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The Improvement of Employee Performance in the Prevention of Dhf in Jember District, East Java, Indonesia

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Abstract: Dengue Hemorrhagic Fever, henceforth DHF, is one of many endemic diseases in Jember district. This study delves into studying and analyzing the driving impact of spirit of work, compensation, job satisfaction, and work climate on employee performance, both directly and indirectly, through their emotional intelligence. The research sample was 96 field executive officers, holding civil servant status, in preventing DHF in Jember district. Research data were analyzed using multiple linear regression analysis and its findings indicated that spirit of work, job satisfaction, work climate, and emotional intelligence were positively influential to employee performance, whereas compensation was insignificantly influential.

Keywords: Spirit of work, compensation, job satisfaction, work climate, performance.

INTRODUCTION

DHF is one of myriads of endemic diseases in Jember district and has been on the rise over the years. The number of DHF patients in Jember in the end of 2015 reached 905 persons. On the other hand, Jember Department of Health stated that this occurred due to the insufficient human resource, especially the field executive officers, in terms of both quantity and quality (Jember Department of Health, 2016). Efforts devoted to preventing DHF in Jember have actually been ruled out in Regulatory Policy of Jember Regent No. 188.45/222/012/2015. However, in reality, the prevention and countermeasures of DHF by government often times ran into several issues. These resulted from internal factor, the policy itself, (government, society, and other health institutions) and also external factor (social milieu). This emerged due to the incongruence between what was expected and what was actualized by the executive officers.

Employees assigned as field executive officers in Jember district, upon the prevention of Dengue Fever, were very small in number or insufficiently available dealing with the area coverage. This exerted impact to their performance, marked by the huge number of DHF patients nearly reaching 1000 persons. As regards DHF case under study, the field executive officers had to put more emphasis on populated areas. They were crucial human resource component in improving and carrying out the duty endowed within goal attainment framework. This study emphasized on research variables covering employees' spirit of work, compensation, job satisfaction, work climate, emotional intelligence, and performance in dealing with Dengue fever.

The extent of success a program can reach is dependent on the involvement of field officers (Caldwell and Spinks, 1993). Simply put, if the field officers have great amount of spirit of work, they will pose high performance. As such, efforts devoted to dealing with DHF will succeed as expected. Compensation can be in direct compensation and indirect one. Direct compensation is commonly financial, including payment one obtains in the form of salary, wage, bonus, and fee. The non-financial compensation encompasses personal satisfaction from his job or psychological or physical environment where he works. The dissatisfaction to compensation obtained can lead to negative attitude and job withdrawal impact which can decline commitment and then eventually result in declined performance (Adeoye and Elegunde, 2014).

Job satisfaction represents one's attitude to his profession. Someone with high job satisfaction will pose positive conduct to his profession, while one who feels no satisfaction with his profession will adversely show negative attitude to his profession (Robbins, 2006). When work result is given appropriate reward, employee will be satisfied with his work (Salisu *et al*, 2016).

Work climate denotes a personal impression, which is difficult to formulate precisely. Fine work climate, conducive and fraught with familial bond, will escalate field executives' performance, or vice versa. Work climate is a construct intertwined with one's impression, which is hard to formulate. Work climate can be seen as a differing factor among work places (Gyekye and Salminen, 2010). The work climate can emerge due to group or collective naturally. Whereas, performance building may happen collectively, personally or individually (Ajala, 2012). More, work climate significantly relates to performance (Nybakk and Jensen, 2012).

Emotional intelligence is the ability to recognize personal and others' feeling in motivating himself and managing his emotion properly as well as establishing social relation (Goleman, 2006). All in all, emotional intelligence refers to the ability to recognize both one and others' feeling, motivate himself, and establish relation with others. Research finding by Shahhosseini *et al* (2012) reveal significant positive correlation between employees' emotional intelligence and performance.

