Data Article

Proactive work behavior and its antecedents: Survey data on correctional officers throughout Indonesia

Anis Eliyana [a,*], Ahmad Rizki Sridadi [a], Heni Yuwono [b], A. Yuspahruddin [b], Andika Setia Pratama [a], Fatin Fadhilah Hasib [a], Nurul Liyana Mohd Kamil [c]

[a] *Faculty of Economics and Business, Universitas Airlangga, Surabaya, Indonesia*
[b] *Directorate General of Corrections, Ministry of Law and Human Rights of the Republic of Indonesia, Central Jakarta, Indonesia*
[c] *Faculty of Business and Economics, Universiti Malaya, Kuala Lumpur, Malaysia*

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ABSTRACT

This dataset contains data from a survey of officers in correctional institutions throughout Indonesia. A total of 1284 officers completed the survey regarding their self-assessment of proactive work behavior, perceived organizational support, person-environment fit, proactive personality, and role breadth self-efficacy. In addition to raw data, this dataset presents the characteristics of respondents, a description of respondents' answers, and statistical validation of this survey data. This dataset can be reused by researchers for the evaluation of factors that encourage proactive behavior in the correctional context. In addition, this dataset can be utilized by policy makers related to human resource management in correctional institutions in Indonesia.

* Corresponding author.
E-mail addresses: anis.eliyana@feb.unair.ac.id (A. Eliyana), ahmad-r-s@feb.unair.ac.id (A.R. Sridadi), heni.yuwono@kemenkumham.go.id (H. Yuwono), yuspahruddin@gmail.com (A. Yuspahruddin), andika.setia.pratama-2022@feb.unair.ac.id (A.S. Pratama), fatin.fadhilah@feb.unair.ac.id (F.F. Hasib), nurulliyana@um.edu.my (N.L.M. Kamil).

Specifications Table

Subject	Organizational Behavior and Human Resource Management
Specific subject area	The behavior and attitude of correctional officers who are directly responsible for maintaining the security of correctional institutions.
Data format	.xlsx file (dataset with labels; raw data)
	.pdf file (questionnaire items)
	.spv (SPSS output; analyzed data)
	.AmosOutput (AMOS output; analyzed data)
	.png (AMOS output in figure; analyzed data)
Type of data	Table and Figure
Data collection	The survey was conducted online using Google Forms from August 16 to 30, 2023. Respondents were asked to complete a questionnaire comprising six questions about respondens' profiles and 48 questions about proactive work behavior and its antecedents. The 48 questions were adopted from previous studies, which will be described in this article.
Data source location	Respondents in the survey included officers from correctional institutions spanning all 37 provinces in Indonesia.
Data accessibility	Repository name: Mendeley Data
	All data can be accessed at the following link:
	https://data.mendeley.com/datasets/xp767984m5/2

1. Value of the Data

- These data are useful for understanding how organizational and individual factors contribute to the proactive work behavior of correctional officers.
- The data presented marks the initial publication within the context of correctional institutions, spanning all regions in Indonesia and comprising a substantial dataset. Researchers, policy makers, and the public can utilize these data to investigate the work behaviors, attitudes, self-characteristics, and perceptions of institutional support of correctional officers to conduct studies or provide recommendations for policy formulation on human resource management in correctional institutions.
- These data can be analyzed statistically, both descriptive and inferential statistics. Inferential statistical analysis, such as regression and structural equation modeling, can be done. In addition, these data can be utilized for meta-analysis.
- In practical terms, policymakers can leverage this data for human resources management in the realm of correctional institutions. This includes considerations such as remuneration, performance management, talent acquisition, and succession planning. Utilizing this information ensures that correctional institutions consistently maintain a qualified workforce to effectively fulfill their functions.

2. Data Description

There are nine files available in Mendeley Data [1]. The *Main Dataset.xlsx* file is presenting the survey data of 1284 correctional officers throughout Indonesia who have responsibilities as security guards at correctional institutions. The survey contain respondent characteristics, which are outlined in Table 1. The characteristics of respondents consist of gender, marital status, age, tenure, region (province) of the correctional institution, and recent education.

In addition to respondent characteristics, the survey data contain respondents' answers to statements describing their perceptions of perceived organizational support, person-environment fit, proactive personality, role breadth self-efficacy, and proactive work behavior. The statement items in the questionnaire are contained in the *Survey Questionnaire.pdf* file. Respondents' answers range from 1 - 5, which refers to the Likert scale. The respondents' answers are described as follows: 1 = strongly disagree (SD), 2 = disagree (D), 3 = neutral (N), 4 = agree (A), and

Table 1
Respondents's Characteristics.

