

## The Influence Of Emotional Intelligence And Organizational Climate On The Performance Of Pamong Praja Police Unit Employees

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### ABSTRACT

**Submitted:** **Purpose of the study** — This study aims to determine the influence of emotional intelligence and organizational climate on employee performance

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**Accepted:** **Research method**— The research was carried out at the Karawang Civil Service Police Unit office using a quantitative descriptive verifiative approach with multiple linear regression analysis, employing SPSS V.25 Software. The population consisted of 110 employees, with a sample of 86 employees determined using the Slovin formula.

08-19, 2024

**Published:** **Result** The findings indicate: 1) Emotional Intelligence scored 462, categorized as high; 2) Organizational Climate scored 465, also categorized as high; 3) Employee Performance scored 470, categorized as good; 4) Emotional Intelligence has a very significant positive effect on employee performance with a significance value of 0.000 ( $p < 0.05$ ) and a calculated t-value of 2.413 ( $t > 1.988$ ); 5) Organizational Climate also positively impacts employee performance with a significance value of 0.000 ( $p < 0.05$ ) and a calculated t-value of 2.742 ( $t > 1.988$ ); 6) Both Emotional Intelligence and Organizational Climate have a simultaneous significant effect, with a significance value of 0.000 ( $p < 0.05$ ) and a calculated F-value of 54.820 ( $F > 3.107$ ).

09-30, 2024

**Conclusion**— The determination value was found to be 0.569 (55%), indicating that 45% of the variance in employee performance is influenced by variables not studied in this research.

**Keywords:** *Single spacing, justify alignment, italic, 3-5 keywords.*



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### INTRODUCTION

Human Resources are important assets and play a role as the main driving factor in the implementation of all activities or activities of the agency, so they must be managed properly through Human Resource Management. According to Handoko (2014, p.4), human resource management is the recruitment, selection, development, maintenance, and use of human

resources to achieve both individual and organizational goals. One of the government agencies with ASN employees who are tasked with running the wheels of government well in serving the community is the Civil Service Police Unit. The Civil Service Police Unit has the task of assisting regional heads to create peaceful, orderly, and orderly regional conditions so that the implementation of the wheels of government can run smoothly and the community can carry out their activities safely (Paramartha, 2020).

This research was conducted at the Karawang Civil Service Police Unit located at Jl. A. Yani No. 70, Nagasari, Kab. Karawang, West Java 41314. The Civil Service Police Unit as one of the government agencies in Karawang Regency is an agency that carries out the functions of a regional government organization supported by a work facility budget. The Karawang Civil Service Police Unit has 110 ASN employees. The Karawang Civil Service Police Unit has the main task of enforcing legal products and organizing public order and public tranquility as well as protecting the community.

At the beginning of the observation conducted at the Karawang Civil Service Police Unit office, the researcher interviewed Mrs. Tri as an employee in the personnel field, it turned out that there were frequent problems in the Karawang Civil Service Police Unit environment related to emotional intelligence issues, namely that there were still many employees who did their work half-heartedly or not optimally. The achievement of tasks that must be carried out was considered not in accordance with the results achieved. There were still many problems that were not completely or perfectly resolved even though they were in accordance with applicable standards and provisions, there were still many employees who did not understand their duties and violations of work procedures. A sustainable organizational climate in an organization will be felt by its members and also have an impact on the way they act and can be explained through a number of characteristics or traits possessed by the organization (Pratama & Pasaribu 2020) The following is a table of the performance achievements of the Karawang Civil Service Police Unit:

Table 1. Table of Performance Achievement Report of the Karawang Civil Service Police Unit

<b>CODE</b>	<b>Regional Government Affairs / Fields and Programs / Activities</b>	<b>Program/Activity Performance Indicators</b>	<b>Location</b>	<b>Realization of Performance Achievements</b>
01.2.01	Planning, Budgeting and Evaluation of Regional Apparatus Performance	Percentage of available Regional Apparatus Planning, Budgeting, and Performance Evaluation documents	Karawang Regency	65%

