

## **ABSTRACT**

*This study aims to analyze the effect of Emotional Intelligence on Nurse Performance with Happiness at Work as a mediating variable. Using the Affective Events Theory (AET) perspective, this study highlights the importance of emotional management skills in dealing with affective events in a high-pressure work environment.*

*The population in this study consisted of all psychiatric nurses at dr. Amino Gondohutomo Hospital in Semarang. The sampling technique used was a census method with a total of 106 nurses as respondents. The analysis method used in this study was Partial Least Square (PLS) with the help of the SmartPLS 4.0 application.*

*The results of the study indicate that Emotional Intelligence has a positive and significant effect on Nurse Performance. Furthermore, the path analysis results prove that Happiness at Work is able to mediate the relationship between Emotional Intelligence and Nurse Performance with partial mediation. These findings indicate that Emotional Intelligence plays a dual role as a direct driver of performance and as an antecedent that creates happiness at work, which in turn improves performance.*

**Keyword: Emotional Intelligence, Happiness at Work, Nurse Performance, Affective Events Theory, Partial Mediation**