

THE DETERMINATION OF SPIRITUAL INTELLIGENCE, INTELLECTUAL INTELLIGENCE, PSYCHOMOTOR INTELLIGENCE ON NOBLE MORALS THROUGH THE COMPETENCE OF LECTURERS AT THE UNIVERSITY OF BATAM IN THE DIGITALIZATION ERA IN THE RIAU ISLANDS

^aElli Widia, ^{b*}Chablullah Wibisono, ^cMohamad Gita Indrawan, ^dRaymond.

Elliwidia@univbatam.ac.id, chablullah.wibisono@univbatam.ac.id, mgitaindrawan@gmail.com, raymond@univbatam.ac.id

^{a,c} Post-Graduate Lecturer of the Faculty of Economics, Batam University, Indonesia

^{b*} Sharia Economics Professor of the Faculty of Economics at Batam University

^d Lecturer of the Faculty of Economics, Batam University, Indonesia

*E-mail correspondence: chablullahwibisono@gmail.com

Scopus ID: 57201723608 /, <https://www.scopus.com/authid/detail.uri?authorId=57201723608>, ORCID ID: <https://orcid.org/0000-0001-8340-3312>

ABSTRACT

As a higher education institution with the realities of life, Batam University must position itself as a reliable supplier of human resources, significantly when the Covid-19 pandemic era increased in the digital era in the business and industrial world. The research object was conducted at the University of Batam, with 240 lecturers as respondents. Data analysis was performed using the Structural Equation Model (SEM) method. The software used for structural analysis is AMOS* version 24. The results of the discussion are obtained as follows: The Determination of the Intellectual Intelligence variable on the Competence variable is positive and not significant, the Determination of the Spiritual Intelligence variable on the Competence variable is significantly positive, the Psychomotor Intelligence variable determination on the Competence variable is significantly positive, the Intellectual Intelligence variable Determination on the Noble Morals variable is positively significant, the Spiritual Intelligence variable Determination The Determination of the Noble Morals variable is significantly positive, the Psychomotor Intelligence variable Determination on the Noble Morals variable is positive and insignificant, the Competence variable determination against the Noble Morals variable is significantly positive, Multiple Square Correlation for Competence = 0.892, for Noble Morals = 0.996. This research proved that there were problems during the Covid 19 Pandemic Era and the Digital Era, namely the Intellectual Intelligence variable on the Competence variable and the Psychomotor Intelligence variable on the Noble Morals variable.

Keywords: Spiritual Intelligence, Intellectual Intelligence, Psychomotor Intelligence, Competence
Noble Morals

I. INTRODUCTION

1) Background of the problem

As a higher education institution with the realities of life, Batam University must position itself as a reliable supplier of human resources. Batam University must be able to apply advances in science and technology through research findings and collaboration with the industrial world because, in the industrial era, science began to be applied in the development of the industrial world, especially technology. Primarily when the Covid-19 pandemic era increased in the digital era in the business and industrial world. Thus the development of the industrial world increasingly feels the need for reciprocal cooperation between the world of universities and the industrial world. The function of universities is to establish effective relationships, create and disseminate research, service to the community, especially the industrial and business world, by using strategic management. Among them: (1) universities play an active role as producers of change agents who can design, encourage and pioneer change in all aspects of modern society, (2) universities are creators and supporters of new ideas that Professional Competence. Always alive, creative and dynamic so that they can anticipate the future, and (3) universities must contribute to intellectual and social progress in society. From the above opinion, it can be concluded that universities have a massive role in developing the nation and state. The role of universities can be focused on developing human resources, developing knowledge and technology, and driving community dynamics. Lecturers are teaching staff, namely carrying out teaching, training, and education tasks for students. The task is the task of the lecturer profession, which in Law no. 20 of 2003 Article 1 paragraph 7 is divided into (1) educational and teaching tasks, (2) research tasks, and (3) community service tasks. The existence of lecturers has a special place in society. The field of education is a critical factor in the success of educational goals and the quality of students (students). Despite such a strategic role for lecturers, we do not have a law explicitly regulating teachers and lecturers after decades of Indonesia's independence. From this point of view, the birth of Law Number 14 of 2005 deserves to be welcomed, despite its various weaknesses and shortcomings. However strategic the role of lecturers in the world of education is, if there is no law governing it, it will not only create complications in professional development but also weaken the work ethic of lecturers. Based on this background, it is necessary to conduct research entitled The Determination of Spiritual Intelligence, Intellectual Intelligence, Psychomotor Intelligence on Noble Morals through the Competence of Lecturers at the University of Batam in the Digitalization Era in the Riau Islands.

