



THE ROLE OF WOMEN'S LEADERSHIP, WORK FACILITIES AND EMOTIONAL INTELLIGENCE ON EMPLOYEE PERFORMANCE

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Abstract

This study aims to determine the role of female leadership, work facilities, and emotional intelligence on employee performance atPT. Yanaprima Hastapersada Tbk. This study uses a quantitative approach. Sampling using probability sampling techniques, with the accidental sampling method. Accidental sampling with a total of 85 respondents from employees atPT. Yanaprima Hastapersada Tbk. Data collection techniques using questionnaires distributed through questionnaires. Data analysis techniques in this study using multiple linear regression analysis. Data processing in this study using SPSS 25 software program (statistical program for the social sciences). The results of the study showed that through partial tests obtained (1) the role of female leadership has a significant effect on employee performance. (2) work facilities have a significant effect on employee performance. (3) emotional intelligence has a significant effect on employee performance. Based on the results of simultaneous testing (f test) shows that female leadership, work facilities, and emotional intelligence have an effect on employee performance.

INTRODUCTION

Human resources can provide maximum contribution to the company, so the company's assets must be taken seriously. Therefore, the company must be able to pay special attention to its employees because how the company's progress is influenced by them [1]. Employee performance is the result of an employee's work in terms of quantity and quality that they obtain while carrying out their duties in accordance with the obligations given to them to fulfill their obligations to achieve their goals as an important part of human resources in all forms of organizations [2]. Performance means doing work in an organization in accordance with its authority and responsibility [3].

The results of the implementation of a job, which must be evaluated within a certain period of time based on the job description, are known as performance. Evaluation

of the implementation of previously planned activities is an activity carried out to determine whether the work carried out is successful or not [4]. Employee performance can be defined as the results of work that can be achieved by a person or group, both physical or material and non-physical or non-material, which are carried out according to the job description and evaluated within a certain period of time. Women are often considered to have better communication skills, especially when talking to people with fellow women. As a result, this research has received less attention because the scientific community believes that men and women have the same abilities, talents, and potential.

Table 1 data on employee work results of PT. Yanaprima Hastapersada Tbk for the period 2024.

Month Name	Number employees	of Target give	Target should be	achievement	Unachiev ed targets	Real Work Target	Target percentage level
A	B	C	$b \times c = D$	E	$d - e = F$	$G = e / d * 100\%$	
January	170	500	8,500	1	8,499	0.11	
Februar y	170	500	8,500	4	8,496	0.47	
March	170	500	8,500	3	8,497	0.35	
April	170	500	8,500	2	8,498	0.23	
May	170	500	8,500	4	8,496	0.47	
June	170	500	8,500	2	8,498	0.23	
July	170	500	8,500	1	8,499	0.11	

The ability of a leader to develop the potential in his employees. A good leader can direct, organize, provide input, and be a good example for his employees so that they can work well according to their abilities. If we talk about women's leadership, we must consider gender issues and pay attention to the role of women in various aspects of life.

PT. Yanaprima Hastapersada Tbk is a company operating in Indonesia. PT. Yanaprima Hastapersada Tbk must pay attention to employee performance so that the production results are of good quality and do not disappoint consumers. Related to many things that can affect employee performance, including female leadership, work facilities and emotional intelligence.

Communication is important for leadership because their communicator role is to influence, guide, direct, and motivate group members to take certain actions to achieve certain goals. They also function well in planning, controlling, coordinating, training, conflict management, and other topics. Communication carried out by various communication units in an organization is called organizational communication [5]. Men and women have striking differences, especially when it comes to communication. Effective management of the company and employee activities, building strong relationships, and achieving the company's vision and mission are all factors that determine the success of women's leadership.

Work facilities are additional components that affect employee performance. These facilities are very important to ensure that employees can do their jobs smoothly.



If work facilities have good technology, work will be easier and faster. Work facilities must be accessible and utilized properly by employees so that they can do their jobs well. Equipment and materials provided by the company, the workplace environment, work techniques, and work arrangements, both individually and collectively, are included in the category of work facilities [7]. One of the tools used by employees and staff is work facilities, which help them complete their daily work. Depending on the type of business and its size, each company has different work facilities in terms of shape and type. [4] A person's performance can be influenced by adequate work facilities and effective utilization.

