

Multiple Regression Analysis Of Spiritual Stimulants Increased Awareness As A Company Employee In Improving Morale

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Abstract

The life that modern all-round nowadays, making demands and necessities of life that high makes everyone work with each other in an attempt to meet all the necessities of life. These conditions force any individual to attempt in various ways to meet the needs of his life. So sometimes forgotten what exactly is the purpose of actual work for them. Such a condition makes the behavior of individuals working in companies being encouraged to seek purely material and forget manners and a sense of family within the company. The company works should be a comfortable and pleasant event turned into a mutually oppress one employee with the other employees, if this situation continues then it becomes unhealthy for the company to growing forward. Here it takes a spiritual value for employees in the works so that they are aware of and understand the true meaning of working together with other people and friends in an attempt to advance a healthy company. Through spiritual company, employees will feel that their place of work as a House of worship and large family homes each other mutually in hand to achieve the goal and well-being together without sacrificing each other a sense of family.

Keywords

spiritual awareness, employee, company morale

1. Introduction

If we are observant observe, lately there is an interesting trend in employee behaviour and many companies. Employees working in companies or factories are always trying so that at any moment his earnings can always rise, his savings always growing and very worrying if at any time a shortage of property. Business is also not to be outdone, their running mates, vying to make a profit, income from year to year are expected always to increase. To achieve that goal they are willingly to any roads, no problem harming others, damage the nature. Even to the extent that appears adigum that times now to achieve the unlawful sustenance only difficult let alone looking for halal sustenance. There is another saying that if in working or doing business do not use religion because surely will be hard road. Thus the first phenomenon. Then if we look again there are phenomena that accompanied the first phenomenon i.e. the growing proliferation of study groups, spirituality in the Office Office of both private as well as Government-owned, even in Jakarta also spiritual groups grow rapidly. The employers also do not want to lose, they are also looking for something more than profit. They feel that caring for the environment, helping human beings who lack is an act of giving more meaning in life. Money as a single bottom line in pursuit of enjoyment of life was not able to meet the needs of today's modern community life. And why does this phenomenon can happen thus? Actually the idea of modernization requires the existence of a strict distinction between religion with worldly problems like economy, politics, and science as well as others, which eventually gave birth to understand secular desires sparate between the Affairs of the religion with life issues.

When religion was abandoned and the basis of human thinking based on understand the philosophy of materialism, positivism, empiricism, and science and technology is evolving very rapidly.

2. Literature Review

In his article Hamdi (2013), explained that in fact a company is an organization which is composed of a group of people headed by a person to achieve a particular goal. The most easily understood so that a company will have a karateristik high spirituality is making all employees have a high level of spirituality, then automatically each company's activity will be tinged ethics either. But if this is a hard step then the leader of the company shall be poinir in implementing the transcendental values into the company through regular activities as well as programmes of activity of the company so that it resulted in a good ethics against employees, surrounding communities and the environment. When berusaha runs a good business ethics then the benefits will be very large for the company to grow and develop. Study conducted by Prof. Curtis Verschoor, published in Management Accounting finds the fact that the company has a clear commitment towards ethical principles in the conduct of business has a better financial performance than companies that does not make the business ethics. In a study conducted by McKinsey and Co. in Australia showed that companies that implement programs which use spirituality has high levels of productivity and low turnover. Even research conducted by Prof. Ian i. Mitroff found that Spirituality would be the ultimate competitive advantage. Some of the key values of spirituality in business is integrity, accountability, quality, cooperation, excellent service, respect, fairness. Integrity is the unity between Word and perbuata, between words and behavior. Accountability is the ability to account for any actions, products, or reports. Quality is our commitment to producing quality goods as agreed upon. Cooperation is the ability to work together harmoniously to achieve a particular goal. Excellent service is the ability to provide a quality service continuously. Respect is respect for all parties without distinguishing. Justice is to treat every person in accordance with its rights. The company was able to improve its performance is a company that really values the key to applying spirituality is consistently above.

