

IMPLEMENTATION OF SELF EFFICACY AND SPIRITUAL INTELLIGENCE AGAINST HUMAN CAPITAL EMPLOYEE IN SIDOARJO IN CREATIVE INDUSTRIES

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Abstract

This study uses independent variables of self efficacy and Spiritual intelligence as well as dependent variables bound to human capital. This study included in this type of research surveys that are used for the purpose of explanation or confirmatory, or also called research for testing hypotheses to explain the influences between variables or causal relationships between variables through hypothesis testing. A sample of these studies amounted to 117 respondents consisting of employees of the creative industries in Sidoarjo. Sampling techniques in the study was done by the method of random proportional sampling. The data obtained through the distribution and collection of returned questionnaires and then analyzed using SPSS. The purpose of this research is to identify the implementation of self efficacy and Spiritual Intelligence to the Human Capital Creative Industry In Sidoarjo. The purpose of this research was also to find out how the perceptions of the respondents of self efficacy, spiritual intelligence and human capital acquired through studies by creating design models. A model of the relationships between the variables examined produce self efficacy and spiritual intelligence has an important relationship to the employee's human capital creative industries in Sidoarjo. The results of this study also has important meanings especially for creative industries in Sidoarjo in applying self efficacy and Spiritual intelligence so that human capital increases.

Keywords: Self Efficacy, Spiritual intelligence and Human Capital.

INTRODUCTION

Background

The concept of self efficacy is actually the core of social cognitive theory advanced by Albert Bandura that emphasizes the role of observational learning, social experience, and reciprocal determinism in the development of personality. According to Bandura (in Jess Feist & Feist, 2010:212) Self efficacy is the belief in one's ability to perform some form of control over one's own functions and happenings in the environment.

Employees with self-efficacy believe they are able to do something to change the events around it, whereas a person with low self efficacy considers itself essentially incapable of working on everything around him. In a difficult situation, people with low efficacy tend to easily give up. While with a person with high self efficacy would try harder to overcome all the difficulties and challenges that exist. Bandura (Santrock, 2007:286) say that influential self efficacy have great influenced to the behavior.

Baron and Byrne (Ghufron, 2010:74), define the efficacy evaluation of myself as a person about her abilities or competence to perform a task, achieve goals, and overcoming obstacles. Bandura and Woods (Ghufron, 2010:75), explains that the self-efficacy refers to the belief in the ability of individuals to drive the motivation, cognitive ability and actions required to meet the demands of the situation.

Daft (Khayati 2015:246-247), self-efficacy is the capacity to perform the corresponding procedure success, think of myself as an individual. A person is said to be effective if the individual can solve the problem effectively, maximizing opportunity and its potential as well as continuous learning. When individuals are aware of the need to develop, the effectiveness of which owned tends to increase.

Alwisol (2009:287) stated that the self efficacy as self perception about how good self can function in certain situations, self efficacy is associated with the belief that the self has the ability of doing the expected action. Endrawan (2009:60) suggests that the impact of spirituality on the individual is the formation of a new mentality characterized by an orientation more holistic, altruistic, service to mankind, a commitment to the truth and other forms of behavior, as well as other sublime sense of self (self awareness). Self-monitoring, optimism, encouragement to do the best, and initiatives, which all of them were associated with self management, is also another impact of spiritualization. That kind of mentality is vital for accelerated change in the company.

Zohar and marshall (Endrawan, 2009:60) formulated what is spiritual intelligence (abbreviated quotient or spirituality SQ): "intelligence to solve the question of meaning and value, i.e. the intelligence to put life and behavior in the context of a broader meaning and rich, intelligence to rate that person's action or way of life more meaningful compared to the other". Other research shows that employees who have high spiritual intelligence and supported a work environment which is also spiritual, positively becoming more creative, have a high job satisfaction, able to work well in a team, and have a high commitment to organizations and attitudes is expected to become the culture of the company or corporate culture, which is not only a slogan, but as values in the day to day operation. In other words, the resulting output is *Akhlakul Karimah*, or SQ. So hopefully will be able to produce a high performance, which in the end will be achieved progress and success of the company with a human resources (HR).

