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The Influence of Emotional Intelligence, Intellectual Intelligence and Spiritual Intelligence on the Member Performance in Mamuju Regency

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ABSTRACT

1 This study was intended to determine the effect of emotional intelligence, intellectual intelligence, and spiritual intelligence on the performance of members of the Regional House of Representatives of Mamuju Regency. This research was conducted at the office of the Regional House of Representatives, Mamuju Regency, West Sulawesi. by taking 30 members of the Regional House of Representatives as the research sample. The results of this study prove that partially proven emotional intelligence, intellectual intelligence, and spiritual intelligence, have a positive and significant effect on the performance of members of the Regional People's Representative Council. This study also proves that simultaneously emotional intelligence, intellectual intelligence, and spiritual intelligence have an effect on the performance of members of the Regional Representatives Council of Mamuju Regency. This study resulted in a coefficient of determination of 61.8% which indicates that this research model can explain that the performance of members of the Regional House of Representatives of Mamuju Regency is influenced by 61.8% of this research variable and 38.2% is influenced by other variables not examined. in this research.

Keywords: Emotional intelligence; intellectual intelligence; and spiritual intelligence; performance.

INTRODUCTION

In this era of globalization, the environmental changes experienced in the organizational environment require every human resource to make adjustments, self-adjustment will be a must to answer all future challenges (Braaf et al., 2017; Hesse, 2018). The power that must be possessed by human resources will realize a concrete concept that becomes a tool for making change. One of them is the management of emotional intelligence, intellectual intelligence and spiritual intelligence (Shih & Santanto, 2010).

The ability of emotional intelligence (EQ), intellectual intelligence (IQ) and spiritual intelligence (SQ) is now the basic capital of national development, especially the development of human resources, human resources, therefore the potential of human resources must always be

developed and directed so that they can achieve the expected goals (Song et al., 2010). The purpose of developing human resources is inseparable from the effectiveness of managing emotional intelligence (EQ), intellectual intelligence (IQ) and spiritual intelligence (SQ), which are highly dependent on the quality of the human resources available in them (Haerani et al., 2020; Maier et al., 2014). In the current era of globalization, no matter how sophisticated the equipment and equipment owned by the organization (Shah, 2016), if it is not operated with a workforce who has emotional intelligence and intellectual intelligence coupled with spiritual intelligence, then it will only be redundant. Therefore, the intelligence of every employee becomes very important to get serious attention from the organization, and periodic assessments must be carried out regularly, to observe its development so that things can still be improved in the future (Valadez Sierra et al., 2013; Wiguna & Yadnyana, 2019).

"Emotional intelligence is the ability to monitor and control one's own feelings and those of others and use these feelings to guide thoughts and actions, so that emotional intelligence is indispensable for success at work and producing outstanding performance in the work process" (Nelson & Low, 2011). A teacher with emotional intelligence tends to be motivated in teaching, emotional intelligence is determined by self-awareness, self-control, self-motivation, empathy and social skills. If the teacher has emotional intelligence, he will be able to face challenges and make a teacher or teaching staff who is full of responsibility, productive, and optimistic in facing and solving problems, where these things are very much needed in the school environment (Moradi et al., 2012; Mustafa et al., 2013).

From a prospective perspective, emotional intelligence (EQ) is a form of intelligence that complements and complements each other. Emotional intelligence is one of the most important factors that influence success (Baynes et al., 2015). Contemporary psychological research results show that in addition to factors originating from IQ, learning and achievement are largely determined by Emotional Intelligence or emotional intelligence. Emotional intelligence also greatly determines our potential to learn practical skills based on the five elements of emotional intelligence consisting of self-awareness, self-regulation, motivation, empathy, and skills in building relationships with others. Every individual is not easy to acquire emotional intelligence, because emotional intelligence is not present and owned by someone suddenly (McShane et al., 2019; Siann, 2013). So that emotional intelligence must be learned and trained from an early age, and the ability to learn emotional intelligence needs to be developed or honed continuously. Emotional intelligence can also affect the success of students in living life from the present to the future. Intellectual intelligence will be able to work effectively if it is supported in the functioning of emotional intelligence. If emotional intelligence is not functioned properly, then emotional intelligence will become an emotion that is slowly getting out of control, so that it will have a negative impact on these emotions. Like, fights between colleagues, and others.

