

ABSTRAK

Martalita, Dhea Okta. 2021. Skripsi. **Pengaruh Motivasi dan Kecerdasan Emosional Terhadap Kinerja Karyawan dalam menghadapi Era *New Normal* Pada Paseban Sena Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di Paseban Sena Kota Probolinggo dengan tujuan untuk mengetahui pengaruh motivasi dan kecerdasan emosional terhadap kinerja karyawan dalam menghadapi *era new normal* pada Paseban Sena Kota Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif dan hubungan kausal, dengan variabel X_1 motivasi, variabel X_2 kecerdasan emosional, dan variabel Y kinerja karyawan. Teknik *sampling* yang digunakan adalah sampel jenuh yang berjumlah 57 orang yang berasal dari karyawan Paseban Sena Kota Probolinggo. Teknik pengumpulan data menggunakan kuesioner dengan pengukuran skala Likert yang telah diuji validitas dan reliabilitasnya. Teknik analisis data menggunakan analisis regresi linier berganda dengan bantuan program IBM SPSS versi 22.0.

Hasil penelitian menunjukkan bahwa: (1) Motivasi dan kecerdasan emosional berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan yang dibuktikan dengan nilai $t_{hitung} \geq t_{tabel}$ (Motivasi $(3,597 \geq 2,005)$ sig 0,001, Kecerdasan Emosional $(2,609 \geq 2,005)$ sig 0,012), (2) Motivasi dan kecerdasan emosional berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan yang dibuktikan dengan nilai $F_{hitung} > F_{tabel}$ ($17,489 > 3,168$) dengan nilai signifikansi 0,000, dan (3) Motivasi berpengaruh dominan terhadap kinerja karyawan yang dibuktikan dengan variabel motivasi memiliki nilai koefisien beta yang lebih besar dengan variabel kecerdasan emosional ($0,426 > 0,309$). Hasil uji analisis determinasi diperoleh nilai *R Square* 71%, sedangkan sisanya sebesar 29% dipengaruhi oleh variabel lain yang tidak diteliti saat ini, seperti lingkungan kerja, pelatihan dan disiplin kerja.

Kata kunci: Motivasi, Kecerdasan Emosional, Kinerja Karyawan.

ABSTRACT

*Martalita, Dhea Okta. 2021. Thesis. **The Effect of Motivation and Emotional Intelligence On Employee Performance During The New Normal In Paseban Sena, Probolinggo City.** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.*

The research was conducted in Paseban Sena, Probolinggo City. this research aims to determine the effect of motivation and emotional intelligence on employee performance during the new normal in Paseban Sena, Probolinggo City.

The research is quantitative with causal relationship observed where variable X1 is Motivation, variable X2 is Emotional Intelligence, as variable Y is Employee Performance. Samples are collected using saturated sample. there were 57 people who are employees. Data is collected using a questionnaire with a Likert scale and measurable validity and reliability. Data analysis technique is applied with multiple linear regression analysis with IBM SPSS version 22.0.

This result finds that: (1) Motivation and emotional intelligence had a positive and significant effect partially on employee performance as calculated by $t_{count} \geq t_{table}$ (Motivation $(3,597 \geq 2,005)$ sig 0,001, Emotional Intelligence $(2,609 \geq 2,005)$ sig 0,012), (2) Motivation and emotional intelligence had a positive and significant effect simultaneously on employee performance as evidenced by $F_{count} > F_{table}$ $(17,489 > 3,168)$ with the significance value of 0,000, and (3) Motivation has a dominant effect on employee performance as shown by the motivation variable has a beta coefficient value that is greater than emotional intelligence variable $(0,426 > 0,309)$. The results of the test of determination analysis obtained a R Square 71%, while the remaining 29% was influenced by the other variables which were not currently studied, such as work environment, training and work discipline.

Keywords: *Motivation, Emotional Intelligence, Employee Performance.*