

ABSTRACT

The purpose of this study is to describe and analyze the influence of emotional intelligence, spiritual intelligence and resilience on the performance of human resources. And develop a model for improving the performance of human resources through emotional intelligence, spiritual intelligence and resilience. The population in this study was in the Banyumas Police Legal Area as many as 219 respondents using a google form-based questionnaire. The sampling method used was a random sampling method, namely representatives from sections, units, sections of members who served in the Banyumas Police, the population was sampled. The method of analysis used multiple linear regression. Based on the data analysis, it can be concluded that there is a positive and significant influence of emotional intelligence, spiritual intelligence on resilience and there is a positive and significant influence of emotional intelligence, spiritual intelligence and resilience variables on the performance of human resources. The effect of emotional intelligence, spiritual intelligence on resilience is 83.4%, while the effect of emotional intelligence, spiritual intelligence and resilience on human resource performance is 91.5%.

Keywords: Emotional Intelligence, Spiritual Intelligence, Resilience and Human Resource Performance

ABSTRAK

Tujuan penelitian ini mendeskripsikan dan menganalisis pengaruh kecerdasan emosional, kecerdasan spiritual dan resiliensi terhadap kinerja sumber daya manusia. Dan menyusun model peningkatan kinerja sumber daya manusia melalui kecerdasan emosional, kecerdasan spiritual dan resiliensi. Populasi dalam penelitian ini adalah di Wilayah Hukum Polresta Banyumas sebanyak 219 responden dengan menggunakan kuesioner berbasis google form. Metode pengambilan sampling menggunakan metode random sampling yaitu perwakilan dari bagian, satuan, seksi dari anggota yang berdinis di Polresta Banyumas populasi dijadikan sampel. Metode analisis menggunakan regresi linier berganda. Berdasarkan analisis data dapat disimpulkan bahwa terdapat pengaruh positif dan signifikan kecerdasan emosional, kecerdasan spiritual terhadap resiliensi dan terdapat pengaruh positif dan signifikan variabel kecerdasan emosional, kecerdasan spiritual dan resiliensi terhadap kinerja sumber daya manusia. Pengaruh variabel kecerdasan emosional, kecerdasan spiritual terhadap resiliensi sebesar 83,4%, sedangkan pengaruh variabel kecerdasan emosional, kecerdasan spiritual dan resiliensi terhadap kinerja sumber daya manusia sebesar 91,5%.

Kata Kunci : Kecerdasan Emosional, Kecerdasan Spiritual, Resiliensi dan Kinerja Sumber Daya Manusia