Achievement of high human capital more quickly and cheaply, only human capital development programs focused in an amount slightly less than 10% of the employees in the work location. This will be more efficient spending for human resources programs. There are two keys in the development of human capital, namely:

1. Humans are assets that have value are enhanced through investment. In human capital, it aims to maximise the value of your organization by setting up risk. If the value is increased, then the human quality is increased.
2. Human capital Policies must comply with the Organization's vision and mission support, core value and purpose of the organization.

Measurement of human capital is more thorough than the managerial measurements with measurements of the traditional financial perspective, this is due to:

1. Management responsibilities at the present moment is the information based on the activity of the works which is a thing to be included with the financial data.
2. Financial Data to tell what has happened. Human capital data inform of why this happens.
3. If want to manage the future, from the time before it needs intervening indicators.

There are three types of data namely organizational, relational and human that must be integrated in the organizational measurements:

1. Data organization inform the ownership of the company.
2. Rational Data informed that conditions outside the organization such as customers, competitors, the market and the needs of other stakeholder of these desires.
3. Human Data inform how active assets namely the man running the organizations to achieve the goals.

If we want to understand how these relate to each other mutual support and direct, then the concept is called intellectual capital.

Special Purpose

Based on the explanation in the background note that, in General, this research aims to improve the implementation of the organizational citizenship behavior and Spiritual intelligence to the Human Capital employee's on creative industries in Sidoarjo. As the County seeks to be a Centre for Small Medium Enterprises (small and medium sized Businesses, micro) in Jawa Timur, Sidoarjo certainly will continue to embrace the creative industries as one of the drivers of Small Medium Enterprises. Organizational citizenship behavior and spiritual intelligence was instrumental in the development of creative industries in Sidoarjo.

Spiritual intelligence is feeling connected with oneself, others and the universe as a whole. At a time when people work, then he is required to direct its intellectual, but a lot of things that make someone happy with her work. A worker can show its own resources when he himself gets the opportunity to express the whole potential as human beings. It can appear when someone can interpret each his job and can align between emotions, feelings and the brain. Spiritual intelligence teaches people to express and give meaning to each of his actions, so if you want to display good performance then needed spiritual intelligence (Munir, 2000:32). Therefore, the specific purpose of the research was:

1. Analyzes how self efficacy affects human capital employee of creative industries in Sidoarjo.
2. Analyzes how spiritual intelligence to human capital Employee creative industries in Sidoarjo.

The Urgency (Virtue) Research

Someone who carries the meaning of spirituality in his work life and his work will feel more meaningful. This encourages and motivates him to further enhance human capital, so that in a career he can progress further. Spiritual intelligence can be developed by any person. The importance of spiritual intelligence in the world of work, then some organizations create method to fill the spiritual needs and training in order to encourage the behavior of their employees so that work better, so that every employee can enhance human capital more optimal. Spiritual intelligence owned everyone is not the same. It depends on each person's personal in giving meaning to his life.

Spiritual intelligence is more broad and not limited to religion only. The difference in belonging to each individual will make the results of the different works (Idrus, 2002:72). Spiritual intelligence is used to deal with existential issues, i.e. when people personally feel the sinking, stuck by the customs, concerns and past problems due to illness and grief. Spiritual intelligence can also make people smarter in the spiritual in religion, it means someone who has a high spiritual intelligence might run her religion not fanatical, exclusive, insular or prejudice. Through spiritual intelligence a person trained and more through the honesty and courage of self can connect back the source and meaning of the inner self (Zohar and Marshall, 2000:15). Sukidi

(Setyawan, 2004:13), argued about the value of shared spiritual intelligence based on components in the much-needed SQ in the business world, among others, is honest, openness, self knowledge, focusing on the contribution of the non dogmatic and spiritual.

A REVIEW OF THE LITERATURE

State of The Art

Rapid technological change produces such great pressure, sometimes blinding humans with spiritual intelligence in living the vision and mission of his life, made him forget doing self-reflection and forgot to run as part of the community. The flurry of work and the success achieved is not practiced for the creation of meaning and value to the environment. Endrawan (2009:60) says that the impact of spirituality on the individual is the formation of a new mentality characterized by an orientation more holistic, altruistic, service to mankind, a commitment to the truth and other forms of behavior, as well as other sublime sense of self (self awareness). Self-monitoring, optimism, encouragement to do the best, and initiatives, all of which were associated with self management, is also another impact of spiritualization. That kind of mentality is vital for accelerated change in the company. Danah zohar and marshall (Endrawan, 2009:60), formulating what is spiritual intelligence (spirituality quotient or abbreviated SQ.): intelligence to solve the question of meaning and value, i.e. the intelligence to put life and behavior in the context of a broader meaning and rich, intelligence to rate that person's action or way of life more meaningful than any other.

