

### MANAGEMENT OF INTELLECTUAL INTELLECTUAL (IQ) EMOTIONAL INTELLIGENCE (EQ) AND SPIRITUAL INTELLIGENCE (SQ) IN LEARNING

**Nurlaili Hidayatul Baiti**

**Agus Salim Institute of Islamic Religion**

**Correspondence address:**

**[nurlailihidayatulbaiti@gmail.com](mailto:nurlailihidayatulbaiti@gmail.com)**

#### ABSTRACT

Basically, humans were created with the elements of intelligence. The learning objectives will work well, if educators can apply an intelligence either IQ, EQ, SQ from Allah SWT as a potential for humans that must be played in a balanced manner, but the fact that so far this intelligence is only dominated by IQ, without having to initiate or involve other intelligences EQ, SQ as an intelligence that really provides a great opportunity to be successful in society and the world of education, of course, because emotional intelligence is according to the results and research of psychologists and practitioners, they undergo and exemplify people who are successful in the world of work, it turns out not only seen only IQ abilities, and an educator must be able to control his emotions and feelings with others, when empathizing and socializing, communicating, humanist so that he can take a lesson learned and meaningful in attitudes and actions. The main focus of learning is the potential that is in students who must be guided and developed into a smart person in facing and fulfilling the needs of their life, therefore learning must be done in order to balance the personal potential of students including IQ EQ SQ according to the circumstances / problems Learning objectives will work well if educators apply a good intelligence IQ EQ SQ as potential for humans. This study aims to describe good intelligence, IQ, EQ, SQ, as a potential for humans to learn. The difference between each intelligence. The data collection techniques used were documentation, tests, literature study. The research subjects were students, and the research used a qualitative approach. humanist so that he can take a lesson learned and meaningful in attitudes and actions. The main focus of learning is the potential that is in students who must be guided and developed into a smart person in facing and fulfilling the needs of their life, therefore learning must be done in order to balance the personal potential of students including IQ EQ SQ according to the circumstances / problems Learning objectives will work well if educators apply a good intelligence IQ EQ SQ as potential for humans.

**Keywords: Management of intellectual intelligence, emotional, spiritual, learning**

### A. INTRODUCTION

The teacher (educator) is a leader figure for his students, because the teacher is a figure who plays an important role in education. The teaching and learning process is the core activity in education, everything that has been programmed will be carried out in teaching and learning activities, namely the learning component that involves all aspects of the personality of both educators and students. The Balance of IQ, EQ, SQ of Educators in the Learning Management Process Students are the equivalent of a harmonious, balanced, and harmonious phrase, even though their bodies are separated, their souls are united "Dwitunggal". Teachers teach and students learn in the process of educative interaction to one goal of learning success.<sup>1</sup>We need to develop IQ regarding knowledge and skills, but we also have to display the best EQ because EQ must be trained. To increase EQ and IQ in order to foster a good conscience we must also develop SQ which is a reflection of our relationship with Allah SWT. So the combination of EQ, IQ, and SQ is what is very important in pursuing a better career. Besides that, we also need to develop AQ (Adversity Quotient) which can teach us how to turn challenges and even threats into opportunities, so ideally we need to balance between EQ, IQ, SQ and AQ. So, if someone asks which intelligence is better? Then the answer is NO! Yes, because all intelligence must go hand in hand and synergize with each other. Intelligent and high IQ people will not be respected if they do not respect other people. Or people who are intelligent, good at socializing but cannot survive in life and always feel hopeless will also not be able to survive. IQ, EQ, SQ and AQ are like parts of the body, mutually benefit and must grow together in order to be used as they function. Even though there is one that is dominant, it does not mean that other intelligences cannot be optimized.

Good education not only provides good report cards (or IP), but also must provide skills of life (life skills). Education must enable students to live properly and correctly in the school of life.

There are at least 4 skills that must be possessed to be successful in life: 1) rational-creative thinking skills or problem solving skills, 2) emotional management skills for emotional maturity, 3) skills to get spiritual life meaning in all events, and 4) dynamic physical management skills or physical fitness. Without these skills, students will usually just become robots from a prison called a school. If observed carefully and applied in classroom management, teaching outcomes will be much more optimal. Education will not be separated from the management of the brain. In other words, the balance of EQ, SQ, and IQ is very important in the world of education and the hope is that it can produce students who are not only smart in thinking,

And it must be recognized that reason (intelligence) is the greatest advantage and value given by Allah SWT to humans to think and act as caliphs on earth, if humans can play this role properly and with trust, of course they will succeed. On the other hand, humans are not only given reason, but also a heart or heart which in literature is often called feelings or emotions. Emotion and reason are two parts of a single unit, IQ and EQ are synergistic resources, without the one and the other being imperfect and ineffective, IQ without EQ can make a person an A, but will not make him a successful educator in a

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<sup>1</sup>Bahri Djamarah, d Syaiful, Teachers and Students in Educational Interaction, (Jakarta: Rineka Cipta, 2000). h. 1

different phenomenon. complex, and needs to be known by an educator as applied in the Quantum Teaching method.

