

The Contribution of Intellectual Intelligence, Emotional Intelligence, and Spiritual Intelligence on Employee Performance

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ABSTRACT

This study aims to test and analyze intellectual intelligence, emotional intelligence, and spiritual intelligence on employee performance at the South Sulawesi Province Food Security Service. The population in this study was employees of the South Sulawesi Province Food Security Service, which amounted to 47 employees. Sampling in this study used census sampling technique, where all members of the population were used as samples. The source of this research data is primary data, which is data obtained from the results of distributing questionnaires to all respondents. The statistical method used to test the hypothesis uses the help of the SPSS application. In addition, in maintaining data quality, research uses validity tests and reliability tests. The results showed that intellectual intelligence, emotional intelligence, and spiritual intelligence had a positive and significant effect on the Performance of Employee Employees at the South Sulawesi Province Food Security Service

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis kecerdasan intelektual, kecerdasan emosional, dan kecerdasan spritual terhadap kinerja pegawai pada Dinas Ketahanan Pangan Provinsi Sulawesi Selatan. Populasi dalam penelitian ini adalah karyawan Dinas Ketahanan Pangan Provinsi Sulawesi Selatan, yang berjumlah 47 karyawan. Pengambilan sampel dalam penelitian ini menggunakan teknik sensus sampling, dimana semua anggota populasi dijadikan sebagai sampel. Sumber data penelitian ini adalah data primer, yaitu data yang diperoleh dari hasil penyebaran kuesioner kepada seluruh responden. Metode statistik yang digunakan untuk menguji hipotesis menggunakan bantuan aplikasi SPSS. Selain itu dalam menjaga kualitas data, penelitian menggunakan uji validitas dan uji reliabilitas. Hasil penelitian menunjukkan bahwa kecerdasan intelektual, kecerdasan emosional, dan kecerdasan spritual berpengaruh positif dan signifikan terhadap Kinerja Pegawai Pegawai Pada Dinas Ketahanan Pangan Provinsi Sulawesi Selatan



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INTRODUCTION

Employees or laborers are everyone who can work both inside and outside of work relations to produce goods or services to meet their own and community needs (Isnain, 2017). The existence of employees in the company is essential; therefore, treating employees like partners who need each other in a company is urgent to achieve business sustainability (Hanah, 2019). Reliable employees are one of the company's valuable assets (Sibasopait, 2018). An employee's performance is good if he has high expertise (skill), is willing to work because he is given a salary or wage by the agreement, and has reasonable future expectations (Lona, 2020). Performance is the result or level of success of a person during a specific period in carrying out tasks compared to various possibilities, such as work result standards, targets or goals, or criteria that have been determined in advance and agreed upon (Veithzal Rivai, 2005). The origin of the word performance is the translation of the word performance, which according to the scribner-bantam english dictionary, published in the United States and Canada (1979), comes from the root word "to perform" with several "entries," namely: (1) to do, carry out, execute; (2)

to fulfill or carry out the obligations of an intention or vow (to discharge of fulfill; as vow); (3) to carry out or complete a responsibility (to execute or complete an undertaking); and (4) to do what is expected of a person or machine (Chin et al., 2016). In connection with that, performance is the willingness of a person or group to carry out an activity and complete it according to their responsibilities with the expected results. This is based on the need to improve intellectual, emotional, and spiritual intelligence (Masitoh & Sudarma, 2019).