2) Formulation of the problem

- a) How does spiritual intelligence determine competence?
- b) How does intellectual intelligence determine competence?
- c) How does psychomotor intelligence determine competence?
- d) How does spiritual intelligence determine noble morals?
- e) How does intellectual intelligence determine noble morals?
- f) How does psychomotor intelligence determine noble morals?
- g) How does competence determine noble morals?

II. THEORETICAL BASIS

1) Spiritual Intelligence Theory

The term spiritual intelligence began to appear because many people think that IQ and EQ only contribute to a large part of a person's success in life. Another factor that plays a role is spiritual intelligence which emphasizes the meaning of life and is limited to the suppression of religion (Hoffman in Choiriah, 2013: 7). Shari'ati Gina (2007) states that a spiritual quotient is a picture of a religious movement that describes how to place a human activity to follow a pattern or moral universe. So that

people can live in a world full of meaning and feel comfortable and safe, not violated or not contrary to the standard and definite SBO (Spiritual Based Organization) principles. Sinetar (2001) defines spiritual intelligence as the mind getting inspiration, encouragement, effectiveness, and divine appreciation that all human beings may be a part of, while Khavari (2000) defines spiritual intelligence as a faculty of the non-material dimension or human soul.

Further explained by Khavari (2000), spiritual knowledge is a diamond that has not been honed and is owned by every human being. Then Agustian (2001) defines spiritual intelligence as the ability to give the meaning of worship to every behavior and activity through the steps and thoughts given to all humans and have a necessary and principled mindset only because of God. (Rahmasari, 2012: 9) Further explained by Khavari (2000), spiritual knowledge is a diamond that has not been honed and is owned by every human being. Then Agustian (2001) defines spiritual intelligence as the ability to give the meaning of worship to every behavior and activity through the steps and thoughts given to all humans and have a necessary and principled mindset only because of God. (Rahmasari, 2012: 9) Further explained by Khavari (2000),

Spiritual Intelligence is the intelligence to deal with and solve problems of meaning and value, which places human behavior and life in the context of a broader and richer definition. It assumes that one's actions or way of life are more meaningful than others. (Choiriah, 2013: 7) Danah Zohar and Ian Marshall discovered spiritual intelligence in the mid-2000s. Zohar and Marshall (2001) asserted that spiritual knowledge is the foundation for building intellectual and spiritual experiences. Spirituality comes from the Latin spiritus, which means the principle that revitalizes an organism. At the same time, spirituality comes from the Latin Sapientia (Sophia) in Greek, which means wisdom' (Zohar and Marshall, 2001).

Zohar and Marshall (2001) explain that spirituality should not be associated with a person's closeness to the divine aspect, as a humanist or atheist can have high spirituality. Spiritual Intelligence is more related to the enlightenment of the soul. People with high spiritual intelligence can give meaning to life by giving positive meaning to every event or problem, even their suffering. Giving a positive meaning can generate enthusiasm and positive actions and actions. (Zakiah, 2013: 14) People with high spiritual intelligence can give meaning to life by giving positive meaning to every event or problem, even their suffering. Giving a positive meaning can generate enthusiasm and positive actions and actions. (Zakiah, 2013: 14) People with high spiritual intelligence can give meaning to life by giving positive meaning to every event or problem, even their suffering. Giving a positive meaning can generate enthusiasm and positive actions and actions. (Zakiah, 2013: 14)

2) Intellectual Intelligence Theory

Verily in the creation of the heavens and the earth, and the alternation of day and night, there are signs for those who believe, (that) those who remember Allah, stand, sit and lie on their sides and contemplate the creation of the universe. Heavens and earth (said): "Our Lord, You did not create this in vain. Glory to you, so save us from the torment of fire. "(Quran, Ali Imran: 190-191 in Ministry of Religion, 2016). Intelligence is one of our most valuable possessions. However, even the brightest people disagree about the definition of knowledge Information cannot be directly measured, such as height and weight. Many experts express opinions differently. Some experts describe knowledge as a problem-solving skill or ability to adapt and learn from everyday life experiences. Intellectual Intelligence requires empowering the intelligence of the brain, heart, body, and functional activation of humans to be reliable with others.