A person can be said to be successful by having a high IQ or knowledge intelligence, but if it is not accompanied by SQ or spiritual intelligence, his life will not feel calm. An example that we can take in today's era which is currently rampant is the occurrence of corruption everywhere. Where the people who do it are people who have very high intelligence, but they can still commit corruption. Maybe it was done because of a lack of faith or not accompanied by a spiritual attitude, or in other words their intentions and morals were very bad.

According to experts, spiritual intelligence (SQ) that spiritual intelligence in terminology is the basic intelligence with which we can solve problems of meaning and value, place one's actions or a way of life. Assesses that spiritual intelligence is the highest form of intelligence that combines the two previous forms of intelligence, namely intellectual intelligence and emotional

intelligence. Spiritual intelligence is considered the highest intelligence because it is closely related to people's awareness to be able to interpret everything and is a way to can feel happiness.

Based on the description above, the researcher concludes that the problem that underlies this research is that emotional intelligence (EQ) must be improved by carrying out activities by prioritizing emotional intelligence in intellectual intelligence (IQ). and solve problems, as well as on spiritual intelligence, researchers see many people who do not yet have spiritual intelligence (SQ) in their intellectual control to think critically, emotionally in interacting.

METHOD

This study uses an associative research approach (Gallo et al., 2018). Associative research is a research that looks for the relationship or influence between one variable and another. This research was carried out by the Regional House of Representatives Office of Mamuju Regency. The time of this research was carried out in June – July 2021. With a research sample of 30 respondents who were elected DPRD members in the 2019-2024 period and twenty staff of the Mamuju Regency DPRD.

The data analysis technique used multiple linear regression analysis which was preceded by validity and reliability tests on research data. Hypothesis testing was used t test to test partial correlation and f test to determine the relationship simultaneously. The analysis of significance in this study was used through the coefficient of determination test (R square) (Abuella & Chowdhury, 2015; Uyanık & Güler, 2013).

RESULT AND DISCUSSION

Statistical calculations in multiple linear regression analysis used in this study were using the IBM SPSS for Windows version 23 computer program. The results of data processing using the SPSS program were complete, the regression coefficient values of each variable which included the variable (X1) were obtained. emotional, variable (X2) intellectual intelligence, and variable (X3) spiritual intelligence, can be explained as follows:

Table 1
Regression Calculation Results

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	16,820	3.836	
X1. Emotional Intelligence	.266	.294	.115
X2. Intellectual Intelligence	.202	.176	.187
X3. Spiritual intelligence	.144	-.121	.058

a. Dependent Variable: Y

Source: Processed Data, January 2021

In accordance with table 5.13 and based on the results of processed data SPSS ver. 25 then the coefficients obtained in the regression calculation above, with the regression equation include:

$$Y = 16.820 + 0.266X_1 + 0.202X_2 + 0.144X_3$$

Based on the multiple linear regression equation above, it can be interpreted that:

1. The multiple linear regression formulation above obtained a constant value of 16,820 which means that if the score consisting of emotional intelligence, intellectual intelligence, and spiritual intelligence, with a fixed value, the performance of members of the Mamuju DPRD has a value of 16,820.
2. The emotional intelligence regress coefficient value is 0.266, it can be interpreted that if emotional intelligence increases by 1 point, the performance of the members of the Mamuju Regency DPRD will experience a performance increase of 0.266, meaning that there is a positive influence on the performance of the Mamuju DPRD members, assuming other independent variables are held constant.
3. The value of 0.202 on the intellectual intelligence variable (X2) is positive so it can be said that the higher the intellectual intelligence of the members of the Mamuju Regency DPRD, the higher the performance of the members of the Mamuju Regency DPRD. The regression coefficient is 0.202 by stating that each additional 1 point will increase the intellectual intelligence of members of the DPRD Mamuju Regency by 0.202 units. Thus, assuming other independent variables are considered constant.
4. The value of the regression coefficient of spiritual intelligence is 0.144, it can be interpreted that if spiritual intelligence increases by 1 point, the performance of members of the Mamuju Regency DPRD will experience a decrease in performance of 0.144, meaning that other independent variables are considered constant.