2.1 The Importance Of The Spiritual Element For The Company

In his, Riawan (2010), describes a growing number of companies that lent its activities on aspects of spirituality (spiritual being the company). In contrast to companies that ignore the spiritual factor in its, companies that base their activities on spiritual values proved able to survive and thrive in good. In General, identified six of the benefits obtained with the company attributing the business aspect of spirituality. First, the company will be far from a variety of fraud (fraud) that may occur due to ' justifies all means. Because, from this colaps company started. Second, increasing the productivity and performance of the company. Third, the harmonious work harmonious atmosphere or presence of a synergy between the employees and the leadership of the company. Fourth, the rising positive image (image) of the company. Fifth, the company became grow and develop on an ongoing basis (the sustainable company). Sixth, lowering the transfer (turnover) employees.

It's been like the businessman, let alone a Muslim businessman, applying the spiritual management culture, namely the universality of values put in the the purpose of business achievement. In this concept, the definition of management change than just getting things done through the people be getting God's will done by the people. The increase of prosperity lived through the heyday of the Organization — as defined in surah Hud paragraph 61 above – is seen as a sacred duty. Spirit worship to God became a very solid business Foundation. Because, every activity benefit always relates closely to the creator (Creator). That is why a work order awakened be more sacred than just getting the sheer financial gain. This was the power turbines driving the spirit of struggling her followers (man). Because, every step of the fight made a lasting life history notes.

To be sure, Foundation peribadahan in the struggle in the business need to go on the creation and the breakup of prosperity in a fair manner (creation) to all parties involved. That is, the crew (employees), customer (customer), capital providers (owners of capital), and community (community). Consciously, the company is positioned as an organism that is standing on the grass roots and bears the Mission of spirituality. Its presence is not merely to get advantages for individuals solely. More than that, its existence aims to lift overall human marwah. His approach is not just purely pragmatic. Far from it, the paradigm is formed to build civilization.

2.2 The Purpose Of The Application Of Spiritual Company

In general the application of spiritual company within a company, aims to change gradually every individual who contributed in the workplace in order to become more aware, more understanding of why they are present in the company, to arouse the sense of important contribution to the company during this time, so that each individual will eventually realize that working at the company are not just limited to making a living solely yet there is a more noble purpose they emban continuously in long term (Carrol 2008).

The purpose of an intrinsically spiritual values in a work is.

- (a). The achievement of a wealth that is a wealth which is something that we can jointly access so that we can improve the quality of life together either with friends or working with family.

- (b). Animate, sharpening and repair the richness of taste, talent, wealth of character, wealth luck, to achieve the goal of a more glorious and far-reaching, as long as someone is able to and can achieve that goal, a goal that has been obtained is not for personal but leaning more for happiness together.
- (c). Wealth is derived from the old English (welth) which means "be good". This means that each individual who works in the company should be willing to change his thinking patterns and behavior toward the better, since it works also include fixing the quality of family life.
- (d). The wealth that keeps us alive, the wealth that enriches the aspects of our lives more deeply, the intelligence that we use to find their value, meaning, purpose and deepest motivation. Moral intelligence we are able to distinguish right and wrong, so we use to make goodness, beauty and affection to our lives. These values must apply in internal company.
- (e). Incorrect behavior and ego eventually chaining themselves employees and ultimately human life just as economic beings namely Moneymaker that eventually make stress. Stress causes the loss of the meaning of life (arising in the blanks). The reduced time of relaxing, family time together, assemble, inner fulfillment, job satisfaction (Fisher 2004).
- (f). The complex issues of life and the pressures experienced by any workers or employees in work always bothered by how the meet the needs of her life all the time. If this doesn't get a good way out then appeared a variety of mental illness: depression, stress, fatigue, alcoholism, substance abuse, suicide, and disruption of the physical form of high blood pressure, heart, cancer, parkinson's, stroke, lame and other diseases.

