

THE INFLUENCE OF EMOTIONAL INTELLIGENCE AND WORK COMMITMENT ON TREASHER'S PERFORMANCE WITH REMUNERATION AS AN INTERVENING VARIABLE AT STATE UNIVERSITY OF GORONTALO

Hariani Tanda,
Usman Moonti,
Niswatin

Economic Education Masters Study Program
State University of Gorontalo 2023
E-mail : anitanda.at@gmail.com

ABSTRACT

Study This aim For know influence intelligence emotional and committed Work to performance treasurer with remuneration as intervening variables at Gorontalo State University. Deep data source study This is the primary data through deployment questionnaire to 33 Treasurers . Data analysis technique used is analysis path with SPSS version 21 assistance . Research results This show that (1) Intelligence emotional influential positive and significant to remuneration to the Treasurer at Gorontalo State University. (2) Commitment Work influential positive and significant to remuneration to the Treasurer at Gorontalo State University. (3) Intelligence emotional influential positive No significant to performance Treasurer at Gorontalo State University. (4) Commitment Work influential positive No significant to performance Treasurer at Gorontalo State University. (5) Remuneration influential positive and significant to performance Treasurer at Gorontalo State University. (6) Intelligence emotional through remuneration influential positive and significant to performance Treasurer at Gorontalo State University. (7) Commitment Work through remuneration influential positive and significant to performance Treasurer at Gorontalo State University.

Keywords : Treasurer Performance, Intelligence Emotional, Commitment Work, Remuneration

INTRODUCTION

The performance of an employee is expected to function and behave in accordance with the duties assigned to him. Where performance is a function of motivation and ability to complete tasks and work, a person must have a degree of willingness and level of ability. Performance refers to the level of success in carrying out tasks and the ability to achieve the goals that have been set. According to Aunurrohman (2016) that employees who want to perform well must continue to learn and be stimulated by various interactions that can improve performance, namely related to emotional intelligence and work commitment.

Goleman (2013) emphasized that the greatest abilities that influence a person's success at work are empathy, self-discipline and initiative known as emotional intelligence. That the success of a person's life is determined by 15% of his formal education, while another 85% is determined by his mental attitude or personality. Another factor is work commitment where according to Pribowo (2020) that organizational commitment has a positive and significant influence on counteracting employee performance. Beer (2019: 19) says that commitment apparatus that can increase performance is organization that has commitment tall will give performance sustainable .

Remuneration is employee benefits in the form of salaries, honoraria, fixed allowances, bonuses for achievement, severance pay and pension funds which are accumulated in the form of salaries and incentives for achievements from sources of non-tax state revenue funds and pure rupiah. Remuneration given to

employee based on grading or position positions and resulting performance . Remuneration own meaning like something the employees get _ as reward from contributions that have been he gave to Organization place work , in matter This is the resulting performance by employee For achieve purpose .

Gorontalo State University as one of the Largest Universities in the Province of Gorontalo, with a vision of becoming superior and competitive at the Southeast Asian level in 2035 with the support of excellent performance and the best financial governance, there is no escape from the problem of decreased employee performance caused by low individual emotional intelligence. From the results of observations made by researchers at treasurers at Gorontalo State University, researchers see that some employees still have low empathy, as can be seen from the management staff who do not comply with applicable working hours by arriving late, returning early and even leaving the office during working hours. stress with work which of course will hinder the performance of the employee itself.

Performance audits The treasurer of Gorontalo State University is very varied and complex in terms of needs done repair in improve employee performance. In terms of education Already almost own sufficient standard Good in increase, however Still Enough qualified vulnerable SMA/SMK education is almost 9.68%, from facet still experience so Enough high 48.39% experience low while on aspect low commitment less work consistent of 67.74%.

Based on initial observations made and supported by various available information, it was found that there was a gap (gap) in what the organization should have or what it expects. There are still many employees who have less than optimal performance, this is evidenced by the number of employees who often arrive late, are often not in the office during working hours, like to procrastinate, and not a few employees who do not understand and know their duties. This will cause a decrease in the resulting performance. Problems regarding performance were found that there were payments (spending) of side dishes or meal allowances for employees but the employee did not take attendance home so that became a finding by the Inspectorate on the performance of the spending treasurer.

