

ABSTRACT

This study aims to determine the effect of Emotional Intelligence on Work Discipline, Organizational Citizenship Behavior (OCB) and Performance on Cooperatives Employees of PT Indonesia Power Head Office. This study was conducted on 50 respondents using a quantitative descriptive approach with sampling method. Data analysis used is Component or Variance Based Structural Equation Model and processed with Partial Least Square (Smart-PLS) version 3.0 PLS. The results of this study indicate that Emotional Intelligence has a positive effect on work discipline. Emotional intelligence has a positive effect on Organizational Citizenship Behavior (OCB). Emotional intelligence has a positive effect on employee performance. Work Discipline has a positive effect on Organizational Citizenship Behavior (OCB). Work Displays have a positive effect on Employee Performance. And finally Organizational Citizenship Behavior (OCB) has a positive effect on Employee Performance.

Keywords: *Emotional Intelligence, Work Discipline, Organizational Citizenship Behavior, Employee Performance*



ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Kecerdasan Emosional Terhadap Disiplin Kerja, *Organizational Citizenship Behavior* (OCB) Dan Kinerja Pada Koperasi Pegawai PT Indonesia Power Kantor Pusat. Penelitian ini dilakukan terhadap 50 responden menggunakan pendekatan deskriptif kuantitatif dengan metode sampling. Analisis data yang digunakan adalah Component atau Variance Based Structural Equation Model dan diolah dengan program Partial Least Square (Smart-PLS) versi 3.0 PLS. Hasil penelitian ini menunjukkan bahwa Kecerdasan Emosional berpengaruh positif terhadap disiplin kerja. Kecerdasan Emosional berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB). Kecerdasan Emosional berpengaruh positif terhadap Kinerja Karyawan. Disiplin Kerja berpengaruh positif terhadap *Organizational Citizenship Behavior* (OCB). Disiplin Kerja berpengaruh positif terhadap Kinerja Karyawan. Dan yang terakhir *Organizational Citizenship Behavior* (OCB) berpengaruh positif terhadap Kinerja Karyawan.

Kata Kunci : Kecerdasan Emosional, Disiplin Kerja, *Organizational Citizenship Behavior*, Kinerja Karyawan

