

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh kecerdasan spiritual dan kecerdasan emosional terhadap kinerja karyawan melalui komitmen organisasi sebagai variabel intervening pada kantor DPRD Dharmasraya Kabupaten Sumatera Barat Metode yang digunakan adalah dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 100 responden. Hasil analisis data menyimpulkan, Kecerdasan spiritual berpengaruh positif dan tidak signifikan terhadap komitmen organisasi. Kecerdasan emosional berpengaruh positif dan signifikan terhadap komitmen organisasi. Kecerdasan spiritual berpengaruh positif dan signifikan terhadap kinerja karyawan. Kecerdasan emosional berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Kecerdasan spiritual berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui komitmen organisasi. Kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan melalui komitmen organisasi.

Kata Kunci : Kecerdasan Spiritual, Kecerdasan Emosional, Kinerja Karyawan dan Komitmen Organisasi.

ABSTRACT

This study aims to determine how much influence spiritual intelligence and emotional intelligence have on employee performance through organizational commitment as an intervening variable at the Dharmasraya DPRD office, West Sumatra Regency. The method used is Partial Least Square (PLS) 3.0. By distributing questionnaires to 100 respondents. The results of the data analysis concluded that spiritual intelligence has a positive and insignificant effect on organizational commitment. Emotional intelligence has a positive and significant effect on organizational commitment. Intelligence and spiritual have a positive and significant effect on employee performance. Emotional intelligence has a positive and not significant effect on employee performance. Organizational commitment has a positive and significant effect on employee performance. Spiritual intelligence has a positive and insignificant effect on employee performance through organizational commitment. Emotional intelligence has a positive and significant effect on employee performance through organizational commitment.

Keywords: spiritual intelligence, emotional intelligence, employee performance and organizational commitment.