

ABSTRACT

Basically, the employee performance are the result of a complex processes, both derived from factors internal and external factors. Employee's performance is very help ful to the hospital in the accomplishment of work, and to realize short-term goals and long term. A good employee. If the employee;s performance is good then hospital's performance became better.

This study attempts to examine some of the factors suspected to have an influence on employee performance, namely emotional intelligence and spiritual intelliencia. The research question posed in this study were: (1) How the effect of emotional intelligence on the performance of employees? and (2) How the influence of spiritual intelligence on the performance of employees?

This research have been conducted in RSUD Semarang City. There are 100 respondents who have been selected as asample by using sampling techniques in the form of simple random sampling. Questionaire was usede as a tool in data collection method. Techniques of data analysis in this stuydy is the multiple regression analysis. The study found that the hypothesis in this study have been shown to significantly. Emotional intelligence and spiritual intelligence have a positive and significant impact on employees performance. Variables that have the most impact is the spiritual intelligence. The implication in this study is emotional intelligence and spiritual intelligence plays an equally important both individually and jointly in improving the employee performance.

Key words : emotional intelligence, spiritual intelligence and employee performance.