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Effects of Emotional and Spiritual Intelligent on Job Performance Among The Temporary Nurses in Abdul Riva'i Regional General Hospital Berau District East Kalimantan Province Indonesia

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The Literature Review

1. This study examined the effect of emotional and spiritual intelligent on performance of temporary nurses at the Regional General Hospital of Berau District East Kalimantan Province, Indonesia.
2. It also investigated the mediating role of organizational commitment on the relationship between emotional and spiritual intelligent on the performance of these nurses.

3. Interestingly, almost all previous research collected by the author give the same answer to all five research questions. Only one research done by Oktariani et.al. (2016) that gives different answer to the question : Does spiritual intelligent positively affects job performance? Oktariani's finding revealed that spiritual intelligent doesn't have any effects toward job performance.

The Study (Methodology)

Research Design :

Quantitative, First Order SEM, sample 130 temporary nurses. Data gathered through face to face. 1-5 Likert Scale used to measure all variables. Analysis with AMOS 22.0

Goodness of Fit Test :

Chi-Square = 324.227, probability = 0.058, GFI = 0.904, AGFI = 0.939, TLI = 0.949 and RMSEA = 0.017. Although Chi-square and Probability are not met the required cut-off values, however, the value of TLI, GFI, AGFI, and RMSEA are already met the required cut off value.

Table 1. Confirmatory Factor Analysis

Constructs and Indicators	Estimate ($\lambda \geq 0.5$)	Result
Job Performance (JP) :		
JP1 (Output quality)	0.755	Valid
JP2 (Output quantity)	0.884	Valid
JP3 (Output period)	0.843	Valid
JP4 (Work attendance)	0.857	Valid
JP5 (Cooperative attitude)	0.884	Valid
Emotional Intelligence (EMI):		
EMI1 (Self-awareness)	0.825	Valid
EMI2 (Self-adjustment)	0.748	Valid
EMI3 (Self-motivation).	0.778	Valid
EMI4 (Empathy)	0.743	Valid
EMI5 (Social skills)	0.775	Valid
Spiritual Intelligence (SPI):		
SPI1 (Integrity)	0.917	Valid
SPI2 (Wise)	0.797	Valid
SPI3 (Respect for life)	0.939	Valid
SPI4 (Courageous)	0.820	Valid
Organizational Commitment (OC):		
OC1 (Affective)	0.789	Valid
OC2 (Continuance)	0.738	Valid
OC3 (Normative).	0.864	Valid

Table 2. Construct Validity and Reliability

Variables	Construct Reliability ≥ 0.7	Variance Extracted ≥ 0.5	Result
Job Performance (JP)	0.78	0.65	Reliable
Emotional Intelligence (EMI)	0.76	0.52	Reliable
Spiritual Intelligence (SPI)	0.79	0.66	Reliable
Organizational Commitment (OC)	0.93	0.84	Reliable

