

**INTERNATIONAL
PROCEEDING**


STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

**PROCEEDING
INTERNATIONAL SEMINAR**

**“OPTIMIZING OF MULTIPLE INTELLIGENCES
TO EXAGGERATE HUMAN POTENTIAL TOWARDS
VIRTUOUS CHARACTER”**

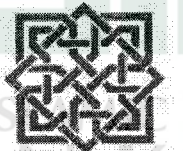
Editors:

Saedah Siraj

W. Allan Bush

Jainatul Halida Jaidin

Fitri Yuliawati



STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

**Teacher Education “Madrasah Ibtidaiyah”
Faculty Islamic Education and Teacher Training
Islamic State University Sunan Kalijaga
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STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

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ON THE 1st SUMMIT MEETING ON EDUCATION, THE END OF THE YEAR 2013

**“OPTIMIZING OF MULTIPLE INTELLIGENCES TO EXAGGERATE
HUMAN POTENTIAL TOWARDS VIRTUOUS CHARACTER”**

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Editors:

Saedah Siraj

W. Allan Bush

Jainatul Halida Jaidin

Fitri Yuliatwati

STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

Penerbit:

BUKU BAIK

Ngringinan, Palbapang, Bantul, Bantul, Yogyakarta, 55713

E-mail: penerbitbukubaik@yahoo.com

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STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

KATA PENGANTAR

Bismillahirrohmanirrohiim, Assalamu'alaikum warahmatullaahi wabara-kaatuh. Alhamdulillahirabbil'alamin. Wabihi nasta'in 'ala umuridunnya waddin. Wash-sholawatu wassalamu'ala asrofil anbiya'I walmursalin. Wa'ala alihi wa ashabihi ajmain. Amma ba'du. Robbisrohli shodri wayassirli amri, wahlul 'uqdatan millisani, yafqohu qauli. Segala puji bagi Allah SWT, shalawat serta salam semoga senantiasa tercurah kepada Nabi Muhammad SAW, beserta para sahabat dan umatnya yang senantiasa mengikuti sunahnya.

Kegiatan ini terselenggara atas dasar perlunya perubahan demi perubahan, inovasi-inovasi pembelajaran senantiasa menjadi perhatian kalian akademik dan praktisi pendidikan.

Dalam hal ini prodi PGMI akan berusaha semaksimal mungkin untuk senantiasa mengembangkan kegiatan yang mendukung peningkatan mutu tersebut, baik untuk dosen, mahasiswa, bahkan bagi alumni dari PGMI itu sendiri, serta masyarakat luas pada umumnya sebagai pengguna dari alumni PGMI Fakultas Ilmu Tarbiyah dan Keguruan UIN Sunan Kalijaga. Peningkatan mutu tersebut di antaranya dilakukan dalam bentuk pelaksanaan 'seminar internasional'. Seminar internasional akan menetapkan tema "*Summit Meeting on Education The End of The Year 2013*" dan Penandatanganan MOU dengan University Kebangsaan Malaysia (UKM).

Adapun kegiatan yang diselenggarakan meliputi kegiatan Seminar Internasional dengan tema Optimalisasi kecerdasan majemuk untuk melejitkan potensi menuju manusia berbudi pekerti. Dilanjutkan Fashion show Tarbiyah *Fashion Week 2015* yang bertajuk "Islami, Trendy and Syar'i". Kegiatan berikutnya adalah Seminar Nasional dengan tema Kurikulum 2013 "Realisasi dan Refleksi Kurikulum 2013". Berikutnya Seminar Peringatan hari Ibu dengan "Peran keluarga dalam pendidikan anak (Kolaborasi catur pusat pendidikan)". Dilanjutkan dengan acara Bedah buku yang bertema "Merajut pendidikan di kota Yogyakarta" karya: Bp. Zainal Abidin, M.Pd. Selanjutnya Seminar Edupreneurship dengan tema "Membangun kreatifitas melalui edupreneurship"

