PENGARUH *EMOTIONAL INTELLIGENCE* DAN *BURNOUT* TERHADAP KINERJA KARYAWAN DI JOGYA T-SHIRT OMAH OBLONG

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *emotional intelligence* dan *burnout* terhadap kinerja karyawan di Jogya T-Shirt Omah Oblong. Metode yang digunakan dalam pengambilan sampel adalah *purposive sampling* yaitu pemilihan sampel dengan menggunakan kriteria tertentu. Jumlah responden sebanyak 56 orang, pada bagian produksi dan bagian pemasaran. Pengambilan data menggunakan data primer yang dilakukan dengan metode kuesioner yang telah diuji validitas dan reliabilitasnya. Metode yang digunakan dalam penelitian ini menggunakan metode analisis regresi linear berganda. Hasil analisis data menunjukkan bahwa *emotional intelligence* secara parsial (masing-masing) berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana nilai signifikan uji t sebesar 0,000 ($\leq$ 0,05) dan koefisien regresi mempunyai nilai positif sebesar 0,410. *Burnout* secara parsial (masing-masing) berpengaruh negative dan tidak signifikan terhadap kinerja karyawan, dimana nilai signifikan uji t sebesar 0,512 ($>$ 0,05) dan koefisien regresi mempunyai nilai negatif sebesar-0,047. *Emotional intelligence* dan *burnout* secara simultan (bersama-sama) berpengaruh positif dan signifikan terhadap kinerja karyawan,dimana nilai signifikansi uji F sebesar 0,001 ($\leq$ 0,05) dan nilai F hitung $\geq$ F tabel (8,633 $\geq$ 5,03). Hasil uji koefisien determinasi (R^2) *square* sebesar 0,217 yang berarti bahwa besarnya pengaruh *emotional intelligence* dan *burnout* terhadap kinerja karyawan di Jogya T-Shirt Omah Oblong hanya memiliki nilai sebesar 21,7%, sisanya 78,3% dipengaruhi oleh variabel yang tidak diteliti.

Kata Kunci: *Emotional Intelligence, Burnout dan Kinerja karyawan*

THE INFLUENCE OF EMOTIONAL INTELLIGENCE AND BURNOUT ON EMPLOYEE PERFORMANCE IN JOGYA T-SHIRT OMAH OBLONG

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Abstract

This study aims to determine the effect of emotional intelligence and burnout on employee performance in the Omah Oblong Jogya T-Shirt. The method used in sampling is purposive sampling, namely the selection of samples using certain criteria. The number of respondents was 56 employees in the production and marketing departments. Primary data collection is done by using a questionnaire method that has been tested for its validity and reliability. The method used in this research is multiple linear regression analysis.The results of data analysis show that partially emotional intelligence (each) has a positive and significant effect on employee performance, where the significant value of the t test is 0.000 (≤ 0.05) and the regression coefficient has a positive value of 0.410. Burnout partially (each) has a negative and insignificant effect on employee performance, where the significant value of the t test is 0.512 (> 0.05) and the regression coefficient has a negative value of -0.047. Emotional intelligence and burnout simultaneously (together) have a positive and significant effect on employee performance, where the significance value of the F test is 0.001 (≤ 0.05) and the calculated F value ≥ F table (8.633 ≥ 5.03). The result of the coefficient of determination (R2) square is 0.217, which means that the magnitude of the influence of emotional intelligence and burnout on employee performance at Jogya T-Shirt Omah Oblong only has a value of 21.7%, the remaining 78.3% is influenced by variables not studied.

Keywords: *Emotional Intelligence, Burnout and Employee Performance*