

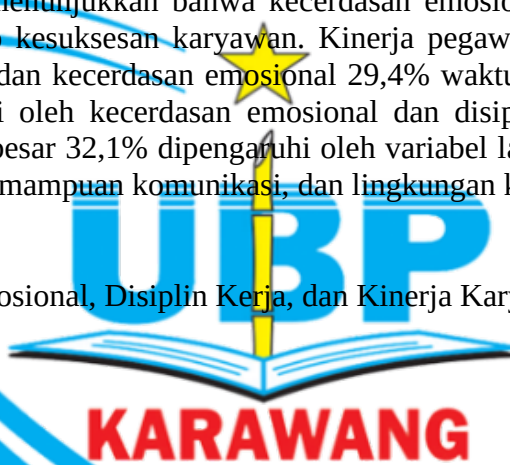
ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana pengaruh disiplin kerja dan kecerdasan emosional terhadap kinerja karyawan.

Penelitian ini menggunakan metodologi deskriptif dan pembuktian. penyebaran kuesioner sebagai metode pengumpulan data dengan menggunakan sumber primer. Pengambilan sampel non-probabilitas menggunakan metode pengambilan sampel jenuh adalah strategi pengambilan sampel yang digunakan. Kelompok penelitian ini, 65 responden, digunakan dalam analisis. Uji validitas, uji reliabilitas, uji asumsi konvensional, analisis regresi linier berganda, analisis korelasi berganda, uji parsial (uji T), uji simultan (uji F), dan koefisien determinasi merupakan uji statistik yang digunakan dalam penelitian ini.

Temuan penelitian menunjukkan bahwa kecerdasan emosional dan etika kerja memiliki pengaruh terhadap kesuksesan karyawan. Kinerja pegawai dipengaruhi oleh disiplin kerja 38,5% waktu dan kecerdasan emosional 29,4% waktu. Kinerja karyawan secara simultan dipengaruhi oleh kecerdasan emosional dan disiplin kerja, terhitung 67,9% dari total; sisanya sebesar 32,1% dipengaruhi oleh variabel lain, seperti motivasi kerja, loyalitas karyawan, kemampuan komunikasi, dan lingkungan kerja.

Kata Kunci: Kecerdasan Emosional, Disiplin Kerja, dan Kinerja Karyawan



ABSTRACT

The purpose of this research is to ascertain how work discipline and emotional intelligence affect employee performance.

The descriptive technique and verification were used in this study. Techniques for gathering data were used to acquire primary data and distribute questionnaires. Non-probability sampling using a saturated sampling method is the sampling strategy used. There were 65 respondents in the sample that was used for this investigation. The validity test, reliability test, assumption test classical, multiple linear regression analysis, multiple correlation analysis, partial test, simultaneous test, and coefficient of determination are all examples of the statistical analysis used in this research.

The findings indicated that emotional intelligence and work discipline have some bearing on employee success. Employee performance is influenced by job discipline to the extent of 38.5% and emotional intelligence to the extent of 29.4%. Please note that while the impact of emotional intelligence and work discipline on employee performance is equal to 67.9% of the total, the remaining 32.1% is influenced by other variables, including work motivation, employee loyalty, communication skills, and work environment.

Keywords: Emotional Intelligence, Work Discipline, and Employee performance