According to Robins in Lee (2020), intellectual intelligence is the ability to carry out various mental activities of thinking, reasoning, and solving problems. Research conducted (Adi, 2021; Marpaung & Rumondang, 2018; Ratnasari et al., 2020) shows that intellectual intelligence partially has a significant effect on employee performance. In contrast to research (Akimas & Bachri, 2016), intellectual intelligence has no significant effect on employee performance. According to Wibowo in Kessi (2022), emotional intelligence is the ability to use emotions as desired and control emotions to have a positive impact. Emotional intelligence can help build relationships toward happiness and well-being. Research conducted (Ratnasari et al., 2020; Riani et al., 2018; Wijaya, 2019) shows that emotional intelligence partially has a significant effect on employee performance. In contrast to research (Akimas & Bachri, 2016; Angelica et al., 2020), emotional intelligence has no significant effect on employee performance. According to Abdul Wahab (2011), spiritual intelligence is intelligence in every human being from birth. It makes humans live meaningful life, always listening to the voice of their conscience and never feeling useless; everything they live is always valuable. Research conducted (Angelica et al., 2020; Choiriah, 2018) shows that spiritual intelligence partially has a significant effect on employee performance. Meanwhile, research (Ratnasari et al., 2020) shows that spiritual intelligence has an insignificant effect on employee performance.

Spiritual intelligence or spiritual quotient is intelligence that elevates the function of the soul as an internal device that has the ability and sensitivity to see the meaning behind an inevitable reality or event. Technically, spiritual intelligence, closely related to the issue of meaning and value, was first initiated and discovered by Danah Zohar (2007). Krisnanda (2019) states that these three forms of intelligence are essential and must be developed in one's life. This is because intellectual intelligence is needed to overcome cognitive problems, emotional intelligence is needed to overcome affective problems, and spiritual intelligence is used to overcome problems of meaning in life. Based on the background description and the results of previous research that still need to be consistent, this study aims to determine the effect of intellectual intelligence, emotional intelligence, and spiritual intelligence on the performance of employees of the Food Security Service of South Sulawesi Province.

Human resource management (HRM) is one of the fields of general management, which includes aspects of planning, organizing, implementing, and controlling. This process is found in the functions or fields of production, marketing, finance, and employment. Because human resources (HR) are considered to have an increasingly important role in achieving company goals, various experiences, and research results in HR are systematically collected in human resource management. Management means a collection of knowledge about managing human resources (HRM) (Purnaya & SE, 2016; Putri & Wirawati, 2020). Human resource management (HRM) is a science or a way of managing the relationship and role of resources (labor) owned by individuals efficiently and effectively. It can be used optimally to maximize the common goals of the company, employees, and society. Human resource management is based on the

concept that every employee is a human being, not a machine or a business resource (Lie et al., 2021).

According to Chin (2017), human resources are divided into two: First, humans as physical resources, with the energy stored in their muscles, humans can work in various fields, including Industry, transportation, plantations, fisheries, forestry, and animal husbandry. Second, humans as mental resources, the ability to think is an essential natural resource because thinking is the main foundation for culture. Humans, as cultured living beings, can process natural resources for the benefit of their lives and change the state of natural resources thanks to advances in science and technology. With their mind and culture, humans use natural resources with wisdom. Therefore, humans are not seen only as a source of energy but as a creative resource (mental resource) which is very important for the development of human culture.

Intelligence is a general ability that distinguishes the qualities of one person from another. Alfred Binet first introduced intellectual intelligence around the 20th century. Alfred Binet divided the level of human intelligence into several groups according to the results of his research (Supriyanto et al., 2019). Some other experts provide an understanding that intelligence is the average capacity of an individual that can be seen in the individual's ability to deal with the demands of life and is related to expertise in standard and rational scale thinking (Trihandini, 2005), besides that it is also a measure of ability that plays a role in processing logic, language, and mathematics that work on the left side of the brain (Ayu, 2018).

Intellectual intelligence is divided into seven dimensions: 1. numerical intelligence, The ability to calculate quickly and precisely. 2. verbal comprehension the ability to understand what is read and heard. 3. Perceptual speed Is the ability to recognize visual similarities and differences quickly and precisely. 4. Inductive reasoning Is the ability to recognize a logical sequence in a problem and then solve the problem. 5. Deductive reasoning Is the ability to use logic and judge the implications of an argument. 6. Spatial visualization Is the ability to imagine how an object would appear if its position in space were changed. 7. Memory The ability to retain and recall past experiences. Intellectual intelligence (IQ) was believed to be a standard measure of intelligence for many years. Even today, there are still many parents who expect their children to be intelligent, born with an intelligence quotient (IQ) above the average level (more than 100) (Akimas, 2016).

