

International Journal of Recent Technology and Engineering

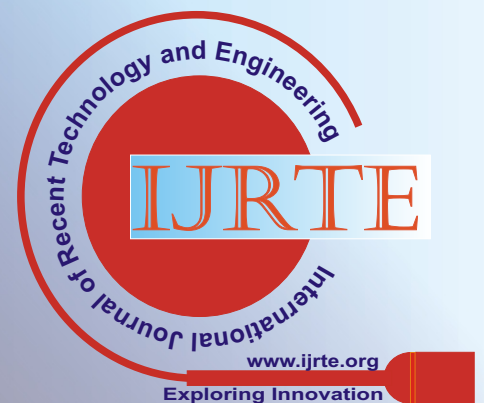
ISSN : 2277 - 3878

Website: www.ijrte.org

Volume-8 Issue-2S9, SEPTEMBER 2019

Published by:

Blue Eyes Intelligence Engineering and Sciences Publication



Editor-In-Chief Chair

Dr. Shiv Kumar

Ph.D. (CSE), M.Tech. (IT, Honors), B.Tech. (IT), Senior Member of IEEE
Blue Eyes Intelligence Engineering & Sciences Publication, Bhopal (M.P.), India.

Associated Editor-In-Chief Chair

Prof. MPS Chawla

Member of IEEE, Professor-Incharge (head)-Library, Associate Professor in Electrical Engineering, G.S. Institute of Technology & Science Indore, Madhya Pradesh, India, Chairman, IEEE MP Sub-Section, India

Dr. Vinod Kumar Singh

Associate Professor and Head, Department of Electrical Engineering, S.R.Group of Institutions, Jhansi (U.P.), India

Dr. Rachana Dubey

Ph.D.(CSE), MTech(CSE), B.E(CSE)

Professor & Head, Department of Computer Science & Engineering, Lakshmi Narain College of Technology Excellence (LNCTE), Bhopal (M.P.), India

Associated Editor-In-Chief Members

Dr. Hai Shanker Hota

Ph.D. (CSE), MCA, MSc (Mathematics)

Professor & Head, Department of CS, Bilaspur University, Bilaspur (C.G.), India

Dr. Gamal Abd El-Nasser Ahmed Mohamed Said

Ph.D(CSE), MS(CSE), BSc(EE)

Department of Computer and Information Technology , Port Training Institute, Arab Academy for Science ,Technology and Maritime Transport, Egypt

Dr. Mayank Singh

PDF (Purs), Ph.D(CSE), ME(Software Engineering), BE(CSE), SMACM, MIEEE, LMCSI, SMIACSIT

Department of Electrical, Electronic and Computer Engineering, School of Engineering, Howard College, University of KwaZulu-Natal, Durban, South Africa.

Scientific Editors

Prof. (Dr.) Hamid Saremi

Vice Chancellor of Islamic Azad University of Iran, Quchan Branch, Quchan-Iran

Dr. Moinuddin Sarker

Vice President of Research & Development, Head of Science Team, Natural State Research, Inc., 37 Brown House Road (2nd Floor) Stamford, USA.

Prof. (Dr.) Nishakant Ojha

Principal Advisor (Information &Technology) His Excellency Ambassador Republic of Sudan& Head of Mission in New Delhi, India

Dr. Shanmugha Priya. Pon

Principal, Department of Commerce and Management, St. Joseph College of Management and Finance, Makambako, Tanzania, East Africa, Tanzania

Dr. Veronica Mc Gowan

Associate Professor, Department of Computer and Business Information Systems, Delaware Valley College, Doylestown, PA, Allman, China.

Dr. Fadiya Samson Oluwaseun

Assistant Professor, Girne American University, as a Lecturer & International Admission Officer (African Region) Girne, Northern Cyprus, Turkey.

