

## **ABSTRACT**

### ***THE INFLUENCE OF SPIRITUAL QUOTIENT, SELF-EFFICACY, SERVANT LEADERSHIP, AND TECHNOLOGY ON EMPLOYEE PERFORMANCE (Survey on Employees of Syaamil Group)***

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*This study aims to determine respondents' perceptions of spiritual quotient, self-efficacy, servant leadership, technology, and performance, as well as the influence of the first four variables on employee performance. The research was conducted at Syaamil Group using a survey method with a quantitative approach, where data were collected through questionnaires distributed to 182 employees. Data analysis was performed using Structural Equation Modeling (SEM) with SmartPLS as the analytical tool. The results indicated that each independent variable—spiritual quotient, self-efficacy, servant leadership, and technology—has a positive and significant influence on employee performance. Specifically, spiritual quotient has a significant effect with a path coefficient value of 0,165, self-efficacy with a path coefficient value of 0,229, servant leadership with a path coefficient value of 0,234, and technology with a path coefficient value of 0,329. Collectively, these four variables explain 62.3% of the variability in employee performance, as indicated by an R-square value of 0,623. This confirms that the combination of aspects of spirituality, confidence, servant leadership style, and effective use of technology significantly and positively contributes to the improvement of employee performance.*

***Keywords:*** *spiritual quotient, self-efficacy, servant leadership, technology, employee performance.*

## ABSTRAK

### **PENGARUH *SPIRITUAL QUOTIENT*, *SELF-EFFICACY*, *SERVANT LEADERSHIP* DAN TEKNOLOGI TERHADAP KINERJA KARYAWAN (Survei pada Karyawan Syaamil Group)**

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Penelitian ini bertujuan untuk mengetahui persepsi responden terhadap *spiritual quotient*, *self-efficacy*, *servant leadership*, teknologi dan kinerja serta pengaruh empat variabel pertama terhadap kinerja karyawan. Penelitian ini dilakukan pada perusahaan Syaamil Group dengan menggunakan metode survei dengan pendekatan kuantitatif di mana data dikumpulkan melalui kuesioner yang disebarakan kepada 182 karyawan. Analisis data dilakukan menggunakan *Structural Equation Modeling* (SEM) dengan alat analisis *SmartPLS*. Hasil penelitian menunjukkan bahwa masing-masing variabel independen, yaitu *spiritual quotient*, *self-efficacy*, *servant leadership*, dan teknologi, memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Secara parsial, *spiritual quotient* memiliki pengaruh signifikan dengan nilai koefisien jalur sebesar 0,165, *self-efficacy* dengan nilai koefisien jalur sebesar 0,229, *servant leadership* dengan nilai koefisien jalur sebesar 0,234, dan teknologi dengan nilai koefisien jalur sebesar 0,329. Secara simultan, keempat variabel tersebut mampu menjelaskan 62,3% variabilitas dalam kinerja karyawan, yang diindikasikan oleh nilai *R-square* sebesar 0,623. Hal ini menegaskan bahwa kombinasi dari aspek spiritualitas, kepercayaan diri, gaya kepemimpinan yang melayani, dan penggunaan teknologi yang efektif memberikan kontribusi yang positif dan signifikan terhadap peningkatan kinerja karyawan.

**Kata Kunci:** *spiritual quotient*, *self-efficacy*, *servant leadership*, teknologi, kinerja karyawan.