Adapun narasumber dari kegiatan ini dari berbagai negara, yaitu: dari negara Malaysia, Australia, Brunei Darussalam, dan Indonesia. Adapun nama-nama narasumber sebagai berikut: Prof. Dr. Lilia Halim (University Kebangsaan Malaysia), Bapak Setiyo Iswoyo, Drs. HD. Iriyanto, M.M., Dr. Slamet Suyanto (Dosen Pendidikan Biologi, UNY), Hj. Dyah Suminar (SE istri mantan walikota Yogyakarta), Prof. Dr. Taufik Ahmad Dardiri, SU (Dosen Fakultas Adab dan Ilmu Budaya, UIN Sunan Kalijaga), M Arief Budiman, S.Sn., Managing Director PT. Petakumpet Yogyakarta. Adapun peserta dari kegiatan ini dari berbagai negara yaitu Turki, Rusia, Thailand, Malaysia.

Dalam hal ini dosen atau pendidik pada umumnya adalah perintis pembangunan di segala bidang kehidupan dalam masyarakat. Seorang dosen atau pendidik yang benar-benar sadar akan tugas dan tanggung jawabnya, tentulah akan selalu mawas diri, mengadakan introspeksi, berusaha selalu ingin berkembang maju, agar bisa menunaikan tugasnya lebih baik, dengan selalu menambah pengetahuan, memperkaya pengalaman, menambah kualitas dirinya melalui membaca buku-buku perpustakaan, mengikuti seminar loka-karya, kursus-kursus penataran, dan sebagainya agar selalu bisa mengikuti gejolak perubahan sosiokultural dalam masyarakat serta kemajuan ilmu dan teknologi modern dewasa ini. Melalui kegiatan *international Summi Meetng* ini diharapkan dosen, guru, dan mahasiswa menjadi lebih profesional, khususnya terkait dengan kompetensi profesional.

Pekerjaan mengajar memang tidak selalu harus diartikan sebagai kegiatan menyajikan materi pelajaran. Meskipun penyajian materi pelajaran memang merupakan bagian dari kegiatan pembelajaran, tetapi bukanlah satu-satunya. Masih banyak cara lain yang dapat dilakukan guru untuk membuat siswa belajar. Peran yang seharusnya dilakukan guru adalah mengusahakan agar setiap siswa dapat berinteraksi secara aktif dengan berbagai sumber belajar yang ada. Guru pun sangat erat kaitannya dengan pendidikan karakter.

Pendidikan karakter yang semakin hangat sering menimbulkan kekhawatiran para guru. Namun sebenarnya hal itu tidak perlu khawatir, masih banyak tugas guru yang lain seperti: memberikan perhatian dan bimbingan secara individual kepada siswa yang selama ini kurang mendapat perhatian. Kondisi ini akan terus terjadi selama guru menganggap dirinya merupakan sumber belajar satu-satunya bagi siswa. Jika guru memanfaatkan berbagai strategi pembelajaran secara baik, guru dapat berbagi peran dengan strategi. Peran guru akan lebih mengarah sebagai manajer pembelajaran dan bertanggung jawab menciptakan kondisi sedemikian rupa agar siswa dapat belajar. Untuk itu guru lebih berfungsi sebagai penasehat, pembimbing, motivator dan fasilitator dalam Kegiatan Belajar Mengajar.

Upaya Pemerintah terhadap tenaga guru sebenarnya telah dilakukan oleh Pemerintah Republik Indonesia, melalui berbagai bentuk kebijakan. Ditetapkannya Undang Undang nomor 14 tahun 2005 tentang guru dan dosen merupakan dasar kebijakan untuk memperkuat eksistensi tenaga kependidikan sebagai tenaga profesional, seperti profesi-profesi yang lainnya. Kualitas profesi tenaga guru selalu diupayakan, baik melalui ketentuan kualifikasi pendidikannya maupun kegiatan in-service training, dengan berbagai bentuknya, seperti: pendidikan dan latihan (diklat), penataran dan pelibatan dalam berbagai seminar untuk memperbarui wawasannya dalam kompetensi pedagogi dan akademik.

