

PENGARUH KECERDASAN EMOSIONAL, *REWARD*, DAN BEBAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PT. NPI

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Abstrak

Pada penelitian yang diteliti oleh peneliti dengan latar belakang melihat aspek – aspek yang mempengaruhi kepuasan kerja dengan jumlah karyawan PT. NPI yang mengundurkan diri memiliki kenaikan dari tahun sebelumnya. Telah dilakukan penelitian untuk mengetahui pengaruh dari kecerdasan emosional, *reward*, dan beban kerja terhadap kepuasan kerja karyawan PT. NPI menggunakan SPSS dengan uji validitas, uji reliabilitas, uji regresi linear berganda, uji T/ uji parsial dan uji F dimana yang bertindak sebagai variabel independen atau bebas adalah kecerdasan emosional (X1), *reward* (X2), dan beban kerja (X3). Adapun yang bertindak sebagai variabel dependen atau terikat adalah kepuasan kerja (Y). Penelitian ini memiliki sampel 75 responden yang terdiri dari laki-laki dalam penelitian ini berjumlah 28 orang dan responden perempuan berjumlah 47 orang. Berdasarkan output model summary dengan nilai koefisien determinasi (R Square) sebesar 0,649 menunjukkan bahwa sebesar 64,9% Kecerdasan Emosional, *Reward*, Beban Kerja berpengaruh terhadap Kepuasan Kerja karyawan PT. NPI, sementara sebesar 35,1% kepuasan kerja karyawan PT. NPI dipengaruhi oleh faktor lain yang tidak diteliti pada penelitian ini. Berdasarkan hasil penelitian yang menunjukkan bahwa variabel *reward* paling signifikan dalam memberikan pengaruh terhadap karyawan di PT. NPI maka sebaiknya PT. NPI memperbaiki sistem *reward* kepada karyawannya.

Keyword: Kecerdasan emosional, *Reward*, Beban Kerja, Kepuasan Kerja

THE EFFECT OF EMOTIONAL INTELLIGENCE, REWARD, AND WORKLOAD ON EMPLOYEE SATISFACTION AT PT. NPI

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Abstract

In the research conducted by researchers with a background in looking at aspects that affect job satisfaction with the number of employees at PT. BOP that withdrew has an increase from the previous year. Research has been conducted to determine the effect of emotional intelligence, rewards, and workload on job satisfaction of employees of PT. NPI uses SPSS with validity test, reliability test, multiple linear regression test, T test/partial test and F test where the independent or independent variables are emotional intelligence (X1), reward (X2), and workload (X3). As for acting as the dependent or dependent variable is job satisfaction (Y). This study had a sample of 75 respondents consisting of 28 male respondents and 47 female respondents. Based on the summary model output with a coefficient of determination (R Square) of 0.649, it shows that 64.9% Emotional Intelligence, Reward, Workload affect Job Satisfaction of employees of PT. BOP, while 35.1% job satisfaction of employees of PT. BOP is influenced by other factors that are not examined in this study. Based on the research results which show that the reward variable is the most significant in influencing employees at PT. BOP then preferably PT. NPI improved the reward system for its employees. BOP is influenced by other factors that are not examined in this study. Based on the research results which show that the reward variable is the most significant in influencing employees at PT. BOP then preferably PT. NPI improved the reward system for its employees. BOP is influenced by other factors that are not examined in this study. Based on the research results which show that the reward variable is the most significant in influencing employees at PT. BOP then preferably PT. NPI improved the reward system for its employees.

Keyword: Emotional intelligence, Reward, Workload, Job Satisfaction