



## **Employee Attitude Formation of Healthy Living Plant With Emotional Intelligence and Spiritual Intelligence Approaches**

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**Abstract :** Becoming healthy or sick is determined by various factors, such as diet, physical or non-physical activities, thought patterns, and behavioral patterns. Several factors influence the attitude formation of healthy living including individual insight, environment, culture, beliefs, information media, institutions, religion, place of residence, and emotional self-regulation. Both emotional and spiritual intelligences are believed as the basic of self-management capabilities. Good self-management leads to healthy living in the formation of attitudes. This study was aim to understand the formation of healthy life attitude of plant employees with emotional intelligence and spiritual intelligence approaches. Respondents were classified into treatment and control groups, which consisted of 10 employees for each group. The level of emotional intelligence, spiritual intelligence, and healthy living behavior were measured through questionnaires. The questionnaires were given before and after treatments. The treatment was the emotional intelligence and spiritual intelligence training in four stages. Each stage consisting of three sessions that held in the meeting room. The results of One Sample Kolmogorov-Smirnov Test and Paired Sample Test show that the training that given to the employees caused significant increase on the emotional intelligence ( $p = 0.002$ ), spiritual intelligence ( $p = 0.000$ ), as well as the attitude of healthy living ( $p = 0.007$ ). Linear regression analysis show strong correlation between emotional intelligence and spiritual intelligence to increasing healthy life attitude plant employees ( $R = 0.851$ ,  $p = 0.01$ ). The formation of factory healthy living behavior in plant employee can be established with emotional intelligence and spiritual intelligence approaches.

**Keywords :** Emotional intelligence; spiritual intelligence, healthy living attitude.

### **Introduction**

Health is a precious asset that everyone has. The health condition will lead a man to the success in the future. It can be obtained with healthy behaviour in life. The healthy living behaviour is driven force by self-control that control the balance of nutritional needs, physical activity, and the other behaviors that related to healthy lifestyle<sup>1</sup>. The unhealthy living behavior will lead to the lack of attention to the balance of daily

regular needs (nutrition, rest, physical activity, etc.). The quality of emotional intelligence and spiritual intelligence will positively support self-management<sup>2,3</sup>.

Linley<sup>4</sup>, states that emotional intelligence take role in emotional control and suppress the dependence to others. The emotional intelligence will overcome the emotional turmoil, so it will not be expressed<sup>5</sup>. Leo<sup>6</sup> explains that emotional intelligence plays role important role in self-knowledge, self-awareness, social awareness, empathy, and communication skill. Laila<sup>7</sup> said that high emotional intelligence is able to reduce the risk of personality disorders and depression. Emotional intelligence also serves pleasure sensation, impulse, originates self-motivation, prevents frustration, develops empathy, and drives someone's thoughts and actions<sup>8</sup>. Yalcin<sup>9</sup> (2008) concluded that emotional intelligence improvement programs in patients with type-2 diabetes mellitus have positive effect on their life quality. The other study<sup>10</sup> on high-school students in Taiwan show that emotional intelligence training program has positive correlation to the improvement of student's impetus for physical activity, mental health, and interpersonal. Good social interaction in working environment will contribute in the achievement of healthy life. The achievement of healthy life requires patience that is supported by high emotional intelligence and spiritual intelligence<sup>11,6</sup>. In addition, spiritual intelligence is an essential factor in providing the ability to understand about the meaning of healthy life<sup>12</sup>. Healthy behaviors of plant employee is helpful to reduce the risk of workplace accidents<sup>13</sup>. Based on these descriptions, it is important to investigate the correlation of healthy lifestyle formation with emotional intelligence and spiritual intelligence in plant employees.

## Materials and Methods

This study was an experimental study, which is done by providing training to improve the emotional intelligence. The measurement was done by Pre-Test and Post-Test along with the control group (without training).

The respondents for each group consisted of 10 people. Respondents were selected with consideration of inclusion and exclusion criteria. The inclusion criterion is permanent status of the employees for a minimum one year of employment in leather gloves plant in Yogyakarta. Exclusion criterion was permanent employees who do not suffer from a mental disorder or the other serious physical illness. The dependent variable in this study was the healthy lifestyle of the employees. Moreover, the independent variable was the expression of emotional intelligence in employees of leather gloves plant in Yogyakarta.