Respondents' profile	Description	Frequency	Percentage
Gender	Male	1069	83.3
	Female	215	16.7
	Total	*1284*	*100.00*
Marital Status	Not Married	304	23.7
	Married	956	74.5
	Widowed	24	1.9
	Total	*1284*	*100.00*
Age	<20 years	103	8.0
	20-30 years	437	34.0
	31-40 years	380	29.6
	41-50 years	195	15.2
	>50 years	169	13.2
	Total	*1284*	*100.00*
Tenure	< 1 years	103	8.0
	1-3 years	103	8.0
	4-6 years	380	29.6
	7-9 years	58	4.5
	10-12 years	135	10.5
	13-15 years	116	9.0
	>15 years	389	30.3
	Total	*1284*	*100.00*
Recent Education	High School	638	49.7
	Diploma	75	5.8
	Bachelor	468	36.4
	Master	103	8.0
	Total	*1284*	*100.00*
Region	Central Java	262	20.4
	West Java	212	16.5
	North Sumatra	171	13.3
	West Kalimantan	106	8.3
	Bali	88	6.9
	East Java	46	3.6
	East Kalimantan	39	3.0
	South Sulawesi	39	3.0
	South Sumatra	38	3.0
	DKI Jakarta	35	2.7
	Maluku	35	2.7
	West Papua	31	2.4
	Other region* (Frequency <30)	182	14.2
	Total	*1284*	*100.00*

Note: *DI Yogyakarta; Bangka Belitung Islands; North Sulawesi; Riau; Lampung; Jambi; West Sumatra; Riau Islands; Central Sulawesi; South Kalimantan; North Maluku; Aceh; Bengkulu; Banten; North Kalimantan; Gorontalo; West Sulawesi.

5 = strongly agree (SA). Table 2 presents the percentage distribution of respondents' answers, mean values, and standard deviations.

Because the survey uses a cross-sectional design, it is necessary to evaluate Common Method Bias (CMB). The CMB evaluation results statistically use Harman's single factor test with the Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA) approaches. Table 3 shows the results of the CMB evaluation using the EFA approach, which refers to the *Output SPSS.spv* file. Meanwhile, Fig. 1 shows the results of the CMB evaluation with CFA, which refers to the *Common method bias—AmosOutput* and *CFA single factor.png* files.

The following stage is to look into data outliers that could lead to bias in further statistical analysis, namely in the measurement model assessment process. With Mahalanobis d-Squared, outlier data can be multivariately detected. Mahalanobis d-Squared is a metric to assess each observation's position in relation to the center of all observations inside a collection of variables [2]. After that, χ^2 (chi-square) is used to evaluate the Mahalanobis d-Squared value at degrees

Table 2
Descriptive Statistics.

