

Analyzing the effects of Spiritual Intelligence, Innovation and Competence on Employee Appearance at PT. Asam Jawa

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ABSTRACT

The research is conducted at PT. Asam Jawa in Medan, North Sumatra, from September to October 2023. The research population comprises all employees of PT. Asam Jawa, totaling 50 individuals, and the sampling is done exhaustively involving all population members. From the research results and discussions, the following conclusions can be drawn: (1) Spiritual Intelligence has a positive and significant influence on the improvement of Employee Appearance at PT. Asam Jawa. (2) Innovation has a positive and significant influence on the improvement of Employee Appearance at PT. Asam Jawa. (3) Competence has a positive and significant influence on the improvement of Employee Appearance at PT. Asam Jawa. (4) Spiritual Intelligence, Innovation, and Competence have a positive and significant influence on the improvement of Employee Appearance at PT. Asam Jawa. Recommendations for the company involve engaging in the development of spiritual intelligence, fostering an innovative culture, and focusing on the development of employee competence. The research results can serve as a reference for companies to understand the impact of these factors on appearance improvement. For future research, it is suggested to include additional variables such as leadership, job stress, organizational behavior, and other management variables.

KEYWORDS

spiritual intelligence, innovation, competence, employee appearance at PT. Asam Jawa

INTRODUCTION

Whether an organization is good or not depends on how human resources manage the company it manages. Human Resources is an important indicator of the success of an organization. Human resources are the most important thing in supporting whether a company is sustainable or not. At the beginning of 2022, there will be a lot of economic turmoil. It is not an easy thing to produce appearance to continue to exist in managing a company. There are many updates that must be upgraded in order to become a company that can continue to generate profits and continue to exist in producing production. Palm oil companies must maximize their profits. One of the factors for a company's success in continuing to generate profits is by having good employee appearance. Employee appearance is an important factor in supporting an organization in generating profits.

According to Robbins (2017) have identified several factors that can influence employee appearance, several of these factors include (1) employee motivation level, (2) training and development, (3) leadership, (4) employee competency, (5) employee job satisfaction, (6)

innovation, (7) employee work-life balance, (8) work environment (9), incentives and rewards, (10) appearance appraisal, (11) communication, and (12) emotional intelligence.

One of the factors that influences organizational appearance is spiritual intelligence. Spiritual intelligence is able to encourage a person to produce good appearance. Otherworldly, insights is the capacity to deliver otherworldly meaning to contemplations, behavior and exercises, and is able to impact execution. Having spiritual intelligence will show good appearance, coupled with research by Erlangga (2018) which states that spiritual intelligence influences company appearance. In contrast to the research results of Rose et al (2021), there is no influence of spiritual intelligence on employee appearance. seen from several differences in research results.

Why is the Spiritual Intelligence of PT Employees. Asam Jawa is related to Appearance. Spiritual intelligence of employees at PT. Asam Jawa is relevant to study in the context of improving appearance. Spiritual intelligence reflects an individual's ability to give spiritual meaning to employee thoughts, behavior and activities (Jena, 2022). The relationship between spiritual intelligence and appearance can be explained as follows. Spiritual intelligence can motivate employees to work with more meaning and purpose, increase job satisfaction, and influence positive attitudes and behavior in the workplace (Singh et al, 2017). In addition, employees who have high spiritual intelligence tend to be better at managing stress, interacting with coworkers, and have better leadership abilities (Hussein et al, 2022). All these factors can directly or indirectly contribute to improving employee appearance. Therefore, research on the relationship between employee spiritual intelligence and appearance is very relevant to understanding how aspects of spirituality can influence work results at PT. Asam Jawa.

In research investigating the influence of spiritual intelligence, innovation and competence on improving employee appearance at PT. Tamarind, researchers conducted a pre-survey regarding the variables studied so that the problems in the background could be understood well.

Pre-survey results regarding the spiritual intelligence of PT employees. Tamarind shows that the most of respondents tend to have positive spiritual intelligence. They are flexible (66.67%), have integrity (80%), and behave sincerely and trust (73.33%). But there are differences of opinion regarding the quality of life obtained from work, where 53.33% of respondents agreed while 46.67% disagreed.