Pemerintah mulai menyadari betapa strategisnya peran tenaga guru dalam mengantarkan generasi muda untuk menjadi sumber daya manusia (SDM) yang berkualitas dan kompetitif sehingga mampu mewujudkan suatu kesejahteraan bersama. Sejarah peradaban dan kemajuan bangsa-bangsa di dunia membelajarkan pada kita bahwa bukan sumber daya alam (SDA) melimpah yang dominan mengantarkan bangsa tersebut menuju pada kemakmuran, tetapi ketangguhan daya saing dan keunggulan ilmu pengetahuan dan penguasaan teknologi (ipteks) bangsa tersebutlah yang berperan untuk meraih kesejahteraan. Bahkan SDM yang menguasai ipteks cenderung memanfaatkan teknologinya untuk menguasai SDA bangsa lain. Dalam hal ini pemerintah ingin mengejar ketertinggalan dengan menyempurnakan kurikulum KTSP menjadi Kurikulum 2013.

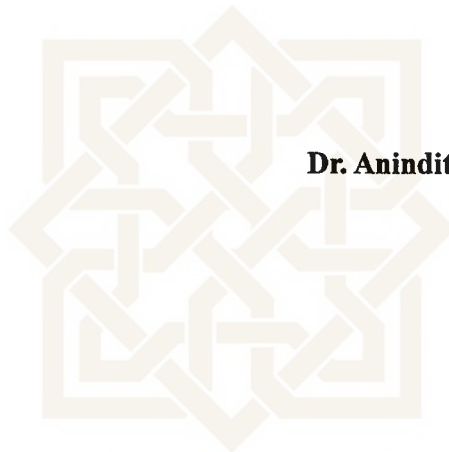
Kurikulum 2013 yang telah diimplementasikan pada tahun ajaran 2013/2014 menimbulkan pro dan kontra atas kurikulum tersebut masih terus terdengar. Banyak pihak yang mempertanyakan kesiapan implementasinya, pengembangan bahan ajarnya, evaluasinya, dan proses pembelajarannya di kelas. Perwakilan guru di Kota Kupang menilai implementasi kurikulum pendidikan 2013 akan menjadikan guru-guru seperti robot. Alasannya, semua Rencana Pelaksanaan Pembelajaran (RPP) dan Silabus disusun oleh pemerintah pusat. Sedangkan guru hanya siap untuk mengajar dengan RPP yang ada. Pada tahun ajaran 2013/2014, kurikulum baru akan diberlakukan untuk siswa kelas 1 dan 4, sedang siswa kelas 2,3,5, dan 6 masih menggunakan kurikulum lama. Beberapa pendapat pro dan kontra masih terus berlanjut, tapi mau tak mau kurikulum baru akan segera diimplementasikan secara bertahap. Seminar ini memperbincangkan masalah tersebut dari sisi pembuat kebijakan, ahli kurikulum, dan praktisi pendidikan/pengajaran.

Demikian yang dapat kami sampaikan terkait dengan esensi dari penyelenggaraan kegiatan “*Summit Meeting on Education The End of The Year 2013*”. Kami mengucapkan terima kasih banyak atas partisipasi dan dukungan dari berbagai pihak yang tidak dapat kami sebutkan satu per satu. Tanpa bantuan dan partisipasi rekan-rekan semua kegiatan ini tidak dapat terlaksana dengan baik. Semoga kegiatan ini dapat menambah kontribusi pada khasanah keilmuan khususnya pada Pendidikan Dasar dan memberi manfaat kepada para peserta dan pembaca. Amiin

Yogyakarta, 19 Desember 2013

Ketua Panitia

Dr. Aninditya Sri Nugraheni, M.Pd.



STATE ISLAMIC UNIVERSITY
SUNAN KALIJAGA
YOGYAKARTA

ASSESSMENT INSTRUMENTS DEVELOPMENT OF SPIRITUAL INTELLIGENCE AS A CHARACTER-FORMING ALTERNATIVE LEARNERS

Written by:
Dr. Aninditya Sri Nugraheni, M.Pd.

ABSTRACT

The complex behavior of distorting that occur in the community lately, criminal offence, hedonism, and bullying that is increasingly evident, indicating the level of spirituality of the community already has ever been replaced progressively by modernism. Happens the tendency to declining morals and moral causes luntarnya responsibility and social solidarity, such as the occurrence of a student brawl and juvenile delinquency. In this case religious education to be very important to be the cornerstone of a moral as well as morals and manners that sublime need given to students early on. The level of a person's spirituality is directly proportional to one's level of success in all things. This is reflected from his behaviour that leads to more positive things. In line with the objectives of education, education is one of the pillars in the formation of identity of the nation. This paper aims to discuss the importance of the element of spirituality in the learners, which can be detected early by a measuring instrument or measuring instruments. The hope of the author's writing was able to give contribution to the reader, to further emphasize the aspect of spirituality inside his students.