According to Garner, intellectuals must have specific standards, solve problems in life, generalize new events to problems being solved, and create or offer valuable services in a culture (Yusuf, Juntika, Nuriksan). 2011: 226-227). Everyone is born with different talents and skills, which are "attached" to a person and present at birth and related to brain structures associated with intelligence. Intellectual ability is an expression of knowledge, and intellectual power also rests on cultural change and technological renewal in society (Uno and Masri, 2009: 31-32). There is intelligence related to problem-solving strategies using logic. This intelligence is also called using rational knowledge to solve problems. Intellectual knowledge can be called IQ (Intelligent Quotient). IQ is more strongly correlated with educational, economic, occupational, and social outcomes than human traits that can be measured (Alder, 2001: 16). A study from Stanford University tried to standardize the IQ test developed by Binet to establish population norms, so the IQ test was later known as the Stanford-Binet test. At that time, IQ was understood as the superior IQ of one's intelligence, and IQ was considered a barometer of one's life success and achievement. This intelligence gives them the ability to count, make analogies, imagination and have creativity and innovation. Intellect is the only intelligence of each individual who is only a liaison with their respective cognitive aspects (Solichin, 2013: 189).

3) Psychomotor Intelligence Theory

Say: "Let everyone do according to their circumstances." Then God knows who is the right way. "(Surah Al-Isra ': 84 in the Ministry of Religion, 2016) "Indeed, your efforts" In addition to spiritual Intelligence and Intelligence, which is no less critical is psychomotor intelligence, psychomotor is a domain related to skills or the ability to act after someone receives a particular learning experience. Psychomotor learning outcomes are cognitive learning and effective learning outcomes that arise in behavioral tendencies. Psychomotor is associated with physical activity, such as running, jumping, painting, dancing, hitting, etc. (Sudijono, 2011). The genie made what Sulaiman wanted from tall buildings and statues and (big) plates such as a pond and a still pot (located on the stove). Your work, O house of David to give thanks (to Allah). Furthermore, very few of My servants are grateful. "(Surah Saba ': 12-13 in Ministry of Religion, 2016)

4) Competency Theory

The concept of competence is becoming popular and exciting both as a study and application in human resource management practice. The concept of competence itself is not new in human resource development which aims to provide performance results according to the goals and objectives of the organization. Vathanophas and Thai-Ngam (2007:48) explain that "The term competency was probably first introduced to psychology literature in 1973 when David McClelland argued in his article testing for competence rather than for intelligence that traditional tests of academic aptitude and knowledge content predicted neither job performance nor success in life. Thus, the quest for theory and tools that could reliably predict effectiveness in the workplace began (McClelland, 1973)". McClelland in Rivai and Sagala (2013:

According to Spencer (in Wibowo, 2013: 325), competence is the basic foundation of his characteristics and identifies ways of behaving or thinking, equating the situation, and supporting it for an extended period. Ability is the behavioral dimension behind the competent performance. Behavioral competence is often intended to explain how a person behaves when functioning properly (Armstrong and Baron, in Wibowo, 2013: 320). Competence" comes from the Latin "Competencia" (1585-1590), which means "appropriate" (Bueno and Tubbs, 2004). Boyatzis, a professor at Case Western Reserve University.

first popularized the term "competence" in his book "The Competent" Manager" (1982), the results of his study involving 2000 people. Boyatzis defines "competence" as "

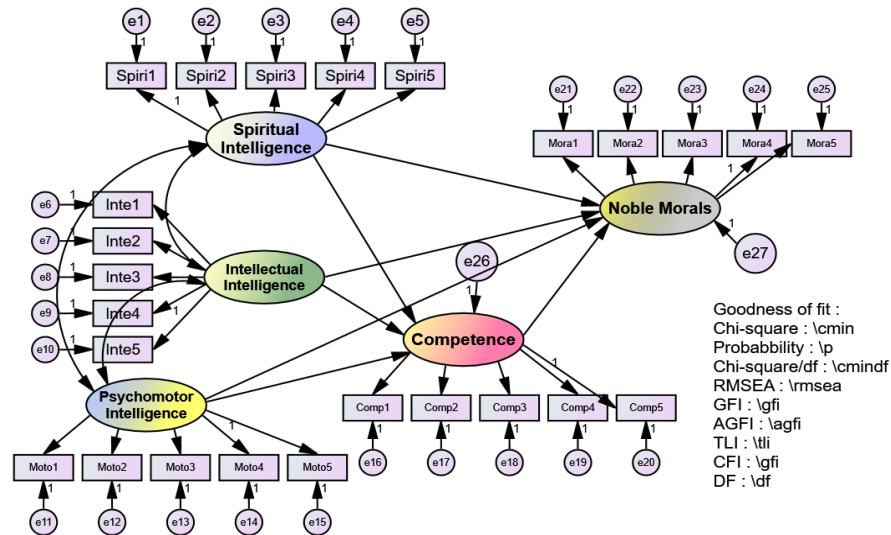
Competence refers to the behavioral dimensions that lie behind the competent performance. In other words, "competence" is the characteristics, attitudes, and actions of those who produce superior work results. Therefore, the way to measure these competencies is through observation, Competency-Based Interview / CBI (Competency-Based Interview), etc. The examination is carried out to see whether the behavioral indicators or critical competency behavior have been displayed/carried out by someone. If the behavior has been taught/implemented by someone, then it can be said that the person already has a certain level of competence based on a measurement. Utomo (2004) states that capability is the ability, knowledge and skills, attitudes, values, behavior, and characteristics of a person who needs to carry out specific jobs with an optimal level of success. There is a model that uses competence,

