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## The Analysis of the Contribution of Spiritual Quotient toward the Employee Performance at a Manufacturing Company in Merak Banten, Indonesia

**Santi Riana Dewi**

Permanent Lecturer, Department of Economics and Business,  
University of Serang Raya, Indonesia

**Rizal Suryamarta**

Employee, Department of Manufacturing, University of Indonesia, Indonesia

### **Abstract:**

*One of the company goal is to increase the quality of human resources which is the important asset. This research aims to determine the contribution of the spiritual quotient towards the improvement of the employee performance at a company in Banten, so as to encourage accelerated achievement of employee's superior performance. The method used is a survey with a causal approach. It will be analyzed with correlation model. The data used are usually scaled interval or ratios. Data collection techniques used are questionnaires, while the data analysis techniques used are descriptive data analysis and inferencing statistical data using linier regression test, t-test, and determination analysis. The sample size is 68 employees of the company. Variables to be studied are the spiritual quotient and employee performance. With the result of the research it is known that there is an effect of spiritual quotient on employee performance, therefore the empowerment of spiritual quotient is needed to increase the employee performance in the future.*

**Keywords:** *spiritual quotient, influence, improvement, performance*

### **1. Objectives**

Entering the world of business competition globally, the company is required to meet customer needs in accordance with the expected quality. The need for superior product quality will require perfect input, process, output, and outcome. To produce superior products, it requires superior quality of human resources. So that the company must be able to encourage employees to give their best performance. Currently there is still a gap between the reality of employee performance that has been achieved with the performance expected by the company. This is the reason behind the interest of researchers to find out how much the spiritual quotient variable contributes to the efforts to improve employee performance in order to achieve the quality of products produced in accordance with expectations.

Based on several concepts of the experts there are several variables that will affect the performance of employees including motivation, leadership, organizational culture, coaching, intellectual quotient, and spiritual quotient. In this study we limit research only to spiritual quotient as an independent variable and performance as a fixed variable. The limitation is based on the background of the problem of the company's desire to improve employee performance to be more optimal, time constraints, costs and the notion that spiritual quotient will have an effect on the realization of better performance for the future.

The purpose of this study is to find the magnitude of the influence of the dominant variable that is providing contribution to improve employee performance in the company, moreover to adding rich scientific treasures to researchers in the development of science. In addition, based on the research framework in which spiritual quotient affects employee performance, it can be stated that the hypothesis of this study is as follows. The null hypothesis is that there is no effect of spiritual quotient on performance and an alternative hypothesis is that there is an influence of spiritual intelligence on performance.

### **2. Methods**

This study uses quantitative research methods. Quantitative research is a research method that provides quantification on its variables, describes the distribution of variables numerically, uses absolute numbers in the form of frequencies and relative values in the form of percentages and then tests the inter-variables by using statistical formulations. (Adik Wibowo, 2014).

#### *2.1. Data*

Data sources used in this study are as follows. Primary data sources are data obtained from interviews with employees, results of filling out questionnaires from employees who have been proportionally selected, and observation

results. The employee is an employee of a multi-national company in Banten province. In addition, secondary data sources are also used that come from reports, books, internet, and journals.

## *2.2. Population dan Samples*

The population is 95 employees of the company who have worked as permanent employees for approximately one year. There are some formulas used by researcher to determine sample size. By using the concept of Gay & Diehl which states that for descriptive studies, a sample of 10% of the population is considered to be a very minimal amount. For a smaller population, at least 20% may be needed. For correlational studies, a minimum of 30 samples are needed to test whether or not there is a relationship. (Gay & Diehl, 1996). Population is all the characteristics that become the object of research, where these characteristics are related to all groups of people, events, or objects that are the center of attention of researchers. While the sample is part of the population that is believed to represent the characteristics of the population as a whole. (Sekaran, 2006). Thus, with the determination of a sample of 68 employees, the company can be stated more than enough because it already covers 30 % of the total population and more than 30 parts of the population as a sample.

## *2.3. Variables*

### 2.3.1. Spiritual Quotient

The concept that defined spiritual quotient as the adaptive use of problem solving and goal attainment. (Emmons & Shelton, 2002). Intelligence/quotient is the implementation of a set of tools to arrive at a more productive, effective, happier, and ultimately more meaningful life. Spiritual quotient is thus a mechanism by which people can improve their overall quality of life. It is the application of a domain of knowledge to problems in living (Kumar and Pragadeeswaran, 2011). The spiritual dimension of organizational life has been explored more formally through research. (Duchon and Plowman, 2005) demonstrated that work unit performance is positively associated with work unit spirituality. Spiritual quotient also leads to an enhanced ability to find joy in the small things in life and make it easier to remain focused.

The concepts of (Zohar and Marshall, 2000). Spiritual quotient (SQ) is the intelligence to deal with and solve problems of meaning or value, that is intelligence to place our behavior and life in the context of broader meaning and rich, intelligence to judge that one's actions or way of life are more meaningful than others. SQ is the foundation needed to effectively function IQ and EQ. In fact, according to him, SQ is the highest intelligence of man. Spiritual quotient provides moral for man, the ability to adapt based on experience and love and equal abilities. SQ is about a holistic approach to life: usability, self-awareness, compassion, creativity, ability to think, ability to reason out and others together. SQ equips us to see and solve problems of meaning and value, and then we begin to direct thoughts and actions in our lives towards a broader and more meaningful horizon. With SQ, we can distinguish more clearly the right and the wrong.

