THE INFLUENCE OF EMOTIONAL INTELLIGENCE, SPIRITUAL INTELLIGENCE, INTELLECTUAL INTELLIGENCE ON THE PERFORMANCE OF PRIMARY IQRO COOPERATIVE EMPLOYEES (PRIMKOPIQ)

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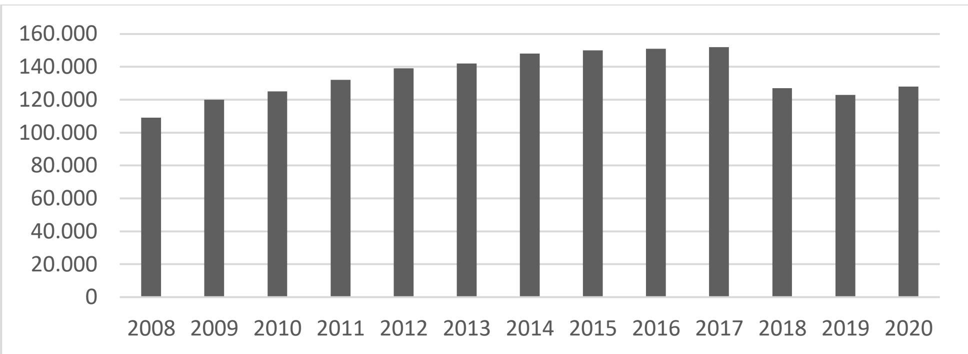
Abstract: This study aims to determine the effect of emotional intelligence, spiritual intelligence, intellectual intelligence on the performance of employees of Primary Cooperative Iqro (PRIMKOPIQ). The variables used are emotional intelligence, spiritual intelligence, intellectual intelligence as independent variables, and employee performance as dependent variables. The research method used in this study is the survey method, while the population in this study are employees of Primary Cooperative Iqro (PRIMKOPIQ). The number of samples determined in this study was 37 respondents. Sampling was carried out by taking the entire population. The data analysis technique used was multiple correlation analysis and determinant coefficient (R2). The results of the coefficient analysis show that the t-test of the emotional intelligence variable has a positive and significant effect on performance (t count 2.087> t table 2.034), the spiritual intelligence variable on performance shows a positive and significant effect (t count 4.604> t table 2.034), the intellectual intelligence variable on performance shows a positive and significant effect (t count 2.089> t table 2.034), and the emotional intelligence, spiritual intelligence and intellectual intelligence variables simultaneously have a significant effect on the performance of Primary Koperasi Iqro (PRIMKOPIQ) employees. This is based on the results of the f-test with an ftable value of 3.27 while the fcount value is 14.701.

Keywords: Emotional intelligence, spiritual intelligence, intellectual intelligence and performance

INTRODUCTION

Cooperatives must be able to become pillars of the nation and become an important economic force compared to other economic forces. However, in reality, cooperatives are less competitive than other economic actors, this can be seen from the gross domestic product (GDP) of cooperatives in 2021 which was only 5.1 percent. The small contribution of cooperatives means that cooperatives have not fully emerged as the main economic institution of choice for the community. In fact, cooperatives have great potential in improving the economy and social welfare of their members.

Graph 1 Number of Cooperatives in Indonesia



Source: Central Statistics Agency (BPS 2021)

Based on the graph above, the number of cooperatives in Indonesia in 2020 was 127,124 units. Compared to the previous year, this figure increased by 3.31%. However, the increase in the number of cooperatives in 2020 is still relatively small compared to the number of cooperatives in 2017. In addition to the low contribution to the national economy, community participation as cooperative members is also still low. The proportion of cooperative members in Indonesia is only around 8.41 percent, far below the world average of 16.31 percent. The information in the table includes active cooperatives, inactive cooperatives, subsidiary cooperatives, parent cooperatives, parent cooperatives, regional cooperatives (KUD), non-KUD cooperatives, and preparatory cooperatives. And the number of basic cooperatives is 18% of the total number.