## B. RESEARCH METHODS

This type of literature research with a qualitative approach, namely research that does not carry out quantitative data calculations.<sup>2</sup> There are several main keys in literature research with a qualitative approach, namely: (a) The researcher is the main instruments that will read the literature accurately; (b) The research is done descriptively. It means describing in the form of words and picture not in the form of number; (c) More emphasis on the process not on the result because the literature is a work that is rich in interpretation; (d) The analysis is inductive; (e) The meaning is the main point. The main or primary literatures studied in this research are books and literature such as Uswah Wardiana, General Psychology, Syaiful Bahri Djamarah, Learning Psychology.

## C. DISCUSSION

### 1. Balance

The meaning of the balance of IQ, EQ and SQ, it's good in advance to know what balance means. According to the big Indonesian dictionary, the word balanced comes from the basic word "imbang" which means "handing", barrel, and weigh, and if "balanced" which means equal weight (strong and so on).<sup>3</sup> Intelligence is a special gift that humans have. Other creatures are not. Intelligence enables humans to understand all the phenomena of life in depth. With human intelligence, humans are able to know an event and then take lessons and lessons from something that happened to them. Humans become more civilized, humans become wiser because they have that intelligence. However, the human journey is not always smooth, since the industrial revolution, the understanding of human intelligence has become narrower. Because it is often interpreted as the human ability to think rationally or the human ability to use logic to think rationally or the human ability to use logic to think logically. Especially after Bineet conducted research on how to measure intelligence, which is often known as IQ. So for this reason, many new intelligence ideas have emerged that have been hidden and whose role has been narrowed, namely the new intelligence that has been hidden and narrowed its role, namely emotional intelligence (EQ) and spiritual intelligence (SQ) which so far have been dichotomy as aspects of mosques, and rituals. but it turns out that this intelligence is all-powerful, and makes humans appear as a plenary figure who is wise, wise, and intelligent. This is where the meaning of the balance between IQ, EQ and SQ of humans must be built in him. Balance is a harmony that must be realized to be more meaningful by using reason on the creation of this universe through IQ, EQ and SQ. There are several principles that must be implemented: Human EQ and SQ that must be built in him. Balance is a harmony that must be realized to be more meaningful by using reason on the creation of this universe through IQ, EQ and SQ. There are several principles that must be implemented: Human EQ and SQ must be built in him. Balance is a harmony that must be realized to be more meaningful by using reason on the creation of this universe through IQ, EQ and SQ. There are several principles that must be implemented:

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<sup>2</sup> Lexy J. Moleong, *Qualitative Research Methods*, (Bandung: Youth Rosda Karya, 1990), p.2

<sup>3</sup> Daryanto, *Complete Indonesian Dictionary*, p. 27

- a) Principle of Openness
- b) Principles of Sunatullah
- c) Balance Principle

Based on the word of Allah SWT in the letter Ar-Rahman: "And Allah has raised the sky and set it on the basis of balance."<sup>4</sup> This verse shows about the principle of balance in the universe. This can be seen in the circulating celestial bodies that do not collide with each other except by the will of His permission, of course also aspects of life in humans.

The term IQ (intelligent quotient), Eq (emotional Qoutient), and currently being well-known is the term ESQ (emotional Spiritual Qoutient) the idea of an Indonesian, namely Ari Ginanjar. The ESQ idea can be said to be an extraordinary success, because the ESQ idea was created by all aspects of society, from the level of workers to high-ranking state officials in the world. what is iq eq and sq, Here will be explained about the intelligence that exists in humans including the three things earlier, IQ, EQ, and SQ.