2.3 Spiritual-Based Leadership And Management

According to Afiff (2013), there are still many people who do not yet understand very well about what is meant by spirituality. According to the Merriam Webster dictionary "spirituality has a notion of something very religious, or anything relating to the spirit and sacred things". Of course through search and experience life, a person has the freedom to interpret this spiritual understanding. The spiritual sense is also often associated with religion, especially with regard to the question: is that religion is the goal of spirituality, or conversely that religion is a means and/or infrastructure to achieve the goal of spiritual. Spirituality is also very real are related to the concept of the soul, and so determining a principle that the essence of life is not a mere material. Then the spirituality without soul does not make sense. The concept of soul is used to distinguish between man and animals. Of course in the world of animals we would not be talking about human values, contemplation, compassion and conscience, or represented in one word is called the soul.

2.4 Spiritual Relationship Company And Morale

Facing the increasingly rigorous competition era, the world of industrial undertakings are required to seoptimal may improve the quality of human resources. Success, failure, progress or setbacks of a business will be very related to private individuals are involved with such activities. Human resources brings an important role in the success of a business. A lot of compenen that supports the creation of a company's success, one of which was the motivation of working of employees the company it self. Employees with high work motivation will have passion, desire, desires, and energy in him to carry out his duties seoptimal possible. Crosby (2001), States that assess and understand a person (employee), it is not enough to look at the action or the vagaries of the Act. But the motivation to become a power mover behaviour it should also be noted, as it turned out to be more decisive as the driving power behavior. Cupach (2004), argued to cause the views and attitudes that respect the work as something sublime, the necessary impetus or motivation. Becker (2003) provide an understanding that human existence can be obtained through an accomplishment of a work and the work. Employee motivation is high will bring a positive impact to the company and improve the competitiveness of the employee to better perform.

2.5 The Spiritual Concept Of The Company

How to actually change a critical order initially worked based on the material being worked is based on the spiritual exercises, here presented the image below.

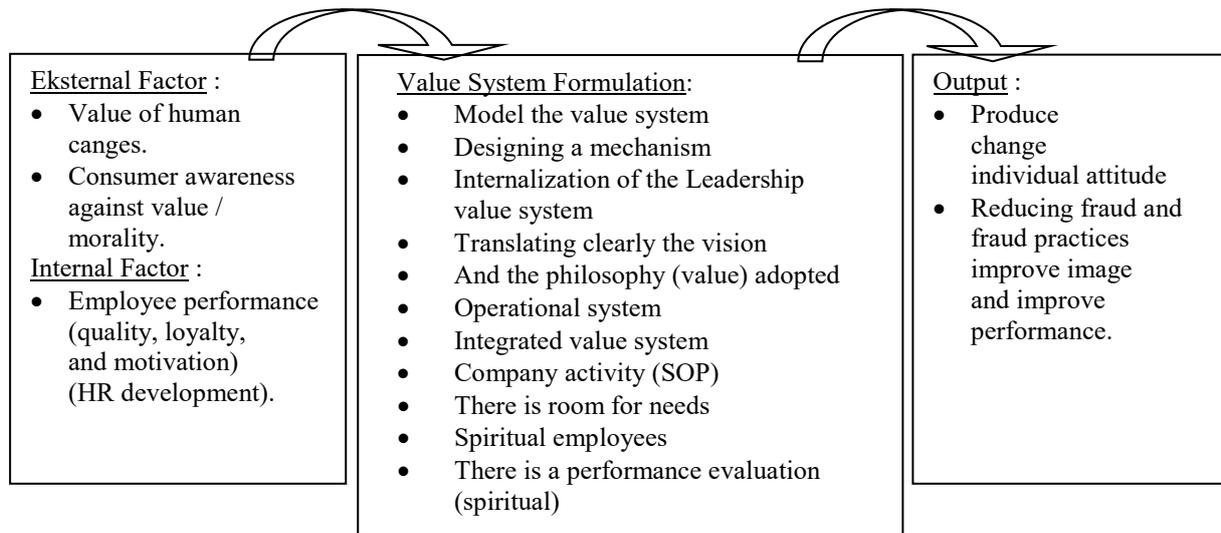


Figure 1. The process of applying spiritual values in the company that lead to changes in the behaviour of workers.

