained as much as 0.768. This can be interpreted that 59% of Employee Creativity in employees at Harno Surya Ngemplak Bothi is influenced by Perceived Organizational Support, Meaning of Work and Proactive Personality variables, while the remaining 41% is influenced by other variables not examined in this study.

Research Discussion

The results of the regression test can reveal that the independent variables Perceived Organizational Support (X1), Meaning of Work (X2) and Proactive Personality (X3) have a significant influence on Employee Creativity (Y), it can be seen from all the sig values of the independent variables which are less than 0.05. So it can be concluded that Perceived Organizational Support, Meaning of Work and Proactive Personality have a significant influence on Employee Creativity of Harno Surya Ngemplak Bothi Kartosuro employees.

The results of the t-test on the Perceived Organizational Support variable obtained a t-count value of 4.290 and a t-table of 2.013 (df=50) with a standard significance of 0.000. ($0.000 < 0.05$) and the regression coefficient has a positive value of 1.050, therefore the hypothesis which explains that "Perceived Organizational Support has a positive influence on Employee Creativity of Harno Surya Ngemplak Bothi Kartosuro employees" is proven. The results of this study that Perceived Organizational Support has an influence on Employee Creativity proven to be influential because of the support from the Harno Surya Ngemplak Bothi Toserba organization which tries to provide support to its employees by providing training and also regulations that support employees to continue to innovate, provide space for opinions and accept ideas in each meeting finally gives employees a boost for creativity to emerge, because they feel comfortable and valued.

The results of the t-test of Meaning of Work obtained a t-count value of 2.700 and a t-table of 2.013 (df=50) with a standard significance of 0.006. ($0.006 < 0.05$) and the regression coefficient has a positive value of 0.394, then the hypothesis which states that "Meaning of Work has a positive effect on Employee Creativity of Harno Surya Ngemplak Bothi Kartosuro employees" is proven. The results in this study indicate that the Meaning of Work in this study is proven to have an effect on employee creativity because by having a positive meaning about the meaning of work, work is not only about income but also existence as a human being, giving impetus to employees to continue working, trying more in advancing one of which is to increase creativity at work, because the more it means that the progress of the workplace, the more prosperous the economic life will be, which will make employees more all-out in giving the best in their work.

The results of the t-test of the Proactive Personality variable obtained a t-count value of 2.768 and a t-table of 2.013 (df=50) with a significance level of 0.046. ($0.046 < 0.05$) and the regression coefficient has a positive value of 0.091, so the hypothesis which states that "Proactiver Personality has a positive effect on Employee Creativity of Harno Surya Ngemplak Bothi Kartosuro employees" is proven. In this study, Proactive Personality has an effect on Employee Creativity because in an active attitude an employee will of course make a real contribution to his work, these activities must of course be based

and directed, the provision of training on 5R and 3K will provide a view of the direction of employee activities should be aimed, so that the more An employee's active eating will be directly proportional to the creative results produced.

The results of the F test obtained a value of $F = 22,025$ with a significance level of $0.000 < 0.05$, therefore it supports the hypothesis which states that Perceived Organizational Support, Meaning of Work and Proactive Personality together have a positive influence on Employee Creativity of Harno Surya Ngemplak Bothi employees Perceived Organizational Support, Meaning of Work and Proactive Personality together have a positive effect on Employee Creativity of Harno Surya Ngemplak Bothi Kartasura employees this is because good support from the organization where they work, namely Harno Surya Ngemplak Bothi will indirectly affect the meaning of employee work, and By having a positive meaning of work, it will certainly have an impact on employee activity at work, this form of accumulation will simultaneously encourage employees to increase their creativity as an employee in providing dedication through their work to improve the progress of their place of work and their personal economic well-being.

x. From the table adjusted r square, it can be seen that the influence of the independent variables above is 59% and the rest is influenced by other variables outside this study. This means that the Employee Creativity of Harno Surya Ngemplak Bothi Kartasura employees have been really paid attention to.

5. Conclusion and Sugession

Conclusion

- a. According to the results of the individual test, it can be seen that the Perceived Organizational Support (X1) variable has a positive influence on Employee Creativity on employees of Harno Surya Ngemplak Bothi Kartasura. This is evidenced by the regression coefficient of 1.050, the t-count value is higher than the t-table ($4,290 > 2.013$) and the significance value is 0.000 (Sig. < 0.05).
- b. According to the individual test results, it can be seen that the Meaning of Work (X2) variable has a positive influence on Employee Creativity in Harno Surya Ngemplak Bothi Kartasura's employees. This is supported by a regression coefficient of 0.394, the value of t count is higher than t table ($2700 > 2.013$) and a significance value of 0.001 (Sig. < 0.05).
- c. According to the partial test results, it can be seen that the Proactive Personality (X3) variable has a positive influence on Employee Creativity in Harno Surya Ngemplak Bothi Kartasura's employees. This is evidenced by a regression coefficient of 0.091, the number of t counts is higher than the t table ($2.768 > 2.013$) and the magnitude of the significance is 0.005 (Sig. < 0.05).
- d. According to the results of the simultaneous test (F test) it can be seen that the variables Perceived Organizational Support, Meaning of Work and Proactive Personality simultaneously have an influence on Employee Creativity in Harno Surya Ngemplak Bothi Kartasura employees with a significance level of 0.000 (< 0.05) and obtained F value as much as 22,025.
- e. The results of the coefficient of determination (R^2) obtained a value of 0.590 or 59%. This means that 59% of Employee Creativity in Harno Surya Ngemplak Bothi Kartasura employees are influenced by Perceived Organizational Support, Meaning of Work and Proactive Personality variables, while the remaining 41% is influenced by other variables not examined in this study.

Sugession

- a. Perceived Organizational Support felt by employees of Harno Surya Ngemplak Bothi was

enough to really support employees in increasing their creativity to support the progress of the workplace, but even so that does not mean it has to stop here, top management must continue to pay attention to welfare both in the economy and also the breadth so that employees remain be creative for the betterment of the workplace.

- b. The meaning of work that is interpreted or felt by employees of Harno Surya Ngemplak Bothi is very positive, employees of Harno Surya appreciate that the work that is done apart from himself also aims to contribute to the company, but even though it already has a positive direction, the Meaning of Work for employees must remain maintained, by providing several workshops for upgrading motivation.
- c. Even though the Proactive Personality of Harno Surya Ngemplak Bothi employees looks quite good, this is from the ability to see opportunities, take initiative, take action and survive until they reach the target, it needs to be maintained, by providing an atmosphere that is maintained with several forms of rewards to employees who have achievement in service.
- d. For further researchers who want to do research or develop this research, it is better to add independent variables from this research to keep getting information related to Employee Creativity for employees in a company.

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