THE INFLUENCE OF INTELLECTUAL INTELLIGENCE, EMOTIONAL INTELLIGENCE AND SOCIAL INTELLIGENCE ON EMPLOYEE PERFORMANCE IN PT. ASTRA INTERNATIONAL DAIHATSU MANADO

THESIS

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ABSTRACT

THE INFLUENCE OF INTELLECTUAL INTELLIGENCE, EMOTIONAL INTELLIGENCE AND SOCIAL INTELLIGENCE ON EMPLOYEE PERFORMANCE IN PT. ASTRA INTERNATIONAL DAIHATSU MANADO

(GUIDED BY MONTOLALU A. APOLINARIS AND TURAMBI J. A. JOSEPH)

The purpose of this study was to determine how the influence of intellectual intelligence, emotional intelligence and social intelligence on employee performance at PT. ASTRA International DAIHATSU Manado.

This research uses quantitative research methods with data collection techniques through distributing questionnaires to company employees.The study used a population of 85 employees at the ASTRA International DAIHATSU Manado. The analytical method used is multiple linears regression. Data processing using the SPSS application (Statistical Package for Social Sciences) 24.

The results showed that the partial test of intellectual intelligence and social intelligence did not significantly influence the performance of employees at PT. ASTRA International DAIHATSU Manado. But emotional intelligence has a significant influence on the performance of employees at PT. ASTRA International DAIHATSU Manado. In the simultaneous test shows that intellectual intelligence, emotional intelligence and social intelligence significantly influence the performance of employees at PT. ASTRA International DAIHATSU Manado.

Keywords: Intellectual Intelligence, Emotional Intelligence and Social Intelligence, Employee Performance.

ABSTRAK

PENGARUH DARI KECERDASAN INTELEKTUAL, KECERDASAN EMOSIONAL DAN KECERDASAN SOSIAL TERHADAP KINERJA KARYAWAN DI PT.ASTRA INTERNATIONAL DAIHATSU MANADO.

(DIBIMBING OLEH APOLINARIS ABDON MONTOLALU DAN JOSEPH J. A. TURAMBI)

Tujuan dari penelitian ini adalah untuk mengetahui bagaimana pengaruh dari kecerdasan intelektual, kecerdasan emosional dan kecerdasan sosial terhadap kinerja karyawan di PT.ASTRA International DAIHATSU Manado.

Penelitian ini menggunakan metode penelitian kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada karyawan perusahaan. Penelitian menggunakan populasi dengan jumlah seluruh karyawan di PT.ASTRA International DAIHATSU Manado, yaitu 85 karyawan. Metode analisis yang digunakan adalah Regresi Linear Berganda. Pengolahan data menggunakan aplikasi SPSS (Statistic Packet for The Social Sciences) 24.

Hasil penelitian menunjukkan bahwa secara uji parsial kecerdasan intelektual dan kecerdasan social tidak berpengaruh secara signifikan terhadap kinerja karyawan di PT.ASTRA International DAIHATSU Manado. Namun kecerdasan emosional berpengaruh signifikan terhadap kinerja karyawan di PT.ASTRA International DAIHATSU Manado. Dalam uji simultan menunjukkan bahwa kecerdasan intelektual, kecerdasan emosional dan kecerdasan sosial berpengaruh secara signifikan terhadap kinerja karyawan di PT.ASTRA International DAIHATSU Manado.

Kata Kunci : Kecerdasan Intelektual, Kecerdasan Emosional dan Kecerdasan Sosial, Kinerja Karyawan.

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Manado, July 20th 2020

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