

Determination of Human Intelligence that Affects The Performance of Lecturers at The Faculty of Economics and Business IIB Darmajaya

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Abstract—The purpose of this study is to investigate the influence of intellectual intelligence, emotional intelligence, and spiritual intelligence on the performance of lecturers at the Faculty of Economics and Business IIB Darmajaya. This is a quantitative study that uses an associative approach. The population of this study consisted of 64 teachers from the Faculty of Economics and Business IIB Darmajaya, who were also used as samples. The sample approach used in this study is a saturation sampling strategy. Multiple linear regression tests and t-tests were used to analyze the data in this study. The findings of this study show that the factors of intellectual intelligence, emotional intelligence, and spiritual intelligence have a major influence on the performance of lecturers at the Faculty of Economics and Business IIB Darmajaya.

Keywords: Intellectual Intelligence, Emotional Intelligence, Spiritual Intelligence, and Lecturer Performance

I. INTRODUCTION

Companies are always faced with performance problems. Performance is a consequence of the work of an employee in quality and quantity in carrying out his activities in accordance with the obligations assigned to him. In this view, it is clear that performance is related to the completion of a given job on ability, experience, sincerity, and time [1]. Of course, managing performance so that it runs smoothly has gone through stages that produce employee performance that is in line with their functions in the organization. Therefore, the improvement of employee performance can be indicated in employee

performance metrics, such as quality, quantity, punctuality, effectiveness, and independence. The process for managing and producing good employee performance must be supported by intellectual intelligence, emotional intelligence and spiritual intelligence.

Human intelligence cannot be evaluated only from the perspective of the dimension of intelligence, which is the single dimension itself. It seems that intelligence other than IQ is more closely related to human achievement and enjoyment. According to the findings of the study, emotional intelligence (EQ) accounts for at least 75% of human achievement, while IQ accounts for only 4% [2]. According to educational psychology, intelligence is the capacity to solve a problem mentally. The three main components of intelligence are judgment (one's ability to make decisions), comprehension (one's capacity to understand), and reasoning (one's ability to reason). [3], a psychologist, affirms that psychological intelligence is the mental ability to respond and solve quantitative and phenomenal problems. The psychic function of the human being includes an assessment, thought, response and will which is the affective realm in which emotions are located. For example, humans will give a positive response to something if it is accompanied by positive emotions, and vice versa. [18]

According to [4], employee performance appraisal is a method used by companies to assess or evaluate how well workers are doing their jobs. Outcomes of an employee's personal performance assessed by work assessment criteria can be used to determine how successfully an employee has performed his or her

duties. It can be claimed that employee performance falls into the category of "good" if the outcomes are better than the expected level of output. On the other hand, underperforming workers are workers whose work results do not match expectations. Employees must always be honest, conscientious and disciplined in everything they do. They must also have a high motivation to complete the tasks assigned to them and strive to do them on schedule according to their obligations.

Employee intellectual intelligence (IQ) (IQ) is required in the workplace to exercise leadership, verbal, and umerik (calculation) abilities. Intellectual intelligence is the ability of a person to perform activities for mental thinking, reasoning and problem solving using formal rules, such as grammatical rules or in the case of prayer [16]. Then inline [5], the relationship between intellectual intelligence and employee performance can be traced back to cognitive skills, with intellectual intelligence serving as the largest instrument for predicting future performance. The key element that affects the performance of employees is intellectual intelligence. The achievement of employee performance in the office increases with the intellectual intelligence of employees. [6]," he said, intellectual intelligence significantly and favorably affects employee performance.

People believe that the determining factor for a person's life success is a high *Intelligence Quotient*. Based on psychological research, a person's abilities are not only measured by logical and linguistic intelligence but there are other intelligences that are able to open a person's thoughts about success factors in life, one of which is emotional intelligence (*Emotional Quotient* /EQ). The concept of emotional intelligence is a phenomenon that is still relatively new in the world of industrial and organizational psychology, but its use in the world of work is currently very much needed.