Based on the initial observations made, there are problems related to remuneration, namely the frequent delays in payment. In addition, remuneration is based on PNBP, so that when PNBP decreases, the remuneration will decrease. Then the remuneration decree by the chancellor is still in draft form. So that it is worried that the payment will often experience problems. This of course will affect the performance of employees because remuneration is one of the methods used by the Government to achieve the best results in terms of performance. When the rewards for the performance achieved are not paid, disappointment will arise which can have an impact on the work process and work results achieved.

METHOD E RESEARCH

The location of this research was carried out at the Financial Treasurer Section Employees, especially Treasurers in each Faculties and Units of Gorontalo State University. This research was carried out for 3 (three) months, from June to August 2022. This research is a quantitative research. The source of data in this research is primary data by distributing questionnaires to 33 treasurers. The data analysis technique used is path analysis (Path Analysis) with the help of SPSS version 21

RESEARCH RESULT

A. Equality Regression Influence Direct

1. Effect of X1, X2 and Z on Y

Analysis results with SPSS program assistance is shown in the table as following :

Analysis Results Regression Equality Influence Direct

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	5004	5,298		.945	.353
1 Intelligence Emotional	.088	.156	.087	.566	.576
Commitment Work	.225	.168	.216	1,345	.189
Remuneration	.611	.164	.634	3,720	.001

Source : SPSS processed data 21, 2023

Based on column numbers _ **Standardized Coefficients** , then equality structural analysis the path ie as following :

$$\hat{Y} = 0.087X_1 + 0.216X_2 + 0.634Z + e$$

2. Effect of X1, X2 on Z

Analysis results with SPSS program assistance is shown in the table as following :

Analysis Results Regression Equality Influence Direct

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	2,214	5,872		.377	.709
1 Intelligence Emotional	.442	.153	.418	2,887	.007
Commitment Work	.549	.157	.507	3,502	.001

Source : SPSS processed data 21, 2023

Based on column numbers _ **Standardized Coefficients** , then equality structural analysis the path ie as give me this :

$$Z = 0.418X_1 + 0.507X_2 + e$$

B. Testing hypothesis

Testing Partial done by t test. As for the results testing described in the table following this :

Test Results Partial

Model	Coefficient Value (t- Count)	Significance	t Table	Information
X1 -> Y	0.566	0.576	2.045	No Significant
X2 -> Y	1,345	0.189	2.045	No Significant
Z -> Y	3,720	0.001	2.045	Significant
X1 -> Z	2,887	0.007	2.045	Significant
X2 -> Z	3,502	0.001	2.045	Significant

Source : SPSS Data Processing 21, 2023

1) Influence Intelligence Emotional , Commitment work and Remuneration To performance Treasurer

a) Influence Intelligence emotional To performance Treasurer

Based on analysis obtained mark t_{count} For variable Intelligence emotional of 0.566. If compared with mark t_{table} which is equal to 2.045. So t_{count} obtained Far more small from mark t_{table} . Significance value Intelligence emotional more big from mark probability 0.05, or value (0.576 > 0.05), then H_{a3} states that intelligence emotional influential to performance Treasurer rejected. So that with thereby can concluded that on the level 95% confidence (alpha 0.05) Intelligence emotional influential positive No significant to performance Treasurer at Gorontalo State University.

b) Influence Commitment Work to performance Treasurer

Based on analysis obtained mark t_{count} For variable Commitment Work of 1.345. If compared with mark t_{table} which is equal to 2.045. So t_{count} obtained more small from mark t_{table} . Significance value Commitment Work more big from mark probability 0.05, or value (0.189 > 0.05), then H_{a4} states that commitment Work influential to performance Treasurer rejected. So that with thereby can concluded that on the level 95% trust (alpha 0.05) commitment Work influential positive No significant to performance Treasurer at Gorontalo State University.

c) Influence Remuneration to performance power education Treasurer

Based on analysis obtained mark t_{count} For variable Remuneration of 3,720. If compared with mark t_{table} which is equal to 2.045. So t_{count} obtained Far more big from mark t_{table} . Significance value Remuneration more small from mark probability 0.05, or value (0.001 < 0.05), then H_{a5} states that remuneration influential to performance Treasurer accepted. So that with thereby can concluded that on the level 95% confidence (alpha 0.05) remuneration influential positive and significant to performance Treasurer at Gorontalo State University.

