

The Influence of Personality and Emotional Intelligence on Employee Performance is Moderated by Teamwork

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Abstract

The approach in this research takes the form of quantitative descriptive research. This research uses primary and secondary data. The sample numbered 56 using non probability sampling techniques. This study uses SEM-PLS. The results of this research show that: (1) personality has a positive and significant effect on employee performance, (2) emotional intelligence has a positive and significant effect on employee performance, (3) teamwork has a positive and significant effect on employee performance, (4) cooperation the team is unable to moderate the relationship between personality and employee performance, (5) teamwork is able to moderate the relationship between emotional intelligence and employee performance.

Article Info

Keywords:

Emotional Intelligence,
Employee Performance,
Personality,
Teamwork

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Submit: 18-04-2024

Revised: 15-05-2024

Accepted: 25-05-2024

Publish: 15-06-2024



1. INTRODUCTION

In an era of globalization and increasingly fierce business competition, the success of a company largely depends on the ability to understand and meet customer needs (Yatminiwati et al., 2021; Sulistyan et al., 2022). One sector that continues to grow is the food industry, where consumer purchasing decisions are crucial for business continuity. The food industry, especially egg products, is the center of attention in this study because of its vital role in providing the nutritional needs of the community. Eggs, as an important source of protein, are a staple in everyday life and face significant market dynamics.

In the food sector, especially the egg industry, the market involves not only large producers and distributors, but also local producers and small-scale farmers. The city of Blitar, known as the center of agriculture and animal husbandry in East Java, is a clear example of the importance of this sector. Purebred chicken farms and laying hens spread across various villages and sub-districts play a key role in ensuring the availability of sufficient egg supply to meet the needs of the community. Local farmers who manage their businesses with traditional and sustainable methods, as well as distributors who connect producers with consumers, are important elements in the egg trading ecosystem in Blitar.

One of the distributors who has an important role in Blitar City is UD. Sari Laut, which has been operating since the 2000s. The company initially sold only on a small scale and is now able to sell up to a truckload of eggs. In addition to focusing on financial returns, UD. Sari Laut is also committed to supporting government development projects and reducing unemployment through employment. Distributors play a strategic role in maintaining the smooth egg supply chain, ensuring the availability of products in the local market at competitive prices.

UD's success. Sari Laut in maintaining competitiveness and customer loyalty is the main focus of this study. According to Kotler and Armstrong in Sasongko (2021) Loyalty is a strong commitment to continue buying or endorsing a favorite product or service in the future, despite

the potential situational influences and marketing efforts that may cause customers to switch. Customer loyalty is related to a desire caused by customer satisfaction that is loyal to the selected product. This customer loyalty depends not only on product quality, but also on product availability and proper pricing. Kotler and Armstrong (Wydyanto & Yandi, 2020) Product Availability is the company's ability to maintain product inventory when there is an increase in demand for product brands. As for Price is the value of a product in the form of money that consumers must spend to consume the product, while from producers or traders prices can generate income for producers of a product (Setiono, 2016). In line with the theories of Kotler and Armstrong (Julihadwi, 2020) Price the amount of money charged for a product or service, or the sum of the value that customers exchange for the benefits or having or using the product or service. Therefore, this study aims to explore the effect of product availability and pricing on customer loyalty, with purchasing decision as a mediating variable. Purchase decisions are actions taken by consumers to purchase goods or services to meet their needs or desires (Sutriyani, 2019). According to Sanadji in (Astuti & Hakim, 2021) Purchasing decision is a problem-solving process consisting of analyzing or identifying needs and wants, searching for information, assessing selection sources for purchase alternatives, purchasing decisions and purchasing behavior.

The effect of product availability and pricing on customer loyalty is mediated by purchasing decisions at egg resellers at UD. Sari Laut, Blitar. The research is relevant to research conducted by Solihah et al. (2024), stating that to understand how brand image and e-WOM influence purchasing decisions mediated by consumer confidence. This research seeks to provide an in-depth understanding of the factors that influence customer loyalty in the egg industry, especially at UD. Sari laut of Blitar City. By analyzing how product availability and pricing affect purchasing decisions and customer loyalty, it is expected to provide insight for companies in designing effective business strategies to maintain and increase customer loyalty.