<b>CODE</b>	<b>Regional Government Affairs / Fields and Programs / Activities</b>	<b>Program/Activity Performance Indicators</b>	<b>Location</b>	<b>Realization of Performance Achievements</b>
01.2.02	Regional Government Financial Administration	Percentage of available Regional Government Financial Administration Report documents	Karawang Regency	47%
01.2.05	Regional Apparatus Personnel Administration	Percentage of Regional Apparatus Personnel Administration Reports available	Karawang Regency	83%
01.2.06	General Administration of Regional Apparatus	Percentage of available General Administration Reports of Regional Apparatus	Karawang Regency	53%
01.2.08	Provision of Support Services for Regional Government Affairs	Percentage of Provision of Supporting Services for Regional Government Affairs Available	Karawang Regency	63%
01.2.09	Maintenance of Regional Assets Supporting Regional Government Affairs	Percentage of maintenance of regional assets supporting regional government affairs Available	Karawang Regency	68%
1.05.02.01	Handling of Disturbances to Public Order and Peace in 1 (one) Region	Level of resolution of K3 violations (order, tranquility, beauty)	Karawang Regency	75%
1.05.02.02	Enforcement of District/City Regional Regulations and Regulations	Level of resolution of violations of Regional Regulations/Regional	Karawang Regency	33%

CODE	Regional Government Affairs / Fields and Programs / Activities	Program/Activity Performance Indicators	Location	Realization of Performance Achievements
1.05.02.03	Development of Civil Servant Investigators (PPNS) for Regency/City	Regulations Percentage of Certified PPNS Officials Participating in Capacity Building	Karawang Regency	100%

*Source: Civil Service Police Unit, Karawang Regency, 2023*

Based on the table on target achievement above, it can be concluded that the performance of the Karawang Civil Service Police Unit Employees has not been achieved well. These achievements need to be improved to obtain maximum results and achieve the vision and mission of the Civil Service Police Unit in carrying out its duties.

Research Objectives; 1. To find out, analyze, and explain emotional intelligence at the Karawang Civil Service Police Unit. 2. To find out, analyze, and explain the organizational climate at the Karawang Civil Service Police Unit. 3. To find out, analyze, and explain employee performance at the Karawang Civil Service Police Unit. 4. To find out, analyze, and explain the influence of emotional intelligence on employee performance at the Karawang Civil Service Police Unit. 5. To find out, analyze, and explain the influence of organizational climate on employee performance at the Karawang Civil Service Police Unit. 6. To find out, analyze, and explain the influence of emotional intelligence and organizational climate on employee performance at the Karawang Civil Service Police Unit.

## **LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT**

### **A. LITERATURE REVIEW**

#### **a. Management**

According to Hasibuan (2020), management is the science and art of managing the process of utilizing human resources and other resources effectively and efficiently to achieve certain goals. Based on several definitions, management is a process that includes planning, organizing, directing and supervising in an organization so that the specified goals can be realized.

#### **b. Human Resource Management**

Human resource management generally refers to a strategic approach in managing human aspects in an organization (Mangkunegara 2018). Human resource management involves planning, organizing, directing, and controlling various activities related to human resources in achieving organizational goals. Based on several definitions, human resource management has a strategic role in managing human aspects in an

organization. With an effective approach, human resource management can help manage quality, motivated, and high-performing employees.

### ***c. Applied Theory***

#### ***1) Emotional Intelligence***

According to Prati et al. (Moch Wispandono 2018: 243) emotional intelligence is defined as the ability to read and understand others, and the ability to use knowledge to influence others through knowledge and use of emotions. Emotional intelligence can be defined as the level of brilliance of a person in using their feelings to respond to their own emotional state and in dealing with their environment. The emotional intelligence possessed by a person will make them appear to be a confident person, as well as communicating, and relating well to others. Based on the definition, emotional intelligence is a series of personal abilities possessed by individuals to regulate their emotions. Emotional intelligence can guide individuals in behaving and achieving success which is done in several ways. These methods are recognizing one's own emotions, managing emotions, motivating oneself, recognizing the emotions of others (empathy), and the ability to build relationships (cooperation) with others or fellow coworkers. Dimensions of emotional intelligence: a) Self-awareness, b) Self-control, c) Motivation, d) Empathy, e) Social skills.

