EFFECT OF INTELLECTUAL INTELLIGENCE, INTELLIGENCE EMOTIONAL AND SPIRITUAL INTELLIGENCE ON EMPLOYEE PRODUCTIVITY

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Submission date: 13-Apr-2019 04:02PM (UTC+0700)
Submission ID: 1111642418
File name: OTIONAL_AND_SPIRITUAL_INTELLIGENCE_ON_EMPLOYEE_PRODUCTIVITY.docx (97.99K)
Word count: 4358
Character count: 28110

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Abstract

this study describe (IQ), emotional (EQ), (SQ) effect employee know and prove partially intellectual intelligence (IQ), emotional intelligence (EQ), spiritual intelligence (SQ) effect on employee productivity, To know and prove simultaneously intellectual intelligence (IQ), emotional intelligence (EQ), spiritual intelligence (SQ) effect on employee productivity. to test the valid and reliable data hypothesis was analyzed by using multiple linear regression with the classical assumption test. assisted by the SPSS (Statistical Program For Social Science) program.

Based on the test results, Variable IQ (Intellectual Intelligence), expressed in very good category. The EQ (Emotional Intelligence) variable, expressed in very good category, SQ variable (Spiritual Intelligence), is expressed in a very good category. Variable Productivity, expressed in very good category. Simultaneously a, and on Employee. Partially between and Spiritual Intelligence Employee Employees.and who have the most dominant influence on Employee Productivity is a variable Intellectual Intelligence.

Keywords: *intellectual acumen (IQ), emotional intelligence (EQ), and spiritual intelligence (SQ), work productivity of employees*

1. Introduction

Competition in the business world is growing, the Company continues to prepare its human resources to be able to compete well in science and technology. generate profits and increase sales of its products.

Much research has been done on the assessment of performance of the construction industry, particularly from the point of view of labor productivity (Allen, 1985; Allmon et al., 2000; Koskenvesa et al., 2010; Rojas & Aramvareekul, 2003; Abdel-Wahab et al, 2008). Although the study results in productivity in different industries often compared, the macro-level analysis can only be debating the possible reasons of variations; Can not fully explain the results or the validity and reliability of the study.

with (eg, Aysel, 2006; Sahinkaya, 2006; Tikir, 2005) . In the study of Akin (2004), the emotional influence of intelligence managers were both their the intuitive conclusions of workers (Hackett et al., 2001). Evidence of a positive relationship between employment engagement and organizational citizenship behavior - OCB (Rosenberg & Moberg, 2007), but a negative relationship with the intention to quit. Therefore, it is up to the organization to.

measure spiritual intelligence (Wolman, 2001; ideas and advantages spirituality the workplace, regardless of the paradigm shift recognized a range scientists ineffective (Feist & Barron, 1996; perceptual, issues and certainly.

1.1 Problem Formulation

1.1.1. How the description of (IQ), (EQ), (SQ) on employee. Suzuki Indo Motor Jakarta Gemilang Surabaya?

1.2.1 Whether intellectual intelligence (IQ), emotional intelligence (EQ), spiritual intelligence (SQ) partially effect on employee productivity at PT. Suzuki Indo Motor Jakarta Gemilang Surabaya?

1.2.2 Whether (IQ), (EQ), (SQ) simultaneously affect the productivity of employees Suzuki Indo Motor Jakarta Gemilang Surabaya?

1.2. Conceptual framework

The conceptual framework in this study can be described as follows:

Figure 1 Conceptual Framework

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2. Research Methods

This type of research is exploratory research, the reason the author uses explanatory type of research is the author or researcher explanatory approach not only equip with the conceptual definition, but both also have devised a theoretical framework (Priyono, 2008).

Population and sample in this study were employees of PT. Suzuki Indo Motor Jakarta Gemilang as many as thirty-five people. Instruments used authors use Questionnaire. of valid and reliable data were analyzed using multiple linear regression with the classical assumption. assisted by the SPSS (Statistical Program For Social Science) program.

In this study the independent variables consist of intellectual intelligence (IQ) (X1), Emotional Intelligence (EQ) (X2), and Spiritual Intelligence (SQ) (X3), while the dependent variable is Employee Productivity (Y). The model is used to obtain a fit regression model and minimize symptoms of heterokedasitas which usually occurs in cross section data.