The present study aims at studying and analyzing the influence of employee work spirit of work, compensation, job satisfaction, work climate, and emotional intelligence on their performance in dealing with DHF prevention in Jember district, East Java, Indonesia.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

1. Spirit of Work and Performance

Empirically, it is found that employee work spirit of work affects their performance. Muda *et al* (2012) report that spirit of work influences performance. Previous studies find significantly positive between

employee spirit of work and performance (Elqadri *et al*, 2013; Shahzadi, 2012; Rizal *et al*, 2012). Shafie *et al* (2011) reveal positive interlink between leader's motivation and employee performance. Also, Zameer *et al* (2012) and Manzoor (2011) have found that employees' work spirit and organization performances are strongly related. In addition to the intertwinement between work motivation and performance, spirit of work also influences employees' performance and organization performance (Muda *et al*, 2012; Diab and Ajlouni, 2012; Khan, 2012). Obicci (2013) has unearthed that leader's spirit of work is the determinant to employee work performance.

Based on the aforementioned elaboration, the present study proposes the following hypothesis.

H₁: Work spirit of work is positively correlated with employee performance.

2. Compensation and Performance

Adler and Ghiselli (2015) point out that compensation can be both financial and non-financial although such constructs commonly refer to salary administration. Compensation for organization means award or reward for employees who have contributed to organization's goals, through exceeding performance. The results of previous research have found that compensation is significantly and soundly linked to employee performance (Elqadri *et al*, 2013; Rizal *et al*, 2012). Another study reveals that fine compensation becomes a motivating strategy to motivate employees for improved their performance (Yamoah, 2011).

Saeed *et al* (2011) reveal significant positive correlation between compensation and employee performance. Referring to the above explanation, the hypothesis proposed in this regard is as follow.

H₂: Compensation positively influences employee performance.

3. Job satisfaction and Performance

Job satisfaction represents one's attitude to his profession. Someone with high professional satisfaction will have positive attitude to his profession, whereas those who are not satisfied with their profession will tend to pose negative attitude (Robbins, 2006). That being said, working is an activity devoted to gaining job satisfaction.

With regard to job satisfaction, Inuwa (2015) states that job satisfaction denotes pleasing or positive emotional stance, which occurs due to the evaluation on a performance. Previous studies have found that job satisfaction insignificantly affects performance (Dian and Ajlouni, 2012), whereas two other studies reveal the opposite in that job satisfaction is significantly positively correlated with employee performance (Munawaroh *et al*, 2011; Saeed *et al*, 2011). Another research by Muda *et. al* (2012) revealed that job satisfaction affects employee performance. The above explanation formulates the following hypothesis.

H₃: Job satisfaction positively correlates with employee performance.

4. Work Climate and Performance

Work climate, according to Mayer (2014), will be robustly supportive to optimum performance. On the other hand, Syauta *et al* (2012) identifies work climate as a pleasant work atmosphere, always expected by every employee in order to evoke fine performance. Nevertheless, research by Munawaroh *et al* (2011) finds that work climate does not significantly affect employee performance, while Saeed *et al* (2011) finds significantly positive influence of work climate to employee performance. Moreover, Chandrasekar's study

(2012), investigates that work climate holds important role in motivating employees to carry out their duty, influential to their emotional intelligence. This is in line with a study by Leblebici (2011), corroborating the influence of work climate to employee performance. Based on the aforementioned explanation, hypothesis proposed in this regard is as follow.

H₄: Work climate is positively influential to employee performance.

5. Emotional Intelligence and Performance

Emotional intelligence denotes the ability to deploy emotion effectively in self-management and social relationship establishment. Goleman (2006) states that emotional intelligence belongs to the ability to control, encourage, be diligent and to motivate himself in order to work properly. In order to achieve professional success, it does not only take cognitive intelligence, but also calls for emotional intelligence (Goleman, 2006). Individual with fine emotional management will generate fine performance as well. Emotional intelligence is a factor equally important as is the combination of technical and analytical competence for optimal performance (Stys and Brown, 2004). Jain (2014) mentions that, based on his research and experience in advancing companies, the presence of good emotional intelligence will lead an employee to actualize fine performance and better work output. Research findings by Boyatzis and Ron (2001), evince that employees with excellent scores in emotional intelligence will generate improved performance.

