

## ABSTRACT

*To reach the point of effectiveness and efficiency of the company, quality human resources with emotional intelligence and the implementation of a good charismatic leadership style are needed. This research was conducted to analyze the effect of emotional intelligence and charismatic leadership style on work productivity of the employees of the Training Center of PT. XYZ. The purpose of this study was to find out how emotional intelligence and charismatic leadership style affect work productivity of employees at the Training Center of PT. XYZ.*

*This study uses quantitative methods with descriptive and causal research types. The sampling technique used a saturated sample method of 44 respondents. Technical analysis of data using descriptive analysis and multiple linear regression.*

*The results of the descriptive analysis research show that emotional intelligence is included in the very good category and charismatic leadership style and work productivity are included in the good category. The results of multiple linear regression show that emotional intelligence and charismatic leadership style have a significant effect on work productivity at the Training Center of PT. XYZ either partially or simultaneously.*

**Keywords:** *Human Resources, Emotional Intelligence, Charismatic Leadership Style, Work Productivity.*