The Effect Of Intellectual Intelligence And Soft Skill On Agent Recruitment Pt. Sequis Life Branch Mmtc Medan

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A R T I C L E I N F O	ABSTRACT
Keywords: Intellectual Intelligence, Soft Skill, Recruitment	Intellectual Intelligence is able to work to measure speed, measure new things, store and recall objective information and play an active role in calculating numbers and others. Soft Skills are abilities beyond technical and academic abilities, which prioritize intrapersonal and interpersonal skills. Recruitment is a process that begins with a desire to fill available job vacancies until the applicant submits his application file. This study uses multiple linear regression analysis method to determine the relationship of each independent variable to the dependent variable. Samples were taken using a saturated sampling technique where all members of the population were used as samples. The research scale used is a Likert scale. The results of the partial hypothesis test show that partially, each variable of intellectual intelligence and soft skills has a significant effect on work conflict at PT. Sequis Life Medan. Simultaneous hypothesis test results show that simultaneously, soft skills have a significant effect on agent recruitment at PT. Sequis Life Medan.
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1. Introduction

The intelligence possessed by humans is one of the great gifts and blessings of the Creator to make it one of the advantages of humans compared to other creatures, which can be used for the interests, needs and development of human life. With the intelligence possessed, humans can continuously maintain and improve their quality of life so that they become more complex through the process of thinking and learning continuously, so that many things that have never been obtained by humans can be achieved through this process.

The forms of human intelligence are many and unlimited, but can be related to the three intelligences IQ (Intelligence Quotient), EQ (Emotional Quotient), SQ (Spiritual Quotient). These three abilities really help individuals in improving their self-quality, ignoring one of these abilities can cause individuals to be in trouble personally and socially. So far, people believe that someone who has a high intellectual intelligence, then that person has the opportunity to achieve greater success than other people. In fact, someone who has a high IQ does not always guarantee they are successful, this can be caused by an imbalance between their IQ, EQ and SQ. Therefore, emotional intelligence and spiritual intelligence must be developed along with intellectual intelligence. Each of these intelligences has its own area of the brain. This intelligence has existed since humans were born, but what colors next is the family and environment.

In facing the demands of the times, humans should be able to work with their intelligence. Thus humans can maintain their survival and civilization. Along with the development of science and technology is also very supportive of humans not to stop improving their intellectual intelligence. A real example is where students from kindergarten-elementary-junior high school to high school and students who carry out learning activities from home with the aim of still gaining knowledge, so that their intellectual intelligence remains honed even though it was hindered due to the emergence of the

Covid-19 outbreak in March. In 2020 ago, learning from home is clear evidence that human intelligence will continue to bring up new innovations so that learning activities between students and teachers can be carried out properly.

The application of intellectual intelligence to recruitment by recruiters or HRD in a company is one of them, identifying the candidate's ability to solve problems or produce good quality work when faced with different regulations and conditions. Someone with intellectual intelligence will continue to adapt in real situations, this will really help them in solving various problems that occur in the work environment. Intellectual intelligence is also often a benchmark in terms of entering the world of work, usually prospective employees will go through an IQ test to see whether someone can work well or not. The company must have its own qualifications for prospective employees, this also seeks to maintain the quality of prospective employees who will work in the company.

In line with the development of science and technology, it is necessary to know that the world of work does not only choose prospective workers who are proficient in academic abilities (intellectual intelligence). But also very concerned about the character values and skills possessed by candidates, such as the values of honesty, responsibility, courtesy, discipline, commitment, self-confidence, ethics, cooperation, creativity, communication, and leadership (soft skills). Having high intellectual intelligence but not accompanied by good soft skills, makes the human resources produced not optimal. Considering the increasingly fierce market competition, of course, companies are also trying to be able to compete fairly. Such as by improving product quality and customer service performance.

