

THE INFLUENCE OF PERSONALITY AND SPIRITUAL COMPETENCIES ON EMPLOYEE PERFORMANCE AT THE PEOPLE'S WELFARE BUREAU OF THE GOVERNOR'S OFFICE OF NORTH SUMATRA

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Abstract: The goal to be achieved in conducting this research is to determine the effect of personality and spiritual competence on employee performance at the People's Welfare Bureau, Office of the Governor of North Sumatra, partially and simultaneously. This research was aimed at all employees of the People's Welfare Bureau of the North Sumatra Governor's Office, totaling 40 employees. The research method used by the author is a quantitative method. Data collection techniques using questionnaires, documentation studies, observations and interviews. The results of the study partially show that the Personality Competency variable (X1) has a positive and significant effect on Employee Performance (Y) at the People's Welfare Bureau, North Sumatra Governor's Office. And the Spiritual variable (X2) has a positive but not significant effect on Employee Performance (Y). Simultaneously Personality and Spiritual Competence have a positive effect on Employee Performance at the People's Welfare Bureau, North Sumatra Governor's Office.

Keywords: Personality Competence, Spirituality, Employee Performance.

Introduction

Human Resources have an important meaning because humans play an active and dominant role in every organizational activity. Humans in organizations play a role as determinants, actors and planners in achieving company goals as well as determining the company's progress and decline. Humans are a resource that is different from other factors of production because humans have heterogeneous feelings, thoughts, desires and backgrounds. Humans also have unlimited needs, meaning that human needs always increase from time to time. Human needs are defined as everything they have, achieve and enjoy, therefore humans are encouraged to carry out activities by working (Rivai, 2014).

A government agency is an organization consisting of a group of people, working in carrying out various state tasks as a form of service to the community, where the goals of a government agency can be achieved if it can manage, mobilize and use its human resources effectively and efficiently.

North Sumatra is something named government Gouvernement Van Sumatra with the area it covers all over island Sumatra, led by one governor domiciled in Medan City. In the beginning 1949, done return reorganization government in Sumatra. With decision government Republic of Indonesia Emergency Number 22/PEM/PDRI on May 17 1949, position the governor in North Sumatra was removed.

The Office of the Governor of North Sumatra, especially the People's Welfare Bureau, has the task of carrying out coordination policy formulation, coaching, monitoring, supervision and evaluation of the implementation of education, health, social affairs,

women's empowerment and child protection, culture, population control and family planning, youth and sports, labor, as well as mental and spiritual facilitation. The People's Welfare Bureau has the vision of "Realizing Excellent Service in the Implementation of Administration, Financial Administration, Personnel and Household Leadership Oriented towards an Advanced, Safe and Dignified North Sumatra". Meanwhile, the mission of the People's Welfare Bureau is "Coordinating the Implementation of Administrative Records, Coordinating with the Implementation of Financial and Personnel Administration, Coordinating the implementation of Housekeeping for KDH/WKDH Leaders and Regional Secretaries."

An employee is a person who works in a company or organization, either as a permanent employee or a non-permanent employee, based on a written or unwritten agreement or work agreement, to carry out work at a certain level or activity and receive compensation given according to the level of work. Employees are the most valuable asset for a company or organization because the knowledge and skills they possess can influence the quality of performance or services they provide to society.

The success of a job is largely determined by effective human resources, because human resources have a major role in activities the organization or job. Human resource assessment can be seen from the results of the work they have done through the performance they produce. So it can be said that effective human resources produce good performance. It is important to pay attention to employee performance because performance is one of the determinants in achieving company performance in an effort to achieve company goals. The performance of each employee will have different levels of results. In the scope of human resources, an employee's performance is needed to achieve the best performance, both for the employee himself and the company. To obtain satisfactory performance in accordance with the company's expectations, of course supporting factors are needed so that maximum employee performance can be achieved. (Daulay et al., 2017) .

(Moeheriono, 2012) states that performance is a description of the level of achievement of implementing an activity program or policy in realizing an organization's targets, goals, vision and mission as outlined through an organization's strategic planning. Performance can be known and measured if an individual or group of employees has criteria or benchmark success standards set by the organization.

To achieve good performance, Human Resources have a very important role and determine the success of an organization. The success of an organization is determined by the quality of the employees who work in it. Rapid changes in time require the ability of Human Resources to capture the latest phenomena to analyze the impact on organizational development and prepare steps to deal with these conditions. Organizations are not just administrative but are more focused on how to develop the potential of Human Resources to become more creative and innovative.

