

## ABSTRAK

Tujuan dari penelitian ini ialah mengetahui Bagaimana pengaruh Kecerdasan Intelektual (*Intelligence Quotient*), Kecerdasan Emosional (*Emotional Quotient*) dan Kecerdasan Spiritual (*Spiritual Quotient*) terhadap Kinerja Karyawan. Metode yang digunakan dalam penelitian ini ialah metode penelitian kuantitatif. Pengumpulan data dilakukan dengan cara melalui metode kuesioner yang disebar kepada 50 responden yaitu karyawan PT. Bank Tabungan Negara Syariah Kota Palembang. Teknik yang digunakan dalam pengambilan sampel yaitu menggunakan teknik *Sampling Jenuh*. Hasil penelitian ini menunjukkan bahwa secara parsial variabel Kecerdasan Intelektual (*Intelligence Quotient*) Kecerdasan Emosional (*Emotional Quotient*) Kecerdasan Spiritual (*Spiritual Quotient*) mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Karyawan pada Bank Tabungan Negara Kantor Cabang Syariah Kota Palembang. Dan secara simultan variabel Kecerdasan Intelektual (*Intelligence Quotient*) Kecerdasan Emosional (*Emotional Quotient*) Kecerdasan Spiritual (*Spiritual Quotient*) mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Karyawan pada Bank Tabungan Negara Kantor Cabang Syariah Kota Palembang.

**Kata Kunci : Kecerdasann Intelektual (*Intelligence Quotient*), Kecerdasan Emosional (*Emotional Quotient*) Kecerdasan Spiritual (*Spiritual Quotient*) dan Kinerja Karyawan**

## **ABSTRACT**

The purpose of this study was to determine how the influence of Intellectual Intelligence (Intelligence Quotient), Emotional Intelligence (Emotional Quotient) and Spiritual Intelligence (Spiritual Quotient) on Employee Performance. The method used in this study is a quantitative research method. Data was collected by means of a questionnaire method which was distributed to 50 respondents, namely employees of PT. Palembang City Sharia State Savings Bank. The technique used in sampling is using the Saturated Sampling technique. The results of this study indicate that partially the variable Intellectual Intelligence (Intelligence Quotient) Emotional Intelligence (Emotional Quotient) Spiritual Intelligence (Spiritual Quotient) has a positive and significant influence on Employee Performance at the State Savings Bank Sharia Branch Office Palembang City. And simultaneously the variable Intellectual Intelligence (Intelligence Quotient) Emotional Intelligence (Emotional Quotient) Spiritual Intelligence (Spiritual Quotient) has a positive and significant influence on Employee Performance at the State Savings Bank Sharia Branch Office Palembang City.

**Keywords : Intellectual Intelligence (Intelligence Quotient), Emotional Intelligence (Emotional Quotient) Spiritual Intelligence (Spiritual Quotient) and Employee Performance**