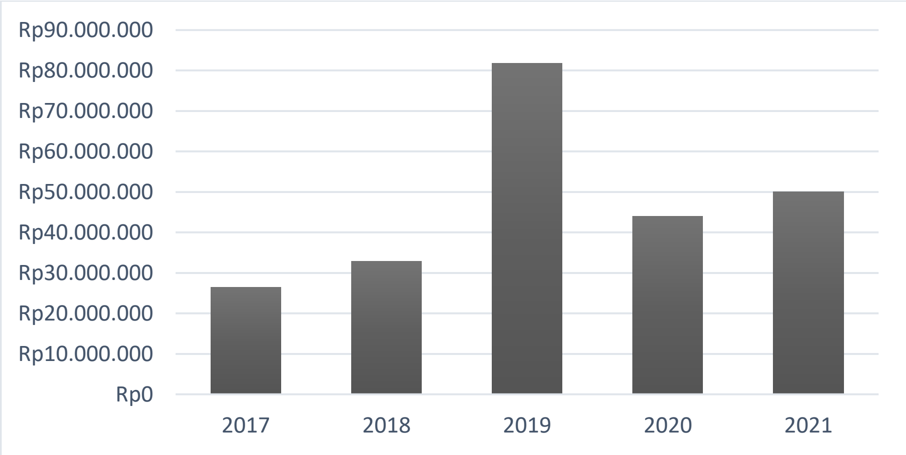
Table 1 Number of Cooperatives in Banten Province in 2018

No.	City	Active Cooperatives	Non Active Cooperatives	Total Cooperatives	Percentage of Active Cooperative	Percentage of non Active Cooperative
1	Pandeglang	463	104	567	81,65%	18,35%
2	Lebak	521	322	843	61,80%	38,2%
3	Tangerang	1.178	370	1.548	76,09%	23,91%
4	Serang	508	817	1.325	39,62 %	60,38%
5	Tangerang City	422	481	903	46,73%	53,27%
6	Cilegon	303	231	534	56,74%	34,26%
7	Serang City	180	193	373	48,25%	51,75%
8	South Tangerang	348	289	637	54,63%	45,37%

Source: Banten Province Cooperatives and SMEs Service

Table 1 shows that the percentage of Cooperatives in Banten Province between active and inactive is quite significant. Even Tangerang Regency which has the largest number of cooperatives in Banten Province, the number of inactive cooperatives reaches 23.91% or around 370 inactive cooperatives. Of course this must be a concern, where this phenomenon is often encountered around our environment, where most of the Cooperatives that have been built are unable to survive for long. Many things trigger this phenomenon, some of which are the lack of cooperative knowledge and the performance of Human Resources who manage the Cooperative is not optimal. In building a Cooperative, commitment is needed from each element of the Cooperative, namely the Cooperative management, Cooperative supervisors, Cooperative staff and Cooperative members to create a cooperative that is sustainable. Of course the most influential is the leader or Human Resources who manage the Cooperative, namely, the management, supervisors, and Cooperative staff to motivate members to be active in the sustainability of the Cooperative, so it is necessary to manage the Human Resources who manage the Cooperative. From table 1 we can also see that the Cooperatives in Cilegon City are still relatively few compared to other cities in Banten Province, where Cilegon City only has 534 Cooperatives. With the relatively small number, there are 231 Cooperatives that are no longer active. From that number, according to data obtained by the author from the Ministry of Cooperatives and SMEs of the Republic of Indonesia, there are only 6 Primary Cooperatives in Cilegon City. The number is still very small. Therefore, it is necessary to have knowledge about cooperatives in every institution and society in Cilegon City in order to achieve Cooperatives as the main choice for community economic institutions.

