

THE INFLUENCE OF INTELLECTUAL AND SPIRITUAL INTELLIGENCE ON MIDWIVES' PERFORMANCE (CASE STUDY IN PUBLIC HOSPITAL SINGAPARNA TASIKMALAYA)

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Abstract.

A good performance of midwife is certainly an expectation of all hospitals because at last their performance is expected to increase the hospital's performance. This study is aimed to examine the impact of intelligence and spiritual quotient to midwives performance of Singaparna, Tasikmalaya Regency Regional Public Hospital. Many study before, said that those quotients have a positive and significant influence towards employees performance. This study uses descriptive quantitative methods, which 89 midwife as a samples that chosen by inclusion and exclusion criteria and has been analyzed with Multiple Linear Regression method using SPSS 23 statistical software. The result of this study showed that intelligence and spiritual quotient are partially and simultaneously ($F_{test} = 97,208 > 3,103$) significant influence towards midwives performance ($0,000 < 0,05$). The implication of those quotient presents an important role in developing their performance either individually or simultaneously which in the end will increase the hospital's performance

Keywords: Intelligence Quotient, Spiritual Quotient, Midwives performances

INTRODUCTION

Human resource management is important in managing human resources based on a theory or science (Utamy, et al., 2020). Through human resource management, planning, organizing, implementing, and evaluating humans must be carried out (Mubarok, 2021). According to literature sources, it is explained that increasing company productivity can be regulated through the role of Human resource factors. Performance achievements made by employees can increase the success of a company. Based on this, it is known that as an employee in the company, of course, he must optimize his best regarding his performance for the progress of the company (Fadli, 2020).

One of the companies engaged in the health sector in Indonesia is the hospital (Islamey, 2016). According to the literature study, the hospital aims to provide a supporting service, referral, or basic health service provided by private companies or the government directly. The health and safety of patients is a fairly important task and is carried out directly by the hospital (Tadda et al., 2022). In the field of health services, there are several supporting professions, including pharmacists, nurses, midwives, and doctors, who work together with several health organizations. One of the services available at the hospital is the process of childbirth, assisted by doctors or midwives (Hayati et al., 2018).

The level of professionalism of a human being is influenced by several factors, one of which is intellectual intelligence (Swandewi et al., 2024). In the midwifery profession, intellectual intelligence can be interpreted as a service provided to mothers who will give birth related to the direct ability of a midwife to carry out the tasks she will carry out. Apart from intellectual intelligence, a midwife must also pay attention to spiritual intelligence (Sugandini, 2018). According to the literature study, the function of spiritual intelligence itself is as an emotional balancer. Through this intelligence, a midwife will be able to work better, be farsighted, and think creatively. In solving several kinds of problems, someone who has spiritual intelligence is able to solve them by using several spiritual sources (Christanti & Anwar, 2019).

According to data from the Ministry of Health, the number of hospitals in Indonesia in 2019 was 2846, with a division by class, namely class C with the most: 1436 (52.1%), class D with 763 (27.1%), class B with 409 (14.6%), an undetermined class with 149 (4.2%), and class A with 67 (2.1%). Singaparna Hospital of Tasikmalaya Regency is one of the type C hospitals that is quite important in Tasikmalaya Regency because it is the only referral for all primary health facilities in Tasikmalaya Regency. Singaparna Hospital has an interest in having good performance in service to the community (Irawan, 2022). One of the paramedics at Singaparna Hospital is a midwife. Good midwife performance will certainly have positive implications for overall hospital performance. There are many factors that may affect the performance of midwives at work, one of which is the intellectual and spiritual intelligence possessed by the midwife. The better the intellectual and spiritual intelligence possessed by midwives, it is estimated that their performance will also be better.

Researchers made initial observations in the HRD section of the Singaparna Hospital, Tasikmalaya Regency. Based on preliminary interviews, information was obtained that, basically, the performance of midwives at the Singaparna Hospital, Tasikmalaya Regency, was still not in accordance with the expectations of management. There were many factors that could affect the performance of midwives, one of which was the intellectual and spiritual intelligence possessed by the midwife concerned. The HRD of the Singaparna Hospital of Tasikmalaya Regency believes that the intellectual intelligence of midwives is still not optimal; this is reflected in the average value of the academic potential test (TPA), which is still relatively in the sufficient category. Likewise, with spiritual intelligence, where the HRD still assesses the spiritual intelligence of the midwives at Singaparna Hospital, Tasikmalaya Regency is still not optimal either.

