

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Kecerdasan Emosional Dan Spiritual Terhadap Kinerja Karyawan Dengan *Self Efficacy* Sebagai Variabel Intervening Pada PT Teluk Luas Padang.. Metode analisis data menggunakan kuesioner, dengan sampel 89 responden. Metode analisis data yang digunakan adalah Analisi Jalur. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan Kecerdasan Emosional Terhadap *Self Efficacy*. Terdapat pengaruh positif dan signifikan Kecerdasan Spiritual Terhadap *Self Efficacy*. Terdapat pengaruh positif dan signifikan Kecerdasan Emosional Terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan Kecerdasan Spiritual Terhadap Kinerja Karyawan. Tidak terdapat pengaruh positif dan signifikan *Self Efficacy* Terhadap Kinerja Karyawan. *Self Efficacy* tidak memediasi Kecerdasan Emosional terhadap Kinerja Karyawan. *Self Efficacy* tidak memediasi Kecerdasan Spiritual terhadap Kinerja Karyawan. Kontribusi variabel Kecerdasan Emosional dan Kecerdasan Spiritual Terhadap Kinerja Karyawan Dengan *Self Efficacy* Sebagai Variabel Intervening berpengaruh sebesar 60,9% sedangkan sisanya sebesar 39,1% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak PT Teluk Luas Padang dapat meningkatkan Kinerja Karyawan dengan meningkatkan Kecerdasan Emosional, Kecerdasan Spiritual dan *Self Efficacy* melalui masing-masing indikator.

Kata Kunci: Kecerdasan Emosional, Kecerdasan Spiritual, *Self Efficacy*, Dan Kinerja Karyawan.

ABSTRAK

The purpose of this study was to find out how much influence Emotional and Spiritual Intelligence has on Employee Performance with Self Efficacy as an Intervening Variable at PT Teluk Broad Padang. The data analysis method used a questionnaire, with a sample of 89 respondents. The data analysis method used is Path Analysis. Based on the results of the study showed that there is a positive and significant effect of Emotional Intelligence on Self Efficacy. There is a positive and significant effect of Spiritual Intelligence on Self Efficacy. There is a positive and significant influence of Emotional Intelligence on Employee Performance. There is a positive and significant effect of Spiritual Intelligence on Employee Performance. There is no positive and significant effect self efficacy on Employee performance. Self Efficacy does not mediate Emotional Intelligence on Employee Performance. Self Efficacy does not mediate Spiritual Intelligence on Employee Performance. The contribution of Emotional Intelligence and Spiritual Intelligence variables to Employee Performance with Self Efficacy as an Intervening Variable has an effect of 60,9% while the remaining 39,1% is influenced by other variables outside this study. Based on the results of this study, it is expected that PT Teluk Broad Padang can improve employee performance by increasing Emotional Intelligence, Spiritual Intelligence and Self Efficacy through each indicator.

Keywords: Emotional Intelligence, Spiritual Intelligence, Self Efficacy, and Employee Performance.