

EMOTIONAL INTELLIGENCE AND OCCUPATIONAL HEALTH IMPACT ON EMPLOYEE PERFORMANCE

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Abstract. This study aimed to analyze the influence of emotional intelligence and occupational health either partially or simultaneously on the employee's performance. This type of research is correlational. The population of this study are employees CV. Fajar Offset Mojokerto, with a population of about 80 employees. Data was collected by using a questionnaire that had been tested for validity and reliability. The data analysis used regression analysis with SPSS version 23. Based on the results of the regression analysis, it was found that emotional intelligence and occupational health simultaneously affect the performance of employees and also it was found that occupational health and emotional intelligence partial effect on employee performance. In this regard then, the company needs to provide additional training, especially for the self-development of emotional intelligence and maintain employees' health in order to improve employee performance and build productivity

Keywords: Emotional Intelligence, Occupational Health, Employee performance.

Abstrak. Penelitian ini bertujuan untuk menganalisis pengaruh kecerdasan emosional dan kesehatan kerja baik secara simultan maupun parsial terhadap kinerja karyawan. Jenis penelitian ini adalah penelitian korelasional. Populasi penelitian ini adalah karyawan CV. Percetakan Fajar Mojokerto, dengan populasi sebanyak 80 karyawan. Pengumpulan data dilakukan dengan menggunakan angket yang telah diuji validitas dan reliabilitasnya. Analisis data digunakan analisis regresi dengan bantuan program SPSS versi 23. Berdasarkan hasil analisis regresi, ditemukan bahwa kecerdasan emosional dan kesehatan kerja berpengaruh secara simultan terhadap kinerja karyawan, dan ditemukan juga bahwa kecerdasan emosional dan kesehatan kerja berpengaruh secara parsial terhadap kinerja karyawan. Sehubungan hal ini maka, kepada pihak perusahaan perlu memberikan tambahan pelatihan pengembangan diri khususnya untuk kecerdasan emosional dan tetap memelihara kesehatan kerja karyawan guna meningkatkan kinerja karyawan dan membangun produktifitas kerja.

Kata Kunci : Kecerdasan Emosional, Kesehatan Kerja, Kinerja Karyawan.

INTRODUCTION

Human capital is the main very important in an organization. Humans act as subjects to be noticed by entrepreneurs and corporate leaders. Humans have emotions when emotions are drawn to the positive things it will give good results, and vice versa, if the human emotions was drawn to the negative things the results obtained too bad. This is called emotional intelligence.

Someone good emotional intelligence will give a good impetus to address job encounters, and will give a good productivity for the company. Research results Fabiola (2005) found that emotional intelligence significantly influence employee

performance, this is in line with research conducted by Sapta *et al.*, (2012) who found that emotional intelligence has a positive effect on employee performance. Research by Jordan *et al.*, (2002) found that emotional intelligence has an influence on performance. High emotional intelligence can affect all aspects of management. Findings Steve (2004) showed that emotional intelligence affects the performance. Human performance is defined as the result of actions to achieve the objectives set by certain standards. This may include the actions or behavior of all mental processes (e.g., problem solving, decision making, and program planning, reasoning skills) (Mayer *et al.*, 2003) emotion is the act of a strong psychological which can affect the behavior and performance (Brown *et al.*, 1997). Research also shows that IQ is no longer considered a good predictor of how effectively an employee in work and life, but suggest that emotional intelligence is a better predictor in determining the results of the employee as leadership is authentic, Productivity Organization, the management of workplace stress and mental health (Lindebaum, 2013; Yusoff *et al.*, 2013; Rangrazian *et al.*, 2014).

In addition, the performance is also affected by occupational health Dumondor (2017) which states that occupational health effect on employee performance. The empirical evidence also supports the findings of the research Dwomoh *et al.*, (2013) occupational health states bring immediate benefits to employees performance, the outcome of which increase the productivity of the organization. Therefore, occupational health is an important thing for the company to improve the performance of employees. Improving health in the workplace has significant economic interests, because of handling problems related to occupational health to create working conditions and a good working relationship brings optimizing work processes and a positive economic effect. Katsuro *et al.*, (2010) in his study found that poor occupational health degrade the performance of the employees and also causes a decrease in productivity. To enhance the high performance, required an increase in the optimal working and able to leverage the potential of the human resources that are owned by employees in order to create the goals of the organization, so it will make a positive contribution to the development of the organization. In addition, organizations need to consider various factors that may affect the performance of the employee.

Based on the above background, the researchers wanted to know how big the influence of emotional intelligence and health on employee performance CV. Percetakan Fajar.

