

## **ABSTRACT**

*Indonesia as a country with high trading volume must require a transportation service company that can really support commodity export activities. PT. Parama Alif Loka International Freight Forwarder and Logistics is an international freight forwarding company that was founded in 2014 in the city of Surabaya. Freight forwarders are very instrumental in export-import activities, namely as a tool / intermediary in the delivery of exported goods abroad. The Marketing team's work performance is not yet on target, besides that many employees who arrive late show that the level of discipline and commitment of employees to the company still tends to be low where the level of delay is above 10%. Current conditions show that with the modernization of offices, new problems that have not been revealed have surfaced. Employees are always anxious to move from the original place to a situation that is full of competition. This employee anxiety rests on unsatisfactory work performance.*

*The population in this explanatory study were 117 employees of the Marketing division of PT Parama Alif Loka International Freight Forwarder and Logistics, taken as many as 91 respondents using the Slovin formula, furthermore the calculation of multiple regression analysis using SPSS version 23 and Slovin formula was carried out. by first paying attention to the results of the calculation of the validity, reliability, normality test, multicollinearity test, heteroscedasticity test.*

*The conclusion of this study is that partially there is a positive and significant influence between spiritual intelligence, leadership, and organizational commitment to work motivation, and there is a positive and significant influence between work motivation on work performance, but even so work motivation is not statistically proven to mediate the influence of spiritual intelligence, leadership and organizational commitment partially towards work performance.*

*Keywords : Spiritual intelligence, leadership, organizational commitment, work motivation, work performance*