

ABSTRACT

This research tries to test several factors that theoretically have impact to employee's performance: emotional intelligence, primal leadership, and organizational culture, with research questions: the impact of (1) emotional intelligence towards employee's performance, (2) emotional intelligence towards organizational culture, (3) primal leadership towards employee's performance, (4) primal leadership towards organizational culture, (5) organizational culture towards employee's performance, and (6) emotional intelligence towards primal leadership. Research was held at Pahoa School with population of 451 teachers and employees. Non probability sampling with sampling quota resulted in 210 chosen samples to be tested using questionnaire and Structural Equation Model (SEM) data analysis. The result shows that emotional intelligence has positive and significant impact to performance, emotional intelligence has no strong significance to organizational culture, primal leadership has no strong significance to performance, primal leadership has positive and significant impact to organizational culture, organizational culture has positive and significant impact to performance, and emotional intelligence has positive and significant impact to primal leadership. Pahoa School should be sharpening emotional intelligence through applied activities and programs to develop Pahoa culture as the given morale and ethic, that finally can have impact to teacher's and employee's positive performance.

Keywords: emotional intelligence, primal leadership, organizational culture, employee's performance

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ABSTRAK

Penelitian ini mencoba untuk menguji beberapa faktor yang secara teoritis diduga memiliki pengaruh terhadap kinerja karyawan, yaitu kecerdasan emosional, kepemimpinan primal, dan budaya organisasi, dengan pertanyaan penelitian: pengaruh (1) kecerdasan emosional terhadap kinerja karyawan, (2) kecerdasan emosional terhadap budaya organisasi, (3) kepemimpinan primal terhadap kinerja karyawan, (4) kepemimpinan primal terhadap budaya organisasi, (5) budaya organisasi terhadap kinerja karyawan, dan (6) kecerdasan emosional terhadap kepemimpinan primal. Penelitian dilakukan di Sekolah Paha dengan populasi 451 orang guru dan karyawan. Teknik *nonprobability sampling* dengan sampling kuota menghasilkan 210 orang terpilih sebagai responden dengan teknis analisis data *Structural Equation Model* (SEM), dan menggunakan kuesioner dalam pengumpulan data. Hasil penelitian menunjukan bahwa kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja, kecerdasan emosional tidak berpengaruh signifikan terhadap budaya organisasi, kepemimpinan primal tidak berpengaruh signifikan terhadap kinerja, kepemimpinan primal berpengaruh positif dan signifikan terhadap budaya organisasi, budaya organisasi berpengaruh positif dan signifikan terhadap kinerja, dan kecerdasan emosional berpengaruh positif dan signifikan terhadap kepemimpinan primal. Sekolah Paha diharapkan dapat mengasah kecerdasan emosional melalui kegiatan dan program yang aplikatif guna menumbuhkan budaya Paha sesuai dengan nilai moral dan etika yang ada, sehingga dapat berdampak pada kinerja positif guru dan karyawannya.

Kata kunci: kecerdasan emosional, kepemimpinan primal, budaya organisasi, kinerja karyawan

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