The equations developed for multiple regression are as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Information :
Y: employee work productivity
Constants
b1: Regression coefficient for variable X1
b2: Regression coefficient for variable X2
b3: Regression coefficient for variable X3
X1: Intellectual Intelligence factor (IQ) variable
X2: Emotional Intelligence factor variable (EQ)
X3: The variable of Spiritual Intelligence (SQ)
e: standard error (error rate)

3. Data Analysis

3.1. Test Validity and Reability Test

a. Variable X1

Table 1 variable X1, intellectual intelligence (IQ)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.821	6

Item-Total Statistics Attached

Scale Statistics Attached

From the table obtained data that item-total correlation greater than 0.3 it can be concluded that the data is valid and can be used to measure what to be measured, and there are data N of items greater than 0.6 then the data meet the reliability or consistent to be used to measure the same symptoms on the other side.

b. Variable X2

Table 2. Variable X2, Emotional Intelligence (EQ)

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.825	10

Item Statistics

	Mean	Std. Deviation	N
X2.1	4.60	.604	35
X2.2	4.57	.698	35
X2.3	4.83	.453	35
X2.4	4.63	.598	35
X2.5	4.43	.608	35
X2.6	4.31	.631	35
X2.7	4.69	.583	35
X2.8	4.43	.698	35
X2.9	4.51	.562	35
X2.10	4.49	.658	35

Item-Total Statistics Attached

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
45.49	14.610	3.822	10

From the table obtained data that item-total correlation greater than 0.3 it can be concluded that the data is valid and can be used to measure what to be measured, and there are data N of items greater than 0.6 then the data meet the reliability or consistent to be used to measure the same symptoms on the other side.

c. Variable X3

Table 3 Variable X3, *Spiritual Intelligence (SQ)*

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.696	10

Item Statistics

	Mean	Std. Deviation	N
X3.1	4.83	.382	35
X3.2	3.80	.833	35
X3.3	4.77	.598	35
X3.4	4.71	.667	35
X3.5	4.51	.702	35
X3.6	4.57	.655	35
X3.7	4.51	.612	35
X3.8	4.34	.765	35
X3.9	4.29	.750	35
X3.10	4.57	.558	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	40.09	9.904	.721	.642
X3.2	41.11	12.987	-.315	.804
X3.3	40.14	9.479	.529	.645
X3.4	40.20	9.341	.490	.649
X3.5	40.40	8.894	.573	.631
X3.6	40.34	9.644	.422	.662
X3.7	40.40	9.835	.411	.665
X3.8	40.57	9.076	.461	.652
X3.9	40.63	9.476	.378	.670
X3.10	40.34	10.055	.402	.668

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
44.91	11.787	3.433	10

From the table obtained data that item-total correlation greater than 0.3 it can be concluded that the data is valid and can be used to measure what to be measured, and there are data N of items greater than 0.6 then the data meet the reliability or consistent to be used to measure the same symptoms on the other side.

d. Variable Y

Table 4. Variable Y, Employee Productivity

Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded[a]	0	.0
	Total	35	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.818	8

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4.63	.490	35
Y1.2	4.60	.497	35
Y1.3	4.06	.725	35
Y1.4	4.37	.490	35
Y1.5	4.40	.736	35
Y1.6	3.80	.964	35
Y1.7	4.66	.539	35
Y1.8	4.71	.458	35

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	30.60	9.247	.627	.790
Y1.2	30.63	9.240	.619	.791
Y1.3	31.17	7.852	.733	.766
Y1.4	30.86	9.008	.717	.780
Y1.5	30.83	9.146	.375	.824
Y1.6	31.43	6.958	.682	.782
Y1.7	30.57	9.546	.456	.808
Y1.8	30.51	10.375	.262	.828

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
35.23	11.358	3.370	8

From the table obtained data that item-total correlation greater than 0.3 it can be concluded that the data is valid and can be used to measure what to be measured, and there are data N of items greater than 0.6 then the data meet the reliability or consistent to be used to measure the same symptoms on the other side.

3.2 Data Normality Test

a. Multicollarity test to test the data normality of a regression model can be seen from the spread of data (dots) on the diagonal axis of the graph or by looking at the residual histogram.

