

**ANALISIS INTELLECTUAL QUOTIENT (IQ), EMOTIONAL QUTIENT (EQ), DAN SPIRITUAL QUOTIENT (SQ) KARYAWAN PADA DINAS PERINDUSTRIAN DAN PERGADANGAN KABUPATEN NGANJUK**

**Salvian Nugroho Utomo**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui analisis kecerdasan intelektual (IQ), kecerdasan emosi (EQ) dan kecerdasan spiritual (SQ) karyawan Dinas Perindustrian dan Perdagangan Kabupaten Nganjuk. Variabel kecerdasan intelektual memiliki dimensi kecerdasan angka, kecerdasan verbal, kecepatan persepsi, penalaran induktif, penalaran deduktif, visualisasi spasial dan daya ingat. Sedangkan variabel kecerdasan emosional memiliki indikator kesadaran diri, pengaturan diri, motivasi, empati dan ketrampilan sosial. Variabel kecerdasan spiritual mempunyai dimensi fleksibilitas, visi hidup, puncak kesadaran, dan kemampuan untuk menghadapi dan memanfaatkan penderitaan. Sampel dalam penelitian ini berjumlah 76 responden. Analisis data dalam penelitian ini menggunakan uji validitas, uji reliabilitas, dan arithmetic mean. Dari hasil analisis arithmetic mean kecerdasan intelektual (IQ) rata-rata hitung sebesar 4,00 yang artinya karyawan pada Dinas Perindustrian dan Perdagangan Kabupaten Nganjuk setuju terhadap *intellectual quotient (IQ)*. Arithmetic mean kecerdasan emosional (EQ) rata-rata hitung sebesar 3,89 yang artinya karyawan pada Dinas Perindustrian dan Perdagangan Kabupaten Nganjuk setuju terhadap *emotional quotient (EQ)*. Arithmetic mean kecerdasan spiritual (SQ) rata-rata hitung sebesar 3,98 yang artinya karyawan pada Dinas Perindustrian dan Perdagangan Kabupaten Nganjuk setuju terhadap *spiritual quotient (SQ)*.

**Kata Kunci :** *Intellectual Quotient (IQ), Emotional Qutient (EQ), dan Spiritual Quotient (SQ)*



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**ANALYSIS OF INTELLECTUAL QUOTIENT (IQ), EMOTIONAL QUTIENT (EQ), AND SPIRITUAL QUOTIENT (SQ) OF EMPLOYEES AT INDUSTRY AND TRADE OFFICE OF NGANJUK REGENCY**

**Salvian Nugroho Utomo**

**Abstract**

*This study aims to determine the analysis of intellectual intelligence (IQ), emotional intelligence (EQ) and spiritual intelligence (SQ) of the employees of the Industry and Trade Office of Nganjuk Regency. The intellectual intelligence variable has the dimensions of numerical intelligence, verbal intelligence, speed of perception, inductive reasoning, deductive reasoning, spatial visualization, and memory. While the emotional intelligence variable has indicators of self-awareness, self-regulation, motivation, empathy, and social skills. The spiritual intelligence variable has dimensions of flexibility, vision of life, peak awareness, and the ability to face and take advantage of suffering. The sample in this study amounted to 76 respondents. Data analysis in this study used validity, reliability, and arithmetic mean tests. From the results of the arithmetic analysis, the mean intellectual intelligence (IQ) was calculated at an average of 4.00, which means that employees at the Department of Industry and Trade of Nganjuk Regency agree on the Intellectual Quotient (IQ). The arithmetic mean of Emotional Intelligence (EQ) is 3.89, which means that employees at the Department of Industry and Trade of Nganjuk Regency agree on the Emotional Quotient (EQ). The arithmetic mean of spiritual intelligence (SQ) is 3.98, which means that employees at the Department of Industry and Trade of Nganjuk Regency agree on the Spiritual Quotient (SQ).*

**Keywords :** *Intellectual Quotient (IQ), Emotional Quotient (EQ), and Spiritual Quotient (SQ)*