Referring to this phenomenon, research on the influence of intellectual and spiritual intelligence on midwife performance deserves to be studied more deeply. As stated in Law No. 44 of 2009 concerning hospitals, every hospital must provide maximum service where one of the health workers in the hospital is a midwife. The better the quality of midwives owned by the hospital, of course, the hospital service will be even better.

Through the explanation above, the author took the title "The Influence of Intellectual and Spiritual Intelligence on Midwife Performance (Case Study at Singaparna Tasikmalaya Hospital)." The purpose of this article is to provide analysis results related to the influence of intellectual and spiritual intelligence on the performance of midwives at Singaparna Tasikmalaya Hospital.

METHODS

The writing method in this study uses a quantitative and descriptive approach. The data source used is sourced from primary and secondary data. The research was conducted at

Singaparna Tasikmalaya Hospital. The population of this study was midwives at Singaparna Hospital, with a total of 89 subjects. Samples taken must meet the inclusion and exclusion criteria. These inclusion criteria include respondents working as midwives in Singaparna hospital and midwives who are in the poned room, treatment, VK, perinatology, and pediatric poly. While the exclusion criteria here are respondents who are not willing to be respondents.

Primary data is obtained from questionnaire responses from respondents. Secondary data is obtained from measuring the intellectual intelligence variable using the Academic Achievement Test that has been carried out by midwives at the Singaparna Hospital, Tasikmalaya Regency, while midwife performance is obtained based on monitoring midwife performance based on indicators set by the Singaparna Hospital, Tasikmalaya Regency. Data collection techniques are obtained from observation, documentation, and questionnaires. After the data is collected, it is continued through data analysis techniques, which include hypothesis testing, classical assumption testing, correlation analysis, and coefficient of determination analysis.

RESULTS AND DISCUSSION

Result

Intellectual intelligence is the use of several thinking tools to understand things related to individual potential abilities. The following table describes the results of intellectual intelligence research in the research process.

Table 1
Respondents' Responses Regarding Intellectual Intelligence

No	Question	Answer					Skor	%	Ket.
		5	4	3	2	1			
1	Are you able to calculate quickly and precisely regarding services?	6	38	31	14	0	303	68,1%	Good
2	Are you able to easily understand the reading or hear the patient's complaints?	8	33	38	9	1	305	68,5%	Good
3	Are you able to visually distinguish each midwife's work instructions well?	10	39	23	15	2	307	69,0%	Good
4	Are you able to think logically in dealing with patients?	11	33	38	6	1	314	70,6%	Good
5	Are you able to use logic in making health arguments?	7	39	24	14	5	296	66,5%	Fair
6	Are you able to envision and understand any anxiety that may arise in the patient?	5	26	29	25	4	270	60,7%	Fair
7	Do you have a good memory for handling the same case based on your previous case experience?	6	45	27	9	2	311	69,9%	Good
Total							2106	67,6%	Fair

Numerical intelligence in Table 1 above relates to respondents' responses to the assessment of the numerical intelligence dimension, which obtained a score of 303, or 68.1% (good). In the assessment of the verbal comprehension dimension, a score of 305, or 68.5% (good), was obtained. Assessment of the Perceptual Speed dimension obtained a score of 307, or 69.0% (good). In the assessment of the inductive reasoning dimension, a score of 314, or 70.6% (good),

was obtained. The deductive reasoning dimension assessment obtained a score of 296, or 66.5% (fair). Assessment of the visualization dimension obtained a score of 270, or 60.7% (good enough). Assessment of the memory dimension obtained a score of 311, or 69.9% (good).

In the aspect of numerical intelligence, the highest number was obtained as many as 38 respondents (score 152, or 50.2%) answered in the capable category. From the observations made, several midwives were able to quickly calculate the gestational age of the drug dose because the group of midwives had been working as midwives for a long time and were often accustomed to calculating these numbers quickly.

In the aspect of herbal understanding, the highest number was obtained as many as 39 respondents (score 114, or 49.8%) answered in the quite capable category. From the observations made, some midwives are quite capable of easily understanding the reading and hearing of patient complaints. Because this group of midwives is more often directly dealing with anamnesis and physical examination of patients, this group of midwives also has their own practice at home, so they are more often directly dealing with patients.