Soft Skills will also greatly affect recruitment, this can be seen from the higher standards of companies. Companies with clear targets and goals will certainly prepare human resources who have high competitiveness. One of the drivers of improving the quality of the earliest human resources is education. To meet the demands of the world of work regarding quality human resources, education is the main foundation to prepare students for their productive age. Education must be able to answer these challenges by producing graduates who are professional and ready to use in the world of work.

Intellectual intelligence problems that often occur in the recruitment of prospective agents in the company PT. SEQUIS LIFE BRANCH MMTC MEDAN, namely most agents who have joined the company, fail to understand the products sold by the company. Usually this happens because agents who have just joined the company have difficulty in the learning process which consequently leads to failure to achieve the Sales Target, even though from the beginning the company management has provided agents with product knowledge through seminars and training sessions. However, it is undeniable that there are still some agents who are not able to absorb the knowledge of the products sold by PT. SEQUIS LIFE BRANCH MMTC MEDAN and this is certainly related to the different intellectual intelligence of the agents of PT. SEQUIS LIFE BRANCH MMTC MEDAN.

After the failure to recognize the specifications of the products sold by the company, of course it will affect the performance of these agents. Such as the difficulty of providing an explanation of the product that PT. SEQUIS LIFE BRANCH MMTC MEDAN offered to prospective customers, then failed to achieve the monthly or annual sales target which then resulted in not being able to claim the bonus offered by the company. To assist management and company leaders in overcoming this problem. Companies need to pay more attention when recruiting new agents, such as conducting an intellectual intelligence test so that the management can compare them with agents that have been recruited by PT. SEQUIS LIFE BRANCH MMTC MEDAN before. In addition, the company can also increase the standard of prospective agents who will join PT. SEQUIS LIFE BRANCH MMTC MEDAN, so that the management can continue to improve the quality of Human Resources in the company. Agents with high Intellectual Intelligence will have the potential to maximize effectiveness and recrutment which has an impact on the company's speed in the future. The problem of soft skills on the recruitment of prospective agents of PT. SEQUIS LIFE BRANCH MMTC MEDAN that often happens, is when after joining as an agent at PT. SEQUIS LIFE BRANCH MMTC MEDAN. Some agents often miss communication or are not good at explaining the benefits and uses of the products they want to offer to potential customers, this is due to lack of communication skills and limited vocabulary mastered by agents.

Another problem also occurs because some agents are reluctant to cooperate, this is due to a lack of curiosity and ignorance with the people around them. In fact, if the agents join to form a team, it will make it much easier for them to strategize and benefit them to be able to achieve the target at the same time. In addition to communication and cooperation skills. There are still several other soft kills such as leadership, time management, problem solving which are also very influential on the performance results of PT. SEQUIS LIFE BRANCH MMTC MEDAN. So by paying attention to soft skills when recruiting candidates for PT. SEQUIS LIFE BRANCH MMTC MEDAN will minimize the occurrence of problems as described above. Not only that, soft skills such as public speaking and creativity will greatly affect the quality of service and customer or prospective customer satisfaction with the company, due to the agent's creative ability to process words so that customers can easily understand and be interested.

Therefore, companies must pay attention to the soft skills possessed by candidates because in the future they will determine the direction of the company's development. If the agent builds good communication with the customer, the customer will also give a positive impression on the agent and the company. On the other hand, if the agent builds unclear communication and forces the customer to buy the product, of course the customer will mark the agent, service, product and even the company with a negative view. The good name of the company can be at stake if there are agents who do not work as expected. Therefore, the management must consider more candidates who will join the company, to ensure the company can develop better in a more positive direction through.

Several previous studies, namely Nur Rochmah, 2016 (Library Science Study Program, Faculty of Adab and Cultural Sciences, State Islamic University of Sunan Kalijaga Yogyakarta) which has the title The Effect of Soft Skill Library Staff on Excellent Service in the Library of the Faculty of Social and Political Sciences, Gadjah Mada University Yogyakarta. With interview and questionnaire research methods, the results showed that there was a positive influence between the Soft Skills of the library staff on excellent service at the UGM Yogyakarta Faculty of Social and Political Sciences Library. Wahyuni, 2016, a student of Management Department at the Faculty of Economics and Islamic Business, Alauddin State Islamic University Makassar, who has the title Hard skills and soft skills have a positive and significant effect on the performance of the South Sulawesi Provincial Education Office employees with interview and questionnaire research methods that get Hard skills results and soft skills have a positive and significant effect on the performance of the South Sulawesi Provincial Education Office employees.

