

## **ABSTRAK**

Tujuan penelitian ini adalah untuk menganalisa pengaruh Kecerdasan Emosional dan Kecerdasan Spiritual Terhadap Kinerja Karyawan dengan Self Efficacy sebagai Variabel Intervening. Kecerdasan Emosional dan Kecerdasan Spiritual digunakan sebagai variabel independen dan Kinerja Karyawan digunakan sebagai variabel dependen, sedangkan Self Efficacy sebagai Variabel Intervening. Sampel pada penelitian ini adalah Perawat Rumah Sakit Citra BMC Padang.

Berdasarkan hasil model regresi data panel, Variabel kecerdasan emosional berpengaruh positif dan signifikan terhadap self efficacy. Variabel kecerdasan spritual berpengaruh positif dan signifikan terhadap self efficacy. Variabel kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja Karyawan Rumah Sakit Citra BMC Padang. Variabel kecerdasan spritual berpengaruh positif dan signifikan terhadap kinerja karyawan Rumah Sakit Citra BMC Padang. Dan Variabel self efficacy berpengaruh positif dan signifikan terhadap kinerja Karyawan Rumah Sakit Citra BMC Padang.

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

## ABSTRACT

*The purpose of this study was to analyze the effect of Emotional Intelligence and Spiritual Intelligence on Employee Performance with Self Efficacy as an Intervening Variable. Emotional Intelligence and Spiritual Intelligence are used as independent variables and Employee Performance is used as the dependent variable, while Self Efficacy is an Intervening Variable. The sample in this study was Nurse Citra BMC Hospital Padang.*

*Based on the results of the panel data regression model, the variables of emotional intelligence have a positive and significant effect on self efficacy. Variables of spiritual intelligence have a positive and significant effect on self efficacy. The variable emotional intelligence has a positive and significant effect on the performance of Citra BMC Hospital employees in Padang. Variables of spiritual intelligence have a positive and significant effect on employee performance at Citra BMC Padang Hospital. And the variables of self efficacy have a positive and significant effect on the performance of the employees of Citra BMC Padang Hospital.*

***Keywords: Emotional Intelligence, Spiritual Intelligence, Self efficacy, Employee Performance.***