Dr. Robert Brian Smith

International Development Assistance Consultant, Department of AEC Consultants Pty Ltd, AEC Consultants Pty Ltd, Macquarie Centre, North Ryde, New South Wales, Australia

Dr. Durgesh Mishra

Professor & Dean (R&D), Acropolis Institute of Technology, Indore (M.P.), India

Special Issue Section Editor

Mr. Siddh Kumar

Founder and Managing Director, IFERP, Technoarete Groups, India

Mr. Rudra Bhanu Satpathy

Founder and Managing Director, IFERP, Technoarete Groups, India

Dr. Mahdi Esmailzadeh

Founder & Chairman, of Scientific Research Publishing House (SRPH), Mashhad, Iran

Executive Editor Chair**Dr. Deepak Garg**

Professor & Head, Department Of Computer Science And Engineering, Bennett University, Times Group, Greater Noida (UP), India

Executive Editor Members**Dr. Vahid Nourani**

Professor, Faculty of Civil Engineering, University of Tabriz, Iran.

Dr. Saber Mohamed Abd-Allah

Associate Professor, Department of Biochemistry, Shanghai Institute of Biochemistry and Cell Biology, Shanghai, China.

Dr. Xiaoguang Yue

Associate Professor, Department of Computer and Information, Southwest Forestry University, Kunming (Yunnan), China.

Dr. Labib Francis Gergis Rofaiel

Associate Professor, Department of Digital Communications and Electronics, Misr Academy for Engineering and Technology, Mansoura, Egypt.

Dr. Hugo A.F.A. Santos

ICES, Institute for Computational Engineering and Sciences, The University of Texas, Austin, USA.

Dr. Sunandan Bhunia

Associate Professor & Head, Department of Electronics & Communication Engineering, Haldia Institute of Technology, Haldia (Bengal), India.

Dr. Awatif Mohammed Ali Elsiddieg

Assistant Professor, Department of Mathematics, Faculty of Science and Humatarian Studies, Elnielain University, Khartoum Sudan, Saudi Arabia.

Technical Program Committee Chair**Dr. Mohd. Nazri Ismail**

Associate Professor, Department of System and Networking, University of Kuala (UniKL), Kuala Lumpur, Malaysia.

Technical Program Committee Members**Dr. Haw Su Cheng**

Faculty of Information Technology, Multimedia University (MMU), Jalan Multimedia (Cyberjaya), Malaysia.

Dr. Hasan. A. M Al Dabbas

Chairperson, Vice Dean Faculty of Engineering, Department of Mechanical Engineering, Philadelphia University, Amman, Jordan.

Dr. Gabil Adilov

Professor, Department of Mathematics, Akdeniz University, Konyaalti/Antalya, Turkey.

Dr.Ch.V. Raghavendran

Professor, Department of Computer Science & Engineering, Ideal College of Arts and Sciences Kakinada (Andhra Pradesh), India.

Dr. Thanhtrung Dang

Associate Professor & Vice-Dean, Department of Vehicle and Energy Engineering, HCMC University of Technology and Education, Hochiminh, Vietnam.

Dr. Wilson Udo Udofia

Associate Professor, Department of Technical Education, State College of Education, Afaha Nsit, Akwa Ibom, Nigeria.

Manager Chair**Mr. Jitendra Kumar Sen**

Blue Eyes Intelligence Engineering & Sciences Publication, Bhopal (M.P.), India

Editorial Chair**Dr. Arun Murlidhar Ingle**

Director, Padmashree Dr. Vithalrao Vikhe Patil Foundation's Institute of Business Management and Rural Development, Ahmednagar (Maharashtra) India.

Editorial Members

Dr. Wameedh Riyadh Abdul-Adheem

Academic Lecturer, Almamoon University College/Engineering of Electrical Power Techniques, Baghdad, Iraq

Dr. T. Sheela

Associate Professor, Department of Electronics and Communication Engineering, Vinayaka Mission's Kirupananda Variyar Engineering College, Periyaseeragapadi (Tamil Nadu), India

Dr. Manavalan Ilakkuvan

Veteran in Engineering Industry & Academics, Influence & Educator, Tamil University, Thanjavur, India

Dr. Shivanna S.

