

Determination Quotient of Spiritual, Intellectual and Psychomotor Performance through Human Resources Competence

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Indonesian National Army (TNI) is required to play an active role in maintaining and defending the sovereignty of the Unitary Republic of Indonesia based on loyalty and obedience to the Pancasila and the 1945 Constitution. In order to carry out the duties and functions well, coaching the Navy personnel was directed to improve the quality of human resources in order to have the attitude and behaviour so that they can provide the best service and high performance for the glory of the nation and the state. God's Word: "If there are twenty patient ones of you they shall overcome two hundred enemies, and if a hundred (steadfast) among you, they shall overcome a thousand of those who disbelieve, because unbelievers that people who do not understand (QS. Al-Anfal: 65), population in this study is a Navy soldier who worked in Naval Indonesia IV Tanjungpinang. A community of 493 people, the sample is calculated by a formula obtained Slovin 221 respondents, and only 200 respondents returned the questionnaire. Data analysis was performed using the Structural Equation Model (SEM). The software used for the structural analysis is AMOS version 23 of the Arbuckle and for descriptive study using SPSS. Spiritual intelligence is significant determiner of the Competence, Intellectual significant determiner of the Competence, Psychomotor significant determiner of the Competence, significant determiner Spiritual Intelligence to Performance, Intellectual significant determiner to Performance, Psychomotor significant determiner of the Performance, Competence significant determiner to Performance. The value of Square Multiple Correlation for Human Resource Competence = $0,644 \times 100\% = 64.4\%$, which means changes in Performance by Human Resource Competence is 64.4%. Performance for the value =

$0582 \times 100\% = 58.2\%$. That means changes on Performance influenced by Spiritual Quotient, Intellectual, Psychomotor, Human Resource Competence by 58.2%. This study proves the truth of the verse of the Qur'an: "Truth comes from your Lord, so do not ever be among the doubters." (QS. Al-Baqarah: 147).

Key words: *Spiritual Quotient, Intellectual, psychomotor, Human Resource Competence, Performance.*

Introduction

In plain, a professional Navy personnel who is seen on the values of life is good and can be used as a reflection for others. The next is to have good ethics, to put himself professionally and proportionately, to have the right attitude and habits, as well as having knowledge cutting-edge and skills that can help perform tasks professionally and with dignity. Issues regarding performance is a problem that will always be present because the management needs to determine the factors that affect the performance of a member of the Navy in carrying out the tasks assigned to him, so the result is whether their performance will get better or worse. Old people are convinced that his intellectual abilities, especially intelligence are an apparatus of a form of mental skills that are important in carrying out the task or job. This is understandable because the work is not only the actions to carry out the work but also intelligence in resolving problems.

Spiritual intelligence allows one to think of creative, resourceful ways of making or even change the rules, the which makes the person work better. In short, spiritual intelligence is able to integrate the two companies known ability of the IQ and EQ. Spiritual intelligence is able to make the man a complete intellectual, emotional and spiritual. There are three factors that affect the individual's performance. The first is the individual factors (ability, skill, family background, experience and the level of social and demographic), the second is psychological factors (perception, role, attitude, personality, motivation and job satisfaction) and the third is organisational factors (organizational structure, job design, leadership and reward systems). The relationship between the competence of employees with performance is very strong and important.

Competence consists of a number of key behaviors needed to execute certain roles to produce a satisfactory performance. Competence in non-academic, such as the ability to generate innovative ideas, management skills, learn speed networking, and so successfully predict individual performance on the job. With reviews their competence, human resources is seen as a man with a uniqueness that needs to be developed. Humans are seen as a valuable asset. With the existence of reviews, the role of human resources will be more appreciated,

especially in terms of human resource competence. Human resources are appreciated and will work wholeheartedly to give their best to the organisation.

Research Purposes

As for this research is as follows:

- a. Analysing the determiner Spiritual Intelligence directly against the Navy Headquarter HR Competencies IV in Tanjungpinang.
- b. Analysing Intellectual determiner intellectual Intelligence directly against the Navy Headquarter HR Competency IV in Tanjungpinang.
- c. Analysing the determiner Psychomotor Intelligence directly against the Navy Headquarter HR Competency IV in Tanjungpinang.
- d. Analysing the Spiritual Intelligence, Intellectual Intelligence, and Intelligence Psychomotor determiner simultaneously against Navy Headquarter HR Competency IV in Tanjungpinang.
- e. Analysing the Spiritual Intelligence determiner directly on the performance of the Navy Headquarters IV in Tanjungpinang.
- f. Analysing the determiner of intellectual intelligence directly to the performance of the Navy Headquarters IV in Tanjungpinang.
- g. Psychomotor Menganalisis determiner intelligence directly to the performance of the Navy Headquarters IV in Tanjungpinang.
- h. Analysing the Spiritual Intelligence, Intellectual Intelligence, and Intelligence Psychomotor simultaneously determiner of the performance of the Navy Headquarters IV in Tanjungpinang.
- i. Analysing the HR Competency directly Affect the performance of the Navy Headquarters IV in Tanjungpinang.