Spiritual is connection individual in a way spirit and soul with the sacred , the source truth , or a god who is believed in humans and also how implement it to everyone . So , spirituality at work No means as a substitute for religion, neither mean invite people to follow confidence certain , but rather about understanding self employee as a spiritual being whose soul need intake at the place Work about experience with a sense of purpose and meaning in his work also feelings for each other connected with others and with local community Work .

(Rahman, 2015) said that spirituality is a dimension that is able to shape the character of employee behavior, eliminate corruption and nepotism in the organization, form calm behavior, and make work something valuable and meaningful.

Personality competency is needed in an organization to be able to help the company achieve predetermined targets. By evaluating and developing employees themselves so that they always get the latest innovations, their way of thinking and acting in dealing with all employee situations also becomes a reference for improving these competencies for the progress or development of a company.

personality competence employee reflected from performance , good performance is optimal performance . Performance employee the is one of the capital for company For reach the goal . So that performance employee proper noticed by the leader company . Performance in general as success somebody in carry out something work . Performance employee achieved somebody in carry out assigned tasks to her For achieve work targets .

(Astining Putri et al., 2019) states that personality competence is a personality ability which includes, a person who is steady, stable and mature, a person who is wise, wise and authoritative, a person who has noble character, evaluates his own performance, develops himself continuously.

Based on initial observations, the author found several problems occurring in the Office of the Governor of North Sumatra, especially in the People's Welfare Bureau, namely, the decline performance employees are affected by the large number amount file work that must be completed so that No can finished right at the right time determined . Not enough carefully employee in do assigned work so that result delay in solution work them , p This show that lack of attitude or competence personality you have employees and lack of employee knowledge about technology especially computers, which still are There is struggling employees in operationalize software on computers such as Microsoft word or Microsoft excel For support work they so that hinder achieved objective company .

Then, the lack of competence of some employees which affects performance is caused by inadequate job training which results in decreased employee morale. The author also sees that there are other things that are often complained about by employees in the spiritual department, for example regarding the lack of good relationships between superiors and their employees, where there are still misunderstandings in receiving input given in relation to their work and there are also those who commit corruption when working hours such as arriving late, leaving early, there are also those who take breaks longer than those determined by the company or are not disciplined, but they never neglect to pray at all times for Muslims and for non-Muslims they always hold gatherings to worship at certain times. the time they have mutually agreed upon and that too with permission from their superiors.

Based on the explanation above, personality and spiritual competence greatly influences employee performance, because performance is one of the company's references for achieving goals by looking at the personality competence of employees in carrying out their duties as well as spiritual relationships, both relationships with God, relationships between employees and between superiors and employees, where This means that employee personality and spiritual competence greatly influence employee performance.

Literature Review

Employee performance

Performance is a universal concept and is the effectiveness of operations and employees based on previously established standards and criteria. Because organizations are basically run by humans, real performance is human behavior in playing the roles they carry out within an organization to produce the desired actions and results.

Spiritual

(Hedrawan, 2009) stated that spirituality is the sanctity of everything, including everyday problems. Purity is part of the spiritual basis, this can be found in every activity in life, both in the world of work and in the spiritual world. From this view, in fact everything is holy, and God is also present everywhere .

Then, (Echols, JM; Shadily, 2015) said that "linguistically the meaning of spiritual means inner, spiritual, religious". Meanwhile, (Baharuddin, 2017) defines "spiritual as the side of the soul that has divine (divine) qualities and has the power to attract and encourage other dimensions to realize the qualities of God within itself."

Competence Personality

According to (Edison, E. 2020) states that competence is an individual's ability to carry out a job correctly and have excellence based on matters relating to knowledge, skills and attitudes. Furthermore, (Elizar & Tanjung, 2018) stated that competence is an important thing for employees to have. Competency is the basic characteristic of a person (individual) which influences the way of thinking and acting, makes generalizations about all situations faced and lasts for a long time in humans.

