

ABSTRACT

There are many factors that determine an individual's performance, such as Intelligence Quotient, Emotional Intelligence and Spiritual Intelligence. This research is to find out if there is an influence among IQ, EI, SI, and Performance.

This research is an analytic study with cross sectional observation. The sample is through District People Representative Assembly of Probolinggo. Data obtained are Emotional Intelligence, Spiritual Intelligence, Performance Questionnaires, and Intelligence Quotient tes. Those data are then analyzed by using linear regression analysis.

The result indicate that IQ, EI and SI level variables have a significant value of 0,05 toward performance and an effect of 64 percent with a positive relation, which indicate that IQ, EI and SI level have an effect of 64 percent.

The research has been supported by various theories. IQ is a very good predictor of performance through District people Representative Assembly of Probolinggo. However, EI and SI level have high influences on the performance. In this relation, IQ, EI, and SI function as a complex combination to achieve outcomes, such as skill, knowledge, and ability. IQ, EI, and SI work together to develop an individual's performance.

It can be concluded that IQ, EI, and SI level altogether influence the performance level even though IQ level has the highest influence on scoring.

Keywords: Performance, Intelligence Quotient, Emotional Intelligence, and Spiritual Intelligence.