In addition to the workplace, emotional intelligence also affects performance. It is undeniable that intellectual intelligence is not the only factor that influences a person's success and success; emotional intelligence (EQ) also plays a significant role. Emotional intelligence comes from the human heart, not from common sense. [8] "Emotional intelligence refers to the ability to recognize our own feelings and the feelings of others, the ability to motivate ourselves and in relationships with others". [9]. This includes strength, drive, and persistence. It also provides the opportunity to regulate the state of mind and maintain the ability to think; solve problems; read other people's feelings (empathy) and pray to maintain good relationships; and lead others when facing problems. [10].

Good emotional intelligence is very important to improve employee performance of PT. Yanaprima Hastapersada Tbk because they make individuals who are responsible, productive, and optimistic in facing and solving problems. This study shows that employee performance is strongly correlated with female leadership. This shows that employee performance is greatly influenced by female leadership [11]. Employee performance is not significantly influenced by female leadership, this finding shows that female leadership cannot improve employee performance [12].

Work facilities have an influence and are significant to employee performance, this proves that good work facilities will improve employee performance [13]. Work facilities have an influence on employee performance, meaning that work facilities can improve employee performance [14]. Emotional intelligence is an important factor that can significantly improve employee performance because it allows people to recognize their own feelings and those of others, which increases motivation and self-motivation [15]. Emotional intelligence does not affect employee performance, meaning that teamwork cannot improve employee performance [16].

Formulation of the problem

Based on the description of the problem formulation above, the following research questions can be proposed:

1. Does female leadership affect employee performance?
2. Do work facilities affect employee performance?
3. Does emotional intelligence affect employee performance?
4. Do female leadership, work facilities, emotional intelligence have a simultaneous effect on employee performance?

Research purposes

sdgs category

The SDGs category chosen by the researcher that is suitable for this study is the eighth

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category, namely decent work and economic growth, the researcher chose this eighth SDGs category because this study is entitled "The Role of Women Leadership, Work Facilities, and Emotional Intelligence on Employee Performance" where a company must provide decent work to employees, so that employees do not have the intention to leave the company and it is also hoped that companies and employees work together to grow the economy.

women's leadership

The concept used to describe women's leadership is socio-cultural. Women's leadership focuses on emotional and psychological elements, which are known to have characteristics as gentle, beautiful, emotional and maternal creatures. Leadership is a universal phenomenon[17].

leadership is influenced by gender roles, where gender roles can be divided into masculine (male) and feminine (female) types. Of course there are differences in the characteristics of the two types. Men are described as strong, confident, brave, free, rational, independent, analytical, and slow in responding to things related to emotions (feelings)[18].

Leadership style is defined as the way a leader influences the behavior of subordinates so that they are willing to cooperate and work productively to achieve organizational goals. There are three indicators of women's leadership that influence women's leadership[17], namely:

1. *The mother*(motherhood). Female leaders tend to act like mothers, for example when a child is sick, the mother will provide medicine. Later, an assumption will arise that female leaders have a sympathetic nature, are good listeners, and are easy to share problems with.
2. *The pet*(darling). Female leaders tend to be darlings for their subordinates, so that subordinates will take more care of them. In this case, employees will consider female leaders as close people, so there is no awkwardness.
3. *The iron maiden*(iron lady). Female leaders tend to be firm in leading their subordinates, giving the impression of being firm.

Work Facilities

Work facilities are the means and infrastructure needed to help employees to complete their work more easily so that they can improve their performance.[18]. Work facilities as physical support facilities used in normal company activities. The essence of the concepts put forward by these researchers is that work facilities are something used to help employee activities in carrying out their work in an organization.[19]

Work facility indicators [20], there are five indicators that influence work facilities, namely:

1. Facilities and infrastructure are all the main supporting tools that can be used to achieve goals.
2. This health insurance coverage extends indirect compensation not only to workers suffering from long-term illness but also to various other aspects of health.
3. Incentives are direct payments based on performance, both individually and as a group.