Item	Percentage					Mean	Standard Deviation
	SD (1)	D (2)	N (3)	A (4)	SA (5)		
Perceived Organizational Support							
POS1	0.86	3.66	17.21	26.79	51.48	4.24	0.92
POS2	0.31	2.26	11.45	25.08	60.90	4.44	0.81
POS3	0.23	2.65	14.25	28.50	54.36	4.34	0.84
POS4	0.93	3.19	14.64	26.32	54.91	4.31	0.90
POS5	2.34	3.89	17.37	27.34	49.07	4.17	1.00
POS6 (R)	40.81	10.67	16.90	10.75	20.87	3.40	1.59
POS7 (R)	40.81	10.67	16.90	10.75	20.87	3.40	1.59
POS8	3.04	3.43	16.90	26.95	49.69	4.17	1.02
Variable Mean						4.06	1.08
Person-Environment Fit							
POF1	0.23	0.86	12.46	33.88	52.57	4.38	0.75
POF2	0.16	0.62	10.12	32.87	56.23	4.44	0.71
POF3	0.16	0.62	10.83	29.52	58.88	4.46	0.72
POF4	0.16	0.86	11.14	28.50	59.35	4.46	0.74
PTF1	0.00	0.47	8.26	32.24	59.03	4.50	0.67
PTF2	0.00	0.93	9.89	30.92	58.26	4.46	0.71
PTF3	0.00	0.47	9.19	30.45	59.89	4.50	0.68
PTF4	0.08	0.23	11.45	31.78	56.46	4.44	0.71
PJF1	0.00	0.31	11.06	33.26	55.37	4.44	0.70
PJF2	0.08	0.08	10.36	33.64	55.84	4.45	0.69
PJF3	0.08	0.16	10.28	33.96	55.53	4.45	0.69
PJF4	0.08	0.23	11.21	32.48	56.00	4.44	0.70
PJF5	0.16	0.23	13.55	31.15	54.91	4.40	0.74
Variable Mean						4.45	0.71
Proactive Personality							
PP1	1.32	0.78	8.26	24.53	65.11	4.51	0.79
PP2	0.86	0.62	9.42	27.34	61.76	4.49	0.76
PP3	1.25	1.71	12.93	27.02	57.09	4.37	0.86
PP4	0.23	0.39	8.10	27.88	63.40	4.54	0.68
PP5	2.26	1.87	13.94	28.74	53.19	4.29	0.93
PP6	9.97	8.80	26.48	20.79	33.96	3.60	1.30
PP7	2.73	4.13	26.40	27.88	38.86	3.96	1.03
PP8	0.31	0.55	8.41	29.98	60.75	4.50	0.70
PP9	2.96	3.58	21.34	28.66	43.46	4.06	1.03
PP10	2.10	3.89	24.69	29.21	40.11	4.01	1.00
Variable Mean						4.23	0.91
Role Breadth Self-Efficacy							
RBSE1	27.34	15.81	24.61	11.76	20.48	2.82	1.47
RBSE2	5.76	7.79	23.91	26.40	36.14	3.79	1.18
RBSE3	6.93	10.51	27.26	24.30	31.00	3.62	1.22
RBSE4	9.97	10.59	22.20	22.98	34.27	3.61	1.32
RBSE5	18.93	12.23	25.31	17.91	25.62	3.19	1.43
RBSE6	22.27	12.54	23.36	17.60	24.22	3.09	1.47
RBSE7	4.67	7.40	21.34	27.18	39.41	3.89	1.15
RBSE8	9.11	10.83	24.92	22.04	33.10	3.59	1.29
RBSE9	13.86	11.84	26.95	20.72	26.64	3.34	1.35
Variable Mean						3.44	1.32
Proactive Work Behavior							
PWB1	0.00	0.55	8.80	30.30	60.36	4.5	0.68
PWB2	0.31	0.93	16.74	29.83	52.18	4.33	0.81
PWB3	2.26	3.66	25.78	25.78	42.52	4.03	1.02
PWB4	0.86	1.56	20.48	29.75	47.35	4.21	0.88
PWB5	2.10	2.26	26.79	27.10	41.74	4.04	0.98
PWB6	2.80	3.19	26.01	25.55	42.45	4.02	1.03
PWB7	0.93	1.40	16.12	30.22	51.32	4.3	0.85
PWB8	1.09	1.17	18.85	30.45	48.44	4.24	0.87
Variable Mean						4.21	0.89

Table 3
EFA single method factor.

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	12.535	26.114	26.114	12.535	26.114	26.114
2	9.372	19.524	45.638	9.372	19.524	45.638
3	4.632	9.650	55.288	4.632	9.650	55.288
4	3.542	7.379	62.667	3.542	7.379	62.667
5	2.934	6.113	68.781	2.934	6.113	68.781
6	1.844	3.842	72.623	1.844	3.842	72.623
7	1.112	2.318	74.940	1.112	2.318	74.940
8	0.937	1.953	76.893			
9	0.704	1.466	78.359			
10	0.642	1.337	79.697			
11	0.565	1.178	80.875			
:	:	:	:			
46	0.095	0.199	99.803			
47	0.089	0.185	99.989			
48	0.005	0.011	100.000			

Table 4
Mahalanobis d-Squared Value.

No	Observation number	Mahalanobis d-squared
1	1115	204.81
2	642	186.46
3	73	184.39
4	402	178.10
5	851	172.12
6	459	171.17
7	997	170.10
8	874	168.43
9	58	164.41
10	2	160.87
:	:	:
156	933	81.94
157	556	81.74
158	1101	81.49
159	771	81.04
160	579	80.51
161	60	80.43
162	917	80.34
:	:	:
1283	770	3.37
1284	836	3.37

of freedom equivalent to the number of indicators. The chi-square value for 46 indicators is 81.40. Table 4 presents the findings of multivariate outlier detection, which indicate that 158 observation data have a Mahalanobis d-Squared value higher than the chi-square limit of 81.40. Therefore, these 158 data were indicated as outliers and were excluded from the analysis. Next, a measurement model assessment was carried out with the remaining data, namely 1126.

