

# Improving Ethical Behavior Through Emotional Intelligence, Spiritual Intelligence and Organizational Ethical Culture

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**Abstract.** Behavioral problems in the world of education are interesting to review, where there are often many ethical behaviors that still need to be developed. This research has the aim of analyzing the improvement of ethical behavior through emotional intelligence, spiritual intelligence and the ethical culture of the organization. This research is a quantitative study with 382 Scholars Students Management study program from 21 Private Universities in Bandung which was sampled in this study and taken using proportional random sampling technique, Data collection method is a questionnaire. Data analysis instrument is multiple regression with IBM SPSS 24 statistics (windows). With hypothesis (1) Emotional intelligence exerts a significant and positive influence on the ethical behavior of Management students. (2) Spiritual intelligence exerts significant and positive influence on student management and (3) the ethical culture of the organization has no effect on the ethical behavior of management students at private universities in Bandung. It can then be suggested that the increasing emotional and spiritual intelligence, ethical culture, will have an impact on improving the ethical behavior of students at private universities in Bandung.

**Keywords:** Ethical Behavior, Emotional Intelligence, Spiritual Intelligence, Organizational Ethical Culture.

## 1 Introduction

A person's behavior will affect how the person interacts socially, including in the world of education, the behavior of students in their daily life studying in educational institutions. The issue related to improving the quality of education is an effort that is very considered by the government to apply the purpose of the state in order to educate the life of the nation [1]. In supporting these objectives the Educational Institution must have development in the ethical behavior of its students as well as the ethical culture that the organization has. One of the supporting factors of improving ethical behavior is the intelligence of the students themselves, such intelligence, among others, emotional and spiritual intelligence that is the basis of behavioral development at the individual level [2].

The problem related to the ethical behavior and ethical culture of the organization that occurs today is the decline of ethical values and work culture in the educational environment. Ethical culture is closely related to the combined ethical values of leaders in an organization

[3]. Some research has been conducted finding that factors that allegedly influence the level of ethical behavior are the ethical culture of the organization, emotional intelligence, spiritual[4]. The purpose of this research is to create a development model of improving ethical behavior through the ethical culture of the organization, emotional intelligence and spiritual intelligence.

## **2 Literature Review**

### **2.1 Ethical Behavior**

Ethical behavior is often associated with a person's behavior or attitude through the determination of right or wrong in conduct and also with regard to moral principles in his or her life.[5] Ethical conduct may also be interpreted as such person's conduct in accordance with ethical standards or actions in order to distinguish right and wrong in accordance with the applicable rules or norms [6].

### **2.2 Emotional intelligence**

Emotional intelligence is an individual's ability to manage individual emotions both themselves and recognize other people's emotions, emotional intelligence is associated with how one person motivates and understands the feelings of other individuals [7]. Emotional intelligence enables individuals to manage emotions in the form of self-control, resilience to problems, being able to manage empathy moods and foster relationships with others [8].

### **2.3 Spiritual Intelligence**

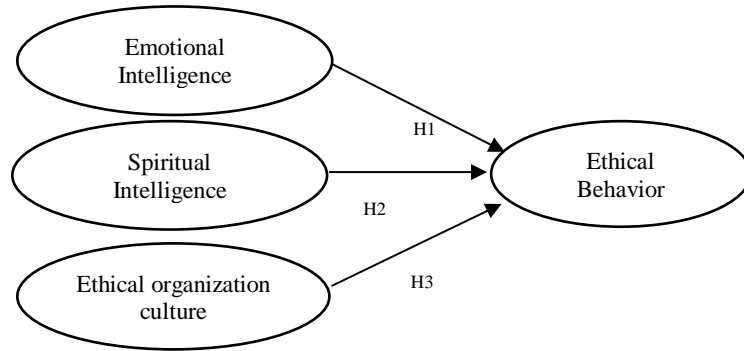
Spiritual intelligence is one's intelligence in confronting and solving problems of meaning and value by placing human behavior and life in the context of broad meaning [9], this intelligence makes a person rest in an individual closely related to inner consciousness in measuring the values in one's life [10].

### **2.4 Organizational Ethical Culture**

The ethical culture of the organization is a standard that combines external and internal adaptation in an organization [11] established through the growing values of the organization as an identity in the organization and to facilitate the synergy of shared commitments, the drivers of social system stability and make members of the organization perform their respective functions.