4. Compensation is a form of reward for carrying out tasks that have been carried out by employees.
5. Career ladder is the development or advancement of a person's career in their work.

Emotional Intelligence

Emotional intelligence is the ability to motivate oneself and persist in the face of frustration, control impulses and not exaggerate pleasure, regulate moods and keep stress from paralyzing the ability to think, empathize and pray.[21]

Emotional intelligence can be defined as a collection of parts of social intelligence which involve the ability to monitor social feelings involving the ability of other people, sort them all out and then use this information to guide one's thoughts and actions.[22]

Indicators of Emotional Intelligence According to Goleman in Tokan [23], there are five indicators that influence emotional intelligence, namely:

1. *Self Awareness/ Self-Awareness* Is a person's ability to know the feelings within themselves and their effects and use them to make decisions for themselves, have realistic benchmarks, or self-abilities and have strong self-confidence and then tie them to the source of the cause.
2. *Self Management/ Self-Regulation* is the ability to handle one's own emotions, express and control emotions, have sensitivity to one's conscience, to be used in everyday relationships and actions.
3. *Motivation/ Motivation* Motivation is the ability to use desire to at any time arouse the energy to achieve a better state and be able to take the initiative and act effectively, be able to survive failure and frustration.
4. *Social Awareness/ Empathy* is the ability to feel what others feel, to understand other people's perspectives, and to develop relationships of mutual trust and to be able to align oneself with various types of individuals.
5. *Relationship Management/ Social Skills* Is the ability to handle emotions well when dealing with others and create and maintain relationships with others, can influence, lead, deliberate, resolve disputes and work with a team.

employee performance

Employee performance is something that is done and not done by employees. Employee performance is something that influences how much someone contributes to an organization such as quantity, quality, output, time period, cooperative attitude and presence at work [24].

Performance is a work result achieved by a person in carrying out the tasks and obligations given to him [25].

Employee performance indicators, there are four indicators that influence employee performance [26],

that is:

1. Quantity is an amount that must be achieved or completed. This measurement involves calculating the output of the implementation of activities or processes and is related to the amount of output that has been produced.
2. Quality, is the quality that must be produced. This measurement reflects the measurement in the level of satisfaction, namely how well the completion is related to the form of output.

3. Punctuality is an action that is in accordance with the planned time. Timeliness measurement is a special type of quantitative measurement that determines the timeliness of completing an activity.
4. Independence is the ability to complete tasks without the help of others.

RESEARCH METHODS

conceptual framework

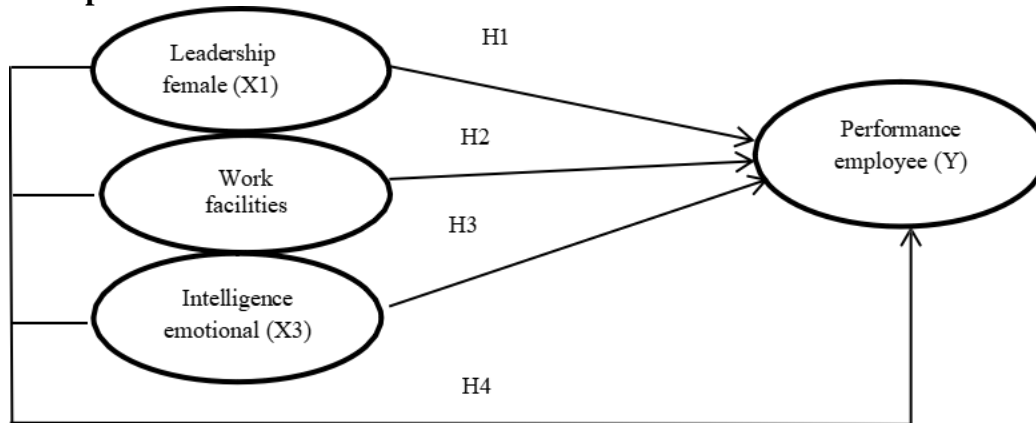


Figure 1 Conceptual framework

Hypothesis

Based on Figure 1, the conceptual framework in this study, the hypothesis proposed is as follows:

- H1: Female leadership (X1) has an influence on employee performance (Y) PT. Yanaprima Hastapersada
- H2: Work facilities (X2) have an effect on employee performance (Y) PT.
- H3: Emotional intelligence (X3) has an effect on employee performance (Y) PT.
- H4: Female leadership (X1), work facilities (X2), emotional intelligence (X3) have an influence on employee performance (Y) PT.

