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THE EFFECT OF EMOTIONAL INTELLIGENCE AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE AT AL-SYUKRO UNIVERSAL ISLAMIC COLLEGE, SOUTH TANGERANG

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ABSTRACT

The purpose of this study was to determine the effect of emotional intelligence and leadership style on employee performance at Al-Syukro Universal Islamic College, South Tangerang. The method used was quantitative. The sampling technique used saturated sampling, namely 80 respondents. Data analysis used validity tests, reliability tests, classical assumption tests, regression analysis, correlation coefficients, determination coefficients and hypothesis tests. The results of this study are emotional intelligence has a significant effect on employee performance with a determination coefficient value of 51.7% and the hypothesis test obtained t count> t table or (9.135> 1.991). Leadership style has a significant effect on employee performance with a determination coefficient value of 40.5% and the hypothesis test obtained t count> t table or (7.293> 1.991). Emotional intelligence and leadership style simultaneously have a significant effect on employee performance with a regression equation Y = 9.270 + 0.471X1 + 0.290X2. The coefficient of determination is 57.2%, while the remaining 42.8% is influenced by other factors. The hypothesis test obtained a calculated F value > F table or (51.458 > 2.720).
Keywords: Emotional Intelligence, Leadership Style, Employee Performance.

INTRODUCTION

Education plays a crucial role in nation building because it can improve the quality of human resources. According to Sholikin et al. (2024:79), within organizations, including educational institutions, success is highly dependent on people, especially employees who are committed to carrying out their duties according to their responsibilities and authority. Subandi et al. (2025:107) explain that developing teacher and staff competencies involves various strategies and methods to improve professional performance while strengthening teaching capacity. These strategies include the use of technology-based training, online courses, experiential learning, and providing constructive feedback. In the education system, the role of teachers, education personnel, and other stakeholders is significant in producing a quality next generation. Human resources in the education sector are expected to possess not only high academic competencies but also strong managerial, emotional, and interpersonal skills. Therefore, education is one of the main foundations for a nation's progress.

Human Resource Management (HR) plays a crucial role in education, as it directly relates to the management of educators and staff to achieve optimal

educational goals. Ulfah (2024:126) states that in the context of educational institutions, educators and administrative staff are human resources who have a strategic role in shaping the character and competence of students through the development of scientific values. Through effective HR management, educational institutions can recruit competent teachers, provide training and development to improve their competence, and create a motivating reward system. Furthermore, HR management also creates a transparent and fair performance appraisal system, provides rewards for achievements, and provides constructive feedback. According to Lubis et al. (2023:72), teachers are human components and serve as teaching media as well as being the guide to the learning process. They are also very influential aspects and are the main center in the learning process.

Employee performance in education is heavily influenced by emotional intelligence and the leadership style employed by the leader. Employees with strong emotional intelligence are able to cope with work pressure, build harmonious working relationships, and manage conflict more effectively. However, these abilities are often insufficient without the support of an appropriate leadership style. According to Adawiah and Asmini (2023:2), to improve employee performance, companies must consider various factors considered to influence employee performance improvement. One such factor is emotional intelligence. Furthermore, according to Kurniawati and Aji (2024:7), a very common factor in performance assessment is the role of the leader. This is because how a leader exemplifies behavior towards his followers (employees) and how a leader directs his organization can determine the organization's progress or decline.

METHOD

Based on the title chosen by the author, namely the influence of Emotional Intelligence and Leadership Style on Employee Performance at Al Syukro Universal Islamic College, South Tangerang, this research approach uses quantitative research. According to Sugiyono (2016:35) "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research certain populations or samples, data collection using research instruments, quantitative or statistical data analysis with the aim of testing predetermined hypotheses". Quantitative data is presented in the form of numbers that will be processed with statistical calculations. This type of research uses interview research, by conducting direct research on research subjects. The author took data directly from the object of Al Syukro Universal Islamic College, South Tangerang.

RESULTS AND DISCUSSION

Based on the analysis results, the regression equation value Y = 13.634 + 0.643X1 was obtained, the correlation coefficient value was obtained at 0.719, meaning that the two variables have a strong level of relationship. The determination value or contribution of its influence was 0.517 or 51.7% while the remaining 48.3% was

influenced by other factors. The hypothesis test obtained a calculated t value > t table or (9.135 > 1.991). Thus, Ho1 was rejected and Ha1 was accepted, meaning that there was a significant influence of emotional intelligence on the performance of employees of Al-Syukro Universal Islamic College, South Tangerang.

The results of this research support the results of research conducted by Muhammad Prasetyo Wibowo et al. (2024) on the Influence of Emotional Intelligence and Intellectual Intelligence on Employee Performance at the PDAM Tirtanadi Head Office. In their research, they concluded that simultaneously, Emotional Intelligence and Intellectual Intelligence have a positive and significant effect on employee performance at the PDAM Tirtanadi Head Office.

