



International Conference of Organizational Innovation

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## **Linking Job Dissatisfaction, Learning Motivation, and Creative Work Involvement: the Moderating Role of Proactive Personality**

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### **Abstract**

This study examines the links among job dissatisfaction, intrinsic and extrinsic learning motivation, and creative work involvement (CWI). It also investigates the moderating effect of proactive personality. The research data were obtained from two surveys conducted four months apart involving 271 employees. Negative impacts of job dissatisfaction on (1) intrinsic learning motivation and (2) CWI were discovered. Positive impacts of both intrinsic and extrinsic learning motivation on CWI were found. Intrinsic learning motivation mediated the relationship between job dissatisfaction and CWI. In addition, proactive personality played moderating roles on the relationships between job dissatisfaction and (1) intrinsic learning motivation, (2) extrinsic learning motivation, and (2) CWI.

Keywords: job dissatisfaction, learning motivation, creative work involvement (CWI), proactive personality

## **Lecturer Performance: Leadership, Organizational Culture, Work Motivation, and Work Behavior**

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### **Abstract**

The objectives of this study were to analyze the effect of leadership, organizational culture, and motivation on work behavior and lecturer performance, and the effect of work behavior on lecturer performance. This research used quantitative method. The respondents of this research were 157 lecturers in Batam, by using census method. The data were collected by using questionnaire and analyzed by using Structural Equation Modeling using Partial Least Square. The results of the research showed that leadership has significant effect on work behavior; organizational culture has significant effect on work behavior; leadership has significant effect on work behavior; motivation has significant effect on work behavior; leadership has insignificant effect on lecturer performance; organizational culture has insignificant effect on lecturer performance; and work behavior has significant effect on lecturer performance.

Keywords: Lecturer Performance; Leadership; Organizational Culture; Motivation; Work Behavior