Likewise with the results of the PT employee innovation pre-survey. Tamarind describes employees' views on innovation in the company. The most of respondents agreed with the ability to create the latest ideas for products and services (73.33%) and make innovation part of the company's organizational culture (80.00%). There are differences of opinion regarding the ability to build unique and new business models, where 60% of respondents agree and 40% disagree.

And the results of the pre-survey of employee competency at PT. Asam Jawa, which involved 15 respondents, provides an overview of employees' views on their competence. Based on the survey results, there were differences of opinion among respondents regarding various aspects of competency. In Having Knowledge in Carrying Out Work: 60.00% of respondents agreed that they had adequate knowledge in carrying out work, while 40.00% disagreed. Furthermore, on the question I have a hardworking personality or attitude: 53.33% of respondents agreed that they have a hardworking personality or attitude, while 46.67% disagreed. Every Employee has Adequate Skills or Skills: 73.33% of respondents agree that every employee has adequate skills or skills. Even though the most of respondents feel competent, there are differences in views, especially regarding knowledge ownership and

hardworking characteristics. Therefore, this research will further investigate the influence of competency on employee appearance at PT. Tamarind.

Ability to carry out Standards of accuracy: 80.00% of respondents agreed that they had the ability to carry out standards of accuracy, while 20.00% disagreed. Punctuality in working when producing: 60.00% of respondents agreed that they were punctual in working when producing, while 40.00% disagreed.

The quality of work is in accordance with applicable standards: 73.33% of respondents agree that the quality of their work is in accordance with applicable standards, while 26.67% disagree. These pre-survey results create a relevant research background. Although the most of respondents feel capable in certain aspects of appearance, there are differences of opinion, especially in terms of punctuality at work. This shows the potential for improvement in the appearance of PT employees. Tamarind. Therefore, this research will further investigate how factors such as spiritual intelligence, innovation, and competence influence employee appearance in this company. The results of this pre-appearance survey provide relevant background for formulating further research problems regarding the influence of these factors on employee appearance at PT. Tamarind.

RESEARCH METHODS

The type of research that the author uses in this research is associative descriptive research with a survey approach. This type of survey research is used to obtain data from agencies through distributing questionnaires, the relationship in this research is a clause relationship, namely a cause-and-effect relationship arising from independent or independent variables, namely spiritual intelligence (X1), innovation (X2), competence (X3), towards The dependent variable is Employee Appearance (Y) at PT Asam Jawa.

This research was conducted at PT. Asam Jawa Jl. Gajah Mada No.40, Sei Sikaming D, Kec. Medan Petisah, Medan City, North Sumatra 2019. The population is all objects, all symptoms and all occurrences of the events to be selected must be in accordance with the problem to be researched Sugiyono (2017). The population in this study was all employees at PT. Tamarind is as many as 50 people. The sampling technique uses saturated samples. Thus, the sample size is the same as the population of 50 respondents.

RESULTS AND DISCUSSION

Spiritual Intelligence variable respondents (X1)

- a. Regarding the first statement, as many as 40% of respondents agreed that employees reflect on the goals of work at PT. Tamarind, while 28% disagree, and another 28% feel neutral. Only 2% did not respond, and the mean response rate was 4.06.
- b. The second statement shows that 34% of respondents agree that they can create creative solutions in the company, while 22% disagree, and 22% feel neutral. A total of 4% did not respond, and the mean response rate was 4.04.
- c. The third statement shows that 38% of respondents agree that they can relate daily work to personal values, while 20% disagree, and 20% feel neutral. A total of 6% did not respond, and the mean response rate was 4.06.
- d. The fourth statement shows that 44% of respondents feel encouraged to achieve their work goals with enthusiasm at PT. Tamarind, while 20% disagree, and 20% feel neutral. A total of 4% did not respond, and the mean response rate was 4.10.
- e. The fifth statement shows that 30% of respondents feel they can feel respect for higher values in their work, while 26% disagree, and 26% feel neutral. A total of 4% did not respond, and the mean response rate was 3.96.

