

ABSTRACT

This research seeks to examine how Emotional Intelligence and Person-Job Fit influence Employee Performance, with Job Satisfaction acting as a mediating factor, specifically at PT Bank ABC, Semarang Regional Office. Employing a quantitative method and purposive sampling, the study involved 106 employees from the service department. The data was analyzed using SmartPLS 4 software. The results indicate that both Emotional Intelligence and Person-Job Fit have a significant and positive impact on Employee Performance and Job Satisfaction. Furthermore, Job Satisfaction positively influences Employee Performance. However, the mediation analysis reveals that Job Satisfaction does not play a significant mediating role between Emotional Intelligence and Employee Performance, though it does significantly mediate the link between Person-Job Fit and Employee Performance. These outcomes offer theoretical insights for enhancing behavioral models in the banking industry and practical suggestions for management in improving emotional intelligence and aligning job roles with employee characteristics.

Keywords: *Emotional Intelligence, Person Job-fit, Job Satisfaction, Employee Performance, SmartPLS*