Brother Hardiat, a student of the Management Study Program at the University of Muhammadiyah Yogyakarta which has the title The Effect of Emotional Intelligence, Intellectual Intelligence and Spiritual Intelligence on the Performance of Employees of PT. Nasmoco Bahana Motor Yogyakarta City (2016) with a survey method data analysis technique by distributing questionnaires to get the results There is a positive and partially significant influence between intellectual intelligence variables on performance.

Realizing the importance of intellectual intelligence and soft skills in the world of work so that based on the description above, the researcher is interested in putting it into a thesis with the title "The Influence of Intellectual Intelligence and Soft Skills on the Recruitment of Agents of PT. Sequis Life MMTC Medan Branch".

2. Method

2.1 Location and Time

The location which is the object of this research is PT. SEQUIS LIFE MMTC Branch on William Iskandar Street, MMTC Complex, Medan. This research was conducted on September 2021 to June 2022.

2.2 Population and Sample

In this study, the sampling technique used is a saturated sample. The number of samples in this study were all consumers at PT. SEQUIS LIFE MMTC Branch is as many as 50 people.

2.3 Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

2.4 Validity and Reliability Test

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used. Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as instrument.

3. Result and Discussion

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.
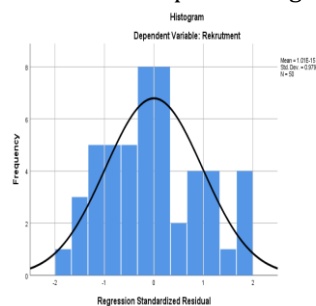
Figure 1 Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.
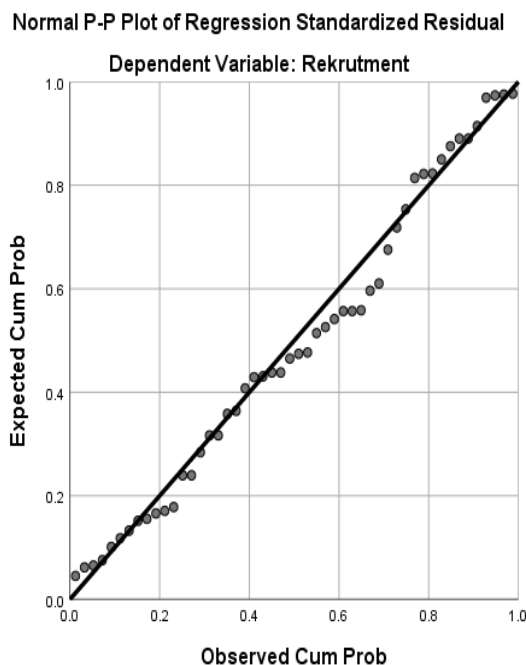
Figure 2. Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

Table 1
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	1,89990679
Most Extreme Differences	Absolute	,091
	Positive	,091
	Negative	-,061
Test Statistic		,091
Asymp. Sig. (2-tailed)		,200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.200, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

Table 2
Multicollinearity Test

| Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Intellectual intelligence	.579	1.726
	Soft skill	.579	1.726

a. Dependent Variable: Performance
Source: Research Result, 2022

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.
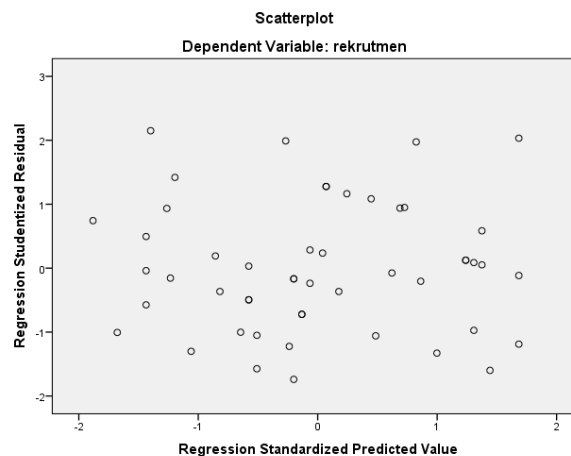
Figure 3 Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on the input of the independent variable.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