Method

In general, research can be interpreted as a scientific way to obtain data with specific purposes and uses. Before conducting research, first determine the research method that is appropriate to the research being studied. The type of research used by the author is quantitative research with the aim of showing relationships between variables, testing theories, and looking for generalizations that have predictive value (Sugiyono, 2018) . Theory is a framework in quantitative research that underlies the formulation of problems or questions, developing hypotheses, testing data, and making conclusions. The position and role of theory in quantitative research is reflected in the research results in the form of support or rejection of theory (Sugiyono, 2018) . The research approach used in this research is an associative approach which aims to analyze the problem that there is a relationship between one variable and another variable. Namely the Influence of Personality and Spiritual Competence on Employee Performance at the People's Welfare Bureau of the North Sumatra Governor's Office.

Result and Discussion

Data Analysis Test Using Partial Least Square (PLS)

The data quality test was carried out to determine the influence of Personality (X1) and Spiritual Competencies (X2) on Employee Performance (Y). Testing using Partial Least Square (PLS) with outer model and inner model analysis .

Outer Model Testing Analysis .

The measurement model technique (Outer Model) is a model that describes the relationship between latent variables (constructs) and their indicators. (Juliandi, 2018) . The tests carried out on the outer model are as follows:

Validity test

The validity test functions to test the extent of the accuracy or truth of an instrument as a tool for measuring research variables. If the instrument is valid/correct then the measurement results will likely be correct. The validity test in this research uses convergent validity and discriminant validity .

Convergent Validity

Convergent validity relates to the principle that the measures of a variable should be highly correlated. Convergent validity occurs if the scores obtained from two different instruments that measure the same variable have a high correlation. The rule of thumb used for convergent validity is outer loading $>0.5 - 0.7$ and AVE >0.5 (Agrivinie & Adri, 2020).

After processing the data using SEM-PLS, the results of factor loading can be shown in the diagram and table below:

