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SPIRITUAL INTELLIGENCE, EMOTIONAL INTELLIGENCE, MENTAL HEALTH AND EMPLOYEE PERFORMANCE IN INDONESIA

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Abstract

Spiritual intelligence, emotional intelligence, employee performance, and mental health as intervening variables are research variables and their relationship is the aim of this research. 104 respondents were obtained from purposive sampling which was used according to the research objectives. Partial Least Squares Structural Equation Modeling (PLS-SEM) with Smart-PLS 3.0 software was used in the research. Spiritual intelligence, in research results, turns out to have a positive effect on employee performance. Emotional intelligence was also found to have the same results on employee performance. Emotional intelligence is also found to have an influence on mental health. At the same time, it was found that mental health has a significant influence on employee performance. However, it was found that spiritual intelligence and mental health did not have significant results.

Kata kunci:

Kinerja karyawan,

Kesehatan mental,

kecerdasan emosional,

kecerdasan spiritual

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Abstrak

Kecerdasan spiritual, kecerdasan emosional, kinerja karyawan, dan Kesehatan mental sebagai variable intervening merupakan variable penelitian dan keterkaitannya menjadi tujuan penelitian ini. 104 responden dihasilkan dari purposive sampling yang digunakan sesuai tujuan penelitian. Partial Least Squares Structural Equation Modeling (PLS-SEM) dengan software Smart-PLS 3.0 digunakan dalam penelitian. Kecerdasan spiritual, dalam hasil penelitian ternyata berpengaruh positif terhadap kinerja karyawan. Kecerdasan emosional juga didapati memiliki hasil yang sama terhadap kinerja karyawan. Kecerdasan emosional juga didapati memiliki pengaruh terhadap Kesehatan mental. Pada saat yang sama didapati bahwa Kesehatan mental memiliki pengaruh yang signifikan terhadap kinerja karyawan. Namun didapati kecerdasan spiritual dan Kesehatan mental tidak memiliki hasil signifikan.

1. Introduction

Work-related performance issues are common. Some companies deal with employees who have issues with punctuality, mismanagement of certain tasks, personal problems, or conflicts in the workplace. Employees must seek support to solve these challenges in these cases. An employee's ability to address these difficulties is frequently linked to their emotional intelligence or spiritual intelligence. What should an employee do if they face obstacles or challenges that impact their emotional well-being?

Corporations are increasingly recognising mental health as a significant concern alongside other pressing issues like the pandemic and global inflation. In Indonesia, there are numerous Instagram accounts where employees in start-up companies express their mental health issues and criticise companies for their lack of concern. WHO and many global organisations have issued warnings regarding this issue. They had brought up this matter, but then the epidemic arrived. (World Health Organisation, 2022). Even before the epidemic, mental health problems existed, according to the World Economic Forum. Around 60% of workers attributed their mental health difficulties to their work. The source is the World Economic Forum from 2023. According to the OECD survey, 90% of individuals worldwide with mental illness are not participating in the economy.

Mental health encompasses emotional, psychological, and social well-being. An individual's mental health can impact their cognition, emotions, and behaviours. In addition, an individual's mental well-being can influence how they manage stress, interact with others, and make decisions. Hence, it is accurate to state that mental health holds equal significance to physical health. Mentally healthy individuals are not just those who lack mental problems. The World Health Organisation (2022) defines a mentally fit individual as someone who can achieve their full potential, cope with everyday stress, work well, and contribute to society around. Mental wellness is crucial for human existence.

Employees will encounter job scenarios that might bring fulfilment and contentment, as well as challenges like deadline pressure, demands from superiors or clients, and hostile co-workers. Certainly, employees may find it challenging to control such emotions at times. Employees that are unable to handle this task may face mental health issues. Hence, the inquiry pertains to the aspects that can impact mental health, be it through an individual's spiritual intelligence or emotional intelligence, with the mental health of employees at work serving as an intervening variable in this scenario.

