

Plagiarism Scan Report

Summary

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The purpose of this study is to investigate and examine the effect of intelligence quotient (IQ) on the performance of the Civil Service Institute Language East Java province, to know and test the effect of emotional intelligence (EQ) on the performance of the Civil Service Institute Language East Java province, to know and test the effect of intelligence spiritual (SQ) on the performance of the Civil Service Institute Language East Java Province., know and test between intelligence quotient (IQ), emotional intelligence (EQ) and spiritual intelligence (SQ) where a stronger influence on the performance of the Civil Service Institute Language Province East Java.

Based on several studies that have been conducted, Hiein (2007) believe that emotional intelligence evaluating individuals in terms of emotional problems so that he / she has the awareness of his / her emotions and senses and know how to control and regulate them. organizational commitment and OCB significant effect on employee performance. This study showed that employees who have high emotional intelligence will work better in accordance with the standards of the organization and will ultimately achieve better performance. It would also require employees with high commitment to demonstrate optimal performance, so as to contribute to the organization. While employees who behave OCB indirectly affect the achievement of organizational goals, because the behavior indicated OCB employee will contribute to improve employee performance. When people tried to find the meaning of the problem, their spiritual intelligence kemudian ask themselves whether this is all there is? This is a question that is of a period of children and individuals trying to figure out the answer

The population in this study are civil servants Hall East Java language as many as 40 people. The sample is part of the number and characteristics possessed by this population According Arikunto (2010: 134-185) The sample is partially or representative of the population studied. Based on the above understanding, it can be concluded that as the population to be studied and represent the characteristics populasi. Sampel used is the entirety of the study population by 40 civil servants Language Institute of East Java Province.

The independent variables in this study are:

- Intellectual Intelligence (X1)
- Emotional Intelligence (X2)
- Spiritual Intelligence (X3)

While the dependent variable is the performance (Y) Instruments in this research study used a questionnaire. While technical analysis of data using multiple regression analysis. According to Husaini Usman (2006: 216) regression analysis is useful to explain the effect of predictor variables or independent variables (affecting) to variable criterion or dependent variable (that is affected).

Regression test results obtained by the value of $R=0.709$ and Adjusted R Square (R^2) of 0.503 indicating that 50.3% of independent variables X (intellectual, emotional intelligence, spiritual intelligence) can affect the dependent variable Y (Performance Civil Servants) while the remaining 49.7% Civil Service performance can be affected by factors other than the independent variables. This concurs with studies Agustian (2009) that the intelligence IQ, EQ and SQ as the supreme intelligence of man, that thought must disenergik an comprehensively, then from the study gives an idea that the intellectual, emotional and sipiritual is essential for the development of the human performance it is performance.

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Results of testing the first hypothesis that the intelligence quotient (IQ) have significant influence on the performance of the Civil Service Institute of East Java Language evidenced t-test results obtained t at variable intelligence (X1) of 3,018 with sig. 0,005 then based on testing criteria accepted because sig. less than 0.05.

Based on the results of data analysis and hypothesis testing, then the conclusion can be drawn as follows:

(a) From the analysis found that the intelligence quotient (IQ) have significant influence on the performance of the Civil Service Language Hall East Java Province. This is evidenced by the results of the t-test of 3,018 with sig. 0,005 so the hypothesis can be accepted and proven true.

(b) From the analysis showed that emotional intelligence (EQ) has a significant influence on the performance of the Civil Service Language Hall East Java Province. This is evidenced by the results of the t-test of -2.826 with sig. amounted to 0,008 so that the hypothesis can be accepted and proven true.

(c) From the analysis found that spiritual intelligence (SQ) has a significant influence on the performance of the Civil Service Language Hall East Java Province. This is evidenced by the results of the t-test of 2.689 with sig. amounted to 0,011 so that the hypothesis can be accepted and proven true.

(d) Obtained from the analysis that the intelligence quotient (IQ) has a stronger effect between emotional intelligence (EQ) and spiritual intelligence (SQ) on the performance of the Civil Service Language Hall East Java Province. This is evidenced by the value in the column Standardized Beta Coefficient highest on Intellectual Intelligence variable (X1) that is equal to 0.453 so that the hypothesis can be accepted and proven true.

Suggestion

(a) Another possible implication agencies is to measure the return of skills, competence and motivation of employees. Related training in enhancing the intellectual who owned that training to improve IQ. Form of training that can be done is to provide a knowledge and skills training tailored to the needs and tasks based on job description,. So the ability of

employees to work, solve problems, analyze, or decide an issue can be better. In addition, training for emotional and spiritual intelligence needs to be done such as personality training and so forth so that the balance between the three things above that can improve employee performance.

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