Keywords: *intelligence, spiritual character, instruments, learners*

A. Preliminary

Spiritual intelligence (SQ) is the intelligence of the soul which can help a person establish itself as a whole. SQ is not dependent on culture or values. Do not follow the existing values, but creates the possibility to have it's own values.

According to Munandir (2001: 123) spiritual intelligence is composed of two words namely intelligence and spiritual. Intelligence is a person's ability to solve the problems it faces, especially problems that demand his ability. Various constraints expressed by experts based on the theory of each. Next Munandir mention that Intelegence can also be interpreted as relating to the ability of abstraction-abstraction, ability to learn something, the ability to handle new situations. So, based on the meaning of the two words are spiritual intelligence can be defined as a person's ability to confront and solve problems dealing with values, inner, and psychological abuse. These intelligence primarily deals with abstraction on a matter outside of human power that is the driving force of life and the universe.

Tony Buzan, an expert on human brain of Americans say a person could feel happy in all circumstances if you have spiritual intelligence. But someone who adheres to the religion is not necessarily intelligent spiritually. According to Tony Buzan spiritual intelligence is related to the part of the design of everything, including a look at thoroughly. In the meantime, spiritual

intelligence, according to Stephen r. Covey spiritual intelligence is central to the most fundamental among other intelligence, because he's become a source of guidance for the intelligence of others. Spiritual intelligence represents a yearning for meaning and relationship of the infinite.

Danah Zohar (Harvard University) and Ian Marshall (Oxford University) defines spiritual intelligence (Spiritual Quotient) as intelligence to deal with the question of meaning or value, that is the intelligence to put our lives and behaviors in the context of wider significance, rich and deep; intelligence to assess that person's action or way of life more meaningful compared to the others. Zohar and Marshal defines spiritual intelligence as intelligence to confront and solve the question of meaning and value, i.e. the intelligence to put life and behavior in the context of a broader meaning and rich, intelligence to rate that person's action or way of life more meaningful than others.

Spiritual intelligence by Khalil a. Khavari was defined as a non-material dimensions of faculty or human soul. He called it like a diamond that has not been honed and owned by every employee. We have to recognize as it is, rubbed it so shiny determined is great, use it to wisdom, and to achieve lasting happiness.

Mimi Doe and Marsha Walch reveals that the spiritual is the basis for the growth of self-esteem, values, and sense of belonging. He gives direction and meaning for our life of faith regarding the existence of a non physical strength greater than on the strength of ourselves. An awareness that connect us directly with God, or whatever we call it as the source of our existence. Spiritual also means psychological, spiritual, inner.

Arief Rachman describes that spiritual intelligence is intelligence that first convinced of the Lord as ruler, Determinant, protective, Forgiving and we believe over his presence. In addition there must be also the ability to work hard, ability to search Rho God, ability to conduct worship in discipline, patience, hold it with the test and the ability to accept all predetermined decision of God.

The word has spiritual roots spirit which means spirit. The word comes from the Latin spiritus, meaning breath. Moreover the word of the spirit can contain the meaning of a purified form of alcohol. So spiritual can be interpreted as something pure. A person is actually a spirit. The spirit can be defined as the energy of life, that makes a person can live, breathe and move. Spiritual means everything outside of one's physical body, including thoughts, feelings, and the character of the person.

Spiritual intelligence means the ability of a person to be able to know and understand him fully as spiritual beings and as a part of the universe. By having a spiritual intelligence means someone understand fully the meaning and the nature of the life that he lives and where he will go.

Seto Mulyadi presents spiritual intelligence is how humans can relate to the creator. In other words, spiritual intelligence is the ability to recognize the innate potential of manusia in himself as well as a person's ability to recognize his God who had created it, so anywhere is felt in the supervision of his Lord.

