
The Effect of Spiritual Intelligence and Individual Motivation on Environment-Friendly Performance

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Abstract

The objective research was to determine the effect of spiritual intelligence and motivation of individuals in a performance-friendly environment. This research was conducted from June until August 2021—the entire study population of students at IAIN Sultan Amai Gorontalo. The sample was selected using the probability sampling technique. Research sample, as many as 111 students use the formula, Slovin because the number can represent the existing population. This study uses a survey method using google forms. The approach study uses a quantitative approach. Research results show positive and significant partial and simultaneous spiritual intelligence and motivation for individuals to perform in a friendly environment. Variable free to have the most decisive influence, and the most significant contribution to variable bound is spiritual intelligence. Based on research findings, it is concluded that if you want to improve a performance-friendly environment, factors such as spiritual intelligence and motivation need to be improved.

Keywords: *Spiritual intelligence, motivation individual, performance-friendly environment.*

Pengaruh Kecerdasan Spiritual dan Motivasi Individu terhadap Kinerja Ramah Lingkungan

Abstrak

Tujuan penelitian untuk mengetahui pengaruh kecerdasan spiritual dan motivasi individu terhadap kinerja ramah lingkungan. Penelitian ini dilakukan dari bulan Juni sampai Agustus 2021. Populasi penelitian seluruh mahasiswa di IAIN Sultan Amai Gorontalo. Sampel dipilih menggunakan teknik sampling probabilitas. Sampel penelitian sebanyak 111 mahasiswa menggunakan rumus Slovin, karena jumlahnya dinilai telah mampu mewakili populasi yang ada. Penelitian ini menggunakan metode survei menggunakan google form. Pendekatan penelitian menggunakan pendekatan kuantitatif. Hasil penelitian menunjukkan bahwa terdapat pengaruh parsial dan simultan yang positif dan signifikan kecerdasan spiritual dan motivasi individu terhadap kinerja ramah lingkungan. Variabel bebas yang mempunyai pengaruh yang paling kuat dan kontribusi yang paling besar terhadap variabel terikat adalah kecerdasan spiritual. Berdasarkan temuan penelitian, disimpulkan bahwa apabila ingin ditingkatkan kinerja ramah lingkungan, maka faktor-faktor seperti kecerdasan spiritual dan motivasi individu perlu ditingkatkan pula.

Kata kunci: Kecerdasan spiritual, motivasi individu, kinerja ramah lingkungan.

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A. Introduction

Degrading environment and climate change occur moment this, one of them caused by organizations or institutions that do not care about environment. This is marked by pollution from the environment from rubbish and plastic all around the beach, damaged forests, consequence diversion of land and fire forest, disaster nature, and drought in season drought. Robertson and Barling said the behavior of people and institutions that do not care about the environment is one reason for to decline in the quality of the environment and climate change.¹

Zhang, Niua, and Wu say that climate change (*climate change*) is already causing global issues and various risks to system environment (*natural system*) and humans (*social system*). This is exacerbated by concurrent enhancement activity in humans. Changing climate can cause changes to the system environment, like a climate that is not erratic and human health. Enhancement activity personal man is one reason happening change climate.²

Robertson and Barling said organizations or institutions also contribute significantly to changing climate. Institutions that need a more friendly environment are one reason for declining quality and power support environments. Using source Power exaggerated nature such as water, energy, logging tree, use of plastic, and so on, can worsen the Power support environment.³

Friendly performance environment based on responses problem environment for party management, i.e., how was action management in using source Power naturally is efficient and effective. Organizations or institutions Alone are often faced with many priorities, one for competition business and the other for environmental attention.

¹ Robertson, J., & Barling, J. (2013). Greening Organization Through Leaders 'Influence on Employees ' Pro-environmental Behaviors. *Journal of Organizational Behavior*, h. 176.

² Zhang, J., Niua ., J., Buyantuevd , A., and Wu, J. 2014. A multilevel analysis of effects of land use policy on land-cover change and local land use decisions, *Journal of Arid Environments*: h. 19-28.

³ Robertson, JL, and Barling, J. 2013

A friendly performance environment is an activity somebody in conserves a sustainable environment through quality Work, quantity work, accuracy time, and attitude. Environmental performance is needed in framework enhancement behavior employees about impact environment life that can contribute positive and negative in achievement objective organization or institution.