LITERATURE REVIEW

Emotional Intelligence. Emotion comes from the Latin "mover" which means moving, move plus the prefix-me to give meaning "moving away", implying that tendency to the act is absolute in emotion. While Wibowo (2017) argues that emotions in reaction to a complex, patterned, organismic on how we think and do business in the long term to survive and thrive and achieve what we expect for ourselves. Agustian (2012) says that emotional intelligence is the ability to feel. While McShane and Von (in Wibowo, 2017) said that emotional intelligence is a set of the ability to feel and express emotion in thought, understand and reason with emotion, and connecting emotions in oneself and others. Wibowo (2017) provide an understanding of emotional intelligence as the ability to manage themselves and interact with others with mature and constructive way.

From the description above several researchers can deduce emotional intelligence is the ability of individuals to generate and emotions themselves and others and use that emotion to think and act. To further emotional intelligence in use as a reference for the manufacture of research instruments using the instrument developed by (Wibowo, 2017 and Agustian, 2012), which includes; awareness, self-regulation, motivation, empathy and social skills.

Occupational Health. Definition of healthy always described as a state of physical, mental and social person who is not only free from disease or illness, but also demonstrate the ability to interact with the environment and its work. Occupational health is part of health science that aims to make workers to obtain a state of good health physical, mental, and social thus allowing to work optimally Handayani *et al.*, (2010). Dwomoh *et al.*, (2013) stated occupational health kineja bring immediate benefits to the employees, the outcome of which increase the productivity of the organization. The empirical evidence also supports the findings of the study Dumondor (2017) which states that occupational health effect on employee performance. Yusuf *et al.*, (2012) research results show that health has a significant influence on job satisfaction and job satisfaction also increases performance. Amponsah *et al.*, (2011), occupational health and quality of life of those who work is an essential condition for a company. Loupa *et al.*, (2017) the working environment and working conditions can affect the well-being of employees and consequently improve the performance in the workplace. Working conditions proved to be a key factor in improving performance.

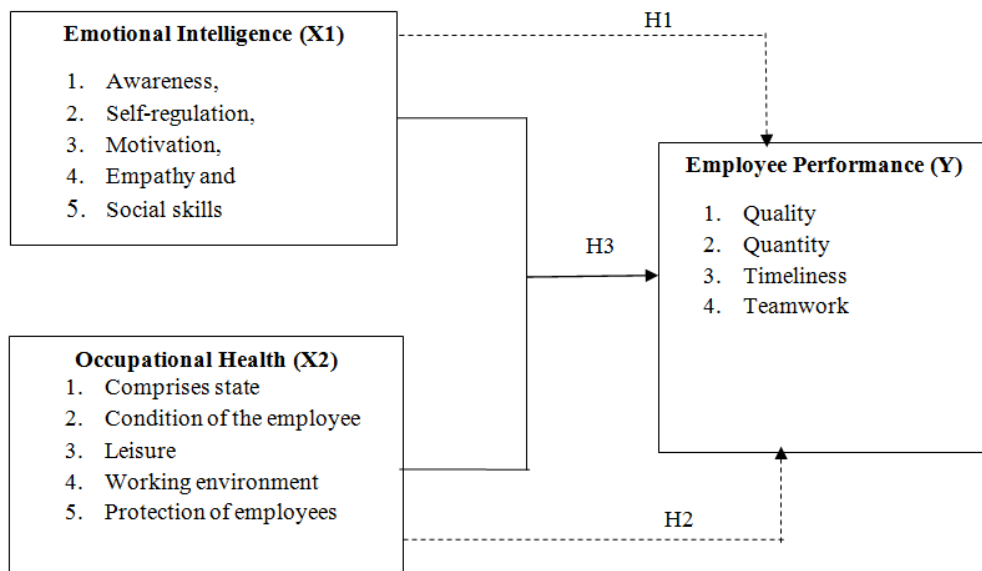
From the description above some researchers to conclude occupational health is physiological conditions and psychological-physical labor caused by the working environment provided by the company. If a company implement health measures work effectively, then fewer workers who suffer injury or short- or long-term illness as a result of their work at the company. While the health indicator used work developed by Loupa *et al.*, (2017) which includes; circumstances, the conditions of employees, comfort, work environment and protection of employees.

Employee Performance. Aida and Listianingsih (2004) stated that the performance is the result of work can be achieved by a person or group of people in an organization, in accordance with the authority and responsibilities of each in order to achieve organizational goals. According Purnama and Subroto (2016) defines performance as the success of efforts to achieve the goal. Performance is the appearance of doing, describe and produce things, both physical and non-physical according to the instructions, functions and duties based on the knowledge, attitude and skills of Martin (2013). While by Bashor and Purnama (2017) performance is the work performance by employees in the workplace in carrying out its duties and responsibilities.