5) Noble Moral Theory

A noble character is engraved in the human soul, from which is born the works quickly without thinking and pondering in advance. If the embedded nature is born excellent and praiseworthy according to the ratio and the law, it is called the nature of a good character. Good moral or noble morals certainly do not conflict with religious rules, customs, and laws accepted by society. The noble characters can be defined as a sense of responsibility for everything said or done, willingness to undertake study, respecting reasonable push to investigate and reflect, choosing truth and goodness, giving advice, being patient, and doing good. There are still a lot of noble characters who can be implemented but are all the actions and behaviors that can raise the dignity as a human being glorified. The noble characters can be embedded in every person who has learned from a family and community environment that supports the creation of noble characters. (Raharjo, 2010: 233).

Teaching morality is very important in bringing progress and civilization of people. The main agenda for most Islamic countries, including Malaysia, in the education field, is that the Islamic education system can enrich Malay Muslim identity. It is recognized that Islamic Education is the most important forum for achieving and realizing this due to the complete system of moral teachings in the education system, which can produce high and knowledgeable people who can keep their identity as a Malay Moslem. The identity has spiritual and ethical values that result in a regular physical, spiritual, emotional, and intellectual alignment. Muslim students are brought up with moral values continued with Islamic Education subject. However, these efforts need to be done earnestly, and it requires commitment from many parties. Along with that, it is expected that the efforts to form through moral teachings can give birth to people who believe in the life-quality and are brilliant in the world and the hereafter. This is to benefit not only themselves but also the society and the state (Mat Tuah, 2012: 23)

6) Conceptual Framework



The Determination of Spiritual Intelligence, Intellectual Intelligence, Psychomotor Intelligence on Noble Morals through the Competence of Lecturers at the University of Batam in the Digitalization Era in the Riau Islands by Elli Widia

Figure.1. Research Model

- 7) **Hypothesis**
- h) Spiritual Intelligence terminates competence
- i) Intellectual Intelligence terminates competence
- j) Psychomotor Intelligence determines competence
- k) Spiritual Intelligence determines noble morals
- l) Intellectual Intelligence determines noble morals
- m) Psychomotor Intelligence determines noble morals

III. RESEARCH METHODOLOGY

1) Mixed-Method.

The combined research model (Mixed Method) consists of a sequential explanatory model, a sequential exploratory model, a concurrent triangulation design, a concurrent embedded model. The sequential explanatory model combines quantitative and qualitative research sequentially, firstly done quantitative research, then conducted qualitative research. After analysis, the quantitative and qualitative data results will be entered into the matrix to see the comparisons obtained. The sequential 26 exploratory model combines the two research methods sequentially, starting with qualitative research and the second stage is quantitative research. The concurrent triangulation design is a balanced combination of two research methods using quantitative and qualitative methods. These methods are used together, at the same time, but independently to answer research problems. The concurrent embedded model is a merging of quantitative and qualitative research methods Wijaya (, 2019).

The method used is an explanatory qualitative approach to research methods (Zaluchu, 2018). Research procedures are the steps carried out in research in the form of research methods, population and sample (quantitative) or sample data sources (qualitative), research instruments, data collection techniques, and data analysis techniques (Sugiyono, 2014). The qualitative data analysis procedures are: 1) collecting data sourced from books and research journals that are focused on the topic of research methods; 2) Grouping the data into types of research (quantitative, qualitative, R&D); 3) Discussion of the type of research method, and its suitability with the idea/title of the research to be discussed accompanied by examples of methods (Wibisono, 2017)

2) Population

The population collects the whole object to be measured in a study (Cooper and Schindler, 2003: 179). The population of this study was all employees in the Riau Islands Province, amounting to 350 employees. The sampling technique is non-probability sampling (Now, 1992: 235; Black and Champion, 2001: 233; Cooper and Schindler, 2003: 198). Following the specific sample, the characteristics are required, namely the features of the entire worker. The sampling technique selected is a non-probability technique that is judgmental (purposive). This is an example of a fact that has been established by those who will be taken as samples (Black and Champion, 2001: 264).