Emotional intelligence was first introduced by Piter Salovey of Harvard University and Jhon Mayer of the University of New Hampshire. This concept then developed rapidly because it was considered a component in shaping intelligent behavior. According to Salovey (2008), emotional intelligence is the ability to know one's feelings and the feelings of others and to use these feelings to guide one's behavioral thoughts. According to Goleman, emotional intelligence is the ability to recognize feelings of self and others for self-motivation and managing relationships (Riani et al., 2018). Spiritual Intelligence Spiritual Quotient (SQ) intelligence is the foundation of functioning IQ and EQ effectively. SQ is the highest intelligence in us (Ratnasari, 2015). The fundamental difference between emotional intelligence and spiritual intelligence is that emotional intelligence is related more to human social behavior; in other words, it is more horizontal, while spiritual intelligence is more associated with religious and moral values or is vertical (Adi, 2021). According to Zohar & Marshall (2007), the components of spiritual intelligence include: 1. The ability to be flexible. 2. The existence of a high level of self-awareness.

3. The ability to face and utilize suffering. 4. The ability to face and transcend feelings of pain. 5. A quality of life inspired by vision and values. 6. A willingness to cause unnecessary harm. 7. A tendency to take a holistic view. 8. A tendency to ask "why" or "what if" and to seek fundamental answers. 9. Ability to inspire others.

Based on this description, the components of spiritual intelligence have solid principles and vision. A principle is an essential and fundamental truth that applies universally to all humans. After principles, we must have a vision. Vision is a way of looking at things correctly. 2. Able to see unity in diversity. 3. Being able to interpret every side of life. Everything that happens in this universe has a meaning. All events in us and the environment have lessons. 4. Able to endure hardship and suffering; if the body has a lot of ease and pleasure, the soul aspect will be damaged (Choiriah, 2018).

The conclusion is that management uses organizational resources by using other people to achieve organizational goals efficiently and effectively (Veithzal & Sagala, 2004). Meanwhile, performance is often interpreted as performance, work results, or achievements. Performance has a broader meaning, stating the work results and how the work process occurs. Chin (2017) describes a person's capacity to perform mental activities such as thinking, finding explanations, and solving problems logically. Based on the IQ test results, an employee's ability related to numbers, words, visualization, memory, deductive-inductive explanations, and the speed of perceiving something can be determined. By knowing in what ways an employee has high intellectual intelligence, the company can place the employee in the appropriate position or job. According to Goleman in Riani (2018), an Emotional Quotient, or EQ, explains a person's ability to detect and manage emotions. According to Goleman, there are four levels of emotional intelligence. The first level is self-awareness. At this stage, an employee can recognize and understand his emotions, strengths and weaknesses, values, and motivations. At the second level, namely self-management, employees are not only able to recognize and understand their emotions but also able to manage, control and direct them.

In essence, employee performance appraisal, an HR management activity, is a process of observation (observation) of work implementation by a worker who has protected human rights. According to Hasibuan (2016), performance appraisal assesses the ratio of actual work results to quality and quantity standards produced by each employee, determining policies regarding compensation. Performance appraisal is seen more as a social and communication process than a measuring tool (Lie et al., 2021). Seeing performance appraisal as a socio-psychological form is not unique. It should be noted that although performance appraisals have increased in the last 40 years, formally, the practice of appraising workers has been around for centuries Murphy and Cleveland (Rivai, 2011).