Previous studies by Munawaroh *et al* (2011) and Rizal *et al* (2012) put forward the significantly positive link between emotional intelligence and employee performance. Another researcher has also found that one of the driving factors to performance lies in emotional intelligence (Boyatzis and Ron, 2001). From this elaboration, emotional intelligence affects performance. The hypothesis backgrounded by the elaboration is formulated as follow.

H₅: Work climate positively affects employee performance.

Based on theoretical and empirical studies, the following framework is proposed.

RESEARCH METHOD

The research applied quantitative approach, employing numerical data and aiming at studying certain hypothesis (Tuckman, 1999). The research design was explanatory in nature, which dealt with explaining the causal relation (cause-effect) of the variables under investigation through empirical hypothesis testing which is known as a cross sectional survey (Borg and Gall, 2003).

The research population was the whole number of field executive officers assigned to deal with DHF at the Department of Health environment in Jember. In a sense, all field executive officers consisting of 96 persons assigned to deal with DHF at the department, were chosen as respondents.

The present study delved into discovering the influence of work spirit, job satisfaction, compensation, work climate, and emotional intelligence to the employee performance in dealing with DHF prevention in Jember.

Primary data were gathered by questionnaire as the main method. Data collection was done by asking the respondents to complete the questionnaire and take part in interview done by the researcher.

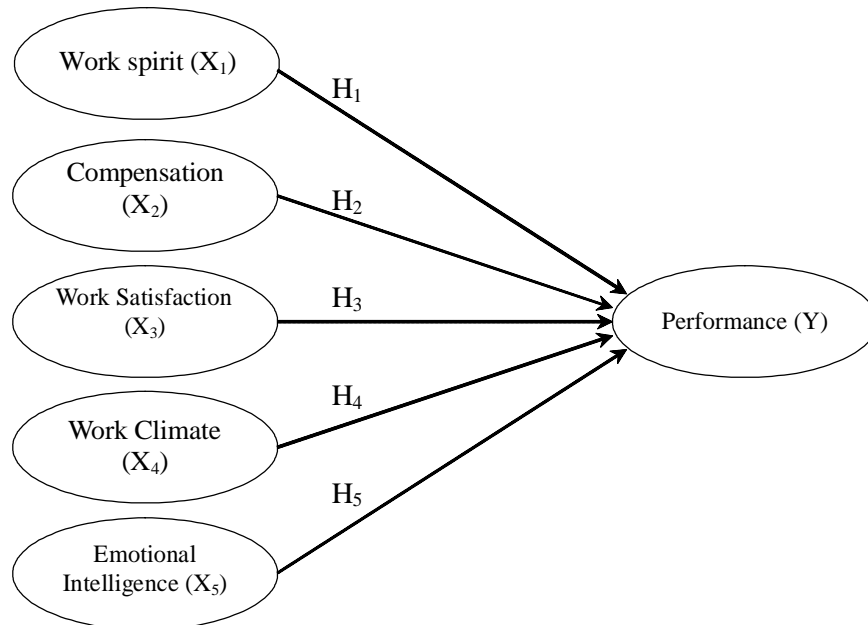


Figure 1: Conceptual Framework

Note : ————— : Direct Influence
- - - - - : Indirect Influence

Questionnaire collection was done from December 2016 to February 2017. The secondary data were obtained from Jember Department of Health and related literature.

The questionnaire used 5-point Likert scale, adapted from literature related to the research. Variable measurement pertinent to spirit of work adopted the questionnaire by Borich (2007), Robbins (2006), and Mayer (2014). Variable measurement concerning compensation adopted questionnaire developed by Hameed *et al* (2014), David (2006), Adeoye and Elegunde (2014), and Henry (2004). Variable measurement focusing on job satisfaction applied questionnaire developed by Smith, Vrinda, and Jacob (2015), Shahhosseini *et al* (2012). Variable measurement on work climate adopted the questionnaire by Halphin (1971), Owens (1991), and Mayer (2014). Variable measurement pertaining emotional intelligence applied questionnaire model by Shapiro (2003), Abraham and Shanley (1997), Carlson (2004), and Gowell (2003). Variable measurement dealing with performance, endogenous variable, applied questionnaire model developed by Osborn and Gabler (1992), Micheli, and Neely (2010), Jankingthong and Rurkkhum (2013).