In the aspect of speed of perception, the highest number was obtained as many as 39 respondents (score 156, or 50.8%) answered in the capable category. From the observations made, several midwives were able to quickly visually distinguish each work instruction because this group of midwives had worked as midwives for a long time, especially in hospitals, and often had direct contact with obstetricians.

In the aspect of inductive reasoning, the highest number was obtained as many as 45 respondents (score 114, or 36.3%) answered in the quite capable category. From the observations made, some midwives are quite capable of thinking logically in dealing with patients, because this group of midwives is more often in direct contact with patients related to anamnesis and physical examination of patients.

In the deductive reasoning aspect, the highest number was obtained as many as 39 respondents (score 156, or 52.7%) answered in the capable category. From the observations made, some midwives who are able to use logic in providing health arguments are several groups of midwives who work in Ponok IGD because these midwives are often in direct contact with patient referrals from outside the hospital and are often in direct contact with patient families regarding patient information and others..

In the aspect of visual visualization, the highest number was obtained as many as 29 respondents (score 156, or 32.2%) answered in the quite capable category. From the results of the interviews conducted, some midwives are able to imagine and understand any anxiety that may arise in patients because this group of midwives has been working as a midwife for a long time, especially in hospitals, and often has direct contact with patients and patients' families.

In the aspect of memory, the highest number was obtained as many as 45 respondents (score 180, or 57.9%) answered in the capable category. From the observations made, some midwives who have good memory are related to handling the same cases according to previous case experience, because this group of midwives has been working as a midwife for a long time, especially in hospitals, and is almost always exposed to the same cases and diagnoses in patients who seek treatment.

Table 2
Respondents' Responses on Intellectual Intelligence Variable Dimensions

No	Dimensi	Skor Aktual	Skor Ideal	%	Ket.
1	Number Intelligence	303	445	68,1%	Good
2	Verbal comprehension	305	445	68,5%	Good
3	Speed of Perception	307	445	69,0%	Good
4	Inductive Reasoning	314	445	70,6%	Good
5	Deductive Reasoning	296	445	66,5%	Fair
6	Visual Visualization	270	445	60,7%	Fair
7	Memory	311	445	69,9%	Good
Kecerdasan Intelektual		2106	3115	67,6%	Fair

In Table 2, it is known that the actual score of intellectual intelligence is 2106, or 67.6%, including the good enough category, which shows that intellectual intelligence has not been maximized. The dimension of intellectual intelligence with the lowest percentage is the visual visualization dimension. While the dimension of intellectual intelligence with the highest percentage is inductive reasoning,.

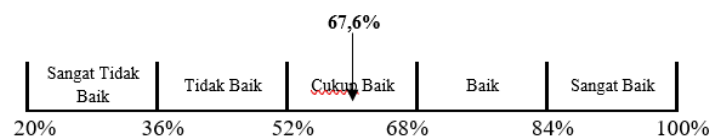


Figure 1
Intellectual Intelligence Variable Score Interpretation

In Figure 1, it is known that intellectual intelligence is included in the "good enough" category. This shows that the ability of midwives in Singaparna Hospital, Tasikmalaya Regency, to be aware of their own duties as health service providers for pregnant women who are about to give birth and to recognize their feelings and those of their patients is considered good enough. Based on the table above, it is known that the statement regarding "the ability of midwives to think logically in dealing with patients." obtained the highest percentage score value among other statements. While the statement regarding "the ability to imagine and understand any anxiety that may arise in patients" is the statement that has the lowest percentage, this needs to be a concern for the Singaparna Hospital, Tasikmalaya Regency.

Table 3
Descriptive Analysis of Potential Academic Score

N	Minimum	Maximum	Mean	Std. Deviation
89	403	707	530,52	65,53

The academic potential score obtained by midwives at Singaparna Hospital, Tasikmalaya Regency ranges from 403 to 707 where the average academic potential score is 530.52 with a standard deviation of 65.53. This shows that the average TPA score is in the range of scores categorized as sufficient.

