

ABSTRAK

Penelitian ini bertujuan untuk mendapatkan bukti empiris tentang Pengaruh *Locus Of Control* Dan Karakteristik Individu Terhadap Kinerja Karyawan Melalui Kecerdasan Emosional Sebagai Variabel Intervening Pada PT. Hayati Pratama Mandiri Padang. Sampel dalam penelitian ini menggunakan Metode sampel jenuh dimana semua anggota populasi digunakan menjadi sampel yaitu sebanyak 106 orang.

Hasil penelitian yang didapatkan berdasarkan diperoleh bahwa terdapat pengaruh positif dan signifikan *Locus Of Control* terhadap kinerja Karyawan, terdapat pengaruh positif dan signifikan Karakteristik Individu terhadap Kinerja Karyawan.

Kata Kunci : *Total Locus Of Control*, Karakteristik Individu, Kecerdasan Emosional, dan Kinerja Karyawan.

ABSTRACT

This study aims to obtain empirical evidence about the effect of locus of control and individual characteristics on employee performance through emotional intelligence as an intervening variable at PT. Hayati Pratama Mandiri Padang. The sample in this study used a saturated sample method where all members of the population were used as samples, namely as many as 106 people.

The results obtained are based on obtained that there is a positive and significant influence of Locus Of Control on employee performance, there is a positive and significant influence on individual characteristics on employee performance.

Keywords: Locus Of Control, Internal Control Systems, Individual Characteristics, Emotional intelligence, and Employee Performance.