Connected to a higher power, spiritual intelligence is the ability to comprehend and seek life's purpose via one's own strengths and qualities. (Furqani, 2021). Individuals with high spiritual intelligence may effectively arrange, reinterpret, and integrate events, meanings, and personal values. This aspect of spiritual intelligence influences the manifestation of positive impacts on psychological well-being. (Darvishzadeh & Bozorgi, 2017). Spiritual intelligence can impact mental health. Darvishzadeh & Bozorgi (2017) conducted a study that found no significant association between spiritual intelligence and mental health, since the results did not reveal a value greater than $p < 0.05$. Employee performance can also be influenced by spiritual intelligence.

Emotional intelligence can impact mental health. If left unaddressed, the repercussions of this stress will exacerbate. Work-related stress can result in mental health concerns. Stress can have negative effects on people's health, so it's important that they don't ignore it but instead seek medical help and make healthy lifestyle choices. In 2018, Basic Health Research reported that over 19 million individuals over the age of 15 suffered from mental emotional illnesses, while over 12 million individuals in the same age group experienced depression. Based on 2021 data from the Ministry of Health, approximately 20% of Indonesia's population is at risk of developing mental problems. Approximately 54 million individuals could be affected by mental diseases. The source is Kompas from the year 2022.

This research aims to assess the effects of spiritual intelligence and emotional intelligence on employee performance, with mental health serving as an intervening variable.

2. Literature Review and Hypothesis

Planned Behavior Theory

Ajzen's (1991) planned behaviour theory elucidates individual elements influencing behaviour. This idea is commonly employed as a fundamental framework in studies concerning ethics and moral conduct. TPB demonstrates that there are influencing elements that lead to intents and behaviour before an individual acts. Attitude towards behaviour, subjective norms, and perceived behavioural control are the three elements that impact an individual's behaviour. The variables in this theory possess a wide scope, allowing for detailed explanations of influences influencing behaviour. Employee performance in the workplace can encompass both ethical and immoral behaviour within the framework of ethical conduct. This study utilises perceived behavioural control, a variable from the theory, as the foundation for constructing a research model. This behaviour involves an individual assessing the level of ease, difficulty, or obstacles before engaging in an action. Examining the link between spritual intelligence and productivity, this study reframed conduct as a test of emotional and spiritual intelligence. According to the Theory of Planned Behaviour model, this study can only look at mental health as a moderating variable on real performance behaviour.

Spiritual Intelligence, Mental Health and Employee Performance

The capacity to derive meaning or insight from any difficulty is a hallmark of spiritual intelligence. Intelligence allows us to understand and interpret our behaviour and life within a more extensive and profound framework of significance, as well as to evaluate those who work under us. Some individuals' acts or lifestyles, according to Isti'anah et al (2017) hold more significance than others.

A person's emotional health and success at work might be influenced by their spiritual intelligence. Studies conducted by Azania and Naan (2021) and Isti'anah et al. (2017) provide evidence that supports the claim. Wahyuni and Bariyyah (2019) explored the relationship between spirituality and students' mental health in their study titled "Does Spirituality contribute to students' mental health?" stated that spiritual intelligence had an impact on mental health. Darvishzadeh & Bozorgi (2017) found no significant association between spiritual intelligence and mental health, since the data did not reveal a value greater than $p < 0.05$. Djara & Fanggidae (2020) found that spiritual quotient does not effect employee performance.

Emotional Intelligence, Mental Health and Employee Performance

Attaining a condition of mental well-being involves recognising emotional intelligence as a key component of emotional states. (Rizkyanti & Mastuti, 2022). Emotional intelligence can be viewed as the connection between emotions and the cognitive states that are cultivated. Emotion is the adaptive response to events in one's life. (Fusar-Poli, 2020). Emotional intelligence can impact an individual's mental well-being. Preceding studies that back up the statement are by Lawal et al (2018) and Wang (2020). Emotional intelligence is a component that influences the performance of employees, according to Djara & Fanggidae (2020).

