

ABSTRAKSI

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“PENGARUH HUBUNGAN KECERDASAN EMOSIONAL DAN GAYA KEPEMIMPINAN TERHADAP KINERJA PEGAWAI SMA TARAKANITA CITRA RAYA TANGERANG”

Skripsi. Program Studi Manajemen. 2023

Kata Kunci : Kecerdasan Emosional, Gaya Kepemimpinan, Kinerja Pegawai

(x+92+lampiran)

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah Kecerdasan Emosional dan Gaya Kepemimpinan berpengaruh terhadap Kinerja Pegawai SMA Tarakanita Citra Raya. Untuk sampel yang digunakan penulis dalam penelitian ini sebanyak 35 responden. Sampelnya menggunakan teknik *sampling* jenuh. Dalam penelitian ini analisis data dilakukan dengan menggunakan SPSS Versi 23. Untuk teknik pengujian data yang dilakukan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji normalitas, analisis korelasi parsial, koefisien determinasi, analisis regresi berganda dan pengujian hipotesis (uji t dan Uji F). Dari hasil uji t (parsial) untuk variabel Kecerdasan Emosional (X1) terhadap Kinerja Pegawai (Y) diperoleh $t_{hitung} 3,541 > t_{tabel} 1,692$ maka H_0 ditolak dan H_a diterima, dengan nilai pengaruh Kecerdasan Emosional (X1) terhadap Kinerja Pegawai (Y) sebesar 52,5%. Artinya terdapat pengaruh Kecerdasan Emosional terhadap Kinerja Pegawai SMA Tarakanita Citra Raya secara parsial. hasil uji t (parsial) untuk variabel Lokasi (X2) terhadap Kinerja Pegawai (Y) diperoleh $t_{hitung} 4,246 > t_{tabel} 1,692$ dengan nilai pengaruh variabel Gaya Kepemimpinan (X2) terhadap Kinerja Pegawai (Y) sebesar 59,4%. Artinya terdapat pengaruh Gaya Kepemimpinan terhadap Kinerja Pegawai. Hasil uji F (simultan) pada variabel Kecerdasan Emosional (X1) dan Gaya Kepemimpinan (X2) terhadap Kinerja Karyawan (Y) adalah $F_{hitung} 11,856 > 3,28$. Dapat dinyatakan bahwa H_0 ditolak dan H_a diterima, maka diambil kesimpulan bahwa variabel Kecerdasan Emosional (X1) dan Gaya Kepemimpinan (X2) secara simultan berpengaruh terhadap Kinerja Karyawan (Y) SMA Tarakanita Citra Raya. Dengan nilai terlihat pada nilai Adjusted R Square sebesar 0,428 atau 42,8%.

Daftar Pustaka (2010-2018)

ABSTRACT

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"THE INFLUENCE OF THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND LEADERSHIP STYLE ON THE PERFORMANCE OF TARAKANITA CITRA RAYA HIGH SCHOOL EMPLOYEES"

Thesis. Management Study Program. 2023

Keywords: Emotional Intelligence, Leadership Style, Employee Performance

(x+92+attachments)

This study aims to analyze and find out whether Emotional Intelligence and Leadership Style affect the Performance of Tarakanita Citra Raya Tangerang High School Employees. For the sample used by the authors in this study as many as 35 respondents. The sample uses a saturated sampling technique. In this study, data analysis was carried out using SPSS Version 23. For data testing techniques carried out in this study are validity tests, reliability tests, normality tests, partial correlation analysis, coefficients of determination, multiple regression analysis and hypothesis testing (t test and F test). From the results of the t test (partial) for the variable Emotional Intelligence (X1) on Employee Performance (Y) obtained $t_{count} 3.541 > t_{table} 1.692$, then H_0 was rejected and H_a was accepted, with the value of the influence of Emotional Intelligence (X1) on Employee Performance (Y) of 52.5%. This means that there is an influence of Emotional Intelligence on the Performance of Tarakanita Citra Raya High School Employees partially. The results of the t (partial) test for the Location variable (X2) on Employee Performance (Y) were obtained $t_{calculate} 4.246 > t_{table} 1.692$ with the value of the influence of the Leadership Style variable (X2) on Employee Performance (Y) of 59.4%. This means that there is an influence of Leadership Style on Employee Performance. The results of the F (simultaneous) test on the variables Emotional Intelligence (X1) and Leadership Style (X2) on Employee Performance (Y) were $F_{count} 11.856 > 3.28$. It can be stated that H_0 is rejected and H_a is accepted, then it is concluded that the variables of Emotional Intelligence (X1) and Leadership Style (X2) simultaneously affect the Performance of Employees (Y) of SMA Tarakanita Citra Raya Tangerang. With the value seen in the Adjusted R Square value of 0.428 or 42.8%.

Bibliography (2010-2018)