Emotional intelligence is often seen as the main capacity to control one's emotions and improve connections with others. This point of view will differ from intellectual talent. Because emotional intelligence is something that must be learned rather than inherited. A person who has good emotional intelligence is able to make the right decisions even in a depressed state, making a person able to show his integrity. Emotional learning can happen anytime and anywhere in life. This hypothesis argues that academic intelligence / Intelligence Quotient (IQ) alone is not enough to describe a person's success. On the contrary, another component of intelligence that does not neglect certain human character and behavior is necessary. Based on previous research on the influence of Emotional Intelligence on Employee Performance that has been studied, there are gaps in the results obtained, including the results of research [7] which states that Emotional Intelligence has a significant effect on Employee Performance. This result is different from the research

conducted [8] which showed that Emotional Intelligence had no significant effect on Employee Performance, as well as research conducted [9] which showed that Emotional Intelligence did not have a significant effect on Employee Performance.

In addition to these two, there is a third intelligence is the *Intelligence Spirituale* which is very important and in demand today. The capacity of a person to develop himself and engage in various constructive activities so as to be able to overcome various difficulties by analyzing the meaning inherent in them is *intelligencespiritual*. According to Zohar and Marshal [10], spiritual intelligence has the power to transform people into intellectually and emotionally intact beings. This intelligence will allow a person to experience true happiness. The best way to apply one's religious beliefs is for the person to have a high level of spiritual intelligence. Through this optimization, humans can become more intelligent overall. This phenomenon gives rise to at least three aspects of life: the ability to think in extremes and logically (intellectual intelligence), the ability to regulate one's emotions (emotional intelligence), and the tranquility of life (spiritual intelligence).

There are holes in the results found based on a number of previous studies on the impact of *piritual intelligence* on employee performance, including [11], which claims that spiritual intelligence significantly affects employee performance. The results of this study are different from the results Based on several previous research results on the influence of *Spiritual Intelligence* on employee performance, there are gaps in the results obtained, including [11] which states that *Spiritual Intelligence* has a significant effect on employee performance. The results of this study are different from the results Based on several previous research results on the influence of *Spiritual Intelligence* on employee performance, there are gaps in the results obtained, among others [11] which states that *Spiritual Intelligence* has a significant effect on employee performance.

The results of the study are different from the results of research conducted [12] which shows that *Spiritual Intelligence* does not have a significant effect on Employee Performance. Where, *Spiritual Intelligence* is also seen from several indicators, such as the ability to be flexible, with a high level of patience, a quality of life inspired by a vision and mission of values, being reluctant to cause unnecessary losses, thinking holistically, a tendency to ask why and what if to look for basic answers and become an independent person. Components in *Spiritual Intelligence* include absolute, honest, openness, self-knowledge, focus on contribution and non dogmatic spiritual [10].

Intellectual Intelligence (*Intelligence Quotient*/IQ), emotional intelligence (*EQ*), and spiritual intelligence (*Spiritual Quotient*/SQ) play an important role for a person to use his knowledge. With good intelligence, a person will be able to work effectively in a team or organization, recognize and respond well to the

feelings of themselves and others, and be able to motivate themselves with others.

II. THEORETICAL BASIS

A. Employee Performance

According to [1], performance is a consequence of the work of an employee in quality and quantity in carrying out his activities in accordance with the obligations assigned to him. "Performance is a consequence of the work in quality and quantity that an employee obtains in carrying out his activities in accordance with the obligations allocated to him," wrote [13]. The quantity or quality of goods produced or services offered by a person working is referred to as performance. Performance appraisal, according to [14], is a formal process of measuring and evaluating how well a person performs a task with respect to a specific goal. The main purpose of performance evaluation is to convey personal goals and encourage performance.

Most individual performance affects success for the company, where the company will improve the performance of its employees with the expectation that the goal is to be achieved well. From the above understanding, it can be concluded that performance is a result of work and responsibility that has been carried out or given based on the requirements in an organization or company. (*Performance*) or performance is the result of a process where performance is a result, both in quality and quantity achieved by a person in carrying out tasks in accordance with responsibilities[4]. Effective performance standards are based on work that is available, understood, approved, specific and measurable, time-oriented, written and open to a change in determining the standards workers should be involved in. Thus, performance standards can be well defined and workers motivated to achieve even exceed them[14].