### 2. Intellectual Intelligence (IQ)

Intellectual Intelligence is intelligence related to the ability to learn and create. And the intellectual way of thinking lies in the function of the neocortex, which is the outer part of the human body. Gardner, Harvard professor of education, conducts research on human intelligence. He broke the myth that IQ is fixed, does not change, He also stated that humans are greater than just IQ. Humans have multiple intelligences which are formulated with the term Multiple Intelligence. The multiple intelligences proposed include: 1. Mathematical-logical intelligence 2. Verbal-linguistic intelligence 3. Visual-spatial intelligence 4. Musical intelligence 5. Physical-kinesthetic intelligence 6. Intrapersonal intelligence 7. Interpersonal intelligence 8. Natural intelligence

### 3. Emotional Intelligence (EQ)

The term emotional intelligence was only widely known in the mid 90's with the publication of Daniel Goleman's book; Emotional Intelligence. (EQ), Goleman describes emotional intelligence (Emotional Intelligence) "is the ability to recognize our own feelings, and the ability to manage emotions well in ourselves and others" Emotional intelligence includes different, but complementary, abilities with academic intelligence (academic intelligence). namely pure cognitive abilities as measured by IQ. Although high IQ, but low emotional intelligence does not help much. Many intelligent people, in the sense of being educated, but not having emotional intelligence, turn out to work as subordinates to people who have low IQs but excel in emotional intelligence skills. Goleman revealed that IQ determines a person's success by 20%, while other intelligences including emotion (EQ) contribute 80-90%. The good news is that a person's emotional intelligence can be developed better, more challenging, and more promising than IQ. Emotional intelligence can be widely applied to work, study, teaching, parenting, friendship, and home. Furthermore, the development of EQ opens the door to the advancement of human skills that are more substantial SQ spiritual intelligence. and household. Furthermore, the development of EQ opens the door to the advancement of human skills that are more substantial SQ spiritual intelligence. and household. Furthermore, the development of EQ opens the door to the advancement of human skills that are more substantial SQ spiritual intelligence.<sup>5</sup> And Goleman shows that emotional intelligence is actually more of a skill than a potential as in the concept

<sup>4</sup>Surah Al-Rahman: 7

<sup>5</sup>Daniel Goleman, Emotional Intelligence, (Jakarta: Mitra Utama, 2002) h. 97



of intelligence in general, and this skill must be taught by the community where the individual concerned grows and develops. As for the ongoing learning is actually part of the ability of reason (a person's cognitive). Quoting Salovey's view, Goleman (1995) explains that the skills associated with emotional intelligence are:

- a) Understanding personal emotional experiences.
- b) controlling emotions,
- c) Motivate yourself
- d) Understanding other people's emotions, and
- e) Develop relationships with other people.

If the above is simplified again, the meaning basically refers to a person's ability to control himself when angry, afraid, happy, in love, surprised, sad, disgusted, offended, and sad. So, in essence, a person must be able or clever to reduce his emotional turmoil.<sup>6</sup> As said above briefly, Emotional Intelligence (EQ), and of course refers to the meaning of the discussion of what Emotions are. In its most literal sense, the Oxford English Dictionary defines emotion as "any activity or agitation of thoughts, feelings, passions, any intense or overwhelming mental state", and considers emotion to refer to a feeling and its thoughts.

EQ skills are not the opposite of IQ skills or cognitive skills, but they interact dynamically, both on a conceptual level and in the real world. In addition, EQ is not so influenced by heredity.<sup>7</sup>

Emotional intelligence is the ability of students to recognize their own emotions, manage their emotions, motivate themselves, recognize the emotions of others (empathy) and the ability to build relationships (cooperation) with others. Or in other words emotional intelligence/Emotional Quotient (EQ) is a person's ability to monitor and control one's own feelings and those of others, and to use those feelings to guide thoughts and actions in a positive direction.<sup>8</sup>

#### 4. Spiritual intelligence (SQ)

At the beginning of the twentieth century, intellectual intelligence or IQ had become a big issue, IQ is intelligence that is used to solve logical and strategic problems. Psychologists devise various tests to measure it and these tests become a means of sorting people into different levels of intelligence. In the mid-1990s, Daniel Goleman popularized the research of many neurologists and psychologists showing that emotional intelligence/EQ was as important as intellectual intelligence. EQ provides awareness of one's own feelings as well as the feelings of others. EQ provides a sense of empathy, love, motivation and the ability to respond appropriately to sadness or joy. EQ is a basic requirement for using IQ effectively.<sup>9</sup> Namely, divine intelligence, which uses the word Spiritual, in the big Indonesian dictionary the word spiritual is also used in the form of spirit which means "encouragement or spirit" and Spiritual which means "spiritual (soul), a human being with spiritualism is a human being who understands

<sup>6</sup>Satiadarma, Educating intelligence, (Jakarta: Pustaka Popular Obor, 2003) h. 32

<sup>7</sup>Ary Ginanjar Agustian, Secrets of Success in Building Emotional and Spiritual Intelligence ESQ Emotional Spiritual Quotient Based on the 6 Pillars of Faith and 5 Pillars of Islam, (Jakarta: Arga Wijaya Persada, 2001), p. xx.

