東海大學企業管理學系

碩士論文

識人智能於印尼施測之文化差異

Cultural Difference of Personal Intelligence in Indonesia

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ABSTRACT

Personal Intelligence, is a new concept that related to Intelligence that proposed by John D. Mayer. Some past research suggests that personal intelligence may also be useful in addition to the multiple intelligence model. In personal interaction, we need to understand others' personality and emotions then behave appropriately with them, which is not the same as existent theoretical entities. It has been argued that predicting others' behaviour, identifying others' emotion, and solving abstract puzzle are similar in intelligence model. However, empirical evidence and conceptual framework are still needed in order to be included in multiple intelligence model.

This study is also intended to examine the impact of culture towards personal intelligence, as well as gender, age, education, and occupation. Research sample in this study was from Indonesian people in Javanese culture and Chinese culture. A survey with questionnaire was used to collect data. In order to verify new concept, SPSS 22.0 is utilized to conduct multiple-regression analysis respectively. The results showed that culture did not exert a significant effect on personal intelligence. However, the demographic variables, age and education, have an impact on personal intelligence

Keywords: Personal Intelligence, Intelligence, Culture, Javanese, Chinese

中文摘要

　　識人智能是智能模型中的新概念，由 John D. Mayer 所提出。過去研究中指出在多元智能模型之外，識人智能仍具額外預測力；人際互動中，我們需要了解他人的性格及情緒線索才能適切地與人相處，這跟傳統提過的智能概念是不盡相同的。識人智能中包括辨識他人情緒、進行歸納並預測他人行為，這個主題還需要更清楚的概念架構以及實證證據。

　　除了實證識人智能在不同文化情境的衡量，本研究亦納入性別、年齡、教育程度及職業等人口統計變項的影響。研究樣本來自於印尼民眾，同時包含印尼裔及華裔族群，採用線上問卷進行問卷調查，並使用 SPSS 統計軟體執行迴歸分析。研究結果指出識人智能得分的文化差異並不明顯，但的確因年齡和教育程度而有不同。

關鍵字：識人智能，智能，文化，爪哇，華人

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CHAPTER I INTRODUCTION

1.1 Research Background

Personal Intelligence (PI) is the term made by John D. Mayer in 2008. When this Professor has written a lot of articles, books, and psychological test, start to think that his research about Emotional Intelligence (EQ) is not spacious enough. He saw that are some concept somehow cannot include in emotional intelligence although was quite similar. Then one day he realizes that if we want to understand ourselves accurately to do better maybe we just have to understand everyday rules about how the personality take action.

Intelligence is a general term to describe a number of abilities, such as planning, problem-solving, using language, understanding something, and so on. Having this cognition makes ourselves alone more smart in any way. We all generally also know about personality. Researcher develops many theories about personality, from their behavior, opinions, each one another. Term "personality", and "character" used by many researcher in numerous study. Not only psychology, but sociology, biology, and anthropology count. Knowledge to understand personalities can be used to make a better choice for their life. They can manage their lives, can use a better way to communicate their personality. Each knowledge has a different angle to manage our behavior because of the way how we understanding the knowledge.

While Ralph Linton, (1945) said personality and culture has a close relationship belongs to place the person stand. Personality of each person in the community grows and meaning in continual link to its culture "Personality affects culture and culture affects personality" personality holds whole psychological developments and position about an individual. In Mayer (2008) stated that personal intelligence is an example of a Hot Intelligence. Hot intelligence is about emotional, social, and some that involve reasoning about personal information. It is a useful addition to a broader concept of human intelligence. Personal intelligence is hot intelligence because the definition describes what PI reasoning. It stipulates how people are diverse or alike to one another.

1.2 Research Motive

Having PI make us asking some question like who we would like to spend time with, when to choose that decision, who is the one we can ask for help. Before make choices, usually find the patterns of other behaviors first. Psychologists in early years actually already

developed many ideas that connected with this personal intelligence study. Like theory Psychological Mindedness, ability to understand oneself. Then Park & Park (1997) write about personal intelligence in the book *"Psychological Mindedness A Contemporary Understanding"*. There is a chapter alone about PI. Gardner (1983) also talking about personal intelligence. And consist of two kinds of intelligence, intrapersonal intelligence, and interpersonal intelligence in his book *"Frames of Minds: The Theory of Multiple Intelligence"*.

Although PI considered one of the most important things, arranges another category of intelligence until a certain level, it finds that PI is hard to measure. Gardner in Park and Park (1997) said personal intelligence is susceptible to cultural influence. Culture is a way that shared in our life includes beliefs, values, and norms spread into a specific society hereditary that provides bases for making a decision, to achieve the goal. It described what is bad or good for a person. This is how individual judge and respond to core cultural values and peripheral value that not long last that bring severe sanctions (Efferin & Hopper, 2007) We urgently need to know and understand our personality. Although technology helping us a lot but technology cannot make decision, they cannot know what people feel. They only analyze and make the possible answer with probability. Culture consequently define the Mother Nature of intelligence, as it demonstrates each surface of a person's life. Culture may also define what intelligence level it has thru a procedure and classification (Cocodia, 2014). Event there is a specific term for studying culture and personality, Psychological Anthropology (Kumar, 2017)

Maybe you heard that emotional intelligence or emotional quotient (EQ) is more important than have a great intelligence quotient (IQ). But how about if we have a challenge and unable to think about how can we develop the emotional and social skill to help us to face the challenge. Science know that thought and feeling were used together to produce intelligence. Personality is not fixed, it is a collection of habits and it can change. So we can be the better of us. If we learn about our personality from the early days, each of us can have the opportunity to learn how people operate to others. We able or not able will also depend on this stage

1.3 Research Purpose

In this study, we will drive pursue sign for personal intelligence by inspecting how representational knowledge about personality roles in daily life. This study wants to find PI

application in Asian country like Indonesia. The critical environment of these responsibilities to endurance shows that development should be chosen for both equally and the capability to brand this personality rulings and to forecast demeanor from them, capabilities that could subsidize to personal intelligence.

The main purpose of this study is to know whether culture difference influences personal intelligence or not. As explain it before the meaning of personal intelligence, is about making a decision, about analyzing people's behavior. But the difference is when our culture is different than making our conclusion about people is different. Because we will have different beliefs habits, and so on.

At first, Gardner said social intelligence is one of the bases of personal intelligence that focused on how people act because of a piece of information about other people. (Park & Park, 1997) some also link personal intelligence with emotional intelligence because the definition is quite similar. But it is not on good thinking of oneself or other-self. As the human brain developing from epoch to epoch, human personal intelligence also becomes more complex. Development in behavior means more in using social intelligence like find food, avoiding predators, understanding language, etc. Development of physical and psychological relationship also count. So this study wants to find out whether PI is link to EQ or not. That is also why this study will present using behavioral-based not ability based like previous research. Finally, this study describes the process in this figure below.

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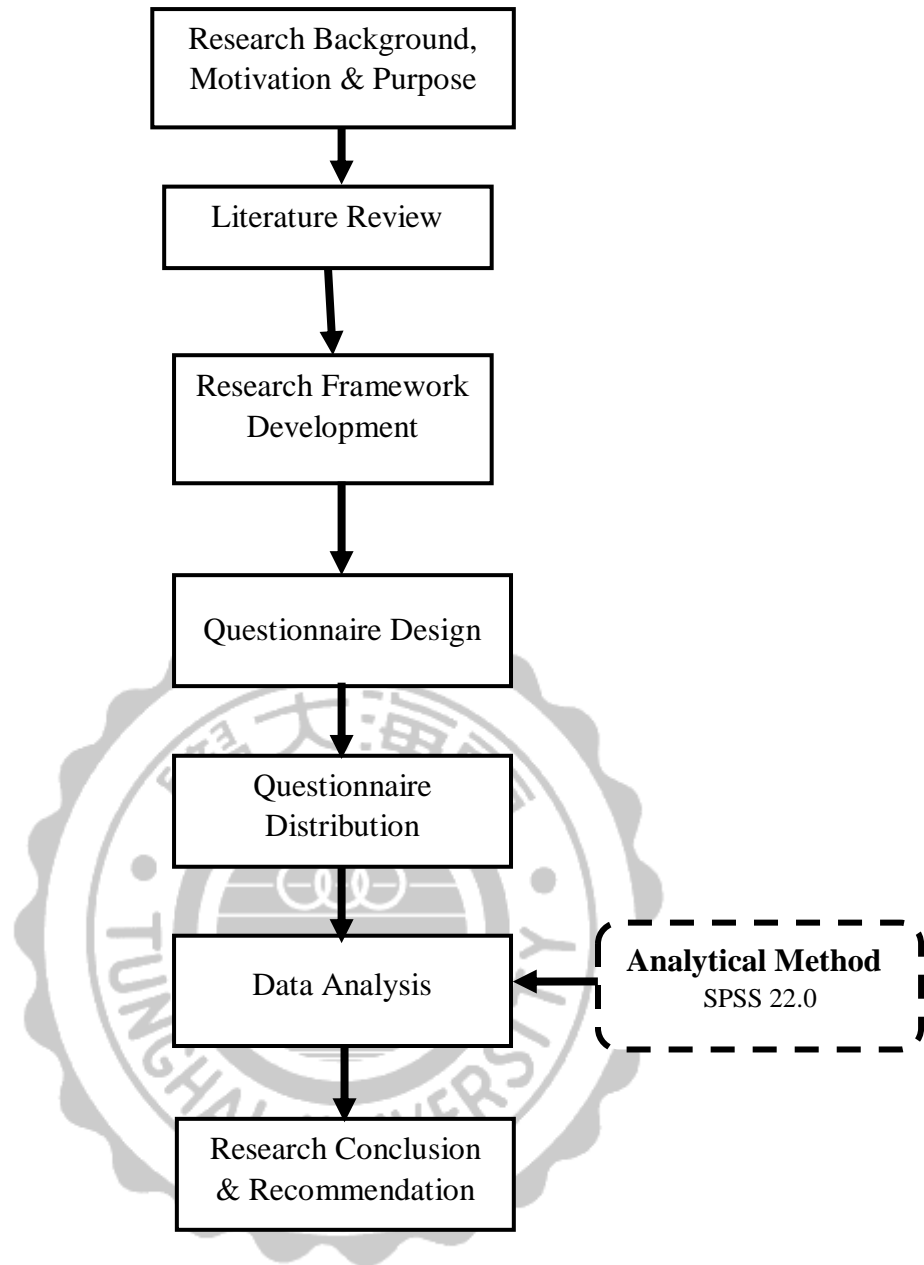
Figure 1-1: Research Flowchart

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CHAPTER II LITERATURE REVIEW

2.1 Type of intelligence

Howard Gardner is a professor in education department at Harvard University introduce nine types of intelligence in 2011. The book frames of mind was re-released. These bits of intelligence related to a person's uniqueness. (Gardner, 2011)

1. Verbal-linguistic intelligence (good in oral skills and sensitive to significancy, rhythms, and noises of the word). It is the right intelligence for journalist make a good article, speakers give an oral presentation, translators translate good conversations, writers to write a great paper, etc.

2. Logical-mathematical intelligence (the ability to analyze a problem, detect the pattern, understanding the cause and effect also good at numbers). It is the right intelligence for bankers to assess strategy to get their aims, researchers to analyze a problem, statisticians to calculate, traders to analyze the market, etc.

3. Spatial-visual intelligence (ability to interpret and create a visual image, use imagination and expression, understanding images, spaces, and meanings relationship) It is the right intelligence for photographers make a great photo, architects designing the space, inventors make an invention, sculptors to make great sculpture, etc.

4. Bodily-kinesthetic intelligence (the ability for body movement, have good coordination for eye and body, also physical balance). It is the right intelligence for dancers to dance in harmony, instrumentalists design music instrument, sign language interpreters to interpret with coordination of body, etc.

