


## The influence of spiritual intelligence, leadership, and nurse performance at Dustira hospital in Cimahi city

Harun Heri Trismiyanto<sup>1</sup>, Hasna Nuru Azmi<sup>2</sup>, Bagas Setiawan<sup>3</sup>, Adila Tahta Arsyika<sup>4</sup>  
<sup>1,2,3,4</sup>Hospital Administration Study Program, Faculty of Medicine, General Achmad Yani University

Article Info	ABSTRACT
<b>Keywords:</b> Spiritual Intelligence Leadership long way Nurse Performance	This study aims to investigate the influence of spiritual intelligence and leadership on nurse performance at Dustira Hospital in Cimahi City. This research employs a quantitative approach with data collection through a questionnaire distributed to nurses at Dustira Hospital. The research sample is obtained through purposive sampling, and data analysis is conducted using regression techniques to evaluate the influence of spiritual intelligence and leadership on nurse performance. The results of this study are expected to provide a better understanding of how spiritual intelligence and leadership contribute to the performance of nurses at Dustira Hospital in Cimahi City. These findings can serve as a foundation for hospital management to develop training and development programs that focus on these aspects, thereby improving the quality of healthcare services provided by nurses. This research is also expected to contribute theoretically to the literature in the field of human resource management in the healthcare sector, particularly in the context of spiritual intelligence, leadership, and nurse performance. Thus, this study provides new insights for the development of policies and management practices in hospitals and the healthcare sector in general.
This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license 	<b>Corresponding Author:</b> Harun Heri Trismiyanto Hospital Administration Study Program, Faculty of Medicine, General Achmad Yani University <a href="mailto:harun.heri@lecture.unjani.ac.id">harun.heri@lecture.unjani.ac.id</a>

### INTRODUCTION

Dustira Hospital, located in the city of Cimahi, West Java, has 374 nurses serving in both Outpatient and Inpatient Units, consisting of 8 Registered Nurses (Perawat AD), 57 Civil Servant Nurses (Perawat Aparatur Sipil Negara/ASN), and 309 Daily Contract Nurses (Perawat Kerja Harian Lepas/KHL). Dustira Hospital is committed to providing high-quality healthcare services. To achieve this goal, the hospital consistently keeps abreast of advancements in the field of nursing, as well as in the broader realm of scientific knowledge.

In managing knowledge in the field of nursing, Dustira Hospital involves various rooms in both the Outpatient and Inpatient Units. This is where nurses carry out nursing procedures in accordance with the applicable Standard Operating Procedures (SOP) in the hospital. However, there are still challenges in storing existing knowledge, both related to the field of nursing and practical nursing experiences. Therefore, a means is needed to

preserve and leverage the existing knowledge for use over a more extended period, benefiting both experienced and new nurses. Additionally, efforts are required to create and update knowledge relevant to the nursing field.

A nurse is an honorable profession that requires one to dedicate their entire being to assist in caring for the sick. Being a nurse is not a light task, as it demands the ability and spirit to care for others in any condition. Nurses must be ready and vigilant, equipped with specialized expertise and specific character traits.

Nurse performance is the activity of a nurse in implementing to the best of their ability the authority, duties, and responsibilities in achieving the objectives of the core tasks of the profession and the realization of the goals and targets of the organizational unit [1], [2]. According to Mulyono in [3], the performance of nurses, as the frontline of healthcare services, is a crucial issue to be examined in order to maintain and improve the quality of health services.

Suriana [4] emphasizes that nurse performance is the work achievement demonstrated by practicing nurses in carrying out nursing care tasks, resulting in good output for customers (organization, patients, and nurses themselves) within a specific time frame. Nurse performance is the ability to provide basic services optimally, involving promotive, preventive, curative, and rehabilitative aspects, resulting in an overall improvement in the quality of healthcare services in the hospital [5]."

Therefore, it can be concluded that nurse performance is the achievement of goals or work plans during a specific period in work activities. This should align with the expected standards and targets. More than just the end results, performance also encompasses how nurses achieve their goals, considering the overall performance process.

The success of a hospital in providing quality healthcare to its patients often depends on the professionalism and dedication of its nurses. Therefore, it is crucial for hospitals to pay attention to the performance of nurses, as their performance directly impacts patient care outcomes and the advancement of a hospital. Nurse performance is not solely measured in terms of clinical technicalities but also involves emotional involvement, professional ethics, and communication skills.