Furthermore, the measurement model assessment aims to test measurement model fit, construct validity, and construct reliability. Construct validity shows the extent to which indicators can measure constructs. The construct validity test is carried out through convergent validity. The construct is declared to meet convergent validity if the indicators on the construct have a standardized regression weight (factor loading) and Average Variance Extracted (AVE) value of at least 0.50 [2]. Meanwhile, construct reliability is checked using the construct reliability value.
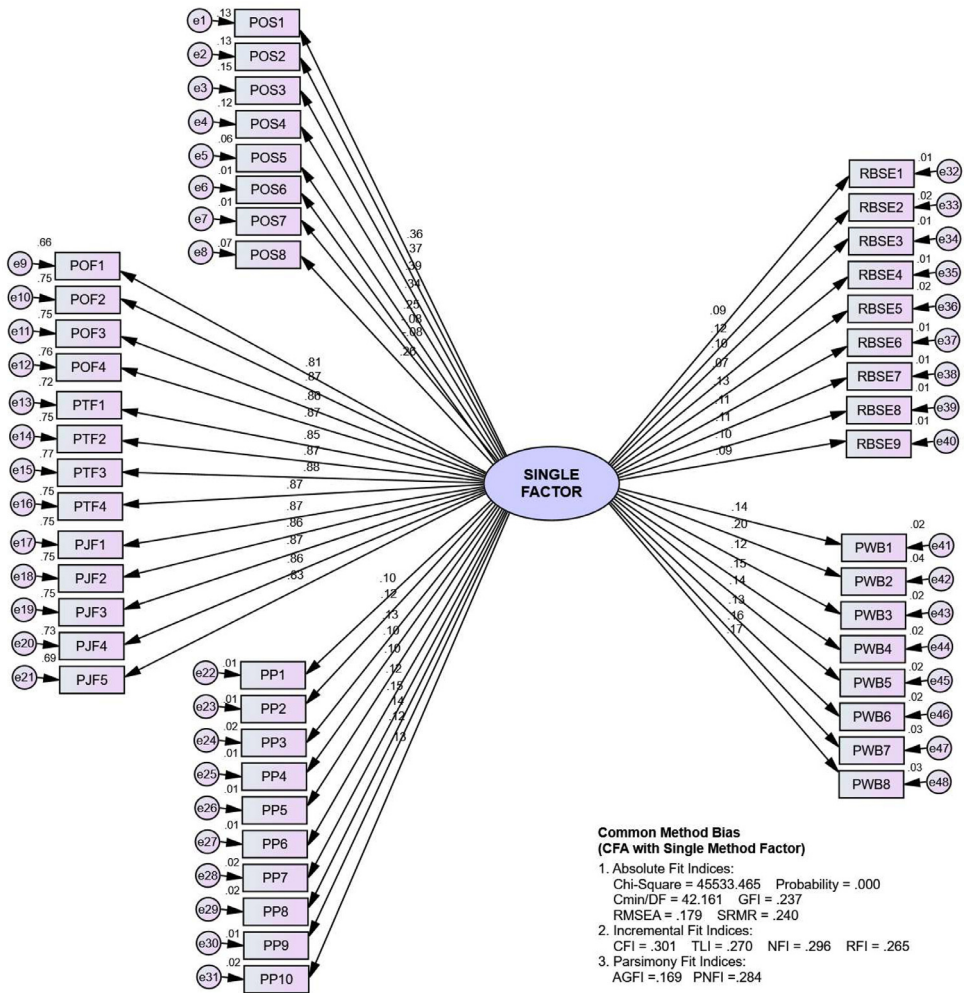
Fig. 1. CFA single factor.

The construct is reliable if it has a construct reliability value >0.70 [3]. In addition, the rule of thumb for the construct reliability value must be >0.70, but a construct reliability value of >0.60 is still acceptable if each indicator has met convergent validity [2]. The measurement model assessment is carried out as much as the results shown in Table 5, Fig. 2 (initial model), and Fig. 3 (revised model). The detailed assessment results are contained in the *Measurement model (initial model).AmosOutput* and *Measurement model (revised model).AmosOutput* files.