H₁: Intellectual intelligence has a positive and significant effect on the performance of employees of the South Sulawesi Province Food Security Service

H₂: Emotional intelligence has a positive and significant effect on the performance of employees of the South Sulawesi Province Food Security Service

H₃: Spiritual intelligence has a positive and significant effect on the performance of employees of the South Sulawesi Province Food Security Service

RESEARCH METHOD

This type of research is quantitative research. The population in this study were all employees of the Food Security Service of South Sulawesi Province, totaling 47 employees. This study uses the census sampling technique, where all population members are used as samples. The data source used in this research is primary data. Primary data is obtained directly from the research object using a questionnaire instrument. The statements in the questionnaire for each variable in this study were measured using an ordinal scale. This scale is designed to see how strongly the subject agrees or disagrees with the statements on a 5-point scale, where score 5 (SS = Strongly Agree), score 4 (S = Agree), score 3 (KS = Less Agree), score 2 (TS = Disagree) and score 1 (STS = Strongly Disagree). The data that has been collected will be analyzed through several stages of testing. The first stage is to conduct a descriptive statistical test. The second stage is the data quality test which consists of (a validity test and a reliability test). The third stage is the classical assumption test (normality test, multicollinearity test, heteroscedasticity test). The fourth stage is to test all hypotheses proposed in this study which will be proven through partial tests (t-tests), simultaneous tests, and coefficient of determination tests.

Table 1. Operational Variable

Variable	Item	Indicator	Reference
Intellectual Intelligence (X1)	X1.1	Carrier	(Hanah, 2019; Isnain, 2017)
	X1.2	Maturity	
	X2.1	Self-Awareness	
Emotional Intelligence (X2)	X2.2	Self Regulation	(Krisnanda & Surya, 2019; Putri & Wirawati, 2020)
	X2.3	Motivation	
	X2.4	Empathy	
	X2.5	Social skills	
	X3.1	Self-Defence	
Intelligence Spiritual (X3)	X3.2	Holistic	(Angelica et al., 2020; Marpaung & Rumondang, 2018)
	X3.3	Inferiority	
	X3.4	Celebrate Diversity	
	X3.5	Spontaneity	
Employee Performance (Y)	Y1.1	Objective	(Choiriah, 2018; Ratnasari et al., 2020)
	Y1.2	Means	
	Y1.3	Opportunity	
	Y1.4	Standard	
	Y1.5	Feedback	

RESULTS AND DISCUSSION

Based on the results of data collection obtained through questionnaires given to employees of the Food Security Service of South Sulawesi Province, the characteristics of each employee can be known, which are grouped based on gender, age, latest education, and marital status.

Table 2. Demographic Data

Variable	Measurement	n	%
Gender	Man	24	51,06
	Woman	23	48,94
Age	< 30 year	6	12,77
	31-40 year	20	42,56
	41-50 year	14	29,78
	> 50 year	7	14,90
Education Level	Diploma I/D III	11	23,41

Marital status	Bachelor (S1/D-IV)	29	61,71
	Other	7	14,88
	Married	30	63,8
	Not married yet	17	36,2

Based on Table 2, the results of the questionnaire distributed to 47 respondents, it is known that most of the respondents are male, as many as 24 respondents (51.06%), and 23 respondents are female (48.94%), with an age distribution of < 30 years as many as six respondents (12.77%), 31-40 years as many as 20 respondents (42.56%), 41-50 years as many as 14 respondents (29.78%) and >50 years as many as seven respondents (14.90%). Based on education, it is known that most respondents have a DI/II education, as many as 11 respondents (23.410%), DIV/SI as many as 29 respondents (61.71%), and as many as seven respondents (14.88%). Based on marital status, it is known that most respondents are married, 30 respondents (63.8%) and not married 17 respondents (36.2%).

The second stage is the research data instrument test which consists of validity and reliability tests. The instrument is said to be good if the research instrument meets the main requirements, namely valid (valid) and reliable (reliable). If $r\text{-count} > r\text{-table}$, then the question is said to be valid. Moreover, a variable declared to have a consistent questionnaire answer if it has a Cronbach Alpha value greater than 0.60. The results of the analysis can be seen in table 3.