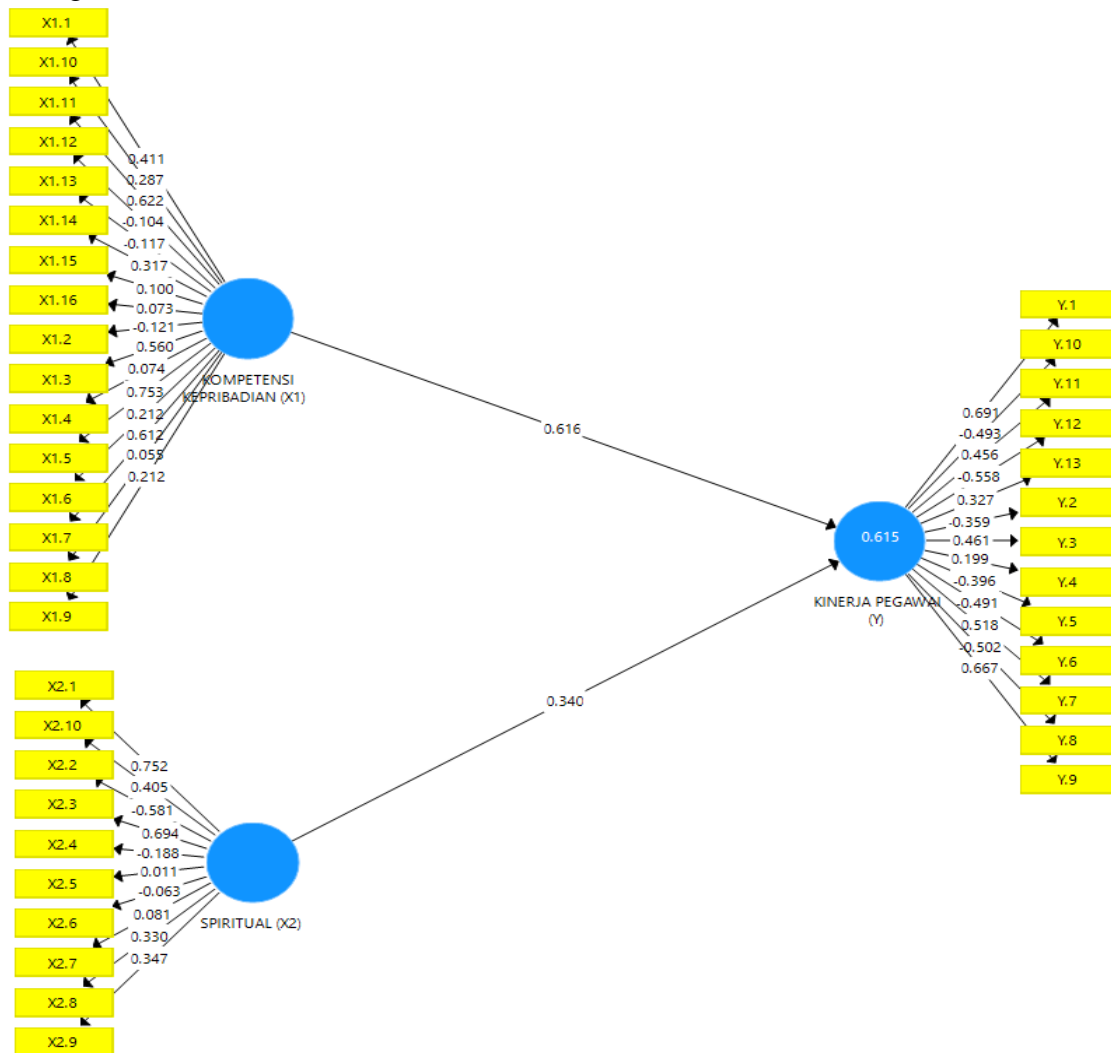


Figure 1. Diagram of First h m Algorithm Results

Table 1. First Loading Factor Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
X1.1		0.411	
X1.10		0.287	
X1.11		0.422	

X1.12		-0.104	
X1.13		-0.117	
X1.14		0.317	
X1.15		0.100	
X1.16		0.073	
X1.2		-0.121	
X1.3		0.560	
X1.4		0.074	
X1.5		0.753	
X1.6		0.212	
X1.7		0.612	
X1.8		0.055	
X1.9		0.212	
X2.1			0.752
X2.10			0.405
X2.2			-0.581
X2.3			0.694
X2.4			-0.188
X2.5			0.011
X2.6			-0.063
X2.7			0.081
X2.8			0.330
X2.9			0.347
Y.1	0.691		
Y.10	-0.493		
Y.11	0.456		
Y.12	-0.558		
Y.13	0.327		
Y.2	-0.359		
Y.3	0.461		
Y.4	0.199		
Y.5	-0.396		
Y.6	-0.491		
Y.7	0.518		
Y.8	-0.502		
Y.9	0.667		

Source: SmartPLS Data Processing Results

Based on the loading factor table , it shows that there are still many research statements that are not valid, in the personality competency variable (X1) only statements X1.3, X1.5 and meets the validity test. As for the spiritual variable (X2), only statements X2.1, X2.2 and ,Y7, Y8, Y9, and Y12 meet the validity test because their values are above 0.50 while the others do not meet the validity test . This is based on theory (Agrivinie & Adri , 20 20) .

So, from the results of the analysis that has been carried out, the author carries out a re-analysis, namely as follows:

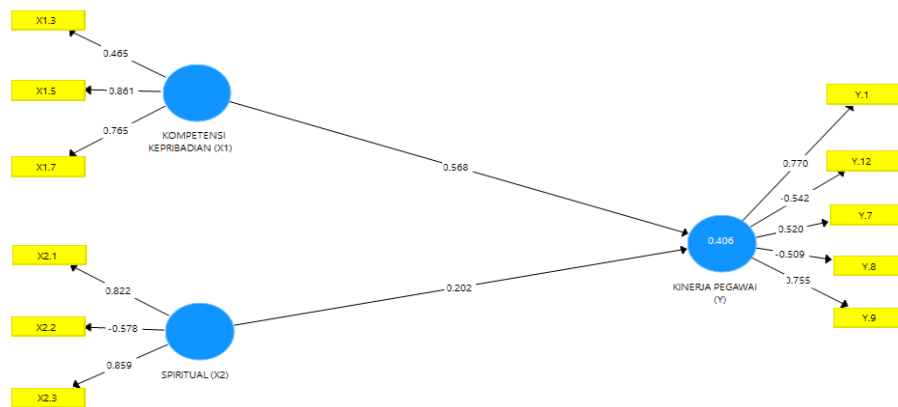


Figure 2. Diagram of Algorithm Results h m Second

Table 2. Second Loading Factor Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
X1.3		0.465	
X1.5		0.861	
X1.7		0.765	
X2.1			0.822
X2.2			-0.578
X2.3			0.859
Y.1	0.770		
Y.12	-0.542		
Y.7	0.520		
Y.8	-0.509		
Y.9	0.755		

Source: SmartPLS Data Processing Results

Based on the loading factor table, it shows that there are still several research statements that are not yet valid. In the personality competency variable (X1), only statements X1.5 and . As for the spiritual variable (X2), only statements X2.1 and validity, and finally the employee performance variable (Y) is only statements Y1 and Y9 which meet the validity test because of the value n y a above 0.50 while the others do not meet the validity test. This matter based on opinion (Agrivinie & Adri , 20 20) .

