

ABSTRAK

Nama : M HAIKAL
Program Studi : Manajemen
Judul : Pengaruh *Emotional Intelligence*, *Spiritual Quotient* dan *Self-Efficacy* Terhadap Kinerja Karyawan Pada PT Pupuk Iskandar Muda Aceh Utara

Penelitian ini bertujuan untuk meneliti dampak emotional intelligence, spiritual quotient dan self-efficacy terhadap kinerja karyawan PT Pupuk Iskandar Muda Aceh Utara. Peneliti menggunakan metode penelitian kuantitatif dengan responden sebanyak 87 karyawan sebagai sampel yang dipilih menggunakan rumus slovin dari total populasi 643 karyawan. Data yang diperoleh melalui kuesioner berskala likert dan dianalisis menggunakan regresi linear berganda dengan menggunakan SPSS versi 26. Hasil penelitian menunjukkan bahwa emotional intelligence dan spiritual quotient memiliki dampak positif dan signifikan, sedangkan self-efficacy memiliki dampak positif tetapi tidak signifikan terhadap kinerja karyawan baik secara individu maupun secara bersamaan. Dalam penelitian ini menunjukkan nilai signifikansi pengembangan aspek emotional intelligence, spiritual quotient dan self-efficacy karyawan guna meningkatkan kinerja PT PIM. Studi ini diharapkan dapat menjadi acuan bagi manajemen PT Pupuk Iskandar Muda dalam menyusun program pengembangan sumber daya manusia yang lebih komprehensif.

Kata kunci: *emotional intelligence*, *spiritual quotient*, *self-efficacy*, kinerja karyawan

ABSTRACT

Name : M HAIKAL
Study Program : Management
Title : *The Influence of Emotional Intelligence, Spiritual Quotient, and Self-Efficacy on Employee Performance at Limited Liability Company Pupuk Iskandar Muda North Aceh*

This study aims to examine the impact of emotional intelligence, spiritual quotient, and self-efficacy on the performance of employees at PT Pupuk Iskandar Muda, Aceh Utara. The researcher employed a quantitative research method with 87 employees as respondents, selected using Slovin's formula from a total population of 643 employees. Data were collected through Likert-scale questionnaires and analyzed using multiple linear regression with SPSS version 26. The findings indicate that emotional intelligence and spiritual quotient have a positive and significant effect, while self-efficacy has a positive but not significant effect on employee performance, both individually and collectively. This research highlights the importance of developing employees emotional intelligence, spiritual quotient, and self-efficacy in order to enhance performance at PT PIM. The study is expected to serve as a reference for PT Pupuk Iskandar Muda's management in designing more comprehensive human resource development programs.

Keywords: emotional intelligence, spiritual quotient and self-efficacy, employee performance