3) Sample

The sample is an element of the population selected to represent the research population (Cooper and Schindler, 2003: 82). In this research, the sample size is adapted to the analysis model used is the Structural Equation Model (SEM). In this regard, the sample size for SEM is used the model estimating the maximum likelihood estimation (MLE) 100-200 samples (Hair et al., 1998: 605; Ghozali, 2004: 17), or as much as 5 to 10 times of the number of parameters estimated (Ferdinand, 2006: 44). In this research, the number of respondents obtained was 240 respondents consisting of lecturers from the University of Batam who already had a NIDN. Slovin used got names qualified to be used as samples are 150 respondents, as follows:

$$n = \frac{N}{1 + N(e)^2}$$

$$n = \frac{240}{1 + (240 \times 0.05)^2} = 150 \text{ respondents}$$

The data used in collecting this research consists of primary and secondary data. Primary data is obtained directly from the research object by sending questionnaires directly to potential respondents. Data score of respondents' answers to any further processed with statistical indicators Full Structural Equation Modeling (SEM) using AMOS software for Windows version 24.0 was Obtained display like the image processing results in Structural Equation Modeling (SEM) following. (Wibisono, 2017)

- H1: $Y = \gamma_{y,x1} X1 + e1, \rightarrow$ Direct Effects X1 to Y,
- H2: $Y = \gamma_{y,x2} X2 + e1, \rightarrow$ Direct Effects X2 to Y,
- H3: $Y = \gamma_{y,x3} X3 + e1, \rightarrow$ Direct Effects X3 to Y,
- H4: $Z = \gamma_{z,x1} X1 + e2, \rightarrow$ Direct Effects X1 to Z,
- H5: $Z = \gamma_{z,x2} X2 + e2, \rightarrow$ Direct Effects X2 to Z,
- H6: $Z = \gamma_{z,x3} X3 + e2, \rightarrow$ Direct Effects X3 to Z,
- H7: $Z = \gamma_{z,y} Y + e2, \rightarrow$ Direct Effects Y to Z

4) Data Analysis Method

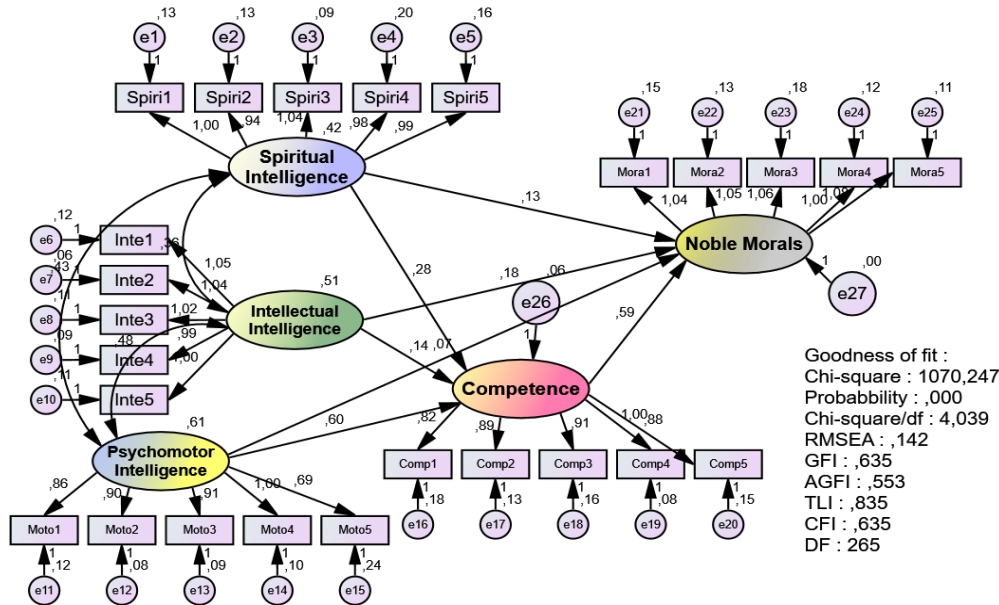
Data analysis was performed using the Structural Equation Model (SEM) method. The software used for structural analysis is AMOS * version 24 (Adi, 2019), namely:

- a) Development of a theory-based model
- b) Making flowcharts (path diagrams)
- c) Convert flowcharts into a series of structural equations
- d) Selection of input matrices and estimation techniques models built
- e) Assess the possibility of identification problems
- f) Evaluate the criteria for the goodness of fit

g) Model of interpretation and modification

IV. DISCUSSION

Data score of respondents' answers to any further processed with statistical indicators Full Structural Equation Modeling (SEM) using AMOS software for Windows version 24.0 was Obtained display like the image processing results in Structural Equation Modeling (SEM) following, as follows:



