

Spiritual And Emotional To Enhance Employee Performance With Right Target Recruitment And Job Placement Policies

Rindi Andika¹, Hasrul Azwar Hasibuan², Gita Pratiwi Kaban³

^{1,2,3} Faculty Social Scie, Universitas Pembangunan Panca Budi

ARTICLE INFO

Keywords:

spiritual intelligence emotional intelligence, on work performance.

E-mail: -

ABSTRACT

This study aims to analyze the effect of spiritual intelligence and emotional intelligence on improving lecturer performance. This study used primary data using a sample of 55 Staff of Village development. With the results of research with the existence of spiritual and emotional intelligence can improve lecturer work performance with an R square result of 84%.

Copyright © 2022 Economic Journal. All rights reserved.
is Licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License \(CC BY-NC 4.0\)](#)

1. INTRODUCTION.

During the Covid 19 pandemic that hit Indonesia. That includes the area of North Sumatra. Affected. The number of employees in private companies and in government companies experienced a decline in performance. Employee performance in an organization is influenced by various indicators. One indicator that affects performance in an organization is spiritual intelligence and emotional intelligence. The spiritual intelligence of each employee is different because it is seen from the individual. The Qur'anic verse that examines spiritual intelligence is surah Al -luqman. Spiritual intelligence and emotional intelligence are very broad. Surah Al Luqman which examines spiritual intelligence is surah Al - Luqman verse 16 with an explanation of the command to be honest.

This research wants to show that spirituality develops because humans experience a crisis of meaning, so that the presence of an organization should give meaning to the goals of the organization. The meaning that appears in an organization will make everyone who works in it more able to develop themselves, so that they work better. One of the activities in terms of having spiritual intelligence is praying before and after work. Research on spiritual intelligence is very important to study. Surah An Nisa verses fifty-nine and nine-five explain spiritual intelligence greatly affects one's performance.

In improving the performance of an organization. Many factors support, in research (Wibowo 2019) IQ intelligence is only 20 percent in increasing the success of life, the rest are several factors, including spiritual intelligence. A person's success is seen from how well a person produces performance. Emotional intelligence consists of five parts of self-awareness, motivation, empathy, self-regulation and social skills. Social skills in interacting with others can help a person communicate well with others and will increase networking later. Where networking is a very important capital (Ferdinan 2011). One of the sources of decreased one's performance is work stress, workload that is too heavy, weakened immune system, and a lot of work to be done. The more problems that occur to a person will affect the level of performance. But if someone is able to manage himself better. So no matter how big the problem is, that person can produce good performance in accordance with surah Al Baqarah 286. Allah will not burden his servant with a heavy burden, because his servant is considered capable of facing various trials. In carrying out a job, employees often feel pressured because of increased work demands, but it is not balanced with the environmental situation affected by the covid outbreak. Which lowers the level of employee performance . Having spiritual intelligence and emotional intelligence will increase employee performance even with unstable conditions, covid outbreaks, stress, many problems. Because employees can manage themselves well in line with research (Isnain 2017), (Putra 2019), (Ghazali 2015), (Ratna 2015) (Wispano et al 2019) (Sri Langgeng et al 2020). Which states the influence of spiritual and emotional intelligence on employee performance . with the existing phenomena.

Online learning, increased assignments, lecturer performance reports and other workloads, in the midst of the COVID-19 outbreak which has reduced one's immune system to perform. Can the existence of various phenomena reduce the performance of lecturers. With the existence of spiritual intelligence and emotional intelligence possessed by a lecturer, it will not affect the lecturer's performance. (Ratna 2015) (Wispano et al 2019) (Sri Langgeng et al 2020). Which states the influence of spiritual and emotional intelligence on employee performance . with the existing phenomena. Online learning, increased assignments, lecturer performance reports and other workloads, in the midst of the covid outbreak which lowers one's body resistance to perform. Can the existence of various phenomena reduce the performance of lecturers. With the existence of spiritual intelligence and emotional intelligence possessed by a lecturer, it will not affect the lecturer's performance. (Ratna 2015) (Wispano et al 2019) (Sri Langgeng et al 2020).

