

# DETERMINATION OF PHYSICAL, PSYCHOLOGICAL, AND SPIRITUAL NEEDS ON NOBLE MORAL THROUGH SPIRITUAL MOTIVATION (A CASE STUDY ON GOVERNMENT OFFICIALS OF RIAU ISLANDS PROVINCE, INDONESIA)

Indrayani<sup>1</sup>, Chablullah Wibisono<sup>2</sup>, Damsar<sup>3</sup>, B.Herawan Hayadi<sup>4</sup>  
<sup>1,2,3</sup>Faculty of Economics, University of Batam, Indonesia  
<sup>4</sup>Universitas Ibnu Sina, Batam, Indonesia

## Abstract

*The vision of Riau Islands province is "The Riau Islands as Mother of Malay Land so called Bunda Tanah Melayu as a prosperous and noble vision". The research was conducted on government officials in Riau Islands province as policy makers in order to seek answers to moral phenomenon especially find out the determination of physical, psychological, and spiritual needs and spiritual motivation to noble characters. The study involved 138 respondents and the numbers of the samples obtained from Solvin formula were 103 respondents. The main instrument in this study is questionnaire. Variable measurement is conducted by using a Likert scale. Data analysis was performed using Structural Equation Model (SEM). The software used for the structural analysis is AMOS 22 and from Arbuckle and for descriptive analysis using SPSS 22. Square Multiple Correlations for Spiritual Motivation was 0,255 and for Noble Moral was 0,468. The result showed that the change determined by Physical, Psychological and Spiritual Needs and Motivation Spiritual was 25,5% and the change of Noble Moral determined by the Physical, Psychological, Spiritual and Spiritual Motivation was 46,84%. The study resulted in two variables that are insignificant positive and five variables that are significant positive.*

**Keywords:** Physical Needs, Psychological Needs, Spiritual Needs, Spiritual Motivation and Noble Moral

## 1. INTRODUCTION:

Regional Commission (KPADs) Riau Islands Province (KEPRI) notes that there has been an increase in the number of people with HIV / Aids that reached 7,200 cases in 2015 increased to 7,800 cases in 2016. Every year the case increases from 500 to 600 cases. The drug problem and other issues such as the influence of foreign cultures is very threatening. Moreover, Karimun region is directly adjacent to the outer regions. The goal of the Government's medium term development is to achieve future condition according to its vision statement. The vision of Riau Islands Province period 2016-2021 is "Realization of Riau Islands as the Mother Tanah Melayu as a prosperous, Noble, Sustainable and Excellence in the Field of Maritime ". Keyword of the vision of the Riau Islands Province 2016-2021 period is noble and good moral implying that the community expects Riau Islands province to able to maintain the moral values of the society of Malay people where Islam becomes the main source of reference on the basis of faith and devotion to God Almighty, and for the community other than Islam are also able to carry out their religions, so as to create inter-religious harmony[1][2][3].

In Indonesia, especially in Riau Islands, moral issue has been increasing, both in terms of quality and

quantity. The various moral cases continue to adorn a variety of media both printed and electronic. The case of CCN (corruption, collusion, and nepotism) are more entrenched. Violations of human rights, sexual harassment, pornography, prostitution, and drug abuse are problems that seem ordinary in our society nowadays, not something that is extraordinary and surprising. Several efforts to combat or at least to reduce the cases of the degradation of noble characters continue to be carried out by the government as well as by our society, but the results are not satisfactory. The rules and regulations governing the issue and the existence of state agencies that handle such cases has not been yet effective to stop our nation from the moral offenses. An alternative effort that could be taken is making a massive movement that involves all groups or elements in the population, who are members of political parties, mass organizations, non-governmental organizations (NGOs) and other associations driven by a clean and authoritative leadership of the government agents [4][5].

A spirit of jihad for Moslems is also the spirit that can be triggered to perform the movement in achieving the vision of the noble characters. Another alternative that is also very important is through performance and policy of the local government of Riau Islands Province. The efforts of this can also the case can be minimize the case. Noble character in the study greatly influences the spiritual motivation, whereas spiritual motivation can be measured by the determination of physical, psychological, and spiritual needs, therefore it is necessary to conduct a research on moral issues in the Riau Islands entitled "Determination of Physical Needs, Psychological, and Spiritual Needs Against Noble Moral Through Spiritual Motivation of Government Officials of Riau Islands Province-Indonesian" [6][7].