- f. The sixth statement shows that 36% of respondents utilize the practice of worship or prayer to increase concentration at work, while 12% disagree, and 24% feel neutral. There were no non-responders, and the mean response rate was 4.06.
- g. The seventh statement shows that 34% of respondents agree that employees can overcome stress at work with worship, while 18% disagree, and 18% feel neutral. There were no non-responders, and the mean response rate was 4.11.

The results of respondents' explanations regarding the Spiritual Intelligence Variable (X1) show that the most of respondents tend to agree with statements related to spiritual intelligence. The mean average for all statements was approximately 4.06 to 4.11, indicating a fairly high level of agreement. This indicates that the Spiritual Intelligence variable (X1) has a significant positive influence on the perceptions and attitudes of employees at PT. Tamarind on employees' work and personal values.

From the pre-survey results and respondents' explanations regarding spiritual intelligence at PT. Tamarind, it can be analyzed further that the majority of employees show positive spiritual intelligence, reflected in flexible attitudes, integrity, and sincere behavior and high levels of trust. Although there are differences of opinion regarding the quality of life obtained from work, in general, spiritual intelligence is identified as a relevant factor that has the potential to influence employee work appearance.

The results of the respondents' explanations further confirmed that specific aspects of spiritual intelligence, such as reflection on work goals, creativity, relationship between work and personal values, motivation, respect for high values, utilization of religious practices, and stress management through worship, all of which contribute positively to employee perceptions and attitudes. Thus, spiritual intelligence (X1) can be identified as a factor that plays an important role in improving employee appearance at PT. Tamarind.

Innovation Variable Respondents (X2)

The following is a description of the respondents' explanations for each question item as follows:

- a. Regarding the first statement, 36% of respondents agreed that they have the ability to develop new ideas that are beneficial to the company. While 20% disagree, and 20% feel neutral. Only 2% did not respond, and the mean response rate was 4.12.
- b. The second statement shows that 38% of respondents are trying to find new work methods that can improve appearance, while 22% disagree, and 22% feel neutral. A total of 4% did not respond, and the mean response rate was 4.08.
- c. The third statement shows that 36% of respondents agree that their superiors support and encourage innovation initiatives from colleagues. As many as 14% disagreed, and 14% felt neutral. Only 4% did not respond, and the mean response rate was 4.14.
- d. The fourth statement shows that 32% of respondents are actively trying to realize their own innovation ideas, while 12% disagree, and 12% feel neutral. A total of 4% did not respond, and the mean response rate was 4.12.
- e. The fifth statement shows that 28% of respondents feel they can turn new ideas into applications or programs that can be used at work, while 24% disagree, and 24% feel neutral. Only 4% did not respond, and the mean response rate was 3.96.
- f. The sixth statement shows that 34% of respondents are able to apply new ideas in the work environment and bring benefits, while 12% disagree, and 14% feel neutral. Only 2% did not respond, and the mean response rate was 4.16.

The results of the respondents' explanation regarding the Innovation Variable (X2) were that the most of respondents showed a high level of agreement regarding the innovation capabilities and efforts of employees in creating positive changes in the work environment.

Pre-survey results on background at PT. Tamarind shows that the majority of employees have a positive view of innovation, with a high level of agreement regarding the ability to develop new ideas, search for new work methods, and superior support for innovation initiatives.

From these results, it can be analyzed more deeply that innovation at PT. Tamarind has received high support from employees, which can be seen from their ability to develop new ideas, find new work methods, and get superior support for innovation initiatives. Even though there are differences of opinion on the implementation of ideas into applications, the most of respondents showed active participation in realizing innovative ideas. Therefore, the innovation variable (X2) can be considered as a factor that has positive potential in improving employee appearance at PT. Tamarind.