Types of research

In this study, the author chose to use quantitative research type. Quantitative data is a research method based on positivism (actual data), it is used to examine certain samples from the population or to collect data using research instruments and analyze quantitative or statistical data for the purpose of testing the formulated hypothesis.

Time and Location of Research

The location of this research was conducted in PT. Yanaprima Hastapersada Tbk which is located in Jl.

Population and sample

- a. Population Population is a generalized area consisting of objects or subjects with certain values and characteristics, from which researchers make decisions and draw conclusions for their studies. The number of employees in PT. Yanaprima Hastapersada Tbk as many as 170 people are the population.
- b. Sample Opinion from Sugiyono (2018:81), a sample is a sample taken from a

population that must be truly accurate or representative of the population that has been studied, because it is part of the number and characteristics of the population. Samples used According to Hair et al. (2010) is: (Number of indicators + number of latent variables) x (5 to 10 times)[27]. Based on these guidelines, the maximum number of samples for this study is: $17 \times 5 = 85$ respondents.

Data collection technique

This data collection technique is through primary data sources, namely filling out a questionnaire using a Likert scale which is arranged in the form of questions and respondents are asked to fill in the questionnaire answers on the list of questions. The Likert scale has a gradation from positive to negative, including:

1. Strongly disagree (STS) = Score 1
2. Disagree (TS) = Score 2
3. Hesitation (R) = Score 3
4. Agree (S) = Score 4
5. Strongly agree (ST) = Score 5

Operational Definition

Operational definition aims for interpretation of variables in a more specific study so that it can facilitate measurement. There are four variables in this study, namely Women's Leadership (X1), Work Facilities (X2), Emotional Intelligence (X3) as independent variables, and Employee Performance (Y) as dependent variables.

c. Women's leadership (X1)

women's leadership is with socio-culture. Women's leadership focuses on emotional and psychological elements, which are known to have characteristics as gentle, beautiful, emotional and motherly creatures. Measurement of women's leadership variables uses three indicators, including [17]:

6. *The mother*(motherhood).
7. *The pet*(favorite).
8. *The ironmaiden* (iron lady).

d. Work facilities (X2)

Work facilities as physical support facilities used in normal company activities. The essence of the concepts put forward by the researchers is that work facilities are something used to help employee activities in carrying out their work in an organization. Measurement of work facility variables using five indicators including [20], namely:

1. Facilities and infrastructure.
2. Health insurance
3. Incentive
4. Compensation
5. Career path

e. Emotional intelligence (X3)

Emotional intelligence can be interpreted as a collection of parts of social intelligence which involve the ability to monitor social feelings that involve the ability of others, sort them all out and then use the information to guide one's thoughts and actions. Measurement of emotional intelligence variables uses five indicators, including [23], namely:

1. *Self Awareness/ Awareness*

2. *Self Management/* Self-regulation.
3. *Motivation/* Motivation
4. *Social Awareness/* Empathy Empathy
5. *Relationship Management/* Social Skills

3.2 Analysis Techniques Instrument Test Data

a. Validity Test

Ghozali [28] stated that the validity test of an instrument is said to be valid if the correlation coefficient with a significant value of less than 10% indicates that the statement is considered an indicator of education.

b. Reliability Test

Ghozali [28] stated that the Reliability Test can use the Cronbach's Alpha test, the value of which will be compared with the minimum acceptable reliability coefficient value. If the Cronbach's Alpha value is > 0.60 , then the research instrument is reliable. Reliability

- c. Classical Assumption Test: Normality Test, Multicollinearity Test, Heteroscedasticity Test and Autocorrelation Test
- d. Multiple Linear Regression Analysis
- e. Hypothesis Testing: T Test and F Test

RESULTS AND DISCUSSION

Validity Test

Test Validity is an item or variable is said to be valid if the r -count is positive, and the r -count $>$ r -table. The validity of the instrument item is known by comparing the corrected item-total correlation obtained or the r -count with 0.30. If the r -count is greater than 0.30, then the statement item is declared valid against the variable indicator [28].