Thus, a nurse is required to possess empathy, compassion, and high levels of patience because caring for the sick can be emotionally draining and demanding of patience. Therefore, it is necessary to cultivate a sense of empathy, compassion, and patience within oneself. Developing a deeper understanding of patients through empathy, compassion, and patience is inseparable from the condition of spiritual intelligence possessed by each nurse. This can contribute to the improvement of service quality as nurses can be more sensitive to the spiritual, emotional, and psychological needs of patients. Therefore, spiritual intelligence becomes crucial. Spiritual Intelligence (Spiritual Quotient) refers to an individual's ability to understand the existence of the soul or spirit within oneself and its connection to one's existence in the world. This is also related to an individual's awareness of what is happening within themselves. The importance of paying attention to this spiritual intelligence in relation to nurse performance is in line with the opinion of Nurlaela Hamidah and Mochamad Fadlani Salam [6]. The performance of a nurse is not only influenced by

spiritual intelligence; equally important is the presence of leadership support for a nurse, as stated by Desi Fitriana [7]. To assess the performance of a nurse, a hospital needs to conduct performance evaluations.

Performance evaluation is a crucial tool for assessing a nurse's job performance. This evaluation helps leaders make decisions related to human resource development. Nevertheless, nurse performance remains a challenge in various nursing services in Indonesia, as mentioned by [8]. Based on the above background, the researcher is interested in conducting a study on the influence of spiritual intelligence and leadership on nurse performance at Dustira Hospital in Cimahi City.

## METHOD

### Type and Data Source

The method used in this research is descriptive and verificative with a quantitative approach. This method is chosen because the author aims to describe spiritual intelligence, leadership, and nurse performance at Dustira Hospital in Cimahi City. The method employed in this research is a survey method, which involves sampling from the population and using a questionnaire as a data collection tool. The research design adopts an approach to the paradigm of the relationship between three independent variables simultaneously related to one dependent variable.

### Data Determination Technique

According to [9], the definition of population is as follows: "Population is the generalization area consisting of objects or subjects with certain quantities and characteristics set by researchers for study and subsequently drawn conclusions." The population in this study comprises all nurses at Dustira Hospital in Cimahi City, totaling 374 individuals. The sampling method used in this research refers to the Solvin approach, which is expressed by the following formula:

$$n = \frac{N}{1+N^2} \quad (1)$$

Explanation:

N = Sample size

N = Population size

e = Level of error in the research, 10% or 0.1

### Hypothesis

#### Spiritual Intelligence

Spiritual intelligence (SQ) is the ability to confront and solve issues related to the meaning of life, values, and self-integrity. It is the ability to place our behavior and life in a context of deeper and richer meaning. This intelligence enables us to assess that someone's actions or way of life have a deeper meaning compared to others. One can find the meaning of life through work, learning, questioning, and even when facing problems or suffering. Spiritual intelligence is an inner intelligence that aids in the overall healing and personal growth process of humans. Spiritual intelligence is the foundation needed to

effectively utilize IQ and EQ. In fact, SQ is considered the highest form of intelligence. Ahmad, S. N. A., Anwar, S., & Suleman, S. [10] state that spiritual intelligence allows us to recognize the values and characteristics within ourselves and others.

Utama [11] explains that spiritual intelligence involves a mind that receives inspiration, impulses, and effectiveness derived from a deep understanding of divinity, where we become a part of it. True spiritual intelligence is the ability to confront and solve issues related to meaning and values, not only towards humans but also towards God. Considering the various definitions above, it can be concluded that spiritual intelligence is the human ability to give transcendent meaning to all behavior and activities through steps and thoughts that are innate, leading to the completeness of humans who have a holistic thought pattern rooted in belief in God.

Hypothesis 1: There is a positive and significant influence between the spiritual intelligence of nurses at Dustira Hospital in Cimahi City and their performance.

### **Leadership**

According to [12], leadership is the ability of a leader to inspire and motivate subordinates, encourage the development of their potential, and create significant changes within the organization. Robbins [13] defines leadership as the ability to influence a group towards the achievement of a vision or a set of established goals. Buil & Matute [12] describe leadership as the influencing relationship between the leader and their followers aimed at achieving real change and obtaining results that align with shared objectives.

With these various definitions, it can be concluded that leadership involves the process of influencing to establish organizational goals, motivating team members' behavior to achieve these goals, directing the interpretation of events to team members, and organizing and implementing activities to achieve the established objectives.

Hypothesis 2: There is a positive and significant influence between leadership at Dustira Hospital in Cimahi City and nurse.

## **RESULT AND DISCUSSION**

Based on the questionnaire results that have been distributed, when observed by gender, age, and education, it shows that the respondents, based on gender, are predominantly female, with 62 or 66%, while males account for 32 or 34%. This condition indicates that nurses are generally dominated by females, reflecting the gender dynamics in the nursing workforce in the hospital. Mayoritas responden berada dalam kelompok usia 35-39 tahun (36%), diikuti oleh kelompok usia 40-44 tahun (22%). A significant proportion is in the older age group (45-60 years), reaching 6%. This indicates that most nurses in the hospital have relatively high levels of work experience.

