

ABSTRAK

NURDIA AWALIYA, 2025, Pengaruh *Emotional Intelegent* Dan *Transformational Leadership* Terhadap Kinerja Pegawai Di Mediasi Oleh Kepuasan Pegawai Kantor Bupati Bulukumba. Dibimbing oleh Andi Mappatempo dan Ahmad AC.

Penelitian ini bertujuan untuk mengetahui pengaruh emotional intelegent dan transformational leadership terhadap kinerja pegawai di mediasi oleh kepuasan pegawai kantor bupati Bulukumba. Penelitian ini menggunakan metode kuantitatif dengan pengumpulan data melalui survei terhadap 104 responden. Hasil penelitian menunjukkan sebagian besar responden berusia 31-40 tahun (41,35%) diikuti usia 41-50 tahun (29,81%), berpendidikan S1 (65,38%), masa kerja 5-10 tahun (34,62%) diikuti usia 11-15 tahun (22,12%), dan jabatan staff (68,27%).

Hasil penelitian ini menunjukkan bahwa Emotional Intelegent tidak memiliki pengaruh kepuasan pegawai, emotional intelegent berpengaruh terhadap kinerja pegawai, kepuasan pegawai berpengaruh terhadap kinerja pegawai, transformational leadership berpengaruh terhadap kepuasan pegawai, transformational leadership tidak memiliki pengaruh terhadap kinerja pegawai, kepuasan pegawai tidak dapat memediasi emotional terhadap kinerja pegawai dan kepuasan pegawai tidak memediasi transformational leadership terhadap kinerja pegawai.

Kata Kunci : Emotional Intelegent, Transformational Leadership, Kepuasan kerja , Kinerja Pegawai.

ABSTRACT

NURDIA AWALIYA, 2025, *The Influence of Emotional Intelegent and Transformational Leadership on Employee Performance Mediated by Employee Satisfaction at the Bulukumba Regent's Office. Supervised by Andi Mappatempo and Ahmad AC.*

This study aims to determine the influence of emotional intelegent and transformational leadership on employee performance mediated by employee satisfaction at the Bulukumba Regent's Office. This study uses a quantitative method with data collection through a survey of 104 respondents. The results showed that most respondents were aged 31-40 years (41.35%) followed by those aged 41-50 years (29.81%), had a bachelor's degree (65.38%), worked for 5-10 years (34.62%) followed by those aged 11-15 years (22.12%), and had staff positions (68.27%).

The results of this study indicate that Emotional Intelegent has no effect on employee satisfaction, emotional intelegent has an effect on employee performance, employee satisfaction has an effect on employee performance, transformational leadership has an effect on employee satisfaction, transformational leadership has no effect on employee performance, employee satisfaction cannot mediate emotional on employee performance and employee satisfaction does not mediate transformational leadership on employee performance.

Keywords: *Emotional Intelegent, Transformational Leadership, Job satisfaction, Employee Performance.*