

PENGARUH PENGALAMAN KERJA, KECERDASAN EMOSIONAL, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN GENERASI Z DI YOGYAKARTA

Egies Laydena Rossy

Abstrak

Meningkatnya jumlah karyawan Gen Z di Yogyakarta menuntut pemahaman lebih mendalam mengenai faktor-faktor yang memengaruhi kinerja mereka, seperti pengalaman kerja, kecerdasan emosional, dan lingkungan kerja. Penelitian ini bertujuan untuk menganalisis pengaruh pengalaman kerja, kecerdasan emosional, dan lingkungan kerja terhadap kinerja karyawan Generasi Z di Yogyakarta. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan survei melalui penyebaran kuesioner. Populasi penelitian ini adalah karyawan Gen Z di Yogyakarta, dengan teknik *purposive sampling* sehingga diperoleh 108 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linier berganda, uji t, uji f, serta uji koefisien determinasi dengan bantuan program IBM SPSS *Statistic versi 29*. Hasil penelitian menunjukkan bahwa pengalaman kerja, kecerdasan emosional, dan lingkungan kerja berpengaruh signifikan secara parsial maupun simultan terhadap kinerja karyawan Gen Z di Yogyakarta. Nilai signifikansi pada uji t dan uji F berada di bawah taraf signifikan 0,05, serta nilai koefisien determinasi menunjukkan kontribusi ketiga variabel terhadap kinerja karyawan cukup besar. Organisasi disarankan untuk menciptakan lingkungan kerja yang kondusif, meningkatkan kecerdasan emosional, serta memberikan pengalaman kerja yang relevan guna memaksimalkan potensi Gen Z di tempat kerja.

Kata Kunci: *Pengalaman Kerja, Kecerdasan Emosional, Lingkungan Kerja, Kinerja Karyawan*

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THE INFLUENCE OF WORK EXPERIENCE, EMOTIONAL INTELLIGENCE, AND WORK ENVIRONMENT ON THE PERFORMANCE OF GENERATION Z EMPLOYEES IN YOGYAKARTA

Egies Laydena Rossy

Abstract

The increasing number of Generation Z employees in Yogyakarta necessitates a deeper understanding of the factors that influence their performance, including work experience, emotional intelligence, and the work environment. This study aims to analyze the impact of these factors on the performance of Generation Z employees in Yogyakarta. The research employs a quantitative methodology, utilizing a survey approach through the distribution of questionnaires. The population for this study consists of Generation Z employees in Yogyakarta, and a purposive sampling technique was employed to obtain 108 respondents. Data were collected via questionnaires and analyzed using multiple linear regression, t-tests, F-tests, and the coefficient of determination, with the assistance of IBM SPSS Statistics version 29. The results indicated that work experience, emotional intelligence, and the work environment significantly affected the performance of Generation Z employees in Yogyakarta, either partially or simultaneously. The significance values in both the t-test and F-test were below the critical level of 0.05, and the coefficient of determination revealed that the combined contribution of these three variables to employee performance is substantial. Organizations are encouraged to foster a conducive work environment, enhance emotional intelligence, and provide relevant work experiences to maximize the potential of Generation Z in the workplace.

Keywords: *Work Experience, Emotional Intelligence, Work Environment, Employee Performance*