Table 3
Multiple Linear Regression Analysis Test

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	12,150	1,722
	Intellectual intelligence	,076	,148
	Soft skill	,298	,127

a. Dependent Variable: Recrutment
Source: Research Result, 2022

$$Y = 12{,}150 + 0{,}076\ X1 + 0{,}298\ X2 + \quad (1)$$

The meaning of the multiple linear regression analysis equation above is:

a. The constant is 12,150, meaning that if intellectual intelligence and soft skills are worth 0, then recruitment is worth 12,150.
b. The intellectual intelligence regression coefficient is 0.076 and has a positive value, this means that every 1 unit increase in intellectual intelligence will increase recruitment by 0.076 units assuming other variables remain.
c. The soft skills regression coefficient is 0.298 and is positive, this means that every 1 unit increase in soft skills will increase soft skills by 0.298 units assuming other variables remain.

3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by R^2 is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the effect of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger. Thus, if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

Table 4
Coefficient Determination Test Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,460ᵃ	,212	,178	1,949

a. Predictors: (Constant), Soft skill, Intellectual intelligence
b. Dependent Variable: Recrutment

Source: Research Result, 2022

Based on the table above, the value of the Adjust R Square (Adjusted R2) or the coefficient of determination obtained is 0.212 means that intellectual intelligence and soft skills are able to explain recruitment by 21.2% while the remaining 78.8% is influenced by variables that are not examined such as emotional intelligence, hard skills, and so on.

3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

H_0 Accepted if: $F_{count} < F_{table}$, H_α Accepted if: $F_{count} > F_{table}$

Table 5
ANOVA Test

Model		F	Sig.
1	Regression	6,318	,004ᵇ
	Residual		
	Total		

a. Predictors: (Constant), Soft skill, Intellectual intelligence
b. Dependent Variable: Recrutment

Based on the table above, it can be seen that the value of Fcount > Ftable (6,318 > 3,20) with the hypothesis that H0 is rejected and H1 is accepted. So it can be concluded that intellectual intelligence and soft skills affect the recruitment of agents at PT. Sequis Life and its effect are positive with a significant level (α) of 5%. By looking at the probability that is smaller than the significant level (0.004 < sig 0.05), it can be concluded that the equation model has a significant effect.

3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test. The criteria for evaluating the hypothesis in this t test are:

H_0 Accepted if: $t_{count} < t_{table}$

H_α Accepted if: $t_{count} > t_{table}$

Table 6

Coefficient Test

Model		t	Sig.	
1	(Constant)	7,057	,000	
	Intellectual intelligence	,514	,610	
	Soft skill	2,344	,023	

a. Dependent Variable: Recrutment

Source: Research Result, 2022

Based on the table above, it can be seen that:

a. The results of the partial t-test calculation for the intellectual intelligence variable obtained that tcount (0.514) is smaller than ttable (2.011) with a significant value of 0.610, so intellectual intelligence has no effect on recruitment of PT agents. Sequis Life.

b. Partial t-test results for the soft skills variable obtained the tcount (2.344) greater than ttable (2.011) with a significant value of 0.023, so soft skills affect the recruitment of PT agents. Sequis Life.

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows: Intellectual Intelligence has no effect on the Recruitment of Agents of PT. Sequis Life. Soft Skill has a positive and significant effect on Agent Recruitment at PT. Sequis Life. Intellectual Intelligence and Soft Skill have a positive and significant effect on Agent Recruitment at PT. Sequis Life.

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