

RINGKASAN

Penelitian ini bertujuan untuk menganalisis pengaruh kecerdasan emosional dan lingkungan kerja terhadap *innovative behaviour* dengan dimediasi oleh kepuasan kerja pada UMKM Purwokerto, Kabupaten Banyumas. Pengambilan sampel menggunakan metode Purposive Sampling dan Kuesioner digunakan untuk mengumpulkan data dari 120 responden.

Berdasarkan hasil penelitian yang dianalisis dengan menggunakan SmartPLS menunjukkan bahwa: (1) Kecerdasan Emosional berpengaruh positif signifikan terhadap kepuasan kerja. (2) Lingkungan Kerja berpengaruh positif signifikan terhadap kepuasan kerja. (3) Kecerdasan Emosional berpengaruh positif signifikan terhadap *Innovative Behaviour*. (4) Lingkungan Kerja berpengaruh positif signifikan terhadap *Innovative Behaviour*. (5) Kepuasan Kerja berpengaruh positif signifikan terhadap *Innovative Behaviour*. (6) Kepuasan Kerja dapat memediasi penuh hubungan Kecerdasan Emosional terhadap *Innovative Behaviour*. (7) Kepuasan Kerja dapat memediasi hubungan Lingkungan kerja terhadap *Innovative Behaviour*.

Kata Kunci: Kecerdasan Emosional, Lingkungan Kerja, Perilaku Inovatif, Kepuasan Kerja

SUMMARY

This study aims to determine the effect of emotional intelligence, work environment on innovative work behaviour mediated by job satisfaction on SMEs in Purwokerto Banyumas Regency. This research using a Purposive Sampling method and Questionnaire methods were used to collect data from 120 respondents.

Based on the results of the research that being analyzed using SmartPLS, it shows that: (1) emotional intelligence has a significant positive effect on job satisfaction. (2) work environment has a significant positive effect on job satisfaction. (3) emotional intelligence has a significant positive effect on innovative work behavior. (4) work environment has a significant positive effect on innovative work behavior. (5) job satisfaction has a significant positive effect on innovative work behavior (6) Job satisfaction can fully mediate the relationship between emotional intelligence and innovative work behavior. (7) job satisfaction can fully mediate the relationship between the work environment and innovative work behavior.

Keywords: *Emotional Intelligence, Work Environment, Innovative Work Behaviour, Job Satisfaction.*