Of the various opinions on the above it can be concluded that the performance is the result or the level of success achieved by the employee in performing a work activity by referring to the task to be done. For the next level of success achieved by the employee who was used as a reference instrument making research using instruments developed by Purnama (2014) which includes; quality, quantity, timeliness and cooperation.

Conceptual Framework. The conceptual framework of this research is the result of inference from the generalization to a particular phenomenon, so it can be achieved to explain the various other phenomena of the same. Based on research problems and descriptions of the effect of emotional intelligence on the performance and health of employees. Then it can be used the conceptual framework in Figure 1 below.

Figure 1. Conceptual Framework



Source: from the various theories

Description: -----> (X1 / X2) Influential partially on (Y)
 -----> (X1 and X2) Influential simultaneous on (Y)

METHOD

In general, this study aims to describe and analyze the influence of emotional intelligence with indicators (awareness, self-regulation, motivation, empathy and social skills) and occupational health with indicators (comprisesstate, condition of the employee, leisure, working environment and protection of employees) on employee performance with indicators (quality, quantity, timeliness and teamwork). In accordance with its objectives, this study was designed as an explanatory study. The results obtained in this study is expected to provide an explanation of how employee performance is influenced by several factors: emotional intelligence and occupational health.

Judging from the subject matter, the study was designed as a research orientation and action. Data were extracted from the target or subject of research is the data about the orientation of the individual, such as emotional intelligence, occupational health and employee performance. Action research design has advantages compared with the characteristics of the subject matter of the research related to the individual character data, such as age, years of service, gender and so on. By because research with orientation and action plan provide opportunities to deliver solutions that suggest change.

Judging from the dimensions of time, the study was designed as a cross-sectional study. According to Murray *et al.*, (2017) although the design *cross-sectional* is usually used in a descriptive and explanatory, and this research is an explanatory

research, but tailored to the subject matter inherent and do not touch or be affected by the dimension of time, then the use of draft *cross-sectional* shall not affect the validity and reliability of the data collected

Judging from the nature of the relationship between the variables, the study was designed as a causal comparative research. Variables that one with the other variables that are not described correlation relationship, more of it will be are described and analyzed the effect according to the variables. From the design of the relationship between variables, we can determine the labels for each variable as follows: 1) The independent variables: emotional intelligence and occupational health 2) dependent variables: employee performance.

Total population in the study all employees CV. Printing Dawn Mojokerto number of 80 employees, according to Arikunto (2006) if the subject is less than 100, preferably taken all that research is the study population. The data was collected using a questionnaire that had been tested for validity and reliability. The data analysis used regression analysis with the help of SPSS version 23.

RESULTS AND DISCUSSION

Results

Results Test Validity. Test validity of the instrument was given to 80 respondents, and the results were analyzed using correlation product moment person. The results were compared with r_{table} at significant level of 5% with $n = 80$, and is known to $r_{table} = 0.220$, validity test results can be seen in table 1 below.

From table 1, shows the results r test of the all item questionnaire on emotional intelligence variables, occupational health and employee performance has a value greater than $r_{table} = 0.220$. Thus the entire item questionnaire for the variables emotional intelligence, occupational health and employee performance are considered valid as a measuring tool and can be used to obtain the necessary data in this study.

Results Test Reliability. After the validity test is passed with the reliability test to determine the extent of research instruments reliable. The criterion is if the correlation results alpha greater than 0.600, the instrument can be said to be reliable. Results summary of test reliability can be seen in table 2 below:

Table 1. Summary of Research Instruments Test Validity

Variabel	Item	Validitas		Clarification
		r_{test}	r_{table}	
Emotional Intelligence (X1)	X1.1	0.792	0.220	Valid
	X1.2	0.543	0.220	Valid
	X1.3	0.664	0.220	Valid
	X1.4	0.662	0.220	Valid
	X1.5	0.464	0.220	Valid
	X1.6	0.345	0.220	Valid
	X1.7	0.711	0.220	Valid
	X1.8	0.750	0.220	Valid
	X1.9	0.598	0.220	Valid
	X1.10	0.519	0.220	Valid
	X1.11	0.695	0.220	Valid
	X1.12	0.563	0.220	Valid
	X1.13	0.508	0.220	Valid
	X1.14	0.622	0.220	Valid
	X1.15	0.455	0.220	Valid
	X1.16	0.269	0.220	Valid
	X1.17	0.701	0.220	Valid
	X1.18	0.515	0.220	Valid
	X1.19	0.550	0.220	Valid
	X1.20	0.646	0.220	Valid
Occupational Health (X2)	X2.1	0.599	0.220	Valid
	X2.2	0.460	0.220	Valid
	X2.3	0.465	0.220	Valid
	X2.4	0.350	0.220	Valid
	X2.5	0.482	0.220	Valid
	X2.6	0.514	0.220	Valid
	X2.7	0.643	0.220	Valid
	X2.8	0.605	0.220	Valid
	X2.9	0.413	0.220	Valid
	X2.10	0.570	0.220	Valid
	X2.11	0.610	0.220	Valid
	X2.12	0.517	0.220	Valid
	X2.13	0.634	0.220	Valid
	X2.14	0.525	0.220	Valid
	X2.15	0.463	0.220	Valid
	X2.16	0.644	0.220	Valid
Employee Performance (Y)	Y.1	0.570	0.220	Valid
	Y.2	0.449	0.220	Valid
	Y.3	0.297	0.220	Valid
	Y.4	0.483	0.220	Valid
	Y.5	0.233	0.220	Valid
	Y.6	0.427	0.220	Valid
	Y.7	0.586	0.220	Valid
	Y.8	0.666	0.220	Valid
	Y.9	0.561	0.220	Valid
	Y.10	0.543	0.220	Valid
	Y.11	0.414	0.220	Valid
	Y.12	0.428	0.220	Valid
	Y.13	0.687	0.220	Valid
	Y.14	0.267	0.220	Valid

Source: primary data were processed

Table 2. Summary of Test Reliability Questionnaire

Variabel	Alpha Cronbach's	Cronbach's Alpha based on standartized	
			Clarification
Emotional Intelligence	0,747	0,600	Reliabel
Occupational Health	0,736	0,600	Reliabel
Employee Performance	0,713	0,600	Reliabel

Source: primary data were processed

From table 2 shows the reliability value of Alpha Cronbach's variable emotional intelligence, occupational health and employee performance has a value greater than $r_{table} = 0.600$. Thus the entire item questionnaire on emotional intelligence variables, occupational health and employee performance are considered reliable. Penniston *et al.*, (2017) "Reliabilities less than 0.60 are Generally Considered to be poor, Reviews those in the 0.7 range, to be acceptable, and Reviews those over 0.8 to be good "or" alpha values lower than 0.60 is generally said reliability is low, the alpha value ranging from 0.7 is said to be acceptable, and alpha value greater than 0.80 is said to be good.

Results of Regression Testing. Based on calculations using analysis program regression between the variables of the emotional intelligence (X1) and occupational health (X2) together to variable Y (employee performance), performed using SPSS version 23 and can be seen in table 3 as follows:

**Table 3. Results Regression test
Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.492 ^a	.351	.129	5.750	.351	6.856	2	78	.002

a. Predictors: (Constant), EMOTIONAL INTELLIGENCE, OCCUPATIONAL HEALTH

b. Dependent Variable: EMPLOYEE PERFORMANCE

**Table 4. Results Regression
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.927	7.991		4.121	.000
	EMOTIONAL INTELLIGENCE	.262	.073	.382	3.527	.001
	OCCUPATIONAL HEALTH	.230	.095	.236	3.335	.004

a. Dependent Variable: EMPLOYEE PERFORMANCE

From Table 3 described in column R that the correlation coefficient (r_{xy}) = 0.492 and then compared with R_{table} at significance level of 5% with $n = 80$ is 0.220 so the is known Arithmetic $0.492 > R_{table} 0.220$. With a probability value 0.002, $F 6.856$ test $> F_{table} 3:12$ and the *Sig. (2-tailed)* is smaller than the *level of significant* ($\alpha = 0, 05$), so that it can be concluded that the variables of emotional Intelligence and occupational health simultaneously significant positive effect on employee performance variables. Of column R-square the result 0,351 means that 35.1% of employee performance can be affected by emotional Intelligence and occupational health and the remaining 64.9% is influenced by other variables not included in this study.

From Table 4 above, constants and coefficients of simple regression equation obtained from column B so that the linear regression equation is as follows $Y = 32.927 + 0.262X_1 + 0.230X_2 + \epsilon_0$. This means that if a variable emotional Intelligence upgraded the unit, it will result in increased performance of employees amounted to 0.262 units, if the variable occupational health improved one unit, it will result in increased

performance of employees amounted to 0230 units, and if there is no influence of independent variables X1 (emotional Intelligence) and X2 (occupational health), the performance of employees was 32 927.