Literature Review and Hypothesis

Personality

Personality is an ever-changing structure of a person's psychological system that determines their ability to uniquely adapt to their environment (Robbins & Judge, 2014). Personality, according to Hanggraeni (2011), is a collection of ways a person interacts and reacts with other people. One of the most important factors for an individual is personality, which can be summed up as a person's self-image as seen from the way they think, behave, feel, and interact with other people.

Emotional Intelligence

Emotional intelligence is the ability to manage oneself, remain enthusiastic and persistent, and motivate oneself and persevere in the face of obstacles. Emotional intelligence also includes the ability to control desires and emotions, regulate expressions of joy wisely, manage moods, and ensure that stress does not hinder the ability to think. According to Wibowo (2002), emotional intelligence helps build relationships leading to happiness and prosperity. Emotional intelligence is the ability to use and control emotions in a beneficial way. One perspective says that emotional intelligence encourages a person to learn to recognize and appreciate their own feelings and those of others, as well as to learn to deal with their feelings in an appropriate way (Bachtiar, 2004).

Teamwork

To be successful at work, one must work together in a team. For team members who work together, cooperation provides a good boost containing energy and synergy. According to Stephen and Timothy (2008), teamwork is a group of people who do their own business. The individual performance is better than the sum of the individual inputs. Teamwork combines coordinated efforts and produces positive effects. This shows that team performance is more important than individual performance in an organization or company. Teamwork (teamwork) will be the ideal form of organization to improve employee performance. Teams are structured to collaborate with leadership. They depend heavily on each other to achieve goals or complete tasks. Both teams and individuals are deeply connected to each other through cooperation based on awareness of performance and achievement. Many problems that cannot be solved independently can be solved by working together. The advantage of reliable teamwork is the emergence of various synergistic

solutions from various people working together.

Employee Performance

Performance can be defined as the tangible results of an employee's work or actions appropriate to their role in the organization. Employee performance is very important to achieve organizational goals. By increasing better compensation, companies try to improve the performance of their employees. According to Mangkunegra (2004), performance is work performance, or work results (output), both quality and quantity achieved by human resources over a period of time in carrying out their work duties in accordance with the responsibilities given to them.

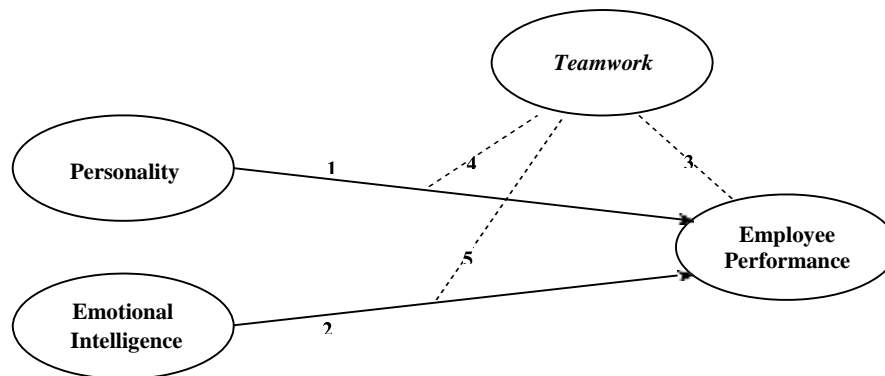


Figure 1. Conceptual Framework

Hypothesis

Based on the conceptual framework above, it can be formulated a hypothesis in this study as follows:

- H1: It is suspected that personality has a positive and significant effect on employee performance
- H2: It is suspected that emotional intelligence has a positive and significant effect on employee performance
- H3: It is suspected that teamwork has a positive and significant effect on employee performance
- H4: It is suspected that teamwork plays a role in moderating the influence of personality on employee performance
- H5: It is suspected that teamwork plays a role in moderating influence of emotional intelligence on employee performance

2. METHOD

This type of research is included in quantitative research. The data collection technique used a saturated sampling technique, with a total sample of 56 taken from the population of all employees of the construction and maintenance department of PT Kenongo Nalama Mojokerto. The types of data collected are primary data and secondary data. Data collection methods use questionnaires and documentation methods. The data analysis technique is through testing the outer model, inner model, and calculating hypothesis testing (bootstrapping).

