

## ABSTRAK

Human Resources is the driving force in an organization both as a planner, actor, and determinant of the realization of organizational goals. It requires an adequate qualification of human resources in which the qualifications are not only in terms of intellectual ability, but also of the ability to manage emotions. Intellectual intelligence and emotional intelligence are important, as they have an effect on performance.

The purpose of this study is to analyze the magnitude of the influence of intellectual and emotional intelligence on employee performance. Because the research uses quantitative design, the population in this study is all employees of Bank BCA Branch Office Sudirman Bandung. The research instrument uses questionnaires with data analysis techniques using: instrument test (validity and reliability), and multiple linear regression analysis.

The results showed that the magnitude of the effect of intellectual intelligence and emotional intelligence on employee performance of 56.7% and the rest of 43.3%. Partially emotional intelligence greater influence on employee performance.

Keywords: intellectual acumen, emotional intelligence and employee performance