

## ABSTRACT

*This research was triggered by research gap of the experts research result. Rani, Abidin at al. (2013) stated that spiritual intelligence affected human resources performance, while this was controversi to the research of Dharmanegara, Sudarma at al. (2013) which concluded that spiritual intelligence did not affect human resources performance.*

*This research intended to investigate the effect of spiritual intelligence and intrinsic motivation on human resources performance through affective commitment in South East Sulawesi of DPD Wahdah Islamiyah. After distributing relevant questionnaires among 162 employees, all usable questionnaires were returned. Then the data collected were analyzed by using Structural Equation Modeling with AMOS 18.00 software.*

*The research result to the 5 hypothesis showed that 1) there was a significant positive effect of spiritual intelligence to affective commitment, 2) there was a significant positive effect of spiritual intelligence to human resources performance, 3) there was a significant positive effect of intrinsic motivation to affective commitment, 4) there was a significant positive effect of intrinsic motivation to affective commitment, and 5) there was no significant effect of affective commitment to human resources performance in South East Sulawesi of DPD Wahdah Islamiyah.*

*Implication to the managerial policy of the research as follows: Related to the spiritual intelligence variable, the organization should stimulate the employees to follow the training of spiritual quotient skill so that they could have flexible capability continually; Related to intrinsic motivation, the organization should support the employees to enhance work achievement for creating the future organizational sustainable; Related to affective commitment, the organization should build employees involvement so that they had a strong desire to contribute to the organization emotionally; and related to the human resources performance, the organization should increase the monitoring and performance appraisal system so that quality of work, time accuracy and work enthusiastic always dynamic.*

*Keywords: Spiritual Intelligence, Intrinsic Motivation, Affective Commitment, Human Resource Performance*

## ABSTRAK

Penelitian ini dilatar belakangi riset gap (*research gap*) yakni hasil studi Rani, Abidin at al. (2013) menyatakan bahwa *spiritual intelligence* sangat mempengaruhi kinerja sumber daya manusia. Hal ini kontroversi dengan hasil studi yang telah dilakukan oleh Dharmanegara, Sudarma at al. (2013) yang menyimpulkan bahwa *spiritual intelligence* tidak mempengaruhi kinerja sumber daya manusia.

Penelitian ini bertujuan untuk mengetahui pengaruh *spiritual intelligence* dan motivasi intrinsik terhadap kinerja sumber daya manusia melalui *affective commitment* di DPD Wahdah Islamiyah Sulawesi Tenggara. Setelah menyebarkan kuesioner yang relevan pada 162 karyawan yang menjadi sampel penelitian, maka semua kuesioner dikembalikan secara keseluruhan. Data yang terkumpul kemudian dianalisa menggunakan *Structural Equation Modeling* dengan paket *software* AMOS 18.00.

Hasil pengujian terhadap 5 (lima) hipotesis yang diajukan menunjukkan bahwa: 1) Terdapat bukti adanya pengaruh positif signifikan *spiritual intelligence* terhadap *affective commitment*, 2) Terdapat bukti adanya pengaruh positif signifikan *spiritual intelligence* terhadap kinerja sumber daya manusia, 3) Terdapat bukti adanya pengaruh signifikan motivasi intrinsik terhadap *affective commitment*, 4) Terdapat bukti adanya pengaruh positif signifikan motivasi intrinsik terhadap kinerja sumber daya manusia, dan 5) Tidak terdapat bukti adanya pengaruh signifikan *affective commitment* terhadap kinerja sumber daya manusia.

Implikasi manajerial dari penelitian ini adalah sebagai berikut: Berkaitan dengan variabel *spiritual intelligence*, organisasi harus mendorong karyawan untuk mengikuti pelatihan keterampilan SQ (*Spiritual Quotien*) sehingga mereka memiliki kemampuan untuk bersikap fleksibel; Berkaitan dengan variabel motivasi intrinsik, organisasi hendaknya mendorong karyawan untuk meningkatkan prestasi sehingga dapat menunjang keberlangsungan organisasi di masa yang akan datang; Berkaitan dengan variabel *affective commitment*, organisasi harus menumbuhkan keterlibatan karyawan sehingga mereka dapat terikat secara emosional dalam organisasi; dan Berkaitan dengan variabel kinerja sumber daya manusia, organisasi harus meningkatkan monitoring dan evaluasi hasil pekerjaan sehingga ketepatan waktu dalam penyelesaian pekerjaan selalu dinamis.

Kata kunci: *Spiritual Intelligence*, Motivasi Intrinsik, *Affective Commitment*  
Kinerja Sumber Daya Manusia