Table 3. Validity and Reliability Test Results

Variable	Instrument	r-calculated	Cronbach Alpha	Info
X1	X1.1	0,690	0,736	Valid dan reliable
	X1.2	0,570		Valid dan reliable
	X1.3	0,797		Valid dan reliable
	X1.4	0,780		Valid dan reliable
	X1.5	0,652		Valid dan reliable
X2	X2.1	0,432	0,491	Valid dan reliable
	X2.2	0,567		Valid dan reliable
	X2.3	0,453		Valid dan reliable
	X2.4	0,738		Valid dan reliable
	X2.5	0,654		Valid dan reliable
X3	X3.1	0,503	0,577	Valid dan reliable
	X3.2	0,441		Valid dan reliable
	X3.3	0,739		Valid dan reliable
	X3.4	0,657		Valid dan reliable
	X3.5	0,691		Valid dan reliable
Y	Y1.1	0,614	0,772	Valid dan reliable
	Y1.2	0,734		Valid dan reliable
	Y1.3	0,767		Valid dan reliable
	Y1.4	0,251		Valid dan reliable
	Y1.5	0,749		Valid dan reliable

Source: SPSS Outputs, 2022

Table 3 shows that all questions for intellectual intelligence, emotional intelligence, spiritual intelligence, and employee performance are valid because the value of $r\text{-calculated}$ (Corrected Item-Total Correlation) $> r\text{-estimated}$ of 0.288. While the results of the heteroscedasticity test show that the reliability coefficient of variable X1 has an "Alpha Cronbach" value of 0.736 greater than 0.60, which means high reliability, variable X2 "Alpha

Cronbach" value of 0.491 is smaller than 0.60, which means moderate reliability, variable X3 "Alpha Cronbach" value of 0.577 <0.60 which means average reliability and variable Y "Alpha Cronbach" value of 0.772 > 0.60 which means high reliability.

The third stage is the classic assumption test used to assess the normality of the research data and evaluate the difference in variance from residuals from one observation to another. This analysis consists of a normality, multicollinearity, and heteroscedasticity test. The normality test is carried out to see whether, in the regression model, the dependent variable and the independent variable both have a normal distribution or not.

**Tabel 4. Normality Test Results
One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		47
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	1.54180633
Most Extreme Differences	Absolute	.072
	Positive	.072
	Negative	-.051
Test Statistic		.072
Asymp. Sig. (2-tailed)		.200 ^{c, d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: SPSS Outputs, 2022

Based on the normality test results in table 4, because of the Asymp. The sig value is 0.200 > 0.05; it can be stated that the research data has fulfilled the normal distribution. Meanwhile, based on the normal probability plot image, the data distribution follows the diagonal line and the direction of the diagonal line. This shows that the regression model in this study has met the normality assumption.