Partial hypothesis testing

Table 2
Regression Calculation Results

Model	T	Coefficients ^a		
		sig	Collinearity Statistics	Tolerance VIF
1 (Constant)	4.837	.000		
X1 . Emotional intelligence	1,702	.003	.922	1.085
X2. Intellectual Intelligence	1.148	.004	.932	1.073
X3. Spiritual intelligence	3,682	.000	.988	1.012

Dependent Variable: Y
 Source: January 2021 data processing

1. **The influence of emotional intelligence (X₁)** on the performance of legislators Mamuju (Y) based on the table ab 10; were obtained value of t count> t-table (1702> 0680) and a significant value (0.003 <0.05) , it can be concluded H1 accepted and H0 is rejected, which

means that the emotional intelligence variable has a positive and significant effect on the performance of members of the Mamuju Regency DPRD.

2. **The influence of intellectual intelligence (X₂)** on the performance of DPRD members in Mamuju Regency (Y), based on the table above, the t-count value > t-table (1,148 > 0.680) and a significant value of 0.004 < 0.05, it can be concluded that H₂ is accepted and H₀ rejected means that the intellectual intelligence variable (X₂) has a positive or significant effect on the variable performance of members of the DPRD of Mamuju Regency (Y) it can be said that there is a positive and significant influence on the performance of members of the DPRD of Mamuju Regency.
3. **Influence Intelligence spiritual (X₃)** on the performance of legislators Mamuju (Y) based on the table above were obtained value of t count > t-table (3,682 > 0.680) And significant value 0.000 < 0.05, it can be concluded H₃ acceptable and H₀ is rejected, which means that the spiritual intelligence variable has a positive and significant effect on the performance of members of the Mamuju Regency DPRD.

Based on the description of the t-test above, it can be seen that the independent/independent variables, namely the emotional intelligence variable, (X₁) and the intellectual intelligence variable (X₂) and the spiritual intelligence variable (X₃) have a positive and significant effect on the dependent variable (Y).) on the performance of members of the DPRD Mamuju Regency.

Simultaneous Testing (F-Test)

The F test serves to test the variables of emotional intelligence, intellectual intelligence, and spiritual intelligence, from the three variables (X) studied that simultaneously affect the variable (Y). The analysis was carried out using the SPSS ver data processing program tool. 25 which can be described in Table 5.15. following :

Table 3
F . Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8230	3	2,743	12.826	.004 ^b
	Residual	126.270	38	3.323		
	Total	134,500	41			

5 Dependent Variable: Y

b. Predictors: (Constant), X₃, X₁, X₂

Data source: January 2021 data processing

4 Based on the table above, it is possible to test the hypothesis. If F-count > F table, this means that the independent variable has a positive and significant effect on the dependent variable. Where the results of the study showed a number of (12.826 > 191) with sig, F of 0.004 < 0.05. This gives the conclusion that the independent variables, namely emotional intelligence (X₁) intellectual intelligence (X₂) and spiritual intelligence (X₃) simultaneously have a positive and significant influence on the dependent variable.

Testing Test of determination.

This study finds how much influence the independent variable (X) has on the dependent variable (Y) which can be seen from the value of the coefficient of determination (R square) which can be seen in the following table:

Table 4
Determination Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
5	.768	.618	.578	1,823	1,430

a. Predictors: (Constant), X3, X1, X2
 b. Dependent Variable: Y

Source: Processed Data, January. 2021

In the test of determination in the above table where the value of the coefficient of determination (R) *squere* of .0.618 which may mean that the relationship between the independent variable / independent of the dependent variable because it has contributed to the performance of legislators.

At the termination of R Sguar of 61.8%, which affects all variables, while the remaining 38.2% is influenced by other variables not included in the study .

