The Effect of Spiritual Intelligence, Emotion and Social Competence to the Leadership Competence

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Abstract. This study aims to determine the extent of the influence of spiritual intelligence, emotional competence, and social competence of leadership competence at the Makassar Airport Authority. The method of this study is an ex-post facto investigation with an explanatory survey approach. Data collection techniques used are instruments in the form of a Likert-scale problem involving 900 respondents. Data analysis technique is Lisrel analysis of structural equation model. The result of research that is spiritual intelligence have direct influence significantly to social competence, emotional competence have direct influence which is not significant to social competence. Spiritual intelligence has an insignificant direct influence on leadership competence, emotional competence and social competence has a significant direct effect on leadership competence. The implications of this research are spiritual intelligence, emotional competence, social competence into a model of predictors of leadership competencies that can be applied in the context of placement.

1. Introduction

The state of society is increasingly aware of its rights and obligations. People are also more daring to file their demands, wishes and aspirations. In such circumstances, it requires a professional leader and has high competence in carrying out what the duties and responsibilities. In addition, leaders in the field of government must be able to change their role in providing public services, i.e., leaders who like to govern and become leaders who like to serve, as well as leaders with sloganist work to be leaders with a pragmatic realistic work [1].

In fact, the change of leadership often causes bureaucrats to face difficulties in facing the changes and demands that occur in the life of society and the state. This happens because the bureaucrats are not ready and trained in the face of change in leadership.

Based on Tribun Timur media that In 2010-2011 as many as seven leaders who worked at the Makassar Airport Authority involved embezzlement of state money, so they are subject to imprisonment. And added in Kompas in 2012, The Corruption Eradication Commission (KPK) also stated that Bandar Makassar is one of the priority targets for internal audit. This fact illustrates that the competence of leaders is still not fully owned by leaders in the Makassar Airport Authority.

The capital that the leader must have is the intellectual, social, emotional and spiritual aspects. Spiritual capital becomes increasingly important role especially in the effort to build intelligent man with high intellectual and human who is good at managing emotion and social relation, which will deliver human to meaningfulness of life. Meaningfulness of life is a powerful motivation as a motivator to do something activity [2].
2. Theory Study

2.1. Leadership competence theory
Competence from [3] includes a multi-dimensional approach as the ability of leaders in building cooperation, creating open communication, instilling values and organizational rules to achieve the vision of the organization's mission. Aspects of leadership competence include managerial skills, humanistic skills, and conceptual skills.

2.2. Spiritual Intelligence
Wigglesworth [4] defines spiritual intelligence as an individual's ability to behave with wisdom and affection, maintaining peace regardless of the circumstances surrounding it. Four hierarchies in human intelligence, (1) first is physical intelligence, (2) linguistic and cognitive abilities, (3) emotional intelligence, and (4) spiritual intelligence.

2.3. Competence of Emotional Intelligence
Boyatzis [5] states that: (1) the competence of emotional intelligence is the ability to recognize, understand, and use emotional information about oneself that leads or leads to effective and superior work; (2) the competence of social intelligent is the ability to recognize, understand and use emotional information about others that lead or lead to effective or superior work; (3) the competence of cognitive intelligence is the ability to think or analyzes information.

3. Research Methods

3.1. Sample Research
The population of this study is all employees who work at Bandar Makassar organization that meets the criteria and requirements of the subject. The sample of research is the leader and direct follower according to the characteristics of the population and the following characteristics; for leaders are: (1) is ranked the lowest echelon III, (2) has worked as a leader in the field heads, section chiefs, and district chiefs.

3.2. Research Procedures
The first step is to prepare a letter of application for a research permit from Universitas Kebangsaan Malaysia. The second stage, researchers asked permission to the Institute of Research and Development of the Region (Balitbangda) and Makassar Airport Authority of South Sulawesi.

The third stage, the request to run the research in respective institutions, each Bandar Chairman who became the study area of the Mayor of Makassar, District Chief and fifty heads of work units contained in the environment of the Makassar Airport Authority. Then the fourth stage, the researchers took data on each head of work units that meet the criteria of research subjects. The researcher assigned fifty work units to the research sample.

3.3. Data Analysis
The collected and analyzed data is based on quantitative analysis methods using the scale of spiritual intelligence, emotional competence scale, social competence scale, and leadership competence scale. Data analysis is descriptive and inference analysis, using SEM program especially Lisrel.

4. Result

4.1. Direct Effect

4.1.1. Spiritual intelligence has a direct positive effect on social competence.
Given the magnitude of the direct influence of spiritual intelligence on social competence of 0.22, in SEM analysis decision in the form of t-value that is t-count value = 2.05. This value is greater than the value of t-table = 1.968 (t-count > t-table) at the 0.05 significance level with the duty of freedom 299
(n-1) means $H_1$ hypothesis accepted. Thus, the direct influence of spiritual intelligence on social competence is significant.

4.1.2. Emotional competence has a direct positive effect on social competence.
Given the magnitude of the direct influence of emotional competence on social competence of 0.06, on the result of SEM analysis in the form of t-value that is t-count value = 0.67. The value is smaller than the value of t-table = 1.968 (t-count < t-table) at the 0.05 significance level with the duty of freedom 299 (n-1) means hypothesis $H_0$ accepted. Thus, it can be concluded that the direct influence of emotional competence on social competence is not significant.