The Determination of Spiritual Intelligence, Intellectual Intelligence, Psychomotor Intelligence on Noble Morals through the Competence of Lecturers at the University of Batam in the Digitalization Era in the Riau Islands by Elli Widia

Fig.2. Full Model

Table.1. Regression Weights: (Group number 1 - Default model)

			Estimate	SE	CR	P	Label
COMP	<---	INTE	.142	.080	1,781	.075	par_24
COMP	<---	SPIR	.276	.092	2,982	.003	par_25
COMP	<---	MOTO	.600	.097	6.193	***	par_26
MORA	<---	INTE	.184	.050	3,693	***	par_27
MORA	<---	SPIR	.133	.060	2.205	.027	par_28
MORA	<---	MOTO	.071	.081	.887	.375	par_29
MORA	<---	COMP	.591	.091	6.482	***	par_30

Table.2. Standardized Regression Weights: (Group number 1 - Default model)

			Estimate
COMP	<---	INTE	.134
COMP	<---	SPIR	.235
COMP	<---	MOTO	.617
MORA	<---	INTE	.190
MORA	<---	SPIR	-.124
MORA	<---	MOTO	.080
MORA	<---	COMP	.646

Table.3. Squared Multiple Correlations: (Group number 1 - Default model)

	Estimate
COMP	.892
MORA	.996

Table.4. The goodness of fit analysis

The goodness of fit index	Cut-Off Value	Model Results	Information
Chi-square (χ^2)	Expected To Be Small	1070,247	good
Relative Chi-square (χ^2/df)	$\leq 3:00$	4.039	Marginal
Probability	> 0.05	0.000	Marginal
RMS	$\leq 0:08$	0.142	Marginal
GFI	≥ 0.90	0.635	Marginal
AGFA	≥ 0.90	0.553	Marginal
CFI	≥ 0.94	0.635	Marginal
TLI	> 0.94	0.836	Marginal

Based on the three tables above associated with the theoretical and empirical basis, the results of the discussion can be conveyed as follows:

- a) Determination of the Intellectual Intelligence variable on the Competence variable has a standardized estimate (regression weight) of 0,134 with Cr (Critical ratio = identical to the value of t-count) of 1,781 at probability = 0,75 CR Value 1,7812.00 and Probability = 0, 0,750.05 indicates that the Determination of the Intellectual Intelligent variable on the Competence variable is positive and not significant. This finding is inconsistent with the theory that intelligence is one of our most valuable possessions. However, even the brightest people disagree about the definition of knowledge Information cannot be directly measured, such as height and weight. Many experts express opinions differently. Some experts describe knowledge as a problem-solving skill or ability to adapt and learn from everyday life experiences.
- b) Determination of the Spiritual Intelligence variable on the Competence variable has a standardized estimate (regression weight) of 0,235 with Cr (Critical ratio = identical to the value of t-count) of 2,982 at probability = 0.003, CR Value 2,9822.00, and Probability = 0.0030.05 indicates that the Determination of the Spiritual Intelligence variable on the Competence variable is significantly positive. The research results are by the theory which states that the term spiritual intelligence began to emerge because many people think that IQ and EQ only contribute to a large part of a person's success in life. Another factor that plays a role is spiritual intelligence, which emphasizes the meaning of life and is limited to the suppression of religion (Hoffman in Choiriah, 2013: 7). Shari'ati Gina (2007) states that a spiritual quotient is a picture of a religious movement that describes how to place a human activity in order to be able to follow a pattern or moral universe.
- c) Determination of the Psychomotor Intelligence variable on the Competence variable has a standardized estimate (regression weight) of 0,617 with Cr (Critical ratio = identical to the value of t-count) of CR 6.193 at probability = *** Value of CR 6.1932.00 and Probability = *** 0.05 indicates that the Determination of the Psychomotor Intelligence variable on the Competence variable is positively significant. This research is by the theory: Say: "Let everyone do according to their circumstances." Then God knows who is the right way. "(Surah Al-Isra ' : 84 in the Ministry of Religion, 2016) "Indeed, your business is different." (Surah Al Lail: 4 in the Ministry of Religion, 2016). Psychomotor Intelligence includes the ability to do or achieve something. This realm is divided into several aspects, including sensory perception, readiness to perform physical movements, guided responses, or changes made by trial and error or by existing knowledge, mechanisms, or skills to do something motherly. , as well as aspects of the creation of new movements as a result of his expertise.

