

CONTRIBUTION OF EMOTIONAL INTELLIGENCE AND SPIRITUAL INTELLIGENCE ON THE PERFORMANCE OF EMPLOYEES MODERATED BY TRANSFORMATIONAL LEADERSHIP

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ABSTRACT

Achievement of the company's main objective is seen from the ability and achievement of employee performance. The achievement not only involve merely intellectual intelligence, but also need to involve another perspective of intelligence of emotional intelligence and spiritual intelligence. To ensure the identification and optimization of the intelligence potential, it would require the participation of leaders as policy makers. The role and characteristics of the required leader is transformational leadership. The objective of this researc is to determine the contribution of emotional intelligence and spiritual intelligence on the employee performance that moderated by transformational leadership, especially in the manufacturing industry. This study uses primary data source questionnaires and data analysis techniques called Moderated Regression Analysis (MRA). The results were obtained by partial emotional intelligence with a contribution of 42.5% and spiritual intelligence contributing 47.6% shown to contribute positively and significantly to the performance of the employee, for transformational leadership that acts as a moderator variable instead moderator variable but rather as independent variables because moderate 1 and moderate 2 proved to be not significant. This means transformational leadership does not give effect to lower or raise the direct relationship of emotional intelligence and spiritual intelligence on employee performance, but is partially transformational leadership contributed positively and significantly to employee performance.

Keywords: Emotional Intelligence, Spiritual Intelligence, Transformational Leadership, Employee Performance, Moderated Regression Analysis (MRA)

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