

## **ABSTRACT**

*This study aims to examine and analyze the relationship between employee empowerment and emotional intelligence on the employee performance. The study was conducted to 53 employees at Site HO PT Ricobana Abadi. Research analysis using multiple linear analysis. Results of this study prove the hypothesis that there is the employee empowerment has positive and significant effect on employee performance at Site HO PT Ricobana Abadi, emotional intelligence has positive and significant effect on employee performance at Site HO PT Ricobana Abadi and also employee empowerment and emotional intelligence simultaneously are having positive and significant impact on employee performance at Site HO PT Ricobana Abadi. Emotional intelligence is the biggest significant variable in influencing the employee performance.*

*Key word: employee empowerment, emotional intelligence, employee performance*



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## ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh pemberdayaan karyawan dan kecerdasan emosional terhadap kinerja karyawan. Penelitian ini dilakukan kepada 53 karyawan Site HO PT Ricobana Abadi. Analisis dalam penelitian ini menggunakan analisis regresi linear berganda. Hasil dari penelitian menjawab hipotesis yang ada yakni pemberdayaan karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan Site HO PT Ricobana Abadi, kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan Site HO PT Ricobana Abadi serta pemberdayaan karyawan dan kecerdasan emosional secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan Site HO PT Ricobana Abadi. Kecerdasan emosional merupakan variabel yang paling signifikan mempengaruhi kinerja karyawan.

Kata kunci: pemberdayaan karyawan, kecerdasan emosional, kinerja karyawan