2) Influence Intelligence Emotional and Commitment Work To Remuneration

a) Influence Intelligence emotional to Remuneration

Based on analysis obtained mark t_{count} For variable Intelligence emotional of 2.887. If compared with mark t_{table} which is equal to 2.045. So t_{count} obtained Far more big from mark t_{table} . Significance value Intelligence emotional more small from mark probability 0.05, or value (0.007 < 0.05), then H_{a1} states that intelligence emotional influential to remuneration accepted. So that with thereby can concluded that on the level 95% confidence (alpha 0.05) intelligence emotional influential positive and significant to Remuneration for the Treasurer at Gorontalo State University.

b) Influence Commitment Work to Remuneration

Based on analysis obtained mark t_{count} For variable Commitment Work of 3.502. If compared with mark t_{table} which is equal to 2.045. So t_{count} obtained more big from mark t_{table} . Significance value Commitment Work more small from mark probability 0.05, or value (0.001 < 0.05), then H_{a2} states that Commitment Work influential to remuneration accepted. So that with thereby can concluded that on the level 95% trust (alpha 0.05) commitment Work influential positive and significant to Remuneration for the Treasurer at Gorontalo State University.

C. Testing Path Analysis (Path Analysis)

In analysis path , coefficient correlation (r) is needed in calculation analysis path (Path Analysis). Following This results analysis correlation (r) testing with SPSS 21 help :

Coefficient Correlation

		Treasurer Performance	Intelligence Emotional	Commitment Work	Remuneration
Pearson Correlation	Treasurer Performance	1,000	.780	.818	.887
	Intelligence Emotional	.780	1,000	.797	.823
	Commitment Work	.818	.797	1,000	.841
	Remuneration	.887	.823	.841	1,000
Sig. (1-tailed)	Treasurer Performance	.	.000	.000	.000
	Intelligence Emotional	.000	.	.000	.000
	Commitment Work	.000	.000	.	.000
	Remuneration	.000	.000	.000	.
N	Treasurer Performance	33	33	33	33
	Intelligence Emotional	33	33	33	33
	Commitment Work	33	33	33	33
	Remuneration	33	33	33	33

Source : SPSS Processed Data 21, 2023

Based on results analysis coefficient correlation above , then _ can seen correlation between intelligence emotional with performance Treasurer ie of 0.780 then variable commitment Work with performance Treasurer ie of 0.818. Correlation variable remuneration with performance Treasurer ie of 0.887. Based on framework thoughts and steps in analysis path (path analysis) according to Hartono (2011: 156) then framework causal empirical between track through equality structural .

So that can depicted stated coefficient _ determination of the total of X1, X2, and Z, against Y or $R^2 y_{(X1,X2,Z)}$ is as following :

$$R^2 y_{(X1,X2,Z)} = (0.087+0.216+0.634) \begin{bmatrix} 0,780 \\ 0,818 \\ 0,887 \end{bmatrix}$$

$$R^2 y_{(X1,X2,Z)} = (0.068+0.177+0.562)$$

$$R^2 y_{(X1,X2,Z)} = 0.807 \text{ (Multiple Determination)}$$

$$P_{y \varepsilon} = 1 - 0.807 = 0.193 \text{ (influence other variables)}$$

Temporary that , the coefficients stated determination of the total X1 and X2 against Z or $R^2 z_{(X1,X2)}$ is as following :

$$R^2 y_{(X1,X2)} = (0.418+0.507) \begin{bmatrix} 0,823 \\ 0,841 \end{bmatrix}$$

$$R^2 z_{(X1,X2)} = (0.344+0.426)$$

$$R^2 z_{(X1,X2)} = 0.771 \text{ (Determination of Multiple)}$$

$$P_{z \varepsilon} = 1 - 0.771 = 0.229 \text{ (influence other variables)}$$

Various above results _ showing that analysis track become alternative For increase influence intelligence emotional and committed Work to performance treasurer who can optimized with remuneration , where matter This done with the Sobel test that can explained as following this :

1) Influence Intelligence emotional To performance Treasurer Through Remuneration

Sobel test results for influence intelligence emotional to performance treasurer through remuneration served as following this :

$$\begin{aligned} Sab &= \sqrt{b^2 \cdot Sa^2 + a^2 \cdot Sb^2 + Sa^2 \cdot Sb^2} \\ Sab &= \sqrt{0,611^2 \cdot 0,153^2 + 0,442^2 \cdot 0,164^2 + 0,153^2 \cdot 0,164^2} \\ Sab &= \sqrt{0.0087663 + 0.0052811 + 0.0006335} \\ Sab &= \sqrt{0.0146809} \\ Sab &= 0.1211646 \end{aligned}$$