<sup>8</sup>Kurniawan, M. A. (2022). THINKING OF ISLAMIC STUDY IN UNIVERSITIES AS INSPIRATION. *Az Ziqri Islamic Studies And Education*, 1(2), 58-69

<sup>9</sup>Danah Zohar & Ian Marshall, 2000, SQ: Utilizing Spiritual Intelligence in Integralistic and Holistic Thinking to Make Meaning of Life, (Bandung: Mizan Media Utama, p. 3

that spirituality is important.<sup>10</sup> Danah Zohar and Ian Marshall say Spiritual intelligence (SQ) is the soul. SQ is an intelligence that can help us to heal and build ourselves as a whole. There are so many of us who are currently living a life full of wounds and mess. SQ is literally to grow our human brain. SQ has “declared” us to grow and change and further undergo the evolution of our human potential. SQ (based on the third brain's nervous system, i.e. synchronous neural-oscillations that raw data in all parts of the brain) We can use SQ to become more spiritually intelligent in religion. SQ brings us to the heart of all things unity behind differences, the potential behind the real expression of SQ is able to connect us to the essential meaning and rubric behind all major religions,<sup>11</sup> Kahirul umar, Dimitri Mahayana, and Agus Ngermanto found spiritual intelligence is the human ability to find meaning for what humans are experiencing and living.<sup>12</sup>

Spiritual intelligence is not just a religion (religion) apart from religion, humans can give meaning through various kinds of beliefs. This form of spiritual intelligence is a moral attitude that is considered noble by the perpetrator. Because humans can feel that they have meaning from various things, religion (religion) directs humans to seek meaning with a more distant view. Meaning before His Lord. This is true eating directed by religion, because sources of meaning other than God are impermanent. These first studies of SQ were originally by neuro-psychologist Michael Pensinger in the early 1990s and more recent research reports in 1997 by neurologist VS Ramachandran and his team at the University of California into the existence of God's "dots" in the human brain. Rachmachandra's research is the first study to show that the temporal lobe is also active in normal people. The "God point" does not prove the existence of a god, but does indicate that the brain has developed to ask "essential questions". to have and use sensitivity to broader meanings and values.<sup>13</sup>

Ari Ginanjar, a young religious who was successful in pioneering ESQ Power in Indonesia which began to emerge in 2001, stated: Only humans who have the neo-cortex brain layer, which is a tool given by God, have the ability to think rationally and logically (IQ). , only humans are able to work as caliphs on this earth, other creatures cannot possibly have intellectual intelligence like humans have. Also the limbic brain as a function of emotional intelligence (EQ) and spiritual intelligence (SQ) so that humans have rational logic, feelings as an observer or radar, and conscience as a guide and antipilot in the form of drivers and values. In the spiritual dimension, humans are taught the essence of the names or attributes of Allah. This can now be felt in the form of "conscience". Humans will always submit to God. The discovery of the Good Spot in the human brain looking for noble values or spirituality The Word of Allah SWT says: "So when I have perfected the incident, and have breathed into it my spirit (creation) then you submit to Him with prostration."<sup>14</sup> Now it has been proven that humans are spiritual beings from birth who have brought this nature and always feel happy when spiritually seeks God, he believes in His greatness there is no God but Allah SWT, namely through His attributes, which humans have always coveted. This is proof of

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<sup>10</sup>Daryanto, complete Indonesian Dictionary, p. 560

<sup>11</sup>Suhartono, Boosting IQ, EQ, SQ, (Jakarta: Inti Sari Press, 2002). h. 268

<sup>12</sup> Kurniawan, M. A. (2021). Kehidupan Guru dan Murid dengan Beberapa Aspek dan Karakteristiknya pada Periode Klasik (571-750 M). *Az ziqri Islamic Studies And Education*, 12(2), 65-76.

