

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh Kecerdasan Emosional, *Work-Life Balance* dan Dukungan Sosial terhadap Kinerja Tenaga Kesehatan pada Puskesmas Kecamatan Julok Aceh Timur

Penelitian ini bertujuan untuk mengetahui pengaruh kecerdasan emosional, *work-life balance*, dan dukungan sosial terhadap kinerja tenaga kesehatan pada Puskesmas Kecamatan Julok Aceh Timur. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel sebanyak 62 tenaga kesehatan. Data diperoleh melalui penyebaran kuesioner dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program SPSS versi 26. Hasil penelitian menunjukkan bahwa kecerdasan emosional, *work-life balance*, dan dukungan sosial berpengaruh positif dan signifikan terhadap kinerja tenaga kesehatan. Dengan demikian, semakin baik kecerdasan emosional, *work-life balance*, dan dukungan sosial yang dimiliki tenaga kesehatan, maka semakin tinggi pula kinerja tenaga kesehatan pada Puskesmas Kecamatan Julok Aceh Timur.

Kata Kunci: Kecerdasan Emosional, *Work-Life Balance*, Dukungan Sosial, Kinerja Tenaga Kesehatan.

ABSTRACT

Name : Marshanda Aulia Putri
Study Program : Management
Title : The Influence of Emotional Intelligence, Work-Life Balance and Social Support on the Performance of Health Workers at the Julok District Community Health Center, East Aceh

This study aims to examine the influence of emotional intelligence, work-life balance, and social support on the performance of healthcare workers at the Julok District Public Health Center, East Aceh. This research employed a quantitative approach with a sample of 62 healthcare workers. Data were collected through questionnaires and analyzed using multiple linear regression with the assistance of SPSS version 26. The results indicate that emotional intelligence, work-life balance, and social support have a positive and significant effect on the performance of healthcare workers. Therefore, the higher the levels of emotional intelligence, work-life balance, and social support among healthcare workers, the better their performance at the Julok District Public Health Center, East Aceh.

Keywords: *Emotional Intelligence, Work-Life Balance, Social Support, Healthcare Worker Performance.*