Respondents on Competency Variables (X3)

Respondents to each question item are as follows:

- a. Regarding the first statement, as many as 40% of respondents felt they had a way to identify learning needs in the company, indicating a high level of awareness of the importance of self-development.
- b. The second statement shows that 40% of respondents understand efficiency at work, while 16% feel neutral, and 16% disagree. This indicates that the most of respondents feel they have competence in carrying out their work duties.
- c. The third statement shows that 40% of respondents feel they have good abilities in applying work, while 24% feel neutral. Only 2% disagreed, and another 2% felt it did not apply.
- d. The fourth statement shows that 46% of respondents feel they have standards of behavior that are in line with the values of working at PT Asam Jawa, indicating a high level of conformity with the company culture.
- e. The fifth statement shows that 42% of respondents responded that there was an economic crisis in the Company, while 26% felt neutral, and 26% disagreed.
- f. The sixth statement shows that 32% of respondents have a positive attitude regarding salaries at PT. Tamarind, while 22% feel neutral, and 22% disagree.
- g. The seventh statement shows that 42% of respondents have an interest in hobbies or activities outside of work that influence their appearance, while 22% feel neutral, and 12% disagree.

The statements in the Competency Variable (X3) are that the most of respondents show a high level of awareness and ability related to self-development, efficiency at work, and good job implementation. Employees at PT Asam Jawa also have standards of behavior that are in line with company values and respond well in economic crisis situations.

Pre-survey results on the background of PT employee competencies. Tamarind, involving 15 respondents, showed differences in views between them regarding various aspects of competency. The most of respondents feel competent, there are differences in views, especially regarding knowledge ownership and hardworking characteristics as well as indicating complexity in employee perceptions related to competence.

Results of respondents' explanations regarding Competency (X3) at PT. Tamarind shows that the most of respondents showed a high level of awareness and ability related to self-development, efficiency at work, and good job implementation. The most of respondents feel they have a way to identify learning needs, understand work efficiently, and have good skills in applying work.

Employee Appearance Variable (Y)

The most of respondents' explanations for each question item are as follows

- a. Regarding the first statement, as many as 44% of respondents felt they were able to show neatness in every job they completed, showing a high level of awareness of the visual appearance of their work.
- b. The second statement shows that 40% of respondents are able to avoid mistakes in every job, while 22% feel neutral, and 22% disagree. This indicates the level of care in carrying out work duties.
- c. The third statement shows that 44% of respondents are able to handle various jobs according to work targets, while 18% feel neutral. Only 4% disagree.
- d. The fourth statement shows that 42% of respondents are able to complete work efficiently in large volumes of work, while 14% feel neutral. As many as 6% disagree.
- e. The fifth statement shows that 34% of respondents are responsible for every result of the work carried out, while 24% feel neutral, and 8% disagree.
- f. The sixth statement shows that 38% of respondents are responsible for the decisions they make at PT Asam Jawa, while 20% feel neutral. As many as 12% disagree.
- g. The seventh statement shows that 36% of respondents feel they have independence at work, while 16% feel neutral. As many as 12% disagree.

The statements in the Employee Appearance Variable are that the most of respondents demonstrate the ability to maintain neatness, avoid mistakes, and handle various jobs according to work targets with efficiency. Employees also tend to be responsible for the results of the work carried out and the decisions they make at PT Asam Jawa. Apart from that, most respondents also have a level of independence at work. This reflects the respondent's commitment and ability to carry out their work duties well and efficiently.

Pre-survey results of PT employee appearance. Tamarind in the background of previous research, involving 15 respondents, shows differences in views between them regarding various aspects of appearance. In terms of respondents' results on employee appearance, the importance of punctuality in producing work can be a relevant area of research, considering that these differences in views can influence productivity and efficiency in the workplace. In addition, the pre-survey results of the employee appearance variable (Y) show aspects emphasized by respondents, such as neatness in work, avoiding mistakes, handling work according to targets, efficiency in completing work, responsibility for work results, responsibility for decisions and independence in work.

Further analysis can explore the causes of differences in views, especially in the aspect of punctuality and how these factors relate to other variables such as spiritual intelligence, innovation and competence. This can provide in-depth insight into the dynamics of employee appearance at PT. Tamarind. Therefore, to find deeper analytical answers, both spiritual intelligence, innovation, competence and employee appearance need to be analyzed further in data analysis.