3. Survey procedures

Before conducting the survey, surveyors conducted procedural CMB control. It included making the questionnaire easy to understand and specific, expert-validated, presenting measurement items in different sections for each construct, and ensuring full protection of respondents' anonymity [4]. It was done by validating the questionnaire with specialist in the field of correc-

Table 5

Measurement Model Assessment.

Constructs		Indicator	Factor Loading		Construct Reliability	AVE
			Initial	Revised		
Perceived Organizational Support (X1)		POS1	0.849	0.857	0.925	0.675
		POS2	0.859	0.874		
		POS3	0.919	0.935		
		POS4	0.853	0.866		
		POS5	0.666	0.684		
		POS6	0.220	-		
		POS7	0.218	-		
		POS8	0.662	0.678		
Person-Environment Fit (X2)	POF	POF1	0.863	0.658	0.951	0.831
		POF2	0.932	0.810		
		POF3	0.920	0.874		
		POF4	0.929	0.876		
	PTF	PTF1	0.930	0.799	0.969	0.885
		PTF2	0.955	0.870		
		PTF3	0.955	0.880		
		PTF4	0.923	0.823		
	PJF	PJF1	0.926	0.824	0.968	0.860
		PJF2	0.953	0.885		
		PJF3	0.955	0.882		
		PJF4	0.909	0.841		
		PJF5	0.891	0.812		
Proactive Personality (X3)		PP1	0.700	0.760	0.943	0.624
		PP2	0.765	0.814		
		PP3	0.773	0.780		
		PP4	0.689	0.753		
		PP5	0.775	0.797		
		PP6	0.698	0.745		
		PP7	0.829	0.854		
		PP8	0.721	0.771		
		PP9	0.811	0.820		
		PP10	0.792	0.800		
Role Breadth Self-Efficacy (Z)		RBSE1	0.800	0.800	0.961	0.736
		RBSE2	0.765	0.798		
		RBSE3	0.852	0.879		
		RBSE4	0.841	0.881		
		RBSE5	0.907	0.917		
		RBSE6	0.838	0.835		
		RBSE7	0.753	0.817		
		RBSE8	0.886	0.910		
		RBSE9	0.858	0.872		
Proactive Work Behavior (Y)		PWB1	0.668	0.683	0.951	0.711
		PWB2	0.790	0.824		
		PWB3	0.803	0.836		
		PWB4	0.891	0.918		
		PWB5	0.873	0.894		
		PWB6	0.827	0.844		
		PWB7	0.834	0.851		
		PWB8	0.869	0.876		

tional/imprisonment in Indonesia. The specialist holds an official position within the Directorate General of Corrections, a division of the Ministry of Law and Human Rights of the Republic of Indonesia. This entity is responsible for overseeing correctional systems and managing human resources throughout the country. In addition, surveyors also provided a separate sheet with the questionnaire that contained instructions for completion, the purpose, as well as the benefits of the results of this study for respondents [5]. This procedure ensured that the respondents could properly understand the questionnaire's content and answer each statement carefully and
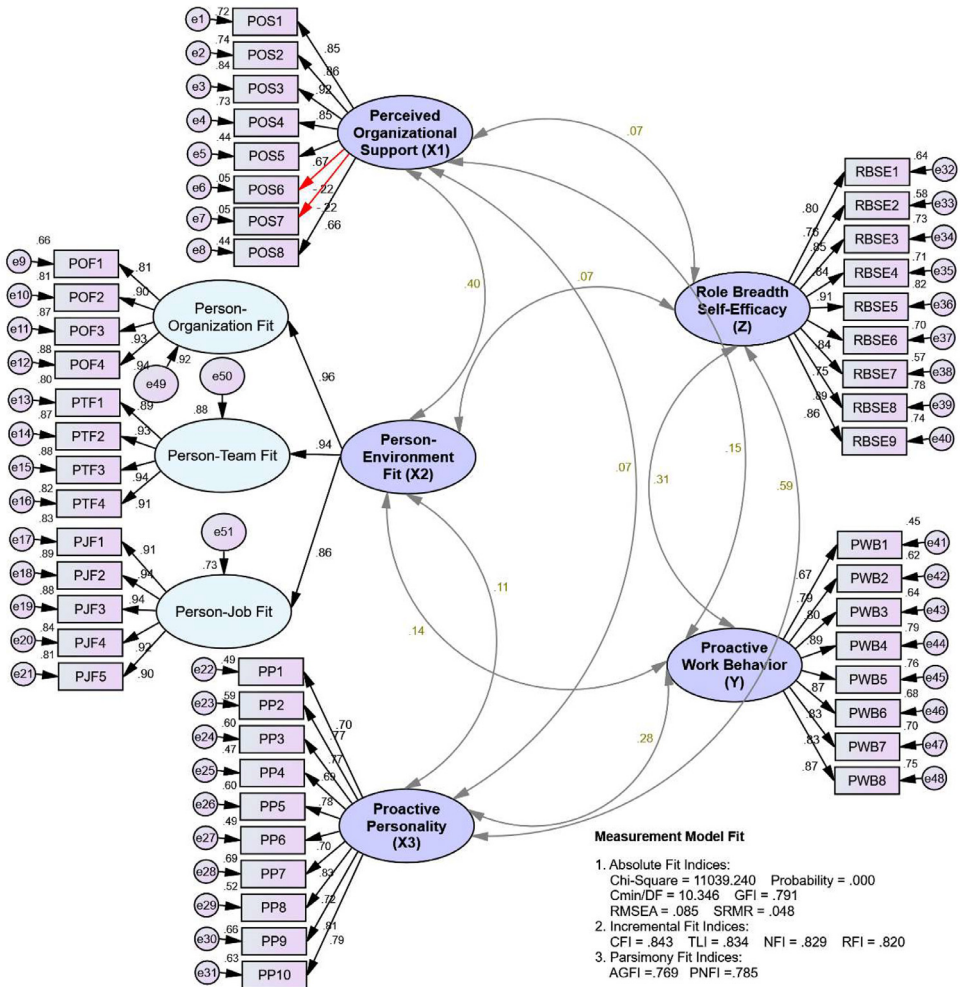
Fig. 2. Measurement Model (Initial Model).