From Table 4 can be explained also that for emotional Intelligence $t_{test} = 3.527$ with a probability value of 0.001 and compared with t_{table} at significance level of 5% with $n = 80$ $t_{test} = 3.709 > t_{table} = 1.991$ and sig. (2-tailed) is smaller than the level of significant ($\alpha = 0.05$), so that the correlation coefficient X1 (emotional Intelligence) with a variable Y (performance) is significant. As for occupational health $t_{test} = 3.335$ with a probability value of 0.004 and compared with t_{table} at significance level of 5% with $n = 80$ $t_{test} = 3.335 > t_{table} = 1.991$ and sig. (2-tailed) is smaller than the level of significant ($\alpha = 0.05$), so that the correlation coefficient X2 (occupational health) with a variable Y (performance) was significant

Discussion

Effect of emotional intelligence on employee performance. From table 4, it can be concluded that the test results and regression analysis were performed using SPSS version 23 indicate that emotional intelligence affect **positive significant** to employee performance.

The findings showed that the results which is in line with what is expressed Shahhosseini *et al.*, (2012) that in order to achieve high performance organization is required to concentrate on emotional intelligence. According to previous studies, emotional intelligence has a key role in improving performance. By applying emotional intelligence, managers can improve the performance and efficiency of the organization's managers. Gunu and Oladepo (2014) revealed that there was a significant relationship between emotional intelligence and employee performance. Accounted for 27.90% of emotional intelligence in improving employee performance. Therefore, it is recommended that organizations require new employees to participate in the organization of outreach programs which will include emotional intelligence tests to evaluate the employee to make up for the lack of experience of new employees which will help them improve their performance. Also in line with the findings Vasumathi and Sagaya (2017) states that emotional intelligence has a significant impact on the performance better. Du Plessis *et al.*, (2015) the results of this study indicate that emotional intelligence and confidence in the manager affect leadership. Therefore, organizations require a valid intervention and can be applied to help their employees to function optimally in the working environment. Wilderom *et al.*, (2015) Research results also support previous research that states that emotional intelligence managers can improve the compactness of employees, which in turn improves performance. Research conducted by Zhang *et al.*, (2015) results show that emotional intelligence is positively and significantly related to the performance of innovation in the construction industry. Anwar *et al.*, (2017) identified that employees who have emotional intelligence plays a major role in improving the behavior of their citizenship in the organization. The three components of emotional intelligence, the use of emotions, judgments other people's emotions, and emotion regulation a major effect on organizational citizenship behavior. In line with the research Balamohan *et al.*, (2015) analyze how emotional intelligence plays a vital and important role in guiding and improving one's behavior and activities both within ourselves and in the workplace effectively and efficiently. It was found that emotional intelligence is positively correlated with an increase in both one's behavior, but also improves the growth performance of the organization. Kao and Chen (2016) in his research confirmed that

emotional intelligence is positively moderate the relationship between intrinsic motivation and individuals.

Associated with the level of trust Christie *et al.*, (2015) the results of this study suggest that intelligence to understand a person's emotions and other people significantly contributes to the escalation of trust that will ultimately improve performance. Chen *et al.*, (2016) results show that emotional intelligence has a positive impact on performance. Therefore organizations should strengthen management capabilities in improving the emotional intelligence of employees to improve work performance.

In essence, human life and the organization is always moving and overwhelmed by the changes on an ongoing basis. Changes occur due to internal and external environment. The changes will mean that we have to change the way of doing or thinking about something. Such changes may occur in the organizational structure, the process of working mechanisms, human resources and culture. Rexhepi and Berisha (2017) proved that success in managing change and work performance in general, not just rely on the professional knowledge and IQ levels of employees and managers, but also depends on the level of emotional intelligence has. Based on the results of 265 respondents divided into 215 non-manager positions and 51 respondents to the position of manager / director of various private and public institutions, concluded that in Macedonia successful management of change depends on the level of emotional intelligence. This finding indicates that the results were in line with what is expressed by Gabriel *et al.*, (2016) which suggested a strong relationship between emotional performance of employees (ie, expressive behavior in accordance with the emotional expectations) and the results of customer service such as customer satisfaction, intention to back, and the intention of the recommendation.

Choerudin (2016) Results and findings indicate that (1) emotional intelligence has a positive effect on work performance and (2) emotional intelligence has a negative effect on the intention to move. These test results show that emotional intelligence is higher than the level of work performance and no effect on the level of emotional intelligence intention of moving. It explains that how employees with the ability, low in understanding and managing emotional intelligence, do not affect the level employee turnover intention. The development of the concept of a direct relationship between emotional intelligence on the performance and turnover intention, it should be emphasized with reference to social interaction and approach to theory building social capital to strengthen its influence on the employment situation is different