Source: Zhuang. 2007. Material Capital. Beijing: Peking University Press

3. Research Methods

3.1 Location Research And Sample

The object of the research is one of the STATE-OWNED ENTERPRISES that are located in the city of Surabaya, Surabaya in the East. The overall number of employees working in these STATE-OWNED ENTERPRISES totaled 52 people including security personnel. The company was chosen because it has opted several times employees in the spiritual training is ESQ. So it felt more appropriate STATE-OWNED ENTERPRISES chosen for testing the concept of spiritual application of company. Because the overall number of employees only 52 people, then all employees made a sample research.

3.2 Model Of Data Collection

The process of collecting data in this research was conducted using the following approach.

- (a). The approach of filling the questionnaire and accompanying interviews to every employee, the aim to unearth the perceptions regarding the optimal experience, ability and their success as part of a spiritual application of the company where they work.
- (b). In addition to the primary data above, researchers also use secondary data as a complement in the test and look for completeness of information in the decision-making process while when spiritual company in this STATE-OWNED company's test.

3.3 Process Measurement Data

To further simplify the process of measuring the perceptions, opinions, reactions, experiences and values behaviour then the process of collecting research data using a unit of measurement that is the model approach is considered the most representative, i.e. using assessment approach the score, (Pramesti, 2017). Score is used.

**Table 1. Approach to the model of measurement data.
Source: Santoso, 2015.**

Spiritual Company	Skor	Morale	Skor
1. Great fit	4	1. Very fulfilling	4
2. Appropriate	3	2. Meet	3
3. Less appropriate	2	3. Less fulfilling	2
4. Not suitable/fail	1	4. Does not meet/fail	1

3.4 Model Of Data Analysis

Multiple linear regression analysis (Santoso 2015) is used to measure or no relationship between the style of leadership, communication, and discipline work against the performance of employees. Multiple linear regression formula in this study is.

$$Y = a + \beta_1.x_1 + \beta_2.x_2 + \beta_3.x_3 + \beta_4.x_4 + e$$

Where:

- Y = Morale
- X1 = Emotional Quotient (EQ)
- X2 = Creative Quotient (CQ)
- X3 = Adversity Quotient (AQ)
- X4 = Spiritual Quotient (SQ)
- (a) = Konstanta
- b1, b2, b3, b4 = Koefisien regresi (e) = Standard error

The results of the analysis are calculated based on the regression equation can be determined the relationship between the independent variable and the dependent variable. When the results of the analysis are equally increase or equally down or direct, then the relationship between the dependent variable independent variable is positive. Vice versa, if the increase in independent variable causes a decrease in the dependent variables then the relationship between the dependent variable independent variable is negative.

4. Result And Discussion

4.1 Result

Based on the results of the analysis that has been done through multiple linear regression analysis, then to describe the results of the analysis, the following are displayed in the outline of the multiple linear regression analysis output, using objective analysis the regression equation is to find the actual estimation of the variables are independent of the dependent variable. With the estimation can be estimated whether the independent variables have a relationship and influence on the variable dependent. This pattern includes the general pattern in the regression of origin all data are empirical or normality has been tested in such a manner, so that it can be used for estimation. The type of this analysis tend to be the type of induction meaning if one estimation in an object are the same as the estimation of the object more then can be said to be the empirical.

Tabel 1. The Results of The Analysis to Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,768 ^a	,589	,554	,351

a. Predictors: (Constant), Spiritual Quotient , Adversity Quotient , Creative Quotient , Emotional Quotient

b. Dependent Variable: Morale

In table 1 above seen that the contribution of independent variables (Emotional Quotient (EQ), Creative Quotient (CQ), Adversity Quotient (AQ), Spiritual Quotient (SQ)) of the dependent variable (morale) magnitude of 55.4%. Means other than factor sipiritual company, there are still other factors influence to improve employee morale, only those factors did not appear in the regression model has been formed.