Associate Professor, Department of Civil Engineering, Sir M.Visvesvaraya Institute of Technology, Bengaluru (Karnataka), India

Dr. H. Ravi Kumar

Associate Professor, Department of Civil Engineering, Sir M.Visvesvaraya Institute of Technology, Bengaluru (Karnataka), India

Dr. Pratik Gite

Assistant Professor, Department of Computer Science and Engineering, Institute of Engineering and Science (IES-IPS), Indore (M.P), India

Dr. S. Murugan

Professor, Department of Computer Science and Engineering, Alagappa University, Karaikudi (Tamil Nadu), India

Dr. S. Brilly Sangeetha

Associate Professor & Principal, Department of Computer Science and Engineering, IES College of Engineering, Thrissur (Kerala), India

Dr. P. Malyadri

Professor, ICSSR Senior Fellow Centre for Economic and Social Studies (CESS) Begumpet, Hyderabad (Telangana), India

Dr. K. Prabha

Assistant Professor, Department of English, Kongu Arts and Science College, Coimbatore (Tamil Nadu), India

Dr. Liladhar R. Rewatkar

Assistant Professor, Department of Computer Science, Prerna College of Commerce, Nagpur (Maharashtra), India

Dr. Raja Praveen.N

Assistant Professor, Department of Computer Science and Engineering, Jain University, Bengaluru (Karnataka), India

Dr. Issa Atoum

Assistant Professor, Chairman of Software Engineering, Faculty of Information Technology, The World Islamic Sciences & Education University, Amman- Jordan

Dr. Balachander K

Assistant Professor, Department of Electrical and Electronics Engineering, Karpagam Academy of Higher Education, Pollachi (Coimbatore), India

Dr. Sudhan M.B

Associate Professor & HOD, Department of Electronics and Communication Engineering, Vins Christian College of Engineering, Anna University, (Tamilnadu), India

Dr. T. Velumani

Assistant Professor, Department of Computer Science, Kongu Arts and Science College, Erode (Tamilnadu), India

Dr. Subramanya.G.Bhagwath

Professor and Coordinator, Department of Computer Science & Engineering, Anjuman Institute of Technology & Management Bhatkal (Karnataka), India

Dr. Mohan P. Thakre

Assistant Professor, Department of Electrical Engineering, K. K. Wagh Institute of Engineering Education & Research Hirabai Haridas Vidyanagari, Amrutdham, Panchavati, Nashik (Maharashtra), India

Dr. Umar Lawal Aliyu

Lecturer, Department of Management, Texila American University Guyana USA.

Dr. K. Kannan

Professor & Head, Department of IT, Adhiparasakthi College of Engineering, Kalavai, Vellore, (Tamilnadu), India

