ABSTRACT

The purpose of this study is to reveal how much influence and adversity quotient, emotional intelligence on job stress. Work stress is an unpleasant psychological condition characterized by inappropriate environmental demands with the ability of individuals to respond. Adversity Quotient is an individual resilience in the face of failure or obstacles into opportunities for improvement in his life, while emotional intelligence is the ability to recognize emotions, managing emotions, motivating oneself, recognizing emotions of others and the ability to build relationships with other people. Based on the description above, the alternative hypothesis (Ha) is there the influence of emotional intelligence and adversity quotient of work stress on employees at PT. JIExpo.

In this study, there are three variables. Dependent variable was the stress of work while the independent variables are emotional intelligence and adversity quotient. The population in this study are employees of PT JIExpo as many as 510 employees, based on the formula used slovin the sample as many as 224 employees .Techniques used in sampling is simple random sampling technique. The data was collected using three scales of emotional intelligence scale consisting of 20 items, 18 items scale of adversity quotient and job stress scale consisting of 15 items. Instrument testing done on 30 respondents. Based on the results of tests for emotional intelligence scale obtained a valid items were 16 items with correlation coefficients ranging from 0.468 s/d 0.840 and the reliability value for 0.929, the scale of adversity quotient obtained a valid items were 15 items with correlation coefficients ranging from 0.415 s/d 0.880 and 0.929 while the value of reliability for the scale of job stress is obtained as many as 15 valid items items with correlation coefficients ranging from 0.436 s/d 0.858 and the value of reliability for 0.920. Based on the results of data analysis using correlation techniques of Karl Pearson Product Moment in SPSS version 15.0 for Windows, obtained results of the correlation coefficient for 0.702 and $p<0.05$. Based on that data analysis and adversity quotient, emotional intelligence has a significant influence amounted to 49.3% of employee stress in the PT. JIExpo.