

# HUBUNGAN ANTARA KECERDASAN EMOSI DAN PERFORMANSI KERJA KARYAWAN

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## ABSTRAK

Penelitian korelasi ini bertujuan untuk mengetahui hubungan antara kecerdasan emosi dan performansi kerja karyawan. Kecerdasan emosi adalah kemampuan seseorang untuk menjaga keselarasan emosi diri dan pengungkapannya. Performansi didefinisikan sebagai aktivitas dan hasil kerja karyawan yang berkontribusi pada *goal* organisasi. Hipotesis yang diajukan yaitu ada hubungan positif antara kecerdasan emosi dan performansi karyawan. Subyek penelitian ialah 65 karyawan bagian produksi PT. USMAN JAYA MEKAR TEXTILE INDUSTRY yang memenuhi beberapa kriteria yang telah ditentukan (*purposive sampling*). Data penelitian diungkap dengan skala kecerdasan emosi dan skala performansi kerja. Skala kecerdasan emosi disusun dengan teknik Likert, sedangkan skala performansi kerja disusun dengan teknik *rating*. Koefisien reliabilitas diperoleh dengan teknik *Alpha Cronbach* dengan nilai 0.899 pada skala kecerdasan emosi dan 0.777 pada skala performansi karyawan. Data dianalisis dengan menggunakan teknik korelasi *Pearson Product Momen*. Hasil analisis data menunjukkan koefisien korelasi ( $r$ ) sebesar 0.406 dengan nilai  $p = 0.00$  ( $p < 0.01$ ) yang berarti bahwa  $H_0$  ditolak,  $H_a$  diterima. Kesimpulan penelitian yaitu bahwa ada hubungan positif antara kecerdasan emosi dan performansi kerja karyawan.

Kata kunci : kecerdasan emosi, performansi kerja, karyawan

# **THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND EMPLOYEE WORK PERFORMANCE**

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## **ABSTRACT**

*This correlational research was aimed to know relation between emotional intelligence and employee work performance. Emotional intelligence is personal capability to keep the appropriateness of self emotion and its expression. Performance is defined as employee activity and outcomes that contribute to organizational goal. The hypothesis proposed in this research was that there was a positive relation between emotional intelligence and employee work performance. The subjects of the research were 65 production employees of PT. USMAN JAYA MEKAR TEXTILE INDUSTRY that fulfilled some criterions (purposive sampling). The data was revealed by emotional intelligence scale and work performance scale. Emotional intelligence scale was arranged by Likert technique, while employee work performance scale was arranged by rating technique. Reliability coefficient was found by Alpha Cronbach technique with value of 0.899 on emotional intelligence scale and 0.777 on employee work performance scale. Data was analyzed by correlation technique Pearson Product Momen. Results of the data analysis showed the correlation coefficient ( $r$ ) 0.406 with value of  $p = 0.00$  ( $p < 0.01$ ) that means  $H_0$  rejected,  $H_a$  accepted. Conclusion of this research was that there was correlation between emotional intelligence and employee work performance.*

**Keywords :** emotional intelligence, work performance, employee