



*Peran Emotional intelligence Dan Workforce agility Terhadap Work performance
(Studi pada Karyawan PT. PNM)*

The Role of Emotional Intelligence and Workforce agility Towards Work performance (Study on EMPLOYEES of PT. PNM)

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Abstract. *The Covid-19 pandemic that occurred in Indonesia has caused a decline in the economy in various sectors and business. With demands and changes during this pandemic, PT. PNM is required to have an optimal performance and continuously evaluate the employee performance. Individual work performance is one of the important aspects in achieving success in an organization. This study aims to examine the role of emotional intelligence and workforce agility for work performance in employees. Emotional intelligence is measured by the Emotional Intelligence Scale consisting of 26 items, workforce agility is measured with the WFA scale consisting of 23 items, work performance is measured by the IWPQ scale consisting of 18 items, with a survey distributed online involving 595 employees of PT. PNM. The data is analyzed using multiple linear regression analysis to see the role of emotional intelligence and workforce agility on work performance. The result shows that emotional intelligence and workforce agility have a significant effect on work performance by 37.6%, so the other 62.4% are influenced by other variable.*

Keywords: *Workforce agility, Emotional intelligence, Work performance*

Abstrak. *Pandemi Covid-19 yang terjadi di Indonesia telah menyebabkan penurunan perekonomian di berbagai sektor dan pelaku usaha. Besarnya tuntutan dan perubahan pada masa pandemi ini menuntut PT. PNM agar mempunyai kinerja yang optimal dan terus mengevaluasi work performance karyawannya. Work performance merupakan salah satu aspek penting dalam mencapai keberhasilan di suatu organisasi. Penelitian ini menyoroti peran emotional intelligence dan workforce agility terhadap work performance pada karyawan. Desain penelitian adalah penelitian kuantitatif, dengan metode survei menggunakan tiga skala psikologi yang disebarluaskan secara online yang melibatkan 595 karyawan PT. PNM. Data yang diperoleh kemudian dianalisis menggunakan teknik analisis regresi linier berganda untuk melihat peran emotional intelligence dan workforce agility terhadap work performance. Hasil penelitian menunjukkan bahwa emotional intelligence dan workforce agility memiliki pengaruh secara signifikan terhadap work performance sebesar 37.6%, sehingga 62.4% lainnya dipengaruhi oleh variabel lain.*

Kata kunci: *Workforce agility, Emotional intelligence, Work performance*