honestly. The survey questionnaire consisted of 54 questions or statements to be answered by respondents. There were six questions regarding the respondent's profile, including gender, marital status, age, tenure, region (province) of the correctional institution, and recent education. In addition, there were 48 statements regarding respondents' perceptions of themselves regarding perceived organizational support, person-environment fit, proactive personality, role breadth self-efficacy, and proactive work behavior. The indicators for each construct were adopted from other studies with details: 8 indicators of perceived organizational support [6], 13 indicators of person-environment fit [7], ten indicators of proactive personality [8], nine indicators of role breadth self-efficacy [9], and eight indicators of proactive work behavior [9].

The survey was conducted with a cross-sectional design on all correctional officers in Indonesia. According to data from the Directorate General of Corrections, there are 21434 correctional officers who are responsible for the security of correctional institutions. This represents the survey's population. The sample was determined by a simple random sampling technique, part of probability sampling, which provided equal opportunities for all population members to be sam-
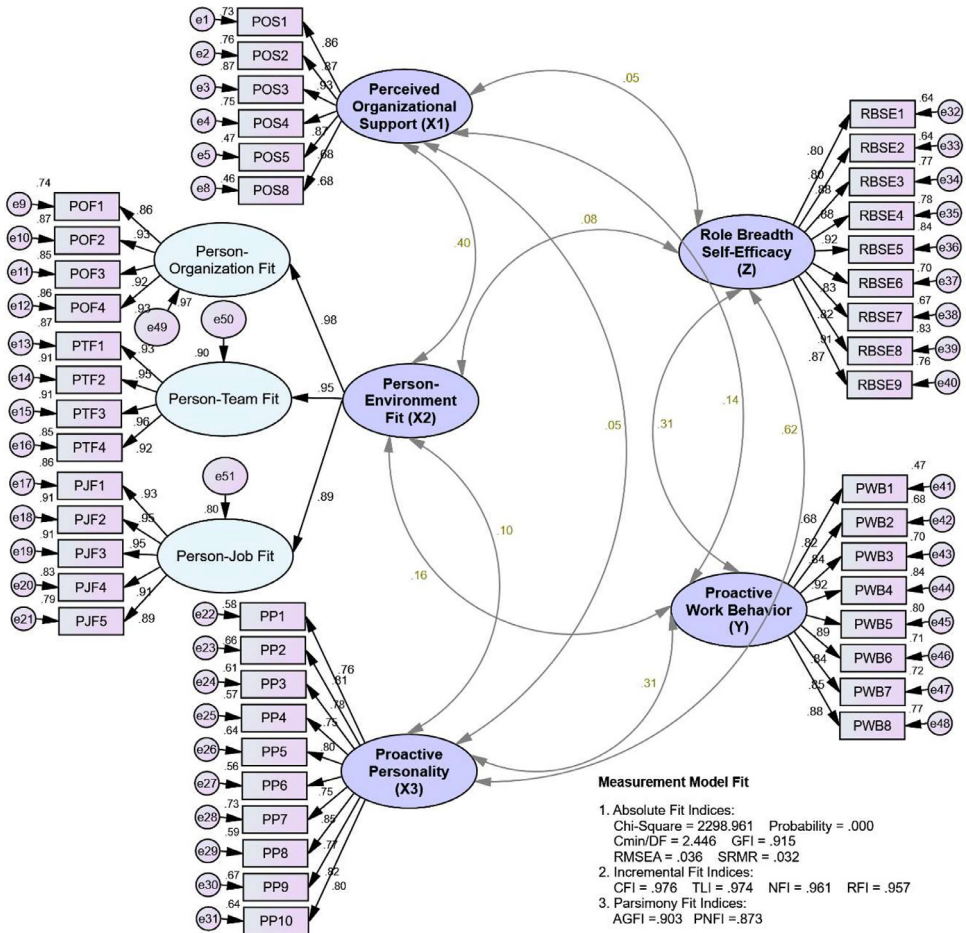
Fig. 3. Measurement Model (Revised Model).