Graph 2 Primary Business Result Remainder (SHU) of Iqro Cooperative (PRIMKOPIQ)



Source: 2017-2021 RAT Report Primary Iqro Cooperative (PRIMKOPIQ)

Based on the data obtained by the author, the Net Operating Surplus (SHU) in 2021 increased, but the increase was only small compared to the increase in Net Operating Surplus (SHU) in 2018 to 2019. And the significant decrease in Net Operating Surplus (SHU) in 2020 should also be a concern, because the decrease was almost 50% compared to 2019. In 2020, all business actors had difficulty running their businesses, because in 2020 Indonesia was also affected by the Covid-19 virus, but the Human Resources who manage the Cooperative should be able to overcome it by doing new things in the business being run. Which then these obstacles can be overcome and do not interfere with the Primary business activities of the Iqro Cooperative (PRIMKOPIQ). Then, Primary Cooperative Iqro (PRIMKOPIQ) has administrators who have jobs elsewhere (Double Job), so the time to control the cooperative is very limited, plus there is no manager in each business unit that is run so that the administrators entrust everything to employees, this is one of the causes of the lack of service innovation provided as a stimulus for members to invest their funds in Primary Cooperative Iqro (PRIMKOPIQ). From the information provided by the Primary Cooperative Iqro (PRIMKOPIQ) administrators to the author, there are still many members who do not pay mandatory savings and the voluntary savings target deposited by members to Primary Cooperative Iqro (PRIMKOPIQ) has not been achieved. From the data obtained by the author above, namely the decline in the Primary Cooperative Iqro (PRIMKOPIQ) Business Surplus (SHU), the busyness of the administrators in other jobs and the absence of a manager which causes a lack of service innovation provided by Primary Cooperative Iqro (PRIMKOPIQ) are some indications that employee performance is still not optimal. Then this can be a study for the Primary Cooperative Iqro (PRIMKOPIQ) and me as the author to find out the cause of the less than optimal performance of the Primary Cooperative Iqro (PRIMKOPIQ) Employees. In an effort to follow the developments and changes that occur, the Cooperative must pay attention to its Human Resources, so that the Cooperative realizes that it is necessary to manage and maintain the Human Resources it has properly and wisely. If its Human Resources are trained and qualified, it is hoped that in the future it can facilitate the Cooperative's path in achieving organizational goals effectively and efficiently.

Emotional Intelligence

According to Sukidi (2012:40) when human life has intelligence and emotional abilities. Intelligence ability is the ability to think cognitively which affects a person's ability to use logic. Emotional intelligence is a person's ability to monitor their feelings and emotions (both in themselves and others), and is able to distinguish between the two and then use that information to guide their thoughts and actions. According to Daniel G (2019:428) emotional intelligence can be defined as our ability to assess and recognize the situation at hand, read other people's emotions and our own emotions, persistence, emotional control, social skills, and behavior that should be in accordance with etiquette.

Spiritual Intelligence

According to Zohar (2017:25) spiritual intelligence places our behavior and life in the context of broader and richer meaning, the intelligence to assess that someone's actions or life path are more valuable and meaningful. Spiritual intelligence is useful for facilitating a dialogue between reason and emotion, between mind and body. Spiritual intelligence provides a fulcrum for growth and change. Emmons (1999) wrote, spiritual intelligence is a framework for identifying and organizing the skills and abilities needed for the adaptive use of spirituality.

Intellectual Intelligence

According to Robbins (2017:262) intellectual intelligence which is usually called IQ is a grouping of human intelligence which was first introduced by Alferd Binet, a psychologist from France in the early 20th century. Then Lewis Terman from Stanford University tried to standardize the IQ test developed by Binet by developing population norms, so that the IQ test was later known as the Stanford-Binet test.

According to Azwar (2016:8), high intellectual intelligence also uses life experiences as a basis for making decisions, including adapting to the environment around them.

Performance

A dynamic company will always consistently produce and maintain the things that are the company's competitive advantages. The company uses performance appraisals for its employees as an administrative and development step. Administratively, the company can use performance appraisals as a reference or standard in making decisions regarding employee working conditions, including for promotions to higher career levels, dismissals, and awards or salaries. Meanwhile, for development, it is a way to motivate and improve work skills, including providing counseling on employee behavior and following up with training.