Which states the influence of spiritual and emotional intelligence on employee performance . with the existing phenomena. Online learning, increased assignments, lecturer performance reports and other workloads, in the midst of the covid outbreak which lowers one's body resistance to perform. Can the existence of various phenomena reduce the performance of lecturers. With the existence of spiritual intelligence and emotional intelligence possessed by a lecturer, it will not affect the lecturer's performance. in the midst of the covid outbreak which reduced one's body's resistance to performance. Can the existence of various phenomena reduce the performance of lecturers. With the existence of spiritual intelligence and emotional intelligence possessed by a lecturer, it will not affect the lecturer's performance. in the midst of the covid outbreak which reduced one's body's resistance to performance. Can the existence of various phenomena reduce the performance of lecturers. With the existence of spiritual intelligence and emotional intelligence possessed by a lecturer, it will not affect the lecturer's performance.

2. METHOD

2.1. Efficiency

Efficiency is employee development aimed at increasing the efficiency of labor, time, raw materials, and reducing the flow of machines. Damage is employee development that aims to reduce damage to goods, production and machinery because employees are getting more skilled and skilled in carrying out their work. Accidents that affect employee development in reducing employee accident rates, so that the amount of medical expenses incurred by the organization is reduced. Service is employee development aimed at improving good service from employees to organizational customers, because the provision of good service is a very important attraction for the stakeholders of the organization.

2.2. Moral

Morale is the development of employee morale which will be better because their skills and skills are in accordance with their work so they are enthusiastic about completing their work properly. Career is an opportunity that is owned by an employee in order to increase the employee's career is getting bigger, because of Skills expertise, and better work performance. The skills of an employee when working are very influential in the development of a company or institution. Because an employee has potential. Skills that have positive results have good performance in improving the quality of service at work.

Skills an employee is the most important factor in the success process for achieving a target set by the company or institution. To provide the best service from an employee to the community. Skills as skills related to the tasks that a person has at the right time. An employee must have Skills as Skills abilities when ordered by the leadership to be able to carry out the tasks given.

Skills A person can be seen from the performance of the employee, by improving the quality possessed by an employee at work as well as employee Skills strategies that will affect the expertise of employees in carrying out their duties. Skills greatly affect the nature of employees in one's level of success. With Skills, an employee can create a better life, can increase his confidence in the work environment, can relate and cooperate with other people, and can get to know the character of his

customers. The skills of an employee in the world of work also require attitudes, such as: a) Intelligence, namely the attitude of a person's ability to think, understand broad ideas about various knowledge, as well as solving various problems that can help an employee when he encounters problems that occur in a Creative environment, namely the attitude of a person's ability to find ideas in unique forms that are not yet owned or different from others. The creative attitude of an employee cannot develop by itself, but the thought of creating something new comes from his environment

2.3. Discipline

Discipline, namely the attitude of a person's ability to comply with a regulation, such as an employee who obeys work regulations in the company or institution. Interacting with communication, namely the attitude of a person's ability to communicate smoothly in establishing familiarity and in order to be able to work well with customers An employee has good skills. can address values, character, organizational practices in improving the ability of employees to meet high work demands, can be done in several ways, namely: 1) Control, namely giving employees the authority to control decisions about how they do their work 2) Strategy or vision, which offers employees a vision and direction that makes them committed to working hard 3) Work challenges, namely giving employees work stimulation that can develop new skills 4) Work challenges, namely providing employees with work stimulation that can develop new skills 5) Collaboration and teamwork, namely forming a team to do a job 6) Work culture, namely building an environment and atmosphere of openness, interesting, fun, and full of appreciation Providing benefits, namely compensating employees for finish the job well