Discussion

In the discussion of this research, the researcher will explain the research results which include;

1. Effect of Emotional Intelligence on the performance of DPRD members in Mamuju Regency.

Based on the results of the t-test where the emotional intelligence of members of the Mamuju Regency DPRD has an effect on the performance of the members of the Mamuju Regency DPRD, this is because of the 30 newly elected DPRD members, they can adjust to the work process in the Mamuju Regency DPRD, because they can understand the substance of the task. The main members of the DPRD, and DPRD members have emotional intelligence because they have been cadres in the party about strategies and tactics in politics so that their emotional intelligence can be well controlled.

2. The influence of intellectual intelligence on the performance of DPRD members in Mamuju Regency .

The results of the hypothesis test have found that the independent variable, namely (X²) has a positive or significant effect on the performance variable of DPRD members in Mamuju Regency, it can be interpreted that there is an influence of intellectual intelligence of DPRD members because DPRD members feel they have knowledge about their main duties and responsibilities. feel that they have knowledge and procedures in meetings and in leading

meetings in court. Intellectual intelligence for DPRD members will make a real contribution to achieving the goals of their legislative function, because with high intellectual intelligence will channel all abilities and skills to receive and resolve community aspirations, without intellectual intelligence DPRD members will not be able to carry out their duties and obligations in accordance with with the demands of the community it represents.

3. The influence of spiritual intelligence on the performance of members of the DPRD of Mamuju Regency ¹¹

In the results of the hypothesis test where the t-test of the results of the study shows that there is a positive influence of spiritual intelligence on the performance of members of the DPRD of Mamuju Regency, the spiritual intelligence of members must be possessed because it is in the public spotlight, where people are often shown on electronic media where DPRD members are at their prayer times. they still gather and even they are still in court without regard to the obligation to fulfill the obligation of prayer, this is a reflection of the effectiveness of the performance of council members who lack spiritual intelligence. ⁸

4. Simultaneous influence of emotional intelligence, intellectual intelligence and spiritual intelligence on the performance of members of the DPRD Mamauju Regency. ¹

Based on the results of the tests that have been carried out, the results obtained with a significant number of so that there is a positive and significant influence on the variables of emotional intelligence, intellectual intelligence, and spiritual intelligence on the performance of members of the DPRD Mamuju Regency simultaneously. ⁵

Based on the results of the research above, it can be interpreted that if emotional intelligence, intellectual intelligence, and spiritual intelligence work together, it will produce an influence on the performance of members of the DPRD Mamuju Regency. The performance of DPRD members has the power as a legislative body because DPRD members have the right of interpellation, the right of inquiry, and the right to express opinions. DPRD members also have the right to submit draft district/city regulations, ask questions, submit proposals and opinions, defend themselves, immunity rights, and protocol rights together will be able to ask for DPRD initiative rights and give birth to accountability which in the end can propose regional leaders to be dismissed.

CONCLUSION

¹³ The results of this study indicate that three X variables, namely emotional intelligence, intellectual intelligence, spiritual intelligence, have a positive and significant effect on the performance of members of the Regional Representatives Council of Mamuju Regency. Advanced search related to the results of this study show that emotional intelligence, intellectual, spiritual intelligence has an influence on the performance of This is consistent with the theory put forward Goleman (2015) "emotional intelligence is the ability to monitor and control their feelings of themselves and others and using feelings It is to guide thoughts and actions, so emotional intelligence is indispensable for success at work and producing outstanding performance in the work process. While intellectual intelligence from the results of this study is the ability needed to carry out mental activities, think, reason and solve problems. Intelligence ⁶

IQ, according to Ngalim Purwanto's opinion, is designed to determine a person's general intellectual ability. and the ability to adapt to new knowledge needs using appropriate thinking tools.

While spiritual intelligence is something that is already embedded in a person which is a tendency that gives a sense of comfort to worship and behave well as stated. That spiritual intelligence is intelligence to deal with problems of meaning or value, namely intelligence to place behavior and life in the context of a wider repertoire of meanings.

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