Reliability Test

Instrument reliability testing was carried out using the Cronbach Alpha (α) technique. It is said to be reliable if the Cronbach Alpha value is > 0.60 (Ghozali, 2017). The following reliability test data on the instruments tested can be seen in the table:

Tabel 1. Research Variable Reliability Test
Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Spiritual_Intelligence	81.98	220.428	.970	.975
Innovation	81.74	237.992	.958	.984
Competence	77.68	188.385	.980	.977
Employee appearance	77.50	201.561	.973	.974

Source: Result Analysis, 2023 (Data, SPSS 22)

In the table, the Cronbach Alpha value for Spiritual Intelligence is 0.975, Innovation is 0.984, Competency is 0.977, and Employee Appearance is 0.774. In this result, the Cronbach's Alpha value is greater than 0.60, meaning the data is reliable. It can be concluded that all statement instruments from the data variables in this study can be used in research.

T Test

The t test (partial test) is used to see the influence of individual variables (one by one) from Spiritual Intelligence (X1), Innovation (X2), and Competency (X3) partially (individually) on the dependent variable Employee Appearance at PT. Tamarind. The following is the hypothesis in this test.

- a. Ho: There is no partial (individual) influence of Spiritual Intelligence (X1), Innovation (X2), and Competency (X3) on the dependent variable Employee Appearance at PT. Tamarind.
- b. Ha: There is a partial (individual) influence of Spiritual Intelligence (X1), Innovation (X2), and Competency (X3) on the dependent variable Employee Appearance at PT. Tamarind.
- c. The following decision making criteria in the t test (partial test) are:
 Ho is accepted if $t_{count} < t_{table}$ at $\alpha = 5\%$
 Ha is accepted if $t_{count} > t_{table}$ at $\alpha = 5\%$

In making decisions in the t test (partial test) using the criteria mentioned previously, the following is an explanation of the reference in determining t Table. The t distribution table is used with an error rate (α) of 5% and degrees of freedom (df) calculated as (n-k), where n is the number of samples (50) and k is the number of variables (4). So the degrees of freedom are 46.

Thus, the t table at $\alpha = 5\%$ and $df = 46$ is 1.678. This value is used as a reference in making decisions regarding the t test, where the null hypothesis (Ho) is accepted if t is less than t table, and the alternative hypothesis (Ha) is accepted if t is greater than t table at a significance level of $\alpha = 5$

Tabel 2. T test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.076	1.153		.933	.356
Spiritual_Intelligence	.130	.163	.114	1.797	.030
Innovation	.368	.143	.284	2.582	.013
Competence	.542	.138	.588	3.919	.000

Source: Research Results, 2023 (data processed by SPSS 22)

The test results of the t test (partial test) can be seen that:

- a. The calculated t value of the Spiritual Intelligence variable is 1.797 and the t table is 1.678 so that $t_{\text{calculated}} > t_{\text{table}}$ ($1.797 > 1.678$) and the significant value (sig) is ($0.03 < 0.05$). The calculated t value for Spiritual Intelligence (1.797) is greater than the t table value (1.678), or the sig t value for Spiritual Intelligence (0.03) is smaller than alpha (0.05). Based on the results obtained, H_0 is rejected. Thus, partially Spiritual Intelligence has a positive and significant effect on increasing employee appearance at PT. Tamarind (First hypothesis accepted). The study by Adam et al. (2019) and Nur Aziza et al. (2020) also emphasized the positive role of spiritual intelligence in the context of improving employee appearance.
- b. The calculated t value of the Innovation variable is 2.582 and the t table is 1.678 so that $t_{\text{calculated}} > t_{\text{table}}$ ($2.582 > 1.678$) and the significant value (sig) is ($0.01 < 0.05$). The calculated t value for Innovation (2.582) is greater than the t table value (1.678), or the sig t value for Innovation (0.01) is smaller than alpha (0.05). Based on the results obtained, H_0 is rejected. Thus, partially innovation has a positive and significant effect on increasing employee appearance at PT. Tamarind (Second hypothesis accepted). A study by Umami & Simatupang (2020) emphasizes that innovation has a positive impact on improving employee appearance. Individuals involved in innovation can gain a competitive advantage, increase learning abilities, feel more responsible, and have a long-term positive impact on the company.
- c. The calculated t value of the Competency variable is 3.919 and the t table is 1.678 so that $t_{\text{calculated}} > t_{\text{table}}$ ($3.919 > 1.678$) and the significant value (sig) is ($0.00 < 0.05$). The calculated t value for Competency (3.919) is greater than the t table value (1.678), or the sig t value for Competency (0.00) is smaller than alpha (0.05). The results obtained reject H_0 . Thus, partially competency has a positive and significant effect on increasing employee appearance at PT. Tamarind (Third Hypothesis is accepted). According to Edison et al (2018), competence refers to an individual's ability to carry out tasks appropriately, holding excellence based on knowledge, skills and attitudes. Competence is considered a basic personal characteristic which is a determining factor in a person's success in carrying out their duties in a company environment.