The other hand to achieve the highest level in the organization's performance, requires an approach that is implemented with both the organizational and personal learning, including the sharing of knowledge through systematic processes. Pradhan *et al.*, (2017) results showed a significant relationship between organizational learning and adaptive performance. A significant moderating effects observed in the graph of interaction, where it was found that the relationship between organizational learning and adaptive performance is stronger among executives with a high level of emotional intelligence and weaker for those who have a low level of emotional intelligence. The results showed a significant relationship between organizational learning and adaptive performance. A significant moderating effects observed in the graph of interaction, where it was found that the relationship between the learning. Bande and Fernández (2015) revealed that emotional intelligence has a positive influence on the performance and activities of the salesperson adaptability. Sony and Mekoth (2016) this study found

a positive correlation between emotional intelligence and adaptability at the forefront. In particular, all the dimensions of emotional intelligence has a positive impact on adaptability. Moreover, it was found a positive impact on the work. Verma and Sinha (2016) results showed that high emotional intelligence raise the level of knowledge sharing and have a positive impact on the team among cross-functional team members.

The leader is an essential factor of leadership process itself. As well as the leader must understand what he needed to know and what should he do, or any other term the right man on the right place. The leader is a play / role in a particular system; therefore someone in a formal role does not necessarily have leadership skills and not be able to lead. As we have seen Leadership is a capability that can convince others to work together under his leadership as a team to achieve a specific goal. But there are several important factors that affect the leadership. Research results Maamari *et al.*, (2017) showed that the emotional intelligence leader's affect leadership style. In addition, the style of the leaders directly affect the feelings of employees of organizational climate on various levels. The difference between the different styles found little. Jung and Yoon (2016) results show that the elements of emotional intelligence (ie ratings emotions, using emotions, emotion regulation and assessment of the emotions of others) have a significant positive effect on the style of cognition, whereas only vote one's emotions and use emotions have a positive effect and significant problem-solving style, which indicates that companies can increase employee satisfaction by improving the emotional intelligence of their employees.

Cho *et al.*, (2016) asserts that emotional intelligence plays an important role in moderating the relationship between work incapacity, emotional exhaustion and performance. This is the kind described Fabiola (2005) that the effective use of emotion can reach the goal in building productive relationships in the workplace success. Performance is not only seen by intellectual factors, but also determined by his emotions. Someone who can control his emotions well it will be able to produce a good performance. This is consistent with that disclosed by Meyer *et al.*, (2002) that emotional intelligence is a factor that is as important as the combination of technical and analytical skills to produce optimal performance. One aspect of emotional intelligence is the motivation. Hughes (2016) leader of the intelligence organizations need diversity to interact better with the changing demographics in global economy, by embracing diversity as a strength rather than a weakness. Without a clear understanding of the diversity, the leaders are not fully equipped to realize the goals of the organization through all the employees. The authors highlight the importance of integrating the intelligence of diversity to the leadership and career development plans in addition to intellectual, emotional intelligence, and cultural intelligence. In order to motivate individuals with diverse, leaders must first recognize the differences between themselves and others without it being an obstacle to performance. The opinion is in line with research conducted by Agustian (2012) based on his experience in advancing the company argued that the existence of a good emotional intelligence will allow an employee to show performance and works better. Other research ever conducted by Fabiola (2005) against some of the research subjects in some companies the results obtained showed that employees who score high emotional intelligence will produce a better performance that can be seen from how the quality and quantity of a given employee to company. Although someone has a pretty good performance but if he had a closed nature and do not interact with others better than the performance will not be able to flourish. Baksh *et al.*, (2014). Finding the relationship between emotional intelligence and employee productivity. Thus, effective treatment of emotional

intelligence, especially in the workplace will provide exceptional results that will ultimately improve the productivity of the organization. Mohamad and Jais (2016). Stating that emotional intelligence influence on job satisfaction. Yang and Zhu (2016) research results show that employees with high emotional intelligence and employee with emotional intelligence is low both of which can significantly affect the relationship between the behavior of charismatic leadership and leadership effectiveness, but employees with high emotional intelligence more easily able to improve the performance and job satisfaction through charismatic leadership behavior. Employees with low emotional intelligence, on the other hand, is more conducive to the improvement of organizational citizenship behavior through charismatic leadership behavior. Business leaders can choose subordinates with different levels of emotional intelligence based on the needs of the actual task. The conclusion has great practical significance to develop a behavioral intervention strategies more effective and improve the quality of corporate decision-making. Delcourt *et al.*, (2016) developed a scale customer perceived emotional intelligence, defined as employee competence in understanding and managing emotions of customers. In line with Prentice (2013) in his research states emotional intelligence affects customer perceptions of employee behavior and service performance. This meeting performance form the customers' perception of quality of service leads to customer loyalty and ultimately profitability. Also in line with the expressed Maamari and Shouweiry (2016) emotional intelligence has an important role in complementing the customer service employees. In the context of the service, and managers can use to diagnose the scale of emotional intelligence and improve customer service meeting experience.