## **2. LITERATURE REVIEW**

### **2.1. Physical Needs**

In humans, there are various needs that have to be fulfilled at any time. The first is the need for food and oxygen, needed to survive called the basic needs or physiological needs. (Frankl, 2011: 4) It is human nature to fulfill physical or character, such as maintaining self-motivation, motivation survival of species, and others (Bakran, Hamidi, 2007: 345-372). The primary requirement is rationalization need referred to human behavior and how to meet their basic needs for survival. There is a difference between modern economic and Islamic economic in the consumption aspect that lies in the approach to meeting the needs of a person. Islam does not recognize the purely materialistic craze of modern consumption patterns, especially in an excessive manner (Frankl, 2011: 4) [8][9].

### **2.2. Psychological Needs**

The motivation that drives people to meet their needs are psychological motivation such as the motivation to have, aggressive behavior, and others (Bakran, Hamidi, 2007: 345-372). Self-actualization can be defined as the highest development and use of all the talent, the development of the highest, and the fulfillment of all quality and capacity. (Frankl, 2011: 8) In Maslow's view, all humans have a struggle or inborn tendency to self-actualize. Humans are driven by the needs of the universal innate which is arranged in such a degree from the weakest to the most powerful. Prerequisites to achieve self-actualization (psychological needs) is to satisfy the four requirements of which the lowest level is physiology, safety, love and the highest is appreciation. The secondary need is to improve work performance which is in the corridor of Islam can be interpreted as to enjoy such a pleasure allowed in Islam. Islam understands the natural human instinct to admire and enjoy the beauties of life. It also recognizes the needs of human culture. On the issue of human needs for beauty and culture, Islam allows it to follow the basic needs of man that is enjoying pleasures. Meeting the needs of secondary is justified by Islam. The Qur'an Surah Al Araf verse 31 advised the Moslems to enjoy good and beautiful things. So

that the gratification of desire including comforts, beauty and jewelry is permissible and lawful so long as to improve the performance[10].

### **2.3.Spiritual Needs**

Impulse is human nature to meet the spiritual needs (Bakran, Hamidi, 2007: 345-372). The definition of spiritual needs is expressing your desires to find meaning and purpose of life and it is a process animate a series of personal values highly held by an employee. The spiritual needs is not about bringing religion into the work, but the ability to bring the whole being of employees to work. The spiritual needs in a work environment is an important aspect for the company to be competitive in today's times. The spiritual needs can make employees more effective in their work. An employee who sees his work as a means to improve the spiritual needs will show a greater effort compared to employees who sees his job only as a means to earn money. The goodness of spiritual needs can be seen in a positive ethical influence thus creating the effectiveness and efficiency within the organization so as to increase competitiveness at the global level. (Nurtjahjanti, 2010: 30)[11][12].

### **2.4.Spiritual Motivation**

Etymologically the word "spirit" comes from the Latin word "spiritual", which means "spirit, soul, spirit, self-awareness, a form of disembodied the breath of life, the life of life." In the process, then the word spirit is interpreted more broadly. The philosophers define *spiritus* (1) the strength of the animate that energize the cosmos, (2) awareness regarding the ability, desire, and intelligence, (3) being immaterial, (4) The ideal form of the mind (intellect, rationality, morality, holiness or divinity), intelligence as the ability to understand something, spiritual quotient as an awareness of the big picture or the whole picture of oneself and universe (Supriyono, 2006: 75) and motivation as a psychological process that enhances and directs behavior to achieve the goal. Humans need a portfolio of a three-dimensional goal to measure himself in three layers, namely material, intellectual and spiritual. Maslow categorizes two classifications of motivation namely primary motivation and spiritual motivation. The definition of spiritual needs is a pure fulfillment need depends on individual human perfection and maturity. Some studies have also mentioned that the spiritual man plays a great role of a person in work and will significantly affect the performance (Shofwa, 2013: 4-5)[13].