Performance is an important aspect in efforts to achieve a goal. Maximum goal achievement is the result of good team or individual performance, and conversely, failure to achieve the targets that have been formulated is also the result of suboptimal individual or team performance.

According to Rivai (2019:33) performance is real behavior displayed by each person as a work achievement produced by employees according to their role in the company. According to Wawan (2010:28) Performance is the output produced by the functions or indicators of a job or a profession within a certain time. This research was conducted at the Primary Cooperative Iqro (PRIMKOPIQ) located at the Qur'ani Generation Building Complex (GGQ) Jl. Sumampir Timur Kelurahan Kebon Dalem Kecamatan Purwakarta Kota Cilegon, Banten. The object of this study was employees at the Primary Cooperative Iqro (PRIMKOPIQ). The population of this study was 37 Primary Cooperative Iqro (PRIMKOPIQ) employees. In this study, the researcher used the saturated sampling method. Namely, a sampling technique when all members of the population are used as samples. This is done when the population is relatively small, or research that wants to make generalizations with very small errors (Sugiyono). So, it was determined that the sample taken by the researcher was all employees of the Primary Cooperative Iqro (PRIMKOPIQ), which numbered 37 people..

RESULTS AND DISCUSSION

Results

Validity Test

Based on the results of processing research data with SPSS statistics version 25 from the questionnaire that has been distributed, the validity test of the instrument for variable Y (Performance) which consists of 6 statements in the questionnaire that was previously distributed to 37 respondents, the author presents in the form of a table as follows:

Table 2 Results of the calculation of the validity test analysis of the performance instrument

Question	Rcount	Rtable	Significance	Sig.	Result

				5%	
1	0.827	0.3246	0.001	0.050	Valid
2	0.816	0.3246	0.001	0.050	Valid
3	0.892	0.3246	0.001	0.050	Valid
4	0.889	0.3246	0.001	0.050	Valid
5	0.744	0.3246	0.001	0.050	Valid
6	0.740	0.3246	0.001	0.050	Valid

Source: Results of research questionnaire processing with SPSS

Based on the results of table 2 above, it can be seen that in statement 1, rhitung > rtable (0.827 > 0.3246) and the significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid. Statement 2 rcount value > rtable (0.816 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, then Statement 3 rcount value > rtable (0.892 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, in statement 4 rcount value > rtable (0.889 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, statement item 5 rcount value > rtable (0.744 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, statement 6 rcount value > rtable (0.740 > 0.3246) and significance value <5% significance (0.001 <0.050) which means the statement item is valid.

Thus, it can be concluded that of the 6 statement items of the Y variable questionnaire (Performance), all have rcount values > rtable and significance values <5% significance which means they are valid, then the statement instrument can be used for further research.

Table 3 Results of the calculation of the validity test of the emotional intelligence instrument

Question	Rcount	Rtable	Significance	Sig. 5%	Result
1	0.569	0.3246	0.001	0.050	Valid
2	0.674	0.3246	0.001	0.050	Valid
3	0.630	0.3246	0.001	0.050	Valid
4	0.645	0.3246	0.001	0.050	Valid
5	0.628	0.3246	0.001	0.050	Valid
6	0.477	0.3246	0.003	0.050	Valid
7	0.575	0.3246	0.001	0.050	Valid
8	0.589	0.3246	0.001	0.050	Valid

Source: Results of research questionnaire processing with SPSS

Based on the results of table 3 above, it can be seen that in statement 1, rhitung > rtable (0.569 > 0.3246) and the significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid. Statement 2 rcount value > rtable (0.674 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, then Statement 3 rcount value > rtable (0.630 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, in statement 4 rcount value > rtable (0.645 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, statement item 5 rcount value > rtable (0.628 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, statement 6 rcount value > rtable (0.477 > 0.3246) and significance value <5% significance (0.003 <0.050) which means the statement item is valid, statement 7 rcount value > rtable (0.575 > 0.3246) and significance value <5% significance (0.001 <0.050) which means the statement item is valid, statement 8 rcount value > rtable (0.589 > 0.3246) and significance value <5% significance (0.001 <0.050) which means the statement item is valid. Thus it can be concluded that of the 8 questionnaire statements of variable X1 (emotional intelligence) all have rcount values > rtable and significance values <5% significance which means they are valid, then the statement instrument can be used for further research.