Spiritual Intelligence

At the end of the twentieth century found the third type of intelligence that is spiritual intelligence (SQ), which completes the whole picture about human intelligence. Zohar and Marshall (2000:4), defines spiritual intelligence (SQ) as intelligence to confront the question of meaning or value, that is the intelligence to put our lives and behaviors in the context of a broader meaning and rich, intelligence to rate that person's action or way of life more meaningful than others is the necessary foundation of SQ to enable IQ and EQ effectively, and it is human intelligence SQ the highest grades. According to Paisak (2006:255), the spiritual wholeness can be obtained through the ways, among others:

1. Self-Integrity
2. Homage (commitment) in life
3. Spread compassion and love

Spiritual intelligence is used to deal with existential issues, i.e. when people personally feel the sinking, stuck by the customs, concerns and past problems due to illness and grief. Spiritual intelligence can also make people smarter in the spiritual in religion, it means someone who has a high spiritual intelligence might run her religion not fanatical, exclusive, insular or prejudice. Through spiritual intelligence (SQ) a person trained and more through the honesty and courage of self can connect back the source and meaning of the inner self (Zohar and Marshall, 2000:15). Sukidi in (Setyawan, 2004:13), argued about the value of shared spiritual intelligence based on components in the much-needed SQ in the business world, among others, are:

1. Be honest. The first keywords for success in the business world in addition to said is true and consistent truth is absolute being honest. This is the law of spiritual in the corporate world
2. Openness. Openness is a law of nature in the corporate world, then logically when someone being fair or open so he has participated on the road to world of good

3. Knowledge of the self. Self knowledge becomes the main element and so needed in the success of an effort because the business world is concerned in a good learning environment.
4. Focus on contributions. In the business world there are laws which favor giving rather than receiving. This is important in dealing with the human tendency to demand rights rather than fulfill obligations. For that person must be good at building a sense of self to be more focused on the contribution.
5. Spiritual non opinionated. This component is the value of spiritual intelligence where there is in it's ability to be flexible, have a high level of awareness, as well as the ability to cope with and harness the suffering, the quality of life which was inspired by the vision and values.

Self Efficacy

Self efficacy is one aspect of knowledge about self or self knowledge the most influential daily in one's life. This is due to self efficacy which belonged to influence individuals in determining the action to be performed to achieve a goal of including an estimate of the various events that will be encountered. According to Schultz (Anwar, 2009:18-19), self efficacy is one's feelings towards the adequacy, efficiency and a person's ability in coping with life. While the Feist & Feist (Anwar, 2009:19) suggests that self efficacy is an individual belief that they have the ability to hold control over their work to their own neighborhoods. According to Ghuftron and Risnawita (2010:73), self efficacy is one aspect of knowledge or self knowledge the most influential in daily life. This is due to self efficacy owned someone join influential in determining the action to be performed to achieve a goal, including estimates of the various events that will be encountered.

Bandura (Ghuftron and Risnawita, 2010:73) defines that self efficacy is someone's beliefs about the ability itself in doing tasks or actions necessary to achieve specific results. Self efficacy relates to confidence in the ability of yourself so self efficacy can affect a person in performing a task. Furthermore, it can be concluded that self efficacy is the belief of the special someone about her ability to perform a specific task and overcoming obstacles to achieve a goal or desired results. Self efficacy are not related to a person's ability, but is related to a person's beliefs about things that can be done with his ability. Self efficacy someone will differ with each other because of someone's beliefs are influenced by their environment.

Indicator of Self Efficacy

According to Bandura (Ghuftron, 2010:88) self efficacy in each individual will be between one individual with the other three dimensions, namely the following:

1. Level (level). With regard to the degree of difficulty of the task when a person feels unable to do it.
2. Strength (strength). With regard to the level of the power of belief or hope someone about his ability.
3. Generalization (Generality). With regard to the broad field of the perceived behaviour of someone convinced of his ability. According to Smithet et al. (Sya'dullah, 2011:17) indicator of the efficacy of self refers to the dimension of the self-efficacy that is level, strength, and there are several indicators the generality of self-efficacy are:
 - a) Are you sure you can do a specific task, the individual is convinced it can do certain tasks which the individual himself who set a task (target) what must be resolved.
 - b) Are you sure you can motivate yourself, to do the actions required to complete the task.