### **2.5.Noble Moral**

Noble character is the nature of which is engraved in the human soul, from which is born the works easily without thinking and pondering in advance. If the embedded nature of it is born good and praiseworthy according to the ratio and the law, it is called the nature of a good character. Good moral or noble moral certainly do not conflict with religious rules, customs and law accepted by society. The noble characters can be defined as a sense of responsibility for everything that has been said or done, willingness to undertake study, respecting reasonable push to investigate and reflect, choose truth and goodness, give advice, be patient, and do good. There are still a lot of noble characters who can be implemented but basically are all the actions and behaviors that can raise the dignity as a human being glorified. The noble characters can be embedded in every person who has got the learning from family and community environment that supports the creation of noble characters. (Raharjo, 2010: 233).

Teaching morality is very important in bringing progress and civilization of people. The main agenda for most Islamic countries, including Malaysia in education field is that Islamic education system can enrich Malay Moslem identity. It is recognized that Islamic Education is the most important forum for achieving and realizing this due to the complete system of moral teachings in the education system which is

regularly able to produce high and knowledgeable people who can keep their identity as a Malay Moslem. The identity has spiritual and ethical values result in a steady alignment of the physical, spiritual, emotional and intellectual. For Moslem students, they are brought up with moral values continued with Islamic Education subject. However, these efforts need to be done earnestly and it requires commitment from many parties. Along with that, it is expected that the efforts to form through moral teachings which can give birth to people who believe in the life-quality and are brilliant in the world and in the hereafter. This is not only to benefit themselves but also to the society and the state (Mat Tuah, 2012: 23)[14].

### 2.6. Framework of Thinking

The conceptual framework of this research is survey method using correlational techniques for it attempts to investigate causal relationships between some of the variables. In this study, the variables are divided into independent variables and independent variable. Independent variable is the variable that affects, consisting of Physical Needs(X1), Psychological Needs(X2), and Spiritual Needs (X3). Dependent variable is the variable that is affected by their independent variables. In this study, there are two dependent variables namely Intervening variable (X) and Spiritual Motivation(Y), and the dependent variable is Noble Moral(Z) in which each variable has five strong indicators of influence. The research model of the determination of physical, psychological and spiritual needs on noble moral through spiritual motivation of government officials of Riau Islands, Indonesia is shown in figure 1.