So, from the results of the analysis that has been carried out, the author will carry out a re-analysis, namely as follows:

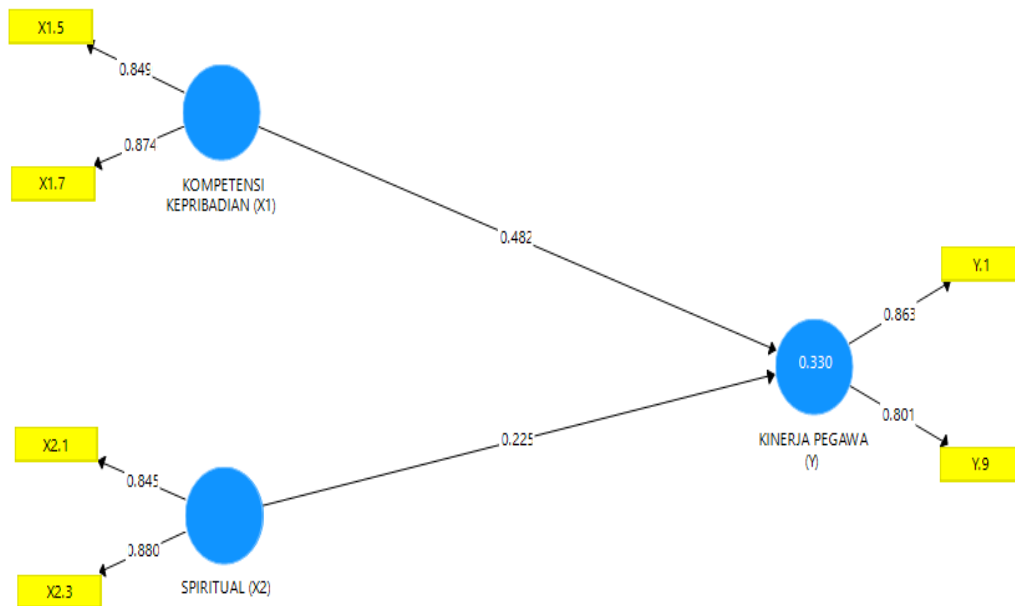


Figure 3. Algorithm Result Diagram h m Third

Table 3. Third Loading Factor Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
X1.5		0.849	
X1.7		0.874	
X2.1			0.845
X2.3			0.880
Y.1	0.863		
Y.9	0.801		

Source: SmartPLS Data Processing Results

Based on the results of the outer loading, it shows that all variable statements are at a number greater than 0.50, which means that the instrument in this research has met the criteria for convergent validity . This matter based on theory (Agrivinie & Adri , 20 20) .

Discriminant Validity

Discriminant validity is the extent to which a construct is truly different from other constructs (the construct is unique). At the construct level, discriminant validity is tested by comparing the root AVE value of a construct with the correlation of that construct with other constructs. This approach is based on the Fornell-Larcker criterion . (Paul , 2 018) .

Fornell Lacker Criterion

Fornel Value Good Lacker Criterion that is No can more small between variable That Alone with The minimum value for internal consistency is 0.5 for new instruments that are not yet available tested , temporary for existing instruments tested and numerous used the minimum value is 0.8. (Paulus, 2018) .

Table 4. Fornell Lacker Criterion Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
EMPLOYEE PERFORMANCE (Y)	0.832		
PERSONALITY COMPETENCIES (X1)	0.531	0.862	
SPIRITUAL (X2)	0.329	0.217	0.863

Source: SmartPLS Data Processing Results

Based on From the results of the Fornell Lacker Criterion table above, it can be seen that :

1. Variable X1 Competence Personality own value 0.832, then
2. Variable X2 Spiritual has value of 0.862 more big of 0.531,
3. Variable Y Performance Employee own value of 0.863 more big from values 0.217 and 0.329.

Based on results explanation above , it can be said to be the Fornell Lacker Criterion value from each variables are fulfilled criteria instruments that have been tested and are widely used, the minimum value is 0.8 . This matter based on theory (Paulus, 2018) .