According to Maslow's spiritual experience is a peak experience, plateau is the farthest reaches of human nature. A spiritual experience is the highest that can be achieved by human beings as well as the reassurance of its existence as a spiritual being. Spiritual experience was the highest human needs. Maslow even States that spiritual experience has gone through the hierarchy of human needs, going beyond humanness, identity, self-actualization, and the like.

Referring to the theory of motivation expressed Maslow, spiritual intelligence associated with self-actualization, or the fulfillment of the purpose of life, which is the highest level of motivation. Spiritual intelligence is characterized by the presence of high growth and transformation in one's

self, achievement of a life that is balanced between the career/work and personal/family, as well as the existence of feelings of joy and satisfaction that is manifested in the form of a positive contribution to generating and sharing happiness to the environment.

SQ is developing facilities for millions of years, which allows the brain to find the meaning and use in solving problems. The main question concerning existential problem, i.e. when a person personally derailed, caught by customs, concerns and problems of the past as a result of illness and grief. With his SQ someone is able to address the problem of his life and coming to terms with the issue. The sense of giving something SQ in the person concerned the struggle of life.

Spiritual Quotient or is believed to be the highest level of the SQ of the intelligence, which is used to generate the sense (meaning) and value (value). Two kinds of intelligence, IQ and EQ, which is part of the integrated SQ.

Although contain the word spiritual SQ is not always associated with beliefs or religion. More to the needs and the SQ human capacity to find meaning and produce value through the experiences they encounter. However, some research suggests that a person who has the trust or run the religion, generally have a level of spiritual intelligence is higher compared with those who do not have religious beliefs or not running.

Such as research conducted Harold G Koenig and his friends that Oxford University Press has been published as a book entitled Handbook of Religion and Health. Their research did find that at every level of education and age, people who go to houses of worship, pray and read the Bible regularly, apparently live longer around seven to 14 years and have better physical health than those who do not perform religious rituals.

Someone with a high SQ will usually experience faster recovery from an illness, both physically and mentally. It easier to rise from a fall or suffering, more resistant to deal with stress, it's easier to see the odds for having a positive mental attitude, as well as a more cheerful, happy and satisfied in life. Unlike someone who has low SQ.

In people with low success in SQ terms of careers, jobs, income, status and many more things that are material turns out not always able to make her happy. The rivalry and differences of interests held so tight it often makes people lose direction and identity. SQ or spiritual intelligence of the philosophical concepts into his background. The concept of the SQ itself actually had long been discussed, just with different packaging. In the science of psychology known three large flow that became an inspiration to a lot of flow that develops in the future. The flow is Behaviorism, psychoanalysis and humanistic. Spiritual intelligence many developing concepts of humanistic streams. This humanistic streams then developed its specific form the Foundation of transpersonal psychology, with a religious experience as a peak experience, fartherst plateau and of human nature.

Search the understanding of spiritual intelligence (SQ) as now seems quite relevant, given the many social issues that is increasingly burdening someone's life. As expressed by Frankl (Koeswara, 1992) that most people now have a collective neurosis. The hallmark of the symptoms are:

1. The attitude of indifferent towards life
A attitudes that indicate pessimism in face the future life.
2. Attitude towards life time
Assumed that future be an impossible task and made plans for the future is dalliance.
3. Conformist thinking and colectivis
Tending to doing the fused in time and on behalf of the group.
4. Fanaticism

Deny the advantages of belonging to the group or others. With the traits of man walking towards penyalahartian and penyalahartafiran about herself as something that no other (nothing but) of the reflex-reflex or the encouragement (biologisme), from psychic mechanisms (psikologisme) and economical environment product (sosiologisme). With the context of the third man is none other than the engine. The condition is the spiritual suffering for human beings.

B. Discussions

1. Brain differences in IQ, EQ and SQ

IQ, EQ and SQ are three terms that are already quite well known, especially among practitioners and specialist human resources development. The first term i.e. Intellectual Quotient (IQ) or describe the capacity of a person to perform mental activities such as thinking, looking for an explanation, and solve problems logically. Based on IQ test results, it can be determined the ability of an employee that is associated with numbers, words, visualization, memory, deductive-inductive explanation, and speed memersepsikan things. By knowing in what way has a high intellectual intelligence, then the company can put someone in a position or a job that fits.