For test significance influence intelligence emotional to performance treasurer through remuneration can is known with count calculated z value and its probability with formula as following this :

$$\begin{aligned} Z_{\text{Hitung}} &= \frac{ab}{Sab} \\ Z_{\text{Hitung}} &= \frac{0,611 \times 0,442}{0.1211646} \\ Z_{\text{Hitung}} &= \frac{0,270}{0.1211646} \\ Z_{\text{Hitung}} &= \mathbf{2,231} \\ \text{Probability } Z_{\text{Hitung}} &= \mathbf{0,013} \end{aligned}$$

Based on calculation above obtained mark Z_{count} For variable Intelligence emotional of 2.231. If compared with mark Z_{table} which is equal to 1.96. So Z_{count} obtained Far more big from mark Z_{table} . Significance value intelligence emotional more small from mark probability 0.05, or value (0.013 < 0.05), then H_0 states that intelligence emotional through remuneration influential to performance Treasurer accepted . So that with thereby can concluded that on the level 95% confidence (alpha 0.05) intelligence emotional through remuneration influential positive and significant to performance Treasurer at Gorontalo State University. Influence results significant means that remuneration capable become good intervening variable in increase influence intelligence emotional to performance Treasurer at Gorontalo State University.

2) Influence Commitment Work to performance Treasurer Through Remuneration

Sobel test results for influence commitment Work to performance treasurer through remuneration served as following this :

$$\begin{aligned} Sab &= \sqrt{b^2 \cdot Sa^2 + a^2 \cdot Sb^2 + Sa^2 \cdot Sb^2} \\ Sab &= \sqrt{0,611^2 \cdot 0,157^2 + 0,549^2 \cdot 0,164^2 + 0,157^2 \cdot 0,164^2} \\ Sab &= \sqrt{0.0091869 + 0.0081423 + 0.0006639} \\ Sab &= \sqrt{0.0179931} \\ Sab &= 0.1341383 \end{aligned}$$

For test significance influence commitment Work to performance treasurer through remuneration can is known with count calculated z value and its probability with formula as following this :

$$Z_{\text{Hitung}} = \frac{ab}{S_{ab}}$$

$$Z_{\text{Hitung}} = \frac{0,611 \times 0,549}{0,1341383}$$

$$Z_{\text{Hitung}} = \frac{0,270}{0,1341383}$$

$$Z_{\text{Hitung}} = \mathbf{2,502}$$

$$\text{Probability } Z_{\text{Hitung}} = \mathbf{0,006}$$

Based on calculation above obtained mark Z_{count} For variable commitment Work of 2.502. If compared with mark Z_{table} which is equal to 1.96. So Z_{count} obtained Far more big from mark z_{table} . Significance value commitment Work more small from mark probability 0.05, or value (0.006 < 0.05), then H_a states that commitment Work through remuneration influential to performance Treasurer accepted. So that with thereby can concluded that on the level 95% trust (α 0.05) commitment Work through remuneration influential positive and significant to performance Treasurer at Gorontalo State University. Influence results significant means that remuneration capable become good intervening variable in increase influence commitment Work to performance Treasurer at Gorontalo State University.

DISCUSSION

1. Influence Intelligence emotional to performance Treasurer

Analysis results descriptive showing that variable intelligence emotional own score of 81.03% which lies in sufficient criteria ok. This showing that treasurer at Gorontalo State University has ability good emotional capital for do work with conscientious and not violate various rule in governance service agency finance public (BLU), where enough results Good This become sign that Not yet maximum intelligence emotional from treasurer that still is can improved with various strengthening character and capacity from treasurer the. The highest indicator is arrangement self with score of 84.85% which is in sufficient criteria well that means that UNG treasurer is capable For arrange self in follow various rule in managementa finance. Temporary That lowest indicator is Skills social with score of 78.79% which is in sufficient criteria well that means that ability build connection social in work Still need maximized by the treasurer of Gorontalo State University.

