ABSTRACT

Findings on the decline in service performance found in research objects as well as differences in previous research results into empirical and theoretical justification of the need for a study that examines how emotional intelligence and compensation justice in building achievement motivation and then can improve problems regarding employee performance.

This study uses empirical data and scientific methodology research methodology to address the analysis of a research model that reflects the effectiveness of emotional intelligence and compensation justice toward achievement motivation and its impact on employee performance. Scientific studies that have been done in this study also yielded five scientific conclusions in accordance with established goals.

The result of statistical test on emotional intelligence and compensation justice toward achievement motivation showed that emotional intelligence and compensation justice were statistically proved to have a significant positive effect on achievement motivation. The results of statistical tests on the variables of emotional intelligence, compensation equity and achievement motivation on employee performance showed that emotional intelligence, compensation justice and achievement motivation were statistically proved to have a significant positive effect on employee performance.

Keywords: ***emotional intelligence, compensation justice, achievement motivation, employee performance***

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