	Authors:	Nur Surayya bt Mohd Saudi, Ariffin bin Ismail, Rogis bin Baker, Saizal bin Pinjaman, Aida Nasirah bin Abdullah, Nurhana bin Mohamad Rafiuddin, Amiruddin bin Sulaiman	
	Paper Title:	Military Expenditure and Economic Growth Empirical Evidence from Malaysia	
1.		<p>Abstract: The relationship between military expenditure and economic growth has attract ample interest among economists as well as policy makers. The importance of expanding defence expenditure is substantially to coincide with national security and defence. The purpose of this study is to explore the impact of military expenditure on economic growth in Malaysia. An econometrics time series analysis is employed using ARDL estimates spanning from the year 1979 to 2017. The empirical findings reveal a negative relationship between military expenditure and Gross Domestic Products (GDP). Despite the inverse relationship between defence expenditure and economic growth, Malaysia should not neglect the investment on efficient military expenditure, as it has proven that in some countries, defence expenditure promotes a long run economic growth by promoting more job opportunities, protecting the nation and thus, achieving sustainable development. It is recommended to add more variables in future study that can relate security and defence for the country like numbers of crime, and numbers of migrants and refugees. Conclusively defence and security are the important factors for the country in generating the world and public’s confidence and to captivate foreign direct investment. Hence, adequate policy making on military expenditure are utmost important to promote economic growth.</p> <p>Keyword: Military expenditure; GDP; Security and Defence.</p> <p>References:</p> <ol style="list-style-type: none"> World Development Indicators (2019). World development indicators: The World Bank, Washington, D. C. http:// databank. worldbank. org/ data/ reports. aspx? source= world- development- indicators (Accessed on 7 January 2018). Benoit, E. Growth and defense in developing countries. <i>Economic Development and Cultural Change</i>. 1978;26 (2): 271-80. Aizenman, J. and Glick, R. Military expenditure, threats and growth. In NBER Working Paper. 2003;9618. Heo, Uk. (2010). The Relationship between Defense Spending and Economic Growth in the United States. <i>Political Research Quarterly</i>. 2010; 63(4). Chen, P., Lee, C., & Chiu, Y. The nexus between defense expenditure and economic growth: New global evidence. <i>Economic Modelling</i>. 2014;36:474–483. https://doi.org/10.1016/j.econmod.2013.10.019. Yang, H., Hong, C., Jung, S., & Lee, J. Arms or butter: The economic effect of an increase in military expenditure. <i>Journal of Policy Modeling</i>. 2015;37(4):596–615. https://doi.org/10.1016/j.jpolmod.2015.03.014 Awaworyi, S., & Yew, S. L. The Effect of Military Expenditure on Growth: An Empirical Synthesis. Discussion Paper. 2014; 25/14. ISSN:1441-5429. Biswas, B. and R. Ram. Military expenditures and economic growth in less developed countries: An augmented model and further evidence. <i>Economic Development and Cultural Change</i>. 1986;34,(2): 361-72. Chen P, Lee C, Chiu Y. The nexus between defense expenditure and economic growth : New global evidence. <i>Econ Model [Internet]</i>. 2014;36:474–83. Available from: http://dx.doi.org/10.1016/j.econmod.2013.10.019 Shahbaz M, Rahman MM. Foreign Capital Inflows-Growth Nexus and Role of Domestic Financial Sector: An ARDL Co-integration Approach for Pakistan. <i>J Econ Res [Internet]</i>. 2010;15(January 2010):207–31. Available from: https://www.researchgate.net/publication/228670799 Pesaran MH, Shin Y, Smith RJ. Bounds testing approaches to the analysis of level relationships. <i>J Appl Econom</i>. 2001;16(3):289–326. Grobar, L. M. & Porter, R. C. Benoit Revisited: Defence Spending and Economic Growth in LDCs. <i>Journal of Conflict Resolution</i>, 1989;33(2):318-345. Atesoglu, H.S., Mueller, M.J. Defense Spending and Economic Growth. <i>Defense Economics</i>. 1990;2,:19-27. Chairil, T., Sinaga, D. S. & Febrianti, A. I. Relationship between Military Expenditure and Economic Growth in ASEAN: Evidence from Indonesia. <i>Journal of ASEAN Studies</i>. 2013;1(2):106-121. 	1-5
2.		<p>Authors: Arie Frits Kawulur, Ramon Arthur Ferry Tumiwab, Merry Christie Natalia Rumagit</p> <p>Paper Title: Business Autonomy through Entrepreneurship Models of People-Oriented Economy in Coastal Areas</p> <p>Abstract: The aim of this study is to examine entrepreneurship model of people-oriented economy in business groups in coastal areas to have autonomy in order to increase business income. The research method utilized in this study was the experimental method with one group pretest-posttest experiment design. Respondents in this study are 112 people from 14 business groups on the coast of North Minahasa Regency, North Sulawesi Province which were selected via purposive sampling technique. The analysis technique of the research employs a two-difference test with a t-test. The results exhibited that there were significant differences before and after entrepreneurial training based on people-oriented economy. This research reveals that there is an increase in knowledge, attitudes and skills of the members of the business groups in terms of economic potential of Natural Resources at sea and coast, Product-making technology based on local potential, Innovation and “Mapalus” Culture.</p>	6-16

Keyword: Business Autonomy, Human Resources, Natural Resources, Product Technology, Innovation, and “Mapalus” Culture.

