

## **ABSTRAK**

**YUNI ARTA, NPM : 71160312007, Judul : Pengaruh Kecerdasan Emosional dan Komitmen Organisasi terhadap kinerja karyawan di Perusahaan Air Minum Tirtanadi Provinsi Sumatera Utara. Dibimbing oleh : H. EDI SOFIAN.,S.E.,M.SI. Sebagai doping pertama, dan Dr.T. Ahmad Helmi.,S.E.,M.SI.**

**Skripsi : 2021**

Penelitian ini bertujuan untuk menganalisis pengaruh Kecerdasan Emosional dan Komitmen Organisasi terhadap Kinerja Karyawan di PDAM Tirtanadi Provinsi Sumatera Utara. Data penelitian diperoleh dari kuesioner dengan mencari sampel menggunakan rumus M Nazir. Teknik Pengumpulan data menggunakan jenis penelitian Kuesioner, wawancara, studi dokumentasi. Teknik analisis data yang digunakan adalah Metode Analisis Deskriptif, Analisis Regresi Linear Berganda, Uji Asumsi Klasik, Uji Hipotesis kecendrungan data, Uji Validitas, Uji Realibilitas, Uji Normalitas, Uji Multikornelitas, Uji Heterokedastisitas, Uji Autokorelasi, Uji-F, Uji-t, Koefesien Determinan.

Populasi penelitian ini sebanyak 127 namun sampel yang diambil oleh peneliti adalah berjumlah 56 karyawan di PDAM Tirtnadi Provinsi Sumatera Utara Hasil penelitian ini adalah 1) Kecerdasan Emosional berpengaruh signifikansi terhadap kinerja karyawan 2) Komitmen Organisasi tidak berpengaruh signifikansi terhadap kinerja karyawan 3) Kecerdasan Emosional dan Komitmen Organisasi terhadap kinerja karyawan berpengaruh positif dan signifikansi tapi tidak dengan komitmen organisasi yang tidak berpengaruh signifikansi terhadap kinerja karyawan.

Kata Kunci : Kecerdasan Emosional, Komitmen Organisasi, Kinerja.

## **ABSTRAK**

**YUNI ARTA, NPM: 71160312007, Title: The Influence of Emotional Intelligence and Organizational Commitment on employee performance at PDAM Tirtanadi, North Sumatra Province. Supervised by: H. EDI SOFIAN.,S.E.,M.SI. As the first doping, and Dr.T. Ahmad Helmi.,S.E.,M.SI.**

**Thesis: 2021**

This study aims to analyze the influence of Emotional Intelligence and Organizational Commitment on Employee's Performance at PDAM Tirtanadi, North Sumatra Province. The research data were obtained from questionnaires by looking for samples using the M Nazir formula. The data collection technique uses the type of research questionnaire, interview, documentation study. The data analysis technique used is descriptive analysis method, multiple linear regression analysis, classical assumption test, data trend hypothesis test, validity test, reliability test, normality test, multicollinearity test, test Heteroscedasticity, Autocorrelation Test, F-Test, t-Test, Determinant Coefficient.

The population of this study were 127 but the sample taken by the researcher were 56 employee's at PDAM Tirtanadi, North Sumatra Province. The results of this study were 1) Emotional Intelligence has a significant effect on employee performance 2) Organizational commitment has no significant effect on employee's performance 3) Emotional Intelligence and Commitment Organization on employee's performance has a positive and significant effect, but not with organizational commitment which has no significant effect on employee's performance.

Keywords: Emotional Intelligence, Organizational Commitment, Performance.