Theoretical Framework

Spiritual Intelligence

Think not of those who are slain in the way of Allah as dead; Nay, they are alive with their Lord to have provided. (Qur'an, Ali Imran: 169 in Ministry of Religious, 2016)

And when I have perfected, it happened, and have breathed into them the spirit (creation) Me, ye submissive to him prostrate. (QS. Al-Hijr: 29 in Ministry of Religious, 2016)

And they ask you about the spirit. Say: "The Spirit itself including the affairs of my Lord, and you have not given knowledge but a little" (Surat al Israa ': 85 in Ministry of Religious, 2016)

And verily we made to the content of hell many of the jinn and men, they have hearts, but failed to use to understand (the verses of Allah), and they have eyes (but) did not know he used to see (the signs of Allah), and they have ears (but) failed to apply to hear (the verses of Allah). They are like cattle, nay even more astray again. They are the people who are negligent. (Surat al-A'raf: 179 in Ministry of Religious, 2016)

Spiritual intelligence is intelligence to face and solve the problem of meaning and value, which puts human behavior and life in the context of a broader definition and rich, and considers that action or the way a person's life is more meaningful than the others. (Choiriah, 2013: 7) Danah Zohar and Ian Marshall find spiritual intelligence in mid-2000 Zohar, and Marshall (2001) asserts that spiritual knowledge is the foundation for building the intellectual and spiritual experience. Spirituality comes from the Latin spiritus the which means the principle that revitalises an organism. Meanwhile, the spiritual comes from the Latin Sapientia (Sophia) in Greek means wisdom '(Zohar and Marshall, 2001). Zohar and Marshall (2001) explain that spirituality should not be attributed to the proximity of a person with an aspect of divinity, as a humanist or atheist too can have a high spirituality. Spiritual intelligence is more related to the enlightenment of the soul. People who have high spiritual intelligence can make sense of life by giving a positive meaning in any event or problem, even for the agony. By giving a positive meaning to evoke the spirit and deeds and positive action. (Zakiah, 2013: 14)

The term spiritual intelligence began to emerge because many people argued that IQ and EQ are only accounted for most of the determinants of a person's success in life. Other factors that come into play is the spiritual intelligence that has more emphasis on the meaning of life and not just limited to the suppression of religion alone (Hoffman in Choiriah, 2013: 7). Shari'ati Gina (2007) states that the spiritual quotient is a description of the religious movement that describes how to put a human activity to be able to follow patterns or moral universe. So that people can live in a world full of meaning, and have a feeling of comfort and safety, not infringed or not contrary to the principles of SBO (Spiritual Based Organization) is a standard and definite. Sinetar (2001) defines spiritual intelligence as as the mind gets inspiration, encouragement, effectiveness inspired, and appreciation of divinity that all men might be part of it, while Khavari (2000) defines spiritual intelligence as a faculty of the non-material dimensions or the human soul. Further described by Khavari (2000), spiritual knowledge as a diamond that has not been honed and owned by every human. Then Agustian (2001) defines spiritual intelligence as the ability to give the meaning of worship against any behavior and activities through the steps and thoughts that are provided, to the whole human beings and have the mindset integralistic and principled only because of God. (Rahmasari, 2012: 9)

Intelligence Intellectuals

"Verily in the creation of the heavens and the earth, and the alternation of night and day there are signs for men of understanding, (that) those who remember Allah, standing, sitting and lying on their sides and reflect on the creation of the heavens and the earth (saying): "our Lord, You have not created this in vain. Glory to thee, then save us from the punishment of the Fire." (Qur'an, Ali Imran: 190-191 in Ministry of Religious, 2016). Intelligence is one of our most precious belongings. But even the savviest people do not agree about the definition of knowledge. Information cannot be measured directly, such as height and weight. Many experts express opinions differently. Some experts described knowledge as problem-solving skills or as the ability to adapt and learn from the experiences of everyday life. Intelligence intellectual sare demanding empowerment intelligence brain, heart, body, and the activation of a functional human being to berinteraksi with others. Intelligent Quotient is a term of the grouping of human intelligence which was first introduced by Alfred Binet, a psychologist from the French in the early 20th century.

