

ABSTRACT

Human Resources is the cog in the organization as a plan, actor, and determinant of the realization of organizational goals. For this reason, adequate human resource qualifications are needed where these qualifications are not only in terms of intellectual abilities and emotional intelligence being important, because they are very influential on employee performance.

The purpose of this study was to analyze the magnitude of the influence of intellectual intelligence and emotional intelligence on employee work performance. Because the research uses quantitative design, the population in this study is all employees of PT. Pos (Persero) Bandung. The research instrument used questionnaires with data analysis techniques using: test instruments (validity and reliability), and multiple linear regression analysis.

The results showed that the magnitude of the influence of intellectual intelligence and emotional intelligence on employee performance is 48.1% and the rest is 11.9%. Partially, intellectual intelligence has a greater influence on employee work performance.

Keyword : intellectual intelligence, emotional intelligence and employee work performance