

**THE EFFECT OF EMOTIONAL LEADERSHIP TO JOB  
PERFORMANCE WITH EMPLOYEE MOTIVATION AS MEDIATING  
VARIABLES (A CASE AT HOTEL DAFAM WONOSOBO AND HALO  
SUSTAINABLE RESORT KARIMUNJAWA)**

**THESIS**

**Presented as a Fulfilment of Partial Requirements for the Degree of *Sarjana  
Manajemen (S1)* In International Business Management Program Faculty of  
Business and Economics Universitas Atma Jaya Yogyakarta**



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**UNIVERSITAS ATMA JAYA YOGYAKARTA**

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**LETTER OF STATEMENT**

**UNDERGRADUATE THESIS**

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## **STATEMENT OF THESIS AUTHENTICITY**

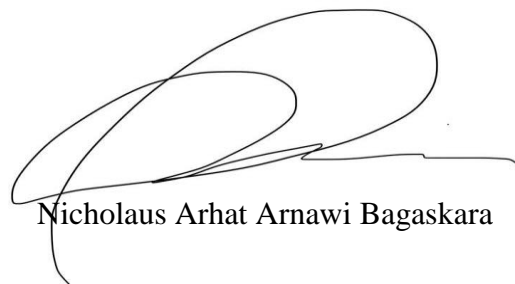
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SUSTAINABLE RESORT KARIMUNJAWA)**

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Thesis with title “**THE EFFECT OF EMOTIONAL LEADERSHIP TO JOB PERFORMANCE WITH EMPLOYEE MOTIVATION AS MEDIATING VARIABLES (A CASE AT HOTEL DAFAM WONOSOBO AND HALO SUSTAINABLE RESORT KARIMUNJAWA)**” is needed to meet one of the academic requirements in completion of Bachelor Study of International Business Management Program, Faculty of Business and Economics Universitas Atma Jaya Yogyakarta.

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## **MOTTO**

Be Delightful Like Aji No

"The people who are crazy enough to think they can change the world are the ones  
who do."

Steve Jobs

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**Abstract**

Leadership, is an difficult skills to obtain by someone. A person can be at the top of an organization but not necessarily being a great leader. This issue could carried out multiple problems within the organization in vertical or horizontal ways. Their sub-ordinates could sense and affected this problem directly from their leader. Additionally, they could demotivate if the leader is not connected to them and hence, could reduce the performace produce by the employee. In this case, the emotional intelligent skills of the leader could help with this kind of problem. With more connected leader, emotionally, it could create more stability and even boost their sub-ordinate's motivation and performance in reaching the company's target. In this case, this study is to give insight on the effect emotional leadership to employee motivation and job performance. Additionally, employee motivation is used as mediation variable between the emotional leadership and job performance. Furthermore, it is conducted as a non-probability samping with purposive sampling used and online questionnaire form as the medium and it is given to non-daily workers. The data collection carried out with 5-point Likert's scale and analysed using single regression and multiple regression method, with SPSS 2.5, which also used to the the validity and reliability analysis. The result from data analysis found the significant and positive link between emotional leadership and employee motivation, along with the link of employee motivation and job performance and additionally, the link between emotional leadership and job performance. Furthermore, employee motivation significantly mediates the emotional leadership and job performance.

**Keywords:** Emotional Leadership, Employee Motivation, Job Performance, Leadership, Mediation.