According to Garner, the intellectual must have a certain standard, the ability to solve problems in life, the ability to generalise new events to problem solved as well as the ability to create or offer a valuable service in a culture (Yusuf, Juntika, Nuriksan, 2011: 226-227). Each person is born with different talents and skills the which is something that is "inherent" in a person and is present at birth and is related to the structure of the brain associated with intelligence. Intellectual ability is an expression of what is called knowledge and the strength of the intellect is also relied on cultural change and technological renewal in society (Uno and Masri, 2009: 31-32). There is an intellect related to strategies for solving problems by using logic. This intelligence is also called for using the ratio of rational knowledge in solving problems. Intellectual knowledge may be called IQ (Intelligent Quotient). IQ is more strongly correlated with the results of education, economy, employment, and social rather than human nature can be measured (Alder, 2001: 16).

A research from Stanford University tried to standardise IQ test developed by Binet to establish population norms, so that subsequent IQ test is known as the Stanford-Binet test. At that time it was understood as a superior IQ of a person's intelligence and that IQ considered a barometer of success and achievement of one's life. This intelligence gives them the ability to count, analogous, imagine and have creativity and innovation. The intellect is the only intelligence of every individual that is just a link to the cognitive aspects of each's respective (Sholichin, 2013: 189).

Intelligence Psychomotor

Say: "Let every man do according to their circumstances." Then the Lord knows who is the right way. "(QS. Al-Isra ': 84 in Ministry of Religious, 2016)

"Indeed, your effort is different." (QS. Al Lail: 4in Ministry of Religious, 2016). Regarding natural intelligence psychomotor skills includes the ability to do or accomplish something. This realm is divided into a number of aspects, including the perception of the senses, readiness to perform a physical movement, a response-guided or change made by trial and error or by the knowledge they already had, mechanism or skills to do something motor response that looked or seen adjustments or adaptations, as well as aspects of the creation of the new movement as a result of his skill. Psychomotor ability is closely related to the child's ability to move and use his muscles, performance, imagination, creativity, and intellectual works (Chatib 2012). Psychomotor (Solichin. 2012) is anything relating to aspects of skills involve; nervous system and muscle function (neuromuscular system) and psychological functioning.

In addition to spiritual intelligence and their intelligence, the which is no less important is intelligence psychomotor, psychomotor is the domain associated with the skills or the ability to act after someone accepts a particular learning experience. Psychomotor learning outcomes is a continuation of the cognitive learning and effective learning outcomes, which had appeared in the form of tendencies to behave. Psychomotor is associated with physical activity, such as running, jumping, painting, dancing, beat, and so on. (Sudijono, 2011)

Competence

"O Prophet! Rouse the Believers to the fight. If there are twenty patient ones of you, they shall overcome two hundred enemies. And if a hundred (steadfast) among you, they shall overcome a thousand of those who disbelieve, because the unbelievers that people who do not understand." (QS. Al-Anfal: 65in Ministry of Religious, 2016)"And we are (subjected) the wind for Solomon, who travels in time the same morning a month's journey and his travels in time the same afternoon a month's journey (anyway), and we circulate liquid copper for him. And most of the jinns worked in front of him (under his control) with the permission of their Lord. And who deviated among them from Our command, We feel her punishment of hell fire is blazing. The genie was made to Solomon what he wanted from tall buildings and sculptures and platters (magnitude) such as the pool and the pot still (located on top of the stove). Work you, O house of David to give thanks (to Allah). And very few of My servants are grateful." (QS. Saba ': 12-13in Ministry of Religious, 2016)

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 support for a period long enough. Ability is a behavioural dimension that is behind the competent performance. Often called behavioural competencies as intended to explain how people behave when they function well (Armstrong and Baron, in Wibowo, 2013: 320). The word

"Competence" is derived from the Latin "Competencia" (1585-1590), which means "appropriate" (Bueno and Tubbs, 2004). Boyatzis, a professor at Case Western Reserve University who first popularised the term "competence" in his book entitled "The Competent Manager" (1982), the results of his study included 2000 people. Boyatzis defined "competence" as "the basic characteristics of a person who produces or effectiveness and superior performance in the work." Meanwhile, according to Spencer, McClelland & Spencer (1994), competence is defined as the individual characters that can be measured and determined to show certain behaviors and work performance in a person.

Competence refers to the dimensions of behavior that lie behind the competent performance. In other words, "competence" are the characteristics, attitudes, and actions of review of those who produce superior work output. Therefore the way to measure the competence is through observation, Competency Based Interview / CBI (Competency Based Interview), etc. Inspections were carried out to see whether the behavioral indicators or critical behaviors of a competency has been shown/performed by someone. If these behaviors have been taught/implemented by a person, it can be said that the person has had a certain level of competence, based on a measurement. Utomo (2004), states that capability is the ability, knowledge and skills, attitudes, values, behaviors and characteristics of someone who needs to carry out the certain work with an optimal level of success. There are the models that use competence, competency models itself is a way to how map a system of thought that can provide an integrated picture of the jurisdiction, relation with human resource management strategy.

