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## ANALYSIS OF INFLUENCE OF EMOTIONAL INTELLIGENCE, WORK DISCIPLINE AND INFRASTRUCTURE WITH COMPETENCE AS INTERVENING VARIABLE TO EMPLOYEE PERFORMANCE IN THE CARBON DEPARTMENT PT INDONESIA ASAHAN ALUMINIUM (PERSERO) BATUBARA REGENCY.

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### ABSTRACT

PT Indonesia Asahan Aluminium (Persero) is a company engaged in the industrial sector, this company is one of the industries that produce aluminum ingots in Indonesia. At the end of 2013 PT Indonesia Asahan Aluminium (Persero) changed its status from PMA to SOE. This change causes the company to move quickly to increase its production capacity. This must be followed by an increase in employee performance. The purpose of this research is to know and analyze the influence of emotional intelligence, work discipline and infrastructure with competence as intervening variable to employee performance at Department of Carbon of PT Indonesia Asahan Aluminium (Persero) Kuala Tanjung Regency of Batu Bara. The data collection in this research was done through survey approach with quantitative descriptive research type by distributing questionnaires to 160 employee in the Department of Carbon PT Indonesia Asahan Aluminium (Persero). Method of data analysis is using path analysis. The results showed that 1) Emotional intelligence has a positive and significant effect on employee competence. 2) Work discipline has a positive and significant impact on employee competence. 3) Infrastructure has positive and insignificant effect on employee competency. 4) Emotional intelligence has a positive and significant effect on employee performance. 5) Work discipline has positive and insignificant effect on employee performance. 6) Infrastructure has a positive and significant impact on employee performance. 7) Employee competence has a positive and significant effect on employee performance. 8) Emotional intelligence, through the establishment of employee competence has a positive and significant impact on employee performance. 9) Work discipline, through the establishment of employee competence has a positive and significant impact on employee performance. 10) Infrastructure, through the establishment of employee competence has a positive and insignificant effect on employee performance.

**Keywords:** *Emotional intelligence, Work discipline, Infrastructure, Employee competence*