Table 2. The Results of The Analysis For Anova F-Test

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	8,283	4	2,071	16,854	,000 ^a
Residual	5,775	47	,123		
Total	14,058	51			

- a. Predictors: (Constant), Spiritual Quotient , Adversity Quotient , Creative Quotient , Emotional Quotient
b. Dependent Variable: Morale

Table 2 above explains, through the coefficient F test (16.854) with the level of 0.000 kesalahan means the whole independent variables influence the dependent variables against simultaneously. Or at least there is one independent variable which has influence on the dependent variable.

Table 3 results of analysis for measuring the Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,220	,537		,409	,684
Emotional Quotient	,274	,126	,297	2,166	,035
Creative Quotient	,074	,104	,078	,713	,479
Adversity Quotient	,525	,113	,490	4,639	,000
Spiritual Quotient	,089	,134	,087	,664	,510

- a. Dependent Variable: Morale

In table 3 above, it can be explained that to see if any independent variable has an impact on the dependent variable separately or one-one then viewable column Sig (error rate). On column Sig. looks a value error rate of each independent variable are below five percent (meaning a significant/real) or above five percent (not significant/not real). Of the four independent variables, it turned out that only two significant variables i.e. adversity quotient and emotional quotient. While the two other variables not significant i.e. creative quotient and spiritual quotient. The focus of the next discussion is located on two independent variables was not significant. While the two independent variables already significant do not need further discussion.

With the above results, the main focus of attention is how the next program can be implemented to improve the three insignificant variables to be feasible to be applied internally within the institution, of course this is not a light job for the top management in the company. Why should it be because the internal and external environment is easy to change and this is very influential on the mentality and soul of employees. if this change is not anticipated, all forms of change will be able to influence the climate of the work atmosphere in a negative direction. Efforts to improve Creative Quotient and Spiritual Quotient must be carried out continuously, because every employee has a desire and hope that is constantly changing, so that this condition will be a concern in every internal activity of the company to always change in a better direction.

With improvements in these two things Creative Quotient and Spiritual Quotient, it is expected that employees will be able to change themselves emotionally in adjusting all changes in the company in the long run.

