

The Influence of Spiritual, Emotional, and Intellectual Intelligence on Work Performance at British Propolis Indonesia Partners

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Abstract

This research aims to determine and analyze the influence of spiritual, emotional and intellectual intelligence on work performance in British Propolis partners. The population in this study were all official British Propolis partners in the city of Palu. The number of samples used in this research was 60 respondents. This type of research is explanatory research which explains the causal relationship or influence between the dependent variable and the independent variable. The research instrument used was the gform questionnaire. Data testing was carried out with SPSS 21.0. The results of the research show that the spiritual intelligence variable has a positive and significant influence on work performance of British Propolis partners in the city of Palu with a calculated t value of 3.669, a sig-t value of 0.001. Furthermore, the emotional intelligence variable has a positive and significant influence on work performance of British Propolis partners in the city of Palu with a calculated t value of 3.737, a sig-t value of 0.000. The intellectual intelligence variable also has a positive and significant influence on work performance of British Propolis partners in the city of Palu with a calculated t value of 2.004, sig-t value of 0.050. Simultaneously, there is an influence of spiritual, emotional and intellectual intelligence on work performance in British Propolis partners in the city of Palu with a calculated F value of 27.964 which is greater than the F table which is 2.766 with a sig-F value of 0.000, which means that the analysis results show all the hypotheses. submitted in this research is accepted.

Keywords: *Spiritual Intelligence, Emotional Intelligence, Intellectual Intelligence, Work Performance.*

INTRODUCTION

Resources are a gift from the Creator of heaven and earth so that they can be utilized as well as possible in life. Resources are everything, both real and non-real objects, that exist in one area and that can be utilized by humans for their survival. Human resource management is a science or a way for individuals to be effective and efficient and can be used optimally so that the common goals of the company, employees and society are achieved.

Natural resources are very abundant on earth, as well as human resources are unlimited in number, as (caliphs) leaders, planners, implementers, drivers, and managers of natural resources. Organizations in the process of achieving their goals require various resources. These resources can be in the form of finance, human resources, operations and marketing.

In terms of finance, the company organization requires various sources of funds or capital to carry out various operational resources continuously. While in terms of human resources, the organization needs employees or staff who have talents and competencies that are in accordance with the fields they are engaged in. Then in terms of operations and marketing, the

organization needs efficiency in the process of making a product or service, while marketing so that the products or services marketed can reach consumers.

Internally, the four factors that influence the success of an organization are finance, human resources, operations and marketing, the most important of which is human resources. This is because human resources require special handling and strategies so that the goals of the organization can be achieved. Human resources that are not competent in the process of carrying out business activities will have an impact on the final results obtained by the organization. So considering the importance of human resources, the development of human resources in an organization is very much needed so that the goals of the company or organization can be achieved.

Quality human resources (HR) are one of the valuable assets owned by the company. Skilled and qualified human resources can help to achieve a goal. Human resources are the most determining factor in the success of a company. Business success can be achieved if driven by quality human resources who are able to work with sincerity, confidence, perseverance and consistency.

Quality human resources will help the company grow and achieve its goals. One of the human resource development models that has often been used by the company is "developing intelligence" be it spiritual, emotional, and intellectual intelligence.

Spiritual intelligence is the ability to give spiritual meaning to thoughts, behaviors and activities, and is able to synergize intellectual intelligence, emotional intelligence and spiritual intelligence comprehensively (Ginanjar Agustian, 2005).

Emotional intelligence is the ability to recognize our own feelings and the feelings of others, motivate ourselves, and also manage emotions well in ourselves and in relationships with others (Goleman, 2008).

Intellectual intelligence is the ability used to solve logical and strategic problems (Zohar and Marshall, 2007). According to (Goleman, 2000) through his research, emotional intelligence contributes 80% of the determining factors for a person's success, while 20% is determined by intellectual intelligence (IQ Intelligence Quotient).

British propolis develops its business by building partnerships with various partnerships that are willing to express their willingness to join BP's official partners. However, people who join this business are not just released but must be developed by the company. British propolis partners are work partners or business partners engaged in the health sector, which are bee products with British technology which are recommended in the Qur'an (QS. An-Nahl: 68-69).

Work performance is the work result achieved by a person when carrying out the tasks assigned to him, which is based on skills, experience, and sincerity and time (Badriyah, 2018).

The alternatives that can be done to improve work performance are spiritual, emotional, and intellectual approaches. The concept of this approach is the ability to apply the values of faith that are used as guidelines for behavior, a concept that is in line with the goals of Islamic education which has the main principle of forming moral humans, namely humans who can have good relationships with their God and with others.