Data were obtained from the emotional intelligence and healthy lifestyle questionnaires. Every questionnaire comprises 25 questions that have been tested previously for validity with product moment and reliability with Cronbach Alpha. Results of the emotional intelligence questionnaire are 0.444, which is higher than  $r$  count and  $r$  table for  $n = 20$  and  $\alpha = 5\%$ . Due to this, the questions were declared as invalid. Reliability test results with Cronbach alpha was 0,981 (*ie*  $0,981 > 0.60$ ), it indicates that emotional intelligence variables were reliable. The healthy life behavior questionnaire was valid with  $r$  0.444 and reliable with Alpha Conbrach of 0.763 ( $> 0.60$ ).

The research was conducted in September-December 2014 in the meeting room of leather gloves plant in Yogyakarta. Training was conducted periodically consisting 4 levels. Each period requires three sessions meeting for 100 minutes. After training has been done, all of the respondents from both groups were measured for their emotional intelligence, spiritual intelligence, and healthy lifestyle. Data were then tabulated and analyzed with One-Sample Kolmogorov-Smirnov Test and Pair Sample Test.

## Result and Discussion

Paired sample test results (Table 1) shows that emotional intelligence scores before and after training are significantly different ( $p = 0.002$ ). In the same way, spiritual intelligence score before and after treatment also shows a significant difference ( $p=0.000$ ). Analysis of healthy lifestyle before and after treatment also show significant differences ( $p = 0.007$ ). It means that the treatment has improved employees lifestyle. Linear regression analysis results (Table 2) show a strong correlation between emotional intelligence and spiritual intelligence to healthy living attitudes ( $R = 0.851$ ).

**Table 1. The Correlation of Emotional Intelligence and Spiritual Intelligence with Healthy Lifestyle**

	N	Correlation	Sig
Pair 1 EI Before & EI After	10	0,858	0,002
Pair 3 AHL Before & AHL After	10	0,786	0,007

Description:

EI =Emotional Intelligence; SI = Spiritual Intelligence; HLA = Healthy Behavior

**Table 2. Correlation of Emotions and Spiritual Intelligence Toward Healthy Lifestyle**

Model	R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std.error of the estimate
1	0.851	0.725	0.646	4.30894

The influence of emotional intelligence and spiritual intelligence attitude towards healthy living (Table 3) show strong correlation ( $P = 0.011$ ). Linear regression analysis showed that the increase of emotional intelligence and spiritual intelligence significantly elevate the in a healthy lifestyle of employees.

**Table 3 Correlation of Emotional Intelligence and Spiritual Intelligence Healthy Lifestyle**

Model	Sum of Square	df	Mean Square	F	Sig.
1 Regression	342.131	2	171.066	9.213	0,011
Residual	129.969	7	18.567		
Total	472.100	9			

## Result and Discussion

The employees of the leather gloves plant in Yogyakarta have shown improvement in emotional intelligence and spiritual intelligence as well as the positive change in their attitude that become related to of healthy lifestyle just after the training. The improvement of emotional intelligence, spiritual intelligence, and healthy behavior of the employees is the form of positive feedback of the sustainable and systematic training that has widened and improved their knowledge about healthy lifestyle<sup>3,11</sup>.

The increase of emotional intelligence and spiritual intelligence lead to the increase of employees self-awareness to comply their need for a healthy life<sup>14,6</sup>.

The ability to manage self-centered desires is influenced by the emotional intelligence and spiritual intelligence<sup>3,15</sup>. The statements of *Bowell*<sup>3</sup> and *Goleman*<sup>8</sup> are in accordance with the improvement of self-awareness of employees in this study, it can be achieved if the emotional intelligence and spiritual intelligence someone is high. Therefore, it can help them against all forms of self-centered desired by awareness of personal safety. The self-awareness has encouraged the employees of leather gloves plant in Yogyakarta to strive towards the healthy life achievement. In addition, *Andisti and Ritandiyono*<sup>16</sup> also stated that healthy lifestyle in a person with high spiritual intelligence prevent them to do free sex.

## Conclusions

Based on the description above, it can be concluded that the increase of emotional intelligence and spiritual intelligence significantly influence the formation of a healthy lifestyle in employees of leather gloves plant in Yogyakarta.

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