Performance

And say: "Work ye, then Allah and His messenger and the believers will see your work it, and you will be returned to (Allah) Who Knows be unseen and the real, and preached unto you what you used to do." (QS. At Tawbah: 105 in Ministry of Religious, 2016)

"And God does not make it (sending reinforcements), but as a good news and that your hearts be at rest. And victory is only from Allah. Surely Allah is Mighty, Wise." (Qur'an, Al-Anfal: 10 in Ministry of Religious, 2016)

Performance by Rival, et al. (2003) describes the notion as a function of motivation and the ability to complete a task or a person's employment should have a degree of willingness and a certain level of ability. It is also a real behavior shown by everyone as the resulting performance by employees in accordance with its role within the company. Employee performance is something that is very important in the company's efforts to achieve its objectives. Performance by Mangkunagara (2005) is the result of the quality and quantity of work achieved by an employee in performing reviews of their duties following the responsibilities given to them. (Wulansari, 2014: 6) The performance of employees is a

central issue in the life of an organisation as it will be able to achieve the goal or does not depend on how well the performance of employees. An employee who decide whether the resources of other organisation that can provide an optimal contribution to the achievement of organisational goals. Performance has achieved the work of employees in carrying out tasks and jobs that come from the organisation. (Suparyadi, 2015)

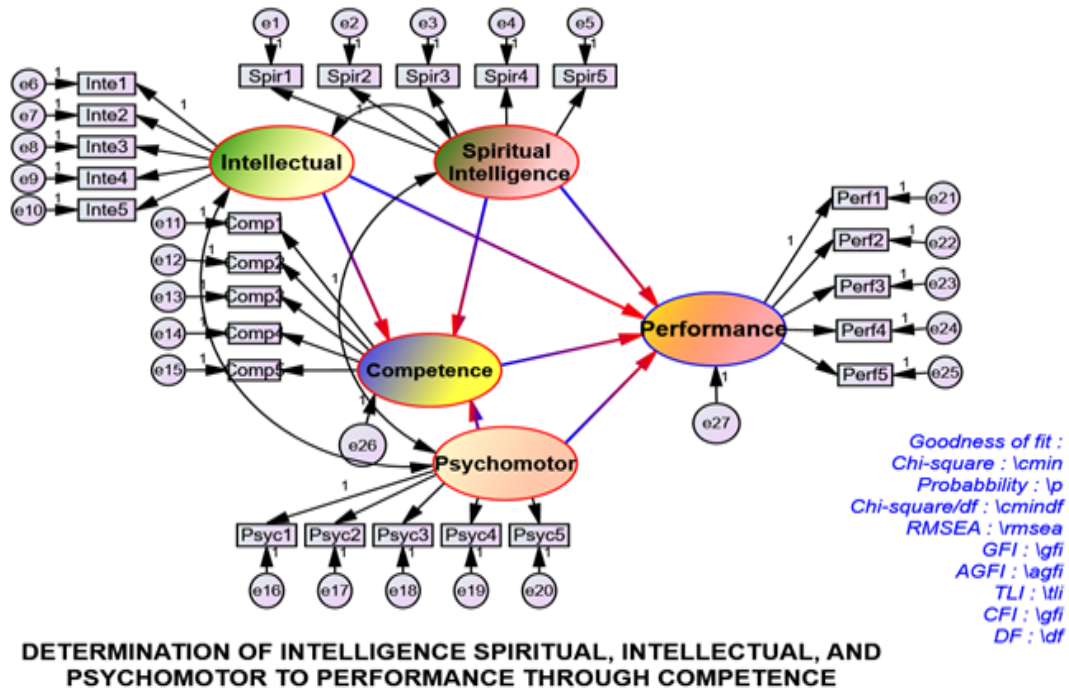
Mathias and Jackson (2001) stated that the performance is essentially what is done or not done by an employee in carrying out his job. Rival and Sagala (2009) states that the performance is a real behavior shown by everyone as the resulting performance by employees following its role within the organisation. While Benardin and Russel (2000) state that the performance is the result produced by the specific job functions or activities on a specific job for a specific period. The work is the result of knowledge, skills, and a desire to achieve. Milkovich and Boudreau (1997) state that the performance is the degree to the which employees carry out their work following the terms specified. (Priansa, 2014: 269-270)

According Martoyo (2001) is the work performance of employees during a certain period in comparison with the wide range of possibilities, such as standards, targets, goals or criteria that have been agreed. According to Robbins (2006), the employee's performance is a function of the interaction between ability and motivation. In a study of employee performance management, some matters require an important consideration because the individual performance of an employee in the organisation is part of the organisation's performance and to determine the performance of the organisation. (Wulansari, 2014: 6) In a study of employee performance management, some matters require an important consideration because the individual performance of an employee in the organisation is part of the organization's performance. (Wulansari, 2014: 6) Many experts elaborate on the factors that affect performance. Gibson, Ivacevich, and Donnelly (2010) state that the factors affecting the performance of employees are the individual variables, psychological variables, and organisational variables. Sutermeister (1999) states that the factors affecting employees consist of motivation, ability, knowledge, expertise, education, experience, training, interests, attitudes, personality, physical and physiological needs, social needs and the needs of egoistic. (Priansa, 2014: 270)

Conceptual Framework

From the description of a literature review on the theory that the dimensions of the variables that will hold research, hence the title of this study is certainly a portrait of causality between variables. Therefore the conceptual model of research in this thesis is as follows: "Determination of Spiritual Intelligence, Intellectual, and Psychomotor Performance Against HR Competency Through the Navy Headquarter IV In Tanjung Pinang."

