

## ABSTRAK

Tesis ini berjudul **Pengaruh Kecerdasan Emosional dan Disiplin Kerja terhadap Kinerja Pegawai pada Dinas Kesehatan Kota Banjar, Tri Sulistiani, NIM. 82302223023, di bawah bimbingan Dr. H. Enas, S.E., M.M. (Pembimbing I), Dr. Hj. Aini Kusniawati, M.M. (Pembimbing II).** Kinerja pegawai pada Dinas Kesehatan Kota Banjar belum optimal dalam hal kemandirian (*dependability*) dan inisiatif (*initiative*). Kinerja pegawai dapat dipengaruhi oleh kecerdasan emosional dan disiplin kerja, dimana pada Dinas Kesehatan Kota Banjar kecerdasan emosional belum optimal dalam hal indikator keterampilan sosial (*relationship management*). Selanjutnya Disiplin kerja belum optimal dalam hal menghargai waktu. Penelitian dilakukan dengan metode survei eksplanasi (*explanatory survey*) dengan desain kuantitatif. Teknis analisis data yang digunakan adalah menggunakan program SPSS menggunakan analisis deskriptif dan regresi. Hasil penelitian menginformasikan bahwa (1) Kecerdasan Emosional berpengaruh positif dan signifikan terhadap kinerja pegawai pada Dinas Kesehatan Kota Banjar. Artinya bahwa semakin tinggi kecerdasan emosional maka semakin tinggi kinerja pegawai pada Dinas Kesehatan Kota Banjar. (2) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Dinas Kesehatan Kota Banjar. Artinya bahwa semakin tinggi disiplin kerja maka semakin tinggi kinerja pegawai pada Dinas Kesehatan Kota Banjar. (3) Kecerdasan emosional dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Dinas Kesehatan Kota Banjar. Artinya bahwa semakin tinggi kecerdasan emosional dan disiplin kerja maka semakin tinggi kinerja pegawai pada Dinas Kesehatan Kota Banjar.

**Kata kunci: Kecerdasan Emosional, Disiplin Kerja, Kinerja Pegawai**

## **ABSTRACT**

*This thesis is entitled **The Influence of Emotional Intelligence and Work Discipline on Employee Performance at the Banjar City Health Service, Tri Sulistiani, NIM. 82302223023, under the guidance of Dr. H. Enas, S.E., M.M. (Supervisor I) Dr. Hj. Aini Kusniawati, M.M. (Supervisor II).** The performance of employees at the Banjar City Health Service is not yet optimal in terms of independence (dependability) and initiative (initiative). Employee performance can be influenced by emotional intelligence and work discipline, where at the Banjar City Health Service, emotional intelligence is not yet optimal in terms of indicators of social skills (relationship management). Furthermore, work discipline is not optimal in terms of respecting time. The research was conducted using an explanatory survey method with a quantitative design. The data analysis technique used is the SPSS program using descriptive and regression analysis. The research results inform that (1) Emotional Intelligence has a positive and significant effect on employee performance at the Banjar City Health Service. This means that the higher the emotional intelligence, the higher the performance of employees at the Banjar City Health Service. (2) Work discipline has a positive and significant effect on employee performance at the Banjar City Health Service. This means that the higher the work discipline, the higher the performance of employees at the Banjar City Health Service. (3) Emotional intelligence and work discipline have a positive and significant effect on employee performance at the Banjar City Health Service. This means that the higher the emotional intelligence and work discipline, the higher the performance of employees at the Banjar City Health Service.*

**Keywords: Emotional Intelligence, Work Discipline, Employee Performance**