

## INTISARI

Penelitian ini bertujuan untuk menganalisis pengaruh kecerdasan emosional dan kecerdasan spiritual terhadap kinerja pegawai melalui *organizational citizenship behavior* (ocb) sebagai variabel intervening. Subjek dalam penelitian ini yaitu pegawai tetap RSUD Majalengka. Objek dalam penelitian ini yaitu RSUD Majalengka. Sampel yang digunakan dalam penelitian ini yaitu 115 sampel dengan metode *purposive sampling*. Penelitian ini menggunakan alat analisis SEM (*Structural Equation Modeling*) menggunakan *software* AMOS versi 22.

Hasil penelitian ini menunjukkan bahwa kecerdasan emosional berpengaruh positif signifikan terhadap ocb, kecerdasan spiritual berpengaruh positif signifikan terhadap ocb, kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja pegawai, kecerdasan spiritual berpengaruh positif signifikan terhadap kinerja pegawai, ocb berpengaruh positif signifikan terhadap kinerja, kecerdasan emosional berpengaruh positif signifikan terhadap kinerja pegawai melalui ocb, kecerdasan spiritual berpengaruh positif signifikan terhadap kinerja pegawai melalui ocb.

**Kata kunci** : kecerdasan emosional, kecerdasan spiritual, *organizational citizenship behavior*, kinerja pegawai

## **ABSTRACT**

*This study aims to analyze the effect of emotional intelligence and spiritual intelligence on employee performance through organizational citizenship behavior (OCB) as an intervening variable. The subjects in this study were permanent employees of Majalengka General Hospital. The object of this research is Majalengka Regional Hospital. The sample used in this study is 115 samples with purposive sampling method. This study uses SEM (Structural Equation Modeling) analysis using AMOS software version 22.*

*The results of this study indicate that emotional intelligence has a significant positive effect on OCB, spiritual intelligence has a significant positive effect on OCB, emotional intelligence has a positive and significant effect on employee performance, spiritual intelligence has a significant positive effect on employee performance, OCB has a significant positive effect on performance, influential emotional intelligence significant positive effect on employee performance through OCB, spiritual intelligence has a significant positive effect on employee performance through OCB.*

**Keywords:** *emotional intelligence, spiritual intelligence, organizational citizenship behavior, employee performance*