Figure 1. Conceptual Model Research



Hypothesis

From the formulation of the problem observed with the proposed theory, created a conceptual models of research can be formulated his explanation, as follows:

1. Spiritual intelligence determiner against Navy Headquarter HR Competency IV in Tanjungpinang.
2. Intellectual Intelligence determiner against Navy Headquarter HR Competency IV in Tanjungpinang.
3. Psychomotor intelligence determiner against Navy Headquarter HR Competency IV in Tanjungpinang.
4. Spiritual Intelligence, Intellectual, and Psychomotor Determine simultaneously to the Navy Headquarters HR Competency IV in Tanjungpinang.

5. Spiritual intelligence against Navy Headquarter IV determiner performance in Tanjungpinang.
6. Intellectual Intelligence determiner against Navy Headquarter IV performance in Tanjungpinang.
7. Psychomotor Performance Intelligence determiner against Navy Headquarter IV in Tanjungpinang.
8. Spiritual Intelligence, Intellectual, and Psychomotor Performance Determine simultaneously to the Navy Headquarters IV in Tanjungpinang.
9. HR competencies determiner against Navy Headquarter IV performance in Tanjungpinang.

Research Methods

In this study, the variables can be divided into independent variables, consisting of (X1) Spiritual Intelligence, (X2) Intellectual Intelligence, (X3) Psychomotor Intelligence. Another variable is the dependent variable which is the variable that is affected become of reviews of their independent variables. In this study, there is a two dependent variable is an intervening variable is (Y) Competence HR, and the dependent variable is (Z) Performance.

Population and Sample

Population

The population is a collection of the whole object to be measured in the study (Cooper and Schindler, 2003: 179). The people in this research are all employees within the Member Indonesian Chamber.. The population number is as many as 400 people. The Data Obtained is determined based on the theory that if the population is less than 100, then it is better to be taken all, but if a large number of subjects or more than 100 than it can be considered between 10-15% or 10-25 % of the population. The sampling technique used in the category of non-probability sampling (Black and Champion, 2001: 233; Cooper and Schindler, 2003: 198). According to the characteristics, samples required, that is all structural employees, the technique of non-probability sampling technique selected is judgmental (purposive). This method is chosen to ensure that only the samples that have ccertain elements that have been established by researchers who will be taken as an example (Black and Champion, 2001: 264). The population of this research is a soldier who served in the Navy Headquarter IV Tanjungpinang as big as the 400 respondents.

Samples

The sample is an element of the population selected to represent the population in the research (Cooper and Schindler, 2003: 82). In this study, the sample size adapted to the analysis, the models used is Structural Equation Model (SEM). In this regard, the sample size for SEM used the models estimates the maximum likelihood estimation (MLE) is 100-200 samples (Hair et al., 1998: 605; Ghozali, 2004: 17), or as much as 5-10 times the number of parameters estimated (Ferdinand, 2000: 44). In this research the number of respondents who obtained 400 respondents. In this study, the sample was calculated using the Solvin received 200 respondents:

$$n = \frac{400}{1 + (400 \times 0,05^2)}$$
$$n = 200 \text{ respondents}$$
$$n = \frac{N}{1 + N(e)^2}$$