Furthermore, spiritual intelligence is the intelligence of the heart that relates to the inner quality of a person; this intelligence directs people to act more humanely. The following is Table 4 describing related spiritual intelligence data, namely:

Table 3
Respondents' Responses Regarding Spiritual Intelligence

No	Question	Answers					Score	%	Info.
		5	4	3	2	1			
1	Are you able to be flexible in dealing with patient issues and complaints?	4	33	33	18	1	288	64,7%	Fair
2	Are you able to look at patient and family questions from different angles?	6	41	33	8	1	310	69,7%	Good
3	Are you able to relate well with others who have different opinions (fellow midwives or other medical personnel)?	3	37	32	9	8	285	64,0%	Fair
4	Are you willing to accept shortcomings related to the evaluation or feedback given to you?	2	35	39	11	2	291	65,4%	Fair
5	Are you able to accept realities that are not as expected? (patient care, relationships with coworkers)	2	42	32	8	5	295	66,3%	Fair
6	Are you able to reflect and correct what has happened?	5	19	38	21	6	263	59,1%	Fair
7	Are you able to deal with work pressure wisely?	5	44	27	10	3	305	68,5%	Good
8	Are you able to bounce back from problems quickly?	4	41	28	15	1	299	67,2%	Good
9	Are you able to learn from past failures and move beyond them?	4	31	42	11	1	293	65,8%	Fair
10	Are you able to manage your fear at work well?	7	42	29	11	0	312	70,1%	Good
11	Are you able to be patient in the face of everything?	4	28	35	14	8	273	61,3%	Fair
12	Do you have a stable and good vision, values and life principles?	10	33	33	10	3	304	68,3%	Good
13	Are you able to go the extra mile to get the maximum results?	1	30	38	19	1	278	62,5%	Fair
14	Do you know your purpose in life?	3	32	37	14	3	285	64,0%	Fair
15	Are you selective and careful in considering everything?	2	34	38	13	2	288	64,7%	Fair
16	Are you able to be open to criticism and suggestions from others?	2	33	32	19	3	279	62,7%	Fair
17	In solving problems, are you able to see work problems as a whole and integrated?	0	42	26	19	2	286	64,3%	Fair
18	In solving problems, are you able to see work problems as a whole and integrated?	4	39	28	16	2	294	66,1%	Fair
19	Are you not satisfied with the initial explanation and always want to ask questions?	6	39	24	16	4	294	66,1%	Fair
20	Do you understand the meaning behind the rules?	3	37	33	14	2	292	65,6%	Fair

No	Question	Answers					Score	%	Info.
		5	4	3	2	1			
21	Are you paying attention to something that is happening and asking why it is happening?	2	37	29	18	3	284	63,8%	Fair
22	Can you be trusted by your leaders to do your job well?	8	35	29	16	1	300	67,4%	Fair
23	Are you capable of taking responsibility?	6	36	31	13	3	296	66,5%	Fair
Total Score Spiritual Intelegence							6694	65,4%	Fair

Respondents' responses to the assessment of the dimensions of the ability to be flexible obtained a score of 883, or 66.1% (fair). The assessment of the dimension of a high degree of self-awareness obtained a score of 849, or 63.6% (fair). The assessment of the dimension of ability to deal with suffering obtained a score of 897, or 67.2% (fair). The assessment of the dimension of ability to deal with fear obtained a score of 585, or 65.7% (fair). The assessment of the quality of life dimension inspired by vision and values obtained a score of 867, or 64.9% (fair). The assessment of the dimension of reluctance to do harmful things obtained a score of 567, or 63.7% (fair). The assessment of the dimension of the tendency to see the interconnectedness of various things obtained a score of 580, or 65.2% (fair). Assessment of the dimension of the tendency to ask "why" or "what if" obtained a score of 870, or 65.2% (fair).

In the dimension of the ability to be flexible, it is known that the highest number is obtained in the indicator that the respondent is able to review the questions of patients and families of patients from various angles, with a score of 310, or 69.7%, answered in the good category. From the observations made, the assessment of the indicator with the highest score is because the midwife is classified as a midwife who has worked in the hospital for a long time and is often in direct contact with the patient's family, especially those asking about information related to the patient's illness.

In the dimension of a high degree of awareness, it is known that the highest number is obtained in the question or indicator that the respondent is able to accept the reality that does not match expectations regarding patient service and relationships with coworkers, with a score of 295 or 66.3% answering in the good enough category. From the observations made, the assessment of the indicator with the highest score is due to the fact that midwives are classified as midwives who have worked in the hospital for a long time and often have good relations with midwife coworkers.