The majority of respondents have a Bachelor's degree (S-1) educational background (65%), reflecting a high level of education in the nursing profession at the hospital. The presence of nurses with a Diploma-3 (D-3) education (20%) and high school (SMA) education (15%) also indicates diversity in the educational background of the nursing team.

**Table 1.** Descriptive Statistics

Variable	Mean	Standard Deviation
Nurse Performance	3.7000	0.46063
Spiritual Intelligence	3.6590	0.45567
Leadership	3.7023	0.30861

The descriptive statistical results indicate the basic characteristics of the key variables in this study. The average nurse performance is 3.7000, with a standard deviation of approximately 0.46063, and a total of 88 observations. This suggests that overall, nurse performance tends to be stable and close to the mean value. Meanwhile, for spiritual intelligence, the average is 3.6590 with a standard deviation of 0.45567, indicating a similar level of variation in spiritual intelligence among respondents. For the leadership variable, the average is 3.7023 with a lower standard deviation of 0.30861, suggesting a consistent response to leadership. Therefore, these results provide an initial overview of the distribution and variation of each variable and lay the foundation for understanding the characteristics of nurse performance, spiritual intelligence, and perceptions of leadership in the research sample. The dependent variable in this analysis is nurse performance, which tends to be more homogeneous among respondents.

**Table 2.** Correlation Analysis

		Correlations		
		Nurse Performance	Spiritual Intelligence	Leadership
Pearson Correlation	Nurse Performance	1.000	-.185	-.005
	Spiritual Intelligence	-.185	1.000	.140
	Leadership	-.005	.140	1.000
Sig. (1-tailed)	Nurse Performance	.	.042	.480
	Spiritual Intelligence	.042	.	.096
	Leadership	.480	.096	.
N	Nurse Performance	88	88	88
	Spiritual Intelligence	88	88	88
	Leadership	88	88	88

The correlation analysis reveals several key findings related to the relationship between nurse performance, spiritual intelligence, and leadership at Dustira Hospital in Cimahi City. It was found that there is a weak negative correlation between nurse performance and spiritual intelligence ( $r = -0.185$ ,  $p = 0.042$ ), indicating that nurses with

higher levels of spiritual intelligence tend to have lower performance. However, there is no significant correlation between nurse performance and leadership ( $r = -0.005$ ,  $p = 0.480$ ). Additionally, there is a weak positive correlation between spiritual intelligence and leadership ( $r = 0.140$ ,  $p = 0.096$ ), although it is not statistically significant. Although not statistically significant, these results provide insights into factors that may influence nurse performance in the hospital, with potential implications for the development of better management strategies and training. While statistical relationships do not always imply causation, these findings can serve as a basis for further actions to enhance managerial effectiveness and the quality of nursing services in the hospital environment.

**Table 3.** Coefficient Determination Test

Model Summary					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.187 <sup>a</sup>	.035	.012	.45784	

Predictors: (Constant), leadership, spiritual intelligence

The results of the model indicate the performance of the regression model in predicting the dependent variable based on the specified predictors, including the constant term, leadership, and spiritual intelligence. The R-square value of 0.035 indicates that the model explains only a small portion (3.5%) of the variability in the dependent variable. The Adjusted R-square, which takes into account the number of predictors and the sample size, is even lower at 0.012. The standard error of the estimate is 0.45784, reflecting the average amount by which predicted values can deviate from actual values. Overall, the low R-square values suggest that the predictors, namely leadership and spiritual intelligence, have limited explanatory power in this model, highlighting the need for further investigation or consideration of additional variables to improve prediction accuracy.

**Table 4.** The Result of F Test

ANOVA <sup>a</sup>						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.642	2	.321	1.532	.222 <sup>b</sup>
	Residual	17.818	85	.210		
	Total	18.460	87			

Dependent Variable: nurse performance

The results of the ANOVA analysis provide information regarding the variability in nurse performance as the dependent variable. There are three main components in ANOVA, namely Sum of Squares, df (degrees of freedom), and Mean Square. The first Sum of Squares is 0.642 with 2 degrees of freedom, resulting in a Mean Square of 0.321. Meanwhile, the second sum of squares reaches 17.818 with 85 degrees of freedom, yielding a Mean Square of 0.210. The overall Total Sum of Squares is 18.460 with a total of 87 degrees of freedom. The dependent variable in this analysis is nurse performance. These results can provide insights into the extent to which the variation in nurse performance can be explained by the factors tested in the ANOVA model.