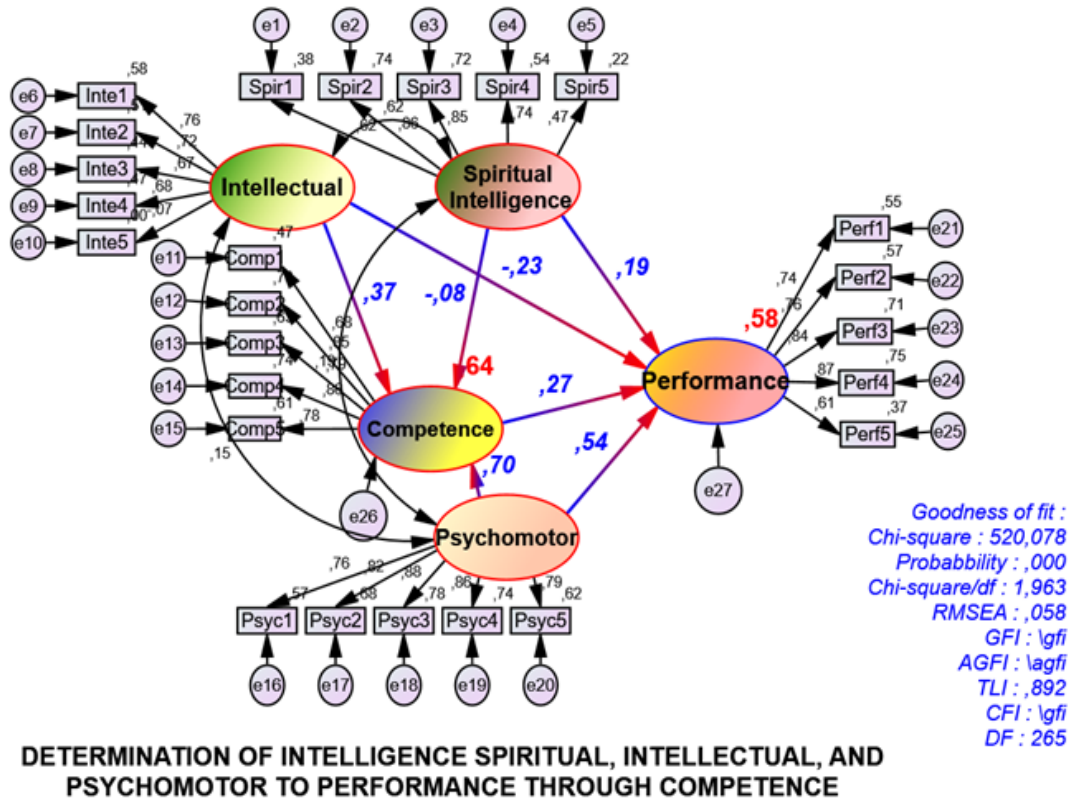
Research Result

Effect Analysis with SEM

In accordance with the purpose of the study of the determination of Spiritual Intelligence, Intellectual, Psychomotor, HR Competency and Performance, the data was analysed using Structural Equation Modelling (Structural Equation Modeling = SEM), which is a set of statistical techniques that allow testing of a series of relationships that are relatively complicated simultaneously.

To simplify the analysis, the hypothesis made in the equation models SEM as follows:
Full model of Variables Spiritual Intelligence, Intellectual, Psychomotor, HR Competency and Performance.

Figure 2. Full Model SEM



Based on the above picture, the analysis of the measurement models with parameter lambda, structural model analysis, analysis of determination, Goodness of Fit to influence Spiritual Intelligence, Intellectual, Psychomotor, HR Competency, and Performance.

Testing Analysis Model Parameter Measurement with Lamda (λ_i)

For testing purposes, lambda parameters are displayed following table containing the loading factor/lambda (λ_i), CR, Probability (P). Of the two charts above it can be seen that the indicator has standardised the estimate the latent variables (regression weight) in the form of loading factor or lambda > 0:50, the critical value CR > 2,000 and has a probability of less than 0:05 (** *). Thus it can be said that the indicators of the latent variables are valid/significant. Model testing was performed using the regression coefficients for the variables of Spiritual Intelligence (X1), Intellectual Intelligence (X2), Intelligence Psychomotor (X3), Competence HR (Y) and Performance (Z) through tables output from the submenu view / set as the above results. Based on the calculation of the regression coefficient (regression weight) that can be created output table as presented in the following table.

Indicators of Spiritual Intelligence, Intellectual, Psychomotor, HR Competency and Performance

Table 1: Standardised Regression Weights

| | | | estimate |
|-------------|------|------|----------|
| COMP | <--- | SPIR | , 077 |
| COMP | <--- | INTE | , 367 |
| COMP | <--- | PSYC | , 695 |
| PERF | <--- | SPIR | , 189 |
| PERF | <--- | COMP | , 267 |
| PERF | <--- | PSYC | , 536 |
| PERF | <--- | INTE | , 231 |

Indicators of Spiritual Intelligence, Intellectual, Psychomotor, HR Competency, and Performance

Table 2: Regression Weights

| | | | estimate | SE | CR | P | Label |
|-------------|------|------|----------|-------|-------|-------|--------|
| COMP | <--- | SPIR | , 053 | , 055 | , 973 | , 331 | par_5 |
| COMP | <--- | INTE | , 338 | , 082 | 4,095 | *** | par_23 |
| COMP | <--- | PSYC | , 472 | , 059 | 7.939 | *** | par_30 |
| PERF | <--- | SPIR | , 165 | , 075 | 2,195 | , 028 | par_1 |
| PERF | <--- | COMP | , 340 | , 146 | 2,325 | , 020 | par_2 |
| PERF | <--- | PSYC | , 463 | , 096 | 4.832 | *** | par_3 |
| PERF | <--- | INTE | , 270 | , 119 | 2,269 | , 023 | par_4 |

Analysis Goodness of Fit

Based on test criteria, Chi-square (χ^2), Relative Chi-square (χ^2/ Df), RMSEA, GFI, AGFI, TLI and CFI above and Goodness of Fit value Amos processing results as shown in the figure above, it can be prepared the following table.

