

ABSTRACT

This research was conducted with the aim of developing a conceptual model in improving individual performance by seeking the development of Islamic spiritual quotient mediated by emotional quotient and work engagement using emotional and social intelligence theory so that this study will reveal whether good Islamic spiritual quotient has a significant effect on individual performance . It is hoped that, with superior Islamic spiritual quotient, one can give his best performance so that it will improve the performance of sharia-based institutions in the city of Semarang.

The sampling method in this study was non-probability sampling with a purposive sampling technique. This study used a sample of 131 employees or administrators of sharia-based institutions in the city of Semarang. The data analysis technique in this study used Structural Equation Modeling with Amos SEM software to test and analyze the existing hypothetical relationships between indicators and their latent variables, evaluate measurement models and structural models.

The results showed that Islamic spiritual quotient has a positive but not significant effect on work engagement and individual performance. positive and significant effect on emotional quotient. Emotional quotient has a positive but not significant effect on individual performance. This study shows that work engagement has a positive and significant effect on individual performance. This study also proves that emotional quotient and work engagement fail to mediate the relationship between Islamic spiritual quotient and individual performance in employees or administrators of sharia-based institutions in Semarang City.

Keywords: Islamic Spiritual Quotient, Emotional Quotient, Work Engagement, Individual Performance