Heterotrait-Monotrait Ratio (HTMT) Results

According to Jorg Henseler Christian, M. Ringle, Marko Sarsted, the best new measurement is to look at the Heretroit-Monotrait Ratio (HTMT). If the HTMT value is <0.90 then a construct has good discriminant validity. (Juliandi, 2018) .

Table 5. Heterotrait-Monotrait Ratio (HTMT) Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
EMPLOYEE PERFORMANCE (Y)			
PERSONALITY COMPETENCIES (X1)	0.876		
SPIRITUAL (X2)	0.529	0.388	

Source: SmartPLS Data Processing Results

Based on results HTMT table can explained that :

1. Variable X1 (Competency Personality) to Y (Performance Employees) have HTMT value $0.876 < 0.90$.
2. Variable X2 (Spiritual) to Y (Performance Employees) have HTMT value $0.529 < 0.90$.
3. Variable X1 (Competency Personality) against X2 (Spiritual) has HTMT value $0.388 < 0.90$.

Based on explanation HTMT test results above can concluded that all variables are declared valid, because Already fulfil criteria measurements that are good or completely different from other constructs (the construct is unique). This matter based on theory (Juliandi, 2018) .

Reliability Test

The purpose of reliability testing is to measure the reliability of a construct. The reliability of construct scores must be high enough. The reliability test in this study used Composite Reliability and Average Variance Extracted (AVE). The criteria for both can be seen from Composite Reliability >0.6 and Average Variance Extracted (AVE) >0.5 (Juliandi, 2018) .

Composite Reliability

Reliability testing can use Composite Reliability. A variable can be declared reliable or meets Composite Reliability if it has a value >0.6 . The following are the Composite Reliability values for each variable used in this research (Juliandi, 2018) .

Table 6. Composite Reliability Test Results

	Composite Reliability
EMPLOYEE PERFORMANCE (Y)	0.818
PERSONALITY COMPETENCIES (X1)	0.852
SPIRITUAL (X2)	0.853

Source: SmartPLS Data Processing Results

Based on Composite Reliability testing it can be explained that :

1. Variable Performance Employees (Y) are reliable , because mark Composite Reliability Performance Employee (Y) is $0.818 > 0.6$.
2. Variable Competence Personality (X1) is reliable , because mark Composite Reliability Competency Personality (X1) is $0.852 > 0.6$.
3. variable (X2) is reliable , because mark Composite Spiritual Reliability (X2) is $0.853 > 0.6$.

composite reliability table above, it can be concluded that all data from variable competence personality and spirituality are declared reliable because they meet the criteria for composite reliability. This is based on theory (Juliandi, 2018) .

Average Variance Extracted (AVE)

This reliability test can use Average Variance Extracted (AVE). A variable can be declared reliable or meets the Average Variance Extracted (AVE) if it has a value >0.5 (Juliandi, 2018) . The following is the Average Variance Extracted (AVE) value of each variable used in this research.

Table 7. Average Variance Extracted (AVE) Test Results

	Average Variance Extracted (AVE)
EMPLOYEE PERFORMANCE (Y)	0.693

PERSONALITY COMPETENCIES (X1)	0.742
SPIRITUAL (X2)	0.744

Source: SmartPLS Data Processing Results

Based on table Average Variance Extracted (AVE) on can explained that :

1. Variable Performance Employees (Y) are reliable , because mark Average Variance Extracted (AVE) Performance Employee (Y) is $0.693 > 0.5$.
2. Variable Competence Personality (X1) is reliable , because mark Average Variance Extracted (AVE) Competency Personality (X1) is $0.742 > 0.5$.
3. variable (X2) is reliable , because mark Average Variance Extracted (AVE) Spiritual (X2) is $0.744 > 0.5$.

Based on from results testing as well as explanation about results mark Average Variance Extracted (AVE) on so concluded that all variable that is competence personality (X1) and spiritual variables (X2) are declared reliable because the result has fulfil criteria from (AVE) Because has a value > 0.5 . This matter based on opinion (Juliandi, 2018) .

Inner Model Testing Analysis .

Structural Model is a model that describes the relationship between latent variables (constructs). Latent variable relationships are based on theory, logic, or practical experience observed by previous researchers (Juliandi, 2018) . Structural model analysis uses tests including F-Square and R-Square .

