

ABSTRACT

Anwar Ar Rifa'i (2023) The Influence of Competence and Emotional Intelligence on the performance of employees at the Regional Water Supply Company (PDAM) in OKU Regency. The study was under the guidance of Noviansyah, S.E., M.Si, and Eka Meiliya Dona, S.E., M.Si., AK., CA.

This study examined the influence of competence and emotional intelligence on the performance of employees at the Regional Water Supply Company (PDAM) in OKU Regency. The study population consisted of 58 employees at the Regional Water Supply Company (PDAM) in OKU Regency. The analysis method employed was quantitative, using Multiple Linear Regression analysis. The analysis results indicated that the t-values for each variable, Competence (X1) and Emotional Intelligence (X2), were 3.282 and 3.364 respectively, which were greater than the critical t-value of 2.004. This suggested that variables X1 and X2 had a significant influence on the performance of employees at the Regional Water Supply Company (PDAM) in OKU Regency. The calculated F-value of 16.040 was also greater than the critical F-value of 3.16, indicating that Competence and Emotional Intelligence collectively had a significant influence on employees' performance at the Regional Water Supply Company (PDAM) in OKU Regency. The coefficient of determination (R Square) of 0.368 revealed that Competence and Emotional Intelligence accounted for 36.8% of the influence on Employees' Performance, while the remaining 63.2% was attributed to other variables not addressed in this study, such as job design, personality, motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment, and work discipline (Kasmir, 2016: 189).

Keywords: Competence, Emotional Intelligence, Employees' Performance

ABSTRAK

Anwar Ar Rifa'i (2023), Pengaruh Kompetensi dan Kecerdasan Emosional Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum (PDAM) Kab. OKU. Dibawah bimbingan Bapak Noviansyah, S.E., M.Si dan Ibu Eka Meiliya Dona, S.E., M.Si., AK., CA.

Skripsi ini membahas tentang Pengaruh Kompetensi dan Kecerdasan Emosional Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum (PDAM) Kab. OKU. Populasi dalam penelitian ini adalah 58 orang Karyawan pada Perusahaan Daerah Air Minum (PDAM) Kab. OKU. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Kompetensi (X_1) sebesar 3,282 dan Kecerdasan Emosional (X_2) sebesar 3,364 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,004, menyatakan variable X_1 dan X_2 berpengaruh signifikan terhadap Kinerja Karyawan Pada PDAM Kab. OKU. Nilai F hitung sebesar 16,040 lebih besar dari F tabel sebesar 3,16 menyatakan bahwa secara bersama-sama Kompetensi dan Kecerdasan Emosional berpengaruh signifikan Terhadap Kinerja Karyawan PDAM Kab. OKU. Nilai koefisien determinasi (*R Square*) sebesar 0,368 artinya dalam hal ini sumbangan pengaruh Kompetensi dan Kecerdasan Emosional terhadap Kinerja Karyawan sebesar 36,8%, sedangkan sisanya sebesar 63,2% dipengaruhi oleh variabel lain yang tidak disebutkan dalam penelitian ini seperti rancangan kerja, kepribadian, motivasi, kepemimpinan, gaya kepemimpinan, budaya organisasi, kepuasan kerja, lingkungan kerja, loyalitas, komitmen, dan disiplin kerja. (Kasmir, 2016: 189).

Kata Kunci : Kompetensi, Kecerdasan Emosional, Kinerja Karyawan

