

ABSTRAK

This research is motivated by a decrease in employee performance appraisals in the 2020-2021 period. This decrease in employee performance is supported by the results of a pre-survey with the lowest average score on the variables of self-efficacy and emotional intelligence. This study aims to determine how much influence self-efficacy and emotional intelligence have on employee performance, either partially or simultaneously at Perumda Air Drinking Tirta Bangka, Bangka Regency. The data analysis method used is multiple linear regression analysis, multiple correlation analysis, coefficient of simultaneous determination and coefficient of partial determination. The results showed that there was a positive and significant influence between self-efficacy and emotional intelligence on employee performance at Perumda Air Minum Tirta Bangka, Bangka Regency. The magnitude of the influence of self-efficacy and emotional intelligence on employee performance simultaneously is 53.5%. While partially the influence of self efficacy on employee performance is 29.0% and the influence of emotional intelligence on employee performance is 24.5%.

Keywords : Self Efficacy, Emotional Intelligence and Employee Performance