The analysis method applied multiple linear regression analysis to find out the influence of work spirit, compensation, job satisfaction, work climate, and emotional intelligence to performance.

FINDINGS AND DISCUSSION

1. The Test of Research Instrument

The result of instrument validity test on variables concerning spirit of work, compensation, job satisfaction, work climate, emotional intelligence, and performance resulted in correlation ranging from 0.366 to 0.731, with significance value between 0,000 and 0.047. it indicated a significance value less than α (0.05). Therefore,

it can be concluded that all items in this study are proven valid. The test of instrument reliability test generated Cronbach's Alpha coefficient values ranging from 0.790 to 0.955 and reaching over 0.70, hence the instrument of work spirit variable was reliable.

2. General Description of Respondents

The results of research conducted on field officers with civil servant status in the prevention of DHF in Jember District covering a sample of 96 persons resulted in various description results. General data of respondents include: sex, age, education, and years of service as presented in Table 1.

The description of each characteristic is as follow. The respondents were mostly male, comprising of 64 people (66.7%) and the rest of the group were female (33.3%). Most respondents, 63 people (65.6%), were aged at 35-44 years old, followed by 45-54 years old respondents (26.0%). Most of the respondents completed their education at upper secondary school degree (upper secondary school/vocational high school), which were 75 people or 78.1%. It was followed by respondents with diploma degree, 11 people or 11.5%, and 10 people or 10.4% of bachelor degree. The majority of respondents had 19 to 24 year term of service consisting of 60 people or 62.5%, then by 13-18 year term of service respondents, that is 27 people or 28.1%. Only a small percentage of respondents had a working period of more than 24 years, *i.e.* 1 person or 1.0%.

Table 1
General Description of Respondents

<i>Characteristics</i>	<i>Description</i>	<i>Distribution</i>	
		<i>Frequency</i>	<i>Percentage (%)</i>
Sex	Male	64	66,7
	Female	32	33,3
Age	15-24 years old	0	0,0
	25-34 years old	8	8,4
	35-44 years old	63	65,6
	45-54 years old	25	26,0
	More than 55 years old	0	0,0
Education	Upper secondary school	75	78,1
	Diploma 3	11	11,5
	Bachelor degree	10	10,4
	Master degree	0	0,0
Terms of Service	< 6 years	0	0,0
	6-12 years	8	8,4
	13-18 years	27	28,1
	19-24 years	60	62,5
	> 24 years	1	1,0
Total		96	100

3. Data Analysis and Hypothesis Testing

The results of multiple linear regression analysis of the influence on work spirit, compensation, job satisfaction, work climate and emotional intelligence on employee performance are presented in Table 2.

Table 2
The Results of Multiple Linear Regression Analysis

No.	Independent Variabel	Coefficient regression	Hypothesis Presentation		Sign.
			t-count	t-table	
1.	Spirit of work (X_1)	0,204	3,184	1,987	0,002
2.	Compensation (X_2)	0,126	1,835		0,070
3.	Job satisfaction (X_3)	0,200	3,004		0,003
4.	Work Climate (X_4)	0,213	3,038		0,003
5.	Emotional Intelligence (X_5)	0,616	7,940		0,000
	Constanta	= -1,249			
	R ²	= 0,852			
	Adjusted R ²	= 0,844			
	F-count	= 103,551			
	F-table (5%;5,90)	= 2,316			
	Significance	= 0,000			

The results of data analysis of the influence of spirit of work on employee performance obtained regression coefficient of 0.204, which indicated that the increase in spirit of work would lead to an increase in employee performance, with the assumption of other free independent variables being constant. The test on the influence of work spirit on employee performance obtained a t-count value of 3.184 (p -value = 0.002), which was smaller than α (0.01). It meant that spirit of work had a significant effect on employee performance. Hence, hypothesis 1 (H_1), which stated that spirit of work influenced the performance of employees, was proven.

