ABSTRAK

Rahmanada Husna. 71190312088. Pengaruh Motivasi Dan Kecerdasan Emosional Terhadap Kinerja Karyawan Di Pusat Penelitian Kelapa Sawit Medan. Skripsi Manajemen Sumber Daya Manusia, Universitas Islam Sumatera Utara, 2023.

Penelitian ini bertujuan untuk mengetahui motivasi dan kecerdasan emosional berpengaruh secara simultan terhadap kinerja karyawan di Pusat Penelitian Kelapa Sawit Medan bagian atau divisi Laboratorium Pelayanan. Populasi dalam penelitian ini adalah seluruh karyawan bagian atau divisi Laboratorium Pelayanan di Pusat Penelitian Kelapa Sawit Medan yang berjumlah 41 orang. Teknik pengambilan sampel dalam penelitian ini adalah total sampling. Pengumpulan data dilakukan dengan penyebaran kuesioner.

Teknik analisis yang digunakan dalam penelitian ini adalah asumsi klasik, regresi berganda, uji hipotesis dan koefisien determinasi. Berdasarkan hasil penelitian diperoleh bahwa secara parsial motivasi berpengaruh positif dan siginifikan terhadap kinerja karyawan. Secara parsial bahwa kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan bahwa motivasi dan kecerdasan emosional berpengaruh signifikan terhadap kinerja karyawan bagian atau divisi Laboratorium Pelayanan di Pusat Penelitian Kelapa Sawit Medan.

Kata kunci : Motivasi, Kecerdasan Emosional, Kinerja

ABSTRACT

Rahmanada Husna. 71190312088. The Influence of Motivation and Emotional Intelligence on Employee Performance at the Medan Oil Palm Research Center. Human Resource Management Thesis, Islamic University of North Sumatra, 2023.

This study aims to determine the simultaneous influence of motivation and emotional intelligence on employee performance at the Medan Oil Palm Research Center section or Service Laboratory division. The population in this study were all employees of the Service Laboratory section or division at the Medan Oil Palm Research Center, totaling 41 people. The sampling technique in this study is total sampling. Data collection was carried out by distributing questionnaires.

The analysis technique used in this study is the classical assumption, multiple regression, hypothesis testing and the coefficient of determination. Based on the results of the study, it was found that partially motivation had a positive and significant effect on employee performance. Partially that emotional intelligence has a positive and significant effect on employee performance. Simultaneously, motivation and emotional intelligence have a significant effect on the performance of employees in the Service Laboratory section or division at the Medan Oil Palm Research Center.

Keywords: Motivation, Emotional Intelligence, Employee Performance