

**Pengaruh Disiplin Kerja, Kompetensi dan Stres Kerja terhadap  
Kinerja Perawat yang Dimoderasi Kecerdasan Emosional (Studi Pada  
Perawat RS. Pantiwilasa Citarum Semarang)**

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**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, kompetensi dan stres kerja terhadap kinerja perawat serta pengaruh stres kerja terhadap kinerja perawat dimoderasi kecerdasan emosional. Populasi dalam penelitian ini adalah seluruh perawat RS. Pantiwilasa Citarum Semarang. Metode pengambilan sampel yang digunakan dalam penelitian ini adalah metode sensus. Pengumpulan data menggunakan kuesioner dan dianalisis dengan regresi linier berganda. Hasil penelitian ini menunjukkan bahwa disiplin kerja tidak berpengaruh terhadap kinerja perawat, kompetensi berpengaruh positif terhadap kinerja perawat, stres kerja berpengaruh negative terhadap kinerja perawat, dan secara bersama-sama disiplin kerja, kompetensi dan stres kerja berpengaruh positif terhadap kinerja perawat, serta variabel kecerdasan emosional memoderasi pengaruh stres kerja terhadap kinerja perawat.

Kata Kunci : Disiplin kerja, Kompetensi, Stres Kerja, Kecerdasan Emosional dan Kinerja Perawat.

**The Influence of Work Discipline, Competence and Job Stress on  
Nurses Performance Moderated by Emotional Intelligence (Study at  
Pantiwilasa Citarum Semarang Hospital's Nurses)**

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**ABSTRACT**

This research aimed to analyze the influence of work discipline, competence and job stress on nurses performance and also the influence of job stress on nurses performance moderated by emotional intelligence. Population in this research is all nurses at Pantiwilasa Citarum Semarang Hospital. Sampling method which used in this research is sensus method. Data was collected by questionnaires and analyzed with multiple linier regressions. The results indicate that work discipline has no influence on nurses performance, competence has positive influence on nurses performance, job stress has negative influence on nurses performance and coincide with work discipline, competence and job stress have positive influence on nurses performance, as well as emotional intelligence variable moderate the influence of job stress on nurses performance.

Keyword : Work Discipline, Competence, Job Stress, Emotional Intelligence and Nurses Performance.