5. Musical intelligence (the high awareness, and use of sound, the understanding of sound and feeling relationship) it is the right intelligence for singers sing in tune, music producers and composers to perform a musical piece, etc.

6. **Interpersonal intelligence** (ability to interpret behavior and communications, understanding between the situation, people and other people situation) it is the right intelligence for caregivers to take care sick people, educators as mentors, psychologists to help other people that have a personality problem, etc

7. **Intrapersonal intelligence** (ability to understand oneself, deal with change in the workplace) it is the one who self-aware involved in changing in beliefs, thoughts, and relations of situation. Have a position in the emotional intelligence model

8. Naturalist intelligence (ability to known for categorizing animals, plants, and others in nature)

9. Existential intelligence (ability to crack some profound questions of humanity)

Gardner's intrapersonal intelligence is distressed with oneself as placed inside an individual same as the evolution of the internal feature of a person. This description was a functional contribution for further discussion but it remains diffuse. It has a close relationship with culture and frequently link together

2.2 Personality Intelligence (PI)

Every person has their own personality, each of them has a different level of reasoning their personality. In the book written by John D. Mayer (2008) defined Personality Intelligence as :

"The capacity to reason about personality and to use personality and personal information to enhance one's thoughts, plans, and life experience."

People with high personality can make a decision according to their condition and environment they deal with that time. Can be said they are a great problem solver. They also can anticipate their behavior in the future. For example, a young lady in a company who have high personal intelligence is like to pay attention to her new colleague characters. How shy or talkative they are, how they do for living, ask what they do if they have some free time, and understand more about them. If they like to watch Korean drama in free time. This lady can make use of this information to create some option. When she wants to invite them to lunch in famous Korean restaurant in town. She is likely more able to plan activities for her colleague so they can enjoy it together and also get their goals at once. Maybe for signing Memorandum of Understanding

Mayer (2015b) believe that personal intelligence helps to organize in the personality field on some extensive topics:

a. Classifying personality. Describing and considerate the boundaries, expression, and which neighboring system it interact.

b. Classifying character's parts. Describing the main parts of psychological life like schemas, traits, motivations, and others

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c. Portraying the personality's society. Learning its structure (relatively the long and how the system can be endured) and dynamics (how to interact and the changing from time to time).

d. Drawing personality growth. Examine the altering of personality from time to time (J. D. Mayer, 1998; J. D. Mayer & Allen, 2013)
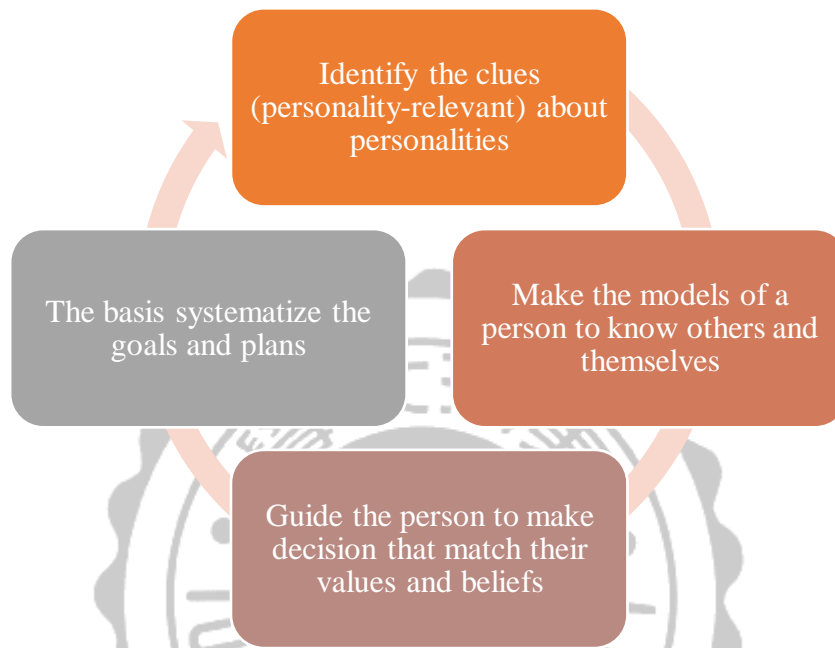
Figure 2-1 Model of the cycle of learning.

(J.D. Mayer, 2008, p.215)

PI has some steps before understanding the information as a whole shown in this figure above. It was difficult to understand how to separate one from another because all of them is same but it has a different meaning. If one of these factor analysis appears independent, it may conclude a new way to conceptualize the reasoning of the ability. Like for verbal intelligence, people who understand languages can define vocabulary skill and know-how to arrange some sentence apprehension. The expert may have divided their subject area differently after doing some future research in the way of psychological abilities and multiple factors that possible.

People with high PI have a clearer mind of their negative skew and the one who has lower result is people who had autism symptoms. The research before also find that to improving a person performance on their education need abilities that can solve the problem (J. D. Mayer, Panter, & Caruso, 2017) PI produces two subscales, first is Consistency-

Congruency means reflecting peoples capability to explain the specific character and use the information to predict person behavior. If the Consistency-Congruency scales is high then the person is more understanding in predicting the pattern during the partnership. Second is Dynamic-Analytic means a consideration to help a person understand the complex and antipodes of the information. Thus high in Dynamic-Analytics help recognize the angry exposure of appearance from their partner. They can recognize what is their partner mood and what they intended or not to so they will take another action to get close within place to confronting them make them more like you. (J. D. Mayer et al., 2017)

2.2.1 Clues about personality

Clues about personality divided into two clues, one is personality itself and one in the surrounding areas (body and brain, situation, setting, also group member). Start from body, the clues are from the faces, their emotion and facial expression indicate the person is agreeable or not. Clues about a situation, how people react in that situation using the study of zero acquaintance, participator oversee other participants for the first time talking about themselves and realize a relationship behavior like the person is talk-active, cheerful, tends to evoke acceptance and liking (J. D. Mayer, 2015a)

For setting clues, is like if noticed someone's workplace is well organized, clean, tidy, that person is likely to be a careful person. As for clues for group member is to make the sense of social environment. Is to enlarge their understanding of others same as clues about "other people" and "ourselves" (J. D. Mayer, 2015a) To do this, they use introspection, some of them are accurate some is not. Mostly emotion shows in introspection is accurate like they saying "I'm angry" much like we can see that acceptance.

2.2.2 Model of a Person : Portraying a "good actor"

Many research identified repression-proneness model (personality trait), time perspective, locus of control of external self versus internal self, help to punctuate the personality. PI use as parts to help people understand their intentions. (J. D. Mayer, 2015b) Like to make a relation between the company, an introvert invite someone for a concert, it will interpret as a gradual development of more significant relation like friendship. Different if the person who invites is an extrovert. It will interpret as a light natural desire of that person for company sake, might want to make a closer relationship with our company. (Nelson & Thorne, 2012). A good actor and actresses claim to represent people of high PI

because they can portray themselves as the character that producer wants. This theory predicts some people is better noticing and labeling others and can anticipate other's behavior base on that ability (J. D. Mayer, 2009)

2.2.3 Personal Intelligence for Guiding Choices

When the second area formed (model of a person), the researcher not only draw one trait, but a lot of traits that interact and labeled someone. Like evaluating their competence or not, and also their cognition. In the third area, utilize that information to lead the person to make a decision. In TOPI, guiding choices section include some question concerning to motivate themselves what kind of method they use and what is their plan to reach their goals. For instance as a "good singer, good actress, or good athlete" how they think or act to reach that goal. Is it live happily with family, or practicing every day (correct answer). In other sets might motivate them like when a ballerina gets bullied because of her body weight, it motivates her to diet and practice harder. Mayer, Panter, & Caruso (2012) said the guiding choice section describes who is good or less at reasoning with reliability α = .81 to 84. And correlation range from r = .36 to .80. These correlate with the studied area before in problem-solving. (clues and models) but it also depends on the scale and sample. These also drawn the consistent pattern of extensive intelligence about personality

2.2.4 Systematization of Life Goals

Systematize life goals and how to do the plans. The fourth area in PI problem-solving. For example, people have a different way to make their goals work for them. Also, have different memories that inspire themselves. Result of TOPI could evaluate these objective that reachable like making new friend versus more problematic goals such as "like by all people" "appearing smarter than I am" (J. D. Mayer, 2015a). Personal memories of high PI person also can picturing a self-direction, learn from the past experience. Like Michael Jordan, a basketball player who constantly cannot make it into his high school team. It makes himself want to train more, harder, until he becomes he is now (J. D. Mayer, 2009)

2.3 Personal Intelligence Competencies and Attributes

School leader collaborative makes a school leader continuum that contains a school leader paradigm to help them in leadership principal growth through their career. In the paradigm, it contains intelligence as a framework, one of them is personal intelligence. They

imply how it integrates and make a better leader. Personal intelligence has four competencies and each has four attributes. Based on Mayer's book (2014) "Personal Intelligence: The Power of personality and How It Shapes Our Lives" Shown in the figure below.

- Ethical
- Fit/Healthy
- Optimistic
- Self- Aware

Wellness

Growth Mindset

- Humble
- Reflective
- Intentional
- Accountable

Self Manage-ment

Innovation

- Organized
- Balanced
- Self- Controlled
- Self- Confident

- Creative
- Adaptive
- Resilient
- Courageous
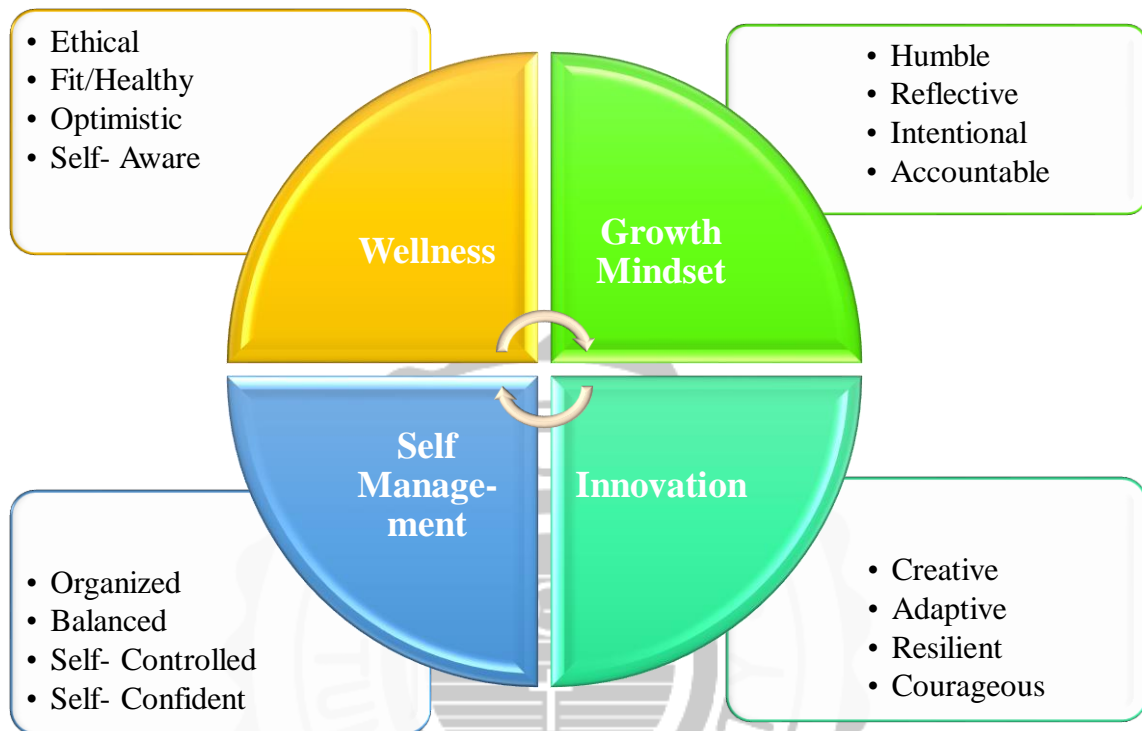
Figure 2.2 Competencies and Attributes of Personality Intelligence

Competencies

1. Wellness (balance healthy life from the intentional effort result in mind and body)

   a. Ethical: embrace the definition of right behavior and affect people by our values, beliefs, actions and else.

   b. Fit/Healthy: embrace the lifestyle to get healthy contains mental, emotional, and physical activity.

   c. Optimistic: patient to face the problems, and think for the positive side from the situations.

   d. Self-aware: conscious and recognize one's self, one's bravery level, one's strengths, and weakness, also respond positively and suitably for any fettle.

