

ABSTRAK

WIDIE EKA PUTRI (2023). Pengaruh Kecerdasan Emosional dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan pada PT. Winada Anugrah Cabang Baturaja. Dibimbing oleh Ibu Rosmala dewi, S.E.,M.Si selaku pembimbing I dan Ibu Eka Meiliya Dona, S.E.,M.S.Si.,Ak.,CA selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Kecerdasan Emosional dan Komitmen Organisasi Terhadap Kepuasan Kerja Karyawan pada PT. Winada Anugrah Cabang Baturaja. Metode pengumpulan data yang digunakan yaitu observasi dan penyebaran koesioner. Jumlah Populasi sebanyak 33 Karyawan pada PT. Winada Anugrah Cabang Baturaja. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil olah data didapat dari uji secara parsial atau uji-t variabel kecerdasan emosional (X_1) nilai yang diperoleh $t_{hitung} > t_{tabel}$ atau $2,349 > 2,042$, maka keputusannya H_0 ditolak dan H_a diterima artinya kecerdasan emosional berpengaruh terhadap kepuasan kerja karyawan pada PT. Winada Anugrah cabang Baturaja dan variabel komitmen organisasi (X_2) diperoleh nilai $t_{hitung} > t_{tabel}$ atau $2,959 > 2,042$, maka keputusannya H_0 ditolak dan H_a diterima artinya komitmen Organisasi berpengaruh terhadap kepuasan kerja karyawan pada PT. Winada Anugrah cabang Baturaja. dan secara simultan atau uji F diperoleh nilai $F_{hitung} > F_{tabel}$ atau $27,771 > 3,315$, maka keputusannya H_0 ditolak dan H_a diterima, artinya seluruh variabel X yaitu Kecerdasan Emosional (X_1) dan Komitmen Organisasi (X_2) secara bersama-sama berpengaruh terhadap Kepuasan kerja karyawan pada PT. Winada Anugrah Cabang Baturaja. Analisis koefisien determinasi (*R Square*) diperoleh nilai 0,649 menunjukkan bahwa sebesar 64,9% sumbangan dari Kepuasan Kerja karyawan pada PT. Winada Anugrah Cabang Baturaja bisa dijelaskan oleh variabel Kecerdasan Emosional (X_1) dan Komitmen Organisasi (X_2), sedangkan sisanya sebesar 35,1% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), pemberdayaan sumber daya manusia, dan lain-lain (Wibowo, 2015: 347).

Kata Kunci: Kecerdasan Emosional, Komitmen Organisasi dan Kepuasan kerja

ABSTRACT

WIDIE EKA PUTRI (2023). The Influence of Emotional Intelligence and Organizational Commitment on Employees' Job Satisfaction at PT. Winada Anugrah Baturaja Branch. The research was under the guidance of Rosmala Dewi, S.E., M.Si and Eka Meiliya Dona, S.E., M.S.Si., Ak., CA.

This research aimed to determine the influence of emotional intelligence and organizational commitment on employees' job satisfaction at PT. Winada Anugrah Baturaja Branch. The data collection methods used were observation and distribution of questionnaires. The total population was 33 employees at PT. Winada Anugrah Baturaja Branch. The data analysis technique used was Multiple Linear Regression. Based on the results of data processing obtained from partial tests or t-tests for the emotional intelligence variable (X1), the value obtained was $t_{count} > t_{table}$ or $2.349 > 2.042$, then the decision H_0 was rejected and H_a was accepted, meaning that emotional intelligence influenced employees' job satisfaction at PT. Winada Anugrah Baturaja branch and the organizational commitment variable (X2) obtained a value of $t_{count} > t_{table}$ or $2.959 > 2.042$, so the decision H_0 was rejected and H_a was accepted, meaning that organizational commitment influenced employees' job satisfaction at PT. Winada Anugrah Baturaja branch. and simultaneously or in the F test, the value $F_{count} > F_{table}$ or $27.771 > 3.315$ was obtained, then the decision H_0 was rejected and H_a was accepted, meaning that all variables X namely Emotional Intelligence (X1) and Organizational Commitment (X2) together influenced employees' job satisfaction at PT. Winada Anugrah Baturaja Branch. Analysis of the coefficient of determination (R Square) obtained a value of 0.649, indicating that 64.9% of the contribution from employees' job satisfaction at PT. Winada Anugrah Baturaja Branch could be explained by the variables Emotional Intelligence (X1) and Organizational Commitment (X2), while the remaining 35.1% was influenced by variables other than the variables in this research, for example competency (wages or salaries, intensive, awards and allowances) , human resource empowerment, and others (Wibowo, 2015: 347).

Keywords: Emotional Intelligence, Organizational Commitment and Job Satisfaction