Pale, Chen, Boiral, and Jin say the Alone performance can be evaluated with indicators like pollution prevention, waste minimization, activity cycle repeat, etc. Based organization's environment must capably overcome issues environment so that it can produce positive abilities in influencing the performance environment of employee.⁴

Prince stated that performance is the embodiment of the work that has been produced or onboarded employees. Hamali (2018) says that performance is the result of work that strongly relates to the organization's strategic goals and customer satisfaction and contributes to the economy. Performance is also about what is done, how to do it, and the results achieved from work.

Sunyoto said that measurement performance to done through several evaluations, among others:

- a) Quality Work is a level where results, in the end, are reached and approached ideally in the sense of fulfillment of goals expected by the company/organization.
- b) Quantity work is the stated amount produced in the term number of work units or the amount of cycle-generated activity.
- c) Accuracy time is the level of activity completed. Work it at the time desired start.
- d) Attitude is related matters showing attitude how much Far not quite enough answer to implementation job, as well level ability somebody For Work The same with others in finishing his duties.

⁴ Pale, Pascal. , Chen, Yang. , Boiral , Olivier ., and Jin, Jiafie . 2013. The Impact of Human Resource Management on Environmental Performance: An Employee Level Study. *Journal of Business Ethics*: h. 1–82.

Solino and Farizo argued that man's behavior could influence concern for the environment (*environmental concerns*), involvement in the environment (*environmental engagement*), and consumers' decisions on goods and service environment. Behavior somebody can influence concern for and involvement in the environment.⁵

From several definitions above, synthesis performance-friendly environment is activity. Work contributes to objective achievement organization through dimensions of quality, quantity, and accuracy time-related concern to the environment.

Some expected variable that influence performance friendly environment is spiritual intelligence and motivation individual. One way you can take by management to increase performance friendly environment with an enhanced caring spiritual intelligence environment that gives performance work more on one party. Besides, give action discipline following applicable conditions for students who do not need to be more capable of carrying out their obligations following more than the answer on the other hand.

Spiritual intelligence is intelligence for facing and solving problems meaning and value that is decisive intelligence behavior and life in a broader context. Intelligence for evaluating action or road life, somebody has more meaning than others.

King said spiritual intelligence is a set of mental capacities that contribute to awareness, integration, and adaptive application of nonmaterial and transcendent aspects of one's existence, leading to results such as deep reflection of existence, increased meaning, transcendent self-recognition, and mastery of spiritual states.⁶

Saranya and Sangeetha say spiritual intelligence has a higher dimension of intelligence that activates the qualities and abilities of the true self (or soul) in the

⁵ Solino & Farizo. (2014). *Personal Traits Underlying Environmental Preferences*: A. PLOS ONE.

⁶ King, D. (2008). *Rethinking Claims of Spiritual Intelligence: A Definition, Model, and Measure*. Ontario, Canada: Trent University, Peterborough.

forms of wisdom, compassion, integrity, joy, love, creativity, and peace. Spiritual intelligence leads to more profound meaning and purpose and improvements in meaningful life and work skills.

King and Decicco explain spiritual intelligence that says that, develop a model of spiritual intelligence which consists of the following four components: (a) critical existential thinking, which involves the ability to critically contemplate meaning, purpose, and other metaphysical issues, such as death, the universe, space, time. Examining the existential purpose of life is also a feature of spirituality, but what makes it different in spiritual intelligence is the aspect of critical thinking. Intelligence is reflected in critical thinking, analysis, vision, observation, reflection, and communication; (b) The production of personal meaning is the ability to construct personal meaning and purpose in all physical and mental experiences. ⁷This can be reflected in the goal of starting daily activities, finding more creative forms of meaning production, and finding meaning from life experiences; (c) Transcendental awareness, involving the perception of the 'transcendent dimension of self during regular, waking, states of consciousness. Transcendental consciousness is also characterized by the ability to transcend one's limitations and fall for something greater than oneself; (d) Expansion of the conscious state is the ability to enter a higher state of consciousness. According to Maslow, these states of consciousness are pure consciousness, unitary consciousness, and cosmic consciousness. Several people can accomplish this through prayer, singing, or meditation.⁸

Shivani said that spiritual intelligence is related to intelligence _ with the ability of somebody to grow Spirit to attain a moral sublime that contributes to the awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of environmental work.