The second term is Emotional Quotient or EQ introduced by Daniel Goleman in around the mid 1990 's to explain a person's ability to detect and manage emotions. According to Goleman, there are four levels of emotional intelligence. The first Level is self awareness or sense of self. At this stage, one can recognize and understand emotions, strengths and weaknesses, values and motivations. On the second level, self management or to manage one's self, not only being able to know and understand his emotions, is also capable of managing, controlling and directing it.

Someone who has the ability to manage a good self routinely perform self-evaluation after encountering success or success and able to maintain motivation and work behavior to produce a good performance.

On the third level of the so-called social awareness or social awareness, one is able to empathise, which is sensitive to the feelings, thoughts, and the situation faced by others. Emotional intelligence has enabled us to realize and understand their own feelings and others, enables us to assess the situation and act according to the situation at hand.

At the highest level or manage relations, relationship management someone should be able to control and direct emotion others. One is able to inspire other people appeal to feelings, and beliefs of others develop capabilities others, resolve the conflict; relationships, and forming cooperation that benefits all parties.

The third term is the Spiritual Quotient or is believed to be the highest level of the SQ of the intelligence, which is used to generate the sense (meaning) and value (value). Two kinds of intelligence that is mentioned first, IQ and EQ, is part of the integrated SQ.

Originally, people only know the intellectual intelligence emotional intelligence then appeared, and now spiritual intelligence. Emotional intelligence by Daniel Goleman popularized the mengatakan that emotional intelligence is a person's ability to understand other people, interact and develop empathy, sympathy, to be able to work together. Neurology experts later discovered that there is a part of the human brain is capable of absorbing a spiritual event, aware of the presence of God and interpret life.

Intelligent spiritual characteristics is someone capable of giving meaning to life. According to Tony Buzan, the characteristics of spiritual intelligence in someone is; often do good, help, have a great empathy, forgive, able to choose happiness, have a sense of humor and a good feel to bear a

noble mission. Train your spiritual intelligence can follow training there is training, which consists:

a. *Management of anger*

Participants are trained to be willing to forgive those who have hurt the heart. So the granting of pardon is no longer just on the lips but up to the heart.

b. *Random act kindness*

It means helping people who are not well known, so there is no ulterior motive. This triggers the training we live happily and easily help others.

c. *Patience and the ability to find mission life*

People who know the Mission of his life will be held the mission so feel life there are objective and meaningful to others. The mission will be a guide, the light that illuminates the man in the course of his life.

The huge potential that humans, in addition to the intellectual and emotional intelligence intelligence is spiritual intelligence. The necessary groundwork be SQ to enable and synergize the IQ and EQ are an integral, comprehensive and effective. Through the SQ, thinking, behavior and human perhidup given a charged meaning and spiritual significance. Spiritual intelligence (Spiritual Quotient) we'll convert the purpose of life and the meaning of life we are living. That life has direction and purpose in life, that every life has meaning that not only the meanings.

Quetient Spiritual (spiritual intelligence) memformulasi himself through value published by voice of the heart. Subtil and subtly, he occupies a space in the recesses of the human heart. And the inner voice across time, place, race, ethnicity and religion. Spiritual intelligence across the boundaries of religion (religion). However, the definition of a deep and straight towards the religious beliefs will become a strong foundation for growth and development of conscience in man.

Between Intellectual Intelligence, emotional intelligence and Spiritual intelligence. Daniel Goleman, an expert on emotional intelligence (Emotional Quotient) argues that increased the quality of emotional intelligence is very different from intellectual intelligence (IQ). If a pure cognitive ability (IQ) is relatively unchanged, then finesse the emotions can be learned and improved significantly. With the right motivation and effort, we can learn and master the skills of these emotions.

Emotional intelligence can be increased, and can continue to be improved as long as we live. Spiritual intelligence appears to be a search for answers will be of limited intellectual ability (IQ) and emotional (EQ) in resolving cases based upon the meaning of life crisis. A basic IQ brain works is to think of the series, linear, logical and does not involve the feelings. The hallmarks of this series is thought to be accurate, precise and reliable. The disadvantage is that it only works within the specified limits, and be not useful if someone wants to unearh new insights or deal with things that are unexpected.