Figure 2. Normal P-P Plot of Regression Standardized Residual

From the residual histogram graph it is seen that the data (point) spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows the normal distribution pattern, then the regression model satisfies the normal assumption.

a. Multicolorate Test

Tabel 5. Multicolorate Test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearit Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-.283	.739		-.383	.705					
average _X1	.408	.094	.542	4.359	.000	.643	.616	.486	.804	1.244
average _X2	.169	.146	.153	1.159	.255	.523	.204	.129	.713	1.402
average _X3	.471	.146	.384	3.222	.003	.485	.501	.359	.875	1.143

a. Dependent Variable: average _Y

To detect the presence or absence of multicollinearity can be seen from the Varience Inflation Factor (VIF). If the value of VIF> 10 then indicates the existence of multicollinearity of the calculation results in the table. Each independent variable shows a VIF value of no more than 10, then the assumption does not occur multikolineritas has been met.

*b. **Autocorrelation***

Used to determine whether there is a correlation between members of a series of time-based observation data (time series) or space (cross section).

Table 6. Autocorrelation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.784[a]	.615	.577	.27388	.615	16.480	3	31	.000	1.486

a. Predictors: (Constant), average _X3, average _X2, average _X1
b. Dependent Variable: average _Y

From the results of calculations in the table with the value of Durbin Watson (1.468) is between 1.10 s.d 1.54 then assumption without conclusion. Based on the table, the regression

model has a coefficient of determination (R^2) of 0.615. This means that the regression model obtained is able to explain the influence between the variables X to Y of 61.5% and the rest of 38.5% explained by other variables that are not detected.

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Figure 3. Partial Regression Plot

From the scatterplot graph it is seen that the points spread randomly and spread either above or below 0 on the Y axis. It can be said that there is no heterokedastisity in the regression model.

3.3 Regression

a. Multiple Regression Analysis

The process of data processing by using linear regression analysis, performed several stages to find the influence of independent variables to the dependent variable.

Tabel 7. Multiple Regression Analysis [a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	-.283	.739		-.383	.705
	average _X1	.408	.094	.542	4.359	.000
	average _X2	.169	.146	.153	1.159	.255
	average _X3	.471	.146	.384	3.222	.003

a. Dependent Variable: average _Y

model follows:

$$Y = -0{,}283 + 0{,}408X1 + 0{,}169X2 + 0.471X3 + e$$

Information:
Y: Employee Productivity
X1: Intellectual Intelligence
X2: Emotional Intelligence
X3: Spiritual Intelligence

Interpretation of regression models obtained based on tables are as follows:

1. X1 = 0.408
   This regression coefficient indicates that the contribution given if the variable X1 (Intellectual Intelligence) the better, then the Employee Productivity (Y) is also getting better.
2. X2 = 0.169
   This regression coefficient indicates that the contribution given if the variable X2 (Emotional Intelligence) is better, then Work Productivity Employees (Y) is also getting better.
3. X3 = 0.471
   This regression coefficient indicates that the contribution given if the variable X2 (Emotional Intelligence) is better, then Work Productivity Employees (Y) is also getting better.

a. Partial test results (t test)

H0 reads: "Intellectual Intelligence (IQ) (X1), Emotional Intelligence (EQ) (X2), and Spiritual Intelligence (SQ) (X3) partially significant effect on employee productivity at PT. Sejahtera Motor Gemilang Suzuki Surabaya ",

Ha reads: variable (IQ) (X1), (EQ) (X2), (SQ) (X3) partially have a -. Sejahtera Motor Gemilang Suzuki Surabaya

Partial regression testing as follows:

Tabel 8. Partial test results (t test)[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-.283	.739		-.383	.705
	average _X1	.408	.094	.542	4.359	.000
	average _X2	.169	.146	.153	1.159	.255
	average _X3	.471	.146	.384	3.222	.003

a. Dependent Variable: average _Y, *t.table* = 1,679

From the table obtained data as follows

X1: t-count (4,359)> t-table (1.679)

X2: t-count (1,159) <t-table (1.679)

X3: t-count (3.222)> t-table (1.679)

From the above data can be concluded that the variable X1 (Intellectual Intelligence) and variable X3 (Spiritual Intelligence) have a partial influence significantly on employee productivity in PT. Sejahtera Motor Gemilang Suzuki Surabaya zero variant X2 partially influence Sejahtera Motor Gemilang Suzuki Surabaya.

a. Simultaneous test (Test F)

H0: "Intellectual intelligence (IQ) emotional intelligence (EQ) and spiritual intelligence (SQ) simultaneously affect the productivity of employees at PT. Sejahtera Motor Gemilang Suzuki Surabaya ".