Table 2 Validity Test

Variables	Item	r count	r-critical	Conclusion
Leadership Female (X1)	X1.1	0.773	0.30	Valid
	X1.2	0.776		Valid
	X1.3	0.863		Valid
Work facilities (X2)	X2.1	0.713		Valid
	X2.2	0.888		Valid
	X2.3	0.897		Valid
	X2.4	0.867		Valid
	X2.5	0.818		Valid
Intelligence Emotional (X3)	X3.1	0.704		Valid
	X3.2	0.722		Valid
	X3.3	0.710		Valid
Performance Employee (Y)	X3.4	0.635		Valid
	X3.5	0.480		Valid
	Y1	0.822		Valid
	Y2	0.806		Valid
	Y3	0.824	Valid	

Y4

0.829

Valid

Source: Data processing results, 2024

Based on table 1, it is known that all items in each variable have a corrected item-total correlation value above 0.30. In this regard, it can be concluded that all statement items in each research variable are declared valid and can be used for further testing.

Reliability Test

Test Reliability can use the Cronbach's Alpha test where the value will be compared with the minimum acceptable reliability coefficient value. If the Cronbach's Alpha value > 0.60 then the research instrument is reliable.

Table 3 Reliability Test

Variables	MarkCron bach's Alpha	Crisis Value	Information
Women's leadership (X1)	0.698		Reliable
Work facilities (X2)	0.892		Reliable
Emotional intelligence (X3)	0.569		Reliable
Employee performance(Y)	0.832		Reliable

Source: Data processing results, 2024

Based on table 2 above, it is known that the Cronbach's Alpha value obtained for each variable is above 0.60. In this regard, it can be concluded that all research variables are reliable or consistent and can be used for further testing.

Classical Assumption Test

Normality Test

Normality test is performed on data that has a normal distribution and is normally distributed representing the entire population. Normality test The normality test used is a statistical normality test using the Kolmogorov Smirnov section with the following provisions:

- If the significance value in the Kolmogorov Smirnov test shows a value of less than 0.05, then a conclusion can be drawn that the data in circulation or distribution is abnormal data.
- If the significance value in the Kolmogorov Smirnov test shows a value of more than 0.05, then the data in circulation or the data that is distributed is normally [28].

Table 4 Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		83
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	2.33336179
Most Extreme Differences Absolute		,063
	Positive	,0125
	Negative	-,208

Test Statistics	,208
Asymp. Sig. (2-tailed)	,080c

Table 5 Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Women's leadership (X1)	,999	1,001
Work facilities (X2)	,950	1,052
Emotional intelligence (X3)	,951	1,062

The results of table 2 show that the variance inflation factor (VIF) value for the female leadership variable is $1.001 < 10$, for the work facility variable is $1.052 < 10$, and for the emotional intelligence variable is $1.062 < 10$, so it is concluded that all independent variables are less than 10. Likewise for the tolerance value which is all greater than 0.10. Thus it can be concluded that there is no multicollinearity in the regression model of the study.

1. Test Heteroscedasticity

Test Heteroscedasticity is done to test the regression model for the occurrence of variance inequality from one observation residual to another. If there is no regular pattern, it is not clear, the points are spread above and below the number 0 on Y, then there is no heteroscedasticity.

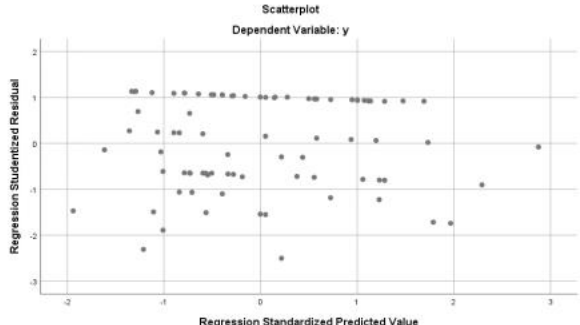


Figure 2 Test heteroscedasticity

Based on the results of the scatterplot in Figure 2, it is known that the residual plot is spread irregularly (randomly) and does not have a particular pattern. Thus, it is concluded that there is no heteroscedasticity.

