

## **Effect of Emotional Intelligenen and Organisational Climate to Subjective Well-being at PT X**

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### **Abstract**

There are industries has use outsourcing to improve performance of organization. Advantages and risks of outsourcing staff, is no good as the permanent staff. The objective of this research, want to know the subjective well-being of outsourcing staff. Subjective well-being is evaluation of happiness and general life satisfaction, through evaluation of positive affect negative affect and general life satisfaction. Subjective well-being is predict by emotional intelligence and organizational climate. The participant of this research is 86 outsourcing staff at PT X, consist of 63 female, and 23 male. The data has been obtained by questionnaire. This research use multiple regression analysis for testing the impact of emotional intelligence and organizational climate to positive affect, and negative affect. The Spearman correlation analysis use to correlate the emotional intelligence and organizational climate to judgment of life satisfaction. Positive affect is influenced 34% ( $F(2,83)=21.360, p<0.001$ ), by the emotional intelligence ( $\beta=0.307, p<0.001$ ). The organizational climate has no significant influence to subjective well-being. Affect negative has influenced 19.9% ( $F(2,83)=10.323, p<0.001$ ), by the emotional intelligence ( $\beta= -0.185, p=0.011$ ), and the organizational climate ( $\beta= -2.15, p=0.001$ ). The correlation of the emotional intelligence and judgment of life satisfaction ( $r=0.349, p<0.001$ ), but the organizational climate has not correlate to subjective well-being. Base on the organizational diagnostic, it is conducting the training of emotional intelligence as an intervention to improve subjective well-being.

Keywords: Subjective well-being, emotional intelligence, organizational climate