

**PENGARUH KECERDASAN EMOSIONAL DAN LINGKUNGAN  
KERJA TERHADAP KINERJA KARYAWAN DI CV BALI COCO FIBER  
JEMBRANA**

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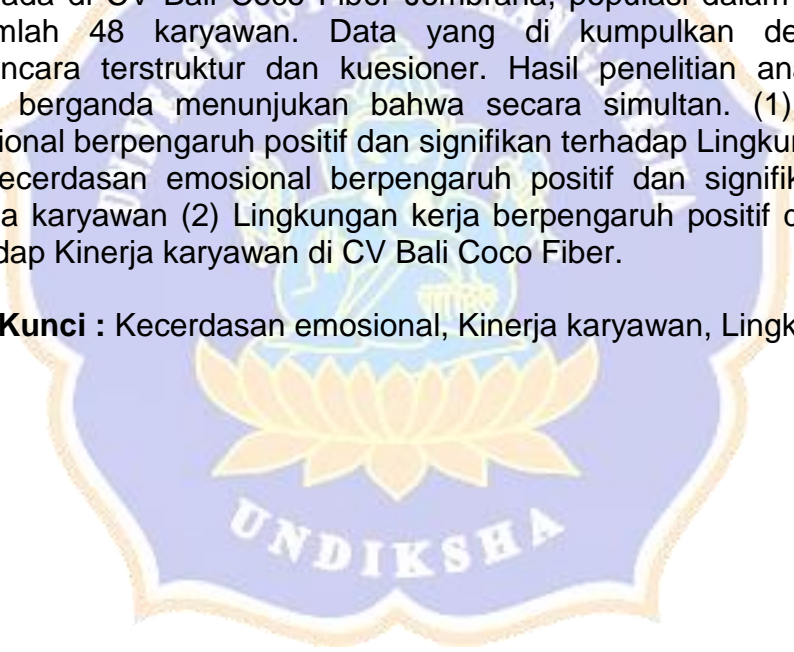
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**Abstrak**

Penelitian ini bertujuan untuk menguji pengaruh: (1) Kecerdasan emosional dan lingkungan kerja terhadap kinerja karyawan, (2) Kecerdasan emosional terhadap Kinerja karyawan, (3) Lingkungan kerja terhadap Kinerja karyawan. Penelitian ini menggunakan desain penelitian kuantitatif kausal, subjek dalam penelitian ini adalah seluruh karyawan yang ada di CV Bali Coco Fiber Jembrana, populasi dalam penelitian ini berjumlah 48 karyawan. Data yang di kumpulkan dengan teknik wawancara terstruktur dan kuesioner. Hasil penelitian analisis regresi linear berganda menunjukkan bahwa secara simultan. (1) Kecerdasan emosional berpengaruh positif dan signifikan terhadap Lingkungan kerja, (2) Kecerdasan emosional berpengaruh positif dan signifikan terhadap Kinerja karyawan (2) Lingkungan kerja berpengaruh positif dan signifikan terhadap Kinerja karyawan di CV Bali Coco Fiber.

**Kata Kunci :** Kecerdasan emosional, Kinerja karyawan, Lingkungan kerja.



# THE EFFECT OF EMOTIONAL INTELLIGENCE AND THE WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT CV BALI COCO FIBER JEMBRANA

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## Abstract

This study aims to examine the effect of: (1) Emotional intelligence and work environment on employee performance, (2) Emotional intelligence on employee performance, (3) Work environment on employee performance. This study used a causal quantitative research design, the subjects in this study were all employees at CV Bali Coco Fiber Jembrana, the population in this study amounted to 48 employees. The data collected by structured interview techniques and questionnaires. The results of the research on multiple linear regression analysis show that simultaneously. (1) Emotional intelligence has a positive and significant effect on the work environment, (2) Emotional intelligence has a positive and significant effect on employee performance (2) The work environment has a positive and significant effect on employee performance at CV Bali Coco Fiber.

**Keywords:** Emotional intelligence, employee performance, work environment.