Table 4 Results of the calculation of the validity test of the spiritual intelligence instrument.

Question	Rcount	Rtable	Significance	Sig. 5%	Result
1	0.638	0.3246	0.001	0.050	Valid
2	0.658	0.3246	0.001	0.050	Valid
3	0.645	0.3246	0.001	0.050	Valid
4	0.478	0.3246	0.003	0.050	Valid
5	0.514	0.3246	0.001	0.050	Valid
6	0.546	0.3246	0.001	0.050	Valid

Source: Results of research questionnaire processing with SPSS

Based on the results from table 4 above, it can be seen that in statement 1 it was found that rcount > rtable (0.638 > 0.3246) and the significance value < 5% significance (0.001 < 0.050) which means the statement item is valid. Statement 2 rcount > rtable (0.658 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, then Statement 3 rcount > rtable (0.645 > 0.3246) and significance value <5% significance (0.001 < 0.050) which means the statement item is valid, in statement 4 the value of rcount > rtable (0.478 > 0.3246) and the significance value < significance 5% (0.003 < 0.050) which means the statement item is valid, statement item 5 value of rcount > rtable (0.514 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, statement 6 rcount value > rtable (0.546 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid.

Thus it can be concluded that of the six elements of the questionnaire statement the variable X2 (spiritual intelligence) in its entirety has a value of rhitung value > rtable and a significance value < 5% meaning valid, then the instrument of the statement can be used for further research.

Table 5 Results of the calculation of the analysis of the validity test of the intellectual intelligence instrument

No Pertanyaan	r_{hitung}	r_{tabel}	Signifikansi	Sig. 5%	Keputusan
1	0.820	0.3246	0.001	0.050	Valid
2	0.353	0.3246	0.032	0.050	Valid
3	0.738	0.3246	0.001	0.050	Valid
4	0.399	0.3246	0.015	0.050	Valid
5	0.425	0.3246	0.009	0.050	Valid
6	0.575	0.3246	0.001	0.050	Valid
7	0.522	0.3246	0.001	0.050	Valid
8	0.602	0.3246	0.001	0.050	Valid

Source: Results of research questionnaire processing with SPSS

Based on the results of table 5 above, it can be seen that in statement 1, rhitung > rtable (0.820 > 0.3246) and the significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid. Statement 2 rcount value > rtable (0.353 > 0.3246) and significance value < 5% significance (0.032 < 0.050) which means the statement item is valid, then Statement 3 rcount value > rtable (0.738 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means the statement item is valid, in statement 4 rcount value > rtable (0.399 > 0.3246) and significance value < 5% significance (0.015 < 0.050) which means the statement item is valid, statement item 5 rcount value > rtable (0.425 > 0.3246) and significance value < 5% significance (0.009 < 0.050) which means the statement item is valid, statement 6 rcount value > rtable (0.575 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid, then Statement 7 rcount value > rtable (0.522 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid, in statement 8 rcount value > rtable (0.602 > 0.3246) and significance value < 5% significance (0.001 < 0.050) which means that the statement item is valid, Thus it can be concluded that of the 8 questionnaire statements, variable X3 (intellectual intelligence) all have rcount values > rtable and significance values < 5% significance which means they are valid, then the statement instrument can be used for further research.

Reliability Test

In order for the questionnaire used in this study to be truly reliable as a data collection tool, the questionnaire needs to be tested for its level of trust or reliability. In this study, the reliability test was carried out using the Alpha Cronbach formula technique with the help of the SPSS program.