2. Growth Mindset (embrace the obstacles, learns from critiques, get inspired by other success people, appreciate the effort as a way to mastering life)

a. Humble: not arrogant, not underestimate a rivalry, know what they don't know

b. Reflective: think better of other personal values, beliefs, actions and else.

c. Intentional: known every faced of their acts, behavior.

d. Accountable: make oneself a high standard person, honors, and grows, and keep promises on an agreement or decision we make.

3. Self-Management (Watch out and take responsibility for our own behaviors)

a. Organized: settle plans and things orderly, make the priority what have to go first and so on.

b. Balanced: live with many perspectives, consider all part in making a decision such as social, organizational, personal, environment, and financial impact.

c. Self-controlled: make a daily habit to reach goals, keep calm while facing the problem, and do something strategically.

d. Self-confident: aware and pleased by other peoples strengths and weaknesses, compliment others achievement, search the opportunities to study and develop, embrace support and challenges, want to listen to other peoples idea.

4. Innovation (learn new ideas, methodology, products used in the operation)

a. Creative: find a new way to solve problems or challenges, innovate from the option left.

b. Adaptive: take a step to change an organization nor in personal while facing challenges.

c. Resilient: can survive in ambiguity and unsureness, learns from the hardship that comes by.

d. Courageous: bravely take a chance after thoughtful thinking for the possible outcomes. Take an action carefully after preparation and long considerations

2.4 Chinese Culture

Chinese culture is a common culture relatively describing most of the Asian culture. It community relationships grounded on *jen* that holds *chung* and *shu* . *Jen* is similar with Christian philosophy of "loving others as oneself" but enlarge it to righteousness and fairness. *Chung* contains genuineness and trustworthiness while *shu* highlights self-sacrifice.

Together they accentuate "doing to others as you would wish to be done to yourself".(Efferin & Hopper, 2007) Chinese people consists in a circle. The main is family and encircled by a group of a clan or big family. They also share the culture of collectivism, like teamwork and help who are in need. In business, critical position tends to possessed by a family member. Inner believes come from the fulfilment of personal obligate, reputation, and the "face". Neutral relationship and unprivate are hard because it makes their credibility is being questioned.

Chinese culture also influence by Buddhism so they believe souls of their ancestors protect their descendants so Chinese people specially businessman are serious to running *Qingming* festival (festival for memorize and respect the ancestors) and *fengshui* for architecture area (which way that our building will bring us fortune). *Fengshui* is expand based from some elements like astronomy, philosophy, and others (Hinsbergh, 2007)

One of the Chinese cultures that emphasize the point in social connection with human relationship, is "Guanxi" or "關係" for traditional chinese or "关系" for simplified chinese. It means relationship or personal connections, the main dynamic in the society of Chinese people. Guanxi is a concept of establishing a connection to helping the personal relationship in lifelong experience. So to develop that, it has some way in different belief and culture system. It also can be in the same culture but different time makes it different. Chinese life intricate network of social or personal inter-connection. The structure and mechanism intended to be casual than official. (Dunning & Kim, 2007) Developing and maintaining guanxi a must for life and business like entrepreneurs, managers, and even for a student especially in college. Some people see it as deeply rooted in the culture, some also see it as more than a Chinese phrase for social and network. It has a high value that makes a hierarchy and also harmony. Like an old proverb that recently writes in Bedford (2018) :

"有關係、就沒關係; 沒關係、就有關係"

"If you have guanxi, you will have no problems; if you don't have guanxi, you will have problems".

Chinese people in Indonesia still perform those main cultures although already not in their home country. They lived in Indonesia for a long time but still passing down the culture from generation to generation. But because of the environment, differences might occur. For the outline, most of Indonesian who have Chinese blood they economically powerful but vulnerable in political side. Some might experience socially estrange or run into

discrimination by other ethnics in the past. That is why Chinese Indonesians play a big role in Indonesia.

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Chinese Values

    1. Family centrism
    2. Collectivism
    3. Trust, Reputation & face
    4. Mystical believe (Qingming
       and fengshui)
    5. Guanxi
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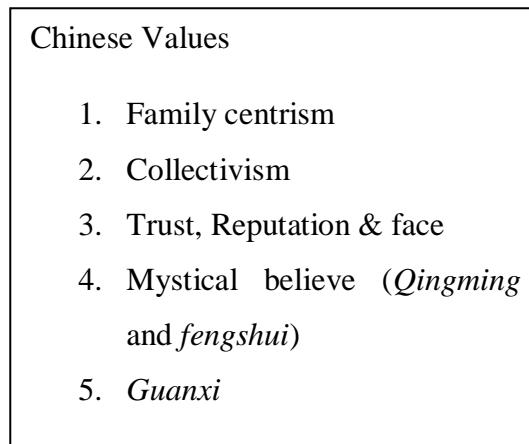
Figure 2-3 Chinese Culture

2.5 Javanese Culture

Indonesia has a lot of cultures because it has a lot of ethnic insides. But mostly Indonesians is Javanese. Thus in this research, researcher will elaborate Javanese culture. The principle of Javanese culture are "lair-batin" and "alus-kasar". Lair is the outer action in human behavior like for external actions, how they speak, the posture. And Batin is the inner action – emotional life how they exchange their private feelings to each other. Alus and kasar are the spiritual superiority stems. Alus means polite, pure, civilized, and delicate. They believe their action alus to follow the etiquette. God and their mystical impression are alus. Kasar means the opposite things like impolite, uncivilized, rude, and brute.

This principle produces four cultural values,

a. Bapakism. Bapakism is Javanese shape for courteous. Bapak points to "father" it also pointing to charismatic noose for a society. It demands loyalty and respect from their subordinates. This figure can give protection, help, and proper advice and they must listen to. Giving a compliment is important from bapak to subordinates to create the deference.

b. Andap – asor. Social order kind of tangible in Javanese people etiquette. It is kind of unwritten formal rules in social hierarchies, means they have to be humble politely to others and demonstrate true behavior. Always call "bapak" or "ibu" to address the older, not call them with their direct name. They have to know how to behave and choosing what word to say in their position and who they talking with. Fail to do andap asor cause

a shame to the receiver. That we called "sungkan" or "malu" in Chinese this phrase translated into "bu hao yi si" although modernization make this change the culture but andap asor still valued.

c. Rukun (social harmony), means in a society without divisive action and feeling. These were indicated by unanimous decision (mufakat), collective conference (musyawarah), and work in cooperation (gotong –royong). They nurture a strong tie to each other.

d. A mystical ritual like kenduri and slametan. Javanese culture has a sturdy mystical belief. They believe they can communicate with their ancestor, spirit and it requires a ritual like kenduri/slametan like a feast in some occasions as a symbol of mystical social unity.

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Javanese Values

    1.  Language used (lair batin)
    2.  Javanese etiquette (alus-kasar)
    3.  How to behave (andap-asor)
    4.  Social Harmony (rukun)
    5.  Figure of father (bapakism)
    6.  Mystical ritual (slametan)
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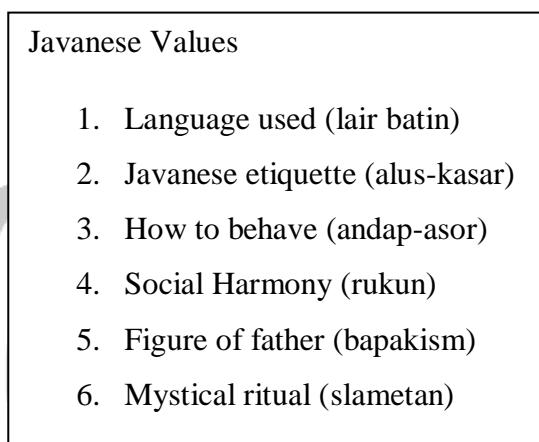
Figure 2-4 Javanese Culture

2.6 Similarity and Difference Between Culture

In the description above, we see the differences between the two culture, but we also can see some have similarity too. Javanese and Chinese both emphasize authoritarianism, pyramid order, status, and social order. Rukun has the same idea as collectivism both are pointing to work together for getting the best result. Both emphasize to have a good relationship with the family. Respect to the elders, and courteous to each other. Then build trust. Even though Javanese culture has a particular unique mysticism and collection of behavioral expectations the same goes for Chinese culture. They believe in protection from ancestors to bless their doing in living word. Javanese hold the largest ethnic in Indonesia (45%), followed by Sundanese (15%) and for Chinese only a little (3%).

In order to fit into Indonesian culture as a whole, some Chinese Indonesians might modify their culture. On the one hand, it is literally the same only different way to deliver it.

On the other hand, some issue also occurs because of generation change as technology growing fast. Still, it seems that there is a clear-cut line to separate them apart.

2.7 Intelligence and factor that Influence

Intelligence itself already examined in a lot of study, broad intelligence, emotional intelligence, social intelligence, and a lot of kinds of intelligence. It is been examine that some factors influence it, they are surrounding environment, ancestry, unusual experiences, and culture.

Surrounding environment means situation around an individual which make a strong background from their childhood that builds a personality. For instance, people who live in a desert or live in the mountain are dominant powerful, brave and a hard worker. Environment has a part to intelligence (prenatal and postnatal), Expansion or shortage of environment will yield variances in his capabilities. Ancestry refers to heredity from it individual itself to be similar to their parents in appearance form and intelligence. Birth order, brother sister even for twins they don't have the exact same level of intelligence but twins are more similar than siblings one. Also study shows that parents with high intelligence have children with high intelligence and it applies for parents with low intelligence tend to have children with low intelligence. This support both statement above, twins have higher similar intelligence than siblings, because the environment they experience.

Unusual experience differentiates into two types, one is incident lone that branch from nonstop implication with one's group. Like rituals they encounter from childhood to table manner consciously taught to them so didn't involve in a bad situation. Overall children learn from their parents, like language if taught when from childhood it will quickly absorb when they grow up to become master many languages. Second type is the one unexpectedly happen, when group community moulds child personality. Study shows someone can be honest in one situation and not in the other one. (Kumar, 2017). For example the skill to keep consistent in a mature way. It needs a history, an experience in life. Maturity comes because the environment makes us to be mature. Regardless of our born talent.

Lack of social, and economic status, different gender, race, nationality, bias, personality characters, and our mental health (Oommen, 2014) Bar-on in Malekar and mohanty 2009 has identified some factors that affect emotional intelligence. In their study examine for school members in Mumbai, shows that intrapersonal, interpersonal ability, and

adaptation level are important factors. As for general mood and how to deal with stress is only at moderate level. (Malekar & Mohanty, 2009)

The research conduct by Sternberg, (2007) point out the theories about intelligence have lack of scientific precision. So it keeps renew and renew to fixing this highlight. Intelligence in different culture somehow also challenging the researcher because measurement in eastern and western didn't have any international standard. He also mention that western measure use in eastern culture may propose substitute, ethnically suitable methods of measuring talents and capabilities. Researchers continuously try to make "culture-free" intelligence test because only translate it into local language isn't enough to match their needs and values

2.8 Research Proposition

A proposition is a logical inference among two or more concepts summarized in statement sentences. Proposition in this exploration research based on the theory described above is as follow:

P1： Personal Intelligence is a new concept of intelligence, which is different from emotional intelligence.