The result of data analysis of the effect of compensation on the performance of employees obtained regression coefficient of 0.126 indicated that the increase in compensation would lead to an increase in employee performance with the assumption of other free independent variables constant. The test on the effect of compensation on employee performance obtained t-count value of 1.835 (p -value = 0.070). The significance value of 0.070 was smaller than α (0.01): It meant that the compensation variable had an insignificant effect on employee performance. Therefore, hypothesis 2 (H_2), which stated that the compensation effect on employee performance, was not proven.

The result of data analysis of the effect of job satisfaction on the performance of employees obtained regression coefficient of 0.200 indicating that the increase in job satisfaction would lead to increased employee performance with the assumption of other free independent variables remaining constant. The investigation on the influence of job satisfaction on employee performance obtained t-count value of 3.004 (p -value = 0.003). The significance value of 0.003 was smaller than α (0.01), which meant that the variable of job satisfaction had a significant effect on employee performance. Therefore, hypothesis 3 (H_3) which stated that job satisfaction affected the performance of employees, proven.

The results of data analysis of the effect of work climate on employee performance obtained regression coefficient of 0.213 which indicated that an increase in work climate would lead to increased employee performance with the assumption of other independent variables staying constant. The test regarding the influence of work climate on employee performance obtained *t*-count value of 3.038 (*p*-value = 0.003). The significance value of 0.003 was smaller than α (0.05): It meant that the work climate variable significantly affected the performance of employees. As such, hypothesis 4 (H_4), which stated that work climate affected the performance of employees, was proven.

The result of data analysis regarding the influence of emotional intelligence on employee performance obtained regression coefficient equal to 0,616, indicating that existence of increase of emotional intelligence would cause improvement of employee performance with assumption of other free independent variable remaining constant. The test concerning the influence of emotional intelligence on employee performance obtained *t*-count value of 7.940 (*p*-value = 0,000). The significance value of 0.000 was smaller than α (0.05) meaning that the emotional intelligence variable had a significant effect on employee performance. Hence, hypothesis 5 (H_5), which stated that emotional intelligence affected the performance of employees, was proven.

The coefficient of determinant (R^2) essentially measured how far the model's ability to explain the dependent variable. The value of determinant coefficient was between zero and one. The small value of R^2 meant that the ability of independent variables in elaborating variance of the dependent variable was very limited. A value gained nearly one meant the independent variables provide almost all the information needed to predict the dependent variable variance (Levesque, 2007). Effective donations were used to find out which variable had the greatest contribution to the income of street vendors or, in other words, which one was the most dominant factor among the independent variables. Determinant of effective donation was calculated by multiplying the value of standardized coefficients with zero-order correlation on each independent variable. The results of effective donation are presented in Table 3.

Table 3
Effective Donation of Independent Variables

<i>Independent Variables</i>	<i>Standardized coefficient</i>	<i>Zero-order correlation</i>	<i>Effective contribution</i>
Work spirit (X_1)	0,160	0,645	0,103
Compensation (X_2)	0,102	0,676	0,069
Job satisfaction (X_3)	0,166	0,707	0,117
Work Climate (X_4)	0,161	0,670	0,108
Emotional Intelligence (X_5)	0,519	0,876	0,455
Determinant Coefficient (R^2)	0,852		

Based on the table above, the obtained value of coefficient of determinant (R^2) is 0.852, which means that the independent variables (work spirit, compensation, job satisfaction, work climate and emotional intelligence) affect the dependent variable of employee performance for about 85.2%. By contrast, the remaining 14.8% is influenced by other factors outside the model. The effective donation of each independent variable is as follow: work spirit by 0.103 (10.3%), compensation by 0,069 (6,9%), job satisfaction equal to 0,117 (11,7%), work climate is 0,108 (10,8% %), and emotional intelligence is of 0.455 (45.5%). Based on these results, it can be concluded that the most dominant variable that affects employee performance is the variable of emotional intelligence with a contribution of 45.5%.

4. DISCUSSION

Hypothesis 1 (H_1) stated that spirit of work affected the performance of employees. This study found that spirit of work had a significant positive effect on employee performance. It can be interpreted that the indicators spirit of work such as discipline in carrying out tasks, responsibilities of tasks completion, seriousness in solving encountered problems, increasing work efforts, developing tools to work, executing innovation and creativity, seriousness in assessing the results of work, adhering to target, and morale ethics as well as attendance frequency were found significantly influential to improving employee performance.