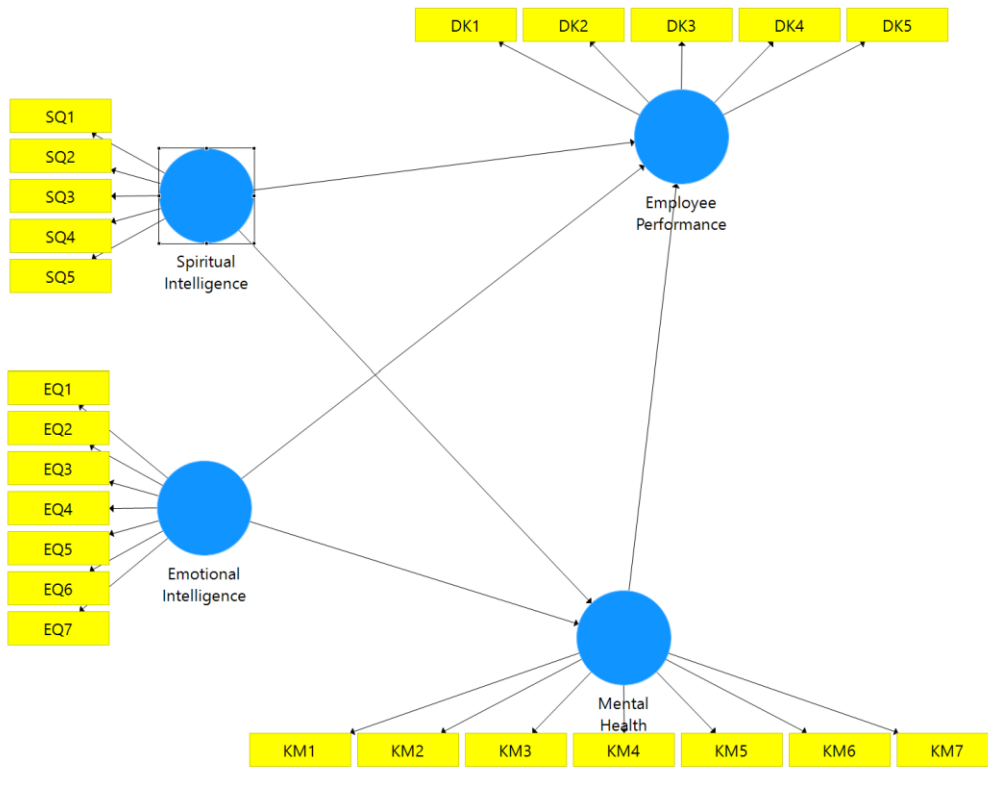


Figure 1. *Research Framework*

Hypothesis

The following is the research hypothesis, derived from the preceding discussion:

- H1: mental health and spiritual intelligence is correlated significantly
- H2: employee performance and spiritual intelligence is correlated significantly
- H3: mental health and emotional intelligence is correlated significantly
- H4: employee performance and emotional intelligence is correlated significantly
- H5: employee performance and mental health is correlated significantly

3. Data and Method

Researchers in this study used a survey approach, which entailed sending out questionnaires to gather information from workers. Included in this research variable are employee performance, mental wellbeing, emotional intelligence, and spiritual intelligence. Purposive sampling is utilises to choose research participants based on certain criteria that align with the research aims. This research attempts to investigate the influence of Spiritual Intelligence, Emotional Intelligence, Mental Health, and Employee Performance to evaluate a

predetermined hypothesis. An online questionnaire was created using Google Form and set to private access. Partial Least Squares Structural Equation Modelling (PLS-SEM) employs to examine the hypothesis due to its speculative nature in predicting the important components that impact mental health. Testing is conducted using smart-PLS 3.0 software.

4. Results

Model Testing

104 questionnaires were collected from employees in Jakarta for use in this research. Questionnaires were primarily received from respondents with an educational background of 87.5% having a bachelor's degree/profession and 6% having a Diploma. Roscoe (1975) asserted that size of 30 sample or more is adequate for a study.

