**ABSTRAK**

**PENGARUH KECERDASAN EMOSIONAL DAN KECERDASAN SPIRITUAL BERPENGARUH TERHADAP KINERJA**

**KARYAWAN PADA PT. PERKEBUNAN**

**NUSANTARA III (PERSERO) MEDAN**

**Oleh**

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Penelitian ini bertujuan untuk mengetahui pengaruh Kecerdasan emosional dan kecerdasan spiritual berpengaruh terhadap kinerja karyawan pada PT. Perkebunan Nusantara III (PERSERO) Medan. Metode penelitian ini menggunakan data deskriptif kuantitatif. Sampel penelitian ini 90 karyawann. Hasil penelitian ini menyatakan bahwa hasil perhitungan regresi linier berganda diperoleh bahwa kecerdasan spiritual berpengaruh terhadap kinerja karyawan dari hasil perhitungan garis regresi berganda diperoleh Y = 0,306+ 0,780X1 + 0,199X2 + e.

Hasil uji parsial (uji t) kecerdasan emosional terhadap kinerja karyawan diperoleh nilai t hitung = 13.614 >1,66 dan probabilitas 0,00 pada tingkat signifikansi 5%, maka secara parsial kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Perkebunan Nusantara III (PERSERO) Medan dan hasil uji t kecerdasan spiritual terhadap kinerja karyawan diperoleh nilai thitung= 3.529>1,66 dan probabilitas 0,01 pada tingkat signifikansi 5%, maka secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Perkebunan Nusantara III (PERSERO) Medan. Hasil uji F diperoleh F hitung > F tabel (376.369 >2,71) dengan tingkat probability (0,01<0,05), maka kecerdasan emosional dan kecerdasan spiritual secara bersama-sama berpengaruh signifikan kinerja karyawan PT. Perkebunan Nusantara III (PERSERO) Medan. Hasil nilai koefisien determinasi (R2) sebesar 0, 896 artinya kecerdasan emosional dan kecerdasan spiritual mampu menjelaskan kinerja karyawan sebesar 89,6% dan sisanya 10,4% dijelaskan oleh variabel lain diluar penelitian.

***Kata kunci:*** *kecerdasan emosional, kecerdasan spiritual, kinerja karyawan*

***ABSTRACT***

***EFFECT OF EMOTIONAL INTELLIGENCE AND SPIRITUAL INTELLIGENCE INFLUENCE ON PERFORMANCE***

***EMPLOYEES AT PT. PLANTATION***

***NUSANTARA III (PERSERO) MEDAN***

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*This study aims to determine the effect of emotional intelligence and spiritual intelligence on employee performance at PT. Nusantara III Plantation (PERSERO) Medan. This research method uses descriptive quantitative data. The sample of this research is 90 employees. The results of this study indicate that the results of multiple linear regression calculations show that spiritual intelligence affects employee performance from the results of multiple regression line calculations obtained Y = 0.306 + 0.780X1 + 0.199X2 + e.*

*The results of the partial test (t test) of emotional intelligence on employee performance obtained t value = 13,614 > 1.66 and probability 0.00 at a significance level of 5%, then partially emotional intelligence has a positive and significant effect on employee performance at PT. Perkebunan Nusantara III (PERSERO) Medan and the results of the t-test of spiritual intelligence on employee performance obtained a value of tcount = 3.529> 1.66 and a probability of 0.01 at a significance level of 5%, then partially positive and significant effect on the performance of employees of PT. Nusantara III Plantation (PERSERO) Medan. The results of the F test obtained F count > F table (376,369 > 2,71) with a probability level (0.01 < 0.05), then emotional intelligence and spiritual intelligence together have a significant effect on the performance of employees of PT. Nusantara III Plantation (PERSERO) Medan. The results of the coefficient of determination (R2) of 0.896 means that emotional intelligence and spiritual intelligence are able to explain employee performance by 89.6% and the remaining 10.4% is explained by other variables outside the study.*

***Keywords:*** *emotional intelligence, spiritual intelligence, employee*