

**ABSTRACT**

**THE EFFECT OF WORK CULTURE, EMOTIONAL INTELLIGENCE AND  
WORK MUTATION ON EMPLOYEE PERFORMANCE**  
*(Research on Employee barcore section at the PT. Bineatama Kayone Lestari  
Tasikmalaya Branch)*

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*This research aims to determine and analyze the Effect of Work Culture, Emotional Intelligence and Work Mutation on Employee performance at the PT. Bineatana Kayone Lestari Tasikmalaya Branch. The research method used is the survey method, data obtained directly through a questionnaire to 38 respondents taken from the Employee barcore section at the PT. Bineatana Kayone Lestari Tasikmalaya Branch. Sampling uses census and the analytical method used in this study is analysis multiple regression. Based on the results of the study it is known that the Work Culture is included in the good classification, Emotional Intelligence is included in the good classification, Work Mutation is included in the good classification and the Employee Performance of the PT. Bineatana Kayone Lestari Tasikmalaya Branch is included in the good classification. Variable Work Culture have a partial effect on Employee Performance, Emotional Intelligence have a partial effect on Employee Performance and Work Mutation variables have a partial effect on Employee Performance. Simultaneously the Work Culture, Emotional Intelligence and Work Mutation has a significant effect on the Employee Performance barcore section of the PT. Bineatana Kayone Lestari Tasikmalaya Branch.*

**Keywords: Work Culture, Emotional Intellegent, Work Mutation, Employee Performance**

## **ABSTRAK**

### **PENGARUH BUDAYA KERJA, KECERDASAN EMOSIONAL DAN MUTASI KERJA TERHADAP KINERJA KARYAWAN (Suatu Penelitian Terhadap Karyawan Bagian Barcore di PT. Bineatama Kayone Lestari yang ada di Tasikmalaya)**

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis Pengaruh Budaya Kerja, Kecerdasan Emosional dan Mutasi Kerja terhadap Kinerja Karyawan di PT. Bineatama Kayone Lestari yang ada di Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, data yang diperoleh langsung melalui kuisisioner kepada 38 responden yang diambil dari Karyawan bagian *barcore*. Penarikan sampel menggunakan Sensus dan metode analisis yang digunakan dalam penelitian ini adalah analisis regresi berganda. Berdasarkan hasil penelitian diketahui Budaya Kerja termasuk dalam klasifikasi baik, Kecerdasan Emosional termasuk dalam klasifikasi baik, Mutasi Kerja termasuk dalam klasifikasi baik, serta Kinerja Karyawan di PT. Bineatama Kayone Lestari yang ada di Tasikmalaya termasuk dalam klasifikasi baik. Variabel Budaya Kerja berpengaruh secara parsial terhadap Kinerja Karyawan, variabel Kecerdasan Emosional berpengaruh secara parsial terhadap Kinerja Karyawan dan Mutasi Kerja berpengaruh secara parsial terhadap Kinerja Karyawan. Secara simultan Budaya Kerja, Kecerdasan Emosional dan Mutasi Kerja berpengaruh signifikan terhadap Kinerja Karyawan bagian *barcore* di PT. Bineatama Kayone Lestari yang ada di Tasikmalaya.

**Kata Kunci: Budaya Kerja, Kecerdasan Emosional, Mutasi Kerja, Kinerja Karyawan**