Based on the description, the author tries to find a solution to the problem in a study entitled "The Influence of Spiritual, Emotional, and Intellectual Intelligence on Work Performance of British Propolis Indonesia Partners".

METHOD

This type of research is explanatory research. Explanatory research is research that explains the causal relationship between the variables that influence the hypothesis (Zikmund, et al., 2010). So that it is in accordance with the purpose of the study, namely to explain the causal relationship/influence that occurs between the independent or independent variable (X) and the dependent or dependent variable (Y).

This research was conducted in October 2023 via Google Form with the object of research being British Propolis partners in the city of Palu. The research instrument used was a questionnaire. The population in this study were all official British Propolis partners in Palu, totaling more than 200 people. The population is widespread, so the researcher used the sampling method, probability sampling.

The sample is part of the number and characteristics of the population. The determination of the sample used in this study used probability sampling; simple random sampling, where the study provides an equal opportunity for each member of the population to be selected as a sample that is carried out randomly. The number of samples in this study was 60 British Propolis partners who were used as respondents. In this study, there are two variables, namely independent variables and dependent variables. The dependent variable is work performance, while the independent variables are spiritual, emotional, and intellectual variables. The data used in this study were collected by collecting literature review data and observations, questionnaires, and documentation.

Descriptive statistical analysis is a statistic used to analyze data by describing or depicting the data that has been collected with the intention of making conclusions that apply generally or generalizations.

Analysis of research data, the method in the research hypothesis test used to analyze the data in this study is a statistical test in the form of a determination coefficient test (R²), a simultaneous significant test (F statistical test), a significant hypothesis test (t statistical test).

Validity Test

Validity testing is carried out to show whether the instrument is suitable for use or not. To what extent is the reliability of a measuring instrument in measuring what will be measured or the level of accuracy of the indicators

To find out whether the instrument is valid, a validity test is used using item analysis, with a correlation technique. (Sugiyono, 2016) said that if the correlation between items with the total score of all items of a variable > 0.30 then the instrument is declared valid. But conversely if the correlation between items of a variable < 0.30 then the instrument is declared invalid. So that the total score of the number of valid questions is 44 statement questions.

The indicators in spiritual intelligence include: flexible, self-awareness, life lessons, rising, vision, mission and values, careful, holistic, critical thinking, independent. Emotional intelligence includes self-awareness, self-control, motivation, empathy, social skills. And intellectual intelligence includes solving problems, curiosity, strategies to achieve goals. While work performance is a work result achieved by someone when carrying out skills, experience and sincerity and time. (Hasibuan, 2014). The indicators of work performance include: loyalty, honesty, discipline, creativity, cooperation.

Reliability Test

Reliability testing in this study was carried out by calculating the Cronbach's Alpha value of each research variable tested. According to (Sugiyono, 2018) an instrument is declared reliable at least 0.6. If the Cronbach's Coefficient Alpha value is greater than 0.6, then the measuring instrument can be said to be reliable. However, if the Cronbach's Coefficient Alpha value is less than 0.6, then the measuring instrument is not reliable. The results of the reliability test can be found in the following table.

Tabel 3.4 Hasil Uji Reliabilitas

Variabel	Cronbach	Alpha	Keterangan
	Alpha	Toleransi	
Kecerdasan Spiritual (X1)	0,911	0,6	Reliabel
Kecerdasan Emosional (X2)	0,896	0,6	Reliabel
Kecerdasan Intelektual (X3)	0,943	0,6	Reliabel
Prestasi Kerja (Y)	0,953	0,6	Reliabel

Sumber: Data primer yang diolah, 2024

From the table above that has been presented, it is known that the Cronbach Alpha value for all research variables exceeds 0.6. This shows that the answers given by respondents to the research variables are reliable. Therefore, the questionnaire used to measure these variables can

also be considered reliable and suitable for use dalam penelitian selanjutnya.