pled [10]. The survey was conducted online through Google Forms from August 16 to 30, 2023. The questionnaire was completed based on the respondent's willingness to participate voluntarily. Before filling out the questionnaire, respondents were directed to the participation consent form. Respondents were asked to check the agree option on the form if willing. If not willing, respondents were allowed not to continue filling out the questionnaire. In collecting the data, the surveyors cooperated with the Directorate General of Corrections.

In the initial phase, surveyors distributed a questionnaire link to the Directorate General of Corrections. Subsequently, the Directorate General of Corrections transmitted the link to the representative offices of the Ministry of Law and Human Rights of the Republic of Indonesia in each province through an official letter. This correspondence detailed the survey's purpose and instructed the distribution of the questionnaire link to correctional institutional officers under the jurisdiction of each representative office. Following this, each ministry representative office forwarded the questionnaire link along with a letter from the Directorate General of Corrections to the respective correctional institutions under its oversight. Authorized officials at each correctional institution then disseminated the questionnaire link to officers using messaging applications like WhatsApp.

Limitations

The survey data encompasses only 6% of the total population, falling short of the surveyors' expectations. Additionally, among the 37 provinces in Indonesia, respondents from only 29 provinces participated in the survey. The limited data can be attributed to at least two factors: the brief survey period and the timing, which coincided with the national day of Indonesian Independence. The survey, conducted over two weeks, did not prompt reminders through the Directorate General of Corrections, as surveyors deemed it unnecessary. Moreover, the focus on national day-related activities, such as celebrations and annual prisoner administration, diverted attention from the survey. Another challenge was the lack of direct contact between surveyors and respondents due to the extensive scope and large population, requiring staged contact through the Directorate General of Corrections.

Ethics Statement

The Research Ethics Committee at the Faculty of Economics and Business, Universitas Airlangga: Research and Publication Center has confirmed that no ethical approval is required. Before completing the questionnaires, all respondents were informed that data collection was not mandatory. Their willingness to continue filling out the questionnaire signifies consent to participate. In addition, respondents were informed that their responses were guaranteed to be kept strictly confidential and used only for research purposes. Research and Publication Center of the Faculty of Economics and Business, Universitas Airlangga, also validated the consent. The Directorate General of Corrections has authorized a research survey of correctional officers throughout Indonesia with permit number PAS.1-HH.04.04-124.

Data Availability

Survey Data on Correctional Officers throughout Indonesia: Proactive Work Behavior and Its Antecedents (Original data) (Mendeley Data)

CRediT Author Statement

Anis Eliyana: Supervision, Conceptualization, Funding acquisition; **Ahmad Rizki Sridadi:** Methodology, Project administration; **Heni Yuwono:** Investigation, Resources; **A. Yuspahruddin:** Investigation, Resources; **Andika Setia Pratama:** Software, Formal analysis, Data curation, Writing – original draft; **Fatin Fadhilah Hasib:** Writing – review & editing, Visualization; **Nurul Liyana Mohd Kamil:** Validation, Writing – review & editing.

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Declaration of Competing Interest

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

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