Ha: "Intellectual intelligence (IQ) emotional intelligence (EQ) and spiritual intelligence (SQ) simultaneously have no effect on employee productivity at PT. Sejahtera Motor Gemilang Suzuki Surabaya "

Partial regression testing as follows

Table 9. ANOVA[b]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3.709	3	1.236	16.480	.000[a]
	Residual	2.325	31	.075		
	Total	6.034	34			

the test uses the F test. If value of the calculation result is greater than Ftable (16,480> 2,92). From this comparison can be taken decision H0 rejected at $\alpha = 0{,}05$. are simultaneous the variables X1, X2, and X3 against Variable Y.

Tabel 10 . Determination of the Dominant Variables

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
(Constant)	-.283	.739		-.383	.705					
average_X1	.408	.094	.542	4.359	.000	.643	.616	.486	.804	1.244
average _X2	.169	.146	.153	1.159	.255	.523	.204	.129	.713	1.402
average _X3	.471	.146	.384	3.222	.003	.485	.501	.359	.875	1.143

a. Dependent Variable: average _Y

Based on the table, variable X1 is the variable that has the largest beta coefficient. That is, the variable Y is more influenced by the Intellectual Intelligence (X1) variable than the X2 (Emotional Intelligence) and X3 (Spiritual Intelligence) variables. The coefficients possessed by the X1 variable are positive, this means that the better the Intellectual Intelligence done then the more increase Employee Productivity (Y)

4. Discussion

a. The influence of intellectual intelligence (IQ) on employee work productivity.

The results of this study indicate that there is a significant influence between intellectual intelligence on employee productivity. The result of regression analysis showed that the regression coefficient for independent variables of intellectual intelligence (X1) on the dependent variable of employee work productivity (Y) is 0.542. This means that intellectual intelligence positively affects the productivity of employees, where the better intellectual intelligence of an employee will be more effective in carrying out its work in the marketing world. previous research conducted (Feist & Barron, 2003), perceptual.

b. Emotional (EQ) employee.

results of this study indicate that there is no significant effect between intellectual intelligence on employee work productivity. variable of emotional intelligence (X2) on the dependent variable of employee work productivity (Y) is 0.153. This means that intellectual intelligence positively affects the productivity of employees, where the better intellectual intelligence of an employee will be more effective in carrying out its work in the marketing world..

c. The influence of spiritual intelligence (SQ) on employee work productivity.

The results of this study indicate that there is significant influence between spiritual intelligence on employee productivity. The result of regression analysis showed the regression coefficient for the independent variables of spiritual intelligence (X3) on the dependent variable of employee work productivity (Y) is 0.384. This means that spiritual intelligence positively affect the employee productivity, where the better the spiritual intelligence of an employee will be more effective in carrying out its work in the marketing world.

d. The influence of intellectual intelligence, the and the influence of productivity

Based on the results of research known that simultaneously provide a positive and. It is as previously described that the better intellectual intelligence possessed by a marketing will increase the work productivity. Moreover, with the excellent support in terms of emotional intelligence and spiritual intelligence are high then it will also encourage the productivity of a marketing work.

5. Conclusion And Suggestion

5.1 Conclusions

Based on the results of research neon influence Intellectual Intelligence, Emotional Intelligence, and Spiritual Intelligence of Employee Productivity can be drawn the following conclusions:

1. Variable IQ (Intellectual Intelligence), expressed in very good category shown in table 4.5. The EQ (Emotional Intelligence) variable, expressed in very good category is shown in Table 4.6. The SQ (Spiritual Intelligence) variable, expressed in excellent category is shown in Table 4.7. Variable Productivity, expressed in the category very well proven on page table 4.8.
2. Simultaneously a, Emotional Intelligence, and of Employee.
3. Partially there is a significant influence between Intellectual Intelligence and Spiritual Intelligence on Employee Productivity.
4. the most Employee Productivity variable Intellectual Intelligence.

5.2 Suggestions

Results taken suggestions:

1. It is expected in the marketing more optimize work productivity of employees one of them by improving intellectual intelligence. To conduct an effective marketing interaction required a professional and quality marketing is shown by the existence of spiritual intelligence in the marketing section.
2. It is expected that the more marketing can improve emotional intelligence so as to improve the performance of the marketing department, especially sales
3. In the next research can examine other independent variables that have an effect on employee productivity

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