

ABSTRAK

Sumber daya manusia yang unggul bukan hanya mempunyai keilmuan (IQ) saja dalam menghadapi dunia kerja di era sekarang ini tapi juga seseorang yang mampu menyikapi setiap kondisi yang dihadapi. Namun belum cukup semua itu tanpa adanya kemampuan kedekatan terhadap Tuhan yaitu Allah SWT sang maha segalanya. Tujuan dari penelitian ini adalah menganalisis dan mendeskripsikan peningkatan kinerja SDM melalui kecerdasan spiritual dan penerapan etika kerja Islami melalui variabel intervening komitmen afektif. Penelitian ini menggunakan kuesioner untuk mengambil data pada perawat di RSI PKU Muhammadiyah Pekajangan Kab. Pekalongan sebanyak 105 orang dan yang kembali sebanyak 102 orang. Teknik pengambilan sampel menggunakan teknik *probability simple random sampling*, yang artinya teknik yang digunakan memberikan peluang yang sama secara acak tanpa memperhatikan strata. Metode analisis ini menggunakan *sobel test*.

Hasil penelitian ini menunjukkan bahwa adanya pengaruh positif dan signifikan antara variabel kecerdasan spiritual terhadap komitmen afektif, pengaruh positif dan signifikan antara variabel etika kerja Islami terhadap komitmen afektif, pengaruh positif dan signifikan antara variabel kecerdasan spiritual terhadap kinerja SDM, pengaruh positif dan signifikan antara variabel etika kerja Islami terhadap kinerja SDM, pengaruh positif dan signifikan antara komitmen afektif terhadap kinerja SDM. Serta variabel komitmen afektif terbukti memediasi variabel kecerdasan spiritual terhadap kinerja SDM dan variabel komitmen afektif terbukti memediasi variabel etika kerja Islami terhadap kinerja SDM.

Kata kunci : Kecerdasan Spiritual, Etika Kerja Islami, Komitmen Afektif dan Kinerja SDM.

ABSTRACT

Excellences of human resources isn't only have a knowledge (IQ) to against the world of work in this era, but also someone who is able to respond to every condition encountered. But out of all, that's not enough without the ability to be close to God, that is Allah, the greatest. The purpose of this study is to analyze and describe the improvement of human resource performance through spiritual intelligence and the application of Islamic work ethics through affective commitment that be intervening variables. This study uses a questionnaire to retrieve data on nurses at RSU PKU Muhammadiyah Pekajangan Pekalongan as many as 105 people and 102 people returned. The sampling technique that be used is a simple random sampling technique, which means that the technique used provides equal opportunities at random without regard to strata. This analytical method uses sobel test.

The results of this study indicate that there is a positive and significant influence between spiritual intelligence variables on affective commitment, positive and significant influence between Islamic work ethic variables on affective commitment, positive and significant influence between spiritual intelligence variables on HR performance, positive and significant influence between Islamic work ethic variables on HR performance, a positive and significant effect between affective commitment to HR performance. And the affective commitment variable is proven to mediate the spiritual intelligence variable on HR performance and the affective commitment variable is proven to mediate the Islamic work ethic variable on HR performance.

Keywords: Spiritual Intelligence, Islamic Work Ethics, Affective Commitments and Human Resource Performance.