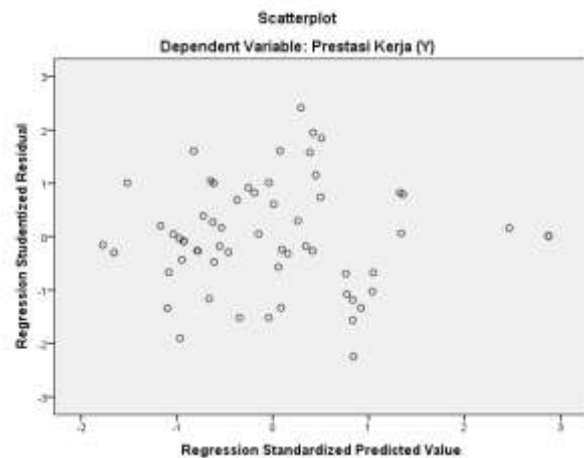


Figure 1. Normality Test Results

RESULTS

Results of Normality Test

The results of the normality test using the Normal P-P Plot in the Figure show that the probability of the data is around a linear or straight line. This indicates that all variables used in the study, namely emotional intelligence, spiritual intelligence, intellectual intelligence and work performance, have a data pattern that is distributed normally randomly.

Multicollinearity Test Results

Coefficients^a

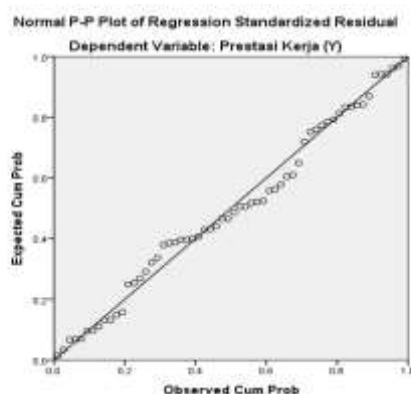
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	-1,201	4,793		-.267	.790		
1. K.Spiritual (X1)	.227	.062	.393	3,669	.001	.622	1,608
K.Emosional (X2)	.499	.123	.412	4,077	.000	.508	1,701
K.Intelektual (X3)	.263	.131	.176	2,004	.050	.531	1,074

^a. Dependent Variable: Prestasi Kerja (Y)

The results of the multicollinearity test data analysis of the influence of Emotional Intelligence, Spiritual Intelligence and Intellectual Intelligence on Work Performance showed that the Tolerance value > 0.10 and VIF < 10 , this means that there is no multicollinearity, so it is concluded that the multicollinearity test is met.

Heteroscedasticity Test Results

Based on the data obtained, the significance value (Sig) for the Spiritual, emotional and intellectual variables has a value



greater than 0.05, so according to the basis for decision making in the Glejser test, it can be concluded that there is no heteroscedasticity in the regression model.

Multiple Linear Regression Analysis Results

Model Summary ^a					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.774 ^a	.600	.578	2.804	1.767

a. Predictors: (Constant), K.Intelektual (X3), K.Spiritual (X1), K.Emosional (X2)
b. Dependent Variable: Prestasi Kerja (Y)

This multiple linear regression analysis was conducted to determine the magnitude of the influence simultaneously or partially between the independent variables, namely spiritual, emotional, and intellectual intelligence on the dependent variable, namely work performance.

The results of the R square determination test showed that all variables of spiritual intelligence (X1), emotional intelligence (X2), and intellectual intelligence (X3) in this study have a joint contribution of 0.600 or 60% to the work performance variable (Y). while the rest (100% - 60% = 40%) is influenced by other variables not included in this study, namely work environment factors.

Hypothesis Test Results (t-test)

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-1.201	4.793		-.267	.790		
	K.Spiritual (X1)	.227	.062	.393	3.669	.001	.622	1.608
	K.Emosional (X2)	.498	.123	.412	3.737	.000	.588	1.701
	K.Intelektual (X3)	.263	.131	.176	2.004	.050	.931	1.074

a. Dependent Variable: Prestasi Kerja (Y)

Based on the results of the t-test, it is known that the significance value (Sig) of the variables of emotional intelligence, spiritual intelligence and intellectual intelligence is smaller or equal to the probability of 0.05, so it can be concluded that H1 or the first hypothesis is accepted. This means that there is an influence of the variables of spiritual intelligence, emotional intelligence, and intellectual intelligence on work performance.

Simultaneous Test Results (F-test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	679.448	3	226.483	27.964	.000 ^b
	Residual	449.252	56	7.846		
	Total	1.128.700	59			

a. Dependent Variable: Prestasi Kerja (Y)
b. Predictors: (Constant), K.Intelektual (X3), K.Spiritual (X1), K.Emosional (X2)

Based on the table above, it is known that the sig. value is 0.000. Because the Sig. value is

0.000 < 0.05, then according to the basis for decision making in the F test, it can be concluded that the hypothesis is accepted, in other words, there is an influence of spiritual intelligence, emotional intelligence, and intellectual intelligence on work performance.