B. Intelligence Quotient (IQ)

Intelligence in a general sense is a general ability that distinguishes the qualities of one person from another. Intellectual intelligence was first introduced by Alfred Binet around the 20th century. Alfred Binet divided the level of human intelligence into groups according to his research results. Lewis Ternman who is a Lecturer at Stanford University, England in his book "Condensed Guide for the Stanford Revision of the Binet-Simon Intelligence Test" conducted in 1920 developed a grouping and standardized the research created by Binet by adhering to the norms of population. Basically,

Intellectual intelligence/intelligence is a person's intelligence ability to solve mathematical and rational problems or the cognitive ability of an organism to adapt effectively to a complex and ever-changing environment and be influenced by genetic factors [15]. According to [16], intellectual intelligence is the ability of a person to

perform mental activities of thinking, reasoning and solving problems using formal rules, such as grammatical rules or in the case of counting. It was also presented with research [17] showing significant correlation results for all test results from intelligence to employee performance, be it intellectual intelligence in figures, intellectual intelligence in verbal or intellectual intelligence in numerical.

There are components in intellectual intelligence contained in the ability to solve problems that show knowledge about the problem at hand by making the right decisions, solving problems optimally and showing a clear mind, besides other components are verbal intelligence which includes good vocabulary, reading with full understanding, intellectual curiosity and furthermore practical intelligence, namely situationally, where know how to achieve the goal, be aware of the surrounding world and show interest in the outside world.

C. Emotional Quotient (EQ)

Around the 1970s and 1980s, psychological ideas about emotional intelligence were originally founded. A relatively new behavioral paradigm in psychology is emotional intelligence. Emotional intelligence (EI) or emotional quotient is a term used to describe this in English (EQ). Emotional intelligence, as defined by [18], is the capacity to understand our own feelings as well as those of others, to inspire ourselves, and to be effective in interpersonal relationships. The capacity to recognize, regulate and use one's own and others' emotions as a means to coordinate one's thoughts and behaviors is known as emotional intelligence. [1] Emotional intelligence is a person's ability to assess emotions in themselves and others, understand the meaning of these emotions and regulate one's emotions regularly in a flow model. From the above understanding, it can be concluded that emotional intelligence is the ability of individuals to evoke emotions of themselves and others and to use these emotions to think and act with the need for time, attention and concentration.

An analysis of emotional intelligence towards thousands of men and women shows on average more aware of the emotions they have. Individuals with high emotional intelligence according to [18] have the following characteristics: being able to motivate themselves, enduring face, frustration, controlling impulses, not exaggerating pleasure, regulating moods, taking place and the last to pray. This means that the emotional intelligence possessed by men and women is different, women are better able to control their emotional state. Women are more empathetic and more skilled in interpersonal relationships, whereas men are more self-conscious and optimistic, adaptable and better at dealing with stress.

D. Spiritual Intelligence (Spiritual Quotient/SQ)

Spiritual intelligence is capable of transforming people into whole beings intellectually, emotionally, and spiritually. As a result, spiritual intelligence is seen as essential to employee success. Large-scale companies undoubtedly have human resources that are required to work long hours and meet targets. In order for the company to run smoothly, it is necessary to properly manage a person not only from his intellectual intelligence, but also from his emotional intelligence and spiritual intelligence. Following intellectual and emotional intelligence, a third intelligence was discovered, that is, spiritual intelligence, which is considered an intelligence that can operate successfully. The highest intelligences are intellectual intelligence, emotional intelligence, and spiritual intelligence. According to [10], spiritual intelligence is the intelligence that exists within us and is related to knowledge beyond the ego or conscious soul.