Table 3: Evaluation of Goodness of Fit

| A Goodness of Fit Index | Cut-off Value | Results Model | Information |
|--------------------------------------|----------------------|---------------|-------------|
| Chi-square (χ^2) | expected to be small | 520.078 | Good |
| Chi-square Relative (χ^2/ Df) | $\leq 3:00$ | 1.963 | Good |

| | | | |
|--------------------|--------|-------|-----------------|
| Probability | > 0.05 | 0,000 | Not Good |
| RMSEA | ≤ 0:08 | .058 | Good |
| GFI | ≥ 0.90 | 0,000 | Not Good |
| AGFI | ≥ 0.90 | 0,000 | Not Good |
| TLI | ≥ 0.94 | .892 | Marginal |
| CFI | > 0,94 | 0,000 | Marginal |

Source: Research Findings, 2018

By paying attention to the cut-of-value and goodness of fit model results in the table above shows the seven criteria are met eight criteria were used. The criteria met is the Chi-square (χ^2), Relative Chi-square (χ^2/ Df) RMSEA, GFI, TLI, AGFI, and CFI. Because seven of the eight criteria are met the required criteria, the models can be expressed as a good model of (Solimun, 2002: 80 and Solimun, 2004: 71).

Measurement Analysis of Determination

Analysis of the measurement models with determination is used to determine the contribution of exogenous variables on endogenous variables. For this analysis of used Square Multiple Correlation. Multiple Correlation magnitude square can be seen in the following table.

(Group number 1 - Default model)

Table 4: Squared Multiple Correlations

| | | | estimate |
|-------------|--|--|-----------------|
| COMP | | | , 644 |
| PERF | | | , 582 |

Square Multiple Correlation, the value of each of competency and performance HR, = 0153 = 0494 as shown in the table above. According to Ferdinand, (2006: 97) values Square Multiple Correlation to variable Square Multiple Correlation Whose value respectively for HR Competency $R^2 = 0.644$ identical to R^2 in SPSS, then the magnitude of determination is the value of Square Multiple Correlation to variable Competence = $0.644 \times 100\% = 64.4\%$. Thus it can be stated that the HR Competency Performance influenced the change was 64.4%. For Performance $R^2 = 0582$, then the amount of determination = $0582 \times 100\% = 58.2\%$. Thus, it can be stated that the change was influenced by the performance determination Spiritual Intelligence, Intellectual, and the Psychomotor HR Competency is 58.2%.

Discussion

Based on the research and discussion that has been done in the previous chapter, it can be concluded as follows:

- 1) There is a direct influence positive significant through Spiritual paths to competence with a value of, 077. From the data processing is known that the amount of the variable CR Spiritual Competency is at, 973 <2 with a P value of, 331> 0.05. It can be said that the value is not significant, this finding is not appropriate and less understand it spiritual intelligence-based Word of God: "Think not of those who are slain in the way of Allah as dead; Nay, they are alive with their Lord to have provided. "(Qur'an, Ali Imran: 169) is not significant empirical findings in the learning process have not dug spiritual intelligence as a whole in the process of education and training.
- 2) There is a direct influence significant positive Intellectual Competence through against the value of , 367. Of the data processing in the know that the amount of CR on Intellectual variable against Competence of 4,095 with a P value of *** <0.05. Thus the insignificant amount and this finding is consistent with God's Word: "Indeed, in the creation of the heavens and the earth, and the alternation of night and day there are signs for men of understanding, (that) those who remember Allah, standing, sitting and lying on their sides and reflect on the creation of the heavens and the earth (saying): "our Lord, You have not created this in vain. Glory to thee, then save us from the torment of hell. (Qur'an, Ali Imran: 190-191) ability dintergrasikan with a spiritual sense called Ulil Albab, so significant intelligence.
- 3) There is a direct influence Psychomotor significant positive through to the competence with the value, 695. Of the data processing in the know that the value of the variable CR Psychomotor against Competence of 7.939 with a P value of *** <0.05, thus a significant amount. Variable research is consistent with the verses of the Qur'an: "Say:" Let every person act according to the circumstances of each." Then the Lord knows who is the correct path. (QS. Al-Isra ': 84), psychomotor intelligence innate and trained mempunyai significant competency determination.
- 4) There is a direct influence significant positive spiritual through to the performance with the value 0251. Of the data processing in the know that the amount of the variable Spiritual CR on the Performance of 3.254 with a P value of 0.001. Thus a significant benefit. This finding is consistent with the Word of God: "And when I have perfected, it happened, and have breathed into them the spirit (creation) Me, ye submissive to him prostrate. (QS. Al-Hijr: 29), the Spirit of God's creation prerequisites as Caliph who make the superior human performance exceeds other creatures.
- 5) There is a direct influence significant intellectual positive through to the performance with the value 0.314. Of the data processing in the know that the amount of CR in the variable compensation on the Performance of 3269 with a P value of 0.001. Thus a the significant amount. Honesty in thinking in the intelligence that determination possessed important performance, lie makes the brain to be smart, as the Qur'an: Know, If he does not stop