EQ brain associative thinking of how it works. This type of thinking helps someone creates antarhal Association, for example, between hunger and rice, between home and leisure, between mother and love, and others. In essence this thinking trying to make associations between one and the other emotions, emotions and body symptoms, emotions and the surrounding environment. Advantages of associative way of thinking is that it can interact with the experience and can continue to grow through the experience or experimentation. He or she can learn new ways through the experience that has never been done before, is the type of thinking that can recognise shades of ambiguity. The downside of the brains of EQ is very individual variations and no two people

have the same emotional life. It appears from the statements I can recognize your emotions, I can empathise for him, but I can't have your emotions.

Brain SQ how it works unitif thinking, i.e. the ability to capture the whole context that associates an element involved. The ability to capture a situation and doing a reaction against it, creating new rules and patterns. This ability is the main characteristic of consciousness, namely the ability to experience and use the experience of meaning and a higher value. The mark of a well-developed SQ, is:

1. Ability to be flexible (Adaptive and spontaneously active)
2. The level of awareness of self with high
3. The ability to confront and exploit the suffering
4. The ability to confront and transcend the pain
5. Quality of life which was inspired by the vision and values
6. Reluctance to cause unnecessary losses
7. The tendency to see linkages between various things (holistic)
8. Tendency real to ask why? or what if fundamental to find answers.

A well-developed SQ can make someone have meaning in his life. With the meaning of life is someone will have the quality of being, which is a mode of existence that can make someone feel happy, using its ability to productively and can blend with the world.

Rapid technological change is making such great pressure, sometimes blinding humans with spiritual intelligence in living the vision and mission of his life, made him forget doing self-reflection and forgot to run its role as part of the community. The flurry of work and the success achieved is not diamalkannya for the creation of meaning and value to the environment. The spiritual nature of the organization that help a person to develop and achieve the full potential of her (self-actualization). Robbins and Judge in his book *Organizational Behavior* mentioned the culture of spirituality needs to be formed is:

a. *Strong sense of purpose*

Although the achievement of that important gains, but it did not become the main values of the spiritual culture of an organization. A person needs the presence of the Organization's goal of greater value, which is usually expressed in the form of the vision and mission of the Organization.

b. *Trust and respect*

Organizations with spiritual culture always ensure the creation of conditions for mutual trust, openness and honesty. One of them in the form of a Manager and a person need not fear to do and admit his mistakes.

c. *Humanistic work practices*

Flexible work hours, awards based on team work, narrowing the difference in status and convenience services, any warranty with respect to the rights of individual workers, the ability, and job security are forms of the human resources management practices which are spiritual.

d. *Toleration of employee expression*

Organizations with spiritual culture have a high tolerance against these forms of expression of one's emotions. Humor, spontaneity, joy in the workplace is not restricted. It's been quite a lot of companies that implement the culture of spirituality in the workplace.

Spirituality is the highest needs someone. Popular soul expert, in his book Abraham Maslow

Hierarchy of Needs using the term self-actualization (self-actualization) as the highest achievement and needs a man. Maslow found that, regardless of ethnicity or origin of the person, every human experience the stages of increased need or accomplishment of his life. Those needs include:

a. Your physiological needs (*Physiological*)

Covering the need for food garments an abode or biological needs.

b. The needs of security and safety (*Safety*)

Covering the need for job security independence from fear or pressure, security of the occurrence or the environment threatening.

c. A sense of belonging, social needs and compassion (*Social*)

Covering the need for friendship, a family, grouping, interaction and affection.

d. The need for awards (*Esteem*)

Covering the need for esteem, status, prestige, respect and appreciation of the other party.

e. self-actualization needs (*self-actualization*)

Include the need to meet the self (self fulfillment) seen that human needs based on their order of priority, starting with basic necessities, which is much related to the biological factor, followed by the higher needs, many related to the element of psychological abuse, and the most high that self-actualization that is the spiritual needs. If and only if all of a person's physiological and psychological needs met, he can reach the highest stage of development, self-actualization.

Maslow defines self-actualization as a stage of a person's spirituality, where someone is abundant with creativity, intuition, joy, love, peace, tolerance, as well as having a clear purpose in life, and mission to help others achieve the stage of spiritual intelligence.