### 2.3.2. Performance

According to (A. Soegihartono: 2012), there are two variables that determine a person's work performance, namely as follows: a) Variables resulting from organizational behavior, which include individual behavior and attitudes, involvement in work, and work participation. b) Variable results that have been achieved for a performance, which includes four performance dimensions consisting of: 1) output quality, 2) output quantity, 3) time of output, 4) Cooperation with other's work. The four dimensions are interrelated with one another, for example good cooperation between co-workers is directly influenced by the quality and quantity of output of each individual.

Another concept about performance, come from (Colquit, Lepine, Wesson, 2009) give the concept as follows. "Job performance is formally defined as the value of the set of employee behaviors that contribute, either positively or negatively, to organizational goal accomplishment." Finally, the performance can be concluded in the form of tangible actions from employees through input, process, output, and outcome to produce products in accordance with the standards set by the company with an assessment that has been determined indicators that show the value of employees.

## *2.4. Analysis Technique*

### 2.4.1. Validity Test

The validity of the instrument items are known by looking at the  $r_{xy}$  magnitude obtained compared to the critical value of  $r$  product moment based on the number of respondents taken as many as 68 respondents. If the calculation results obtained  $r_{count} > r_{table}$ , it can be concluded that the item is valid.

### 2.4.2. Reliability Test

The instrument was declared reliable if the Croanbach's score was  $> 0.70$  by looking at the Reliability Statistics table, we could find out the Croanbach's Alpha value and the number of statement items that existed.

### 2.4.3. Simple Linier Regression Analysis

In this study simple linear regression analysis was used. Simple linear regression analysis is a linear relationship between two variables of spiritual quotientas independent variable (X) with the performance as dependent variable (Y). This analysis is to determine the direction of the relationship between independent variables and the dependent variable.

#### 2.4.4. T Test

This test is used to determine whether the regression model of independent variables (X) partially has a significant effect on the dependent variable (Y). Meanwhile, the influence between spiritual quotient on performance through t-test is partially obtained by positive values of r, meaning that by ignoring other factors there is a positive influence between spiritual quotient on performance.

#### 2.4.5. Determination Coefficient

Determination analysis in simple linear regression is used to determine the percentage contribution of the influence of the independent variable (X) which is spiritual quotient partially on the dependent variable (Y) which is performance. Adjusted R Square is used. This value is always smaller than R Square and this number can have a negative value. According (Santoso, 2001), that for regression with more than two independent variables used adjusted R<sup>2</sup> as the coefficient of determination.

### 3. Results

#### 3.1. Validity Test

Validity test used in this study is moment product correlation test which is known with Pearson Correlation.

##### 3.1.1. Spiritual Quotient

Based on the results from data processing, it shows that all of 10 instrument items, all are valid because the r count > r table.

##### 3.1.2. Performance

Based on the results from data processing, it shows that 7 of 10 instrument items are declared valid because the r count value > r table.

#### 3.2. Reliability Test

The reliability test used in this study is the Cronbach Alpha. The coefficient > 0.7 shows that all of these variables are reliable.

##### 3.2.1. Spiritual Quotient

Based on the values from data processing, it states that all instrument items in the spiritual quotient variable are reliable.

##### 3.2.2. Performance

Based on the values from data processing, it states that all instrument items in the performance variable are reliable.

#### 3.3. Simple Linier Regression Analysis

Simple linear regression analysis is a linear relationship between one variable of spiritual quotient (X) with the performance variable (Y). This analysis is to determine the direction of the relationship between the two variables positive or negative. From the results of data processing obtained formulation as follows (can be seen in the t test table).

$$Y = a + b X$$

$$Y = 14.923 + 0.292 X$$

#### 3.4. T Test

The t test is done to test the significance of the hypothesis that has been predetermined is received or rejected, by comparing the value of t count with the value of t table.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.923	3.416		4.368	.000
	Kecerdasan spiritual	.292	.080	.408	3.632	.001

Table 3.1.: The Result of T Test on Spiritual Quotient towards Performance  
Dependent Variable: Performance

Based on the table above it is stated that the value of t count = 3.632 > t table = 1.668 it can be stated that there is a significant influence between the variables of spiritual quotient on performance.

### 3.5. Determination Coefficient

The determination coefficient functions to find out how much influence the independent variables influence on the dependent variable, seen from the R square value.

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.408 <sup>a</sup>	.167	.154	3.235

Table 3.2.: The Result of Determination Coefficient on Spiritual Quotient towards Performance

Based on the R square value shown in the table, it can be stated that there is an influence between the variables of spiritual quotient on performance with a contribution of 16.7%.

## 4. Conclusion

### 4.1. Discussion

Spiritual quotient partially affects the performance of employees in the company. The results obtained by spiritual quotient have a value of t count of 3,632 > t table 1.668 and the significance level is smaller than 0.10 which is the significance of t 0.001 < 0.10 with R<sup>2</sup> contribution of 16.7% and the rest is influenced by other factors not examined. Thus it can be proved that spiritual quotient has a significant influence on employee performance, meaning that the null hypothesis is rejected and an alternative hypothesis is accepted. So it can be interpreted that the results of this study are consistent with the concept that there is an influence between spiritual quotients on performance. This result is also in accordance with the findings of the research conducted by (Muhammad Anasrullah, Moh Hanafi, and Maria Agatha, 2016), stating that there is an influence of spiritual quotient on employee performance. And the research from (Lisda Rahmasari, 2012) also shows that there is an influence between spiritual quotient on employee performance in the company.

### 4.2. Findings

Based on the results of the analysis of processed data, the following conclusions can be drawn.

- There is a significant influence between spiritual quotient on employee performance, based on t count value of 3.632 > t table of 1.668.
- The magnitude of the contribution of the influence of spiritual quotient on employee performance, based on the coefficient of determination R<sup>2</sup> of 16.7%.

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