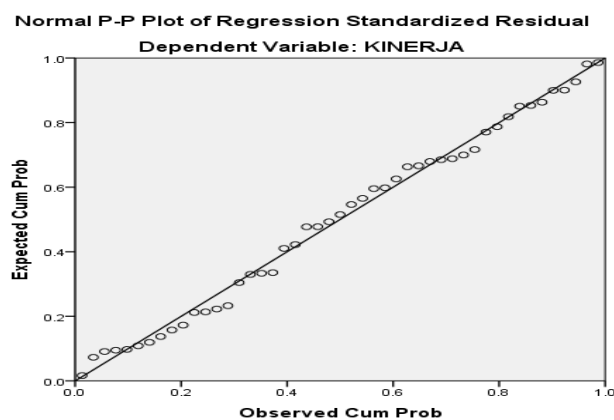


Figure 1. Normality Test Results

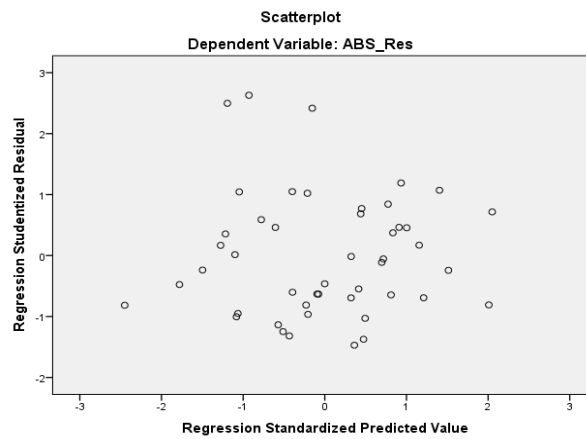


Figure 2. Heterokedasticity Test Results

Figure 2 shows that most of the data is spread below zero on the y-axis, and there is no clear pattern or does not form a pattern in the data distribution. This means that there is no heteroscedasticity in the regression equation model.

**Table 5. Heteroscedasticity Test Results
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.332	1.843		.181	.857
Kecerdasan Intelektual	-.023	.056	-.044	-.216	.833
Kecerdasan Emosional	.032	.068	.049	.380	.704
Kecerdasan Spritual	.047	.077	.081	.560	.578

a. Dependent Variable: Employee Performance

Source: SPSS Outputs, 2022

The results of the heteroscedasticity test on each independent variable in table 5 obtained a p-value (sig-t) > 0.05, so it can be concluded that there are no symptoms of heteroscedasticity in each independent variable. Furthermore, the multicollinearity test tests whether there is a relationship between independent variables and whether the regression equation finds a correlation between independent variables. In the regression model, it can be seen from the tolerance value and the opposite Variance Inflation Factor (VIF). The test results can be seen in table 6.

**Table 6. Multicollinearity Test Results
Coefficients^a**

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Intellectual Intelligence	.878	1.139
Emotional Intelligence	.989	1.011
Spiritual Intelligence	.887	1.128

a. Dependent Variable: Employee Performance

Source: SPSS Outputs, 2022

The results of the analysis calculation in table 6 show that the VIF value of each independent variable is more minor than ten, and the tolerance value is more significant than 0.1, so it can be concluded that the regression model does not contain multicollinearity symptoms. Furthermore, the autocorrelation test aims to test whether, in the linear regression model, there is a correlation between confounding errors in period t and confounding errors in period t-1 (previous). If there is a correlation, it is called an autocorrelation problem. The test results are presented in table 7.

Table 7. Autocorrelation Test Results
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.730 ^a	.625	.497	1.599	2.008

a. Predictors: (Constant), Spiritual Intelligence, Emotional Intelligence, Intellectual Intelligence

b. Dependent Variable: Employee Performance

Based on table 7, the durbin Watson (d) value is 2.008. Looking at the durbin Watson test table, the d value is more significant than DU, 1.6692, and more minor than 4-DU, 2.3308. Thus it can be concluded that the regression model is free from autocorrelation.

The fourth stage is testing all hypotheses through multiple linear regression analysis. The linear regression analysis determines the functional relationship between several independent variables on the dependent variable (Y). The test results with SPSS can be seen in table 8.

Table 8. Multiple Linear Analysis Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-0.689	3.230		-0.213	.835
Intellectual Intelligence	0.246	0.105	0.224	2.343	.033
Emotional Intelligence	0.259	0.095	0.244	2.726	.017
Spiritual Intelligence	0.597	0.111	0.536	5.378	.000

a. Dependent Variable: Employee Performance

Source: SPSS Outputs, 2022

Based on table 8, the multiple linear regression equation can be obtained as follows:

$$Y = -0,689 + 0,246X_1 + 0,259X_2 + 0,597X_3$$

The equation can be interpreted that the constant value of -0.689 means that if there is no effect of intellectual, emotional, and spiritual intelligence on performance, the performance value is -0.689. The intellectual intelligence variable has a value of 0.246, meaning that for every 1% increase in intellectual intelligence, performance will increase by 24.6%. Assuming other variables remain. The emotional intelligence variable has a value of 0.259, meaning that for every 1% increase in emotional intelligence, performance will increase by 25.9%. Assuming other variables remain. The spiritual intelligence variable is 0.597, meaning that for every 1% increase

in spiritual intelligence, performance will increase by 59.7%, assuming other variables remain constant.

**Table 9. T-Test Results (Partial)
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-0.689	3.230		-0.213	.835
Intellectual Intelligence	0.246	0.105	0.224	2.343	.033
Emotional Intelligence	0.259	0.095	0.244	2.726	.017
Spiritual Intelligence	0.597	0.111	0.536	5.378	.000

a. Dependent Variable: Performance

Source: SPSS Outputs, 2022

Furthermore, the t-test is used to individually determine the effect of one independent variable in explaining the variation in the dependent variable. The t-test in this study was conducted by comparing the significance of t with α of 0.05. From table 9, it can be concluded that the intellectual intelligence variable has a significant probability value of 0.033. Important t is more minor than α (0.05), then H_a is accepted. This means that there is a substantial influence between intellectual intelligence on performance. The emotional intelligence variable has a significant probability value of 0.017. Significant t is more minor than α (0.05), then H_a is accepted. This means that there is a substantial influence between emotional intelligence on performance. The spiritual intelligence variable has a significant probability value of 0.000. Significant t is more minor than α (0.05), then H_a is accepted. This means that there is a significant influence between spiritual intelligence on performance.

**Table 10. F Test Results (Simultaneous)
ANOVA^b**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	124.948	3	41.649	16.375	.000b
Residual	109.370	43	2.543		
Total	234.318	46			

a. Predictors: (Constant), Spiritual Intelligence, Emotional Intelligence, Intellectual Intelligence

b. Dependent Variable: Performance

Source: SPSS Outputs, 2022

From table 10, the significance value = 0.00 (more significant than α = 0.05). This means that H_0 is accepted. In other words, intellectual, emotional, and spiritual intelligence simultaneously significantly influence performance. Furthermore, the coefficient of determination is used to determine the ability of the independent variable to explain the dependent variable. The amount coefficient of determination can be seen in r square and expressed in percentage. The results of the coefficient of determination can be seen in table 11.

**Table 11. Determination Test Results
Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.730 ^a	.625	.497	1.599

Based on table 11, the Adjusted R Square value is 0.625; this means that 62.5% of the variation in the dependent variable, namely performance, can be explained by three variations in the independent variables, namely intellectual intelligence, emotional intelligence, and spiritual intelligence. At the same time, the rest ($100\% - 62.5\% = 37.5\%$) is explained by other variables outside the study.

Discussion

Intellectuality is the ability to act purposefully, reason, and deal effectively with the environment. It can be concluded that intelligence/intellect is a mental ability that involves a rational thinking process. So, intellect cannot be observed directly but must be inferred from various actual actions, which are manifestations of the logical thinking process. Based on the research that has been done, it is found that the intellectual intelligence of employees of the Food Security Service of South Sulawesi Province has a positive and significant effect on performance. Therefore, employees of the Food Security Service of South Sulawesi Province can act purposefully, reason, and face their environment effectively. However, this cannot be observed directly but must be inferred from various actual actions which are manifestations of the rational thinking process. This research on intellectual intelligence is an effort to determine the closeness of academic intelligence to performance. Regarding intellectual intelligence, there are three cognitive domains, namely: 1. Figural ability, which is understanding and reasoning in the field of the form. 2. Verbal ability is understanding and reasoning in the language field. 3. Numerical ability is commonly called understanding and reasoning in the numerical field or related to numbers. This study's results align with those (Adi, 2021; Marpaung & Rumondang, 2018; Ratnasari et al., 2020), which show that intellectual intelligence has a positive and significant effect on employee performance.