3. RESULTS AND DISCUSSION

3.1. Result

Descriptive Statistical Analysis

1. Personality (X1)

Table 1. Personality Frequency Distribution (X1)

Goods	Frequency					N	Min	Max	Means	Evaluation Criteria
	STS	TS	N	S	SS					
X1.1	7	7	11	21	10	56	1	5	3.35	currently
X1.2	6	9	7	23	10	56	1	5	3.37	tall
X1.3	8	9	8	17	14	56	1	5	3.35	tall
X1.4	6	6	19	19	6	56	1	5	3.23	currently
X1.5	9	5	9	11	22	56	1	5	3.57	tall
Average of personality variables									3.57	tall

Source: Primary data, processed with SmartPLS 3, 2024

From table 1 it can be seen that from 41 respondents the respondents' assessments regarding personality were obtained. The average calculation result for the personality variable is 3.57. These results are able to show that the personality variable has a high research category.

2. Emotional Intelligence (X2)

Table 2. Frequency Distribution of Emotional Intelligence (X2)

Goods	Frequency					N	Min	Max	Means	Evaluation Criteria
	STS	TS	N	S	SS					
X2.1	13	4	17	15	3	56	1	5	2.91	currently
X2.2	9	3	7	13	24	56	1	5	3.71	tall
X2.3	13	9	21	10	3	56	1	5	2.66	currently
X2.4	9	5	12	14	16	56	1	5	3.41	tall
X2.5	8	5	5	18	18	56	1	5	3.57	tall
Average emotional intelligence variable									3.71	tall

Source: Primary data, processed with SmartPLS 3, 2024

In table 2, it can be seen that from 41 respondents, the respondents' assessment regarding Emotional Intelligence was obtained, the average calculation of the Emotional Intelligence variable was 3.71. These results are able to show that the Emotional Intelligence variable has a high research category.

3. Employee Performance (Y)

Table 3. Frequency Distribution of Employee Performance (Y)

Goods	Frequency					N	Min	Max	Means	Evaluation Criteria
	STS	TS	N	S	SS					
Y1.1	5	9	3	28	11	56	1	5	3.55	Tall
Y1.2	3	9	5	16	23	56	1	5	3.83	Tall
Y1.3	9	3	15	22	6	56	1	5	3.21	Currently
Y1.4	8	8	3	16	21	56	1	5	3.60	Tall
Y1.5	11	6	8	15	16	56	1	5	3.33	Currently
Variable average employee performance									3.83	Tall

Source: Primary data, processed with SmartPLS 3, 2024

In table 3, it can be seen that from 41 respondents, respondents' assessments regarding employee performance were obtained. The calculation result of the average employee performance variable is 3.83. These results are able to show that the employee performance variable has a high research category.

4. Teamwork (Z)

Table 4. Teamwork Frequency Distribution (Z)

Goods	Frequency					N	Min	Max	Means	Evaluation Criteria
	STS	T.S	N	S	SS					
Z1.1	2	5	13	24	12	56	1	5	3.69	tall
Z1.2	3	12	5	11	25	56	1	5	3.76	tall
Z1.3	13	5	6	14	18	56	1	5	3.33	currently
Z1.4		7	15	24	10	56	2	5	3.66	tall
Average Teamwork variable									3.76	tall