- (do so) We will drag top of his head, (i.e.) the crown of the deniers sinful. (QS. Al 'Alaq: 15-16)
- 6) There is a direct influence Psychomotor significant positive through to the performance with the value 0.155. Of the data processing in the know that the value of CR in the variable Work Capability on the Performance of 3082 with a P value of 0.002. Thus Spake the significant value. This research is following the Qur'anic verse: Indeed, your effort is different. (QS. Al Lail: 4)As the army of intelligence psychomotor become a mainstay in improving its performance.
 - 7) There is a direct influence significant positive through the Performance Competence with a value of 0.025. Of the data processing in the know that the amount of the variable CR Motivation on Performance of 0489 with a P value of 0.625. Thus it is a insignificant amount. These findings validate the Qur'an: "O Prophet! Rouse the Believers to the fight. If there are twenty patient ones of you, they shall overcome two hundred enemies. And if a hundred (steadfast) among you, they shall overcome a thousand of those who disbelieve, because the unbelievers that people who do not understand." (QS. Al-Anfal: 65). Army soldiers patient is: resilient, innovative, persistent, do not give up.
 - 8) Performance Changes influenced by HR Competency is 66.4% change performances affected by Spiritual Intelligence, Intellectual, and the Psychomotor HR Competency is for 58.2%. The results of this study prove more justifying Qur'an: "And say: "Work ye, then Allah and His messenger and the believers will see your work it, and you will be returned to (Allah) Who Knows be unseen and the real, and preached unto you what you used to do." (QS. At Tawbah: 105)

Conclusions And Recommendations

Conclusions

From the above results can be deduced as follows:

1. There is a direct influence significant positive through Spiritual paths to competence with a value of, 07., From the data processing is known that the amount of the variable CR Spiritual Competency is at, 973<2with a P value of, 331>0.05, Thus can be said that the value is not significant.
2. There is a direct influence considerable positive Intellectual Competence through against the amount of, 367. Of the data processing in the know that the value of CR on valuable Intellectual against Competence of 4,095 with a P value of *** <0.05. Thus it is a significant value.

3. There is a direct influence Psychomotor significant positive through to the competence with the value, 695. Of the data processing in the know that the value of the variable CR Psychomotor against Competence of $7.939 > 2$ with a P value of $*** < 0.05$. Thus a significant value.
4. There is a direct influence significant positive spiritual through to the performance with the value, 189. Of the data processing in the know that the value of the variable Spiritual CR on the Performance of $2.195 > 2$ with a P value of, $0.028 < 0.05$, thus a significant value.
5. There is a direct influence significant intellectual positive through to the performance with the value, 267. Of the data processing in the know that the amount of CR in the variable compensation on the Performance of $2.325 > 2$ with a P value of, $0.020 < 0.05$, thus a significant value.
6. There is a direct influence Psychomotor significant positive through to the performance with the value, 536. Of the data processing in the know that the value of CR in the variable Work Capability on the Performance of $4.832 > 2$ with a P value of $*** < 0.05$, thus a significant value.
7. There is a direct influence significant positive through the Performance Competence with a value of, 231. Of the data processing in the know that the value of the variable CR Motivation on Performance of $2.269 > 2$ with a P value of, $0.023 < 0.05$. Thus a the significant value.

Recommendations

Conclusions Based on the above, it can be suggested as follows:

1. Capacity building of places of worship to strengthen the faith and devotion of soldiers.
2. Implementation of religious activities to improve the spiritual capacity to be better warriors again.
3. To increase the capacity to think of soldiers, it is advisable to build a garden reading/library.
4. Implementation Ability Test between units to create a sense of community and increase of healthy competition among Navy personnel Headquarter IV Tanjungpinang.
5. To improve the physical abilities, soldier advised building sports facilities and infrastructure.
6. To increase the capacity of recommended active soldiers, and sent soldiers into the training/courses to develop them.
7. Recruitment system better by improving the standard of applicants such as raising standards to a minimum education level of high school applicants or Diploma (D3).
8. Emphasis on the importance of understanding the necessary capabilities of a soldier through seminars and public discussions about the competence relating to the soldier.
9. Improving the welfare of soldiers to enhance performance.



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