P2 : There is culture difference: Javanese and Chinese have different performance on Personal Intelligence

CHAPTER III RESEARCH METHOD

This study will adopt empirical study as the research method and some analysis tool. The sampling method, data collection, process of the data, the analysis method will explain furthermore in this chapter. It is important because empirical testing will connect theoretical framework.

3.1 Research Design

In the study. carry out quantitative research methodology, researcher cannot directly observe the needed data. And since the interrelation amongst variables has a casual relation so it concludes as causal-comparative research. People reliably is different in understanding personality and information related to personality. This form a group of skills and talent or the one we use to say is intelligence. And all construct bears in earlier studies of personality dimensions.

Some researcher said use reverse score items can be reduced respondents bias. If not using it, the items must be interpreted with carefully word sentence so each respondent interpretation is almost the same. Factor loadings and the factor analytical stage communalities. These were the items that composed by each section

Section 1: identify the clues (personality-relevant) about personalities

- Recognizing Motive inside our-self
- Recognizing the level of consciousness
- Observing other peoples reaction and comments
- Observing the pattern act to answer inner feeling
- Faces (Picture of face: energetic, happy, disorder on doing own schedule)
- Rooms (Picture of personal spaces: self-importance, conventional)
- Pets (Picture of pets: easily train, lazy, low-energy)

Section 2: use that to make the models of a person to know others and themselves

- Related opposite distraction with traits
- Related the unrelated distraction with traits
- Trait centered (hostile, distant, orderly, moody)
- Integrating Model (choose what to believe)

Section 3: use that personality information to guide the person to make a decision that matches their values and beliefs.

- Trait inferences – Forward reasoning
- Trait inferences – Backward reasoning
- Motivation from memories
- Choices and self-model

Section 4: The basis systematize the goals and plans

- Goal alignment (like to perform at work or school with excellent)
- Problematic goals (want to pursue a career but will broke friendship)
- Goal Conflict

Details are shown in the table below.

Source: (J. D. Mayer et al., 2012)

There are no right and wrong about how much is it, but if a measure is short means biases become minimize and effective because it avoid the boredom. The survey for questionnaire was further spread in the website (Google Form) to the people in Indonesia who perform Javanese culture or who perform Chinese culture in their daily life. At first, researcher looking for the right scale fit into this study. After that, make the survey for questionnaire in english version After this step, researcher translate it to Indonesian Language. Then when the format is done, researcher make it online and spread it via google form. Next researcher collect questionnaire and analyze it with statistical method.

3.2 Research Sample

The probability sampling method was the sampling method used in this study using the technique of simple random sampling. Means the data selected because of certain objective and conform to specific principle. The samples are everyone in Indonesia that still perform Chinese culture or Javanese culture in their life. A total of 169 questionnaire were gathered for this study Nevertheless, 3 sample were recognize as defective questionnaires (1.8%). Therefore, 166 samples (98.2%) were used for data analysis.

Table 3-1 Respondent characteristics

Variable	Frequency	Percentage (%)
Gender		
a. Male	69	41,32
b. Female	97	58,08
Age		
a. <20	15	8,98
b. 21-30	113	67,66
c. 31-40	27	16,17
d. >40	11	6,59
Ethnicity:		
a. Javanese	75	44,91
b. Chinese	80	47,90
c. Others	11	6,59
Highest Education:		
a. Junior high school	6	3,59
b. High school	23	13,77
c. Vocational School	11	6,59
d. Undergraduate	102	61,08
e. Master and up	24	14,37

Table 3-1 shows the frequency and percentage of each variable, respondents profile in this study are dominated by female (58.08%) than male (41.32%) and the age group of 21 – 30 years old (67,66%). Respondents also have an almost equal frequency in ethnic by Javanese (44.91%) and Chinese (47.90%). Thus the respondent in this research is suitable to represent each culture. Most of the respondents are students (37.13%) and have attended university for their education (61.08% Undergraduate and 14.37% Master and up) and some of them only end up in high school as their last education (13.77%), vocational school (6.59%) and junior high (3.59%). Followed by respondents who work in the service field (13.17%), housemaid (11.98%) and entrepreneur (10.18%)

Table 3-1 Respondent Characteristics (Continue)

Variable	Frequency	Percentage (%)
Job:		
a. Student	62	37,13
b. Public and education	13	7,78
c. Farmer or Fisherman	-	0,00
d. Factory workers	4	2,40
e. Entrepreneur	17	10,18
f. Field of Technology	11	6,59
g. Field of Service	22	13,17
h. Freelancer	3	1,80
i. Housemaid	20	11,98
j. Others	14	8,38
Current Tenure		
a. 0-2 years	60	35,93
b. 2-5 years	59	35,33
c. 5-10 years	29	17,37
d. > 10 years	18	10,78
Total Tenure		
a. 0-2 years	70	41,92
b. 2-5 years	54	32,34
c. 5-10 years	29	17,37
d. > 10 years	13	7,78

3.3 Multiple Regressions Analysis

SPSS is a program famous for data analyzer, it used statistical calculation (parametric or non-parametric). It enables for visceral data preparation and data entry, systematic writing, pictures, and modeling. This study used SPSS software to resulting descriptive statistics, Pearson's correlation coefficient, T-test, coefficient test, F test, and Scheffe method.

a. To quantify the linear relationship among two continuous variables we use Pearson's correlation coefficient. r value was used as the determining value of correlation. If it

shows bigger value than 0.70 means it have high correlation. Different good correlation were stated if the r value shows number between 0.50 until 0.70. Moderate correlation when the value is between 0.30 until 0.50. Last it considered poor correlation when it value shows lower than 0.30 (Hazra & Gogtay, 2016).

b. T-Test

It is a test to determine the significance between two groups. To make sure the effect of dependent variables to independent variable by performing the testing per-variable. It is conclude as significant if the value is not over than 0.05 and if it is over than that it would be conclude as no significant (Arkkelin, 2014)

c. Coefficient Test

This test is to see the correlation between variables. R^2 point to the proposed variable, if it is high than means independent variable is significantly effect on the dependent variable. Same goes to the opposite, if R^2 show low value means independent variable didn't varies by those dependent variable and have other variable that influence the independent variable.

d. F Test

The test that exploited to test the outcome of independent variable towards dependent variable in regression model concurrently. F test criteria according to Arkkelin (2014) must be under 0.05 so the regression can be stated accepted to forecast dependent variable. Either way if the value shows higher or similar to 0.05 than the regression model would not accepted to forecast dependent variable.

e. Scheffe method is a post hoc statistical test to know significance level in a regression analysis named after Hendry Scheffe. It is a single-step multiple comparison to assessments possible possibilities. It applies for all set of probable factor. It is quite conservative and has advantage in giving flexibilities to comparison test that interesting

3.4 Measures and Data Collection

This research collects and analyses data found on TOPI and WLEIS. This study use TOPI MINI 12 to measure the Personal Intelligence (consist of 12 items) and WLEIS is a tool to measure the Emotional Intelligence (consist of 16 items).

3.4.1 TOPI MINI 12

Test of Personal Intelligence mini is consist of two set, The first six questions is from TOPI 1.2 "Real forming models" and the other six is from "guiding choices section". More especially the 12 items included in 6 forming model cluster d, the 5 and 7 items guiding choices cluster c. To scored the TOPI MINI 12 it use derivative scales, a function that tells you the rate of changes, veridical scoring method. Those items are developed by consultation with psychology literature about personal and by answering the right choice from that literature. Like a covariation about two characteristics based on research in Big Five personality trait test. (J. D. Mayer, Panter, & Caruso, 2018) For example :

"When younger, Sam remembered being cut from his baseball team and the humiliation he felt, and how he wondered if he had practiced enough. Sam used this memory to help himself:"

    a. work harder to achieve a goal,

    b. recall that self-doubt isn't helpful ...

source : J. D. Mayer et al., (2012)

Correct answer scored 1 and other scored 0. TOPI can distribute online or physic paper for research only. This test still under development so it can not spread here.

3.4.2 Wong and Law Emotional Intelligence Scale (WLEIS)

This scale was used to measure the emotional intelligence of a person. This is a self scale report, and they have some main reason why we choose this scale. First, it constant with Mayer and Salovey's definition of EQ and both use ability-based (J. D. Mayer, Caruso, & Salovey, 2016) Second, it also has tested in different culture and ethnic and the result shows a solid validity and reliability (Libbrecht et al., 2014). Third, this scale has been proved to have connection conceptually the same measure of the personality. (K. S. Law, Wong, & Song, 2004). Last, WLEIS found to be better than Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT) to predict the objective of job performance (M. P. Law, Côté, & Ericsson, 2007) The scale used to predict the respondent Emotional Intelligence is a Likert scale that has five choices of answers are strongly not agree, not agree, normal, agree, and strongly agree.

This scale contains some dimensions, first self emotion appraisal, items for measure this is "I have a good sense of why I have certain feelings most of the time". Second others emotion appraisal, items for measure this is "I always know my friends' emotions from their behavior". Third regulation of feeling items for measure this is "I always set goals for myself and then try my best to achieve them". Last use of emotion items for measure this is "I am able to control my temper so that I can handle difficulties rationally".

The Cronbach's Alpha value of the scale was 0.843. Reliability coefficient considered "acceptable" if have a value of 0.7 or higher. If Cronbach's alpha value was closer to 1 than the better reliability it gets. The rules of thumb say that above 0.9 is outstanding, above 0.8 is good, above 0.7 is tolerable, above 0.6 is dubious, above 0.5 is pitiable, and lower than 0.5 is unacceptable (Gliem & Gliem, 2003)

Table 3.2 Reliability Value Statistic

Cronbach's Alpha	N of items
.843	16

Below is the further explanation for the items for each section mention on page 15.

Table 3.3 Explanation or Example for Each Section Items

Cluster	Items (explanation / example)
Section 1: **Clues about personality** Recognizing motives inside	If a person feels hungry, they will be going to eat or drink. If they want to urinate they will go to the toilet.
Recognizing the level of awareness	If a person minds looming, get distracted and impatient. Mostly will become boredom or sleepwalking
Keep an eye on the comments and reactions of others	Someone you don't like suddenly compliments you and ask for help. You think they want to say good things so you want to help or want you to reject the favor to make you not good in front of others

Table 3.3 Explanation for Each Section Items (Continue)

Cluster	Items (explanation / example)
Keep an eye on the pattern of action and feeling	If a person put their foot forward, often they worried being found out or view themselves better than before
Facial expression	Expression of your faces, how to express happy, enthusiastic, free or sad, disorderly.
Spaces	Feels not comfortable with someone self-importance or unquestioning, cannot explain, speechless.
Pet	You think pets are active, easily trained, lovely or unruly, not exciting. Do you like your pets like your family?
Section 2: Models of a person	
Combine traits with the reverse of distractors and personified	A depressed person likely to calming themselves or have them self-controlled
Combine traits with non-related distractors, and personified	An impulsive and self-conscious person could be described as a vulnerable, emotional or active and warm person.
Same group, all the traits become centered	Traits with the same characteristic unfriendly, distant, hostile or serious, moody, being orderly.
Integrating models	An athlete understands and ready for the big competition coming but the trainer thinks she is not good enough and forces her to train harder. Her friends don't know who is correct. So he doesn't know what's right for her, her trainer maybe right, or the friend so not helpful.

