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## THE INFLUENCE OF EMOTIONAL INTELLIGENCE AND ORGANIZATIONAL COMMITMENT ON TEACHERS' PERFORMANCE THROUGH WORK SATISFACTION AS INTERVENING VARIABLE AT SD NEGERI GUNUNG TUA, PADANG LAWAS UTARA REGENCY

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### ABSTRACT

Managing human resources needs to be implemented gradually and Sustainably through qualified educational system in formal, informal, and non-formal education, from elementary school until higher education. Teachers are responsible for establishing their students' characters by developing and improving their good personality and instilling moral values, all of them have to begin from elementary school, therefore teachers in elementary school should have good performance to support the advancement of their organization. The objective of this research was to find out the influence of emotional intelligence and organizational commitment on teachers' performance through work satisfaction as intervening variable at SD Negeri Gunung Tua, Padang Lawas Utara Regency. The research used quantitative survey method. The samples were 85 teachers as government employees. Analyzed by using is path analysis. The data were gathered by using questionnaires, interviews, and documentary study. The result of the research showed that 1) Emotional Intelligence had positive and significant influence on work satisfaction, 2) Organizational commitment had positive and significant influence on work satisfaction, 3) Emotional Intelligence had positive and significant influence on teachers' performance, 4) Organizational commitment had positive and significant influence on teachers' performance, 5) Work satisfaction Intelligence had positive and significant influence on teachers' performance, 6) Emotional Intelligence had positive and significant influence on teachers' performance through Work satisfaction at SD Negeri Gunung Tua, Padang Lawas Utara Regency, 7) ) Organizational commitment had positive and significant influence on teachers' performance through Work satisfaction at SD Negeri Gunung Tua, Padang Lawas Utara Regency.

**Keywords:** *Emotional Intelligence, Commitment, Work satisfaction, teachers' performance*