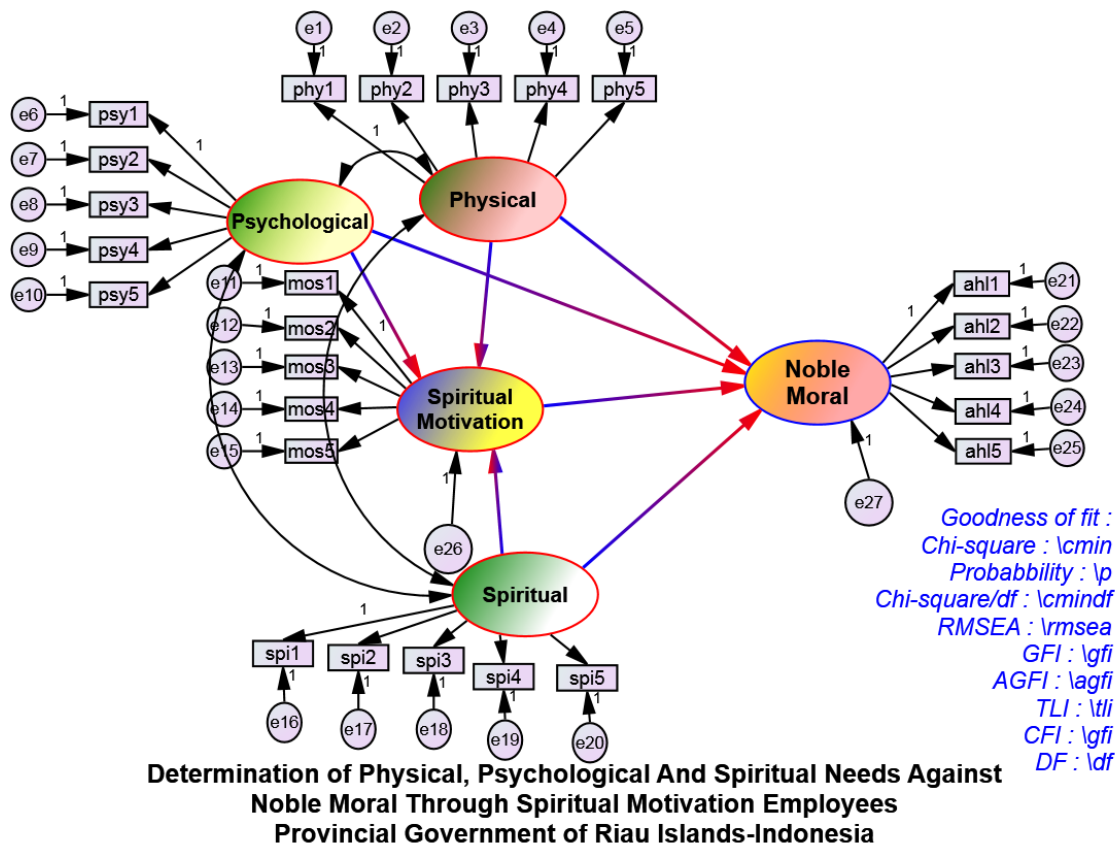


Figure 1 Research Model

### 2.7. Hypothesis

Based on the formulation of the problem, the theoretical basis and framework of thinking can be arranged in the following hypotheses:

Hypothesis 1: There are physical needs determination on spiritual motivation

Hypothesis 2: There are psychological needs determination on spiritual motivation

Hypothesis 3: There are spiritual needs determination on spiritual motivation

Hypothesis 4: There are physical needs determination on noble character

Hypothesis 5: There are psychological needs determination on noble character

Hypothesis 6: There are spiritual needs determination on noble character

Hypothesis 7: There are noble character determination on spiritual motivation

### 3. RESEARCH METHODOLOGY

#### 3.1. Population

The population is a collection of the whole object to be measured in the research (Cooper and Schindler, 2003: 179). The population in this research is all employees within the Regional Personnel Agency (BKD) which numbers are 160 people. The data obtained are determined based on the theory that if the population is less than 100, then it is better to be taken all, but if a large number of subjects or more than 100 can be taken between 10-15% or 10-25% of the population. The sampling technique used in the category of non-probability sampling (Black and Champion, 2001: 233; Cooper and Schindler, 2003: 198). In accordance with the specific sample, the characteristics of the entire workers, the sampling non-probability technique selected is judgmental (purposive). This technique is selected to ensure that only the samples that have certain elements that have been established by researchers will be taken as samples. (Black and Champion, 2001: 264). The study population taken is civil servants echelon II and III, with the reason that these employees are the decision makers in the local government of Riau Islands Province which supports the implementation of ahlaq noble vision. The details of civil servants and employees numbers of echelon of II and III of the government of Riau Islands Province is shown in table 1.

Table.1 Number of employees of Echelon of II and III of the government of Riau Islands Province

Employment	Echelon	Number Of Employees	Amount
(1)	(2)	(3)	(4)
Civil Servants (PNS)	III	94	70
Civil Servants (PNS)	II	44	33
Amount	II & III	138	103

Source: Secondary Data (Regional Employment Board of the Government of Riau Islands Province 2017)

#### 3.2. Sample

Samples are elements selected to represent the population in the study population (Cooper and Schindler, 2003: 82). In this study, the sample size adapted to the analysis model used is Structural Equation Model (SEM). In this regard, the sample size for SEM using the estimation model of Maximum Likelihood Estimation (MLE) is 100-200 samples (Ghozali, 2004: 17), or as much as 5-10 times the number of parameters to be estimated. In this study, the number of respondents are 138 respondents and numbers of the samples are 103 respondents. Solvin formula is used to get the numbers of the respondents.

$$n = \frac{N}{1 + N(e)^2} \quad n = \frac{138}{1 + 138 \times 0,05^2} \quad n = 102.60 \approx 103 \text{ respondents}$$

### 3.3. Research Instrument

The main instrument in this study is questionnaire. Variable measurement is conducted by using a Likert scale. The measurement procedure is performed in two ways. Firstly, the respondents are asked to answer common questions that will be used as the basis of whether the respondents included in the criteria or not. Second, the respondents are asked to state their level of agreement to a statement filed on the basis of perception of each respondent. The answers consist of five options, namely: Strongly Disagree (STS), Disagree (TS), Quite Agree (CS), Agree (S), and Strongly Agree (SS). Third, Scoring is to give a value on each answer. 5 is for Strongly Agree (SS) answer, 4 is for Agree and so on down to the answer of Strongly Disagree (STS) which is given a value of 1. The weight value of respondents's answer is shown in table 2.