Source: Primary data, processed with SmartPLS 3, 2024

Convergent Validity Test

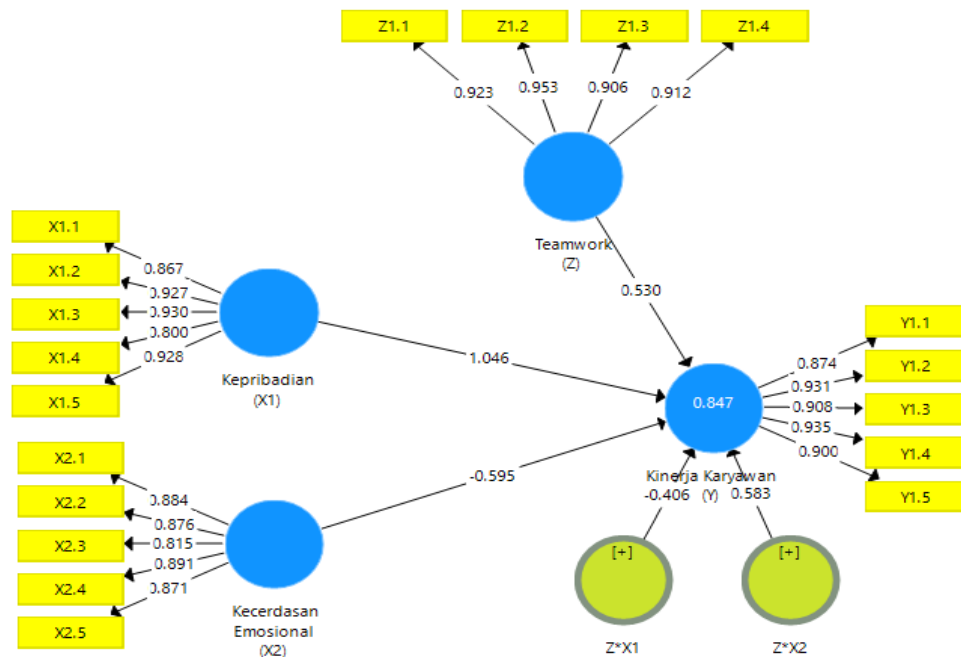


Figure 2. Full Model Results

Source: Primary data, processed with SmartPLS 3, 2024

Based on the outer loading results shown above, this item has a loading value above 0.50 and is significant so that from these results analysis can be carried out to test its discriminant validity.

Discriminant Validity Test

Table 5. Average Variance Extracted (AVE)

	Build	Road
Personality (X1)		0.796
Emotional Intelligence (X2)		0.753
Employee Performance (Y)		0.828
Teamwork (Z)		0.853
Personality (X1)*Teamwork (Z)		0.602
Emotional Intelligence (X2)*Teamwork (Z)		0.545

Source: Primary data, processed with SmartPLS 3, 2024

The table above gives AVE values above 0.5 for all constructs, Personality (X1) = 0.796, Emotional Intelligence (X2) = 0.753, Employee Performance (Y) = 0.828, Teamwork (Z) = 0.853, Personality (X1) * Teamwork (Z) = 0.602, and Emotional Intelligence (X2)*Teamwork (Z) = 0.545. This means that all constructs have high discriminant validity.

Composite Reliability Test

Table 6. Composite Reliability

Build	Composite Reliability
Personality (X1)	0.951
Emotional Intelligence (X2)	0.938
Employee Performance (Y)	0.960
Teamwork (Z)	0.959
Personality (X 1)* Teamwork (Z)	0.968
Emotional Intelligence (X 2)* Teamwork (Z)	0.960

Source: Primary data, processed with SmartPLS 3, 2024

Based on Table 6, it shows satisfactory composite reliability results: Personality (X1) = 0.951, Emotional Intelligence (X2) = 0.938, Employee Performance (Y) = 0.960, Teamwork (Z) = 0.959, Personality (X1)* Teamwork (Z) = 0.968, and Emotional Intelligence (X2)*Teamwork (Z) = 0.968 So it can be concluded that each construct has high reliability. This can be seen from the composite reliability value of all constructs being greater than 0.60.

Evaluation of the structural model (inner model)

1. F-Square Test

Table 7. F-Square

Build	Employee Performance (Y)
Personality (X1)	0.574
Emotional Intelligence (X2)	0.254
Employee Performance (Y)	
Teamwork (Z)	0.447
Personality (X 1)* Teamwork (Z)	0.121
Emotional Intelligence (X 2)* Teamwork (Z)	0.284

Source: Primary data, processed with SmartPLS 3, 2024

Based on the table of f-square values above, the large effect sizes with the f-square criteria being greater than 0.35 are the Personality variable (X1) and the Teamwork variable (Z). Medium influence with f-square between 0.15 to 0.35 is the influence of emotional intelligence (X2) on employee performance (Y), and the influence of teamwork (Z) moderates the relationship between emotional intelligence (X2) on employee performance (Y), Meanwhile, the influence that is ignored/f-square value below 0.02 is the influence of Teamwork (Z) which moderates the relationship between Personality (X1) and Employee Performance (Y).

