

ABSTRACT

Employees with high performance contribute actively in achieving institute goals. Institute human resources must show consistent quality in their performance to achieve goals in order to face competition between similar other institutes. This study aims to analyze the influence of ethical leadership on employee performance with emotional intelligence as an intervening variable at Roemani Muhammadiyah Semarang Hospital.

This study took primary data using quantitative and qualitative methods through distributing questionnaires involving 260 permanent nurses at Roemani Muhammadiyah Semarang Hospital, observations, and interviews as well as secondary data through books, journals, articles, thesis, official website, internet, and other sources.

The results of this study indicate that ethical leadership has positive and significant effect on employee performance, ethical leadership has positive and significant effect on emotional intelligence, emotional intelligence has positive and significant effect on employee performance, and emotional intelligence has positive and significant effect in mediating ethical leadership and employee performance.

Keywords: Ethical Leadership, Emotional Intelligence, Employee Performance