Associated with the relationship between emotional intelligence and job involvement Huang (2016) results showed a significant correlation between emotional intelligence and camaraderie in the workplace, friendships in the workplace and job satisfaction, emotional intelligence and job satisfaction, and job satisfaction and performance. Mustafa *et al.*, (2016) the role of emotion among employees with extensive interpersonal interaction have been identified as critical to individual and organizational performance. Mangkunegara (2008: 163) says that emotional intelligence is a good person who will give a good impetus to address job encounters, and will provide good productivity of the company. The introduction of yourself can affect the productivity of a person, where we know the limits of our ability to understand the job. Fernández *et al.*, (2016) suggests that emotional intelligence significantly influence the quality of professional life.

Self-control can also affect a person's productivity at work. Due to the self-control, the employee will be able to manage their feelings, the ability to toughen up in the face of frustration and failure, the ability to postpone gratification. Melandy and Aziza (2006) expressed empathy or recognize the emotions of others is built on self-awareness. If someone opens the emotion itself, then certainly he will be skilled at reading other people's feelings. People who have high empathy will be able to read the feelings of himself and others that will result in increasing the productivity of an employee. Melandy and Aziza (2006) stated that the ability to build relationships with other people is a series of choices that can make you able to communicate effectively with people related to you or anyone else you want to call. In conjunction with the world of work social skills can be seen from the synchronization fellow employees who demonstrate how far the relationship they feel, to be able to interact effectively in order to increase employee productivity itself.

On the other hand the performance is essentially a mental attitude that always has the view that quality of life should be better today than yesterday, and tomorrow must be better than today. Centrality of human mental attitude toward the organization, in which human resources can contribute to the organization with better performance. Ahmed *et al.*, (2016) showed that regardless of the employee's emotional intelligence development organization will be difficult to achieve the best performance. Therefore, based on this, it can be concluded that new ideas about emotional intelligence need to be considered by the human resources department.

This shows the importance of emotional intelligence can guarantee the success of a person and organization in the future. It is precisely those who have the higher the emotional intelligence to achieve success in the future. Emotional intelligence is very important for us and our future. The importance of emotional intelligence else for us, among other influences: physical health If we can not control and manage emotions can lead us to feel depressed and stressed. If we can not manage our stress, can cause serious problems. Stress uncontrolled can increase blood pressure, suppress the immune system, increasing the risk of heart attack and stroke, as well as contributing to infertility and accelerate the aging process and can eventually increase the performance, has a high emotional intelligence can help us overcome social complexity in the workplace, lead and motivate others and excel in a career.

Effect of occupational health on employee performance. From Table 4, it can be concluded that the test results and regression analysis were performed using SPSS version 23 indicate that health effect **significant positive** on employee performance.

These findings show that the results are in line with what is expressed by Funmilayo (2014) in his research concluded that occupational health to contribute significantly to the performance of the work. This result becomes important given the need for enterprises to improve productivity, quality standards, efficiency and performance. A long Nagyova *et al.*, (2017) promote health in the workplace has significant economic interests, because of handling problems related to occupational health to create working conditions and a good working relationship brings optimizing work processes and a positive economic effect. It also brings a reduction in losses, productivity, efficiency and quality of work are greater, which means greater prosperity for the company.

Therefore, the main concern in the health sector is more geared towards the prevention of the possibility of disease and maintenance of optimum health. Kowalski and Loretto (2017) shows that the lack of a healthy workplace can adversely affect overall performance and productivity. Increased well-being in the workplace and the business climate today is very important for the improvement of organizational performance. Meng *et al.*, (2017) to reduce absence among employees with chronic conditions, employers need to understand the importance of factors such as the income of employees, resources and knowledge about self-care disease. Chen *et al.*, (2017) research shows that safety climate not only affect the performance of the safety of workers but also indirectly affect their psychological distress. Bayram *et al.*, (2017) findings show that occupational health costs have a significant positive effect on performance.

Dwomoh *et al.*, (2013) stated occupational health bring immediate benefits to the employee performance, the outcome of which increase the productivity of the organization. The empirical evidence also supports the findings of the study. Dumondor (2017) which states that occupational health effect on employee