**Table 2. Weight Value of Respondents's Answer**

Answer	Value
Strongly Disagree	1
Disagree	2
Quite Agree	3
Agree	4
Strongly Agree	5

### 3.4. Data Analysis Method

Data analysis was performed using Structural Equation Model (SEM). The software used for the structural analysis is AMOS 22 and from Arbuckle and for descriptive analysis using SPSS 22. There are seven steps involved in modeling SEM, namely Model-based development theory, path diagram, a series of structural equation converted from path diagram, input matrix selection and techniques of models built, problems identification, Evaluation criteria for goodness of fit Interpretation, and modification of the model.

## 4. RESULT AND DISCUSSION

### 4.1 Result

In accordance with the purpose of the study to determine the Physical Needs, Psychological Needs, Spiritual Needs, Spiritual Motivation and Noble Moral, coupled with the hypothesis formulated, the data

were analyzed using Structural Equation Modeling (SEM) which is a set of statistical techniques that allow testing of a relatively complicated set of relationships simultaneously (Ferdinand, 2002; Solimun, 2004). Analysis of Structural Equation Modeling consisting of (X1) Physical Needs, (X2) Psychological Needs, (X3) Spiritual Needs, (Y) Spiritual Motivation are as follows:

- H<sub>1</sub>:  $Y = \gamma_{y,x1}X_1 + e_1$ , → Direct Effects of X<sub>1</sub> to Y
- H<sub>2</sub>:  $Y = \gamma_{y,x2}X_2 + e_1$ , → Direct Effects of X<sub>2</sub> to Y
- H<sub>3</sub>:  $Y = \gamma_{y,x3}X_3 + e_1$ , → Direct Effects of X<sub>3</sub> to Y
- H<sub>4</sub>:  $Z = \gamma_{z,x1}X_1 + e_2$ , → Direct Effects of X<sub>1</sub> to Z
- H<sub>5</sub>:  $Z = \gamma_{z,x2}X_2 + e_2$ , → Direct Effects of X<sub>2</sub> to Z
- H<sub>6</sub>:  $Z = \gamma_{z,x3}X_3 + e_2$ , → Direct Effects of X<sub>3</sub> to Z
- H<sub>7</sub>:  $Z = \beta_{zy}Y + e_2$ , → Direct Effects of Y to Z

Based on the above-mentioned three tables the determinations can be analyzed. Figure 1 shows the output of determination analysis with SEM.