- c) Convinced that individuals are able to seek out loud, persistent and diligent in order to complete the task by using all the power.
- d) Is convinced that he is able to survive, to face the obstacles and difficulties that arose and was able to rise from the failure.
- e) Are you sure you can solve problems, to address problems in different situations and conditions.

Factors Affecting Self Efficacy

According to Bandura (Jess Feist & Feist, 2010:213-215) Self efficacy can be grown and studied through the four things that is as follows:

1. Experience of Mastering something (mastery experience). The experience of mastering something that is past performance. In General a successful performance will increase self efficacy of individuals, whereas the failure experience will degrade. After self efficacy is strong and growing through a series of successes, the negative impact of the failure of the public will be reduced in itself. Even the failures can be overcome by strengthening self motivation when someone found the hardest obstacles through constantly.
2. Social Modeling. Observation of the success of others with comparable ability in doing a task will increase self efficacy the individual in working on the same task. Vice versa, observations on the failure of others will lower the individual assessment as to his ability and the individual will reduce the effort that he did.
3. Social Persuasion (social persuasion). The effect of social persuasion is still limited. However, if affected by the condition, persuasion from another party can raise or lower the self efficacy.
4. Physical and emotional State (physical and emotional states). Strong emotions usually degrade performance, when people experience intense fear, anxiety is acute, or high levels of stress, they tend to have lower efficacy expectations.

Human Capital

Hall (2003:45-46) explain it with some quote notions of human capital as follows:

1. *Human capital is "the knowledge, skill and capabilities of individual that have economic value to an organization"* (Bohlander, Snell and Sherman, 2001).
2. *Human capital is "the collective value of an organization's know-how. Human capital refers to the value, usually not reflected in accounting system, which results from the investment an organization must make to recreate the knowledge in its employee"* (Cortada and Woods, 1999).
3. *Human capital is "all individual capabilities, the knowledge, skill and experience of the company's employee and managers"* (Edvinso and Malone, 1997).

From the above three notions appear once the essence of equality suggests that human capital is something that is inherent in the individual. The things that stand out from the defenisi above is the economic dimension into the reference of benefits.

According to Fitz-ens, (2000:12), understanding human capital can be explained as a combination of the following factors:

- a) The nature of the person who brought her from birth into work, intelligentsia, on energy, generally positive attitude, reabilitas, commitment.
- b) a person's ability to learn, talent, imagination, creativity, and what is commonly referred to as street smart (sense of wit).

- c) a person's Motivation to share information and knowledge, team spirit and orientation purposes.

Edwinson dan Malone (1997), human capital is the individual knowledge, experience, capability, skill, creativity, innovations. Knowledge includes knowledge of academic text acquired through education. Skill is the ability to work/have practical ability. There are two key principles in human capital are:

- a) Human asset that has value is that it can be improved through investments, the purpose of this investment is to maximize value through risk management. When the value is increased, the capacity of the Organization and the value of nilanya will increase and benefit the stakeholder.
- b) Policy on human capital in the Organization must be adapted to support the Mission of the Organization namely mission, vision, goals and strategy was defined as the leads that have been designed to be implemented and assessed by a standard concept of human capital, how it can help your organization achieve its mission.

Creative industries

According to the presidential instruction No. 6 of the year 2009 about creative economy development support, so it will be influential in the real against the National economic recovery. The creative economy is an economic concept of the new era of intensifying information and creativity by relying on the ideas and knowledge of human resources as the main factors of production in economic activities (Ibrahim et al, 2013). Sub-sectors is industry-based creativity in Indonesia based on mapping creative industries that have been carried out by the Ministry of Commerce of the Republic of Indonesia are: advertising, architecture, art, crafts, design, fashion, photography, film and video, interactive games, music, performing arts, publishing and printing, computer and software services, television and radio, and research and development.

RESEARCH METHOD

This study reviewed explanative is the study of its kind, in terms of its analysis approaches are classified into quantitative methods. The variable in this study consists of independent variables namely self efficacy, spiritual intelligence and depedent variables, namely human capital.