Intelligence emotional will make employee in organize emotions and conflicts Because handle feelings for feelings can revealed with fitting is awareness dependent skills self. Ability This covers ability For entertain self yourself, let go anxiety, moodiness or resentment and its consequences as well as ability For rise from pressing feelings. Organize emotion as tool For reach objective is very important thing in connection For give attention, for motivation self alone and for creative. Motivation according to Myres in (Lusiawati, 2013: 171) is something need or possible wish give power and directing Act behavior.

Test results showing that intelligence emotional influential positive No significant to performance Treasurer at Gorontalo State University. Influence results positive No significant meaning that intelligence emotional capable For increase performance from Treasurer However capable increase done Not yet so maximum. intelligence emotion develop in line with age and experience from child until mature, more important Again that intelligence emotional can studied For increase control self in finish work with ok.

This result in accordance with opinion of Goleman (2000) shows that ability biggest influence success somebody in Work is empathy, discipline recognized self and initiative with Name intelligence emotional. intelligence emotional This manifested in form ability to: know circumstances self real self, understand other people's feelings, can organize behavior, and show high empathy to fellow or colleague work in the environment place work.

2. Influence Commitment Work to performance Treasurer

Analysis results descriptive showing that variable commitment Work own score of 83.33% which lies in sufficient criteria ok . this showing that treasurer at Gorontalo State University has loyalty and attitude good work. Where always guard Name Good agency in do job , however Still circumstances Enough well that means need exists strengthening commitment from employee with various rewards given to treasurer the. The highest indicator is desire try hard with score of 87.52% which is in good criteria which means that treasurer of UNG always own strong desire. For do work with best result. Temporary That lowest indicator is desire strong still with score of 78.18% which is in sufficient criteria well that means that treasurer always Not yet consistent in increase commitment on entrusted work.

Analysis results study showing that commitment Work influential positive No significant to performance power education Treasurer at Gorontalo State University. Influence results positive No significant meaning that commitment Work capable represent achievements performance best for treasurer However Still Not yet maximum Because enhancement performance Still Not yet changed drastic with exists enhancement commitment officer on duty as treasurer in operate his job for governance finance at Gorontalo State University. Results regarding influence commitment Work to performance power education Treasurer in line with statement from Nanda et al (2013), defines commitment organization is attitude employee For still is at in organization and engagement in efforts reach mission , values and goals organization . Commitment to organization It means more from just formal membership , because covers attitude like organization and availability For try level high effort for interest organization for achievement purpose . Based on definition this , deep commitment organization covered element loyalty to organization , engagement in work , and identification to values and goals organization . The low commitment reflect lack of not quite enough answer somebody in operate his job.

3. Influence Remuneration to performance Treasurer

Analysis results descriptive show that variable remuneration own score of 83.94% which lies in sufficient criteria ok . this showing that exists gift perceived remuneration useful for employees for the reward of work done , in matter This remuneration as reply service on performance that has conducted by the treasurer of UNG. Still results Enough Good This Because existing remuneration sometimes late so that Still must maximized timeliness in payment remuneration to employee . The highest indicator is decent and reasonable with score of 85.05% which is in good criteria which means that remuneration given in a manner fair and proper in accordance with burden work that has been completed by employees . Temporary That lowest indicator is appropriate with score of 82.02 % which is in sufficient criteria well that means that remuneration must given in a manner appropriate time order the whole work Can more ok .

Temporary that is , variable performance treasurer own score of 82.21% which lies in sufficient criteria ok . this showing that performance treasurer at Gorontalo State University has done with Good in accordance with defined work targets. Enough results Good This Because Still maximum various work especially in matter quantity appropriate work with targets. The highest indicator is Comprehensiveness with score of 86.36 % which is in good criteria which means work treasurer has done in a manner comprehensive with results governance assessment constant finances. Temporary That lowest indicator is Feasibility with score of 75.15% which is in sufficient criteria Good Where matter This must optimized with increase governance quality relevant and reliable finance in accordance with criteria qualitative report finance organization sector public. Test results hypothesis showing that remuneration influential positive and significant to performance Treasurer at Gorontalo State University. Through results This so important for treasurer of Gorontalo State

University for Keep going increase performance Good in absorption budget to governance quality finance so that report accountability Can in accordance with criteria qualitative report quality finance. Then important for leader college tall For maximizing payment remuneration with arrange payment Can walk with appropriate time and fit with burden mandated work and work to employee .