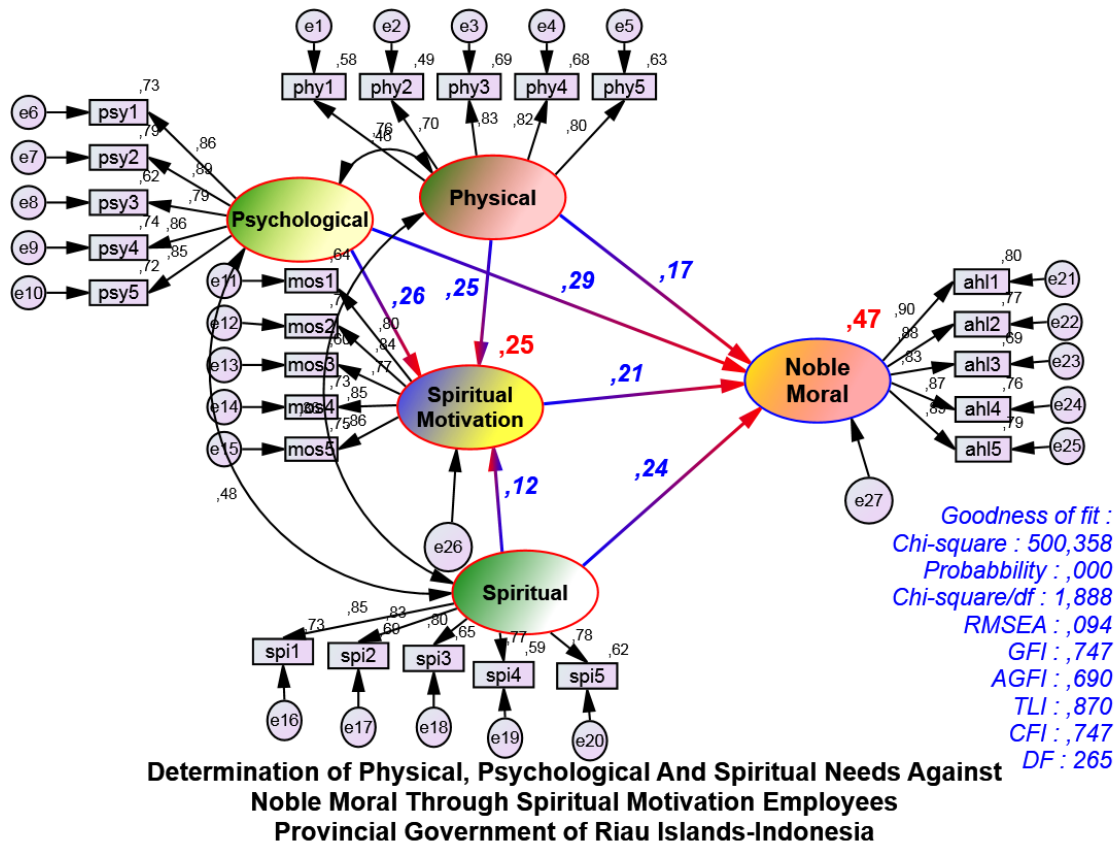


Figure 2. Output Determination Analysis with SEM

Table 3 Analysis Goodness of Fit

Goodness of Fit Index	Cut-Off Value	Model Results	information
-----------------------	---------------	---------------	-------------

Chi-square	expected to be small	503.358	Good
Relative Chi-square	$\leq 3:00$	1,888	Good
Probability	$> 0.05$	0,000	Not Good
RMSEA	$\leq 0:08$	0.094	Marginal
GFI	$\geq 0.90$	0,747	Not Good
AGFI	$\geq 0.90$	0, 690	Not Good
CFI	$\geq 0.95$	0,747	Not Good
TLI	$\geq 0.95$	.870	Marginal

The analysis of Goodness of Fit obtained two good information and two marginal information. Based on the analysis, the model is considered meet the conditions. From the results of the SEM analysis using AMOS software version 22, it is obtained the regression weight and the standardized regression weight as shown in table 4 and table 5.

**Table 4. Regression Weights: (Group number 1 - Default model)**

			Estimation	SE	CR	PLabel
Mos	<---	Spi	, 122	, 112	1,086	, 277
Mos	<---	Phy	, 281	, 132	2.125	, 034
Mos	<---	Psy	, 276	, 132	2.101	, 036
Ahl	<---	Phy	, 180	, 109	1.658	, 097
Ahl	<---	Mos	, 197	, 093	2.118	, 034
Ahl	<---	Spi	, 219	, 092	2.381	, 017
Ahl	<---	Psy	, 301	, 110	2,750	, 006

**Table 5. Standardized Regression Weights: (Group number 1 - Default model)**

			Estimation
Mos	<--	Spi	, 125
Mos	<--	phy	, 249
Mos	<--	Psy	, 255
Ahl	<--	phy	, 168
Ahl	<--	Mos	, 207
Ahl	<--	Spi	, 236
Ahl	<--	Psy	, 293



## 4.2 Discussion

Based on the above-mentioned three tables, the determination can be analyzed. The determination of Spiritual Needs variable on Spiritual Motivation has standardized estimate (regression weight) equal to, 125 with Cr (Critical ratio is identical to the value t count) equals to the probability 1.086, 1.086 CR 277 value  $\leq 2.00$  and Probability ,277  $\geq 0.05$  indicating that the determination variable to variable Spiritual Needs Spiritual Motivation is insignificant positive. Qualitatively it can be observed that the spiritual needs means only for ritual such as religious celebrations or worship rituals. Spiritual needs give less meaning for social purposes, so that the determination of Spiritual Needs variable on Spiritual Motivation variable is insignificant positive.

The determination of Physical Needs variable on Spiritual Motivation variable has standardized estimate (regression weight) equal to, 249 with Cr (Critical ratio is identical to the value t count) equals to the probability = 2.125, 2.125 CR 034 value  $\geq 2.00$  and Probability ,034  $\leq 0.05$  indicating that the determination of Physical Needs variable on Spiritual Motivation variable is significant positive in which in accordance with Maslow's theory that humans have a tendency to meet the physiological needs which aims to meet spiritual motivation. Human desire to meet the physiological needs is significant, considering the Malay community is very religious then deployed all spiritual strength to get fulfillment physical called spiritual motivation.

