ABSTRACT

ANALYSIS EFFECT OF EMOTIONAL INTELLIGENCE AND COMPENSATION OF THE EMPLOYEES PERFORMANCE INSPECTORATE DISTRICT TULANG BAWANG

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Human resources play an important role in achieving the objectives of the organization, so that organizational goals achieved or not depends on the performance of these employees. Employee performance are not only supported by the sheer intellectual ability, but also supported by the ability of emotional adjustment in touch with someone. Then the compensation from the organization to the employee is expected to spur employees to work with good performance.

The purpose of this research are (1) to know the influence of emotional intelligence and compensation jointly on the performance of employees, (2) to know the influence of emotional intelligence and partial compensation on employee performance. The hypothesis taken in this research are (1) Emotional Intelligence and compensation together have a positive influence on employee performance Inspectorate District Tulang Bawang, (2) Emotional intelligence and partial compensation has a positive influence on employee performance Inspectorate District Tulang Bawang. This research is conducted at the Inspectorate District Tulang Bawang which using descriptive analysis and sampling for the census. Qualitative analysis was conducted on the answers of the 44 respondents, as well as multiple linear regression method is used to determine the influence of the independent variables to the dependent variable.

The results of this research has received all the hypotheses (H1), it could be concluded that emotional intelligence and compensation together have a positive influence on employee performance of 71.7%, while the partial effect of emotional intelligence by 48.5% and compensation amounted to 64.2%.

Keywords: emotional intelligence, employee compensation and performance