2. Q-Square Test

Table 8. Q-Square

Endogenous variables	Q2	Information
Employee Performance (Y)	0.792	Has predictive relevance value

Source: Primary data, processed with SmartPLS 3, 2024

Based on the data presented in table 8, it can be seen that the Q-Square value of the dependent (endogenous) variable is 0.792. By looking at this value, it can be concluded that this research has good observation value because the Q-Square value is greater than 0 (zero).

3. Goodness of Fit Index (Gof) test.

Table 9. Conformity (Gof)

Information	road	R ²	AVExR ²	(AVExR ²) ^{0.5}
Personality (X1)	0.796	0.847	0.674	0.821
Emotional Intelligence (X2)	0.753	0.847	0.638	0.799
Employee Performance (Y)	0.828	0.847	0.701	0.837
Teamwork (Z)	0.853	0.847	0.722	0.850
Personality (X 1)* Teamwork (Z)	0.602	0.847	0.510	0.714
Emotional Intelligence (X 2)* Teamwork (Z)	0.545	0.847	0.462	0.679

Source: Primary data, processed with SmartPLS 3, 2024

From table 9 above, after carrying out the goodness of fit test, it shows that the results of the analysis on the Personality variable (X1) were obtained at 0.821, including in the large category, the Emotional Intelligence variable (X2) at 0.799, including in the large category, the Employee Performance variable (Y) at 0.837, including in the large category, the Teamwork (Z) variable of 0.850 is included in the large category, the influence of Teamwork (Z) in moderating the relationship between Personality (X1) and Employee Performance (Y) is 0.714, and the influence of Teamwork (Z) in moderating The relationship between Emotional Intelligence (X2) and Employee Performance (Y) is 0.679, which is included in the large category.

Hypothesis Testing Results

Table 10. Bootstrapping (hypothesis testing)

Hypothesis	Original sample	T - statistics	P -Value
Personality (X 1) -> Employee Performance (Y)	1,046	4,594	0.003
Emotional Intelligence (X2) -> Employee Performance (Y)	-0.595	3,000	0,000
Teamwork (Z) -> Performance Employee (Y)	0.530	3,278	0.001
Personality (X 1) * Teamwork (Z) -> Employee Performance (Y)	-0.406	1,746	0.081
Emotional Intelligence (X 2)* Teamwork (Z) -> Employee Performance (Y)	0.583	2,592	0.010

Source: Primary data, processed with SmartPLS 4, 2024

Based on the data in table 8, the results of hypothesis testing are explained as follows:

a. Hypothesis 1: It is suspected that personality has a positive and significant effect on the performance of PT Kenongo Namamu Mojokerto Employees

From hypothesis testing it was found that personality had a positive and significant effect on the performance of PT Kenongo Namamu Employees Mojokerto. This can be seen from the output path coefficient which shows the calculated t value is greater than > t table (4.594 > 1.674) or the P value is smaller than the significance standard < 0.05 (0.003 < 0.05).

b. Hypothesis 2: It is suspected that emotional intelligence has an insignificant negative effect on the performance of PT employees. Kenongo Your name is Mojokerto.

From hypothesis testing it was found that emotional intelligence had a positive and significant effect on the performance of PT Kenongo Namamu Mojokerto Employees. This can be seen from the output path coefficient which shows the calculated t value is greater than > t table (3,000 > 1.674) or the P value is smaller than the significance standard < 0.05 (0.000 < 0.05).

c. Hypothesis 3: It is suspected that teamwork has a significant effect on the performance of PT Kenongo Namamu Mojokerto employees

From hypothesis testing it was found that teamwork had no significant effect on employee performance at PT Kenongo Namamu Mojokerto. This can be seen from the output path coefficient which shows the calculated t value is greater than > t table (3.278 > 1.674) or the P value is smaller than the significance standard < 0.05 (0.001 < 0.05).

d. Hypothesis 4: It is suspected that teamwork is not able to moderate personality on employee performance at PT Kenongo Namamu Mojokerto

From hypothesis testing it was found that teamwork was unable to moderate the relationship between personality and employee performance at PT Kenongo Namamu Mojokerto. This can be seen from the Path Coefficient output which shows the calculated t value is greater than > t table (1.746 > 1.674). However, the P value is greater than the standard significance > 0.05 (0.81 > 0.05) = not significant.

e. Hypothesis 5: It is suspected that teamwork can moderate emotional intelligence on the performance of PT Kenongo Namamu Mojokerto Employees.