According to Johnson in Ernawan (2017: 2) Ethics is a branch of philosophy, the aim of which is to study behavior, both moral and immoral, with the aim of making reasonable considerations and finally arriving at adequate recommendations that can certainly be accepted by a certain group or individual. According to Wiley in Ernawan (2017: 3) that ethics has an effect on moral obligation, responsibility, and social justice. Ethics in a more contemporary way reflects the character of companies which are individuals. Webster (2017:45), ethics is defined as a belief that serves as a guide to behavior for a person, group, or institution. So, the work ethic can be interpreted as a doctrine about work that is believed by a person or group of people as good and right, which is manifest in a distinctive way in their work behavior. Meanwhile, Harsoni and Santoso (2016: 35) also state that work ethics is a work spirit that is based on certain values or norms. In general, work ethics functions as a permanent driving force for individual actions and activities. According to Ernawan (2017:24)

2.4. Work Ethics.

The function of work ethics are:

- 1) Drivers for the emergence of actions Work ethics can be a driving force for actions, where work ethics can make individuals or groups perform actions in order to achieve the desired things.
- 2) Enthusiasm in activities In carrying out a good daily activity whether individually or in groups, work ethics can make it more enthusiastic in carrying out these activities. So that the desired results can be achieved.
- 3) Driving Like an engine for a big car, work ethics can move individuals or groups of people to want to do something to achieve what they want, so that an agreement is created in achieving these targets.

Work Ethics Function In general, work ethics functions as a permanent driving force for individual actions and activities. According to Ernawan (2017: 14) the functions of work ethics are:

- 1) Drivers for the emergence of work ethics can be a driving force for actions, where work ethics can make individuals or groups able to do an act in order to achieve what you want
- 2) Passion in Activities In carrying out a daily activity either individually or in a group, work ethics can make it more enthusiastic in carrying out these activities. So that the desired results can be achieved.
- 3) Driving Like an engine for a big car, work ethics can move an individual or a group of people to want to do something to achieve what they want, so that an agreement is created in achieving the target. c. Work Ethics Theory According to Bertens (2010:66) ethics theory, namely: 1) Utilitarianism Utilitarianism comes from the Latin word utilis which means useful. According to this theory, an

action is good if it brings benefits, but those benefits must involve not only one or two people but society as a whole.

This research is an associative research using primary data using a sample of fifty five lecturers. By using SPSS ver 20 to process data. The research variables used are spiritual intelligence, spiritual intelligence and lecturer performance. Secondary data taken is data regarding performance, spiritual intelligence, emotional intelligence and verses of the Koran regarding this research.

3. RESULT AND DISCUSSION

Test Data

To test this data, all questionnaires will be tested for validity and reliability. After all the questionnaire indicators were tested, the classical assumption test was carried out using SPSS ver 20. With the results of the normality test

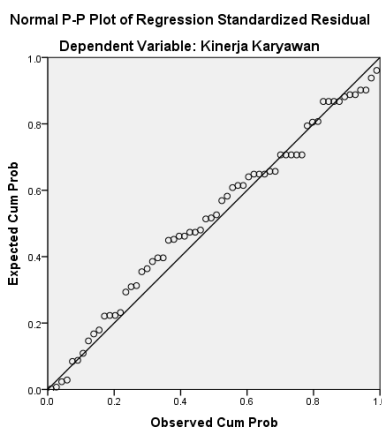


Figure 1. Assuption Test

From the above it can be seen that the data which is the basis of the research is normally distributed.