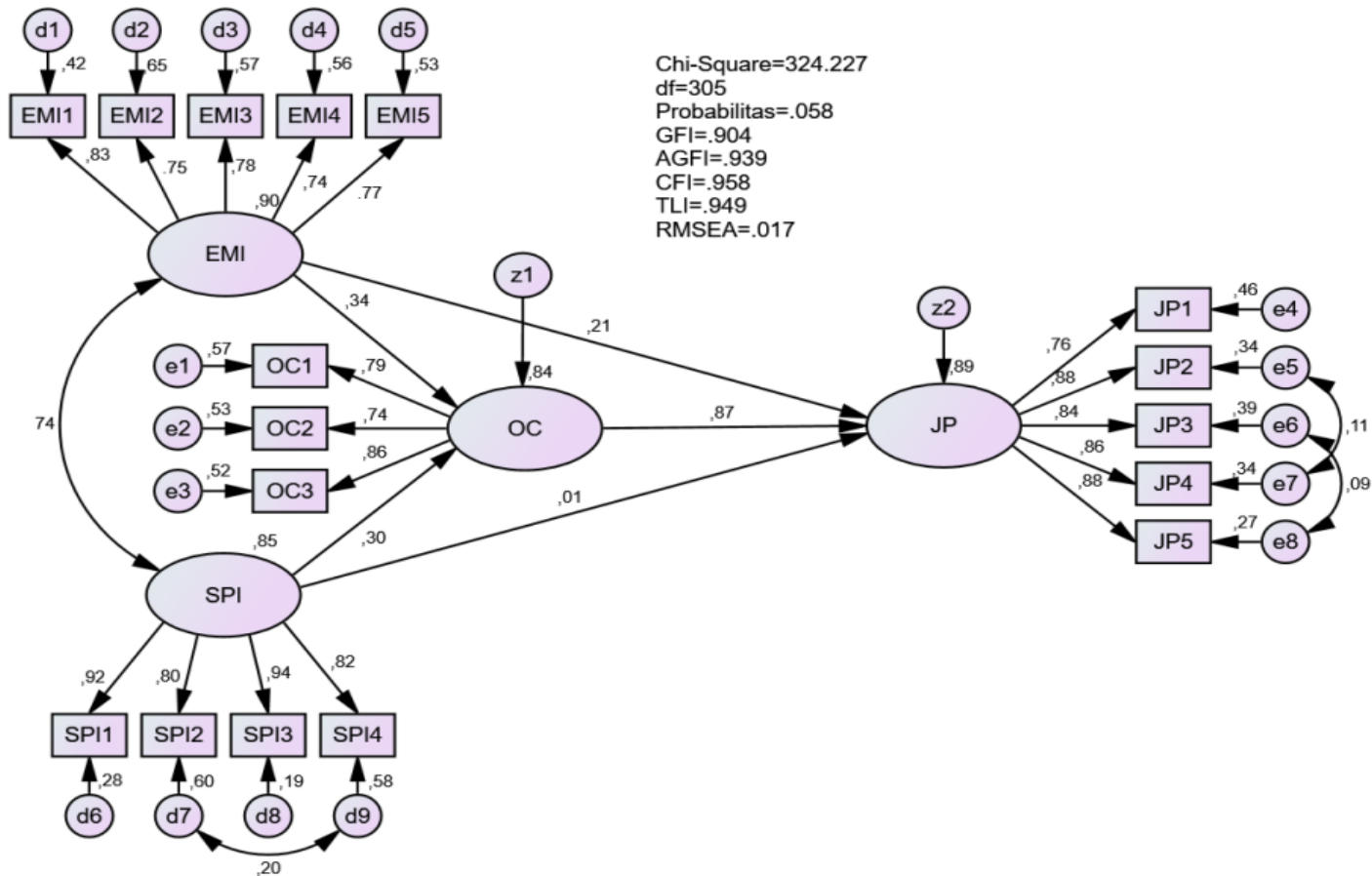


Figure 1. Full Model Fit

Effects of Emotional and Spiritual Intelligent on Job Performance Among the Temporary Nurses in Abdul Riva'i Regional General Hospital, Berau District, East Kalimantan Province, Indonesia

The Findings

Table 3. Hypothesis Testing

Hypothesis	Structural Path	Standardized Path Coefficients	t-Value	Probability	Results
H ₁	Emotional Intelligent → Org. Commitment	.344	2.715	.007	Significant
H ₂	Spiritual Intelligent → Org. Commitment	.297	2.383	.017	Significant
H ₃	Emotional Intelligent → Job. performance	.211	2.605	.009	Significant
H ₄	Spiritual Intelligent → Job. Performance	.010	.005	.996	Not-Significant
H ₅	Org. Commitment → Job. Performance	.870	7.624	***	Significant

Table 4. Standardized Indirect Effect

Constructs	Spiritual Intelligent	Emotional Intelligent	Organizational Commitment	Job Performance
Organizational Commitment	.000	.000	.000	.000
Job Performance	.259	.299	.000	.000

Hypothesis Testing

1. Emotional intelligent significantly affects organizational commitment ($t=2,715 > 1,96$, $p=0,007 < 0.05$)
2. Spiritual intelligent significantly affects organizational commitment ($t=2,383 > 1,96$); $p=0,017 < 0.05$)
3. Emotional intelligent significantly affects job performance ($t=2,383 > 1,96$, $p=2,605 < 0.009$)
4. Spiritual intelligent has no significant effect on job performance ($t=0,005 < 1,96$, $p=0,996 > 0,05$).
5. Organizational commitment positively affect job performance ($t=7,624 > 1,96$, $p=0.000 < 0.05$).

Discussion

1. Emotional intelligent significantly affects organizational commitment. It's consistent with research conducted by Rozeman (2007), Rathi and Rastoghi (2009), Mohammadkhani and Lalardii (2012), Shafiq and Rana (2016) and Alavi et.al. (2013).
2. Spiritual intelligent significantly affects organizational commitment. This finding supported by Kalantarkousheh et. al. (2014), Zohar and Marshall (2000), Awais et. al. (2015), Saremi and Farkhani (2015), Foumany and Danshdost (2014) and Kalantarkosheh (2014).
3. Emotional intelligent significantly affects job performance. This result is inline with research by Utomo et.al (2014), Akhtar et al. (2017), Ling Ma et. al. (2013), Vratskikh et. al. (2016), Shih and Susanto (2010), Jasour and Avarsin (2016), Hasanuddin and Syahrudin (2017), Asghari and Shrivani (2016, Estanesti (2016) and Mahmood et.al. (2017).

4. Spiritual intelligent has no significant effect on job performance. This finding explains that the level of spiritual intelligent possessed by a person does not have any impact on their job performance. This study is aligned with Oktariani et. al. (2016). But, it's contra version with research done by Utomo et. al. (2014), Zohar & Marshall (2000), Rani et. al. (2013), Jasour and Avarsin (2016), Hasannudin and Syahrudin (2017), Asghari and Shirvani (2016), Estanesti (2016) and Mahmood et. al. (2017).
5. Organizational commitment positively affect job performance. This finding is supported by Khan et.al. (2010), Hafiz (2017), Tolentino (2015), Abarghuee et. al. (2014) and Zefeiti and Mohamad (2017) .