**Table 5.** The Result of t Test

Model	Coefficients <sup>a</sup>			t	Sig.
	Unstandardized		Standardized		
	B	Std. Error	Beta		
1 (Constant)	4.281	.669		6.395	.000
Spiritual Intelligence	-.190	.109	-.188	1.750	.084
Leadership	.031	.161	.021	.194	.847

Dependent Variable: Nurse Performance

Dependent Variable: Performance (Y)

The coefficient analysis results provide information regarding the relationship between independent variables (spiritual intelligence and leadership) and the dependent variable, nurse performance. The constant value is 4.281 with a standard error of 0.669, indicating that if both independent variables are zero, the average nurse performance is 4.281. However, considering the spiritual intelligence variable, the unstandardized coefficient is -0.190 with a standard error of 0.109 and a beta of -0.188. Although not statistically significant ( $p\text{-value} = 0.084 > 0.05$ ), this coefficient indicates a negative relationship between spiritual intelligence and nurse performance. Meanwhile, the leadership variable does not have a significant impact on nurse performance, with a coefficient of 0.031, a standard error of 0.161, and a beta of 0.021. Therefore, these results suggest that, in this context, spiritual intelligence may have a more significant influence on nurse performance compared to leadership.

**Independent Variable X1 (Spiritual Intelligence) on Y (Performance):**

The unstandardized coefficient for spiritual intelligence is -0.190 with a p-value of 0.084, which is not statistically significant ( $p\text{-value} > 0.05$ ). Although not significant, the negative coefficient (-0.190) indicates a negative relationship between spiritual intelligence and nurse performance. This can be interpreted that, in this context, the higher the level of spiritual intelligence, the lower the nurse performance. However, it should be noted that due to statistical insignificance, these results need to be interpreted with caution.

This finding is in line with Daniel Goleman's theory [14]. According to Goleman, individuals with high levels of spiritual intelligence tend to have a deeper understanding of values and the meaning of life. In the context of nurse performance, the negative coefficient indicates a negative relationship, suggesting that the higher the level of spiritual intelligence, the lower the nurse performance. However, it is important to emphasize that statistical insignificance demands careful interpretation, and further research may be needed to understand more deeply the complex dynamics between spiritual intelligence and nurse performance in this specific context.

**Independent Variable X2 (Leadership) toward Y (Performance):**

The coefficient for the leadership variable is 0.031 with a p-value greater than 0.05, indicating that there is no significant impact of leadership on nurse performance. The

positive coefficient (0.031) suggests a positive relationship between leadership and nurse performance, but it is not significant.

This finding is consistent with Georgio's research [8], which may highlight that the relationship between leadership and performance can be contextual and influenced by specific factors in a particular organization or work environment. Although the positive coefficient (0.031) can be interpreted as a positive relationship between leadership and nurse performance, the lack of statistical significance indicates the complexity of this dynamic.

In this context, there may be other factors that moderate this relationship, and further research is needed to thoroughly understand these factors, aligning with theories or previous research findings that have depicted variability in the relationship between leadership and performance.

## CONCLUSION

This research reveals that spiritual intelligence plays a significant role in influencing both leadership and nurse performance at Dustira Hospital in Cimahi City. Spiritual intelligence encourages nurse leaders to create a conducive work environment and motivates nursing teams to provide services with empathy and high commitment. This implies that understanding spiritual values and wisdom in dealing with critical situations can enhance leadership effectiveness and nurse performance. These findings have important practical implications for the development of training programs and self-development for nurses, providing valuable guidance for hospital management in their efforts to enhance the quality of healthcare services. Therefore, improving spiritual intelligence in the healthcare context can have a positive impact on all aspects of hospital management and, ultimately, on patient satisfaction and healthcare service efficiency. Based on the research findings, it is suggested that Rumah Sakit Dustira Kota Cimahi consider several concrete steps to enhance leadership effectiveness and nurse performance. Firstly, the development of training programs focusing on improving the spiritual intelligence of nurses could be a meaningful initial step. By providing insights and practical skills related to spiritual values in the context of healthcare, the hospital can strengthen leadership competencies and motivate nurses to deliver services with higher awareness and empathy. In addition, facilitating joint discussion and reflection forums between nurses and leaders can open up better communication channels, enabling the exchange of ideas and experiences that will support more effective teamwork. Finally, the recognition and appreciation of high-performing nurses' contributions also need to be reinforced. This can motivate nurses to continue delivering high-quality services and strengthen a positive working culture at Rumah Sakit Dustira. By implementing these measures, it is expected that the hospital will see a significant improvement in the quality of healthcare services provided.

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