

## ABSTRACT

*This study aims to analyze the effect of emotional quotient, spiritual quotient, and adversity quotient on employee loyalty in the organization. The population in this study were 100 employees of PT. Bank Central Asia, Tbk Kedoya Permai Main Branch Office Jakarta. The sample used was 85 employees, calculated based on Slovin formula. Method of sampling using Purposive Sampling. The method of collecting data uses a survey method, with research instruments being questionnaires. Data analysis method uses SPSS version 22 (Software Statistics Product for the Social Science). This study proves that Emotional Quotient has a positive and significant effect on employee loyalty in the organization. Spiritual Quotient has a positive and significant effect on employee loyalty in the organization. Adversity Quotient has a positive and significant effect on employee loyalty in the organization.*

*Keywords: Emotional Quotient, Spiritual Quotient, Adversity Quotient, Loyalty*

*Employees in Organizations, Employees*