Population and Sample

The study population consists of all employees in Sidoarjo in creative industries. The technique of sampling was proportional random sampling. Related to the total sample (sample size), Ferdinand (2002:48) provides guidelines on sample size as follows:

1. Sample 100-200 for maximum Likelihood Estimation techniques.
2. Depending on the number of parameters being estimated. The guidelines is 5-10 times the number of parameters being estimated.
3. Depending on the number of indicators used in the whole of the latent variables. The number of samples is the number of times your indicators 5 to 10.
4. If the sample is very large, so researchers can choose the technique of estimation. For example, if the number of engineering sample of 2500, estimated the ADF (Asymptotically Free Distribution Estimation) can be used.

Based on these opinions, in this study the amount of charge indicators is 13 multiplied by 9 is 117. So the number of samples that will be used in this research is the 117 respondents. This

research uses the independent and dependent variables are variables, as written in the following table:

Analytical Methods

The stages of data analysis in each year are as follows:

1. First stage Research:

Identifying the employee of human capital in creative industries through the implementation of self efficacy and spiritual intelligence. Data obtained through surveys, questionnaires, and provide documentation to the respondent and further analyzed using quantitative descriptive statistics.

2. Perceptions of the respondents to the self efficacy and spiritual intelligence obtained through the initial conditions of the research analysis. Prediction of self efficacy and spiritual intelligence employees of the creative industries in the future can be measured through the simulation problem solving group respondents in creative industries. Throughout the stages of modeling, simulation models, to validate the model performed with SPSS software.

External Research

The end result of this research is

1. Draft model of the human capital employee creative industries in Sidoarjo. Analysis of the results already obtained about self efficacy and spiritual intelligence in the form of variables that impact human capital creative industry employees is used as the basis to make the design of the model of three components, namely: Governments, private sector and academia.
2. External results of this research will be published in international journals or National Accredited journal.

RESULTS AND DISCUSSION

Classic Assumptions Test

Based on the output on the coefficients of the model say that the regression model in this study did not show the presence of multicollinearity symptoms, because the value of VIF (1,023) < 10. Heteroskedastisitas by using results test of rang Spearman looks that probability value > 0.05. It is seen that the value of self efficacy is 0.150 > 0.05 and Spiritual intelligence is 1.000 > 0.05. This means the model being estimated is free from heteroskedastisitas.

Multiple Linear regression analysis Test

Multiple regression analysis is intended to predict how far the influence of two or more independent variables to the dependent variable to prove relationships or no function or causal relationships between two or more free variables with one bound variable. For more details can be seen in table 1:

Table 1.

The coefficient of regression, t-test, F-test and R2

Variabel	B	t	Sig
Konstanta (a)	0,859	1,683	0,095
<i>Self Efficacy</i>	0,019	0,224	0,823
Kecerdasan Spiritual	0,747	7,122	0,000
		F = 26,220	0,000
		e = 0,34897	
		R ² = 0,325	

Source: Primary data processed, 2016

Regression equation used in this research are:

$$Y = a + b_1X_1 + b_2X_2 + e$$

Then from the table 1 obtained the following results:

$$Y = 0.859 + 0,019X_1 + 0,747X_2 + 0.34897 + e$$

From the regression equation can be outlined as follows:

1. Constant (a) = 0.859, means human capital in creative industry employees in Sidoarjo, amounting to 0.859 value if the variable self efficacy (X1) and spiritual intelligence (X2) does not influence the employee's human capital creative industries in Sidoarjo. In other words, if all the independent variable is zero, then the employee's human capital creative industries in Sidoarjo (Y) would be worth 0.859.
2. Regression Coefficients X1=0.019, meaning any increase self efficacy variables 1% (X1) will increase the human capital industry employees creative in Sidoarjo (Y) of 0.019. Assuming the variable of spiritual intelligence (X2) constant. If self efficacy variables (X1) there is a tendency to increase, then the employee's human capital creative industries in Sidoarjo (Y) will increase. If self efficacy variables (X1) tendency to decline, then the employee's human capital creative industries in Sidoarjo (Y) will also decrease.
3. The regression Coefficient X2 = 0.747 means any improvement (adding) 1% variable spiritual intelligence (X 2) would increase the employee's human capital creative industries in Sidoarjo (Y) of 0.747. Assuming the variable self efficacy (X 1) constant. If the variable is spiritual intelligence (X 2) there is a tendency to increase, then the human capital employee in Sidoarjo in creative industries will increase. If the variable spiritual intelligence (X2) a tendency to decline, then the employee's human capital creative industries in Sidoarjo (Y) will also decrease.
4. Error term (e) = 0.34897 means any increase (and) will be human capital employee of creative industries in Sidoarjo (Y) in addition to being influenced by the tendency of increased or decreased self efficacy variables (X1) and spiritual intelligence (X2) turns out to be affected by other variables which affect the human capital industry employees creative in Sidoarjo (Y) of 0.34897 other variables in question is another variable that has not been discussed in this study.