⁷King, D. (2008). *Rethinking Claims of Spiritual Intelligence: A Definition, Model, and Measure*.

⁸ Abraham Harold Maslow, *Religions, Values, and Peak-Experiences*, vol. 35 (Ohio State University Press Columbus, 1964).

From several definitions above, synthesis spiritual intelligence is the ability of somebody to form a set of mental capacities that contribute to awareness, integration, and adaptive application of the nonmaterial and transcendent aspects of one's existence, leading to outcomes such as deep existential reflection, the elevation of meaning, recognition of a transcendent self, and mastery of spiritual states related environment.

Besides, spiritual intelligence, which is expected to influence a performance-friendly environment, is the motivation for the individual. Colquitt, Le pine, and Wesson argue that an individual's motivation is a bunch of strength energetic starts Good from within nor from outside someone and consider direction, intensity, and persistence. Individual motivation is considered critical because effective performance often needs Good capabilities and high abilities. So, motivation individual is a strength originating energy from in or outside someone. Be measured based on consideration of direction, intensity, and persistence.

David McClelland in Wijono put forward three deep motives for motivating individuals: power, affiliation, and achievement influence performance work.⁹ More details explained by McClelland cited Walgito that basically, man has various types of individual motivation; good man a creature biological, as well as creature social; more carry on explained that man interacts with the environment influenced by three types of motivation individual namely (a) motivation For friendly (*need for affiliation*), (b) motivation For power (*need for power*), (c) motivation For achievement (*need for achievement*). Third motivation individual, according to McClelland called the primary motive.¹⁰

The general opinion behind motivational theories about needs is that unfulfilled needs motivate people to satisfy them. Conversely, people who are not motivated to pursue needs that have been fulfilled. A person's behavior will

⁹ Sutarto Wijono, *Psychology Industry & Organization* (Kencana, 2010).

¹⁰ David C McClelland, *Human Motivation* (CUP Archive, 1987).

be motivated if physiological and psychological needs are unmet and vice versa. The more needs that are not met, the higher the motivation to fulfill them.

Robbins and Judges say that motivation individual important in achieving goals which is an essential process for someone who plays a role in intensity, direction, and duration. This means that achieving goals and objectives depends on needs, motivation one's individual and conditions through the ability to make of effort towards moving needs.¹¹

Motivation is a situation in a person's personality that encourages the individual's desire to carry out certain activities to achieve a goal.¹²

Based on several definitions above, synthesis motivation is a desire to push somebody to fulfill life's needs through aspiration, ambition and drive, motivation, work, and productivity. College tall, especially students, must own ability, spiritual intelligence, and motivation individual in enhancement performance friendly environment. Intelligent intellectual and motivational individual students in college tall expected can increase the quality of learning, which impacts improving the quality of graduates of the student. Students become more innovative and critical in think-moment lectures at college high. Students who have graduated can compete in looking for work, even on the spot work.

Journal-related spiritual intelligence, motivation individual, and performance-friendly environment that is research conducted. The desired goal achieved in a study is to test and analyze the influence of spiritual intelligence on employee performance. The study's findings are significant influence between intelligence spirituality and performance employee performance.

Study Talib entitled influence intelligence emotional and spiritual participants educate to motivation studied at MAN 2 Parepare City. Research

¹¹ Robbins, S. _ P. and Judge, T . A . (2007). *Essentials of Organizational Behavior*. New Jersey, USA: Prentice-Hall International, Inc.