Table 3.3 Explanation for Each Section Items (Continue)

Cluster	Items (explanation / example)
Section 3: Personal Intelligence for Guiding Choices	
Characteristic of distractions – forward reasoning	Lidya's teacher Kelsey is very orderly and really strict. When she finds out Lidya was late for class, she will make a note for that or don't care
Characteristic of distractions – backward reasoning Memories become motivation	A student back to her dorm and saw her book was not there as she remembers is on the table. She suspects her roommate and makes sense that her roommate is careless or rigid. Eric remembers his young ages being called out from his baseball team and humiliates about it, he thought what if he trains harder that time. He used his memory to work harder or recall the past is not helpful at all.
Inner models and our choices	Indra wants to become a great singer, what is the way that helps him the most? practice singing every day or find her princess and married happily ever after
Section 4: Systematization of Life Goals	
Simple goals	Someone wants to be "excellent is the class" a good goal would take more courses or being a good student
The goals problematic	Someone wants to make friends. The goals that caused this is being all things to all people, or being a good friend to her friends
Conflicts of goal	Goals that cause conflicts for individuals is being better on myself or being all things to all people

CHAPTER 4 ANALYSIS AND DISCUSSION

The analysis of this study will more deeply discuss in this chapter. Aggregation data took about one month from mid-April 2019 until mid-May 2019. The questionnaire is using comparison method to make sure that Emotional Intelligence (EQ) is different than Personality Intelligence (PI). This study used Wong and Law Emotional Intelligence Scale (WLEIS) for testing the respondent EQ and use TOPI MINI 12 for testing the respondent PI. From a total of 169 samples who click on the questionnaire link were collected for this research and 3 of them is invalid. So a total of 166 questionnaires is used for data analysis. From these 166 responses, half of them is Javanese and half of them is Chinese Indonesian.

4.1 Sample Profile

4.1.1 Gender

Before the influence of sex difference in EQ have been highly investigated and that research shows that females have a higher EQ than males. (Hampshire, Mayer, & Caruso, 1999) event for IQ investigated that female is outperforming male (Emmiyati et al., 2014) Males mostly showed to have worse interpersonal skills than females. They also show a higher score on stress tolerance than female. But general mood scales on EQ did not differ by gender (Lynn, 2017). The same goes for this study, here we get the female has slightly higher PI and EQ than male. Lovejoy in Park and Park 1997 proposed that physical bonding have a major characteristic with biological sexual fidelity. In this study, gender did not have a significant effect on PI. We can see it in the correlation table in Table 4.17 section 1.

Table 4.1 Frequency of Respondent Sort by Gender

		Frequency	Percentage	Valid Percentage	Accumulate Percentage
Valid	Female	97	57.4	58.4	58.4
	Male	69	40.8	41.6	100.0
	Total	166	98.2	100.0	
Invalid	System	3	1.8		
Total		169	100.0		

4.1.2 Age

The calculation performed by "badan pusat statistik" stated that the average age from total Indonesian population is 28.6 years (2016). Which also means median age that partial of Indonesia's population is 28.6 years, and partial of them are over and under 28.6 years. Regarding by gender, Indonesian women median age is 29.1 years, and Indonesian man 28.1years (one year younger). Explain by the figure below :

Light Blue : Female ；　Dark Blue : Male
X line : total population ; Y line: age
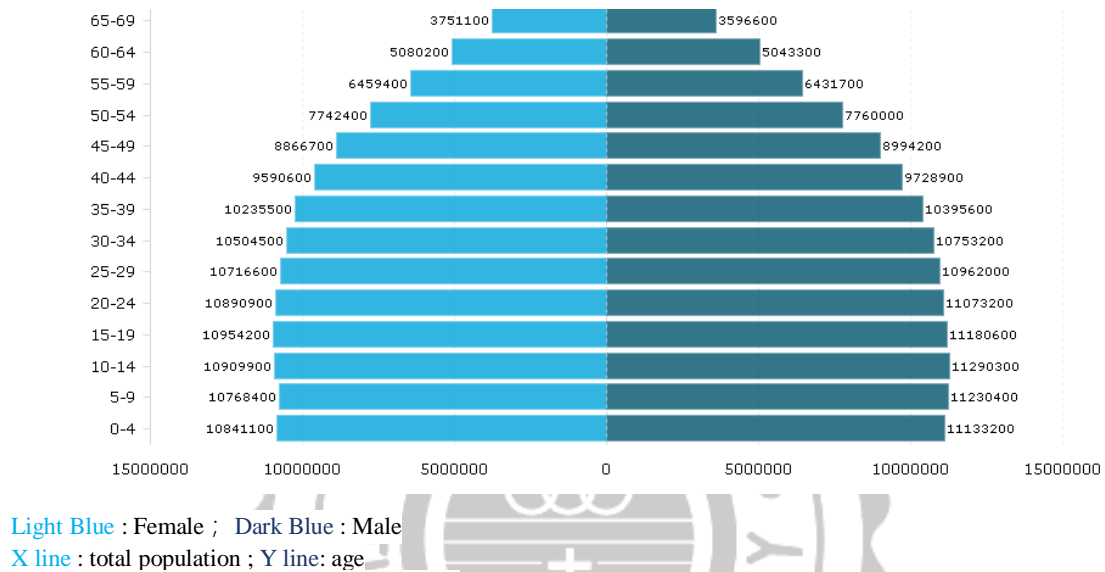
Source: Katadata (2019)

Figure 4.1 Total of Population in Indonesia Based by Age and Gender (2016)

In addition to age, research of tasks performance which is related to intelligence said, when Age become bigger, the wiser it gets. Then also in several ways become smarter. Some researcher also found that ability, and to reason rapidly and reminiscence information. Continue to improving until 30. And the ability to count (mathematics) and speak with a lot kind of vocabulary can be improved until more than 30 years old, Minimum until 50 years old. (Germine, Duchaine, & Nakayama, 2011)

Table 4.2 Frequency of Respondent Sort by Age

		Frequency	Percentage	Valid Percentage	Accumulate Percentage
Valid	<20	15	8.9	9.0	9.0
	21-30	113	66.9	68.1	77.1
	31-40	27	16.0	16.3	93.4
	>40	11	6.5	6.6	100.0
	Total	166	98.2	100.0	
Invalid	System	3	1.8		
Total		169	100.0		

4.1.3 Ethnic

Different ethnic means different culture they have as for daily life, for their way of thinking. Indonesia has a lot of culture spread all over the island but the biggest ethnic is Javanese. The composition on ethnic in Indonesia is very varied since this country has plentiful of different ethnicities and cultures. Cultures and intelligence are always the problem to determine because of a lot of outside factors that also influence. Researcher cannot make the environment become "*ceteris paribus*" as for "other factors all stay the same". Nevertheless, there are two largest tribes that dominated more than half of Indonesian's population. That is Javanese (45 percent) and Sundanese (15 percent) from the total population. These 2 big tribes originate from Java, the island with the biggest population in Indonesia, which covers about 60 percent of Indonesia's total population. And Chinese or ethnic Tionghua is 3% of the population spread all over Indonesia (Efferin & Hopper, 2007)

Table 4.3 Frequency of Respondent Sort by Ethnic

		Frequency	Percentage	Valid Percentage	Accumulate Percentage
Valid	Jawa	75	44.4	45.2	45.2
	Tiong Hua	80	47.3	48.2	93.4
	Other	11	6.5	6.6	100.0
	Total	166	98.2	100.0	
Invalid	System	3	1.8		
Total		169	100.0		

4.1.4 Education

One of the factor that plays an important role for intelligent is education. Research before stated that intelligent people gain a better education, means the better education give them the knowledge to develop their intelligence. Academics are highly respected In Indonesia (Efferin & Hopper, 2007). Intelligence has highly significant with education, have a positive relationship with education. That also proved by other studies in Deary et al., (2007) their research is using education as controlling variable to other variables. Intelligence is hard to change, but education still effective in improving the given intelligence that people do possess. Guiding a person to organize their personality, wider the knowledge of themselves, improve their thinking area effectively (J. D. Mayer et al., 2017) As for emotional Intelligence, the more EQ score they get, so does the academic performance, ability to communicate, motivating message, measure of relatedness. The less EQ they get, the bigger problems they have, like drug use and also behavior problem (J. D. Mayer, Salovey, & Caruso, 2004)

Table 4.4 Frequency of Respondent Sort by Education

		Frequency	Percentage	Valid Percentage	Accumulated Pencentage
Valid	Junior High	6	3.6	3.6	3.6
	Senior High	23	13.6	13.9	17.5
	Vocational	11	6.5	6.6	24.1
	University	102	60.4	61.4	85.5
	Master and Up	24	14.2	14.5	100.0
	Total	166	98.2	100.0	
Unvalid	System	3	1.8		
Total		169	100.0		

4.1.5 Occupation

Because most of the respondent is 20 until 30 years old, their occupation is student. Other occupation mostly filled by the respondent who are in their thirties and fourties. Their occupation varies like in service area, entrepreneurs, public and education, there are also people who work in technology area. People in clerical task will more used to organized, tend to have a balanced life those were include in PI Self-management competencies.

Table 4.5 Frequency of Respondent Sort by Occupation

		Frequency	Percentage	Valid Percentage	Accumulated Percentage
Valid	Student	62	36.7	37.3	37.3
	Public & Education	13	7.7	7.8	45.2
	Factory Worker	4	2.4	2.4	47.6
	Entrepreneur	17	10.1	10.2	57.8
	Technology	11	6.5	6.6	64.5
	Service	22	13.0	13.3	77.7
	Freelancer	3	1.8	1.8	79.5
	Housemaid	20	11.8	12.0	91.6
	Other	14	8.3	8.4	100.0
	Total	166	98.2	100.0	
Unvalid	System	3	1.8		
Total		169	100.0		

4.1.6 Current Tenure

Currently respondent is in the age of starting career, some of them are at the beginning of their career.

Table 4.6 Frequency of Respondent Sort by Current Tenure

		Frequency	Percentage	Valid Percentage	Accumulate Percentage
Valid	0-2	60	35.5	36.1	36.1
	2-5	59	34.9	35.5	71.7
	5-10	29	17.2	17.5	89.2
	>10	18	10.7	10.8	100.0
	Total	166	98.2	100.0	
Invalid	System	3	1.8		
Total		169	100.0		

4.1.7 Total Tenure

Total tenure of the respondent most of them the same with current tenure, but some of them already working in while they were still a student. So when they really graduating they already have the experience to look for a job.

Table 4.7 Frequency of Respondent Sort by Total Tenure

		Frequency	Percentage	Valid Percentage	Accumulate Percentage
Valid	0-2	70	41.4	42.2	42.2
	2-5	54	32.0	32.5	74.7
	5-10	29	17.2	17.5	92.2
	>10	13	7.7	7.8	100.0
	Total	166	98.2	100.0	
Invalid	System	3	1.8		
Total		169	100.0		

4.2 Descriptive Statistics

4.2.1 Correlation Coefficient Analysis

To quantify the general relation among two variables, researcher use Pearson's correlation analysis. Correlation among two variables considered as high if the coefficient value or researcher said as r-value is bigger than 0.70. when the r-value below 0.70 but still above 0.40 than it is considered these two variable have moderately correlated. As shown in Pearson's correlation analysis below, these following pairs have strong positive correlation :
Current Tenure and Age (r=0.771, p=0.000). Total Tenure and Age (r=0.699, p=0.000). Total Tenure and Current Tenure (r=0.892, p=0.000). These three groups of variables have a positive correlation. Another findings researcher found that EQ and PI are Moderately correlated variable education. (r=0.289 and r=0.249) The table below shows Pearson's correlation analysis for this research.

Table 4.8 Correlations Between Variables

Variable	M	SD	1	2	3	4	5	6
1 Gender								
2 Age			.051					
3 Education			.186*	-.040				
4 Current Tenure			.074	**.771****	-.107			
5 Total Tenure			.016	**.699****	-.188*	**.892****		
6 EQ	3.82	0.47	.071	.027	**.289****	-.068	-.115	
7 PI	6.94	1.91	-.090	-.131	**.249****	-.037	.000	-.032

Note: * p < .05, ** p < .1

4.3 Proposition Testing

Researcher made two models for this study. Model 1 only using continues control variable and model 2 is adding emotional intelligence inside as comparison. This multiple regression model below shows the value of t-test of model 1, gender has t value of -1.806 with 0.073 for significance value. Age has t value of -2.541 with 0.012 as its significance value. The t value for Education is 4.068 with a significance level of 0.000. The t value for Current Tenure is -0.126 with 0.900 for its significance value. The t value for total tenure is 1.722 with a significance level of 0.087. These values indicate that age significantly negative and education that significantly positive with the personal intelligence of a person because it has a significance value below 0.05. Also gender and total tenure have moderate significance because it has significance value more than 0.05 but under 0.1. Only current tenure has p-value above 0.05, so personal intelligence and these variables have no significant effect.