4.1.3. Spiritual intelligence directly affects positively toward leadership competence.
Given the magnitude of the direct influence of spiritual intelligence on leadership competence of 0.11, on the result of SEM analysis in the form of t-value that is t-count value = 1.23. This value is smaller than the value of t-table = 1.968 (t-count < t-table) at the 0.05 significance level with 299 free dud (n-1) means $H_0$ hypothesis accepted. Thus, it can be concluded that the direct influence of spiritual intelligence on leadership competence is not significant.

4.1.4. Emotional competence has a direct positive effect on leadership competence.
Given the magnitude of the direct influence of emotional competence on leadership competence of 0.43, in result of SEM analysis in the form of t-value equal to t-count value = 5.30. This value is greater than the value of t-table = 1.968 (t-count > t-table) at the 0.05 significance level with the duty of freedom 299 (n-1) means $H_1$ hypothesis accepted. Thus, the direct influence of emotional competence on leadership competence is significant.

4.1.5. Social competence has a direct positive effect on leadership competence.
Known the magnitude of direct influence of social competence to leadership competence of 0.23, on the result of SEM analysis in the form of t-value that is t-count value = 2.93. This value is greater than the value of t-table = 1.968 (t-count > t-table) at the 0.05 significance level with the duty of freedom 299 (n-1) means $H_1$ hypothesis accepted. Thus, the direct influence of social competence on leadership competence is significant.

4.2. Indirect Effect
The result of data analysis is known:
Spiritual intelligence significantly affects social competence and social competence has a significant effect on leadership competence.
The indirect influence of emotional competence on leadership competence is not significant because the direct influence of emotional competence on social competence is not significant and direct influence of social competence to leadership competence is significant.

5. Discussion

5.1. The direct influence of spiritual intelligence on social competence
Wong [6] states that a person's spiritual intelligence can help lead a life at a deep level of meaning. One's well-developed spiritual intelligence is generally characterized by increased skill to be flexible, high level of consciousness, able to face difficulties, be able to deal with pain, and quality of life inspired by noble vision and values as the foundation of social life. Rudnick [7] and Sternberg [8] stated that spiritual intelligence is the ability to confront and solve the problems of meaning and value, the intelligence to put my behavior and life in the context of the broader meaning of the social.

5.2. The direct influence of emotional competence on social competence
Emotional intelligence is very important, especially in the effort to manage emotions and utilized to solve life problems especially related to social relations between humans [9]. Barriers and pressures in the workplace can help the individual to be good at bringing myself, acting and behaving in his social interactions, which in turn he will have socially competent. According to Shapiro [10], emotional
intelligence is closely related to matters of morality, realistic thinking, problem solving, social interaction, self-emotion and success both academically and in employment.

5.3. The direct influence of spiritual intelligence on leadership competence
Fry [11] argues that spiritual intelligence influences individuals in leading their followers. The development of spiritual intelligence in the workplace positively affects the leadership style and the way leaders characterize the organization and its followers. A person with high spiritual intelligence does not want to do something that can cause harm to self and others, and has a tendency to be holistic. This spiritual intelligence can be applied in particular to its relation to personnel work satisfaction, the peak of work, and the success of the leader in guarding his organization [12].

5.4. The influence of emotional competence on leadership competence
Goleman [13] states that emotional competence is a principle of capability learned from emotional intelligence, resulting from the best work in a workplace. Emotional competence is a learned skill. It is not a guarantee that having emotional intelligence is expected to handle conflict, especially potential conflicts that must be resolved by skilled competent leaders [13].

5.5. The influence of social competence on leadership competence
Argyle [14] says that social competence as the ability to influence others in social situations. He added that some skills that can be characteristic of a leader is his skill in managing and working in groups, having the concept of visionary thinking, and what is important is his ability to influence others in this case the followers to work in an effort to achieve the organization's goal.

5.6. Indirect influence of spiritual intelligence on leadership competence through social competence
Nusandari [15] indicates that spiritual intelligence influences leadership competence indirectly through social competence. High spiritual intelligence can foster harmony with the other, show empathy for the needs and circumstances of others. Individuals who are spiritually intelligent can build a caring, responsive, initiative, and kind attitude.

5.7. Indirect influence of emotional competence on leadership competence through social competence
Mahmud and Arifin [16] show emotional intelligence also influence the leadership competence indirectly if through social competence as the beginning. Individuals who have emotional intelligence will make good and positive judgments and decisions equally exist for themselves as well as for the benefit of others, logical thinking and do not involve negative emotions in fostering relationships with others, adjusting wherever they are, can work together and see every difficulty not a burden.

6. Conclusion
Based on the analysis of research results and discussion, it can be concluded that: (1) There is a direct influence of spiritual intelligence on social competence; (2) There is a direct influence of emotional competence on Social competence; (3) There is a direct influence of spiritual intelligence on leadership competence; (4) There is a direct influence of emotional competence to top leadership competence; (5) There is a direct influence of social competence over leadership competence; (6) There is an indirect influence of spiritual intelligence on leadership competence through social competence; and (7) There is an indirect influence of spiritual intelligence on leadership competence through social competence.

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