Spiritual intelligence makes man truly whole intellectually, emotionally and spiritually. Spiritual is the intelligence of the soul, where spiritual intelligence can help humans in healing and building themselves as a whole. The basis on which it is necessary to encourage more effective spiritual functioning, both intellectual intelligence and emotional intelligence. Thus, spiritual intelligence has to do with intellectual intelligence and emotional intelligence.

[10] positing the values of spiritual intelligence based on the components in spiritual intelligence (SQ) that are much needed including: absolute honesty which is a spiritual law in the business world, openness is participating in the direction of a good path, self-knowledge is the main element needed because the business world pays great attention to a good learning environment, focuses on contributing important things to dealing with human tendencies to demand rights rather than fulfilling obligations, and the last, non-dogmatic spirituality, is the value of spiritual intelligence in which there is the ability to be flexible, have a high level of awareness and the ability to face and take advantage of suffering, a quality of life inspired by vision and mission.

E. Research Hypothesis

This research hypothesis is compiled based on the results of previous research, used for research foundations in order to support a research and is displayed in detail, namely: (H1) Intellectual intelligence affects the performance of lecturers at the Faculty of Economics and Business IIB Darmajaya, (H2) Emotional Intelligence affects lecturers at the Faculty of Economics and Business IIB Darmajaya, (H3) Spiritual Intelligence affects the performance of lecturers at the Faculty of Economics and Business IIB Darmajaya.

III. RESEARCH METHODS

This research method is quantitative research, where data is represented numerically and researched using the associative research approach tool. The associative method is a study that aims to analyze the influence or relationship between two or more variables and look for a causal relationship between one independent (free) to a dependent (bound) variable [20]. It examines the relationship between independent factors such as Intellectual Intelligence (X1), Emotional Intelligence (X2), and Spiritual Intelligence (X3) and dependent variables such as Performance Lecturers (Y). All lecturers from the Faculty of Economics and Business IIB Darmajaya were included in this study. This study used a saturated sampling approach, or one that used the full population as a research sample, in this case 64 professors from the Faculty of Economics and Business IIB Darmajaya.

The data analysis method in this study used a regression analysis test using Eviews ver 10 software. EViews have benefits that can be felt in several needs. These include simple inferential analysis, g makin forecasting model, descriptive analysis and complex multivariate analysis can be used. The following are the results of the regression analysis equation as follows:

$$KD_{it} = + 1KI_{it} + 2KE_{it} + 3KS_{it} + e$$

Information:

KD: Lecturer Performance

□: Regression constant

1,b2,b3,b4: Regression coefficient

KI: Intellectual Intelligence

TO: Emotional Intelligence

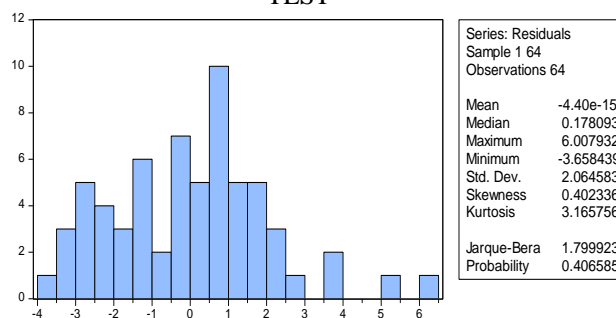
KS: Emotional Intelligence

e: Coefficient of Error.

IV. RESULTS AND DISCUSSION

The normality test determines whether the variable is regul distributed or not. Normal distribution variables include whether or not the number of samples taken is representative, so that the research results obtained from a number of samples can be taken into account and accounted for.

Table 1. NORMALITY TEST DATA VALIDITY TEST



Source: Processed data, 2022.

Based on the normality test of Table 4.1, if the Jarque Fallow Probability value of 0.406 is greater than 5% (0.05), H_0 is rejected, indicating that the residual data is distributed regularly. As a result, all residues in the regression model in these probes are distributed regularly.