#### ***2) Organizational Climate***

According to Pratama and Pasaribu (2020), organizational climate is defined as the quality of the internal environment of an organization that is relatively continuously experienced by members of the organization and influences their behavior and can be described in a set of characteristics or characteristics of the organization. Based on several definitions, organizational climate is a state or condition of the work environment that is felt in the organization, as a manifestation and combination of various individual behaviors with components and the environment so that it becomes a form of life. Dimensions of organizational climate according to Bassem, Maamari and Majdalani (2017) Organizational climate can be measured through seven indicators consisting of: 1) Structure, 2) Responsibility, 3) Risk, 4) Rewards, 5) Warmth, 6) Support, 7) Conflict.

#### ***3) Employee Performance***

Nurjaya (2021) states that performance is the level of achievement of results from carrying out certain tasks. Company performance is the level of achievement of results in order to realize company goals. Based on several definitions, employee performance is the achievement or work results, both in quality and quantity, achieved by human resources per unit of time period in carrying out work tasks in accordance with the responsibilities given to them. Employee Performance Dimensions according to Nurjaya

(2020): 1) Quantity, 2) Quality, 3) Efficiency, 4) Work discipline, 5) Initiative, 6) Accuracy, 7) Leadership, 8) Honesty, 9) Creativity.

### **B. HYPOTESIS DEVELOPMENT**

Uma Sekaran (in Sugiyono, 2019: 72) said that the framework of thinking is a conceptual model of how theory relates to various factors that have been defined as important problems. The framework of thinking explains the pattern of relationships between the variables to be studied, namely the relationship between the independent (X) and dependent (Y) variables. This study includes independent variables, namely Emotional Intelligence (X1), and Organizational Climate (X2), and the dependent variable, namely Employee Performance (Y).

#### ***The Influence of Emotional Intelligence (X1) on Employee Performance***

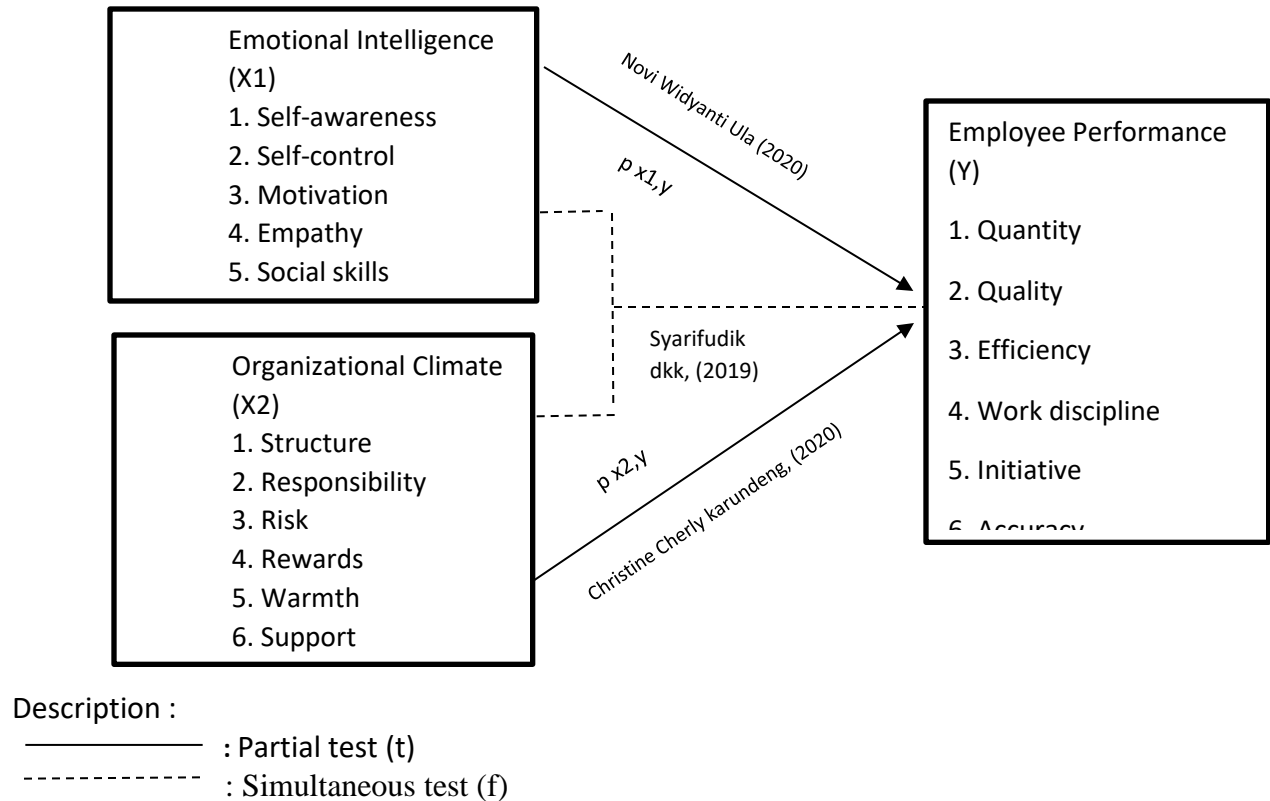
Emotional Intelligence is related to or influences employee performance because of the employee's ability to manage their own emotions well towards other coworkers so that it has an impact on employee job satisfaction. This is supported by research conducted by (Novi Widyanti Ula 2020) showing that emotional intelligence has a significant effect on employee performance.