Holistically, spiritual intelligence, innovation and competence are interrelated, making a positive contribution to improving employee appearance. Employees who have spiritual intelligence, a spirit of innovation and high competence are not only valuable assets for the company but also become drivers of growth and competitive advantage. Thus, findings from previous studies by Adam et al (2019), Umami & Simatupang (2020), and Putri (2019) regarding the influence of these three factors on employee appearance have significant relevance for guiding companies in understanding strategies for increasing organizational effectiveness in PT. Tamarind. Strengthening these aspects is expected to have a sustainable positive impact on improving employee appearance and overall company sustainability.

The most of respondents in the Employee Appearance question item showed a high level of awareness of the visual appearance of work, carefulness in carrying out tasks, ability to handle work according to targets, efficiency in completing work, and responsibility for results and decisions at PT Asam Jawa. Apart from that, most respondents also showed a level of independence at work, reflecting their commitment and ability to carry out their work tasks well and efficiently.

With a calculated F value of 281,290 and a significance level (Sig.) of 0.000, the analysis results show that there is a positive and significant influence from the variables Spiritual Intelligence (X1), Innovation (X2), and Competence (X3) on Employee Appearance at PT.

Tamarind. In more detail, the F count which is much greater than the F table ($281,290 > 2.80$) and the significance level (Sig.) which is lower than 5% ($0.000 < 0.05$) indicates that the rejection of the null hypothesis (H_0) and acceptance of the alternative hypothesis (H_a) is correct.

Thus, it can be concluded that these variables have a significant influence on employee appearance. Therefore, the fourth hypothesis can be accepted, indicating that there is a positive relationship between Spiritual Intelligence (X1), Innovation (X2), and Competency (X3) with Employee Appearance at PT. Tamarind.

CONCLUSION

From the results of the research and discussion in this study, it can be concluded as follows:

- a. Spiritual Intelligence has a positive and significant effect on increasing employee appearance at PT. Tamarind. These results show that the value of the Spiritual Intelligence variable with calculated t (1.797) is greater than the t table value (1.678), and the significance value (sig) of 0.03 is also smaller than the specified significance level (0.05), therefore rejecting the hypothesis zero (H_0).
- b. Innovation has a positive and significant effect on improving employee appearance at PT. Tamarind. This result shows that the value of the Innovation variable with t calculated (2.582) is greater than t table (t table), and the significance value (sig) of 0.01 is smaller than the specified significance level (0.05), so it can be concluded that it rejects null hypothesis (H_0).
- c. Competency has a positive and significant effect on increasing employee appearance at PT. Tamarind. These results show that the value of the Competency variable with t calculated (3.919) is greater than t table (1.678), and the significance value (sig) of 0.00 is smaller than the specified significance level (0.05), it can be concluded that it rejects the null hypothesis (H_0).
- d. Spiritual Intelligence, Innovation and Competence have a positive and significant effect on increasing employee appearance at PT. Tamarind. These results reveal the value of the Spiritual, Innovation and Competency variables on Employee Appearance, namely the F count which is much greater than the F table ($281,290 > 2.80$) and the significance level (Sig.) which is lower than 5% ($0.000 < 0.05$) indicates that rejection towards the null hypothesis (H_0) and acceptance of the alternative hypothesis (H_a).

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