The results of this study also align with research conducted by Wahyu Widya Ningrum and Putra Wisnu Agung (2021), "The Effect of Emotional Intelligence, Work Stress, and Organizational Support on Employee Performance at CV. Metro." Their research concluded that emotional intelligence, work stress, and organizational support simultaneously influence employee performance at CV. Metro.

2. Based on the test results, the regression equation value Y = 15.111 + 0.610X2 was obtained, the correlation coefficient value was 0.634, meaning that the two variables have a strong relationship. The determination value or contribution of the influence was 0.405 or 40.5%, while the remaining 59.5% was influenced by other factors. The hypothesis test obtained a calculated t value > t table or (7.293 > 1.991). Thus, Ho2 was rejected and Ha2 was accepted, meaning that there was a significant influence of leadership style on the performance of employees of Al-Syukro Universal Islamic College, South Tangerang.

The results of this research support the results of research conducted by Zainal Abidin and Karim Budiono (2023) on the Influence of Leadership Style, Work Discipline, Work Environment, and Work Motivation on Employee Performance at PT. Mitratani Dua Tujuh Jember. In their research, they concluded that simultaneously the variables of Leadership Style, Work Discipline, Work Environment, and Work Motivation influence Employee Performance at PT. Mitratani Dua Tujuh Jember.

The results of this study also align with research conducted by Rizka Novri Hidayati (2021) on the Influence of Leadership Style on Employee Performance at the BFC Deriz Depan Basko Padang Shop. Her research concluded that the owner's leadership style significantly influences employee performance. Other factors also influence performance at the BFC Deriz Depan Basko Shop.

3. Based on the research results, it shows that emotional intelligence (X1) and leadership style (X2) have a significant effect on employee performance with the regression equation Y = 9.270 + 0.471X1 + 0.290X2. The correlation coefficient value or the level of relationship between the independent variable and the dependent variable is obtained at 0.756, meaning it has a strong relationship. The determination coefficient value or contribution of its influence simultaneously is 57.2% while the remaining 42.8% is influenced by other factors. The hypothesis test obtained a calculated F value > F table or (51.458 > 2.720). Thus, Ho3 is rejected and Ha3 is accepted. This means that

there is a significant simultaneous influence of emotional intelligence and leadership style on employee performance at Al-Syukro Universal Islamic College, South Tangerang.

The results of this research support the results of research conducted by Mukarrama, Saban Echdar, and Maryadi (2022) on the Influence of Leadership Style, Emotional Intelligence, and Work Motivation on ASN Performance at the Tourism and Culture Office of Pangkajene and Kepulauan Regency. In their research, they concluded that leadership style, emotional intelligence, and work motivation simultaneously influence performance with a hypothesis test obtained sig. 0.000 <0.05.

The results of this study also align with research conducted by Hamidi Muhammad Eizqi (2023) on the Influence of Leadership Style, Emotional Intelligence, and Work Pressure on Employee Performance at UTD PMI. His research concluded that leadership style, emotional intelligence, and work pressure simultaneously influence employee performance, with a hypothesis test showing a significance of 0.000 <0.05.

CONCLUSION

1. Emotional intelligence has a significant effect on employee performance with the regression equation Y = 13.634 + 0.643X1, a correlation value of 0.719, meaning that the two variables have a strong relationship. The coefficient of determination value is 51.7% and the hypothesis test obtained t count > t table or (9.135 > 1.991). Thus, Ho1 is rejected and Ha1 is accepted, meaning that there is a significant influence of emotional intelligence on employee performance at Al-Syukro Universal Islamic College, South Tangerang.
2. Leadership style has a significant effect on employee performance with the regression equation Y = 15.111 + 0.610X2 obtained a correlation value of 0.634 meaning that the two variables have a strong level of relationship. The coefficient of determination value is 40.5% and the hypothesis test obtained t count > t table or (7.293 > 1.991). Thus, Ho2 is rejected and Ha2 is accepted meaning that there is a significant influence of leadership style on employee performance at Al-Syukro Universal Islamic College, South Tangerang.
3. Emotional intelligence and leadership style simultaneously have a significant effect on employee performance with the regression equation Y = 9.270 + 0.471X1 + 0.290X2. The correlation value of 0.756 means that the independent variable with the dependent variable has a strong level of relationship. The coefficient of determination value is 57.2% while the remaining 42.8% is influenced by other factors. The hypothesis test obtained the calculated F value > F table or (51.458 > 2.720). Thus, Ho3 is rejected and Ha3 is accepted. This means that there is a simultaneous significant influence of emotional intelligence and leadership style on employee performance at Al-Syukro Universal Islamic College, South Tangerang.

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