#### ***The Influence of Organizational Climate (X2) on Employee Performance***

In addition to emotional intelligence, organizational climate also affects employee performance. Organizational climate is an important factor that determines the life of an organization. In a study conducted by (Christine cherly karundeng, 2020) it was shown that organizational climate has a partial effect on employee performance.

#### ***The Influence of Emotional Intelligence and Organizational Climate on Employee Performance***

Emotional intelligence and organizational climate are related or influence employee performance because the ability of employees to manage their emotions well will have an impact on job satisfaction. The higher the level of a person's emotional intelligence and the better or better the organizational climate, the counterproductive work behavior will decrease. This is supported by research conducted by (Syarifudin et al., 2019) which shows that emotional intelligence and organizational climate simultaneously have a significant effect on employee performance.



**Figure 1. Research Paradigm**  
Source: Processed by the Author 2023

Based on the formulation of the problem, the framework of thought, and the results of the research that has been done previously, the hypotheses proposed are:

- 1: There is a significant influence of emotional intelligence on Employee Performance.
- 2: There is a partial influence of Organizational Climate on Employee Performance.
- 3: There is a simultaneous influence of Emotional Intelligence and Organizational Climate on Employee Performance.

## METHOD

### a. Research Design

The research design conducted by the researcher in this study is descriptive and verification research with quantitative data analysis in data collection using a questionnaire. The subjects or objects in this study were employees at the Karawang Regency Civil Service Police Unit.

### b. Population



The population in this study were ASN employees at the Karawang Regency Civil Service Police Unit totaling 110 ASN employees.

### **c. Sample**

To determine the number of samples, the researcher used the Slovin formula. The Slovin formula is a formula that determines the minimum sample.

$$n = 110 / (1 + (110 \times 0.05)^2) = 110 / 1,275 = 86$$

The sample in this study were ASN employees at the Karawang Regency Civil Service Police Unit totaling 86 ASN employees.

### **d. Sampling Technique**

The sampling technique used was the Simple Random Sampling technique. Simple Random Sampling Technique is a sampling technique that provides an equal opportunity for the population to be sampled (Firmansyah, 2022).

### **e. Data Collection Techniques**

Data collection techniques used in this study include: (1) Observation, by conducting research and direct observation at the Civil Service Police Unit of Karawang Regency located at Jl. Jendral Ahmad Yani No. 70, Nagasari, Kec. West Karawang, Karawang Regency, West Java. (2) Interviews, conducted directly using unstructured interview techniques, namely the interview process is carried out with topics that have been created. (3) Questionnaires, the ones used in this study are closed questionnaires consisting of very low, low, quite high, high and very high, (4) Literature study, data collection techniques carried out by studying lecture notes, books, journals, and readings that are relevant to the research.

### **f. Data sources**

Primary data sources provided directly from data providers through observations and questionnaires taken from the Karawang Civil Service Police Unit. Secondary data was obtained by researchers indirectly through literature studies such as the Karawang Civil Service Police Unit website ([satpolpp.karawangkab.go.id](http://satpolpp.karawangkab.go.id)) or libraries.

### **g. Analysis techniques**

Data analysis techniques use descriptive and verification analysis. Based on the type of data and analysis, this study uses the SPSS version 25 (Statistical Product and Service Solution) program as a tool to analyze the data.

