

ABSTRAK

Pengaruh *Locus of Control*, Jenis Pekerjaan, dan Tingkat Pendidikan Terhadap Hubungan antara Kecerdasan Emosional dengan Kinerja Karyawan

Studi Kasus pada RSUD St. Maria Pemalang dan RSUD St. Maria Cilacap

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Penelitian ini bertujuan untuk mengetahui apakah: (1) ada pengaruh positif *locus of control* terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan; (2) ada pengaruh positif jenis pekerjaan terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan; (3) ada pengaruh positif tingkat pendidikan terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan.

Penelitian dilaksanakan di RSUD St. Maria Pemalang dan RSUD St. Maria Cilacap. Populasi penelitian ini sebanyak 297 karyawan. 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 positif dan signifikan *locus of control* terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan ($\rho = 0,008 < \alpha = 0,05$); (2) ada pengaruh positif dan signifikan jenis pekerjaan terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan ($\rho = 0,005 < \alpha = 0,05$); (3) ada pengaruh positif dan signifikan tingkat pendidikan terhadap hubungan antara kecerdasan emosional dengan kinerja karyawan ($\rho = 0,023 < \alpha = 0,05$).

ABSTRACT

The Influence of *Locus of Control*, Kind of Work, and Education Level toward The Relationship Between Emotional Intelligence and Employees' Performance

A Case Study at "St. Maria" General Hospital-Pemalang
and "St. Maria" General Hospital-Cilacap

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This research was aimed to identify whether or not: (1) there was a positive influence of locus of control toward the relationship between emotional intelligence and employees' performance; (2) there was a positive influence of kind of work toward the relationship between emotional intelligence and the employees' performance; (3) there was a positive influence of educational level toward the relationship between emotional intelligence and the employees' performance.

This research was carried out at "St. Maria" General Hospital-Pemalang and "St. Maria" General Hospital-Cilacap, on November 2006. The research population was all 297 employees. The data collecting method used was using questionnaire and documentation. The data analysis technique used was regression model developed by Chow.

The results of the data showed: (1) there was a positive and significant influence of locus of control toward the relationship between emotional intelligence and the employees' performance ($\rho = 0,008 < \alpha = 0,05$); (2) there was a positive and significant influence of kind of work toward the relationship between emotional intelligence and the employees' performance ($\rho = 0,005 < \alpha = 0,05$); (3) there was a positive and significant influence of educational level toward relationship between emotional intelligence and the employees' performance ($\rho = 0,023 < \alpha = 0,05$).