The other table below shows multiple regression model 2, it add more independent variable : EQ as an additional test. It stated that gender has a t value of -1.785 with 0.076 for it significance value. The t value for age is -2.404 with 0.017 as it significance level. The t value for education is 4.205 with 0.000 for it significance value. The t value for current tenure is -0.142 with 0.887 for it significance value of. Last the t value for total tenure is -1.059 with 0.102 for it significance value. These values also indicate that age have significantly negative on personal intelligence and education have significantly positive with the personal intelligence of a person because it has a significance value below 0.05. But only gender that have moderate significance because it has significance value more than 0.05 but

under 0.1. Current tenure and total tenure have p-value higher than 0.05, so personal Intelligence and these variables have no significant effect.

Table 4-9 Multiple Regression Model Coefficients Test Results PI

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	Constant	5.720	.730		7.840	.000
	Gender	-.526	.291	-.137	-1.806	.073
	Age	-.814	.320	-.296	-2.541	.012
	Education	.598	.147	.314	4.068	.000
	Current Tenure	-.045	.358	-.023	-.126	.900
	Total Tenure	.578	.336	.289	1.722	.087

Table 4-9 Multiple Regression Model Coefficients Test Results PI

(Continue)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
2	Constant	6.811	1.262			
	Gender	-.520	.291	-.135	-1.785	.076
	Age	-.775	.322	-.281	-2.404	.017
	Education	.639	.152	.336	4.205	.000
	Current Tenure	-.051	.358	-.026	-.142	.887
	Total Tenure	.552	.336	.276	1.642	.102
	EQ	-.332	.314	-.082	-1.059	.291

Dependent Variable: PI

In this model 2 researcher exhibit no significant effect between Emotional Intelligence with Personal Intelligence because p-value is 0.291 witch is prove that PI has no connection with EQ. (J. D. Mayer, 2018; J. D. Mayer et al., 2016) John D Mayer said in psychologytoday.com in his article "Emotional Intelligence and Now Personal Intelligence? A first look at the concept from Psychology Today magazine" (Mayer, 2014)

"Personal intelligence may be next to emotional intelligence in that second tier of intelligences or, given that personal intelligence broadens the idea of emotional intelligence, emotional intelligence may be moved beneath personal intelligence."

	Emotional Intelligence	Personal Intelligence
Brief definition	The ability to reason validly with emotions and with emotion-related information, and to use emotions to enhance thought*	The ability to reason about personality – both our own and the personalities of others – including about motives and emotions, thoughts and knowledge, plans and styles of action, and awareness and self-control*
Areas of reasoning	(a) Perceiving emotions, (b) using emotion to facilitate thought, (c) understanding emotions, (d) managing emotions	(a) Identifying personality-relevant information, (b) forming models of personality, (c) guiding choices with personality-relevant information, (d) systematizing plans
Ability test description	*Mayer-Salovey-Caruso Emotional Intelligence Test* (Mayer, Salovey, & Caruso, 2002); see also MacCann and Roberts (2008) for an alternative	*Test of Personal Intelligence* (Mayer, Panter, & Caruso, 2012; 2017)
Sample test item	If a person feels more and more frustrated over time, and thinks he has been treated unfairly, the person may become (choose one): a. regretful b. angry c. guilty d. happy	If a person is outgoing and talkative, most likely, she is also inclined to be (choose one): a. self-controlled b. willing to take more risks than average c. anxious and impulsive d. fairly thick-skinned

Figure 4.2 An Overview of Emotional and Personal Intelligence and Its Measurement
(J. D. Mayer, 2008, p. 276)

This make sense because PI have high connection with emotional, and mix it with the knowledge and motives, also action and self-control. Mayer believe this is a well built concept. Because it helps a person to focus on who we are on more parts than only count on feelings. Mayer in 2017 build a brief table to makes reader have a clearer idea about the difference between Emotional Intelligence and Personal Intelligence.

Table 4-10 SPSS regression analysis

Variables		1		2	
		β	t	β	t
Control Variable	Gender	-.526	-1.806	-.520	-1.785
	Age	-.814	**-2.541***	-.775	**-2.404***
	Education	.598	**4.068***	.639	**4.205***
	Current Tenure	-.045	-.126	-.051	-.142
	Total Tenure	.578	1.722	.552	1.642
Independent Variable	Emotional Intelligence			-.332	-1.059
Regression Summary	F	4.785**		4.178**	
	R^2	.130		.136	
	ΔR^2	.130		.006	

This research also take a brief research to look the coefficients if the dependent variable change into Emotional Intelligence (Table 4-11). The result shows that gender has a t value of 0.249 with significance value of 0.804. The t value for age is 1.454 with 0.148 as it significance value. The t value for education is 3.302 with 0.001 as it significance value. The t value for current tenure is -0.191 with 0.849 as it significance value. The t value for total tenure is -0.908 with 0.365 as it significance value. These values indicate that only education that significantly positive predict the Emotional Intelligence of a person because it has a significance value below 0.05. And for other variables, non of them have significant effect on predict the Emotional Intelligence of a person because their p-value is greater than 0.1

Table 4-11 Multiple Regression Model Coefficients Test Results EQ

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.282	.184		17.860	.000
	Gender	.018	.073	.019	.249	.804
	Age	.117	.081	.172	1.454	.148
	Education	.122	.037	.259	3.30	.001
	Current Tenure	-.017	.090	-.036	-.191	.849
	Total Tenure	-.077	.085	-.155	-.908	.365

Dependent Variable: EQ

4.4 Cultural Difference Analysis

4.4.1 ANOVA for Ethnic Variable

Table below represent the F test results for in this research. In this table we see significance value is 0.379 and the F value for this section 1 is 0.976 indicating statistically the dependent variables do not possess the impact on this variable. After changing the dependent variable from Personal Intelligence become Emotional Intelligence in section 2, the significance value changing become to 0.019 and the F value 4.074 it getting higher. Now that section 2 significant value is below 0.05, so this variable researcher can be deduced as highly significant to impact on how high or low to predict the Emotional Intelligence. The anova table is provided below :

Table 4-12 Multiple Regression Model ANOVA Test Results Culture

Model		Sum of Square	df	Mean Square	F	Sig.
PI	**Regression**	7.089	2	3.54	.976	.379
	Residual	592.04	163	3.63		
	Total	599.13	165			
EQ	**Regression**	1.751	2	.88	4.074	.019
	Residual	35.03	163	.22		
	Total	36.78	165			

Western people have a tendency to view intelligence as a medium for someone to compile the denomination and to include in rational debate, meanwhile eastern people look at intelligence as manner in community for recognizing and play a role in their social environment positively. Everyone raised by a certain culture, equality in every culture has different style of meaning, they would not know another style of thinking. Researcher can conclude "born Asian doesn't mean you will think like Asian, culture is experience for each people taste" in practical and in academic view of intelligence can evolve separately and might be crush with each other (Sternberg, 2007).

In the country that highly appraise culture intelligence test is not giving any importance. France is the first country that didn't use intelligence test for educational purpose they said it is not reliable to evaluate people because traditional method can result different. This study found that concept of intelligence in some group culture not the same as culture function. Like Taiwanese Chinese comprise self-understanding into their intelligence perception as well as when to express or not of one intelligence (Sternberg, 2007; Sternberg & Yang, 1997)

A person has a high PI score be avowed can divide "who is who" surrounding his or her environment. So it might flourish their organization and social setups, they are comparative to others. Oftentimes they are more charismatic, more treasured than others, have higher self-esteem. And don't have any necessary conflict with one another (J. D. Mayer, Roberts, & Barsade, 2008; J. D. Mayer & Skimmyhorn, 2017)

4.4.2 Personal Intelligence by Culture

Personal Intelligence didn't show that there is correlated with culture difference especially Javanese and Chinese culture for this research. Because it result in no significant (sig. = 0.277). Such findings didn't support the idea from Gardner in Park and Park 1997 that Personal Intelligence susceptible to the caregiver and cultural influences. But the theory of multiple intelligence made by Gardner result substantial interest and spar that social intelligence was the only rudimental form of personal intelligence, because its focus on behavioral information but not specifically examine whether it is about our-self of other-self. And it might be patterns of psychological bonding is more significant (Park & Park, 1997)

In this research, it shows that Chinese Indonesia or called ethnic Tiong Hua has slightly higher PI that people who perform Javanese Culture in their life or called as ethnic Java. Park and Park in 1997 said that Language is the major tool that essential discovered by express the Personal Intelligence in a culture. That also resemble with Javanese people because they have their own language. Commonly Indonesian people use our national language in daily life, while in regional language widely use to social interaction witch is Javanese language.

Table 4-13 Personal Intelligence and its Relationship with Culture

			Subset for alpha = 0.05
	Ethnic	**N**	**1**
Scheffe Method	**Other**	11	6.18
	Jawa	75	6.92
	Tiong Hua	80	7.04
	Sig.		.277

N : sample size

1： estimated variance of errors

4.4.3 Emotional Intelligence by Culture

In this research stated that ethnicity has significant value for Emotional Intelligence (sig. = 0.063) and the result shows that Chinese Indonesia (Tiong Hua) is slightly higher than Javanese culture (Java). Here, researcher didn't consider about "other" because it didn't represent one culture. The study of cultural and emotional relationship first conducted by Matsumoto et al., (2008) and it found that culture adopted and accepted by individuals have

different ability to deal with emotions. This study said that culture is the main motivator of emotion, and it has an important social function that cannot be separated with culture (Matsumoto et al., 2008)

Table 4-14 Emotional Intelligence and its Relationship with Culture

			Subset for alpha = 0.05
	Ethnic	**N**	**1**
Scheffe Method	**Jawa**	75	3.71
	Tiong Hua	80	3.89
	Other	11	4.02
	Sig.		.06

N : sample size

1： estimated variance of errors

4.4.4 Anova for Variable Occupation

The table shown below is a multiple regression model for F test result. In this table inside researcher only put occupation variable and the result in section 1 for this F test is 1.514 and significant level in 0.156 shows the variable and PI didn't have any effect. In section 2, dependent variable change to EQ and the result shows 3.924 for the F value and 0.000 for the significant value. As the section 2 shows significance value below 0.05, it can concluded this variable is significant to EQ. It impact on how high or low to predict the Emotional Intelligence. The anova results are shows in the table below:

Table 4-15 Multiple Regression Model: ANOVA Results Occupation

Model		Sum of Square	df	Mean Square	F	Sig.
PI	**Regression**	42.92	8	5.37	1.514	.156
	Residual	556.21	157	3.54		
	Total	599.13	165			
EQ	**Regression**	6.13	8	.77	3.924	.000
	Residual	30.65	157	.20		
	Total	36.78	165			

4.4.5 Personal Intelligence in Occupation

Before in ethnic variable PI did not show any significant. It also show the same result in Occupation variable, in Personal Intelligence it didn't shows the significant because it's value more than 0.05 (sig.= 0.687) But the brief overview of the result in this study that freelancer (8.00), factory worker (7.50), public and education (7.31) have higher PI that the others and the lowest is Housemaid with 5.90

Table 4-16 Personal Intelligence and its Relationship with Occupation

			Subset for alpha = 0.05
	Occupation	N	1
Scheffe Method	Housemaid	20	5.90
	Technology	11	6.09
	Service	22	6.77
	Entrepreneur	17	7.00
	Other	14	7.00
	Student	62	7.26
	Public & Education	13	7.31
	Factory Worker	4	7.50
	Freelancer	3	8.00
	Sig.		.687

N : sample size

1： estimated variance of errors

4.4.6 Emotional Intelligence in Occupation

In this occupation variable table, when the dependent variable changes into Emotional Intelligence it shows significant 0.079. In the table shows that public and education (4.15) and entrepreneur (4.04) shows better Emotional Intelligence than other occupation. The lowest is factory worker (3.36) and housemaid (3.47). The higher EQ the person get it leads to occupation that involving social interactions, such as counseling and teaching. Also occupation that involve clerical task. It means a person job have connection with or linking to labor in an office, particularly monotonous documentation and secretarial tasks. They also have more positive social interactions (J. D. Mayer et al., 2004).

