

ABSTRAKSI

Penelitian ini membahas tentang pengaruh kecerdasan emosional, motivasi kerja, dan lingkungan kerja terhadap kinerja pegawai di Kantor Desa Bambe Kecamatan Driyorejo Kabupaten Gresik. Jenis penelitian ini adalah *explanatory research* dengan pendekatan kausal komparatif. Populasi dalam penelitian ini adalah pegawai di kantor Desa Bambe Kecamatan Driyorejo Kabupaten Gresik yang berjumlah 30 orang. Teknik pengambilan sampel menggunakan metode *sensus*. Sampel dalam penelitian ini berjumlah 30 orang. Metode analisis penelitian ini menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Kecerdasan emosional, motivasi kerja, dan lingkungan kerja secara serempak berpengaruh signifikan terhadap kinerja pegawai dengan kontribusi simultan sebesar 71,5%. (2) Kecerdasan emosional secara parsial berpengaruh signifikan terhadap kinerja pegawai dengan kontribusi parsial sebesar 23,1%. (3) Motivasi kerja secara parsial berpengaruh signifikan terhadap kinerja pegawai kontribusi parsial sebesar 38,6%. (4) Lingkungan kerja secara parsial berpengaruh signifikan terhadap kinerja pegawai dengan kontribusi parsial sebesar 31,9%. (5) Motivasi kerja yang memiliki pengaruh dominan terhadap kinerja pegawai.

Kata kunci : Kecerdasan emosional, Motivasi kerja, Lingkungan kerja, Kinerja

ABSTRACT

This study discusses the influence of emotional intelligence, work motivation, and work environment on employee performance in the Bambe Village Office, Driyorejo District, Gresik Regency. This type of research is explanatory research with a comparative causal approach. The population in this study were employees in the office of Bambe Village, Driyorejo District, Gresik Regency, totaling 30 people. The sampling technique uses the census method. The sample in this study amounted to 30 people. The method of analysis of this study uses multiple linear regression analysis. The results of this study indicate that: (1) Emotional intelligence, work motivation, and work environment simultaneously have a significant effect on employee performance with a simultaneous contribution of 71.5%. (2) Emotional intelligence partially has a significant effect on employee performance with a partial contribution of 23.1%. (3) Work motivation partially has a significant effect on the performance of employees with a partial contribution of 38.6%. (4) Work environment partially has a significant effect on employee performance with a partial contribution of 31.9%. (5) Work motivation which has a dominant influence on employee performance.

Keywords: *Emotional intelligence, Work motivation, Work environment, Performance*