¹² Ulul Absorul Hidayah, N. Rachma, and M. Hufron, " Influence Spiritual Intelligence, Intelligence Emotional And Motivational On Employee Performance At PT. Putra Property Award," *Journal Scientific Research Management* 9, no. 10 (February 7, 2020), <http://www.reset.unisma.ac.id/index.php/jrm/article/view/6306>.

results show that intelligence is emotionally influential and significant to motor learning. Spiritual intelligence has an effect positive and significant to motor learning. Intelligence, emotional and spiritual participants educate in a manner together influential positive, and significant to the enhancement motivation Study with a contribution of 40.9%.¹³

Research For know analysis influence intelligence emotional (EQ) and spiritual intelligence (SQ) on the performance of employees. Based on the discussion results study, this concluded that emotional and spiritual intelligence affect the performance of PT employees Indonesian State Bank.¹⁴

Study Hidayah, Rachma, and Hufron use a descriptive study. Research results. This shows that intelligence, emotional, spiritual intelligence, and motivation significantly influence the performance of PT employees' Putra Property Award.¹⁵

Based on the explanation and some journal national above, novelty study is about performance friendly associated environment with spiritual intelligence and motivation individual. Researchers are interested in studying the influence of spiritual intelligence and the motivation of individuals to perform friendly environment.

B. Research Methods

This study uses a survey method using *google forms*. The approach study uses a quantitative approach. The classical assumption test uses normality, Linearity, heteroscedasticity, and multicollinearity tests—data analysis using method analysis multiple linear regression or simultaneous.

¹³ Muh Dahlan Talib, " Influence Intelligence Emotional, And Spiritual Participants educate To Motivation Learning at MAN 2 Parepare City, " *Education: Journal Religious and Religious Education Research* 18, no. 2 (August 28, 2020): 221–37.

¹⁴ Cahyo Tri Wibowo, "Analysis of The Influence of Emotional Intelligence (EQ) and Spiritual Intelligence (SQ) On Employee Performance," *Journal Business and Management (Journal of Business and Management)* 15, no. 1 (January 10, 2017): 1–16, <https://doi.org/10.20961/jbm.v15i1.4108>.

¹⁵ Hidayah, Rachma, and Hufron, " Influence Spiritual Intelligence, Intelligence Emotional And Motivational On Employee Performance At PT. Putra Property Award . "

Study this uses three instruments; the first measuring instrument is the spiritual intelligence of as many as 30 respondents and 20 items tested. Trial results show that 18 items are valid and two items are invalid. The reliability coefficient is 0.893. Invalid Item is not used, the reliability coefficient of 0.9 06.

Second, measuring motivation involves as many as 30 respondents and 24 items tested. Trial results show that 20 items are valid and four items are invalid. The reliability coefficient is 0.9 53. Invalid Item is not used, the reliability coefficient of 0.9 64.

Third, measure performance friendly environment as many as 30 respondents and 20 items tested. Trial results show that 19 items are valid and 1 item is invalid. The reliability coefficient is 0.9 38. Invalid Item is not used, a reliability coefficient of 0.9 51.

Objective research to determine the effect of spiritual intelligence and motivation individuals to performance-friendly environment. This research was conducted from June until August 2021. The entire study population is students at IAIN Sultan Amai Gorontalo. The sample was selected using the probability sampling technique. Research sample, as many as 111 students used the formula Slovin because the numbers represented the existing population.

C. Results and Discussion

a. Assumption test classic

The results of testing the classical assumptions of normality are as follows.

Table 1 Normality test results.

No.	Variab le	<i>Kolmogorov v mirnov (sig.)</i>	Sig.	Conclusion
1	X1 to x3_	0.163 _	0.0 5	Normal
2	X 2 to X 3	0.062 _	0.0 5	Normal

The data processing results in the above table show that the *K Kolmogorov S Smirnov* (Sig.) value for all variables is more significant than $\alpha = 0.05$. Thus the data from the variables studied are performance-friendly environment, spiritual intelligence, and motivation individuals follow a typical distribution pattern. This means that the first classical assumption has been fulfilled, and the model is suitable for data analysis.

Linearity test is known from mark *Sig. Deviation from Linearity* from the linear F test. If $Sig > 0.05$, the data is linear, and vice versa. If $Sig < 0.05$, then the data is not linear. The results of the calculations show a summary of the results of the linearity test below.

Table 2. Linearity test results.

No.	Variable	<i>Deviation from Linearity (Sig.)</i>	Sig.	Conclusion
1	X ₁ to x ₃ _	0.419 _	0.05	linear
2	X ₂ to X ₃	0.218 _	0.05	linear

Based on the analysis of the results, we obtained a number *deviation of Linearity* in all relationship models > 0.05 . With thereby predictable relationships entirely linear.