## **RESULTS AND DISCUSSION**

### **A. RESULTS**

#### **Validity Test**

According to (Rusman, 2022), validity test is a measure of the suitability or level of suitability of an instrument. If the correlation is positive and the value is 0.3 and above, then it is said to be valid. Conversely, if the correlation of each element of the instrument is less than



0.3, then it is said to be invalid (Vernandes et al., 2022). The results of testing the research instrument in terms of validity on 30 respondents as stated in the following table by testing the variables Emotional Intelligence (X1), Organizational Climate (X2), and Employee Performance (Y) show that all statement items have a calculated r value > 0.2120 in the r table (0.05).

**Table 2.** Validity Test.

Questionnaire Item No.	X1	X2	Y	r table	Note
1	0.664	0.719	0.798	0,212	Valid
2	0.622	0.705	0.824	0,212	Valid
3	0.764	0.729	0.797	0,212	Valid
4	0.767	0.797	0.731	0,212	Valid
5	0.742	0.723	0.759	0,212	Valid
6	0.704	0.773	0.807	0,212	Valid
7	0.713	0.710	0.805	0,212	Valid
8	0.741	0.787	0.821	0,212	Valid
9	0.629	0.775	0.531	0,212	Valid
10	0.786	0.761	0.763	0,212	Valid
11	0.710	0.763	0.775	0,212	Valid
12	0.664	0.746		0,212	Valid
13	0.656	0.756		0,212	Valid
14	0.687	0.770		0,212	Valid
15		0.787		0,212	Valid
16		0.680		0,212	Valid

Source: SPSS v.25 Data Processing Results (2023)

Based on Table 2, the results of the validity test on the variables of Emotional Intelligence (X1), Organizational Climate (X2), and Employee Performance (Y) can be explained that all questions with a total of 30 respondents are said to be valid. This is because > r-table > 0.212 using a significance level of 0.05.

### Reliability Test

A reliable instrument will produce data that is in accordance with the actual conditions. An instrument is said to be reliable if the number exceeds 0.6 (Vernandes et al., 2022). Furthermore, the results of testing the research instrument in terms of reliability statistics on 30 respondents.

**Table 3.** Reliability Test Results

Reliability Statistics			
Variable	Cronbach's Alpha	N of Items	Note
Emotional Intelligence	0,940 > 0.60	14	Reliable

Organizational Climate	0,957 > 0.60	16	Reliable
Employee Performance	0,946 > 0.60	11	Reliable

Source: SPSS v.25 Data Processing Results (2023)

Based on Table 3. the results of the reliability test show that the emotional intelligence variable has a reliable coefficient value of 0.940, the organizational climate variable has a value of 0.957, and employee performance has a value of 0.946. Data is declared reliable if the Cronbach's Alpha value is >0.60. So it can be concluded that this research instrument is declared reliable because the coefficient value is >0.06.

### Normality Test

(Soraya, 2019) The Normality Test aims to test and determine whether the regression model of the Emotional Intelligence (X1), Organizational Climate (X2), Employee Performance (Y) variables has a normally distributed value or not (Warongan et al., 2022). This study used the Kolmogorov-Smirnov normality test with the SPSS v.25 software tool.

**Table 4.** Results of the Kolmogorov-Smirnov Test Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		86
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.34904673
Most Extreme Differences	Absolute	.136
	Positive	.136
	Negative	-.086
Test Statistic		.136
Asymp. Sig. (2-tailed)		.265 <sup>c</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Source: SPSS v.25 Data Processing Results (2023)

Based on Table 4, the results of the Kolmogorov-Smirnov normality test show that the Asymp. Sig. (2-tailed) value is 0.265. So it can be concluded that the significant value is 0.265 > 0.05, so it can be seen that the data is normally distributed.

### Descriptive Analysis

a. Multiple Linear Regression Analysis Test

(Syarweny, 2023) Multiple linear regression testing aims to determine the relationship between the independent variables of Emotional Intelligence and Organizational Climate with the dependent variable of Employee Performance.

