

## ABSTRAK

Febrianti, Wahyuni. 2022. **“Pengaruh Kecerdasan Emosional Dan Kepuasan Kerja Terhadap Komitmen Organisasional Pegawai Dinas Pertanian, Ketahanan Pangan Dan Perikanan Kota Probolinggo.”** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Tujuan penelitian ini adalah 1) Untuk mengetahui pengaruh kecerdasan emosional dan kepuasan kerja secara parsial terhadap komitmen organisasional pegawai Dinas Pertanian, Ketahanan Pangan dan Perikanan Kota Probolinggo 2) Untuk mengetahui pengaruh kecerdasan emosional dan kepuasan kerja secara simultan terhadap komitmen organisasional pegawai Dinas Pertanian, Ketahanan Pangan dan Perikanan Kota Probolinggo 3) Untuk mengetahui variabel yang berpengaruh dominan antara kecerdasan emosional dan kepuasan kerja terhadap komitmen organisasional pegawai Dinas Pertanian, Ketahanan Pangan dan Perikanan Kota Probolinggo.

Peneliti menggunakan deskriptif dengan pendekatan asosiatif kausal dan mengambil sampel sebanyak 60 responden, metode pengumpulan data menggunakan kuesioner dan pengambilan sampel menggunakan proportional random sampling. Alat analisis yang digunakan adalah kuesioner yang terdiri dari uji validitas dan uji reliabilitas, uji asumsi klasik, uji regresi linear berganda, uji determinasi, uji hipotesis yang terdiri dari uji t, uji F dan uji dominan.

Hasil dari uji validitas dan uji reliabilitas menunjukkan bahwa  $r$  hitung  $> r$  tabel, dan dari keseluruhan angka Nilai Cronbach Alpha  $> 0,60$  dinyatakan bahwa seluruh variabel pada uji penelitian reliabilitas dinyatakan reliable. Berdasarkan Uji t didapatkan hasil  $t$  hitung  $2,187 > t$  tabel 2002, dan nilai sig  $0,028 \leq 0,05$  yang artinya terdapat pengaruh kecerdasan emosional secara parsial berpengaruh terhadap Komitmen organisasional pegawai,  $t$  hitung  $4,397 > t$  tabel 2,002, dan nilai sig  $0,000 \leq 0,05$  yang artinya terdapat pengaruh Kepuasan Kerja secara parsial berpengaruh terhadap Komitmen organisasional pegawai. Berdasarkan Uji F didapatkan hasil Nilai F hitung  $25,135 > F$  tabel 3,16 dan nilai sig.  $0,000 < 0,05$  yang artinya kecerdasan emosional dan kepuasan kerja berpengaruh secara simultan terhadap Komitmen organisasional pegawai.. Berdasarkan hasil koefisien beta menunjukkan kepuasan kerja menjadi variabel dominan dengan nilai koefisien beta 0,256.

**Kata Kunci :** Kecerdasan emosional, Kepuasan Kerja, Komitmen organisasional pegawai

## **ABSTRACT**

*Febrianti, Wahyuni. 2022. "The Influence Of Emotional Intelligence And Job Satisfaction On The Organizational Commitment Of The Employees Of Agriculture, Food Security And Fisheries Office Of Probolinggo City." Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.*

*The aims of this study were 1) To determine the effect of emotional intelligence and job satisfaction partially on the organizational commitment of the employees of the Department of Agriculture, Food Security and Fisheries of Probolinggo City 2) To determine the effect of emotional intelligence and job satisfaction simultaneously on the organizational commitment of the employees of the Department of Agriculture, Food Security. and Fisheries City of Probolinggo 3) To determine the dominant influencing variable between emotional intelligence and job satisfaction on the organizational commitment of the employees of the Department of Agriculture, Food Security and Fisheries of Probolinggo City.*

*The researcher used a descriptive associative causal approach and took a sample of 60 respondents, the data collection method used a questionnaire and the sample used was proportional random sampling. The analytical tool used is a questionnaire consisting of validity and reliability tests, classical assumption test, multiple linear regression test, determination test, hypothesis test consisting of t test, F test and dominant test.*

*The results of the validity test and reliability test show that  $r_{count} > r_{table}$ , and from the overall Cronbach Alpha value  $> 0.60$  it is stated that all variables in the reliability research test are said to be reliable. Based on the t test, the results obtained are  $t_{arithmetic} 2.187 > t_{table} 2002$ , and the value of sig  $0.028 < 0.05$ , which means that there is a partial influence of emotional intelligence on employee organizational commitment,  $t_{count} 4.397 > t_{table} 2.002$ , and sig value  $0.000 < 0.05$  which means that there is a partial effect of job satisfaction on employee organizational commitment. Based on the F test, the results of the Fcount value are  $25,135 > F_{table} 3,16$  and the value is sig.  $0.000 < 0.05$ , which means that emotional intelligence and job satisfaction have a simultaneous effect on employee organizational commitment. Based on the results of the beta coefficient, job satisfaction is the dominant variable with a beta coefficient of 0.256.*

**Keywords:** *Emotional intelligence, job satisfaction, employee organizational commitment*