Table 6 Reliability Test

N of Item	***Cronbach's Alpha***	**Standard Value**	***Results***
6	0.902	0.600	*Reliable*
8	0.741	0.600	*Reliable*
6	0.612	0.600	*Reliable*

Source: Results of research questionnaire processing with SPSS

From the output of reliability testing using SPSS in table 6, it can be seen that the alpha value of all variables is above 0.6 so that the data is considered reliable

Normality Test

The normality test is used as one of the requirements that must be met when calculating statistical analysis. The way to find out normality is to look at the normal probability plot that compares the cumulative distribution and the normal distribution, which will form a straight diagonal line, and the data plotting will be compared to the diagonal line. If the data distribution is normal, then the line that provides the actual data will follow the diagonal line.

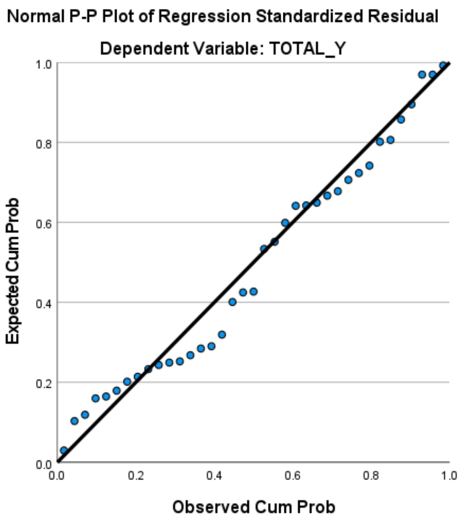


Figure 1 Normality Test

Based on the image above, it can be seen that the points are approaching the diagonal line. Thus, it can be concluded that the data distribution is normal.

Coefficient of Determination Test

Table 7 Coefficient of determination test results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.756[a]	.572	.533	3.187

Source: Results of research questionnaire processing with SPSS

From table 7, the R value is 0.756. So we get KD = R2 x 100% = 0.756 x 100% = 57.2%. This figure indicates that the variables of emotional intelligence, spiritual intelligence, and intellectual intelligence are able to explain or influence performance by 57.2% while the remaining 42.8% is explained or influenced by other variables outside the research..

Individual Parameter Significance Test (t-test)

Table 8 Results of individual parameter significance test (t-test)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-3.673	4.230		-.868	.392
	X1	.220	.105	.251	2.087	.045
	X2	.682	.148	.551	4.604	<.001
	X3	.227	.109	.244	2.089	.045

Source: Results of research questionnaire processing with SPSS

1) Based on table 8 above, the researcher obtained the calculated t value for the variables emotional intelligence (X1), spiritual intelligence (X2), and intellectual intelligence (X3) on performance (Y) as follows:
2) The emotional intelligence variable on performance shows a calculated t value of 2.087> t table 2.034 with a significance of 0.045 <0.05, so in hypothesis 1, H0 is rejected and Ha is accepted. So it can be concluded that the emotional intelligence variable has a significant effect on performance.
3) The spiritual intelligence variable on performance shows a calculated t value of 4.604> t table 2.034 with a significance of <0.001 <0.05 in hypothesis 2, H0 is rejected and Ha is accepted. So it can be concluded that the emotional intelligence variable has a significant effect on performance.
4) The intellectual intelligence variable on performance shows a calculated t value of 2.089> t table 2.034 with a significance of 0.045 <0.05 in hypothesis 3, H0 is rejected and Ha is accepted. So it can be concluded that the emotional intelligence variable has a significant influence on performance.

Simultaneous Significance Test (F Test)

Table 9 Results of simultaneous significance test (F test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	447.983	3	149.328	14.701	<.001[b]
	Residual	335.206	33	10.158		

	Total	783.189	36			

Source: Results of research questionnaire processing with SPSS

Based on table 9 above, it can be seen that the Fcount value produced is 14,701 with a significance value of <0.001. The Ftable value in this study using alpha 5% (0.05) obtained the degrees of freedom from df1 = K - 1 = 3 - 1 = 2 as the numerator, and df2 = n - K = 37 - 3 = 34 as the denominator. From the Ftable distribution table, the Ftable value is 3.27. Based on the test results and compared with the Ftable, it is known that the Fcount value> Ftable, namely 14,701> 3.27 and the significance value <alpha 5%, namely <0.001 <0.05. Based on this, it can be concluded that in hypothesis 4 H0 is rejected and Ha is accepted, which means that the variables emotional intelligence, spiritual intelligence and intellectual intelligence have a significant effect simultaneously or together on performance.

