

Pengaruh kecerdasan emosional, komitmen keorganisasian, dan kepuasan kerja terhadap perilaku etis pegawai di pusat pendidikan dan pelatihan pegawai Kementerian Ketenagakerjaan Republik Indonesia =
The impact of emotional intelligence organizational commitment and jobs satisfaction on employee ethical behavior at center for education and training of the ministry of manpower of the Republic of Indonesia

Renny Retnowatie, author

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Abstrak

Perilaku etis pegawai negeri sipil yang menjadi sorotan masyarakat dan menjadi permasalahan yang dihadapi oleh pemerintah dalam menangani aparatur pemerintah. Penelitian ini bertujuan untuk menganalisis pengaruh kecerdasan emosional terhadap perilaku etis, pengaruh komitmen keorganisasian terhadap perilaku etis, pengaruh kepuasan kerja terhadap perilaku etis, dan pengaruh kecerdasan emosional, komitmen keorganisasian, dan kepuasan kerja terhadap perilaku etis pegawai di Pusat Pendidikan dan Pelatihan Pegawai Kementerian Ketenagakerjaan Republik Indonesia. Penelitian ini menggunakan pendekatan kuantitatif. Data dikumpulkan melalui kuesioner tertutup dan wawancara mendalam. Metode analisis data yang digunakan adalah analisis deskriptif dan regresi linier berganda.

Hasil penelitian terhadap 74 pegawai negeri sipil menunjukkan bahwa kecerdasan emosional, komitmen keorganisasian, dan kepuasan kerja berpengaruh secara positif dan signifikan terhadap perilaku etis pegawai. Secara parsial kecerdasan emosional berpengaruh secara positif dan signifikan terhadap perilaku etis pegawai. Komitmen keorganisasian tidak berpengaruh secara positif dan signifikan terhadap perilaku etis pegawai. Kepuasan kerja berpengaruh secara positif dan signifikan terhadap perilaku etis pegawai. Kata Kunci : kecerdasan emosional, komitmen keorganisasian, kepuasan kerja, perilaku etis

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Ethical behavior of civil servants in the spotlight of society and become the problems faced by the government in dealing with the government apparatus. This study aims to analyze the impact of emotional intelligence on employee ethical behavior, the impact of organizational commitment on employee ethical behavior, the impact of jobs satisfaction on employee ethical behavior, and the impact of emotional intelligence, organizational commitment, and jobs satisfaction on employee ethical behavior at Center for Education and Training of the Ministry of Manpower of the Republik of Indonesia. This research uses quantitative approach. Data were collected through questionnaires and interviews. Data analysis method used is descriptive analysis and multiple linear regression.

The results of the study of 74 civil servants showed that emotional intelligence, organizational commitment, and job satisfaction have a positive and significant effect on employee ethical behavior. Partially emotional intelligence positively and significantly influence to ethical behavior of employees. Organizational commitment does not positively and significantly affect the employee's ethical behavior. Job satisfaction positively and significantly influence to employee ethical behavior. Keywords emotional intelligence, organizational commitment, job satisfaction, ethical behavior.