The determination of Spiritual Needs variable on Psychological Motivation variable has standardized estimate (regression weight) equal to, 255 with Cr (Critical ratio is identical to the value t count) equals to the probability 2.101, 2.101 CR 036 value  $\geq 2.00$  and Probability ,036  $\leq 0.05$  indicating that the determination of Spiritual Needs variable on Psychological Motivation variable is significant positive. Malay Community in Riau Islands upholds dignity that is highly valued prestige in which in the theory Maslow called it as the fulfillment of psychological needs involving the spiritual potential, hence, the determination Spiritual Needs variable on Psychological Motivation variable is significant positive

The determination of Physical Needs variable on Noble Moral variable have standardized estimate (regression weight) equal to, 168 with Cr (Critical ratio is identical to the value t-test) of 1.658 on a probability 0.05 Value CR  $\leq 1.658$  and Probability 2.00, 097  $\geq 0.05$  indicating that the determination of Physical Needs variable on positive Noble Moral variable is insignificant. The economic upturn in the Riau Islands is accompanied by behavioral consumptive. Publisher Firm Survey of Statistics states that 65% of the financial potential public meets the physiological needs because of psychological factor while the remaining 35% meet physiological needs because of physical factor. Consumer behavior is incompatible with the teachings of Islam "Eat and drink and do not israf (exaggerated), Allah does not love those who do israf." (Surah Al-A'raf: 31 in Ministry of Religious Affairs, 1998).

The determination of Motivation Spiritual variable on Noble Moral variable have standardized estimate (regression weight) equal to, 207 with Cr (Critical ratio is identical to the value t-test) of 2,118 on probability =, 034, 2.118 CR value  $\geq 2.00$  and Probability ,034  $\leq 0.05$  indicating that the determination of Spiritual Motivation variable on Noble Moral variable is significant positive. Noble character is an important part of a Moslem because without the finer, the beauty of Islam will fade. If a person or government personnel work is driven by spiritual motivation then it is the determination with noble character variable, because this attitude is part of obedience to the teachings of the Qur'an.

The determination of Spiritual variable on Noble Moral variable have standardized estimate (regression weight) equals to, 236 with Cr (Critical ratio is identical to the value t-test) of 2,118 on probability ,034, 2.118 CR value  $\geq 2.00$  and Probability ,034  $\leq 0.05$  indicating that the determination of noble Spiritual

variable on moral noble variables significant positive. It is mentioned in the Qur'an that "there has certainly been for you in the Messenger of Allah an excellent pattern for anyone whose hope is in Allah and the Last day and (who) remembers Allah often" (Surah al-Ahzab, 33: 21 in Ministry of Religious Affairs, 1998). This verse can be interpreted that the person in living his life is all potential packed in spiritual needs then the final result of the fruit of the religion is noble character, so that this principle makes determination of Spiritual variable on Noble Moral variable is significant positive.

The determination of Psychological Needs variable on Noble Moral variable have standardized estimate (regression weight) equal to, 293 with Cr (Critical ratio is identical to the value t-test) of 2,750 on probability, CR Value  $2,750 \geq 2.00$  and Probability  $,006 \leq 0.05$  indicating that the determination of Psychological Needs variable on Noble Moral variable is significant positive. Qur'an suggests psychological struggle experienced by humans namely between the trends in the pleasures and the tendency of the temptations of life. Thus, it is natural that the human nature embodied the struggle between good and evil, between virtue and humiliation, and so forth.

Analysis of measurement models with determination is used to determine the variable contribution. Therefore, Square Multiple Correlation is used in table.6 as the following:

**Table 6. Squared Multiple Correlations: (Group number 1 - Default model)**

	estimate
Mos	0,255
Ahl	0,468

Square Multiple Correlation for Spiritual Motivation is ,255 and for Noble Moral is,468. According to Ferdinand, (2002: 114) the Square Multiple Correlation values for motivation Spiritual R<sup>2</sup> is ,255 identical to R<sup>2</sup> in SPSS for ,255. The determination value is the value of Square Multiple Correlation on variable Spiritual Motivation times 100% = ,255 x 100% = 25,5%. Thus it can be stated that the changes to be determined by the Motivation Spiritual Need Physical, Psychological and Spiritual Needs is 25,5%. Noble Moral for R<sup>2</sup> is 0,468 then the amount of determination is,468 x 100% = 46,84%. The change of Noble Moral is determined by the Physical Needs, Psychological Needs, Spiritual Needs and Spiritual Motivation that is 46,84%.