- d) Determination of the Intellectual Intelligence variable on the Noble Morals variable has a standardized estimate (regression weight) of 0,190 with Cr (Critical ratio = identical to the value of t-count) of 3,693 at probability = *** Value of CR 3,6932.00 and Probability = *** 0.05 indicates that the Determination of the Intellectual Intelligence variable on the Noble Morals variable is positively significant. According to the theory, the truth of this research is that everyone is born with different talents and skills, which are "attached" to a person and present at birth and related to brain structures related to intelligence. Intellectual ability is an expression of knowledge, and intellectual power also rests on cultural change and technological renewal in society(Uno and Masri, 2009: 31-32). There is intelligence related to problem-solving strategies using logic, and this intelligence is also called using the ratio of rational knowledge in solving problems.
- e) The Determination of the Spiritual Intelligence variable on the Noble Morals variable has a standardized estimate (regression weight) of 0.124 with Cr (Critical ratio = identical to the value of t-count) of 2.205 at probability = 0,027 CR Value 2.2052.00 and Probability = 0.0270.05 indicates that the Determination of the Spiritual Intelligence variable on the Noble Morals variable is significantly positive. This finding is by the theory that Zohar and Marshall (2001) explain that spirituality should not be associated with closeness to the divine aspect, as a humanist or atheist can have high spirituality. Spiritual Intelligence is more related to the enlightenment of the soul. People with high spiritual intelligence can give meaning to life by giving positive meaning to every event or problem, even their suffering. Giving a positive meaning can generate enthusiasm and positive actions and actions. (Zakiah, 2013: 14)
- f) Determination of the Psychomotor Intelligence variable on the Noble Morals variable has a standardized estimate (regression weight) of 0.080 with Cr (Critical ratio = identical to the value of t-count) of 0.887 at probability = 0.375 CR Value 0.8872.00 and Probability = 0.3750.05 indicates that the Determination of the Psychomotor Intelligence variable on the Noble Morals variable is positive and not significant. This study is not by the psychomotor theory associated with physical activities, such as running, jumping, painting, dancing, hitting, etc. (Sudijono, 2011). The genie made what Sulaiman wanted from tall buildings and statues and (big) plates such as a pond and a still pot (located on the stove). Your work, O house of David to give thanks (to Allah). Moreover, very few of My servants are grateful. "(Surah Saba': 12-13 at the Ministry of Religion, 2016)
- g) Determination of the Competence variable on the Noble Morals variable has a standardized estimate (regression weight) of 0.646 with Cr (Critical ratio = identical to the value of t-count) of 6.482 at probability = ***CR Value 6.4822.00 and probability = ***0.05 indicates that the Determination of the Competence variable on the Noble Morals variable is significantly positive. The results of this study are by the theory Noble character is the nature of which is engraved in the human soul, from which is born the works quickly without thinking and pondering in advance. If the embedded nature is born excellent and praiseworthy according to the ratio and the law, it is called the nature of a good character. Good moral or noble morals certainly do not conflict with religious rules, customs, and laws accepted by society. The noble characters can be defined as a sense of responsibility for everything said or done, willingness to undertake study, respecting reasonable push to investigate and reflect, choosing truth and goodness, giving advice, being patient, and doing good. There are still a lot of noble characters who can be implemented but are all the actions and behaviors that can raise the dignity as a human being glorified. The noble characters can be embedded in every person who has learned from a family and community environment that supports the creation of noble characters. (Raharjo, 2010: 233).
- h) Squared Multiple Correlation for Competence = 0.892, for Noble Morals = 0.996 According to Ferdinand, (2002: 114) the value of Square Multiple Correlation for the Competence variable $R^2 = 0,892$ identical to R^2 on SPSS by 0.892 then the amount of Determination is the value of Square Multiple Correlation for the Job Competence variable times 100% = $0.892 \times 100\% = 89.2\%$. Thus it can be stated that Spiritual Intelligence determines the change in Job Competence, Intellectual Intelligence, Psychomotor Intelligence by 89.2%, the remaining $100\% - 89.2\% = 10.80\%$ determined by other variables not included in this study. For Noble Morals $R^2 = 0.996$ then the magnitude of the determination = $0.996 \times 100\% = 99.6\%$. Thus, the

change in Religious Performance is determined by Product, Intellectual Intelligence, Organizational Commitment, and Job Competence of 99.6%. The remaining $100\% - 99.6\% = 0.4\%$ are other variables not included in this study.