Emotional intelligence is the ability to feel emotions, accept and build emotions well, and understand emotions and emotional knowledge to improve emotional and intellectual development. Emotional intelligence is in five main areas: the ability to recognize self-emotion, manage self-emotion, motivate oneself, recognize the emotions of others, and the ability to build relationships with others. Based on research that has been conducted, it is found that the emotional intelligence of employees of the Food Security Service of South Sulawesi Province has a positive and significant effect on performance. Therefore, it can be interpreted that employees of the Food Security Service of South Sulawesi Province have good mood coordination or social relations. Suppose someone is good at adjusting to the moods of other individuals or can empathize. In that case, that person will have a good level of emotionality and will more easily adjust to social relationships. Lee (2020) explains that emotional intelligence is divided into five main areas: the ability to recognize self-emotions, manage self-emotions, motivate oneself, recognize the emotions of others, and the ability to build relationships with others. This can be explained as follows: 1. Self-Awareness is the ability to know what one feels within oneself and use it to guide one's decision-making, having a realistic measure of one's abilities and strong self-confidence. 2. Self-regulation is a person's ability to control and handle his own emotions in such a way as to have a positive impact on the implementation of tasks, have sensitivity to conscience, and be able to delay enjoyment before achieving a goal and being able to recover from emotional pressure. 3. Motivation is the deepest desire to move and guide oneself towards

goals, help take the initiative and act very effectively, and survive and rise from failure and frustration. 4. Empathy is the ability to feel what others feel, to be able to understand other people's perspectives and foster trusting relationships, and to be able to harmonize with various types of relationships. 5. Social Skills are the ability to handle emotions well when socially related to others, able to read situations and social networks carefully, interact smoothly, and use these skills to influence, lead, deliberate, resolve disputes, and work together in teams. This study's results align with (those of Ratnasari et al., 2020; Riani et al., 2018; Wijaya, 2019), which shows that emotional intelligence positively and significantly affects employee performance.

Spiritual Intelligence has a positive and significant effect on employee performance. Therefore, it can be interpreted that employees of the Food Security Service of South Sulawesi Province can adjust rigid rules coupled with understanding and love and the equal ability to see when love and understanding reach their limits, which also allows us to grapple with good and evil, imagine what has not happened and lift us from humility. This intelligence places our behavior and life in a broader and richer context of meaning, the intelligence to judge that one's actions or way of life are more valuable and meaningful. The characteristics of people with spiritual intelligence based on the theory of Zohar and Marshall (2007) are: a. Have Self-Awareness. Self-awareness is the existence of a high and deep level of awareness to realize various situations that come and respond to them. b. Have a Vision. Having a vision is understanding the purpose of life and having a quality of life inspired by vision and values. c. Being Flexible. Flexibility is adjusting spontaneously and actively to achieve good results and having a practical (appropriate use) and efficient view of reality. This study's results align with those (Angelica et al., 2020; Choiriah, 2018), which shows that spiritual intelligence positively and significantly affects employee performance.

CONCLUSIONS

Based on the results of the study, it was found that partial intellectual intelligence, emotional intelligence, and spiritual intelligence have a positive and significant effect on the performance of the Food Security Service of South Sulawesi Province employees. And there is a positive and significant effect of intellectual, emotional, and spiritual intelligence on employee performance. Based on the results of this study, the researchers advised the Food Security Service of South Sulawesi Province, namely employees of the Food Security Service of South Sulawesi Province, it is hoped that they can continue to develop and maintain their intellectual intelligence, emotional intelligence, and spiritual intelligence. As well as for further research is expected to use other independent variables to determine the performance of employees of the Food Security Service of South Sulawesi Province.

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