Research results This in line with findings from Marwansyah (2015 :269) that remuneration as form reward received by a employees for contributions they to organization . Basically , remuneration is tool For realized Vision and Mission organization Because remuneration That Alone aim For interesting competent and experienced employees , maintain qualified, motivating employees employee For Work with effective , motivating formation positive behavior, and be tool For control expenses, where p the is possible factors help realized vision mission organization.

4. Influence Intelligence emotional to Remuneration of the Treasurer

Testing hypothesis showing that intelligence emotional influential positive and significant to Remuneration for the Treasurer at Gorontalo State University. Through results This so should the head of Gorontalo State University who has an interest with taking decision human resource development , trying For increase ability emotional employee especially treasurer for the whole work done with Good in accordance rule in governance good finances . Influence results positive and significant meaning that the more tall intelligence emotional so will the more tall remuneration received Because more good results work done by power Gorontalo State University of Education .

This result in accordance with opinion from Hariyoga and Suprianto (2011:2) stated that intelligence emotional is ability feel , understand in a manner effective in application power and sensitivity emotion as source human energy , information , connection , and influence . With the abilities mentioned above so employee capable know what 's inside himself , motivating himself, control himself, ability For face frustration , ability For control emotions and satisfaction moment, as well capable empathize and work The same with other people. Intelligence this supports employee in realize good performance. Kindly special leader organization need intelligence high emotional Because they represent organization , and interact with good people inside nor outside organization as well as role important in establish morale and discipline employee. With thus , the results are not significant the Because Still lack of role from leader in increase intelligence emotional employee through gift motivation and direction.

5. Influence Commitment Work to Remuneration of the Treasurer

Analysis results hypothesis showing that commitment Work influential positive and significant to Remuneration for the Treasurer at Gorontalo State University. Through results This so important for employee For increase commitment in Work so that capable For achieve good Good University Governance in governance _ finance and administration on Service bodies General For sector education. Influence results positive and significant meaning that the more Good commitment power education in Work so will the more well anyway the remuneration that will be received by the treasurer the.

This result in accordance with opinion from Fibrianti (2013) commitment organization is identification and engagement apparatus to organization, which will indicated by the apparatus to organization . The more tall commitment organization so more near identification self apparatus with organization. Commitment level trust and acceptance about Work to objective organization and have desire For still There is in organization the . In other words, is something attitude about faithfulness apparatus to organization state attention they to well-being and success organization next . There is four influencing factors commitment to the organization

namely: 1) characteristics personal, 2) characteristics work, 3) characteristics structural, 4) experience work. chance For get other work and treatment (treatment) of new apparatus enter the organization as factors that also influence commitment to the organization.

6. Influence Intelligence emotional through remuneration to performance Treasurer

Test results showing that intelligence emotional through remuneration influential positive and significant to performance Treasurer at Gorontalo State University. Influence results significant means that remuneration capable become good intervening variable in increase influence intelligence emotional to performance Treasurer at Gorontalo State University. Influence positive meaning that the more Good intelligence emotional power education The treasurer is supported by the appropriate remuneration stimulus so will capable For increase achievements performance Treasurer at Gorontalo State University in governance finance and administration finance for service bodies general or sector public field education.

this result in accordance with opinion from Goleman (2013) confirms that ability biggest influence success somebody in Work is empathy, discipline recognized self and initiative with Name intelligence emotional. That success life somebody determined education the formal is 15%, while 85% again determined by mental attitude or personality. Then along with _ opinion from Hasibuan (2014: 120) that : remuneration program or reply service generally aim For interest agencies, employees and government / community. So achieve and deliver satisfaction for all party should be a remuneration program based on principle fair and reasonable, law labor as well as notice internal and external consistency.

Without exists control or maturity emotions (EQ) and beliefs to God Almighty (faith and piety). Very difficult for a employee For can endure in face pressure frustrated, stressed, finished already conflict _ become part or risk profession, and shoulder not quite enough answer. So that will influential to results performance them (quality and audit quality) or happening irregularities, fraud and manipulation to assigned task. Because someone who has intelligence good emotional will capable For know as well as handle feeling they with fine, capable For face other people's feelings with effective. Besides it's also a person employee who has understanding or intelligence emotions and levels high religiosity will capable Act or behave with ethical in professions and organizations (Ludigdo and Maryani, 2001).

