

ABSTRAK

YANDI SAPUTRA, 19101155310389, jurusan manajemen tahun 2019, pengaruh kecerdasan emosional dan kompetensi sosial terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening dibawah bimbingan ibuk Hilda Mary, S.E, M.M dan Nikmatul Husna, S.E.M.M

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kecerdasan emosional dan kompetensi sosial terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening Kantor Bupati Pesisir Selatan. Metode yang digunakan adalah Struktur Equation Modeling (SEM) dengan Partial Least Square (PLS) 3.0. Dengan mengendarkan kuesioner sebanyak 54 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif yang signifikan antara variabel kecerdasan emosional terhadap variabel kepuasan kerja. Terdapat pengaruh positif yang signifikan antara variabel kompetensi sosial kerja terhadap variabel kepuasan kerja. Terdapat pengaruh positif yang signifikan antara variabel kecerdasan emosional terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel kompetensi sosial terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel kepuasan kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel kecerdasan emosional terhadap variabel kinerja pegawai melalui kepuasan kerja. kompetensi sosial Terdapat pengaruh positif yang signifikan antara variabel disiplin kerja terhadap variabel kinerja pegawai melalui kepuasan kerja.

Kata Kunci :Kecerdasan Emosional , Kompetensi Sosial, Kinerja Pegawai, Kepuasan Kerja

ABSTRACT

YANDI SAPUTRA, 19101155310389, majoring in management in 2019, the effect of emotional intelligence and social competence on employee performance with job satisfaction as an intervening variable under the guidance of Hilda Mary, S.E, M.M and Nikmatul Husna, S.E.M.M

This study aims to determine how much influence emotional intelligence and social competence have on employee performance with job satisfaction as an intervening variable for the Pesisir Selatan Regent's Office. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By circulating a questionnaire of 54 respondents.

The results of the data analysis concluded that there was a significant positive influence between emotional intelligence variables on job satisfaction variables. There is a significant positive influence between the variables of work social competence on job satisfaction variables. There is a significant positive influence between emotional intelligence variables on employee performance variables. There is a significant positive effect between social competency variables on employee performance variables. There is a significant positive effect between job satisfaction variables on employee performance variables. There is a significant positive influence between emotional intelligence variables on employee performance variables through job satisfaction. social competence There is a significant positive influence between work discipline variables on employee performance variables through job satisfaction.

Keywords: Emotional Intelligence, Social Competence, Employee Performance, Job Satisfaction