The inner model can be assessed by examining the R-square (R^2) for the dependent construct, which measures how well the model produces the observed value, as well as the t-statistical value of the coefficient test. It is done to find out the direction of the relationship between the dependent variables whether each of the independent variables is positively or negatively related and to predict the value of the dependent variable, whether the value of the independent variable has increased or decreased/positive or negative. The following are the results of the tests performed:

Table 2. R-SQUARE RESULT (R^2)

	Score
<i>R-squared</i>	0.827

Source: Processed data, 2022.

Based on Table 4.2, it is clear that the variable abilities of Intellectual Intelligence (X_1), Emotional Intelligence (X_2), and Spiritual Intelligence (X_3) to Lecturer Performance (Y) are 0.827 or 82.7%, with the remaining 17.3% explained by other factors or variables beyond this study. Test the hypothesis

Table 3. REGRESSION ESTIMATION RESULTS

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	-3.113305	2.712311	-1.147842	0.2556
X_1	0.305170	0.129560	2.355441	0.0218
X_2	0.982968	0.079772	12.32215	0.0000
X_3	0.334978	0.064829	5.167076	0.0000

Source: Data processed in 2022

Table 3: Regression estimation results for intellectual intelligence variables (X_1), where H_0 is rejected at a sig value of 0.021 < 0.05. This indicates that intellectual ability has a major impact on performance as a professor at the Faculty of Economics and Business IIB Darmajaya. This is as a result of the improvement of the numerical processing skills of the professors. Lecturers can communicate verbally, while employees are quick to retrieve work-related information. The capacity to handle the demands of life is a function of one's intellectual capacity, which is closely related to one's capacity for logical thinking. Company leadership believes that alternative Intelligence will develop, which can be used for the performance of an organization or company, especially to improve its performance. The intellectual ability of a lecturer is closely related to the profession

in the world of work. A lecturer with a high IQ tends to do better than those with a lower IQ.

This is because people with high IQs absorb information more easily, allowing them to overcome difficulties connected with their work more effectively.

Table 3 shows the results of regression estimates on measures of emotional intelligence (X_2), with a sig of $0.000 < 0.05$ rejecting H_0 . This shows that emotional intelligence has a great impact on performance as an instructor at the Faculty of Economics and Business IIB Darmajaya. This is because lecturers have emotional intelligence that can inspire themselves in any situation, which helps them carry out their obligations and responsibilities in business. According to [7] research, Emotional Intelligence has a beneficial and substantial influence on employee performance. The ability to inspire oneself and in interaction with others is an example of having emotional intelligence. Emotional intelligence also refers to the capacity to identify our own feelings as well as the feelings of others.

A person with emotional intelligence will be able to regulate his emotions and even the emotions of others, as well as be prepared for uncertainty, according to [18].

Table 3. The result of the regression estimation on the spiritual intelligence variable (X_3) that the sig value of $0.000 < 0.05$ then H_0 was rejected. This indicates that the effectiveness of professors at the Faculty of Economics and Business IIB Darmajaya is strongly influenced by spiritual intelligence. This is due to the fact that although work requires an intellectual focus, there are many aspects of the work that can make individuals happy. This will be realized if a person is able to interpret each of his works and balance his brain, emotions and sentiments. Spiritual intelligence teaches people to express and give meaning to their actions, so if you want to show good performance, spiritual intelligence is necessary. Everyone's spiritual intelligence is not the same. It depends on each person in giving meaning to his life. Intelligent spiritual is the feeling of being connected to oneself, others and the universe as a whole. A lecturer can show optimal performance, if he himself gets the opportunity to be able to express his full potential as a human being. Spiritual intelligence is broader and not limited to religion. The differences that each individual has will make the performance they achieve also different. According to [19] which states that spiritual intelligence has a significant influence on employee performance.

V. CONCLUSION

Based on the description of the hypothesis testing findings and the discussion of this study, the following conclusions can be drawn:

1. Intellectual Intelligence affects the performance of teachers at IIB Darmajaya, Faculty of Economics and Business.
2. Emotional Intelligence affects the performance of professors at IIB Darmajaya, Faculty of Economics and Business.
3. Spiritual Intelligence affects the performance of professors at the Faculty of Economics and Business IIB Darmajaya.

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