

**THE INFLUENCE OF EMOTIONAL INTELLIGENCE AND
BURNOUT ON EMPLOYEE PERFORMANCE AT BKPSDMD
JAMBI CITY**

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ABSTRACT

BACKGROUND Attendance is one of the elements in assessing performance. Employees who do not come to the workplace according to the specified schedule have an impact on work productivity. Additionally, there are other factors that influence employee performance, such as emotional intelligence and burnout.

RESEARCH OBJECTIVES To determine the effect of emotional intelligence and burnout on employee performance at the Jambi City Personnel and Human Resources Agency.

METHOD The research employed a quantitative approach with a regression method. The research respondents were employees of BKPSDMD Kota Jambi, totaling 37 individuals, selected using a total sampling technique

RESULTS It was found that there was a significant effect of emotional intelligence on performance with $\text{sig} = 0.000$, it was found that there was no significant effect of burnout on performance with $\text{sig} = 0.170$, there was a significant effect of emotional intelligence and burnout on the performance of BKPSDMD Jambi City employees with $\text{sig} 0.000$.

CONCLUSION There is a significant influence of emotional intelligence on performance, there is no effect of burnout on performance, there is an influence of emotional intelligence and burnout on employee performance at BKPSDMD Jambi City.

Keywords: *Emotional Intelligence, Burnout, Performance, Employee*

**PENGARUH KECERDASAN EMOSIONAL DAN *BURNOUT*
TERHADAP KINERJA PEGAWAI DI BKPSDMD
KOTA JAMBI**

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ABSTRAK

LATAR BELAKANG Absensi merupakan salah satu unsur penilaian kinerja. Pegawai yang tidak datang ke tempat kerja sesuai jadwal yang ditentukan dapat berpengaruh terhadap produktivitas kerja, selain itu terdapat faktor lain yang dapat berpengaruh terhadap kinerja pegawai, seperti kecerdasan emosional dan *burnout*.

TUJUAN PENELITIAN Untuk mengetahui pengaruh kecerdasan emosional dan *burnout* terhadap kinerja pegawai di Badan Kepegawaian dan Sumber Daya Manusia Kota Jambi.

METODE. Penelitian menggunakan pendekatan kuantitatif dengan metode regresi. Responden penelitian adalah pegawai BKPSDMD Kota Jambi, sejumlah 37 individu, yang dipilih menggunakan teknik total sampling.

HASIL Ditemukan adanya pengaruh signifikan kecerdasan emosional terhadap kinerja dengan $\text{sig}=0.000$, ditemukan tidak adanya pengaruh signifikan *burnout* terhadap kinerja dengan $\text{sig}=0.170$, ditemukan adanya pengaruh signifikan kecerdasan emosional dan *burnout* terhadap kinerja pegawai BKPSDMD Kota Jambi dengan $\text{sig } 0,000$.

KESIMPULAN Terdapat pengaruh signifikan kecerdasan emosional terhadap kinerja, tidak terdapat pengaruh *burnout* terhadap kinerja, terdapat pengaruh kecerdasan emosional dan *burnout* terhadap kinerja pegawai di BKPSDMD Kota Jambi

Kata Kunci : Kecerdasan Emosional, *Burnout*, Kinerja, Pegawai