2. Engineering development

With the above understanding, the following techniques to develop SQ:

1. Capable of formulating mission life,
2. Reading the Scriptures and may explain its meaning in our lives,
3. Read the stories of the spiritual figures,
4. Read the stories of the spiritual figures,
5. Activities dabble in a religious ritual,
6. Read poems or poems and songs that are spiritual and inspirational,
7. Enjoy the beauty of nature,
8. Come to places one who suffers, and
9. Participate in social activities.

3. Indicator

Nine Indicators SQ, as follows:

1. Ability to be flexible (Adaptive, spontaneous, active)
2. Self-awareness high
3. The ability to confront and exploit the suffering
4. The ability to confront and transcend the pain
5. Quality of life-inspired vision and values
6. Able to prevent yourself from unnecessary losses
7. Look at all the problem holistically (connectedness anyproblem)
8. Being able to seek answers to fundamental of everything (why and how)
9. Have the independence and against the Convention is not appropriate

As for the instruments that can be used to measure the SQ as follows:

No.	Instrument	answers	always	often	sometimes	never
1.	Did you ever visit friends or your neighbor who was sick?					
2.	Do you sometimes work in the kitchen?					
3.	Are you willing to join an organization that is trying to save endangered species?					
4.	Whether you have always participated in the employment act in the environment around the house?					
5.	Do you love to entertain people who have parents?					
6.	Have you been helping kids who were a child?					
7.	Have you ever organized a relief for victims of natural disasters?					

Examples of other instruments, to measure Spiritual intelligence:

No.	Instrument	answers	always	often	sometimes	never
1.	Do you pray every day?					
2.	Whether you are on the way to be good?					
3.	Do you have the courage to firm in the truth?					
4.	Do you lead your life as a spiritual being?					
5.	Do you feel a kinship with fellow bond man?					
6.	Do you adhere to ethical and moral standards?					
7.	Do you feel the love to God in your heart?					
8.	Do you resist the urge not to breach the law even though you can do it without risk of forfeiture sanction?					
9.	Do you have a contribution to the welfare of others?					
10.	Do you love and actively to protect the planet?					
11.	Do you take care of their prosperity?					
12.	Do your deeds in accordance with your words?					
13.	Are you thankful for Your good fortune?					
14.	Are you honest?					
15.	Are you trustful (holds promise)?					
16.	Are you tolerant of difference?					
17.	Are you nonviolence?					

18.	Are you happy?				
19.	Do you tawadlu (humble)?				
20.	Do you save money, so do not consumptive and wasteful?				
21.	Are you generous? Do you share your good fortune with others?				
22.	Are you courteous?				
23.	whether you can be trusted?				
24.	Whether you are an open-minded as you interact with others?				
25.	Do you wait in a State that heavily?				

4. How to measure spiritual intelligence

To assess the level of spiritual intelligence, there are 25 questions. You can answer always, often, sometimes, or never. Each has its own default value: 4 (always), 2 (often), 1 (sometimes), and 0 (never). If the total value you achieve one hundred, then you have an incredible spiritual intelligence.

C. Closing

Spiritual intelligence means the ability of a person to be able to know and understand him fully as spiritual beings and as a part of the universe. By having a spiritual intelligence means someone understand fully the meaning and the nature of the life that he lives and where he will go.

With the above understanding, the following techniques to develop SQ: (1) being able to formulate a mission for life; (2) read the Scriptures and may explain its meaning in our lives; (3) read the stories of the spiritual figures; (4) discuss a range of issues with a spiritual perspective; (5) engage in the activities of religious rituals; (6) read poems or poems and songs that are spiritual and inspirational; (7) to enjoy the beauty of nature; (8) come to the places where people are suffering, and (9) participants in social activities.

Nine Indicators SQ, as follows: (1) the ability to be flexible (Adaptive, spontaneous, active); (2) a high sense of self; (3) ability to deal with and make use of suffering; (4) the ability to confront and transcend the pain; (5) quality of life inspired vision and values; (6) able to prevent yourself from unnecessary losses; (7) in respect of any problem holistically (antarberbagai issue linkages); (8) able to find basic answers from everything (why and how); and (9) to have the independence and against the Convention is not appropriate.

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