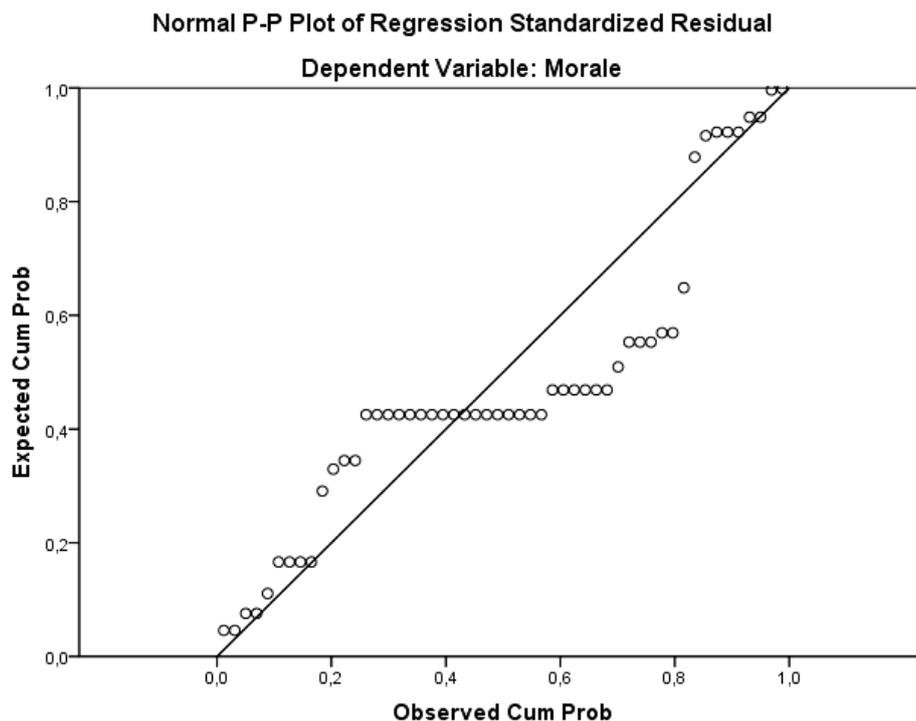


Figure 1. Linieritas Relationships Between The Dependent And Independent (Variable)

4.2. Discussion

Now it seems clear that a second independent variable *tervukti* was not significant should be attempted in order to have the changes of the characteristics to be significantly to the dependent variable. It means how can I make the variable quotient and creative spiritual quotient of variables can change effect on employee morale. Then there are ways to improve your creative quotient that is.

- (a). Willing to compromise, because what is not always able to obtain exactly what is wanted. Better received than not at all, in making a decision there must be some who accept and reject, it depends on the personality and values of ourselves. In embuat a decision or action, what is the most appropriate for you isn't necessarily the best for others. Familiarize yourself with the compromises put forward to peer will likely bring a success for everything. Due to the success of a person can be transmitted to others, albeit not *sedrastis* (as soon as) expected.
- (b). Change the approach, by changing the approach we will be able to find out the error before. Sometimes the results obtained successful repair or *instropeksi* from wrong before. The more precise understanding an error, the more precise the repairs undertaken, these conditions will add value to your thoughts and actions. And take the chance of a success on the next action in the long term.
- (c). Use the opposite point of view, need to do a comparison or something being opposed to the actions of others, but these actions must be complementary to other people's actions, which can be sustainable synergy. Increase your spiritual quotient, that is by following the steps in the following.
 - (a). Get to know ourselves well, who are we, what we work for, serving who we are, people who have not come to know itself will experience a crisis of meaning of life as well as a spiritual crisis. Therefore, know who's self is absolutely necessary to be able to improve the spiritual intelligence.
 - (b). Fix everything that's wrong. Sometimes forget if doing something and the result is good but there is an error on such action therefore willing to accept suggestions and input so that those small mistakes can be changed so that the work is becoming more perfect and can accepted by all.
 - (c). Trying to appear calm with a friendly attitude. This is the most difficult conditions and tend to be heavy. But to make ourselves peace, needs to initiate an action to accept the results of the work of others with the full flavor of friendship. This will *meninbulkan* synergy and making ourselves acceptable to more people.

5. Conclusion

After discussing the results of the analysis, there are several important conclusions need to get attention from the management of the company, i.e..

Emotional quotient, creative quotient, adversity quotient, and spiritual quotient is a unity that can not be separated in to build a kesadarn myself so that every employee can begin to fix all the action ends at the repair passion in working.

Four variables on top of each other, intertwined in the lives of employees, especially in the building of community self when someone has the same goals with others in carrying out its work in a company. So the emotional quotient, creative quotient, adversity quotient, and spiritual quotient can be applied gradually in accordance with the changes of time i.e. do the application through the hierarchical approach.

After understanding all forms of the above conclusions, there is a suggestions and recommendations should be made within the company i.e..

Improvement and application of the emotional quotient, creative quotient, adversity quotient, and spiritual quotient can not be applied simultaneously, therefore its application must follow by the change of motivation, i.e. changes to welfare improvements, the award, reward, more employee rights are met and provide confidence to employees as individuals who have the ability to work.

Need to apply a rule that employees have different services and contributions to the company, therefore it is necessary to appreciate the efforts and contributions of services given to every employee to the company through a particular container capable employees with full sense accepted his consciousness. It is certainly better than nothing at all to do something. Because in the long run will all have benefits which result cannot be measured in material, because this is part of an investment company for the cultivation of the sense of having participated in the long run, until they entered a period of full duty later.

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