

THE ROLE OF SPIRITUAL, INTELLECTUAL, AND EMOTIONAL INTELLIGENCE IN ENHANCING EMPLOYEE PERFORMANCE AT THE PANGKEP REGENCY SECRETARIAT, SOUTH SULAWESI

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BACKGROUND :

This research examines how spiritual, intellectual, and emotional intelligence affect employee performance at the Regional Secretariat of Pangkep, South Sulawesi. Understanding these factors is essential in today's workplace, where traditional intelligence measures often fall short. The findings aim to help leaders and policymakers improve employee performance and enhance organizational effectiveness. As companies focus more on holistic employee development, this study contributes valuable insights for better human resource practices that promote a more engaged and productive workforce.

METHOD :

Utilizing a sample of 100 employees, the study employs quantitative methods to analyze the relationships between these types of intelligence and job performance. The findings reveal that all three intelligences significantly contribute to enhancing employee performance.

RESULTS & DISCUSSION:

Spiritual intelligence, characterized by self-awareness, flexibility, and a holistic viewpoint, fosters a positive work environment. Intellectual intelligence, which encompasses numerical, verbal, and perceptual skills, is crucial for problem-solving and logical reasoning, enabling employees to adapt effectively to new challenges and improve decision-making processes. Emotional intelligence, emphasizing self-awareness, self-regulation, and motivation, enhances employee engagement and productivity. Among these variables, emotional intelligence emerges as the most dominant factor influencing employee performance, highlighting its critical role in navigating interpersonal dynamics and motivating individuals to achieve their goals. The results indicate a strong correlation, with an R-squared value of 0.875 (87.5%), suggesting that 87.5% of the variation in employee performance can be explained by the combined influences of spiritual, intellectual, and emotional intelligence.

CONCLUSION :

This study contributes to the understanding of how various forms of intelligence interact to influence job performance, suggesting avenues for future research to further explore these dynamics in organizational settings.

KEYWORDS : *Spiritual Intelligence, Intellectual Intelligence, Emotional Intelligence, Employee Performance*