2. Test Autocorrelation

Test Autocorrelation is done to find out whether there is any deviation using the Durbin Watson table. Autocorrelation deviation is a correlation that occurs between residuals in one observation.

Table 6 Autocorrelation Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.761	.667	.031	2.377	1,894

Source: Data processing results, 2024

In this study, the number of respondents was 85 or $N = 85$ with the number of independent variables 3 or $K = 3$, so that $dL = 1,569$ and $dU = 1,718$ were obtained. Thus $dU < d < 4-dU$. From table 6 above, it is known that the DW (Durbin-Watson) value is 1,894. With the following decision-making basis ($du < d < 4-du = 1.718 < 1,894 < 2.282$) means that it is not affected by autocorrelation, so the multiple regression in this study is not affected by autocorrelation.

A. Multiple Linear Regression Analysis

Regression analysis is an analysis used to measure the influence of independent variables on dependent variables.

Table 7 Multiple Linear Test Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	3.478	3.175	
Women's leadership (X1)	.506	.160	.075
Work facilities (X2)	.617	.082	.024
Emotional intelligence (X3)	.611	.094	.013

Source: Data Processed by SPSS 2023

Based on the results of the multiple linear regression equation table, the following results were obtained:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 8.478 + 0.506X_1 + 0.617X_2 + 0.611X_3 + e$$

From the regression equation, it can be interpreted that the constant value of 3.478 indicates that without the independent variables, namely Female Leadership (X1), Work Facilities (X2), and Emotional Intelligence (X3) on the Employee Performance value (Y) does not change constantly by 3.478. The variable coefficient value is positive 0.506, which means that if the presence of Female Leadership (X1) increases by one unit, employee performance (Y) increases by 0.506. The variable coefficient value is positive 0.617 which means that if work facilities (X2) increase by one unit, employee performance (Y) increases by 0.617. The coefficient value of the variable is positive 0,611 which means that if emotional intelligence (X3) increases by one unit, employee performance (Y) increases by 0,611.

B. Hypothesis Testing

1. Partial Test (t-Test)

Partial Test (t-Test) is conducted to determine the level of significance of the independent variable partially on the dependent variable. For partial hypothesis testing, it can be done by analyzing the significance value where if the significance of $t < 0.05$ the hypothesis of the independent variable has a significant effect on the dependent variable. Conversely, if the significance of $t > 0.05$ the hypothesis of the independent variable has no significant effect on the dependent variable.

Table 8 Partial Test

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.
1 (Constant)	3.478	3.175		5,820	.060
Women's leadership (X1)	.506	.160	.075	1,667	.037
Work facilities (X2)	.617	.082	.024	1,705	.028
Emotional intelligence (X3)	.611	.094	.013	1,814	.039

Source: Data processed by SPSS 2024

The results of the t-test can be seen in table 8 where the results of the t-test of the influence of the variable of female leadership (X1) on employee performance obtained a t-value of 1.667 with a p-value (0.037) < 0.05 meaning Ho is rejected and Ha is accepted, so that H1 which states that "female leadership has a significant effect on performance on employee performance at PT. Yanaprima Hastapersada Tbk" is proven true. The results of the t-test of the influence of the variable of work facilities (X2) on employee performance obtained a t-value of 1.705 with a p-value (0.028) < 0.05 meaning Ho is rejected and Ha is accepted, so that H2 which states that "work facilities have a significant effect on performance on employee performance at PT. Yanaprima Hastapersada Tbk". The results of the t-test on the influence of emotional intelligence variables on employee performance obtained a t-value of 1.814 with a p-value (0.039) < 0.05, meaning Ho is rejected and Ha is accepted, so H3 states that "emotional intelligence has a significant effect on employee performance at PT. Yanaprima Hastapersada Tbk".

2. Simultaneous Test (F-Test)

The F test is conducted to test whether the model used is significant or not significant. If F count is greater than F table, then the path coefficient is accepted. With a confidence level of 95% or $(\alpha) = 0.05$.