Table 2. Reliability and Validity Construct

	rho_A	CA	AVE	CR
SQ	,779	,772	,520	,844
EQ	,806	,792	,446	,848
MH	,889	,862	,563	,897
P	,813	,776	,539	,850

All variables have values over 0.50 as seen on the table, indicating that they all pass the convergent validity test. As compared to its correlation with other variables, a variable's value with itself is higher. The discriminant validity test was successful for all variables. All of the variables pass the reliability test since their CR values are greater than 0.70.

Structural Model Testing

The R-squared value obtained from the smart-PLS analysis is displayed in Table 3. The table indicates that the coefficient of determination (r^2) for intention to employee performance is 0.414 (41.4%) and for mental health is 0.075. This indicates that the constructed model could only account for 41.4% of the variance in employee performance intention. Additional factors are required to provide a more detailed explanation of the employee's desire to perform.

Table 3. R-Square

	r-value
MH	0,075
EP	0,414

5. Discussion

Testing Hypothesis and Discussion

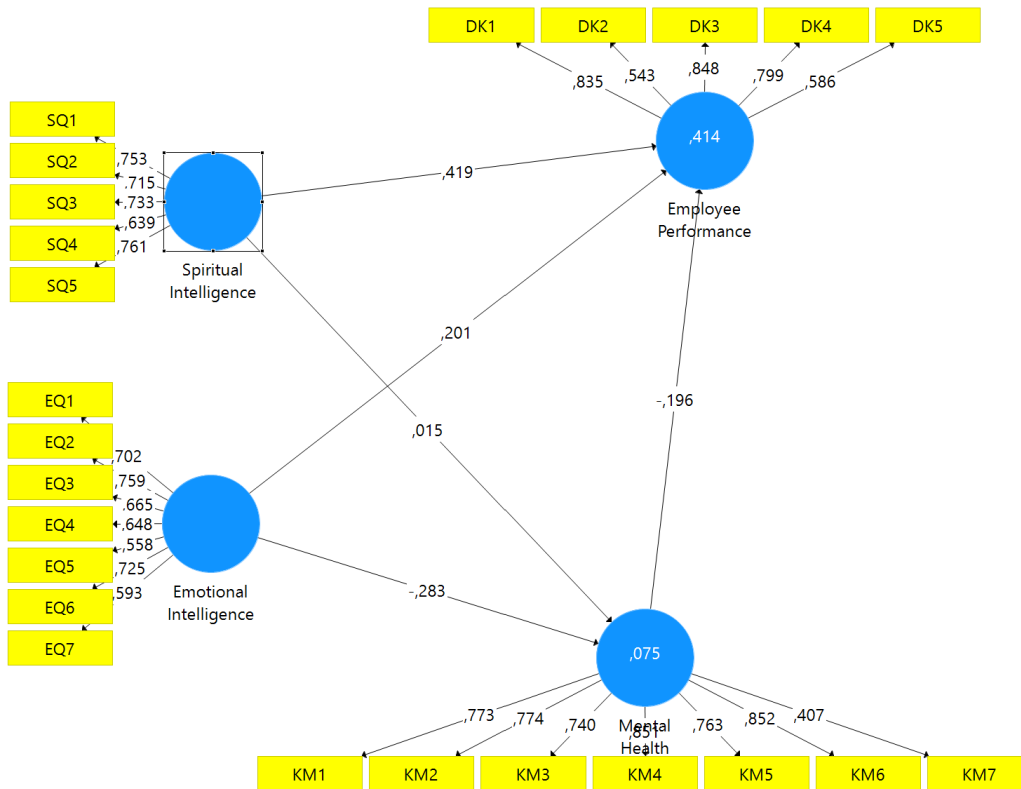


Figure 2. Research model

The findings of the hypothesis testing that was performed using smart-PLS are shown in Table 4 below.