Heteroscedasticity test data using base taking decision is If existing points form pattern specific regular *heteroscedasticity* has happened. Otherwise, if there is a clear pattern, dot, dot, dot spread above and below the number 0 on the Y axis, then no *heteroscedasticity* happens.

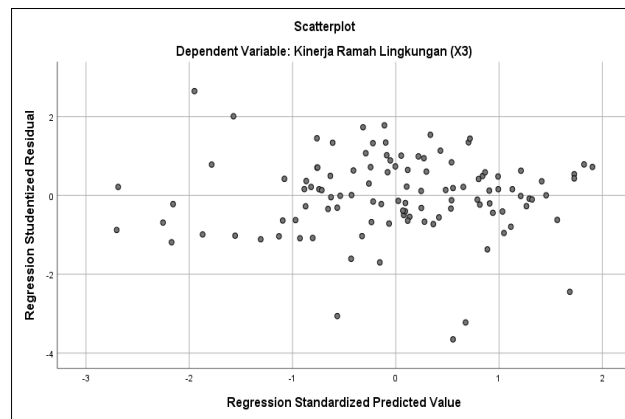


Figure 1 s scatterplot graph *heteroscedasticity* test spiritual intelligence (X_1) and motivation individual (X_2) on performance friendly environment (X_3).

Based on the graph above, it can be seen that the dots spread randomly, do not form a clear pattern, and spread both above and below the number 0 on the Y axis. Thus there is no symptom of *heteroscedasticity*.

Multicollinearity test saw from mark *tolerances* and *VIF* as follows.

Table 3 *Multicollinearity* test results.

No.	Variable	<i>tolerance</i>	VIF	Conclusion
1	X_1 to X_3	0.660	1,515	No multicollinearity occurs
2	X_2 to X_3	0.660	1,515	No multicollinearity occurs

From the table above, it can be seen that the *tolerance values* are close to one for all variables, and the VIF values are around one, thus indicating that there are no cases of multicollinearity in the model.

b. Testing hypothesis

Hypothesis test influence spiritual intelligence and motivation of the individual to performance-friendly environment analyzed with regression double or simultaneous. As for the summary results analysis, regression is double or simultaneous.

Table 4. Spiritual intelligence and motivation test results in an individual to a performance-friendly environment.

<i>Model</i>	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>	<i>Sig.</i>
	<i>B</i>	<i>Error std.</i>	<i>Betas</i>		
1 (<i>Constant</i>)	21,215	6,529		3,249	0.002
X ₁	0.409	0.105	0.362	3,905	0.000
X ₂	0.303	0.083	0.338	3,653	0.000

Analysis results regression double or simultaneous get equation $\hat{Y} = 21.215 + 0.409X_1 + 0.303X_2$ interpreted that every change score variable spiritual intelligence and motivation individual by 1 point, an estimated score performance friendly environment will change of 0.409, and 0.303 in the same direction with a constant of 21.215.

Hypothesis test results in spiritual intelligence to performance friendly environment in a manner Partial showing mark t_{count} of 3.905 > of mark t_{table} 1.981. Whereas the level significance of 0.000 < at $\alpha = 0.05$. Thus, there is partially an influence of positive and significant spiritual intelligence on a performance-friendly environment.

Hypothesis test results in motivation individual to perform in a friendly environment in a manner Partial showing mark t_{count} of 3.653 > of mark t_{table} 1.981. Whereas the level significance of 0.000 < at $\alpha = 0.05$. Thus, in a partial manner, there is an influence positive and significant motivation for individuals to perform a friendly environment.

Hypothesis test results in simultaneous spiritual intelligence and motivation individual to performance friendly environment as follows.

Table 5 Test the hypothesis of simultaneous spiritual intelligence and motivation of the individual to performance friendly environment.

Model	Sum of Squares	df	MeanSquare	F	Sig.
1 <i>Regression</i>	6,121,655	2	3,060,828	34,264	0.000
<i>residual</i>	9,647,822	108	89,332		
<i>Total</i>	1,5769,477	110			

Hypothesis test results from spiritual intelligence and motivation individual to performance friendly environment in a manner simultaneous showing mark F_{count} of 34.264 > from mark F_{table} 3.08. Whereas the level significance of $0.000 < \alpha = 0.05$. Thus, simultaneously, there is an influence of positive and significant spiritual intelligence and motivation individuals to performance friendly environment.