performance. Yusuf *et al.*, (2012) research results show that health has a significant influence on job satisfaction and job satisfaction also increases performance. Amponsah *et al.*, (2011), occupational health and quality of life of those who work is an essential condition for a company. These results provide empirical evidence that that health is the most valuable asset for individuals and organizations. Occupational health is an important strategy not only to ensure the health of the workers, but also contributed positively to productivity, product quality, work motivation, job satisfaction and thus the overall quality of life of individuals and organizations. According to Heuer and Wanke (2017) Health protection for all running activities is very important work. Durand *et al.*, (2017) are considered the most important activity is to implement legislation, policies, and regulations related to absence from work and return to work; Contact the worker who is absent is health training. In line with the research Bayram (2017) findings suggest that health care costs have a significant positive effect on performance, employee satisfaction and accident cost savings; Employee satisfaction has a significant positive effect on accident cost savings. In line with Sobhani *et al.*, (2017) The analysis showed that the total cost increased from 0.1 percent to 32 percent by the presence of risk factors in the workplace different one to increase occupational health program. This is done because of the lack of occupational health program will reduce the performance as found Mache *et al.*, (2017) study said working pressure is felt, emotional exhaustion significant effect on job satisfaction and skill enhancement. Yet many managers are reluctant to raise health care costs. Research Sethi *et al.*, (2017) is found very little is known about the perception of managers in supporting their employees through workplace initiatives as healthy as friendly workplace policies. Pereira *et al.*, (2017) stated research results in greater productivity losses in companies related to, the level of job satisfaction and psychological well-being that low. Wickwire *et al.*, (2017) In addition to the adverse health consequences and reduced quality of life at the individual level, shift work disorder causing significant costs to employers through reduced performance at work and an increase in accidents and errors.

Idoro (2011) evaluate the level of mechanization and its relationship to job performance and health of the industry. The results show that the occupational health program if it is not managed effectively will worsen the performance of the industry. These findings suggest that policy makers should implement effective measures to control occupational health. Munandar (2014). Research results indicate that employee health variable positive and significant effect on employee performance. Kaynak *et al.*, (2016) findings suggest that occupational health have an indirect effect on employee performance. Yoon *et al.*, (2013) in his research found that workplace accidents and fatal accident rate is found significantly reduced by implementing occupational health program. This finding is also supported by Rathod and Bhavesh (2010) and Ulutasdemir *et al.*, (2015). Improving health in the workplace has significant economic interests, because of handling problems related to occupational health to create working conditions and a good working relationship brings optimizing work processes and a positive economic effect. Katsuro *et al.*, (2010) in his study found that poor occupational health degrade the performance of the employees and also causes a decrease in productivity. A worker suffering from disease resulting in her slow and morale is reduced, so that the set targets are not met. Koseoglu *et al.*, (2015) healthy lifestyle behaviors and the influence of risk factors. Ozvurmaz and Mandiracioglu (2017) In this study, the workers received lower scores for physical activity, but has a high value for spiritual development. Workers who reported on the benefits of health

care score higher on healthy lifestyle behaviors. Tingelstad *et al.*, (2016) in his study states physical fitness effect on performance. Burton *et al.*, (2016) results of his research health states associated with aspects of the management of sleep; improvement in sleep hours, sleep quality, ease of sleep, feeling rested, restful sleep, work performance, sleep, and others have a significant effect on productivity improvement. Aboagye *et al.*, (2016) states that the health and working environment have a significant effect on production. Langdon *et al.*, (2016) stated that there is significant relationship between qualities of sleep, fatigue performance decreases safety at work, as well as reduce the increased risk of occupational health and safety. Therefore, support managers in improving health in the workplace, the best way to encourage managers to make creative or daring step toward employee health. So poor interaction between managers and employees can have a positive impact on health in the workplace. So also found Schulze (2007) that the occupational health positive effect on performance and competitiveness. Performance is a potential that should be owned by every employee to perform any duties and responsibilities given to the employee organization. With a good performance, so every employee can resolve any burden organizations with effective and efficient so that problems that occur can be overcome with good organization. Performance becomes the true foundation of an organization because if there is no performance of the organization's goals cannot be achieved. Performance evaluation needs to be used as material for a leader to know that there are high and low performance in the organization.

CONCLUSION

Based on the results of research on emotional intelligence and occupational health effects of work the employee performance can be summarized as follows. First, there is a significant positive effect on the emotional intelligence employee performance. Secondly, there is a significant positive effect on the occupational health employee performance. Third, there is a positive effect of emotional intelligence and occupational health simultaneously significant effect on employee performance.

In connection with the conclusion that there, below are given some suggestions in an effort to repair and as consideration for employees and the company, suggestions submitted are as follows: Based on the study conducted shows that emotional intelligence affects the performance of employees. First, the company was expected to have to provide additional training, particularly training on self-development that aims to improve employee performance. As teaches employees to express their feelings in everyday communication is lacking free and fair and be able to recognize these feelings, such as happy or angry. Second, that the health-related impact on employee performance. Companies must maintain health programs that have been implemented over the years, so that the employee's performance remains at a high level. And third, for the next researcher who intend to continue this research is expected to improve it is to use your other variables besides variable emotional intelligence and health that affect employee performance.

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