

ABSTRACT

Moch. Efendi. 2014, THESIS. Title: "Spiritual Intelligence, it's Influence on The Performance of Teachers and Employees through Organizational Culture as an Intervening Variable"

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Keywords : Spiritual Intelligence, Organizational Culture, Teachers and Employee Performance

Lately spiritual intelligence become the main topic in the world of work because it can make contribution greatly to the individual to do to do the job. Work not only function as implement an obligation or salary high but the work more meaningful and valueless with spiritual. These values will help improve the performance individual in conducting activities and duties. In addition, in the context of the Organization, the value of spiritual intelligence also encouraged the creation of a positive organization culture values and meaningful. So indirectly, the implications on improving individual and organizational performance.

The Research was conducted in Junior High School of An Nur Bululawang Malang. The purpose of this study is to examine and analyze the effect of spiritual intelligence on the performance of teachers and employees directly, test and analyze the influence of spiritual intelligence on employee performance through organizational culture as an intervening variable (intermediate). The variables used are the spiritual intelligence as an independent variable, the culture of the Organization as an intervening variable, and the performance of teachers and employees as the dependent variable. The sample used was a teacher and employees AN Nur Bululawang, as much as 76 respondents (67 teachers and 9 employees) using the method of sampling with non probability sampling is saturated (census). The data collection method used was a questionnaire (question form). The analysis used include test validity, reliability test, linear regression analysis and its intervening use analysis path (Path Analysis) with the help of software SPSS 17 for windows and Amos 6.0

The results showed that significant influential spiritual intelligence against the performance of teachers and employees of 0,325 directly. However, spiritual intelligence does not significantly affect the performance of teachers and employees in the organizational culture as variables through intervening because significant of organizational culture 0,225 (< 0.30). So it can be inferred that spiritual intelligence does not impact on the performance of teachers and employees through organizational culture variables indirectly.