

Effect of work motivation, emotional intelligence and organizational culture to employee performance

(case study of PT. Yudhistira Ghalia Indonesia, Medan).

YUDISTIRA ABDI

Abstract

Recognizing that human resources are important assets of companies that have the ability to develop as a determinant of the company's success in the long term, the improvement of human resource skills is in the highest order. Having a proven human resource capability, skill, loyal to the company, eager in achieving the goal of the company will keep the company able to compete in the era of global competition.

This research aims to find out how much work motivation influence, emotional intelligence and organizational culture to the employee's performance at PT. Yudhistira Ghalia Indonesia, Medan.

The theory used to support the discussion in this study is the theory of human resources management, especially those relating to work motivation, emotional intelligence, organizational culture, and employee performance.

The methods of analysis used are methods of descriptive and statistic analysis using multiple linear regression analysis tools, simultaneous significant testing and partial significant testing. Working with data analysis methods using SPSS 17.0 for Windows software. The data used is primary data and secondary data. The study used 30 respondents as research samples.

The results showed that simultaneously there was a significant influence between work motivation, emotional intelligence, and organizational culture where $F_{count} > F_{table}$ ($54.364 > 3.354$), and a R^2 value of 0.919 which means that variations in factors Impact on employee performance is explained by the work motivation variables, emotional intelligence, and organizational culture that together explain the impact of 84.5%. Only the organizational culture variables partially affect the employee's performance with the $T_{hitung} 4.046 > 2.052$ of T_{table} meaning significantly at a significance of 5%.