DISCUSSION

The Influence of Spiritual Intelligence on Work Performance

The results of the study show several important aspects that support the reliability and in-depth interpretation of the influence of spiritual intelligence on work performance at British Propolis Partners. In terms of statistical significance, the significance value (Sig) of the spiritual intelligence variable is 0.001, smaller than the alpha level which is generally set at 0.05. With the results of the F test where the significance value (Sig.) Is 0.000 which is smaller than the set significance level (0.05), the conclusion that can be drawn is that the alternative hypothesis related to the influence of spiritual intelligence on work performance is accepted. This shows that spiritual intelligence has a significant influence on work performance. Acceptance of this alternative hypothesis indicates that there is a strong relationship between spiritual intelligence and employee work performance. This finding can provide a strong basis for company management to consider spiritual intelligence as an important factor in improving employee performance. In the study conducted, spiritual intelligence and emotional intelligence simultaneously have a significant influence on work performance. Haq (2022), revealed a positive relationship between Spiritual Quotient (SQ) and employee performance which shows that the higher a person's SQ level, the better their performance will be in the work environment.

The Effect of Emotional Intelligence on Work Performance

The results of the analysis presented in the research results show significant findings related to the relationship between emotional intelligence and work performance at British Propolis Partners. The results of the t-value test, the significance value (Sig) for the emotional intelligence variable is 0.000, which is smaller than the probability of 0.05. Furthermore, the F test also shows a significance value of 0.000 < 0.05.

This shows that there is a significant difference between the model with independent variables (emotional intelligence) and the model without independent variables. In this context, the

null hypothesis is that all regression coefficients are zero (no influence from the independent variables), while the alternative hypothesis is that at least one regression coefficient is not zero (there is an influence from the independent variables). With a significance value smaller than alpha, we can reject the null hypothesis and accept the alternative hypothesis. This indicates that the existence of emotional intelligence significantly affects work performance.

Hasbiyallah et al., (2021), emotional intelligence has a positive and significant effect on career development, leadership style, and both partially and simultaneously on employee work performance there is a positive influence. Then according to Sinaga et al., (2022) to improve employee performance it is important to understand and control one's own emotions. With this ability, you can complete tasks effectively, accept criticism and maintain optimal service. In other words, the ability to manage emotions will help improve employee work performance.

The Influence of Intellectual Intelligence on Work Performance

The results of the t-test show that the significance value (Sig) for the Intellectual Intelligence variable is 0.050, which is equal to a probability of 0.05. which means that the alternative hypothesis (H1) can be accepted. This shows that there is a significant influence of Intellectual Intelligence on work performance. The F value test also confirms previous findings, with a Sig. value of less than 0.05. Thus, it can be concluded that intellectual intelligence has a significant influence on work performance at British Propolis partners in Palu.

The results of this study provide a better understanding of the relationship between intellectual intelligence and work performance, which can be used by company management to make better decisions in employee development and improve overall company productivity. Intellectual intelligence has a positive and significant impact on employee performance. This indicates that a high level of intelligence allows employees to work effectively and improve the overall quality of the company Haksanggulawan et al., (2023).

Simultaneously, the results of the study show that spiritual, emotional, and intellectual intelligence have a significant influence on work

performance at British Propolis partners in the company. The implication is that management can consider integrating the development of these aspects into employee training and development programs, as well as in the recruitment and selection process, to ensure that employees have the qualities that match the company's needs.

The importance of paying attention to spiritual, emotional, and intellectual intelligence in the context of work performance confirms that non-technical factors also play a significant role in organizational success. Companies need to improve training and development that emphasizes the development of spiritual, emotional, and intellectual intelligence in human resources. Therefore, awareness of the importance of these aspects in human resource management can help companies achieve their goals more effectively and efficiently.

CONCLUSION

Based on the research and analysis that has been done, it can be concluded:

Based on the results of the analysis, spiritual intelligence partially influences work performance in British Propolis partners in Palu.

Emotional intelligence also partially influences work performance in British Propolis partners in Palu.

Intellectual intelligence partially influences work performance in British Propolis partners in Palu.

Simultaneously, spiritual, emotional, and intellectual intelligence influence work performance in British Propolis partners in Palu.

This confirms that the three aspects of intelligence have an important role in determining overall work performance in British Propolis partners.

SUGGESTIONS

The suggestions after conducting this study are that the company needs to improve training and development that emphasizes the development of spiritual, emotional, and intellectual intelligence in human resources; hone self-potential to achieve optimal performance; and encourage an organizational culture that supports the development of intelligence through open communication, support and opportunities for the growth and development of superior human resources.

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