The coefficient correlation of spiritual intelligence and motivation of individuals to performance friendly environment ($r_{x3.12}$) is as follows.

Table 6 Coefficient correlation between spiritual intelligence and motivated individual to performance-friendly environment.

Model	R	R Square	Adjusted R Square	std. The error in the Estimate
1	0.623	0.388	0.377	9,452

Based on the table above, the coefficient correlation between spiritual intelligence and the motivation of an individual to perform in a friendly environment ($r_{x3.12}$) is 0.623.

Coefficient determination influences an individual's spiritual intelligence and motivation to perform in a friendly environment obtained from a price *R square* of 0.388. So, a variable performance-friendly environment explains 38.8% of the variance in individual spiritual intelligence and motivation. At the same time, the rest of the 61.2% were influenced by other variables such as personality, leadership environment, culture organization, engagement environment, knowledge environment, and so on.

Ranking results variable free to variable bound as follows.

Table 7 Rating variable free to variable bound.

Variable	t _{count}	Rating
X ₁ against X ₃	3,905	First
X ₂ against X ₃	3,653	Second

Rating influence variable free to variable first bound is variable spiritual intelligence to performance friendly environment (X₁ against X₃) for t_{count} of 3.905. Rating second is variable motivation individual to performance friendly environment (X₂ against X₃) for t_{count} of 3.653. Based on the description above, variable free has the most decisive influence, and the most significant contribution to variable bound is spiritual intelligence.

Research results obtained from testing hypothesis statistics show that there is an influence positive and significant spiritual intelligence and motivation individuals to performance friendly environment. This following the results study by Rievi et al. (2020), shows that spiritual and emotional intelligence are positively influential and significant to employee performance. Good in a manner simultaneous or partial.

Ahmad, Anwar, and Suleman's research (2020) shows that influential spiritual intelligence to a performance by 23.8% with *p-value* 0.010. Research by Octavia, Hayati, and Karim (2020) shows that personality, emotional, and spiritual intelligence influence the employee's positive performance. Spiritual intelligence has the most significant influence compared to personality and emotional intelligence.

Study Talib's (2020) results show that emotional intelligence is influential and significant to learning motivation. Spiritual intelligence has an effect positive and significant to motor learning. Intelligence, emotional and spiritual

participants educate in a manner together influential positive, and significant to the enhancement motivation Study with a contribution of 40.9%.¹⁶

Hasanah and Hatmawan's (2017) findings show a significant influence between intelligence spirituality and employee performance. Wibowo (2015) results in the study on emotional and spiritual intelligence affect the performance of PT employees Indonesian State Bank Hidayah, Rachma, and Hufron (2019) results study This shows emotional and spiritual intelligence intelligence and motivation own significant influence on the performance of PT employees Putra Property Award.

A study by Zulkifli (2018) shows that motivation is influential and significant to employee performance. Research by Purnomo, Djudi, and Mayowan (2017) shows that motivation is influential in a manner Partial to employee performance. Motivation, individual, and discipline Work influential in a manner simultaneous to the performance employee.

Study Lusri and Siagian (2017) found that (1) motivation individual influential positive to performance employees, (2) motivation individual influential positive to satisfaction Work employees, (3) satisfaction Work influential positive to performance employees, and (4) satisfaction Work role as mediation between motivation individual to performance employee.

Study Dobre (2013) says that an individual's motivation and employee performance are essential for a successful organization over a long period. On one side, measuring performance is very important for management in achievement organizations. Research results show an influence positive motivation of the individual to performance organization.

D. Conclusion

Findings study show that there is an influence positive and significant partial and simultaneous spiritual intelligence and motivation individuals to

¹⁶ Talib, M. (2020). Influence Intelligence Emotional And Spiritual Participants educate to Motivation Studying at MAN 2 Parepare City. EDUCATION: Journal Religious and Religious Education Research, 18(2): 221-237.

performance friendly environment. Variable free to have the most decisive influence, and the most significant contribution to variable bound is spiritual intelligence.

Research findings concluded that if you want to improve a performance-friendly environment, then factors such as spiritual intelligence and motivation need to be improved as well.

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