

## ABSTRAK

Tujuan dilakukannya penelitian ini adalah untuk mengetahui pengaruh *emotional intelligence* dan *spiritual intelligence* berpengaruh signifikan terhadap *job performance* perawat RS Semen Gresik. Untuk mengetahui *organizational commitment* secara signifikan dapat memediasi pengaruh *emotional intelligence* dan *spiritual intelligence* terhadap *job performance* perawat RS Semen Gresik. Populasi pada penelitian ini adalah seluruh perawat Instalasi Rawat Inap RS Semen Gresik sebanyak 85 responden. Teknik pengambilan sampel menggunakan teknik sensus. Teknik analisis yang digunakan adalah *Partial Least Square* (PLS). Hasil pengujian membuktikan bahwa *emotional intelligence* dan *spiritual intelligence* berpengaruh signifikan terhadap *job performance* perawat RS Semen Gresik. Hasil analisis terbukti *organizational commitment* secara signifikan belum mampu memediasi pengaruh antara *emotional intelligence* dan *spiritual intelligence* terhadap *job performance*.

**Kata kunci:** *emotional intelligence*, *spiritual intelligence*, *organizational commitment* dan *job performance*

## ABSTRACT

The purpose of this study was to determine the effect of emotional intelligence and spiritual intelligence significantly influence the job performance of Semen Gresik Hospital nurses. To determine organizational commitment can significantly mediate the effect of emotional intelligence and spiritual intelligence on the job performance of Semen Gresik Hospital nurses. The population in this study were 85 nurses inpatient care at Semen Gresik Hospital. The sampling technique uses census techniques. The analysis technique used is Partial Least Square (PLS). The test results prove that emotional intelligence and spiritual intelligence have a significant effect on the job performance of Semen Gresik Hospital nurses. The results of the analysis of proven organizational commitment significantly have not been able to mediate the influence of emotional intelligence and spiritual intelligence on job performance.

**Key word: emotional intelligence, spiritual intelligence, organizational commitment and job performance**