CONCLUSION

- a) The Determination of the Intellectual Intelligence variable on the Competence variable is not significantly positive.
- b) The Determination of the Spiritual Intelligence variable on the Competence variable is significantly positive.
- c) The Determination of the Psychomotor Intelligence variable on the Competence variable is a significant positive.
- d) The Determination of the Intellectual Intelligence variable on the Noble Morals variable is a significant positive.
- e) The Determination of the Spiritual Intelligence variable on the Noble Morals variable is significantly positive.
- f) The Determination of the Psychomotor Intelligence variable on the Noble Morals variable is positive and insignificant.
- g) The Determination of the Competence variable on the Noble Morals variable is a significant positive.
- h) Square Multiple Correlation for Competence = 89.2%, for Noble Morals = 99.6%

REFERENCE

- Agustian, Ary Ginanjar, (2001), *The Secret to Success in Building Emotional and Spiritual Intelligence - ESQ*, Jakarta: Arga Publisher.
- Adi, Rasmen (2019), "Free Structural Equation Modeling with AMOS version 24", Undiknas Press, Denpasar
- Chatib, Munif, 2012, *Champion Children's School*, (Bandung: Mizan Media Utama).
- Choiriah, Anis (2013) *The Effect of Emotional Intelligence, Intellectual Intelligence, Spiritual Intelligence and Professional Ethics on Auditor Performance in Public Accounting Firms*, Journal of Accounting, Faculty of Economics, State University of Padang
- Ghozali, Imam., (2005). *Application of multivariate analysis with the SPSS program*, Semarang: Diponegoro University Publishing Agency
- Khavari, K. (2000). *Spiritual Intelligence, A Practical Guide to Personal Happiness*, Canada: White Mountains
- Ministry of Religious Affairs (2016) "Book Quran Tafsir" Publisher Widya Light, Jakarta
- Rahmasari, L., (2012). *The Influence of Intellectual Intelligence, Emotional Intelligence and Spiritual Intelligence on Employee Performance*. Informatics Scientific Magazine, 3(1), p. 1-20.
- Rivai, V., and Sagala EJ 2013. *Human Resource Management for Companies: From Theory to Practice*. Second Edition. Fifth Printing. Jakarta: PT. The king of Graindo Persada.
- Uno, Hamzah B., and Masri Quadrat. 2009. *Managing Intelligence in Learning*. Jakarta: Earth Literacy.
- Dr. Naveen Nandal, Dr. Aarushi Kataria, Dr. Meenakshi Dhingra. (2020). *Measuring Innovation: Challenges and Best Practices*. International Journal of Advanced Science and Technology, 29(5s), 1275 - 1285.
- Nisha Nandal, Dr. Naveen Nandal, Dr Aarushi. (2020). *Women Social Entrepreneurs: A growing trend in Indian Economy*. International Journal of Advanced Science and Technology, 29(4s), 2246 - 2253.
- vinegar. (2001). *Spiritual Intelligence*. Bandung: Mizan
- Sudijono, Anas. 2011. *Educational Evaluation*. Jakarta; King Grafindo Persada

- Sholichin, (2013). Ethics of Educational Participants in Learning Perspective KH. Hasyim Asy'ari, Journal of Islamic Education Tadris, IAIN Madura
- Sugiyono (2014). Educational Research Methods (Quantitative, Qualitative, and R&D Approaches). Bandung: Alfabeta
- Spencer, David Clarence McClelland, Signe M. Spencer(1914) Competency assessment methods: history and state of the art, Hay/McBer Research Press.
- Windows. 2013. Behavior in Organizations Jakarta: PT. King Grafindo Persada
- Wibisono, Chablullah (2017) Research Methods (Based on Quantitative and Qualitative), K-Media Publisher, Yogyakarta
- Wijaya, Hengki, (2019) Research Methods in Writing the Electronic Scientific Journal of the Jaffray School of Philosophy Makassar, Editor of the Jaffray Journal
- Zohar D. and Marshall, S. (2001). SQ, Utilizing Spiritual Intelligence Integralistically and Holistic Thinking to Mean Life, Mizan Publisher, Bandung
- Zakiah, Farah. 2013. The Influence of Intellectual Intelligence, Emotional Intelligence, and Spiritual Intelligence on Accounting Understanding (Empirical Study of Accounting Students, Class of 2009 at the University of Jember). Essay. The University of Jember.
- Zaluchu, Sonny Eli. (2018) Quantitative Data Processing – Quantitative Analysis Approach Through Comparison (Comparative), Relationship (Correlational), And Estimation (Regression) Using SPSS. Semarang: Golden Gate Publishing, 2018.