**Table 5.** Multiple Linear Regression Test Results

Model	Coefficients <sup>a</sup>		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	8.205	3.529		2.325	.022
EMOTIONAL INTELLIGENCE	.323	.134	.364	2.413	.018
ORGANIZATIONAL CLIMATE	.295	.108	.414	2.742	.007

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS v.25 Data Processing Results (2023)

The regression equation in this analysis or research is:  $Y = a + b_1X_1 + b_2X_2 + e$  atau  $Y$

$$Y = 8,205 + 0,323 (X_1) + 0,295 (X_2) + e.$$

From this problem we can conclude that:

1. The constant is 8.205 and is positive, meaning that if the Emotional Intelligence variable ( $X_1$ ) and the Organizational Climate variable ( $X_2$ ) have a value of 0 or constant, then the value of the Employee Performance variable ( $Y$ ) is 8.205.
2. The regression coefficient of Emotional Intelligence  $X_1 = 0.323$  means that if emotional intelligence increases by 1, it will increase Employee Performance by 0.323. A positive coefficient means that there is a positive relationship between the Emotional Intelligence variable ( $X_1$ ) and Employee Performance ( $Y$ ) where the higher the Emotional Intelligence variable ( $X_1$ ) the more it will increase Employee Performance ( $Y$ ).
3. The regression coefficient of Organizational Climate  $X_2 = 0.295$  means that if the Organizational Climate increases by 1, it will increase Employee Performance by 0.295. The coefficient has a positive value, meaning that there is a positive relationship between the organizational climate variable ( $X_2$ ) and the level of employee performance ( $Y$ ), where the higher the organizational climate variable ( $X_2$ ), the higher the employee performance ( $Y$ ).

b. Determination Coefficient

**Table 6.** Results of the Determination Coefficient Test

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.754 <sup>a</sup>	.569	.559	4.401

a. Predictors: (Constant), ORGANIZATIONAL CLIMATE, EMOTIONAL INTELLIGENCE

Source: SPSS v.25 Data Processing Results (2023)

Based on Table 6, the R Square value obtained is 0.569, indicating that the Emotional Intelligence and Organizational Climate variables are able to explain 55% of the variation that occurs in Employee Performance. While the remaining 0.450 or 45% is explained by other variables that were not examined in this study.

### c. Partial t Test

**Table 7.** Partial Test Results (T Test)

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1	(Constant)	8.205	3.529	2.325	.000
	EMOTIONAL INTELLIGENCE	.323	.134	2.413	.000
	ORGANIZATIONAL CLIMATE	.295	.108	2.742	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS v.25 Data Processing Results (2023)

Based on Table 7, The results of the SPSS t-calculation above are then compared with the t table at a 5% error rate (df = n-2) (86-2) then the t table result is = 1.98861

#### - Emotional Intelligence (X1) Against Employee Performance (Y)

In the Emotional Intelligence Variable, the results show that the sig. value is 0.000 < 0.05 and it is known that the calculation (2.413) > (1.988), it can be concluded that emotional intelligence has a partial effect on employee performance at the Karawang Regency Civil Service Police Unit.

#### - Organizational Climate (X2) Against Employee Performance (Y)

In the Organizational Climate Variable, the results show that the Sig. value is 0.000 < 0.05 and the calculation is known (2.413) > (1.988), so it can be concluded that emotional intelligence has a partial effect on employee performance at the Karawang Regency Civil Service Police Unit.

#### - Organizational Climate (X2) Against Employee Performance (Y)

In the Organizational Climate Variable, the results show that the Sig. value is 0.000 < 0.05 and the calculation is 0.000 < 0.05). 0.000 < 0.05 and it is known that t count (2.742) > t table (1.988), then it can be concluded that Organizational Climate has a partial effect on employee performance at the Sata Polisi Pamong Praja, Karwang Regency.

#### **d. Simultaneous Test f**

(Haryanto et al., 2023) Simultaneous Test is used to see how independent variables simultaneously affect related variables. If the F-count value > F-table, then the alternative hypothesis stated that all independent variables have a significant effect on the dependent variable (Kusmiyatun & Sonny, 2021).

