

ABSTRAK

Dewi Wulandari, No.BP 17101155310628, Manajemen Fakultas ekonomi dan Bisnis (2021), Keterlibatan Kerja Karyawan Dan Kecerdasan Emosioal Pengaruhnya Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. PLN (PERSERO) UPT PADANG, dibawah bimbingan Bapak Dr. H. Elfiswandi, S.E., M.M., Ak, CA dan Bapak M. Afuan, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Keterlibatan Kerja Karyawan dan Kecerdasan Emosional secara bersama sama (simultan) dan parsial terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai variabel intervening. Metode pengumpulan data melalui survey dan kuisisioner. Metode analisis yang digunakan adalah uji validitas dan reabilitas, Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedastisitas, Analisis Linear Berganda, Koefisien Determinasi, Untuk uji Hipotesis digunakan Uji f dan Uji t dan path analysis. Sample perusahaan ini berjumlah 93 responden.

Berdasarkan penelitian yang didapatkan berdasarkan uji parsial (uji t) diperoleh: (a) Keterlibatan Kerja Karyawan berpengaruh signifikan terhadap Kepuasan Kerja. (b) Kecerdasan Emosional berpengaruh signifikan terhadap Kepuasan Kerja. (c) Keterlibatan Kerja Karyawan berpengaruh signifikan terhadap Kinerja Karyawan. (d) Kecerdasan Emosional berpengaruh signifikan terhadap Kinerja karyawan. (e) Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Karyawan. (f) Kepuasan Kerja tidak memediasi Keterlibatan Kerja

Karyawan terhadap Kinerja Karyawan. (g) Kepuasan Kerja tidak memediasi Kecerdasan Emosional terhadap Kinerja Karyawan.

Kata kunci : Keterlibatan Kerja Karyawan, Kecerdasan Emosional, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

Dewi Wulandari, No.BP 17101155310628, Management of the Faculty of Economics and Business (2021), Employee Work Involvement and Emotional Intelligence Impact on Employee Performance with Job Satisfaction as Intervening Variables at PT. PLN (PERSERO) UPT PADANG, under the guidance of Mr. Dr. H. Elfiswandi, S.E., M.M., Ak, CA and Mr. M. Afuan , S.E., MM

This study aims to determine how much influence Employee Job Involvement and Emotional Intelligence jointly (simultaneously) and partially on Employee Performance with Job Satisfaction. as an intervening variable. Methods of data collection through surveys and questionnaires. The analytical method used is the validity and reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, coefficient of determination, for the hypothesis test the f test and t test and path analysis are used. The sample of this company is 93 respondents.

Based on the research obtained based on the partial test (t test), it is found that: (a) Employee Involvement has a significant effect on Job Satisfaction. (b) Emotional Intelligence has a significant effect on Job Satisfaction. (c) Employee Engagement has a significant effect on Employee Performance. (d) Emotional Intelligence has a significant effect on employee performance. (e) Job Satisfaction has a significant effect on employee performance. (f) Job Satisfaction does not

mediate Employee Work Engagement on Employee Performance. (g) Job Satisfaction does not mediate Emotional Intelligence on Employee Performance.

Keywords: Employee Job Involvement, Emotional Intelligence, Job Satisfaction, Employee Performance.