### Conceptual framework

From the results of the library study that has been explained, the researchers devised the following research models;



## 3. Methodology

### 3.1 Population and sample

In this study where the population is undergraduate students of Management Study Program at private universities throughout Bandung and the sample taken is 382 students from 21 private universities in Bandung, using random sampling technique.

### 3.2 Research Instruments and Data Analysis Techniques

The questionnaire in data collection in this study has been distributed to students at 21 private universities in Bandung, to be further analyzed by data analysis techniques used in this study, namely using multiple regression test.

### 3.3 Descriptive Testing Results

The results of descriptive testing of the four research variables, including emotional intelligence, spiritual intelligence, ethical organization culture, ethical behavior, are as follows;

Table 1. Demographic Background of respondents

Variable	Score percentage
Emotional Intelligence	65,36
Spiritual Intelligence	62,72
Ethical organization culture	40,94
Ethical Behavior	68,75

From the results of the analysis of the four research variables, which include emotional intelligence, spiritual intelligence, ethical organization culture, ethical behavior, it can be

concluded that the variables of emotional intelligence and spiritual intelligence, while other variables, namely ethical organizational learning, are in the low category and Ethical Behavior is in the sufficient category.

### 3.4 Hypothesis test

The results of hypothesis testing from the four research variables, including emotional intelligence, spiritual intelligence, ethical organization culture, ethical behavior, show that Adjusted R. square is 0.193 which means that the variables of emotional intelligence (KE), spiritual intelligence (KS) and organizational ethical culture (BO) can explain the ethical behavior of students (PE) by 19.3% then the remaining 80.7% is explained by other independent variables outside the model. This test aims to determine the effect of the independent variables simultaneously as shown by the table in ANOVA. If the sig value <0.05, it has a significant effect simultaneously. The simultaneous test results show that the sig value is 0.000 <0.05. This means that simultaneously the independent variables are emotional intelligence (KE), spiritual intelligence (KS) and ethical culture. The test results obtained a regression equation  $PE = 10,546 + 0,130 KE + 0,203 KS + 0,030BO + e$

## 4. Discussion

1. The partial test results show that the independent variable, namely emotional intelligence, has a sig value of 0.008 <0.05 and the direction of the regression coefficient is positive. This means that the emotional intelligence variable (KE) affects the ethical behavior of students. Thus the first hypothesis (H1) which states emotional intelligence has a positive and significant effect on student ethical behavior is accepted. Based on the data analysis that has been done, it can be concluded that the emotional intelligence variable affects students' ethical behavior. The results of this study support previous research [12][13], [14] shows that emotional intelligence has a significant positive effect on student ethical behavior.
2. The partial test results show that the independent variable, namely spiritual intelligence, has a sig value of 0.008 <0.05 and the direction of the regression coefficient is positive. This means that the spiritual intelligence variable (KS) has a positive and significant effect on students' ethical behavior. Thus the second hypothesis (H2) states that spiritual intelligence has a positive and significant effect on ethical behavior of students. Based on the data analysis that has been done, it can be concluded that the spiritual intelligence variable has a positive and significant effect on students' ethical behavior. The results of this study support research conducted by previous researchers [15], [16][17][18]–[20].
3. The partial test results show that the independent variable, namely organizational ethical culture, has a sig value of 0.719 > 0.05 and the direction of the regression coefficient is positive. This means that the variable organizational ethical culture (BO) has no effect on ethical behavior of students. Thus the third hypothesis (H3) which states that organizational ethical culture has a positive and significant effect on student ethical behavior is rejected. Based on the data analysis that has been done, it can be concluded that the variable organizational ethical culture has no effect on the ethical behavior of students as has been done [21] [22] which supports the variable organizational ethical culture has a significant positive effect on ethical behavior of students.



## 5. Conclusion

The results showed that emotional intelligence had a positive effect on student ethical behavior, spiritual intelligence had a positive effect on student ethical behavior, and organizational ethical culture had a positive effect on student ethical behavior. So it can be concluded that the increasing emotional intelligence and spiritual intelligence, it will have an impact on increasing the ethical behavior of undergraduate students in private universities throughout Bandung.

The limitations of this research are that this research is also limited to private universities in the city of Bandung, so that it will be considered more comprehensive and representative if it is also carried out at the State University in the city of Bandung and the research only covers the university level so that it cannot describe other universities as a whole such as institutions, College, Academy, Community Academy, Polytechnic.

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