## 5. CONCLUSION

The determination of Spiritual Needs variable on Spiritual Motivation variable is insignificant positive and also the determination of Physical Needs variable on Noble Moral variable. Whereas the determination of Physical Needs variable on Spiritual Motivation variable is significant positive and also the determination of Psychological Needs variable on Spiritual Motivation variable. The determination of Spiritual Motivation variable Noble Moral variable is significant positive, while the determination of Spiritual needs variable on Noble Moral variable and the determination of Psychological Needs variable on Noble Moral variable are significant positive. So that two variables are insignificant positive and five variables are significant positive. The change on Spiritual Needs Motivation determined by Physical, Psychological and Spiritual Needs is 25,5% and the change on Noble Moral determined by Physical, Psychological, Spiritual Needs, Spiritual Motivation is 46,84%.

**BIBLIOGRAPHY**

- [1] Y. P. A.-F. Adh-Dzakiey, Bakran, Hamdani (2007) Psychology of Prophethood and A. P. S. S. (2003). B. research methods. E. E. N. Y. M. G.-H. / I. Cooper, R. Donald., "No Title." .
- [2] A. (2006). M. of management research. S. B. U. Ferdinand and I. (2005). A. of multivariate analysis using S. S. D. U. P. A. Ghozali, "No Title." .
- [3] I. Hair, JF Jr, RE, Anderson, RL, Tatham, & WC Black.(1998). Multivariate analysis of the data. New Jersey: Prentice Hall, "No Title." .
- [4] 43 600 Mat Tuah, Abdul Hafiz; Stapa, Zakaria and Munawar Ahmad, (2012)Memperkasakan MalayMoslem Identity Menerusi Islamic Education in Teaching Moral, International Journal of Hadhari Special Edition (2012) 23-35, Islam Hadhari Institute of UniversitiKebangsaan , "No Title." .
- [5] M. of R. A. (1998). Q. and T. J. RestuBumi-Indonesia, "No Title." .
- [6] S. Nurtjahjanti, Harlina (2010) Spiritual needsExpression of Interest Work For Yourself Employee For Finding Meaning and Purpose of Life in Organization, Journal of Psychology, Vol. 7, No.1, Faculty of Psychology, University of Diponegoro, "No Title." .
- [7] J. Raharjo, Sabar Budi (2010: 233), Character Education as an Effort to Create Noble MoralCharacter Education as an Effort to Create Noble Moral, Journal of Education and Culture, Vol. 16, No. 3, Secretariat of the of National Research and Development, "No Title." .
- [8] N. Y. Robbins, SP, and TA, Judge, (2009) Organizational Behavior, Pearson Prentice Hall, United State of America, "No Title." .
- [9] D. Solimun, (2004) Public Lecture Material Preparation and Use of SEM through AMOS Operations In Research, Study Program Master of Management Undiknas Denpasar, "No Title." .
- [10] C. & S. S. L. Supriyono, Priest (2006), FSQ, Understand, Measure, and Melenjitkan Financial Spiritual Quotient For Personal Excellence, "No Title." .
- [11] P. Shofwa, Yoiz (2013) Effect of Spiritual Motivation and Leadership Performance Against Religious Spiritual Lecturers and Employees STAIN Purwokerto, Pro Business Journal Vol. 6 1, LPPM STMIK AMIKOM, "No Title." .
- [12] S. Wibisono, Chablullah (2002) Effect of Spiritual Motivation on Employee Performance Manufacturing Sector Sub In Batamindo Batam, Post Graduate Program, University of Airlangga, "No Title." .
- [13] S.-I. S. Wibisono, Chablullah (2011) Effect of Motivation Mu'amallat (Works And Produce, Needs Secondary, Primary Needs) Job Performance Of The Religious, Ijtihad Journal Vol.13, No. 2, "No Title." .
- [14] S.-I. S. Wibisono, Chablullah (2013) Role of Spiritual Motivation and Work Ethics in Meeting the Needs of Primary, Ijtihad Journal Vol.11 No.1, "No Title." .