In the dimension of ability to deal with something, it is known that the highest number is obtained in the question or indicator that the respondent is able to deal with work pressure wisely, with a score of 305, or 68.5%, answering in the good category. From the observations made, the assessment of the indicator with the highest score is because the midwife is classified as a midwife who has worked in the hospital for a long time and is often in direct contact with patients and patients' families.

In the "Ability to Deal with Fear" dimension, it is known that the highest number was obtained in the question or indicator that the respondent was able to manage fear when working well, with a score of 312 or 70.1% answered in the good category. From the observations made, the assessment of the indicator with the highest score is because the midwife is classified as a midwife who has worked in the hospital for a long time and is often in direct contact with patients related to anamnesis and physical examination of patients.

In the dimension of "Quality of Life Inspired by Vision and Values," it is known that the highest number is obtained in the question or indicator that respondents have a stable and good vision, values, and principles of life, with a score of 304, or 68.3%, answered in the good category. From the observations made, the assessment of the indicator with the highest score is because the midwife is classified as a midwife who has worked in the hospital for a long time and is often in direct contact with patients related to anamnesis and physical examination of patients.

In the "Reluctant to Do Harmful Things" dimension, it is known that the highest number was obtained in the question or indicator that the respondent was selective and careful in considering everything, with a score of 288 or 64.7% answered in the sufficient category. From the observations made, the assessment of the indicator with the highest score is because midwives are classified as midwives who have worked in hospitals for a long time and often have direct contact with specialists, so they are more often evaluated regarding therapy or what actions are taken against patients.

In the dimension of "Tendency to See the Linkage of Various Things," it is known that the highest number is obtained in the question or indicator that the respondent is able to solve a problem based on previous experience, with a score of 294 or 66.1% answered in the sufficient category. From the observations made, the assessment of the indicator with the highest score is that midwives are classified as midwives who have worked in hospitals for a long time and are often exposed directly to patient cases.

In the dimension of "Tendency to Ask Why or What If," it is known that the highest number was obtained in the question or indicator that the respondent was not satisfied with the initial explanation and always wanted to ask, with a score of 294 or 66.1% answered in the sufficient category. From the observations made, the assessment of the indicator with the highest score is because midwives are classified as midwives who have been working in hospitals for a long time and often have direct contact with general practitioners and specialists regarding the writing of therapy advice, which is sometimes illegible.

In the "Full of Devotion and Responsibility" dimension, it is known that the highest number is obtained in the question or indicator that the respondent can be trusted by the leadership to carry out tasks properly, with a score of 300, or 67.4%, answered in the sufficient category. From the observations made, the assessment of the indicator with the highest score is because the midwife is classified as a midwife who has worked in the hospital for a long time and is often given direct responsibility by the head of the room regarding the mandatory tasks in each installation.

Table 5
Responses on the Dimensions of the Spiritual Intelligence Variable

No	Dimensi	Skor Aktual	Skor Ideal	%	Ket.
1	Ability to be flexible	883	1335	66,1%	Fair
2	High degree of self-awareness	849	1335	63,6%	Fair
3	Ability to deal with suffering	897	1335	67,2%	Fair
4	Skills to deal with fear	585	890	65,7%	Fair
5	Quality of life inspired by vision and values	867	1335	64,9%	Fair
6	Reluctant to do harmful things	567	890	63,7%	Fair
7	Tendency to see the interconnectedness of things	580	890	65,2%	Fair

8	Tendency to ask "why" or "what if"	870	1335	65,2%	Fair
9	Full of devotion and responsibility	596	890	67,0%	Fair
Spiritual Intelegance		6694	10235	65,4%	Cukup

The actual spiritual intelligence score of 10235, or 65.4%, is in the good enough category, which shows that spiritual intelligence has not been maximized. The dimension of spiritual intelligence that has the lowest percentage is the dimension of a high degree of self-awareness. While the dimension of spiritual intelligence that has the highest percentage is the ability to deal with suffering,.

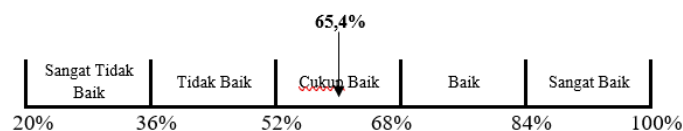


Figure2

Score interpretation spiritual intelegance

In Figure 2, it is known that spiritual intelligence is included in the "good enough" category. This shows that the heart intelligence of midwives in the Singaparna Hospital, Tasikmalaya Regency, is related to inner quality and directs them to act more humanely. Based on the table above, it is known that the statement regarding "the ability of midwives to manage fear when working well." obtained the highest percentage score value among other statements. While the statement regarding "the ability to reflect on and correct events that have been experienced" has the lowest percentage, this needs to be a concern for the Hospital Singaparna Tasikmalaya Regency.

