

ABSTRACT

THE INFLUENCE OF INTELLECTUAL, INTELLIGENCE, EMOTIONAL INTELLIGENCE, AND SPIRITUAL INTELLIGENCE ON THE PERFORMANCE OF EMPLOYEES OF THE SMALL AND MEDIUM ENTERPRISES COOPERATIVES DEPARTMENT OF TRADE AND INDUSTRY, PRINGSEWU REGENCY

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This research aims to determine the influence of intellectual intelligence, emotional intelligence, and spiritual intelligence on the performance of employees of the Small and Medium Enterprises Cooperatives Service for Trade and Industry, Pringsewu Regency. The sampling technique used was a saturated sampling technique/total sampling with a total sampling of 62 samples. Data collection techniques are carried out through questionnaires. The data analysis carried out was multiple linear regression analysis. The results of this research show that partially Intellectual Intelligence has a significant effect on performance, while emotional intelligence and spiritual intelligence do not have a significant effect on performance. However, simultaneously, Intellectual Intelligence, Emotional Intelligence and Spiritual Intelligence have a significant effect on performance. The Adjusted R Square value is 0.538 or 53.8%. This shows that 53.8% of employee performance is influenced by intellectual intelligence, emotional intelligence and spiritual intelligence, while the remaining 46.2% is influenced by other variables such as motivation, leadership style, work environment, sense of justice, etc.

KEYWORDS : Intellectual Intelligence, Emotional Intelligence, Spiritual Intelligence, Performance

ABSTRAK

PENGARUH KECERDASAN INTELEKTUAL, KECERDASAN EMOSIONAL, DAN KECERDASAN SPIRITUAL TERHADAP KINERJA PEGAWAI DINAS KOPERASI UKM PERDAGANGAN DAN PERINDUSTRIAN KABUPATEN PRINGSEWU

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Penelitian ini bertujuan untuk mengetahui pengaruh kecerdasan intelektual, kecerdasan emosional, dan kecerdasan spiritual terhadap kinerja pegawai Dinas Koperasi Usaha Kecil Menengah Perdagangan dan Perindustrian Kabupaten Pringsewu Lampung Indonesia. Teknik pengambilan sampel dilakukan adalah teknik sampling jenuh/total sampling dengan jumlah sampling sebanyak 62 sampel. Teknik pengumpulan data dilaksanakan melalui kuesioner/angket. Analisis data yang dilaksanakan adalah analisis regresi linier berganda. Hasil Penelitian ini menunjukkan bahwa secara parsial Kecerdasan Intelektual berpengaruh signifikan terhadap kinerja, sedangkan kecerdasan emosional dan kecerdasan spiritual tidak berpengaruh signifikan terhadap kinerja. Namun, Secara simultan, Kecerdasan Intelektual, Kecerdasan Emosional, dan Kecerdasan Spiritual berpengaruh signifikan terhadap kinerja. Nilai Adjusted R Square sebesar 0,538 atau 53,8%. Hal ini menunjukkan bahwa 53,8% kinerja pegawai dipengaruhi oleh kecerdasan intelektual, kecerdasan emosional, dan kecerdasan spiritual sedangkan sisanya sebesar 46,2% dipengaruhi variabel lain seperti motivasi, gaya kepemimpinan, lingkungan kerja, rasa keadilan, dan lain-lain.

Kata kunci : Kecerdasan Intelektual, Kecerdasan Emosional, Kecerdasan Spiritual, Kinerja