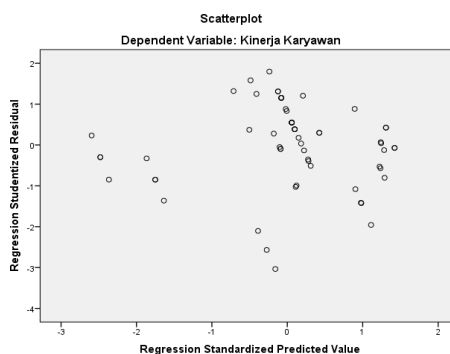


Figure 2. Test Heteroscedastic

Test heteroscedasticity used to find out whether in the regression model there has been an equal variance or not. Good data is data that is free from symptoms of heteroscedasticity, in

To detect heteroscedasticity, you can see a graph. If the graph does not appear to form a pattern and the dots spread above and below the number 0 then this is called no heteroscedasticity symptoms.

Hypothesis test :

Data processing carried out at Pancabudi University in Medan using a sample of 55 people showed the following results:

The t-count value for the intellectual intelligence variable is $8,851 > 1,671$ t-table and the sig value is $0,000 < 0,05$. Based on the results obtained, H_0 is rejected and H_1 is accepted for the intellectual intelligence variable, thus partially the intellectual intelligence variable has a significant effect on the performance of Pancabudi University Medan lecturers.

The t-count value for the emotional intelligence variable is $2,712 > 1,671$ t-table and a sig value of $0.006 < 0.05$. Based on the results obtained, H_0 is rejected and H_2 is accepted for the emotional intelligence variable, thus partially the emotional intelligence variable has a significant effect on the performance of Pancabudi University Medan lecturers.

4. CONCLUSION.

With the spiritual intelligence that follows the teachings of the Koran. By incorporating Islamic values will improve performance. so in terms of improving the performance of lecturers with the spiritual and emotional intelligence possessed by a lecturer.

REFERENCES

- [1.] Al-Khanjari, ZA, NS Kutti, and HA Ramadhan. 2005. "E-Learning under WebCT." *Journal of Computer Science* 1 (4):488–94. <https://doi.org/10.3844/jcssp.2005.488.494>.
- [2.] Aparicio, Manuela, Fernando Bacao, and Tiago Oliveira. 2017. "Grit in the Path to E-Learning Success." *Computers in Human Behavior* 66. Elsevier Ltd:388– 99. <https://doi.org/10.1016/j.chb.2016.10.009>.
- [3.] Bawack, Ransome Epie, and Jean Robert Kala Kamdjoug. 2017. "Adequacy of Utaut in Clinician Adoption of Health Information Systems in Developing Countries: The Case of Cameroon." *International Journal of Medical Informatics* 109 (October 2017). Elsevier:15–22. <https://doi.org/10.1016/j.ijmedinf.2017.10.016>.
- [4.] Cech, Pavel, Vladimir Bures, and Vita Nejdleho. 2004. "E-Learning Implementation at University," no. Rosenberg 2003.
- [5.] Davis, Fred D, and Richard Bagozzi. 1989. "User Acceptance of Computer Technology: A Comparison of Two Theoretical Models." *Management Science* 35 (8):982–1003. <http://www.jstor.org/stable/10.2307/2632151>.
- [6.] Filippova, Tatiana. 2015. "Priority Fields of E-Learning Development in Russia." *Procedia - Social and Behavioral Sciences* 206 (November). Elsevier BV:348–53. <https://doi.org/10.1016/j.sbspro.2015.10.063>.
- [7.] Ghalandari, Kamal. 2012. "The Effect of Performance Expectancy, Effort Expectancy, Social Influence and Facilitating Conditions on Acceptance of E-Banking Services in Iran: The Moderating Role of Age and Gender." *Middle-East Jjournal of Scientific Research* 12(6):801–7. <https://doi.org/10.5829/idosi.mejsr.2012.12.6.2536>.
- [8.] Ghozali, Imam. 2006. *Multivariate Applications with the SPSS Program*. Semarang: Diponegoro University Publishing Agency.
- [9.] Hsu, Meng Hsiang, and Chao Min Chiu. 2004. "Internet Self-Efficacy and Electronic Service Acceptance." *Decision Support Systems* 38 (3):369–81. <https://doi.org/10.1016/j.dss.2003.08.001>.
- [10.] izenstark, Amanda, and Katie L. Leahy. 2015. "Google Classroom for Librarians: Features and Opportunities." *Library Hi Tech News* 32 (9):1–3. <https://doi.org/10.1108/LHTN-05-2015-0039>.
- [11.] Laudon, Kenneth C, and Jane P Laudon. 2014. *Management Information Systems: Managing Digital Firms*. 13thed. New Jersey: Pearson Education Inc.
- [12.] Lee, Younghwa, Jintae Lee, and Yujong Hwang. 2015. "Relating Motivation to Information and Communication Technology Acceptance: Self-Determination Theory Perspective." *Computers in Human Behavior* 51 (PA). Elsevier Ltd:418–28. <https://doi.org/10.1016/j.chb.2015.05.021>.
- [13.] Logsofatu, Bogdan, Andreea Visan, and Camelia Ungureanu. 2015. "Google Classroom - The New Educational Challenge. Pilot Test within the Department for Distance Learning." *The Role of the Internet in Education – Change and Transformation*, 199–205. <https://doi.org/10.12753/2066-026X-13-131>.
- [14.] Madigan, Ruth, Tyron Louw, Marc Wilbrink, Anna Schieben, and Natasha Merat. 2017. "What Influences the Decision to Use Automated Public Transport? Using UTAUT to