In PI competencies and attributes explain above, public and education along with entrepreneur prove to be better result in PI portraying growth mindset and self-management. Of course not all attributes are depicted but most of them are. In service area also portraying innovation competencies because they need to adaptive to customer needed.

Table 4-17 Emotional Intelligence and its Relationship with Occupation

	Occupation	N	Subset for alpha = 0.05
			1
Scheffe Method	**Factory Worker**	4	3,36
	Housemaid	20	3,47
	Freelancer	3	3,69
	Student	62	3,78
	Other	14	3,83
	Technology	11	3,90
	Service	22	3,94
	Entrepreneur	17	4,04
	Public & Education	13	4,15
	Sig.		.079

N : sample size

1 ： estimated variance of error

CHAPTER 5 CONCLUSION

Based on the statistical test in chapter four, this chapter provides the conclusion and recommendations for the related parties to improve the study of personal intelligence. Lastly, research limitations and directions for further study are also described in this chapter.

5.1 Conclusion

This study was conducted to explore more about personal intelligence. Its connection with emotional intelligence, culture and what factors determine it. Grounded on the outcome in chapter four and description of literature review in chapter two, conclusions were spelled out. Personal intelligence in each individual is diverse, and this diversity must be discovered by the superiority people or psychologist who is deeply studying about personality. Person fast in recognizable, age and gender are included in personal-related information. Approximately some personality features stand adaptive by facilitating to helping others. This indicates that another individual possibly will notify variances connected to personal intelligence, even when the time people didn't recognize it as a name.

Individual who have high PI means they are competent in a lot of areas, high self-knowledge. They will ask for feedback from the problem solved before, they open with all possible feedback. Thus they use cognitive skill to alter self-impressions (Mayer, 2008, 2009, 2018; Mayer et al., 2017). With this study concluded proposition 1 were significant, personal intelligence is different with emotional intelligence. Proposition 2 were not significant because we find that there is no siqnificant between Javanese and Chinese Indonesian PI score.

How it chooses to ride a bike, or walking, or prefer motorcycle. Manner to other people, how to describe comfortable clothes by their concept, which sports team is their favorite, which idol they like, and so on, to long-term pattern or repeated behavior, like speaking style, and listening style. Some can see that in the first impression some are not. However, its record to our memory and see the opportunities behind it. For instance, new coworker dresses very neatly and tidy, but he/she always reject all co-workers invitation and he/she will address as a cold person. But his/her private life might be so shy and different. Just they did not comfortable to attend a crowded dinner. Personal intelligence "collecting clues" studying them to anticipate other people behave. Personality is like our instrument for our mental, guitar, drum, percussion playing together become one harmony, permit to know each part

each position they role in lives. The more our knowledge about personality the better we can express inner beauty and social capability. Personal Intelligence who make that possible.

5.2 Theoretical Implication

Personal Intelligence as explains above complete the earlier concept of intelligence and one more section in Hot Intelligence beside Social Intelligence and Emotional Intelligence. In psychological mindedness its already mentioned, but haven't explored until John D. Mayer do research on 2008 and it continues to learn it until now. PI is an intelligence who focused on reasoning about personality. And the dimension also about personality-related (Allen, 2017) Both personal and emotional intelligence concern individual but area concern is different. That is why Mayer together with his friends made Test of Personal Intelligence to detect how high or low PI an individual has (Mayer, Caruso, & Panter, 2019; Mayer et al., 2012, 2017) Mayer & Skimmyhorn (2017) show indication that personal intelligence forecast act and high in PI score show no symptoms of personality sicknesses. Where the study of Emotional intelligence shows that high EQ score showing less depressing indications and more organized person. (Fernández-Berrocal, Gutiérrez-Cobo, Rodriguez-Corrales, & Cabello, 2017; Lopes, 2016; J. D. Mayer et al., 2008)

Many studies around the world measure intelligence with a lot kinds of testing. But the characteristic understands by each person and each culture still has some differences. Intelligence concept in Asia contains many widespread beliefs. In east and southeast Asia itself a lot of same similarities because of people migration in these areas. The culture in this area were mixed that might created new ethnic. Korea, Singapore, and Thailand share roughly resemblances but Vietnam and Philippine differ. Since Chinese culture is the biggest culture widespread in early times Hokkian, Teochew, or Cantonese and other languages also commonly spoken in other countries. Taiwanese are samples from this cultural unification. (Cocodia, 2014; Sternberg & Yang, 1997) Study result that mainland china conception about intelligence resembles western culture. Like the capability to aim rationally, adjusting to new surroundings, being imaginative, tolerant to new stuff, being intuitive, self-assured. Other than that Taiwanese shows conceptions that similar and consistent with Gardner's theory (multiple intelligence). It considers intelligence to entering self-understanding and show off that. Like rational unpretentiousness, intellectual self-aggrandizement, and general intellectual ability.

Western culture event has larger subculture, a lot of languages that cause varies in cultural value. African look intelligence as wide-ranging in social relationship, family relationship is highly considerable in their values, African parents teach their children to make a community that have reasoning aptitude and social accountability as being intertwined. Each group culture has each exclusive strong points and viewpoints that used to benefit them. But these three culture show that social skill is characteristic of intelligence. (Cocodia, 2014; Sternberg, 2007; Sternberg & Yang, 1997) Social skill most come from family aspect. Those study conducted to know why people can have different character in the same area.

5.3 Practical Implication

Relating with other people nimbleness and delicacy, understand it and predict future action better. Give people a more effective way to run a relationship or as to run in working environment. From Mayer and friends research, high PI value is someone that will be the favorite person to work with (great team partner), someone who can put troubles behind and find the solution in the stuck moment, who can find hope inside the hole. A person who can adjust the gap among people and make a fruitful environment. Because of that ability, this person can look at other people from different angle and make the potential of other individuals. Or might can cause new connection. In business, it can help to make clearer characterizations for your input, and make clients see it needs and wants are achieved. It helps to make a clear outline to decision making process. The confidence causes in persons nearby giving tips to better-quality outcomes. So, PI has a lot of ratios to do with understanding others besides acclimating actions to become the finest out of any prearranged circumstances. But here is the additional precarious mode that it helps, make the accurate selections, plans and goals.

People naturally have a curiosity to find inspiration and internal instrument by surrounding people every day. From theory learned, PI suggests how good we are is not the only factor diverse motivation but also from ability diverse. High PI person identifies more detailed and arranges to detail model. It makes an advantage in assimilating then effectively and distinguish personality and paradigm related. Changing in our lives can and have to adjust to that alteration. Like work life, people must work through their passion and interest, but changing in modernization create new jobs, like youtubers, uber driver, that was never in the job list years ago. E-commerce it was underestimated, but it's a big market now. Taiwan

now because it demand for Indonesia foreign worker, now "Indonesian translator" become one of the job list in Taiwan. It was never expected before, but have to adapting to that conception.

Not all changing concept we can adapt, some people tend to exit. Not all people can fit to that changes. Like the sophistication of handphone make some people feels their live is easier, some to addicted to handphone and make them didn't want to socialize in real life, even they crossing the street looking at their phone not the street. So how to react to changes and keep the original plan or revised it. What to do ? what is the cost, benefit, and the risk ? Higher paying job cost a lot of effort and need a good communication skill, low paying job is stable and have boring routine.

Some people quiet ego, and feels the worlds are making them worst day ever, but they didn't think of others day are ruined because of that person. If they lucky, they can thrive that condition and value it become one of the life choices. Personal Intelligence is trying to answer this question "what is the best for us". High PI person not a fortune-teller. Having high PI score also get confused and still need to consult it with family, friends, and lecturers. We don't know what we will end up with. We just have to believe and pray that our life's journey guided by our PI make the choices the best for us.

Although some study shown difference of culture concerning with intelligence, this study show it was no prove that people in Indonesia who perform Javanese culture and who perform Chinese culture have different personal intelligence cause by their ethnic. It might cause by modernization and culture blend. Overall Asian countries already portray some similar culture, plus some people migrate to other Asian countries. Also globalization makes some people didn't perform their culture as their compass. Technology make diversity or cross cultural possible and easier. But it has been ascertained that PI is different with EQ and shows that culture difference is one of the factor that differentiate EQ score.

PI is not only diverse by those factors, when this study was conduct other factor are also influence respondent response. Some also cause by variance understanding the meaning of the test. Remember study before stated Singapore, Korea and Thailand have similar culture and migration flow occur. However culture does affect someone personality but just not for personal intelligence.

5.4 Limitation and Future Direction

There are some limitations in this study that must be addressed. First, some of the reviewed works of literature were taken from emotional intelligence literature and journal in which the characteristics of the intelligence is different from personal intelligence. Although this study already preserved the difference about them, the study for personal intelligence have close relationship with emotional intelligence. It is confusing to separate them to category. More over, this study is still count as a new concept, and this study is not popular is Asia specially Taiwan and Indonesia. Future research should explore more about of Personal Intelligence because this study haven't as popular as emotional intelligence it is much interesting to do more research on the personal intelligence itself.

Second limitation, this study only use two ethnic as a comparison. Indonesia have a lot of ethnic. There are at least hundreds ethnic groups in Indonesia, each with their own set of customs and distinctive cultural objects. That doesn't mean there aren't any similarities or tendencies between one culture to the other, but when reading this phrase keep in mind the diversity that comes with it. So researcher hope there is a further development of this study with larger ethnic involve. Also for Chinese ethnic they are everywhere around the word, this study only take the research on Chinese people who live in Indonesia. For further research, researcher suggest to examine the personal intelligence of Chinese people in other country.
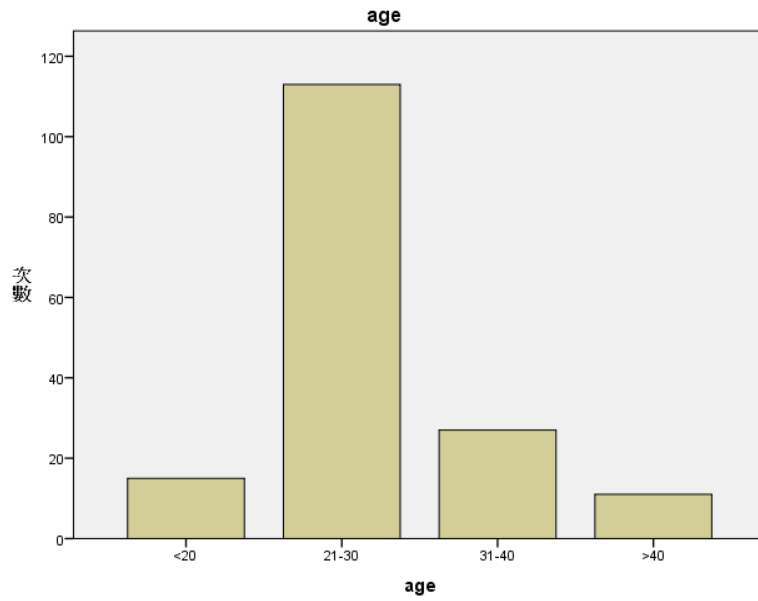
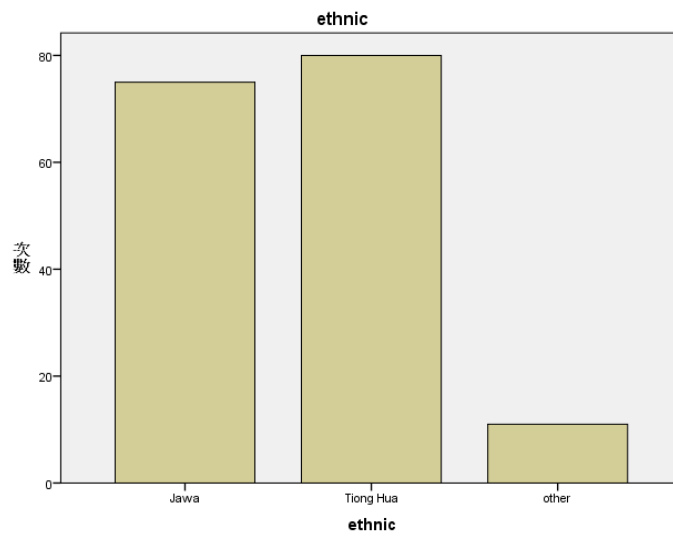# APPENDIX