7. Influence Commitment Work through remuneration to performance t Treasurer

Analysis results hypothesis showing that commitment Work through remuneration influential positive and significant to performance Treasurer at Gorontalo State University. Influence results significant means that remuneration capable become good intervening variable in increase influence commitment Work to performance Treasurer at Gorontalo State University. Influence positive meaning that the more Good commitment Work Treasurer supported by existence appropriate remuneration stimulus so will capable For increase achievements performance Treasurer at Gorontalo State University in governance finance and administration finance for service bodies general or sector public field education.

This result in accordance with opinion from Beer (2019: 19) says that commitment apparatus that can increase performance is organization that has commitment tall will give performance sustainable with develop the 3 pillars of the organization namely : performance alignment, psychological alignment, and capacity for training and change. Where is the commitment clerk / employee to organization is highly dependent on the extent of the needs and goals personal fulfilled and influenced by factors logical, factor environment, factor expectations and factors bond emotional. Capable results be a good intervention in line with opinion Samsudin (2016: 188) that gift remuneration should give satisfaction to all party, employee can fulfil needs,

entrepreneurs get profit , rules government must adhered to , and consumers get good stuff and reasonable price .

CONCLUSION

Based on results research and discussion in chapters before , then can pulled a number of conclusion study as following :

1. Intelligence emotional influential positive and significant to remuneration to the Treasurer at Gorontalo State University.
2. Commitment Work influential positive and significant to remuneration to the Treasurer at Gorontalo State University.
3. Intelligence emotional influential positive No significant to performance Treasurer at Gorontalo State University.
4. Commitment Work influential positive No significant to performance Treasurer at Gorontalo State University.
5. Remuneration influential positive and significant to performance Treasurer at Gorontalo State University.
6. Intelligence emotional through remuneration influential positive and significant to performance Treasurer at Gorontalo State University.
7. Commitment Work through remuneration influential positive and significant to performance Treasurer at Gorontalo State University.

SUGGESTION

Based on the results of the research and the conclusions and implications described above, the research suggestions This is as follows:

1. We recommend that the leadership of Gorontalo State University who has an interest in making HR development decisions, strive to improve the emotional abilities of employees, especially treasurers so that all work is carried out properly according to the principles of good financial governance.
2. It is important for employees to increase their commitment to work so that they are able to achieve Good University Governance in financial and administrative governance at Public Service bodies for the education sector.
3. It is important for higher education leaders to maximize remuneration payments by arranging payments to run on time and in accordance with the workload and work entrusted to employees.
4. It is important for the treasurer of Gorontalo State University to continue to improve performance both in budget absorption and quality financial governance so that the accountability report can comply with the qualitative criteria for quality financial reports.

BIBLIOGRAPHY

1. A Dale Timpe 2003, Leading People, The Science and Art of Business Management Series. PT Gramedia Asri Media, Jakarta.
2. Anthony DioMartin. 2002. Human Resource Competency New Trend Model of Revitalization of Human Resources. The New Paradigm of Human Resource Management . Editor A. Usmara. Publisher Amara Books. p.s. 157-162.
3. Bernardin, H. John and Joyce EA Russell. 1998. Human Resources Management: An Experiential Approach . McGraw-Hill. Series In Management. New York.

