

ABSTRACT

The role of human resources is very important in the food and beverage industry. The role of HR in the food and beverage industry is to ensure that the company has employees who are competent, trained and motivated to provide the best service to customers. PT. Natura Alam Adventure is a company operating in the food and beverage industry sector, PT. NAA has been operating since 2019.

This research aims to find out whether there is a relationship between emotional intelligence and work discipline on employee performance, as well as how emotional intelligence and work discipline influence employee performance at PT. Natura Alam Adventure.

The method used in this research is a quantitative method using path analysis. Data collection in this research was by distributing questionnaires using Google Form. The target population of this research is employees of PT. Natura Alam Adventure. The number of samples set was 100 samples. The sampling technique used in this research is non-probability sampling, namely purposive sampling.

The results showed that emotional intelligence, work discipline, and employee performance were in the “good enough” category. There is a positive and significant influence between emotional intelligence and work discipline with an influence value of 7.078 and 7.886, respectively. In addition, there is a simultaneous influence of emotional intelligence and work discipline on employee performance with an influence value of 397.65. The coefficient of determination of 0.891 indicates that emotional intelligence and work discipline together explain 89.1% of the variation in employee performance, while the remaining 10.9% is influenced by other factors not covered in this study.

It is hoped that this research will help companies related to assessing the level of emotional intelligence and employee work discipline to improve employee performance in the future.

Keywords: Emotional Intelligence, Work Discipline, Employee Performance