From hypothesis testing it was found that teamwork was able to moderate the relationship between emotional intelligence and employee performance at PT Kenongo Namamu Mojokerto. This can be seen from the Path Coefficient output which shows the calculated t value is greater than > t table (2.592 > 1.674), P Values are smaller than the standard significance < 0.05 (0.010 < 0.05) = significant.

3.2. Discussion

The Influence of Personality on Employee Performance

Test results using SmartPLS show that personality has a positive and significant influence on employee performance at PT Kenongo Nalama Mojokerto. These findings show that there is a close relationship between personality variables and employee performance in the company. Therefore, it can be concluded that personality variables have a positive and significant relationship with employee performance.

Personality consists of various aspects that influence a person's behavior, attitudes and responses to their environment. For example, a person's level of extroversion can influence how comfortable they are interacting with others and how easily they adapt to social environments. In addition, personality also influences how a person responds to problems, pressure, and changes in the workplace. Understanding how personality influences employee responses and behavior allows managers to choose better approaches to role assignment, employee development, and performance management. Thus, managers can improve individual and team performance as a whole.

This analysis confirms that personality has a very important role in improving employee performance. The implication of these findings is that PT Kenongo Nalama Mojokerto can improve company performance through implementing strategies that utilize the personality characteristics of each employee. This shows that understanding and managing aspects of personality can be the key to increasing organizational effectiveness and achieving better business goals. The results of this research are in line with research conducted by Octavia (2020) and Westi (2021) which states that personality influences employee performance. It can be interpreted that, the better the individual employee's personality, the better the employee's performance will be because personality is one of the strong factors that influences employee performance.

The Influence of Emotional Intelligence on Employee Performance

The test results show that emotional intelligence has a positive and significant influence on employee performance at PT Kenongo Nalama Mojokerto. Employees' ability to recognize and manage their own emotions not only allows them to respond to various situations more effectively, but also helps them interact more positively with coworkers and customers.

High emotional intelligence allows employees to remain calm in stressful situations, which is an important factor in maintaining work productivity and effectiveness. By managing emotions effectively, employees can reduce conflict, increase collaboration, and create a more harmonious work environment. Positive interactions with coworkers and customers also contribute to improved individual and overall organizational performance. Therefore, it is important for PT Kenongo Nalama Mojokerto to develop training and development programs aimed at increasing employee emotional intelligence. This step will help employees manage their emotions better, improve their ability to deal with pressure, and ultimately, improve their performance. The results of this analysis confirm that emotional intelligence is an important factor that can make a significant contribution to an organization's success in achieving its business goals.

The findings from Robinson et. al, (2023), shows that emotional intelligence does have a

positive impact on employee performance, indicating that individuals with higher levels of emotional intelligence tend to demonstrate better job performance due to their ability to manage emotions effectively and navigate challenges in the workplace, thus contradicting the idea that poor emotional intelligence will not contribute to performance improvement efforts

The Effect of Teamwork on Employee Performance

Test results using SmartPLS show that teamwork has a positive and significant influence on employee performance at PT Kenongo Nalama Mojokerto. These findings confirm the existence of a close relationship between teamwork variables and employee performance in the company. Therefore, it can be concluded that there is a significant positive relationship between teamwork and employee performance. Teamwork influences employee performance, as shown by the SmartPLS test results. At PT Kenongo Nalama Mojokerto, the significant relationship between teamwork and employee performance shows that collaboration within teams plays an important role in improving performance. Teamwork improves employee performance through several mechanisms: efficient use of individual skills, better and faster task completion, and increased motivation and job satisfaction through the support of colleagues and a sense of ownership of the results of joint work.

The results of this analysis show that teamwork is very important to improve performance. Effective implementation of teamwork enables optimal utilization of individual skills, which in turn speeds up and improves task completion. Additionally, a collaborative work environment increases motivation and job satisfaction, because employees feel supported and involved in achieving shared goals. The implication of these findings is that PT Kenongo Nalama Mojokerto can improve overall employee performance by strengthening its teamwork culture. Efforts to improve teamwork, such as through team training and group development activities, can result in higher and more consistent levels of performance. Thus, the increase in teamwork at PT Kenongo Nalama Mojokerto is proportional to the increase in overall employee performance.