F-Square Test Results

F-Square is a measure used to assess the relative impact of an influencing variable (exogenous) on the influenced variable (endogenous). Changes in the R-Square value when certain exogenous variables are removed from the model can be used to evaluate whether the omitted variables have a substantive impact on the endogenous construct. (Juliandi, 2018) . The criteria are as follows :

Table 8. F-Square Test Classification Value

Mark	Information
0.02	Small
0.15	Currently
0.35	Big

Source: (Juliandi, 2018)

This explains that the higher the classification value, the better the prediction model of the proposed research model.

Table 9. F-Square Test Results

	EMPLOYEE PERFORMANCE (Y)	PERSONALITY COMPETENCIES (X1)	SPIRITUAL (X2)
EMPLOYEE PERFORMANCE (Y)			
PERSONALITY COMPETENCIES (X1)	0.330		
SPIRITUAL (X2)	0.072		

Source: SmartPLS Data Processing Results

F-Square test table above, it shows that :

1. Influence Competence Personality (X1) against Performance Employee (Y) is amounted to 0.330, because mark F-Square Competence Personality (X1) against Performance Employees (Y) >0.35.
2. Meanwhile Spiritual (X2) against Performance Employees (Y) is 0.72, because mark Spiritual F-Square (X2) against Performance Employees (Y) <0.35.

Based on Explanation on can concluded that Personality Competency (X1) has a moderate influence on Employee Performance (Y). Meanwhile S spiritual has a small influence on Employee Performance (Y). This matter based on opinion (Juliandi, 2018) .

R-Square Test Results

R-Square is a measure of the proportion of variations in the values of influencing variables (endogenous) that can be explained by the influencing variables (exogenous). This is useful for predicting whether the model is good/bad (Juliandi, 2018) .

Table 10. R-Square Test Classification Value

Mark	Information
0.75	Strong
0.5	Moderate
0.25	Weak

Source: (Juliandi, 2018)

This explains that the higher the classification value, the better the influence of the research construct.

Table 11. R-Square Test Results

	R Square	R Square Adjusted
EMPLOYEE PERFORMANCE (Y)	0.330	0.293

Source: SmartPLS Data Processing Results

R-Square test results table above, the magnitude is 0.330. This means that 33% of the dependent variable Employee Performance can be explained by the independent variables Personality Competence (X1) and Spirituality (X2). It can be concluded that the influence of all exogenous constructs of Personality Competence (X1) and Spiritual (X2) on Employee Performance (Y) are weak.

Hypothesis Test Results

Hypothesis testing Purpose analysis direct effect (influence direct) useful For test hypothesis of the direct influence of a variable that influences (exogenous) on variable Which influenced (endogenous) (Juliandi, 2018) .

Criteria For testing hypothesis influence direct (direct effect) islike seen in the section on below.

1. Coefficient path (path coefficient) :
 - a. If the path coefficient value is positive, then the influence a variable to another variable is in the same direction, if the value of a variable increase/increase, so mark variable other Also increase/increase.
 - b. If the path coefficient value is negative, then the influence something variable to variable other is opposite direction, If mark value of a variable

- increase/increase, so mark variable other will decreased/low.
2. Mark probability/significance (P-Value):
 - a. If mark P-Values < 0.05, so significant
 - b. If mark P-Values > 0.05, then no significant

Table 12. Path Coefficient Test Results

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
PERSONALITY COMPETENCY (X1) -> EMPLOYEE PERFORMANCE (Y)	0.482	0.503	0.132	3,647	0,000
SPIRITUAL (X2) -> EMPLOYEE PERFORMANCE (Y)	0.225	0.242	0.155	1,449	0.148

Source: SmartPLS Data Processing Results

From Path Coefficient test results above can be explained and concluded that:

1. Competence Personality influential positive and significant to Performance Employee Because P-Value value of 0.000 or more small of 0.05 shows that relationship is significant . Original sample value (Path Coefficient) / original sample of 0.482 shows direction relationship positive .
2. Spiritual influence positive However No significant to Performance Employee Because P-Value value of 0.148 or more big of 0.05 shows that relationship No significant . Original sample value (Path Coefficient) / original sample of 0.225 shows direction relationship positive . This is based on theory (Juliandi, 2018) .