Multiple Regression Test

Table 10. Multiple regression test results

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	-3.673	4.230		-.868	.392
	X1	.220	.105	.251	2.087	.045
	X2	.682	.148	.551	4.604	<.001
	X3	.227	.109	.244	2.089	.045

Source: Results of research questionnaire processing with SPSS

This research, the regression equation formula is Y = -3.673 + 0.220X1 + 0.682X2 + 0.227X3 then it can be explained that the constant value (a) in this study has a negative value of -3.673. The negative sign means that it shows an inversely proportional effect between the X (independent) variable and the Y (dependent) variable. This also shows that if all X (independent) variables including emotional intelligence (X1), spiritual intelligence (X2) and intellectual intelligence (X3) have a value of 0% or do not change, then the performance value (Y) is -3.673.

DISCUSSION

Based on the results of the alternative hypothesis testing that was proposed, it was significantly accepted, namely that there was a significant influence between emotional intelligence, spiritual intelligence and intellectual intelligence on performance. With the request for the alternative hypothesis, it means that the position of the independent variables, namely emotional intelligence, spiritual intelligence and intellectual intelligence on the dependent variable, namely performance, can be trusted.

To be clearer about the influence between emotional intelligence, spiritual intelligence and intellectual intelligence on performance, the results of the validity test of the research instrument consisting of 28 statements from variable Y (performance), variable X1 (emotional intelligence), variable X2 (spiritual intelligence), and variable X3 (intellectual intelligence) obtained a validity score that was all declared valid. So it can be concluded that there is a significant influence between emotional intelligence, spiritual intelligence and intellectual intelligence on performance.

The results of this study support previous research conducted by Tia Misna Sari and Meilaty Finthariasari (2022) and Sri Langgeng Ratnasari, et al (2022). In both previous studies, it was stated that emotional intelligence, spiritual intelligence, intellectual intelligence have a significant effect on performance, this also shows that the higher the level of independent variables (emotional intelligence, spiritual intelligence, intellectual intelligence) the higher the level of dependent variables (performance). . The thing that distinguishes the previous study from this study is the place where the research was conducted and the magnitude of the influence of the independent variables on the dependent variables.

This study is also in line with research from Fazira Isticarina (2021) which can prove that the emotional intelligence variable has an effect on performance. The thing that distinguishes the previous study from this study is the place where the research was conducted and the magnitude of the influence of emotional intelligence on performance, then in the previous study the intellectual intelligence variable did not have a direct effect, However, in the research conducted by the author, the intellectual intelligence variable had a direct and significant influence..

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research and discussion that the author has presented regarding the influence of emotional intelligence, spiritual intelligence and intellectual intelligence on the performance of employees of Primer Koperasi Iqro (PRIMKOPIQ), it can be concluded that the emotional intelligence variable has a significant effect on performance, the spiritual intelligence variable has a significant effect on performance, the intellectual intelligence variable has a significant effect on performance, and 4. The emotional intelligence, spiritual intelligence and intellectual intelligence variables simultaneously have a significant effect on the performance of Primer Koperasi Iqro (PRIMKOPIQ). For further researchers who want to conduct research with different objects not in Primer Koperasi Iqro (PRIMKOPIQ) but with the same variables, it is expected to use other research methods or the same method but with a better level of significance so that it can increase the accuracy of the research results and increase references in the future and For further researchers who conduct research with the same object in Primer Koperasi Iqro (PRIMKOPIQ) should add or replace the variables that have been used. Thus, future research can increasingly unravel existing problems and is expected to provide solutions to advance the company.

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