

## ABSTRACT

The purpose of this research is to determine the influence of intellectual intelligence, emotional intelligence, spiritual intelligence on employee performance. This research was conducted at the Double-Six Luxury Hotel with a sample size of 76 employees. With the analytical techniques used are validity tests, reliability tests, classical assumption tests, which consist of normality tests, multicollinearity tests, and heteroscedasticity tests, multiple linear regression analysis, which includes partial correlation analysis, multiple correlation analysis, coefficient of determination analysis, t-test. test and f-test. The research results show that 1) intellectual intelligence has a positive and significant effect on employee performance at the Double-Six Luxury Hotel with a regression with a positive sign of 0.194, and  $t_{count1} 2.690 > t_{table} 1.993$  and a Sig value.  $0.009 < 0.05$ , 2) emotional intelligence has a positive and significant effect on employee performance at the Double-Six Luxury Hotel with a  $t_{count2}$  value of  $2.304 > t_{table} 1.993$  and the regression has a positive sign of 0.211 and a Sig value.  $0.024 < 0.05$ , 3) spiritual intelligence has a positive and significant effect on employee performance at the Double-Six Luxury Hotel, with the regression having a positive sign of 0.211,  $t_{count3}$  value  $2.243 > t_{table} 1.993$  and Sig.  $0.028 < 0.05$ , 4) simultaneously intellectual intelligence, emotional intelligence and spiritual intelligence have a positive and significant effect on employee performance seen from the regression equation which shows the regression coefficient is in the positive direction, namely  $Y = 2.116 + 0.194 X_1 + 0.211 X_2 + 0.200 X_3$ , as well as based on the results of the F test,  $F_{count} = 15,434 > F_{table} 2.73$  and a significant value of  $0,000 < 0.05$ . The magnitude of the influence of intellectual intelligence, emotional intelligence and spiritual intelligence is shown by the results of the determination analysis of 36.6% on employee performance, while the remaining 63.4% is influenced by other factors outside this research.

**Keywords :** Intellectual Intelligence, Emotional Intelligence, Spiritual Intelligence, Employee Performance

## ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh kecerdasan intelektual, kecerdasan emosional, kecerdasan spiritual terhadap kinerja karyawan. Penelitian ini dilakukan di Double-Six Luxury Hotel dengan jumlah sampel sebanyak 76 karyawan. Dengan teknik analisis yang dipakai uji validitas, uji reliabilitas, uji asumsi klasik, yang terdiri dari uji normalitas, uji multikolinearitas, dan uji heteroskedastisitas, analisis regresi linier berganda, yang meliputi analisis korelasi parsial, analisis korelasi berganda, analisis koefisien determinasi, uji t-test dan uji f-test. Adapun hasil penelitian menunjukkan bahwa 1) kecerdasan intelektual berpengaruh positif dan signifikan terhadap kinerja karyawan pada Double-Six Luxury Hotel dengan regresi bertanda positif 0,194, dan  $t_{hitung1} 2,690 > t_{tabel} 1,993$  dan nilai Sig.  $0,009 < 0,05$ , 2) kecerdasan emosional berpengaruh positif dan signifikan terhadap kinerja karyawan pada Double-Six Luxury Hotel dengan nilai  $t_{hitung2} 2,304 > t_{tabel} 1,993$  dan regresi bertanda positif 0,211 serta nilai Sig.  $0,024 < 0,05$ , 3) kecerdasan spiritual berpengaruh positif dan signifikan terhadap kinerja karyawan pada Double-Six Luxury Hotel, dengan regresi bertanda positif 0,211, nilai  $t_{hitung3} 2,243 > t_{tabel} 1,993$  dan nilai Sig.  $0,028 < 0,05$ , 4) secara simultan kecerdasan intelektual, kecerdasan emosional dan kecerdasan spiritual berpengaruh positif dan signifikan terhadap kinerja karyawan dilihat dari persamaan regresi yang menunjukkan koefisien regresi berada pada arah positif, yaitu  $Y = 2,116 + 0,194 X_1 + 0,211 X_2 + 0,200 X_3$ , serta berdasarkan hasil uji F, diperoleh  $F_{hitung} = 15,434 > F_{tabel} 2,73$  dan nilai signifikan  $0,000 < 0,05$ . Besarnya pengaruh kecerdasan intelektual, kecerdasan emosional, dan kecerdasan spiritual ditunjukkan oleh hasil analisis determinasi sebesar 36,6% terhadap kinerja karyawan, sedangkan sisanya sebesar 63,4% dipengaruhi oleh faktor lain diluar penelitian ini.

**Kata Kunci : Kecerdasan Intelektual, Kecerdasan Emosional, Kecerdasan Spiritual, Kinerja Karyawan**