Tabel 6

Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Kecerdasan Intelektual	,523	1,912
Kecerdasan Spiritual	,523	1,912

a. Dependent Variable: Kinerja Bidan

Based on this data, it is known that the VIF value is <10 and the tolerance value is >00.1, so it can be concluded that there is no multicollinearity. Furthermore, testing continues on the normality of the data, namely:

Table 7
Normality Test

		Unstandardized Residual
N		89
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	6,31760623
Most Extreme Differences	Absolute	,081
	Positive	,081
	Negative	-,050
Test Statistic		,081
Asymp. Sig. (2-tailed)		,200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

In this table, it is known that the significant value > 0.05 is 0.200, so it is known that the data is normally distributed. Then the test continues with heteroscedasticity testing..

Table 8
Heteroscedasticity Test

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	5,975	2,669		2,239	,028
	Kecerdasan Intelektual	-,028	,129	-,033	-,221	,826
	Kecerdasan Spiritual	-,007	,046	-,021	-,140	,889

a. Dependent Variable: abs res1

Based on the table above, it can be seen that none of the independent variables is stated to be significant to the absolute value of the residual, so the assumption of no heteroscedasticity or homoscedasticity has been fulfilled..

Table 9
Autocorelation Test

	Standardized Residual
Test Value ^a	,03307
Cases < Test Value	44
Cases >= Test Value	45
Total Cases	89
Number of Runs	47
Z	,321
Asymp. Sig. (2-tailed)	,748

a. Median

Based on the results of the above analysis, it is known that the asymp.sig value is 0.748 greater than alpha 0.05, so it is concluded that there is no autocorrelation. Furthermore, the following are the results of the regression coefficient model.

Table 10
Coefficient Regression

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	8,098	4,147	
Kecerdasan Intelektual	1,005	,200	,414
Kecerdasan Spiritual	,429	,072	,491

a. Dependent Variable: Kinerja Bidan

The linear regression equation is $Y = 8.098 + 1.005 (X1) + 0.429 (X2)$, so: $b_0 = 8.098$, meaning that intellectual intelligence and spiritual intelligence are worth zero, so the performance of midwives at Singaparna Hospital, Tasikmalaya Regency, is worth 8.098. $b_1 = 1.005$ means that intellectual intelligence has a positive influence direction, which shows an increase in intellectual intelligence by 1 unit. If other variables are constant, then the performance of midwives at Singaparna Hospital, Tasikmalaya Regency, will increase by 1.005. $b_2 = 0.429$, meaning that spiritual intelligence has a positive direction of influence, which shows an increase in spiritual intelligence by 1 unit, and other variables are constant, such as the performance of midwives at Singa Hospital.

Table 11
Coefficient Autocolleration

		Kecerdasan Intelektual	Kecerdasan Spiritual
Kinerja Bidan	Pearson Correlation	,753**	,777**
	Sig. (2-tailed)	,000	,000
	N	89	89

From the results above, it can be seen that the variables that have a higher level of correlation with midwife performance are the spiritual intelligence variable with a correlation coefficient of 0.777 and the intellectual intelligence variable with a correlation coefficient of 0.753, both of which provide a strong positive relationship with midwife performance.

Table 12
Coeff Determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.833 ^a	.693	.686	6,39064	1,951

a. Predictors: (Constant), Kecerdasan Spiritual, Kecerdasan Intelektual

b. Dependent Variable: Kinerja Bidan

In the table, it is known that the R^2 value is 0.693. Based on this, it is known that intellectual intelligence and spiritual intelligence are 69.3%, while the remaining 30.7% are explained by other causes outside the model.