Spiritual And Emotional To Enhance Employee Performance With Right Target Recruitment And Job Placement Policies; Rindi Andika, Hasrul Azwar Hasibuan, Gita Pratiwi Kaban

- Understand Public Acceptance of Automated Road Transport Systems.” Transportation Research Part F: Traffic Psychology and Behavior 50. Elsevier Ltd:55–64. <https://doi.org/10.1016/j.trf.2017.07.007>.
- [15.] Marfuatun, E Widjajanti, and Suwardi. 2013. "Development of Online Cooperative Learning Methods in Chemistry Physics II Lectures." Journal of Mathematics and Science Education, 125–33.
- [16.] Maulidi, Ahmad. 2015. "Definition of Online Learning." Knowledge Channel. 2015. <https://www.kanal.web.id/2015/09/pengertian-belajar-online.html>.
- [17.] Oliveira, Tiago, Miguel Faria, Manoj Abraham Thomas, and Aleš Popovič. 2014. "Extending the Understanding of Mobile Banking Adoption: When UTAUT Meets TTF and ITM." International Journal of Information Management 34 (5):689–703. <https://doi.org/10.1016/j.ijinfomgt.2014.06.004>.
- [18.] Rochman, Fathur. 2014. "Binus Online Learning, College Without Having to Go to Campus." Kompas.com. 2014. <http://edukasi.kompas.com/read/2014/10/02/14094781/Binus.Online.Learning.College.Without.Must.go.to.Campus>.
- [19.] saunders, Mark, Philip Lewis, and Adrian Thornhill. 2012. Research Methods For Business Students. Sixth. England: Pearson Education Limited.
- [20.] Sekaran, Uma, and Roger Bougie. 2017. Research Methods for Business: Skills Development Approach, Book I. 6thed. Jakarta: Salemba Empat.
- [21.] Sholahuddin, Asep. 2004. "Implementation of E-Learning in a Higher Education Using WebCT Software." Jakarta: Proceedings, Computers and Intelligence Systems.
- [22.] "About Tell - Trisakti E-Learning." 2017. Trisakti Electronic Learning. 2017. http://www.tell.trisakti.ac.id/about_tell.php.
- [23.] Trybou, Jeroen. 2017. "Performance Expectancy, Effort Expectancy and Social Influence as Factors Predicting The Acceptance of (Non-) Fluoroscopy- Guided Positioning for Radiographs, and the Relationship with Leadership,"2016–17.
- [24.] "What Is Online Learning?" 2017. The University of Edinburgh. 2017. <https://www.ed.ac.uk/studying/postgraduate/degree-guide/online-learning/about>