

ABSTRAK

PENGARUH KECERDASAN EMOSIONAL TERHADAP PRESTASI KERJA
KARYAWAN DITINJAU DARI USIA, TINGKAT PENDIDIKAN, DAN
PENGALAMAN KERJA KARYAWAN

Studi Kasus : PT Industri Sandang Nusantara (PERSERO) Unit CILACAP,
Jalan Kyai Kendilwesi No. 1 CILACAP – 53213

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari usia karyawan; (2) pengaruh kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari tingkat pendidikan karyawan; (3) pengaruh kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari pengalaman kerja karyawan

Penelitian di laksanakan di PT Industri Sandang Nusantara (PERSERO) Unit CILACAP yang beralamat di jalan Kyai Kendilwesi No. 1 CILACAP-53213. Populasi penelitian ini sebanyak 582 karyawan. Jumlah sampel penelitian ini sebanyak 221 karyawan. Teknik penarikan sampel penelitian adalah *proportional random sampling*. Teknik pengumpulan data menggunakan metode kuesioner dan dokumentasi. Teknik analisa data menggunakan regresi yang telah dikembangkan oleh *Chow*.

Hasil penelitian menunjukkan bahwa: (1) ada pengaruh negatif kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari usia karyawan ($\beta_3 = -0,021$ dan $? = 0,017 < \alpha = 0,05$); (2) ada pengaruh negatif kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari tingkat pendidikan karyawan ($\beta_3 = -0,899$ dan $? = 0,013 < \alpha = 0,05$); (3) ada pengaruh negatif kecerdasan emosional terhadap prestasi kerja karyawan ditinjau dari pengalaman kerja karyawan ($\beta_3 = -0,024$ dan $? = 0,007 < \alpha = 0,05$)

ABSTRACT

THE EFFECT OF EMOTIONAL INTELLIGENCE TOWARD THE EMPLOYEES'
WORKING ACHIEVEMENT BASED ON AGE, EDUCATION LEVEL, AND
WORKING EXPERIENCE OF THE EMPLOYEES

A Case Study at: PT Industri Sandang Nusantara (PERSERO) Unit Cilacap
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This research aims to know: (1) the effect of emotional intelligence toward the employees' achievement based on their ages; (2) the effect of emotional intelligence toward the employees' achievement based on their education levels; (3) the effect of emotional intelligence toward the employees' achievement based on their working experiences.

This research was conducted at PT Industri Sandang Nusantara (PERSERO) Unit Cilacap which is located at 1 Jl. Kyai Kendilwesi CILACAP – 53213. There were 582 employees to be the population of this research. And, there were 221 employees to be the samples of the research. The samples were taken by *random sampling*. The techniques of collecting the data were questionnaire and documentation. The technique of analysing the data was regression, developed by *Chow*.

The results of this research are: (1) there is negative effect of emotional intelligence toward the employees' achievement based on their ages ($\beta_3 = - 0,021$ and $? = 0,017 < \alpha = 0,05$); (2) there is negative effect of emotional intelligence toward the employees' achievement based on their education levels ($\beta_3 = - 0,899$ and $? = 0,013 < \alpha = 0,05$); (3) there is negative effect of emotional intelligence toward the employees' achievement based on their working experiences ($\beta_3 = - 0,024$ and $? = 0,007 < \alpha = 0,05$).