From the regression equation it can be seen how the influence of self efficacy variables (X1) and spiritual intelligence (X2) to human capital variable in creative industries employee in Sidoarjo (Y). Positive influence indicates that the variable self efficacy (X1) and spiritual intelligence (X2) will be in line with the change variable human capital creative industry employees in Sidoarjo (Y). While the error term is included in the other variable also affects the employee's human capital creative industries in Sidoarjo (Y), but have not yet participated

discussed or alluded to certainty in the research of the influence of human capital as employees of the creative industries in Sidoarjo.

Hypothesis Test

1. first and second Hypotheses (t-test)
Self efficacy variables (X1) and spiritual intelligence (X2) proved to be influential variables nonsignificantly to human capital creative industry employees in Sidoarjo (Y).
2. The third Hypothesis (F Test)
Self efficacy variables (X1) and spiritual intelligence (X2) proved to be influential together nonsignificantly to human capital employee of creative industries in Sidoarjo (Y).

Test The Determination Coefficient (R²)

The coefficient of determination (R²) for 0.325 or 32.5%, thus it can be concluded that the effective contribution of self efficacy variables (X1) and spiritual intelligence (X2) to human capital in creative industry employees in Sidoarjo (Y) by 32.5%, while donations from other variables not examined or not included in the regression model of 67.5%. This happens because the independent variables consisted of self efficacy (X1) and spiritual intelligence (X2) hasn't been able to describe its effect on a dependent variable namely human capital employee of creative industries in Sidoarjo (Y). So any additional independent variables outside of the 2 variables examined could be able to describe the effect on a dependent variable namely human capital employee of creative industries in Sidoarjo (Y).

The Influence of Self Efficacy and Spiritual Intelligence to The Human Capital

One effort to increase human capital employee in Sidoarjo in creative industries is to provide self efficacy and spiritual intelligence appropriately. Self efficacy (X1) and spiritual intelligence (X2) the work is very important for it's own employees as individuals, because of the magnitude of the self efficacy (X1) and spiritual intelligence (X2) is the reflection or the size of the value of work of employees itself. Big nothingness vice versa self efficacy and spiritual intelligence can affect human capital employee creative industries in Sidoarjo.

Based on the results of the test t note that spiritual intelligence has nonsignificant effects against human capital (Y), whereas self efficacy have not influence significantly to human capital (Y). This shows if there are changes on self efficacy and spiritual intelligence will cause changes to the human capital. Based on this research and it turns out that spiritual intelligence human capital employee of creative industries in Sidoarjo is already quite sufficient, whereas self efficacy of creative industry employees in Sidoarjo has not been adequate. This is due to confidence in the task, hope and confidence in the ability of self felt less by employees.

SUMMARY AND ADVICE

Summary

Based on the results of data analysis in this research can be drawn the following conclusions:

1. There is the significant influence of self efficacy to human capital employee of creative industries in Sidoarjo.
2. There is the influence of spiritual intelligence but not significant to the human capital creative industries employee's in Sidoarjo.
3. There is the significant influence of self efficacy and spiritual intelligence to human capital employee of creative industries in Sidoarjo.
4. There is the influence of other variables outside variables that affect these studies.

Suggestions

1. For subsequent researchers are advised to conduct research outside of the free variables used in this study, for example, a factor of self efficacy, spiritual intelligence and other variables, or combine one of the variables in this study with other variables outside of the variables in this study, considering there were a great influence of other variables that are not included included in this research.
2. The research that has been done can be aware that spiritual intelligence variables influence quite sufficient whereas self efficacy impact human capital is inadequate. For that company's Part expected to maximize self efficacy in accordance with purpose towards the planned.

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