The results of this research are in line with research conducted by Nengah et. al, (2022), who stated that teamwork has an effect on team performance. This can be interpreted as if teamwork is implemented well, employee performance will increase

The influence of personality on employee performance with teamwork as a moderating variable

The test results show that teamwork is unable to moderate the relationship between personality and employee performance at PT Kenongo Nalama Mojokerto. Although teamwork is considered important in improving performance, these results indicate that a mismatch between individual work styles and group dynamics can sometimes hinder collaboration, especially when there are significant personality differences between team members.

The inability of teamwork to moderate this relationship shows that although teamwork can help in solving problems or completing tasks, this factor is not enough to overcome personality differences that can influence employee performance. In this context, personality differences between team members may lead to conflict, inefficiency, and barriers in communication that ultimately reduce teamwork effectiveness. Therefore, it is important for the management of PT Kenongo Nalama Mojokerto to understand that the success of teamwork does not only depend on the ability to work together, but also on the suitability of personalities between team members. Strategies to improve employee performance may require a more holistic approach, including personality assessments in team building and the development of training programs focused on improving interpersonal skills and adapting work styles.

The results of this analysis provide insight that while teamwork is an important component of a productive work environment, its success in moderating the relationship between employee personality and performance is limited. Thus, to achieve optimal performance, companies need to consider a more comprehensive approach in managing team dynamics and accommodating personality differences. This is in line with research by Xiaohong et. al, (2022), the statement that teamwork cannot moderate the relationship between personality and employee performance cannot be applied universally, because different moderating factors play an important role in influencing this dynamic.

The Effect of Emotional Intelligence on Employee Performance with Teamwork as a moderating variable

The test results show that teamwork is able to moderate the relationship between emotional intelligence and employee performance at PT Kenongo Nalama Mojokerto. Emotional intelligence plays an important role in facilitating healthy and productive social interactions between team members. Emotional intelligence enables individuals to understand and manage their own emotions well, as well as to understand and respond appropriately to the emotions of others. In the context of teamwork, emotional intelligence makes a significant contribution to improving collective performance. Employees who have high emotional intelligence tend to be better able to adapt to team dynamics, defuse conflict, and support their coworkers emotionally. This creates a more harmonious and collaborative work environment, which in turn improves overall team performance.

The results of this analysis confirm that developing emotional intelligence in work teams is an effective strategy for improving performance. Teams that are able to create an environment that supports emotional intelligence and facilitates positive interactions will be more successful in achieving their goals. This shows that emotional intelligence is not only important at the individual level, but also at the team level, where interactions between members greatly influence performance outcomes. Therefore, PT Kenongo Nalama Mojokerto should adopt an approach that focuses on increasing employee emotional intelligence through training and team development. By creating a work culture that supports emotional intelligence, companies can maximize collective performance potential and achieve better results. These findings underscore the importance of synergy between emotional intelligence and teamwork in achieving optimal performance in the workplace. This research is in line with Majed et. al, (2023) and Arron i et. al, (2022), underlines the importance of emotional intelligence on teamwork performance and employee performance, respectively. Therefore, while teamwork may not directly moderate the relationship between emotional intelligence and employee performance in a given context, the collective findings emphasize the important role of emotional intelligence in improving team dynamics and individual performance in organizations.

4. CONCLUSION

Based on the results of research and data processing that have been done before, some conclusions can be drawn as follows 1) Personality influences the performance of PT Kenongo Nalama Mojokerto employees. The influence of personality on employee performance indicates that the better the employee's personality at work, the better the resulting performance will be. 2) Emotional intelligence influences the performance of PT Kenongo Nalama Mojokerto employees. If an individual applies emotional intelligence well, it will be easy for the individual employee to improve his or her performance. 3) Teamwork influences the performance of PT Kenongo Nalama Mojokerto employees. Good teamwork will benefit and make it easier for individuals and groups to achieve good performance. 4) Teamwork is unable to moderate the influence of personality on employee performance. This means that teamwork is not always a determining factor in an individual's personality in improving employee performance. 5) Teamwork is able to moderate the influence of emotional intelligence on employee performance. In the sense that good teamwork is a strong factor in influencing a person's emotional intelligence in improving their performance.

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