The contribution of spirit of work to performance was unquestionable. It can be logically understood, that high spirit of work, will cause great effort to success. Such a great effort will result in high achievement as well. The notion statement is in line with the results of research showing that spirit of work has a significant relation with performance (George and Gabriel, 2013). This study corroborated the results of previous research that found significant and positive relation between employee spirit of work and employee performance (Elqadri *et al.*, 2013; Shahzadi, 2012; Rizal *et al.*, 2012). Another study by Shafie *et al.* (2013) found a positive and significant relations between employee spirit of work and employee performance, while research done by Zameer *et al.* (2012) and Manzoor (2011) found a link between employee work spirit and the performance of organization. In addition, there is a link between work spirit and performance. Employee spirit of work also affects employee performance and organizational performance (Muda, *et al.*, 2012; Diab and Ajlouni, 2012; Khan, 2012). Obicci (2013), who conducted the study in Uganda, found that the leader spirit of work was the determinant of employee performance.

Hypothesis 2 (H_2) stated that compensation affected employee performance. This study found that compensation had no significant effect on employee performance. This showed that indicators in compensation such as financial rewards, interpersonal rewards and sense of settlement, recognition and autonomy and promotion, achievement and growth were not found significantly influential to improving employee performance.

Basically, the function of providing compensation in an organization is to allocate human resources efficiently, use of human resources more effectively and efficiently and encourage economic growth (Ghalayini, 2017). Efficient allocation of human resources indicates a function that provides adequate fine compensation to well-performing employees which will encourage them to work better towards more productive jobs. Meanwhile, according to the respondents in this study, they were civil servants who earned a fixed salary as stipulated in several government regulations, such as Government Regulation no. 30 of 2015 on the Seventh Amendment to Government Regulation no. 7 of 1977 concerning the Regulations of Civil Servants, hence, the compensation given by the government to employees who are the field executive officers is apparent. It is assumed that respondents in this study allegedly worked not on the basis of compensation given, but regarded work as a dedication.

The results of the study were inconsistent with previous researches which found that the compensation variable had a relation with the employee exceedingly strong and significant performance (Elqadri *et al.*, 2013; Rizal *et al.*, 2012). Other studies have found that good compensation remained a motivating strategy for employees to improve performance (Yamoah, 2011). Saeed *et al.* (2011) found that there was a significant and positive relationship of the compensation variable on employee performance.

Hypothesis 3 (H_3) stated that job satisfaction affected employee performance. This study found that job satisfaction had a significant positive effect on employee performance. It can be interpreted that the indicators in job satisfaction such as working with the current job, current salary, opportunities for promotion, supervision on the current job, support from colleagues, and work in general were found significantly influential to improving employee performance.

Basically, a person is driven to work because he expects to achieve to a better state, satisfying than the present situation. Thus, job satisfaction is a desire of each individual who has worked. Everyone has different level of satisfaction in accordance with the value of his performance. The more aspects of work are in harmony with individual's expectations and needs, the higher the satisfaction and the better the performance will be, and vice versa (Kavita *et al.*, 2012). As Sangroengrob and Techachaicherdchoo (2010) state that job satisfaction is usually defined as an affective reaction of employees for work based on the comparison of desired results and actual results based on skills, experience and sincerity. When job satisfaction achieved by employees received less attention, such circumstance will result in undesirable impact, such as under-standard work. To that end, a leader must really delve into the factors that affect employee job satisfaction, such as motivation, job training/learning, physical conditions of work, and employee work skills. The results of this study were not relevant with the results of Diab and Ajlouni (2012) study which found that job satisfaction did not significantly affect performance, but the results of this study supported two previous studies, which found that job satisfaction had a positive and significant relation with employee performance (Munawaroh *et al.*, 2011; Saeed *et al.*, 2011). Other researchers who found the conclusions relevant to this study were Muda *et al.* (2012), who found that job satisfaction variables affected employee performance.