Table 9 Simultaneous Tests

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.966	3	.989	5.175	.013b
	Residual	46,455	79	5,651		
	Total	49,422	82			

From the results of multiple regression analysis using $Df1(k-1) = 2$ and $Df2 (nk-1) = 79$

at an alpha of 5%, the F Table was obtained as 3.110 while the calculated F was obtained as 5.175 so that $F_{count} (5,175) > F_{Table} (3.110)$ from the calculation above is known so that H_0 is rejected and H_a is accepted, thus it can be said that simultaneously the variables of female leadership (X1), work facilities (X2), and emotional intelligence (X3) have a simultaneous effect on employee performance values (Y).

3. Coefficient of Determination Test (R²)

Table 10 Test of Determination Coefficient

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.761	.667	.031	2.377	1,894

Source: Data processed by SPSS 2024

Determination Coefficient The determination coefficient (R-square) result is 0.667, meaning that the contribution of the influence of the variables of female leadership (X1), work facilities (X2), and emotional intelligence (X3) on employee performance at PT. Yanaprima Hastapersada Tbk is 66.7%, while the rest is influenced by other variables that were not studied.

D. Discussion

The influence of female leadership on employee performance

Based on the results of the analysis conducted if female leadership influences the performance of employees of PT. Yanaprima Hastapersada Tbk. The regression coefficient value is positive, meaning that the higher the female leadership in employees can improve performance. This study shows that employee performance is strongly correlated with female leadership. This study is supported by previous research that organizational performance is greatly influenced by female leadership [11]

The influence of work facilities on employee performance

Based on the results of the analysis conducted if work facilities have a positive and significant effect on employee performance at PT. Yanaprima Hastapersada Tbk This can be proven if work facilities have good technology, work will be easier and faster. Work facilities must be accessible and utilized properly by employees so that they can do their jobs well. The results of this study are supported by previous research proving that good work facilities will improve employee performance [13].

The influence of emotional intelligence on employee performance

Based on the results of the analysis conducted if emotional intelligence has a positive and significant effect on employee performance.. so that good emotional intelligence is very important to improve employee performance of PT. Yanaprima Hastapersada Tbk because they make individuals who are responsible, productive, and optimistic in facing and solving problems. The results of this study are supported by previous research proving that good emotional intelligence will improve employee performance [15].

The influence of female leadership, work facilities and emotional intelligence on employee performance

From the results of the F test, the value shows The F Table obtained was 3.110 while the calculated F was obtained at 5.175 so that $F_{count} (5,175) > F_{Table} (3.110)$ from the calculation above is known so that H_0 is rejected and H_a is accepted, thus it can be said



that simultaneously the variables of female leadership (X1), work facilities (X2), and emotional intelligence (X3) have a simultaneous effect on employee performance values (Y). while the rest is influenced by other variables that are not studied.

V. CONCLUSION

Based on the results and discussion regarding the Influence of Women's Leadership, Work Facilities, and Emotional Intelligence on the Performance of Employees of PT. Yanaprima Hastapersada Tbk, it can be concluded as follows:

- 1) Women's Leadership partially has a significant influence on employees of PT. Yanaprima Hastapersada Tbk. This shows that employee performance is strongly correlated with female leadership. A good female leader can direct, organize, provide input, and be a good example for her employees so that they can work well according to their abilities
- 2) work facilities partially has a positive and significant effect on employee performance at PT. Yanaprima Hastapersada Tbk. This shows that if work facilities have good technology, work will be easier and faster. Work facilities must be accessible and utilized properly by employees so that they can do their jobs well.
- 3) emotional intelligence has a positive and significant effect on employee performance at PT. Yanaprima Hastapersada Tbk. so that it is getting better so that good emotional intelligence is very important to improve employee performance because individuals who are responsible, productive, and optimistic in facing and solving problems.

5. VI. Acknowledgements

Thanks were conveyed to the respondents PT. Yanaprima Hastapersada Tbk who have volunteered their time to help with this research. In addition, we would also like to thank the parties who have volunteered their time and helped with this research so that this research can run smoothly



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