<sup>13</sup>Agus Ngermanto, Quantum Quotient, (Bandung: Nuansa, 2002) h. 118

<sup>14</sup>QS Al-Hijr, 29

Allah's might, and that the Divine Light that is breathed into human beings has the highest and noblest place in Spiritual Intelligence.<sup>15</sup>

Consciously or not, the potential for intellectual, emotional and spiritual intelligence is in the whole person as a human being. Intellectual intelligence (IQ) is in the brain area which is therefore related to brain intelligence, ratios, intellectual reasoning, emotional intelligence (EQ) takes up the area around one's own emotions which therefore develops emotions so that they are intelligent, not prone to anger, while spiritual intelligence (SQ) takes place around the soul, the heart which is the region of the spirit which is why it is known as The Souls Intelligence, the intelligence of the heart which is the true essence of spiritual intelligence. Humans from birth have had a spiritual soul or religious instinct to know God. Human nature that is brought from birth is in the form of the nature of monotheism. As the word of God in QS. Al-A'raf verse 172: "And (remember) when your Lord brought out the descendants of Adam from their Sulbi and Allah took witness against them (saying) Am I not your Lord? They said, yes, (You are our Lord), we are witnesses (we do that so that we are aware of the Hour. We do not say: Indeed, we (the children of Adam) are the ones who are unaware of this (the oneness of God)." (Al-A'raf: 172) Whereas in ESQ, spiritual intelligence is the ability to give meaning to worship to every behavior and activity, through steps and thoughts that are natural, towards a complete human being and having monotheistic thoughts and principles only because of Allah SWT.<sup>16</sup>

### 5. Intellectual Intelligence Management

If educators can apply intelligence management both IQ, EQ, SQ, this is from Allah SWT as a potential for humans that must be played in a balanced way, but the reality is that so far this intelligence has only been dominated by IQ, without having to be initiated or involving other intelligences, EQ, SQ as intelligence that It really provides a great opportunity to be successful in society and the world of education, of course, because emotional intelligence is according to the results and research of psychologists and practitioners, they live and exemplify successful people in the world of work, apparently not only by IQ abilities, and an educator. must be able to control his emotions and feelings with others, when empathizing and socializing, communicating, humanist so that he can take a lesson in wisdom and meaning in attitudes and actions. But emotional intelligence is not everything that makes a person successful, of course, educators here, because emotional intelligence without involving the Spiritual Intelligence (SQ) function in a person will be scary, and SQ is a guide and radar scanner of the heart so that actions from attitudes can be done more wisely. and wise to direct to the divine truth that works on his conscience<sup>17</sup>. When a person's emotions go well, his spiritual conscience is alive and open to accept the truth, and apart from shackles and arrogance and anger, this is the awareness that an educator must have to balance the importance of IQ, EQ, SQ in the process of managing learning as a smart and intelligent teacher. professional.

and can create good relationships and be sensitive to the values of social relations, meaning that this intelligence can provide meaning when educators can adjust, and empathize. And the letter of the heart of an intelligence potential is found in the divine

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<sup>15</sup>Ari Ginanjar, Emotional and Spiritual Intelligence, p. 99

<sup>16</sup>Kurniawan, M. A. (2022). KONSEP PENDIDIKAN KARAKTER DALAM AL-QUR'AN. *Al Mumtaz: Jurnal Pendidikan dan Sosial Keagamaan*, 1(1), 1-12.

<sup>17</sup>Kurniawan, M. A. (2022). Tasawuf Dari Tradisi Budaya.

value which is already meaningful when the human spirit is blown by the Khaliq (Surah Al-Hijr, 15:29) and humans make a vow with the sentence of monotheism, then this potential is found in spiritual intelligence (SQ) as the highest intelligence, will always ask about the main meanings in his life. The three intelligences of IQ, EQ, SQ are an integrated potential system in humans, namely educators who cannot be separated and must be built with balance so that life and creativity can be realized properly.

#### D. CONCLUSION

This balance of IQ, EQ, and SQ can make the educator's position more flexible and professional, if the intelligence functions are properly integrated, when he is faced with various problems and educators can position their emotional well, ready to accept criticism, and problems that are so difficult. he practiced a lot, but he was able to control it, his conscience automatically opened to accept patience, then the SQ function immediately worked well, according to the attitude required with that intelligence. This balance of intelligence is carried out will make the performance of educators more empowered and enjoyable in their duties as teachers, responsible and as coaches of the personality of their students, because all components of the soul and feelings of educators are poured out well, it will produce good actions as well and vice versa. If an educator already has a good IQ, EQ, and SQ and is able to balance that intelligence professionally and flexibly, namely according to the place and circumstances required of that intelligence, then he is easy to carry out his duties well, not burdensome for him, peaceful, there is affection, a passionate and fun classroom atmosphere for students to learn, for example if a teacher teaches his nature is to provide knowledge to his students, educating should involve aspects of the personality of his students and guide.

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