Figure 5-1 Frequency of Age from all respondent

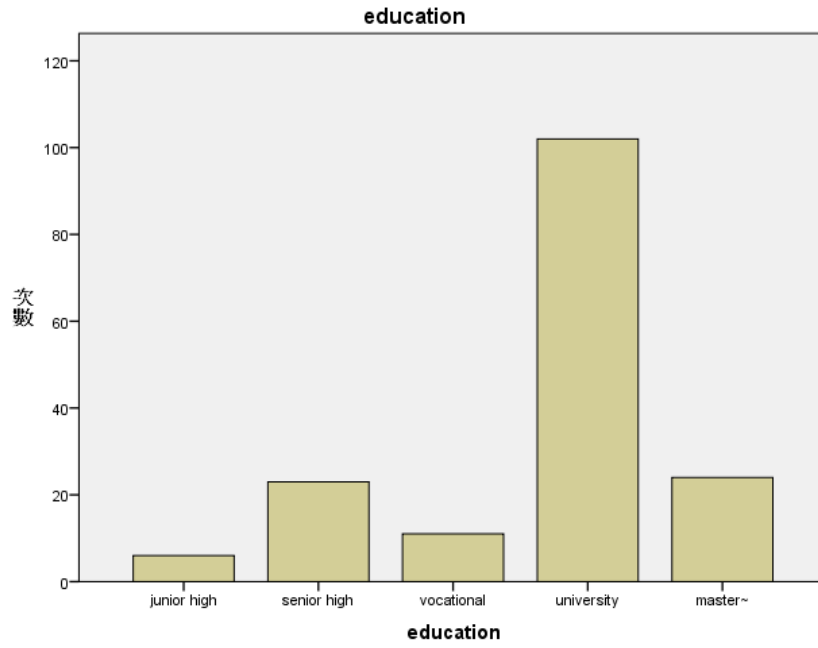**Figure 5-2 Frequency of Ethnic from all respondent**

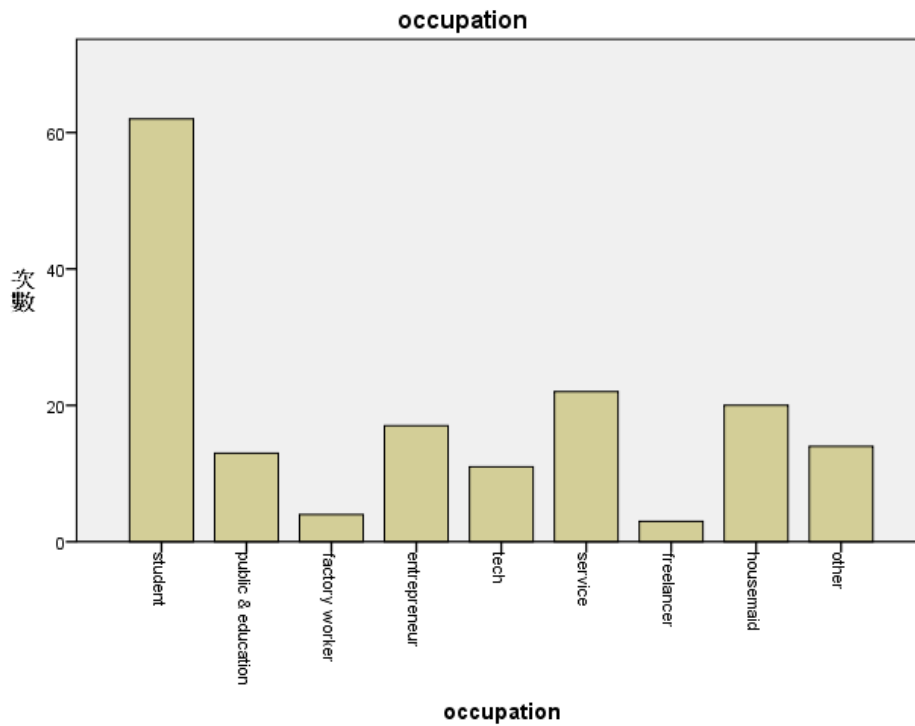**Figure 5-3 Frequency of Education from All Respondent**

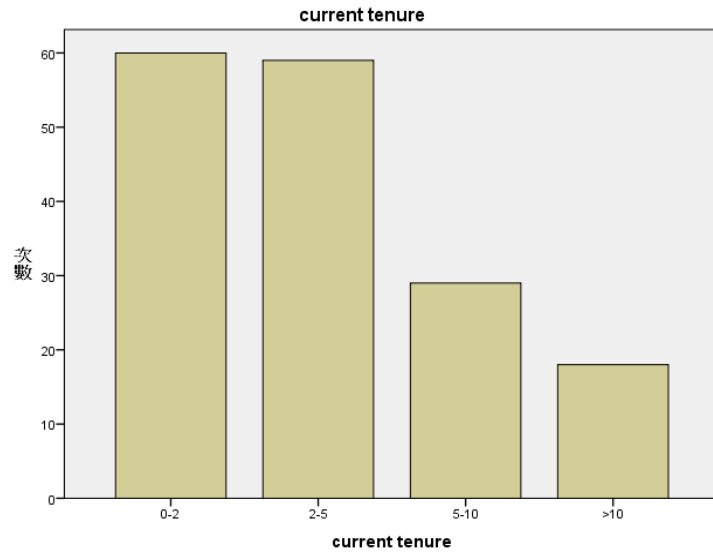**Figure 5-4 Frequency of Occupation from All Respondent**

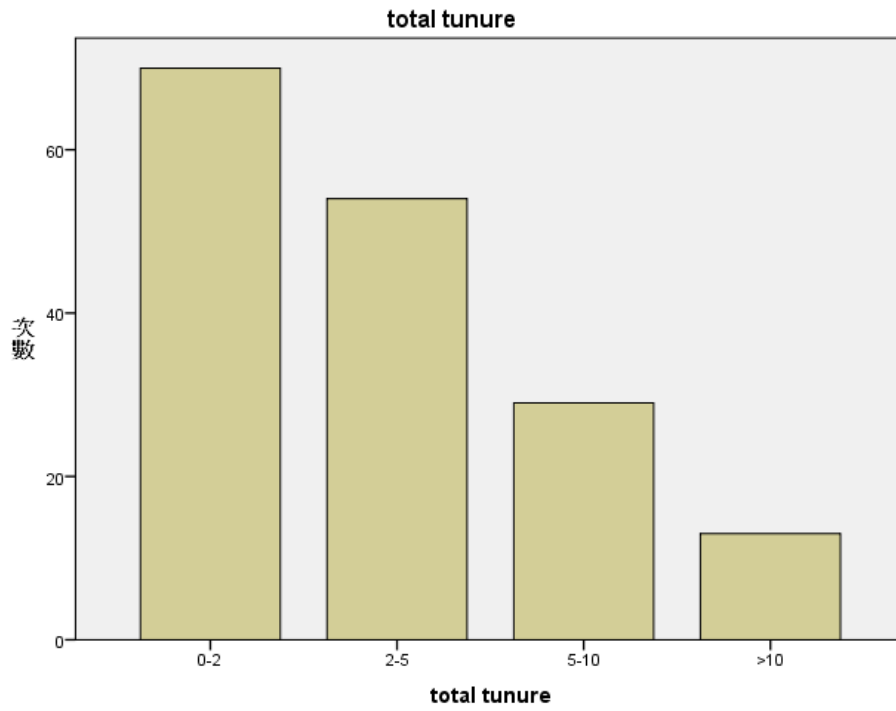**Figure 5-5 Frequency of Current Tenure from All Respondent**

Figure 5-6 Frequency of Total Tenure from All Respondent

QUESTIONNAIRE

Hi, I'm Lidya, a student at Tunghai University, Taichung.
I am researching about the Personal Intelligence and It's Relation to Cultural Perspective

My following thesis need some respondents as the study sample. Therefore, please help me to fill out my questionnaire for the sake this thesis. Please help me to share with other friends. Thank you so much

Tunghai University Business Administration
Guidance Professor Dr. Chih Yun Wu
Research student, Lidya Winata,

Section 1

Name:

Gender

☐ Man   ☐ Woman

Age :

☐ <20
☐ 21-30
☐ 31-40
☐ 41-50
☐ 51-60
☐ > 61

Ethnicity:

☐ Java   ☐ Chinese/Tiong Hua   ☐ Others

Highest Education:

☐ Junior high school
☐ High school
☐ Vocational School
☐ Undergraduate
☐ Master and Up

Job:

☐ Student
☐ Public and education
☐ Farmer or Fisherman
☐ Factory workers
☐ Entrepreneur
☐ Field of Technology
☐ Field of Service
☐ Freelancer
☐ Housemaid
☐ Others

Duration of work experience:

☐ 0-2 years　　　☐ 2-5 years　　　☐ 5-10 years　　　☐ > 10 years

Work experience after graduation:

☐ 0-2 years　　　☐ 2-5 years　　　☐ 5-10 years　　　☐ > 10 years

Section 2

TOPI-MINI-12

Instructions: Here are questions to find out how big your personal intelligence level is. TOPI MINI 12 (test of personal intelligence) is a short version used by researchers to study the relationship between Personal Intelligence and other variables in a group of people. Please choose the best answer

1. When younger, sam remembered being cut from his baseball team and the humiliation he felt, and how he wondered if he had practiced enough. Sam used this memory to help himself :

　　☐ Recall that self-doubt just isn't helpful

　　☐ Perform well in a job interview…….. (Not Avaible)

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Section 3

Wong and Law Emotional Intelligence Scale, WLEIS

Instructions:

Here are 16-item emotional intelligence measures, developed for use in management research and research. The items in the Wong and Law Emotional Intelligence Scale (WLEIS) are based on the ability model of emotional intelligence. A list of questions is provided below and mark the extent to which you agree and disagree for each question.

	Strongly Not Agree	Not Agree	Normal	Agree	Strongly Agree
1. I have a healthy mind about most of why I feel certain feelings	1	2	3	4	5
2. I have a good understanding of my own emotions	1	2	3	4	5
3. I am really understand what I feel	1	2	3	4	5
4. I always know when I'm happy or not	1	2	3	4	5
5. I always know the emotions of my friends from their behavior	1	2	3	4	5
6. I am a good observer about the emotions of others	1	2	3	4	5
7. I am sensitive to the feelings and emotions of others.	1	2	3	4	5
8. I have a good understanding of the emotions of people around me.	1	2	3	4	5
9. I always set goals for myself and try my best to make it happen.	1	2	3	4	5
10. I always tell myself that I am a competent person.	1	2	3	4	5

	Strongly Not Agree	Not Agree	Normal	Agree	Strongly Agree
11. I am a person who motivates myself.	1	2	3	4	5
12. I will always dare myself to do my best.	1	2	3	4	5
13. I can control my emotions so that I can deal with my problems rationally	1	2	3	4	5
14. I am quite capable of controlling my emotions.	1	2	3	4	5
15. I can always calm myself quickly when I'm very angry.	1	2	3	4	5
16. I have good control of my emotions	1	2	3	4	5

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