Table 13
ANOVA Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7940,047	2	3970,024	97,208	,000 ^b
	Residual	3512,269	86	40,840		
	Total	11452,316	88			

a. Dependent Variable: Kinerja Bidan

b. Predictors: (Constant), Kecerdasan Spiritual, Kecerdasan Intelektual

Based on the table above, it is known that the F_{count} value is greater than the F_{table} ($97.208 > 3.103$). Apart from that, the significance value obtained is 0.000, which is smaller than the level of confidence ($0.000 < 0.05$), so intellectual intelligence and spiritual intelligence have a level of significance for midwife performance, or, in other words, There is a significant influence between intellectual intelligence and spiritual intelligence simultaneously on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency. This is in accordance with research conducted by Anis Choiriah (2013) with the results that intellectual and spiritual intelligence simultaneously influence employee performance in the office, that someone with a high IQ and SQ is able to solve problems well, is more resistant to stress, and gets up easily when they fail to solve the problem.

Table 14
Regression Test

Model	Unstandardized Coefficients		t	Sig.
	B	Std. Error		
1 (Constant)	8,098	4,147	1,953	,054
Kecerdasan Intelektual	1,005	,200	5,016	,000
Kecerdasan Spiritual	,429	,072	5,945	,000

a. Dependent Variable: Kinerja Bidan

In this table, it is known that the significance value is 5%, so the ttable value of the two-party t distribution ttable value is 1.988. To make it easier to understand the test criteria, the tcount and ttable values are compared.

Testing for the first hypothesis, namely the influence of intellectual intelligence on the performance of midwives at the Singaparna Hospital, Tasikmalaya Regency, obtained a tcount value of 5.016 with a ttable of 1.988, so because the tcount value > from ttable, namely $5.016 > 1.988$, apart from that, the asymp.sig value was $0.000 < 0.05$, so H_0 was rejected, which means that intellectual intelligence has a significant effect on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency. The positive regression coefficient indicates that the higher the intellectual intelligence, the higher the impact on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency.

The research results are similar to those of Snell & Morris (2014) who explained that completing work for employees who have high abilities will be easier and faster to complete. Likewise, Eysenck's (2011) theory explains that high IQ employees make it easier to produce good work. Because employees who have a high IQ find it easier to obtain information or knowledge. Based on this, it is known that work readiness is influenced by attitudes and skills.

Apart from that, the research results are also in line with Mulyani's (2016) explanation that employees' good work results and performance can be influenced by intellectual intelligence, which can be seen in the quantity or quality of the hospital. According to Aziz (2016), intellectual intelligence does not have a significant effect on employee performance; according to the results of his research, high IQ, if accompanied by other factors such as work motivation and poor work stress, will not improve performance.

Testing the second hypothesis, namely the influence of spiritual intelligence on the performance of midwives at the Singaparna Hospital, Tasikmalaya Regency, it was found that the tcount value was 5.945 with a ttable of 1.988, so because the tcount > than ttable, namely $5.945 > 1.988$, apart from that, the asymp.sig value was $0.000 < \alpha 0,05$ so that H_0 is rejected, which means that spiritual intelligence has a significant influence on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency.

The positive regression coefficient indicates that the higher the spiritual intelligence, the higher the impact on improving the performance of midwives at Singaparna Hospital, Tasikmalaya Regency. Spiritual intelligence is closely related to medical and paramedical personnel, one of which is midwives, because spiritual intelligence gives individuals a sense of morality. The research results are in line with Goleman's (2003) theory, which explains that employees can express their own potential. Apart from that, the research results are also in line with Handayani et al. (2014), which explain that employee performance is influenced by spiritual intelligence..

CONCLUSIONS

Through the explanation above, conclusions can be drawn (1) The level of intellectual intelligence of midwives at Singaparna Hospital, Tasikmalaya Regency is included in the sufficient category; (2) The level of spiritual intelligence of midwives at Singaparna Hospital, Tasikmalaya Regency is included in the sufficient category; (3) The performance level of midwives at Singaparna Hospital, Tasikmalaya Regency is included in the sufficient category; (4) Partially, intellectual intelligence has a significant effect on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency; (5) Partially, spiritual intelligence has a significant influence on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency; (6) Simultaneously there is an influence of 83.3% (high) intellectual intelligence and spiritual

intelligence on the performance of midwives at Singaparna Hospital, Tasikmalaya Regency, while the remaining 16.7% is the influence of other variables that are not observed.

Some of the suggestions written through the results of this research are that the level of spiritual intelligence of midwives at Singaparna Hospital, Tasikmalaya Regency, is included in the sufficient category, but there are still indicators that are considered not good, namely regarding the ability to reflect on and correct events that have been experienced. This can be improved by giving midwives the opportunity to try different experiences for each case experienced by the patient.

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