

A B S T R A K

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Pengaruh Kecerdasan Emosional dan Motivasi Kerja terhadap Kinerja Karyawan yang dimediasi oleh *Employee Engagement* pada PT.Bhakti Sejahtera Jakarta

147 Halaman + xv halaman + 18 tabel + 3 gambar dan 4 lampiran

Uraian Abstrak

Penelitian ini dilakukan dengan tujuan untuk menganalisis pengaruh kecerdasan emosional dan motivasi kerja terhadap kinerja karyawan yang dimediasi oleh *employee engagement*. Penelitian ini didesign sebagai *explanatory research*. Populasi penelitian ini adalah karyawan PT.Bhakti Sejahtera dengan jumlah sample 84 responden. Analisis data yang digunakan yaitu dengan *Metode Partial Least Square Structural Equation Modeling*. Hasil penelitian menunjukkan bahwa: (1) kecerdasan emosional berpengaruh positif dan signifikan terhadap *employee engagement*. (2) motivasi kerja berpengaruh positif dan signifikan terhadap *employee engagement*. (3) *employee engagement* berpengaruh positif dan signifikan terhadap kinerja karyawan. (4) kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan. (5) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (6) *employee engagement* memediasi parsial pengaruh kecerdasan emosional terhadap kinerja karyawan. (7) *employee engagement* memediasi parsial pengaruh motivasi kerja terhadap kinerja karyawan. (8) Menurut pandangan islam, pengaruh kecerdasan emosional, motivasi kerja, *employee engagement* dan kinerja karyawan pada PT.Bhakti sejahtera sudah dilakukan sesuai dengan prinsip-prinsip Islam.

Kata Kunci : kecerdasan emosional, motivasi kerja, *employee engagement* dan kinerja karyawan.

ABSTRACT

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The Influence of Emotional Intelligence and Work Motivation on Employee Performance mediated by Employer Engagement at PT. Bhakti Sejahtera Jakarta

147 pages + xv pages + 18 tables + 3 pictures and 4 attachments

Abstract Description

This research was conducted with the aim of analyzing the influence of emotional intelligence and work motivation on employee performance mediated by employee engagement. This research is designed as explanatory research. The population of this study were employees of PT. Bhakti Sejahtera with a total sample of 84 respondents. The data analysis used is the Partial Least Square Structural Equation Modeling Method. The results of the study show that: (1) emotional intelligence has a positive and significant effect on employee engagement. (2) work motivation has a positive and significant effect on employee engagement. (3) employee engagement has a positive and significant effect on employee performance. (4) emotional intelligence has a positive and significant effect on employee performance. (5) work motivation has a positive and significant effect on employee performance. (6) employee engagement partially mediates the effect of emotional intelligence on employee performance. (7) employee engagement partially mediates the effect of work motivation on employee performance. (8) According to the Islamic view, the influence of emotional intelligence, work motivation, employee engagement and employee performance at PT. Bhakti Sejahtera has been carried out in accordance with Islamic principles.

Kata Kunci : *emotional intelligence, work motivation, employee engagement and employee performance.*