The Grand Findings

Figure 2.
Standardized Path Coefficient

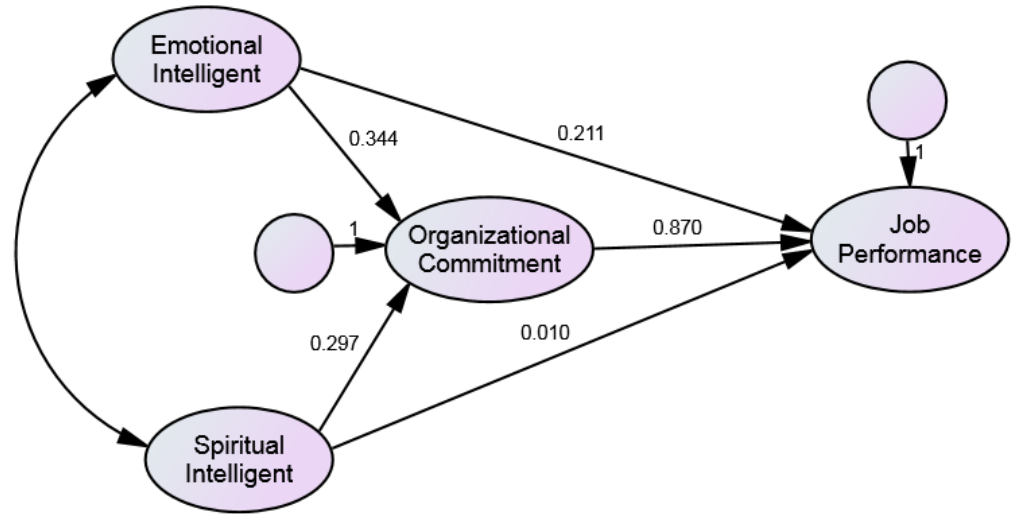
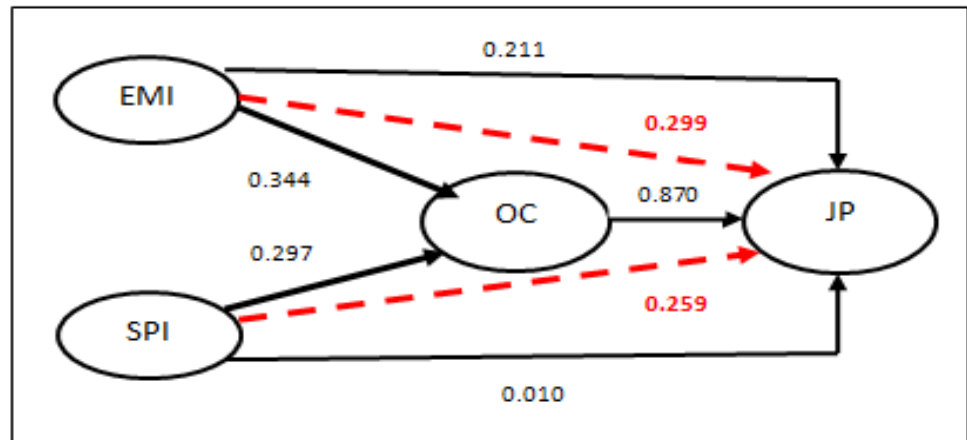


Figure 3. Standardized Indirect Effects



Implications and Suggestions for Future Research

Based on Figure 2 and Figure 2, it can be concluded :

1. Job performance can be best improved by improving organizational commitment (0.870) then increasing emotional intelligent (0.211). Indirect effect of emotional intelligent toward job performance (0.299) through organizational commitment is greater than direct effect (0.211). It means that improving job performance is more effective through improving emotional intelligent through organizational commitment.
2. Organizational commitment (0.870) has the highest path coefficient that affects job performance compared to emotional intelligent (0.211) and spiritual intelligent (0.297). The best way of improving Job performance is by improving organizational commitment.

3. Organizational commitment (0.870) has the highest path coefficient that affects job performance compared to emotional intelligent (0.211) and spiritual intelligent (0.297). The best way of improving Job performance is improving organizational commitment.
4. Organizational commitment is best improved by increasing emotional intelligent (0.344) rather than increasing spiritual intelligent (0.297).

5. Job performance can not be improved by improving spiritual intelligent because spiritual intelligent doesn't have any effects on job performance. Spiritual intelligent only takes role improving organizational commitment and job performance indirectly.
6. Organizational commitment has a mediating role on this model.

7. For further research it is advisable to develop the variables and research indicators to get more innovative results and should not be fixated on similar respondents.
8. It is also expected that further research can apply and develop the current research model by synergizing the phenomena or facts that occur in the development of the current organizational environment.



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THANK YOU