Hypothesis 4 (H_4) stated that the work climate affected the performance of employees. This study found that work climate had a significant positive effect on employee performance. It can be interpreted that indicators in the work climate such as non-participation, obstacles, spirit, intimacy, impetus, emphasis on results, confidence and attention/ sense of humanity were were found significantly influential to improving employee performance.

Work climate is an internal environment quality of organization experienced by its members and influences their performance. According to Syauta *et al.* (2012), work climate is as a pleasant working environment, which is always coveted by every employee in order to create a good performance. Therefore, the office leaders should always try to emerge a good work climate in their offices. The results of this study were consistent with the result of Chandrasekar's (2012) study which found that work climate had become an important role in motivating employees to perform their tasks that could impact employees' emotional intelligence. In the same vein, Leblebici's (2011) research found that work climate affected employee performance and research by Saeed *et al.* (2011) also found that there was a significant and positive correlation between work climate variables and employee performance. Nonetheless, the results of this study were inconsistent with the research results of Munawaroh *et al.* (2011) who found that the work climate did not significantly affect employee performance.

Hypothesis 5 (H_5) affirmed that emotional intelligence affected employee performance. This study found that emotional intelligence had positive influence which determines significantly on employee performance. It can be inferred that indicators in emotional intelligence such as emotional awareness, emotional control, self-motivation, empathy and social relations were found significantly influential to improving employee performance.

With high emotional intelligence, individual will have emotional stability. Stability is the ability of individuals to provide a satisfactory response and to control their emotions to achieve a mature behavior. According to Prati *et al.* (2003), emotional intelligence is the ability to read and understand others, and the ability to use knowledge to influence others through an arrangement and utilization of emotions. A person who has emotional stability will have a self good adjustment; be able to deal with hindrances in an objective way; enjoy a stable, peace, happy life; be eager and interested in working and success; and able to motivate himself against criticism rather than to exaggerate joy or distress. As a result, he can be manage primitive needs that are heavily influenced by emotion. Goleman (2006) states that to achieve success in a work field, an employee not only requires cognitive intelligence, but also needs emotional intelligence. The results of his research confirmed that 15% of one's career success was due to technical expertise while the remaining 85% was caused by emotional intelligence or mental attitude. In line with ideas put forward by Goroshit and Hen (2012), based on research and experience in advancing institutions, the existence of emotional intelligence and good spiritual intelligence will make an employee present better performance.

This is in line with research conducted by Boyatzis and Ron (2001) on several subjects in some agencies, the results of which show that employees who have high emotional intelligence score will produce better performance, as seen from how the quality and quantity the employee contributes to the agency. Although someone has a good performance, if he has a closed character and does not interact with others properly, then his performance will not be able to develop.

Implications

These findings may contribute to the testing and clarification of the theories developed in this study and the consistency of the findings resulting from previous studies. The examination of variables encompassing work spirit, compensation, job satisfaction, work climate and emotional intelligence, and performance in this research are included in the scope of human resource management. Spirit of work, job satisfaction, work climate, and emotional intelligence can improve employee performance, whereas, compensation has not been able to improve employee performance.

This study found that work spirit, job satisfaction, work climate, and emotional intelligence have a significant positive effect on emotional intelligence, while compensation has a positive effect, which is not significant on employee performance. This contributes to the government, especially Jember Department of Health to emphasize on improving the performance of employees more effectively and aptly in dealing with DHF prevention.

Limitations

This research was conducted specifically at Jember Department of Health, especially in the prevention of DHF. Consequently, generalization can not be made on a wider scale. The sample of this study was only taken from the field executive officers who only carried out assigned tasks, thus it had not touched on the level of decision makers yet. The field officers were the individuals who have direct contact with the DHF prevention, but if there was no instruction or recommendation from the superior officers (the decision makers), they could not do anything.

CONCLUSION

Spirit of work, work satisfaction, and work climate have been proven positively significantly influential to employee performance, meaning that work spirit, work satisfaction, work climate, and emotional intelligence can give significant influence on the employee performance improvement. Compensation, by contrast, has been found insignificantly influential to employee performance. This means that compensation has yet to generate sufficient bearing impact to employee performance.

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