Table 4. Testing of Hypothesis

	β	t	Prob.	Decision
SQ -> MH	,015	,106	,916	Not support
SQ -> EP	,419	3,570	,000	Support*
EQ -> MH	-,283	1,914	,056	Support**
EQ -> EP	,201	1,669	,096	Support**
MH -> EP	-,196	2,619	,009	Support*

**10% level of significant

*5% level of significant

Evidence from the tests showed that, at the 10% level of significance, the hypothesis that emotional intelligence had a positive effect on employees' intentions to perform well was correct. These results suggest that persons with emotional intelligence may still have the aim to enhance performance. Previous studies by Puradi (2016),

Dhani et al (2016), Dhani & Sharma (2017), and Jena & Goyal (2022) have shown that emotional intelligence enhances employee performance. Past research Emotional intelligence was found to have no significant effect on improving employee performance, according to Borman & Westi (2021).

The results indicated following hypothesis, proposing a detrimental impact of emotional intelligence on employees' mental health was supported at a 10% significance level. These results suggest that those with emotional intelligence may nonetheless experience lower mental health intentions. This conclusion is supported by previous research conducted by Wang (2020) and Lawal et al. (2018). An employee's emotional quotient influences their productivity, according to research by Djara and Fanggidae (2020).

The results show that mental health has a substantial effect and lend credence to the study's theory as an intervening variable. Planned conduct Theory, proposed by Ajzen in 1991, describes how influencing elements in the workplace lead to intentions and subsequent conduct. Ahmadi & Bakhshizadeh (2012), Hudin & Budiani (2021), Lu et al (2022), and Erwanto et al (2024) have all found a substantial association concerning mental health and employee performance.

The test results indicated that the hypothesis suggesting a beneficial impact of spiritual intelligence on employee performance intentions was supported at the 5% and 10% significance levels. Based on these findings, it seems that employees who possess spiritual intelligence may still strive to improve performance. The following research shows that raising a worker's spiritual intelligence has a favorable effect on their productivity. These studies were conducted by Tehubijuluw (2014), Saad et al (2015), Supriyanto (2019), Herdian et al (2020), Arif & Thariq (2021), Andika et al (2022), and Hussein et al (2022). Puradi (2016) conducted study that contradicts this result, indicating that spiritual intelligence does not enhance employee performance.

The test results did not significantly support the notion that spiritual intelligence positively affects employee mental health. These results suggest that employees with spiritual intelligence do not contribute to the improvement of employee performance. Prior studies by Charkhabi et al (2014), Isti'anah, Meiza, and Puspasari (2017), and Azania and Naan (2021) have highlighted the significance of spiritual intelligence in an employee's mental health. Nevertheless, their findings contradict the results of the current study. Darvishzadeh & Bozorgi (2017) and Wahyuni and Bariyyah (2019) argued that spiritual intelligence has no impact on mental health.

Conclusion

Individuals' possession of spiritual intelligence will essentially promote ethical behavior. Spiritual intelligence positively influences business culture and leader morale. Individuals that possess strong spirituality will encourage ethical conduct inside the organization, resulting in improved performance. An employee's mental well-being significantly impacts their performance. Spiritual intelligence and strong mental health can both contribute to employee effectiveness in the firm.

Management Implication

In most workplaces, employees are expected to control their emotions on the job. Noermijati's (2019) research indicates that employees with high emotional intelligence are able to regulate their conduct in the workplace. Anwar & Osman-Gani (2015) propose that employees who approach their work with happiness and enthusiasm possess spiritual intelligence. This study indicates that employees who exhibit high levels of spiritual intelligence are more likely to be engaged and proactive in the company's day-to-day operations, leading to improved performance. The HR Department should recommend a training and development program to staff in order to improve performance.

Thakur (2015) proposes that strong mental health is bolstered by robust spirituality. Employees who have developed their Spiritual Intelligence demonstrate a deep understanding of life, which positively impacts their work relationships and enhances their capacity to manage stress and other mental health conditions. According to Lu et al (2022), employee performance is influenced by an individual's mental health. This study emphasizes the need of recognizing mental health in the workplace. The HR Department should recommend to managers and employees to demonstrate empathy and compassion towards each other. Those with these qualities are likely to emerge as leaders in the workplace. It is advisable to consider organizing a team-building retreat.

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