

ISSN : 2338-994X



**PROSIDING
SEMINAR NASIONAL
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FORUM MANAJEMEN INDONESIA (FMI) KE-5

*Strengthening The Strategy of Local Product in The Border Region :
Opportunity and Challenges of The ASEAN Economic Community 2015*

Aula Bank Indonesia Pontianak, Istana Rakyat Kalbar & Hotel Mercure Pontianak
23-24 Oktober 2013



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**ANALISIS KECERDASAN SPIRITUAL, *PSYCHOLOGICAL EMPOWERMENT*
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tatikmut@yahoo.com**ABSTRACT**

The existence and success of an organization in achieving its purpose, can not be separated from its human resource capability factor. The quality of human resources will determine the quality of performance. BBWS Pemali Juana is a government agency that serves the community showed its performance is not adequate and a decrease in performance. Many factors that cause decreased performance, such as factors of spiritual intelligence, psychological empowerment and job satisfaction decline thus affecting the performance of employees. The problem in this study is how spiritual intelligence, psychological empowerment and job satisfaction affect the performance of employees. The purpose of research to examine the influence of spiritual intelligence, psychological empowerment and job satisfaction to human resources performance.

The population in this study were all employees BBWS Pemali Juana as 254 people. Sampling technique in this study is Proportional Stratified Random Sampling, so the sample is obtained as many as 71 respondents. This study used data analysis technique Partial Least Square (PLS) with the software Visual Partial Least Square (VPLS)

The results of this study are spiritual intelligence and psychological empowerment influence job satisfaction. Similarly, spiritual intelligence, psychological empowerment and job satisfaction affect on human resources performance.

Keywords: Spiritual Intelligence, Psychological Empowerment, Job Satisfactio and Human Resources Performance