**Table 8.** Simultaneous Test Results (F Test)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2123.141	2	1061.571	54.805	.000 <sup>b</sup>
	Residual	1607.708	83	19.370		
	Total	3730.849	85			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), ORGANIZATIONAL CLIMATE, EMOTIONAL INTELLIGENCE

Source: SPSS v.25 Data Processing Results (2023)

Based on table 8. The results show that the Sig. value is 0.000 < 0.05 and the calculated f value is 54.820 > from f table 3.107, then H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. To calculate ttable using the formula  $f(k; n-k-1) = (2; 86-2-1) = 2; 83 = 3.107$  Thus, the variables of Emotional Intelligence and Organizational Climate simultaneously have a very significant effect on the Performance of Employees of the Karawang Civil Service Police Unit.

## **B. DISCUSSION**

### **a. Descriptive Discussion of Emotional Intelligence Variables**

Based on the results of the study, it shows that Emotional Intelligence towards the Karawang Civil Service Police Unit has 5 indicators and 14 questions, with a total score of 5,431 and an average of 388 which is in the range of 110-550 with high criteria. This means that the physical and non-physical Emotional Intelligence of the Karawang Civil Service Police Unit employees is high.

### **b. Descriptive Discussion of Organizational Climate Variables**

Based on the results of the study, it shows that the Organizational Climate towards the Karawang Civil Service Police Unit has 7 indicators and 16 questions, with a total score of 6,185 and an average of 387 which is in the range of 110-550 with high criteria. This means that the physical and non-physical Organizational Climate at the Karawang Civil Service Police Unit is said to be high.

***c. Descriptive Discussion of Employee Performance Variables***

Based on the results of the study, it shows that Employee Performance towards the Karawang Civil Service Police Unit has 9 indicators and 11 questions, with a total score of 4,281 and an average of 389 which is in the range of 110-550 with good criteria. This means that both physical and non-physical Employee Performance at the Karawang Civil Service Police Unit is said to be good.

***d. The Influence of Emotional Intelligence (X1) on Employee Performance (Y)***

From the results of the Verification analysis, it shows that emotional intelligence has a significant influence on employee performance. This is in line with the results of the regression analysis and partial testing (t-test) on the emotional intelligence variable which shows an emotional intelligence value of  $2,143 > t_{table} 1,988$  and a significant value of  $0.000 < 0.05$ , then the hypothesis is accepted. This means that the higher the emotional intelligence, the higher the employee performance that will be carried out by employees.

***e. The Influence of Organizational Climate (X2) on Employee Performance (Y)***

From the results of the verification analysis, it shows that organizational climate has a significant effect on employee performance. This is in line with the results of the regression analysis and partial testing (t-test) on the organizational climate variable which shows a value of  $2,742 > t_{table} 1,988$  and a significant value of  $0.000 < 0.05$ . This means that the higher the organizational climate, the higher the performance of existing employees.

***f. The Influence of Emotional Intelligence (X1) and Organizational Climate (X2) on Employee Performance (Y)***

The results show that emotional intelligence and organizational climate together have a significant effect on employee performance. This is in line with the results of the regression analysis and simultaneous testing (f-test) on the organizational climate variable which shows  $54,805$  greater than the  $F_{table}$  value of  $3.10$  and a significant value of  $0.000$  smaller than  $0.05$ . This means that the higher the emotional intelligence and organizational climate, the higher the performance of existing employees.

**CONCLUSION**

After going through several stages of data collection, data processing, and data analysis, the following analysis results were obtained:

1. Emotional Intelligence at the Karawang Civil Service Police Unit felt that emotional intelligence obtained a value of 462 with a high category.
2. Organizational Climate at the Karawang Civil Service Police Unit obtained a value of 465 with a fairly high category.
3. Employee Performance at the Karawang Civil Service Police Unit obtained a value of 470 with a good category.

4. Emotional Intelligence has a significant positive effect on the performance of Satpol PP employees with a sig value of  $0.000 < 0.05$  and the calculation is known  $(2.413) > (1.988)$ .
5. Organizational Climate has a significant positive effect on the performance of Satpol PP employees with a sig value of  $0.000 < 0.05$  and tcount  $(2.742) > ttable (1.988)$
6. Emotional Intelligence and Organizational Climate simultaneously have a very significant effect on the performance of Satpol PP employees with a sig value of  $0.000 < 0.05$  and an fcount value of  $54.820 > from ftable 3.107$ .

Emotional intelligence can have a positive effect on employee performance in addition to that organizational climate can also provide a conducive atmosphere or condition in an organization and finally employees or staff can work better.

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