Discussion

The findings from this research are regarding the results of research findings regarding the suitability of theories, opinions and previous research that have been put forward by the results of previous research as well as behavioral patterns that must be carried out to find out these things . Following are three main parts that will be discussed in the analysis of the findings of this research, namely as follows:

Personality Competencies Influence Employee Performance

Competence can be defined as a person's basic characteristics that have a causal relationship with reference criteria of effectiveness and/or excellence in a particular job or situation. Competence is a person's basic character that indicates a way of behaving or thinking, which applies in a very wide range of situations and lasts for a long time. Competency refers to the characteristics that underlie behavior that describe motives, personal characteristics (characteristics), self-concept, values, knowledge or skills that someone who performs superiorly brings to the workplace (Nursangadah & Tjahjaningsih, 2017) .

The research results show that variable Personality Competency (X1) has a positive and significant effect on Employee Performance (Y) because the P-Value value is 0.000 or less than 0.05, indicating that the relationship is significant. The original sample (Path

Coefficient) / original sample value is 0.482, indicating the direction of the relationship is positive.

This shows that the increasing personality competence possessed by employees is able to improve their performance. Personality competency refers to how an employee acts in accordance with religious norms, legal norms, social norms and Indonesian national culture (Sumarni, 2019) . This means that it is necessary to increase employee personality competence in order to be able to improve employee performance. The results of this research support research by (Ridi, 2019) and (Anggraini et al., 2021) that personality competence has a significant positive effect on employee performance.

Spiritual Influence on Employee Performance

Spirituality is the basic need and highest achievement of a human being in life regardless of ethnicity or origin. These basic needs include: physiological needs, security and safety, love, respect and self-actuality. Self-actuality is a person's spiritual stage, which is abundant with creativity, intuition, cheerfulness, joy, compassion, peace, tolerance, humility and has a clear life goal (Agus et al., 2018) .

According to (Nur'aini, 2021) spirituality is belief in a relationship with God Almighty. Spirituality is also referred to as something that is felt about oneself and relationships with other people, which can be manifested by an attitude of loving others, being kind and friendly towards others, respecting everyone to make someone feel happy. Spiritual is life, not just prayer, enjoying and acknowledging God.

The research results show that variable Spirituality has a positive but not significant effect on employee performance because the P-Value value is 0.148 or greater than 0.05, indicating that the relationship is not significant. The original sample (Path Coefficient) / original sample value is 0.225, indicating the direction of the relationship is positive.

Spiritual intelligence (SQ) has an important value because it can provide a sense of morals, the ability to adapt to rigid rules coupled with ability and love and the equivalent ability to see when love and understanding have reached their limits. A person uses spiritual intelligence to grapple with good and evil, as well as to imagine unrealized possibilities to dream, aspire and lift oneself from humility. Employees gain life values not only at home, but they also seek every meaning of life that comes from their work environment. Those who can give meaning to their lives and bring spirituality into their work environment will make them better people, so that the resulting performance is also better than those who work without spiritual intelligence. (Septiarini & Gorda , 20 18) .

The research results show that variable Personality Competency (X1) has a positive and significant effect on Employee Performance (Y) because the P-Value value is 0.000 or less than 0.05, indicating that the relationship is significant. The original sample (Path Coefficient) / original sample value is 0.482, indicating the direction of the relationship is positive.

Conclusion

Based on results study And discussion Which has stated previously so can taken conclusion from study This, as following:

1. The results show that Competence Personality influential positive and significant to Performance Employee at the People's Welfare Bureau of the North Sumatra Governor's Office .
2. The results show that spirituality has a positive influence however No significant to Performance Employee at the People's Welfare Bureau of the North Sumatra

Governor's Office .

3. Based on results calculation showing that Competence Personality and Spiritual influence positive to Performance Employee . That matter proven in value from coefficient path (X1) to (Y) is of 0.000 and value from coefficient path (X2) to (Y) is of 0.148. Second variable the assessed in a way together own influence positive . However, the spiritual variable is not influential in a way significant Because the P-Value value is more than 0.148 big from 0.05. Temporary variable competence personality influential in a way significant Because P-Value value of 0,000 more small from 0.05.

Suggestion

Based on the conclusions above, several suggestions can be given regarding this research, including:

- a. It is hoped that future researchers can dig deeper into factors related to employee performance and can see what factors make spirituality not affect performance. in a way significant .
- b. Expected company can give encouragement in various aspects to improve performance employee with relevant aspects .

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