

ABSTRAK

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Program Studi : Program Magister Ilmu Manajemen
Judul : MENGEKSPLORASI HUBUNGAN ANTARA *EMOTIONAL INTELLIGENCE* DAN *OCCUPATIONAL STRESS*: PERAN *PSYCHOLOGICAL EMPOWERMENT* DAN *WORKPLACE SPIRITUALITY* PADA PERAWAT RSUD dr. ZUBIR MAHMUD

Penelitian ini bertujuan untuk menguji pengaruh *emotional intelligence* terhadap *occupational stress* dengan *psychological empowerment* dan *workplace spirituality* sebagai variabel mediasi pada perawat di RSUD dr. Zubir Mahmud. Banyaknya responden dalam penelitian ini yaitu 184 perawat di RSUD dr. Zubir Mahmud dan teknik *sampling* yang digunakan ialah Sampel Jenuh. Metode analisis data yang digunakan adalah *Partial Least Square* dengan *Software Smart PLS*. Hasil penelitian ini menemukan bahwa secara langsung *emotional intelligence* berpengaruh positif dan signifikan terhadap *psychological empowerment* dan *workplace spirituality*. Kemudian *emotional intelligence* dan *psychological empowerment* berpengaruh negatif dan signifikan terhadap *occupational stress*, tetapi *workplace spirituality* tidak berpengaruh signifikan terhadap *occupational stress*. Hasil pengujian efek mediasi membuktikan bahwa *psychological empowerment* dan *workplace spirituality* bukanlah mediator dalam hubungan *emotional intelligence* dan *occupational stress*

Kata Kunci : *Emotional Intelligence, Psychological Empowerment, Workplace Spirituality* dan *Occupational Stress*

ABSTRACT

Name : KANTHI WILUJENG
Study Program : Graduate Program in Management Science
Title : *EXPLORING THE RELATIONSHIP BETWEEN EMOTIONAL QUOTIENT AND OCCUPATIONAL STRESS: THE ROLE OF PSYCHOLOGICAL EMPOWERMENT AND WORKPLACE SPIRITUALITY IN NURSES OF RSUD dr. ZUBIR MAHMUD*

This study examined the effect of emotional quotient on occupational stress, with psychological empowerment and workplace spirituality as mediating variables, among nurses at dr. Zubir Mahmud Public Hospital. This study involved 184 nurse respondents, selected using Census sampling technique. Data analysis was conducted using the Partial Least Square (PLS) method with Smart PLS. The results indicated that emotional quotient directly, positively, and significantly affected psychological empowerment and workplace spirituality. Furthermore, emotional quotient and psychological empowerment negatively and significantly affect occupational stress, while workplace spirituality did not significantly affect occupational stress. The mediation effect test reveals that psychological empowerment and workplace spirituality do not mediate the relationship between emotional quotient and occupational stress.

Keywords : *Emotional Quotient, Psychological Empowerment, Workplace Spirituality, and Occupational Stress*