4. Byars , L. Lloyd and Rue. W. Leslies . 2004. "Human Resource Management. Seventh Edition". McGraw-Hill. Inc
5. Budi W. Soetjipto. 2002. Human Resource Management: A Comprehensive Review (Part I). The New Paradigm of Human Resource Management . Editor A Usmara. Publisher Amara Books. p.s. 25-38.
6. Burruss, Jim. 2003. Managing for the sake of increasing motivation and performance. People and Competence A Practical Guide to Competitive Advantage. Editors Nick Boulter, Murray Dalziel, and Jackie Hill. Translate Bern. Hidayat. Publisher PT Gramedia. Jakarta. p.s. 89-105.
7. Burr, Renu and Antonia Girardi. 2002. Intellectual Capital: More Than The Interaction of Competence x Commitment . Australian Journal of Management . Sydney. pp. 77-78.
8. Bolon, Douglas S.. 1997. Organizational Citizenship Behavior Among Hospital Employees: A Multidimensional Analysis Involving Job Satisfaction and Organizational Commitment . Journal of Organizational Behavior . Vol. 32. No. 15.p. 220-235.
9. DeCenzo, David A and Robbins, Stephen P. 2005. "Fundamentals of human resource management". Eighth Edition.
10. Gomes, Faustino Cardoso. 2003. " Management Human Resources " . ANDI Publisher . Yogyakarta.
11. Goleman, G.. 1998. Working With Emotional Intelligence . New York. Bantam.
12. Greenberg, Jerald and Robert A. Baron. 1995. Behavior In Organizations Understanding & Managing The Human Side of Work. Fifth Edition. Prentice-Hall International, Inc.
13. Harris, Michael. 2000. Human Resource Management . USA : The Dryden Press.
14. Hay, William L. 1969. Quantification in Psychology . New Delhi : Prentice Hall of India Private Limited.
15. Maltis , L. Robert & John H. Jackson, 2002. " Management Human Resources " . Book two Indonesian Edition . Salemba four . Jakarta .
16. Malayu SP Hasibuan , 2000. " Management Human Resources " . Publisher Earth Script . Jakarta
17. Masri Singaribuan & Sofyan Efendi, 1995. " Method Study Surveys ". Edition Revision , LP3ES. Jakarta
18. Marwansyah & Mukaram 2000 ." Management Human Resources . " State Administration Publishing Center. Bandung
19. Mulyasari , Irma, 2018. " Influence Intelligence Emotional and Competency on Employee Performance ." Journal Of Management Review Vol.2 No. 2.
20. McShane, L. Steven & M. Ann Von Glinow, 2005. " Organizational Behavior: Emerging Realities for The Workplace Revolution" . Third Edition. McGraw Hill/ Irwin, New York
21. M. Wahyudi and Djumino A. 2004 " Analysis Leadership and Motivation To Performance Office Officer _ Unity Nation and Protection Society . Journal of Benefit Vol. 8 No. 2
22. Milkovich, George T & Boudreau, John, W, 1996. " Human Resource Management ". Boston Irwin Homewood.
23. Moh. Nazir, 2005. " Research Method ". Indonesian Gahlia
24. Mondy , R Wayne & Robert. M Noe, 1996. " Human Resource Management ". Fourth Edition. Ally Bacon. USA
25. Mulyadi , 2001. "Balance Scorecard: Management Tool ." Contemporary For Doubling the Company's Financial Performance . Publisher Salemba four . Jakarta.
26. Nahapiet. J. , Ghosal S. 1998. Social Capital, Intellectual Capital, and The Organizational Advantage . The Academy of Management Review, 23(2): 242-276.
27. Owusu, Francis 2005. " Organization Culture of Public Organizations in Ghana: Some Preliminary Findings". Journal of Public Administration Research and Theory, 10 (4):685-711

28. Robins P. Stephen .2006 " Organizational Behavior " Tenth Edition. Translation of Benjamin Molan. PT Index Gramedia Group , Indonesia
29. Robbins, Stephen P & Judge, Timothy A. 2007 Organizational Behavior Jersey : Pearson International Edition.
30. Schein , H Edgar. 1992. " An Organizational Culture and Leadership ." San Francisco : Yose Bass Publisher
31. Simamora Henry. 2001, Management Human Resources , Publisher STIE YKPN, Yogyakarta
32. Friend Kusmono 2005. " The Influence of Organizational Culture on Motivation and Job Satisfaction and Employee Performance in the Medium-Scale Wood Processing Industry Sub-Sector in East Java. "Journal of Management & Entrepreneurship, Vol 7, No. 2, september 2005: 171-188
33. Tony Listianto and Bambang Setiaji. 2005 " The Influence of Motivation, Satisfaction, and Work Discipline on Employee Performance ." Journal of Dayasaing Master of Management Vol 3 No.1 pp. 133-126 ISSN 1411-3422
34. Topping, Keith, William Bremner, and Elizabeth A. Holmes. 2000. Social Competence: The Social Construction of The Concept. The Handbooks of Emotional Intelligence: Theory, Development, Assessment, and Application at Home, School, and in the Workplace. Reuver Bar-On and James DA Parker Editors. Jossey-Bass A Wiley Company. p.s. 28-39.
35. Zohar, Danah and Ian Marshall. 2000. Spiritual Intelligence The Ultimate Intelligence . Bloomsbury Publishing Plc.
36. Yukl, Gary A., 2001. "Leadership in organizations". Fifth edition. Translation. PT. Index. Jakarta.