

ABSTRACT

The quality of Indonesian human resource is still ranked at 109th among other countries in the world today, whereas competitive free era nowadays fully demands qualified human resources. Dealing with this issues, the research attempt to reveal the effect of intellectual and emotional intelligence level on competency level and team work quality.

Human resource requires effectively actualized competency that is viewed as a set of potential skill, knowledge, and ability. The elements of intellectual and emotional intelligence have been identified to have an effect on individual's competency. Intellectual intelligence is a basic capacity for working, learning, and self developing; whereas emotional intelligence is a capacity for managing, directing, and developing individual potencies. Individual with adequate intellectual and emotional intelligence, along with any given competency could be expected to take a part in team work successfully.

This research is a quantitative study with cross sectional observation on Sales Supervisors in PT. Coca Cola Amatil Jawa Timur Indonesia. The sample consists of 40 people is collected from 60 populations using the purposive sampling method. Data is maintained using intellectual intelligence test, emotional intelligence test, competency level and team work quality questionnaires. Those data is then analyzed using path analysis.

The result indicated that intellectual and emotional intelligence level variables are having a significant value of 0,000 toward team work quality along variable competency level, and having an effect 64,2 percent. The results also reveals that intellectual and emotional intelligence level variables are having a significant value of 0,009 toward competency level, with positive relations indicated between both intellectual and emotional intelligence level on comptency level and having an effect 22,4 percent. Partially intellectual intelligence level has no effect on competency level; however the emotional intelligence level is indicated to have a significant value of 0,050 toward comptency level. Competency level is also having a significant value of 0,000 toward team work quality, with positive relations indicated between competency level and team work quality and having an effect of 64,2 percent.

The research has supported by various theories. Intelligence quotient is not a very good predictor of job performance, however emotional intelligence refers to the personal dan social skills that lead to superior performance in the world of work. In this relations, intellectual and emotional intelligence as a complex combination to achieve outcomes of skill, knowledge, and ability. Intellectual and emotional intelligence works together to develop individual and team work competency, moreover the competency is variously termed integrated-holistic-relational ability and capability to achieve performance quality.

It is concluded that intellectual and emotional intelligence level together effect the competency level, moreover the findings also indicated that competency level is affecting the team work quality of Sales Supervisors in PT.Coca Cola Amatil Jawa Timur Indonesia.