References:

1. Agung Istri Ari Atu Dewi, A. (2018). Model Pengelolaan Wilayah Pesisir Berbasis Masyarakat: Community Based Development (Vol. 18). <https://doi.org/10.30641/dejure.2018.V18.163-182>
2. Bouchon, F., & Rawat, K. (2016). Rural Areas of ASEAN and Tourism Services, a Field for Innovative Solutions. *Procedia - Social and Behavioral Sciences*, 224, 44–51. <https://doi.org/10.1016/j.sbspro.2016.05.398>
3. Christiaensen, L., & Martin, W. (2018). Agriculture, structural transformation and poverty reduction: Eight new insights. *World Development*, 109, 413–416. <https://doi.org/10.1016/j.worlddev.2018.05.027>
4. Desai, R. M., & Rudra, N. (2018). Trade, poverty, and social protection in developing countries. *European Journal of Political Economy*. <https://doi.org/10.1016/j.ejpoleco.2018.08.008>
5. Fatma, E. (2015). Development of Sustainable Tuna Processing Industry using System Dynamics Simulation. *Procedia Manufacturing*, 4, 107–114. <https://doi.org/10.1016/j.promfg.2015.11.020>
6. Ghicajanu, M., Irimie, S., Marica, L., & Munteanu, R. (2015). Criteria for Excellence in Business. *Procedia Economics and Finance*, 23, 445–452. [https://doi.org/10.1016/S2212-5671\(15\)00388-3](https://doi.org/10.1016/S2212-5671(15)00388-3)
7. Grabowska, B. S.-, & Sukiennik, K. (2015). Innovations in e-enterprises on the Polish Market. *Procedia Computer Science*, 65, 1046–1051. <https://doi.org/10.1016/j.procs.2015.09.054>
8. Hamenda, A. (2018). An Integrated Model of Service Quality, Price Fairness, Ethical Practice and Customer Perceived Values for Customer Satisfaction of Sharing Economy Platform. *International Journal of Business and Society*, 19(3): 709-724
9. Härting, R.-C., Reichstein, C., & Schad, M. (2018). Potentials of Digital Business Models – Empirical investigation of data driven impacts in industry. *Procedia Computer Science*, 126, 1495–1506. <https://doi.org/10.1016/j.procs.2018.08.121>
10. Ibrahim, N., & Verliyantina. (2012). The Model of Crowdfunding to Support Small and Micro Businesses in Indonesia Through a Web-based Platform. *Procedia Economics and Finance*, 4, 390–397. [https://doi.org/10.1016/S2212-5671\(12\)00353-X](https://doi.org/10.1016/S2212-5671(12)00353-X)
11. Ivanic, M., & Martin, W. (2018). Sectoral Productivity Growth and Poverty Reduction: National and Global Impacts. *World Development*, 109, 429–439. <https://doi.org/10.1016/j.worlddev.2017.07.004>
12. Janáková, H. (2015). The Success Prediction of the Technological Start-up Projects in Slovak Conditions. *Procedia Economics and Finance*, 34, 73–80. [https://doi.org/10.1016/S2212-5671\(15\)01603-2](https://doi.org/10.1016/S2212-5671(15)01603-2)
13. Kiaušienė, I. (2015). Comparative assessment of women unemployment and poverty in European Union. *Intellectual Economics*, 9(2), 91–101. <https://doi.org/10.1016/j.intele.2015.12.001>
14. Lakshmi, S. R., & Shaji, T. L. (2016). Transformation of Coastal Settlements Due to Tourism. *Procedia Technology*, 24, 1668–1680. <https://doi.org/10.1016/j.protcy.2016.05.188>
15. Lowder, S. K., Bertini, R., & Croppenstedt, A. (2017). Poverty, social protection and agriculture: Levels and trends in data. *Global Food Security*, 15, 94–107. <https://doi.org/10.1016/j.gfs.2017.06.001>
16. Maas, L. T., Sirojuzilam, Erlina, & Badaruddin. (2015). The Effect of Social Capital on Governance and Sustainable Livelihood of Coastal City Community Medan. *Procedia - Social and Behavioral Sciences*, 211, 718–722. <https://doi.org/10.1016/j.sbspro.2015.11.092>
17. Martadwiprani, H., & Rahmawati, D. (2014). Economic Development as Community Resilience Enhancement in Minapolis Coastal Settlement. *Procedia - Social and Behavioral Sciences*, 135, 106–111. <https://doi.org/10.1016/j.sbspro.2014.07.332>
18. Marwasta, D. (2017). Pendampingan Masyarakat Desa Parangtritis dalam Pengelolaan Kawasan Gumuk Pasir melalui kegiatan Diversifikasi Usaha Berbasis Sumberdaya Pesisir. *Jurnal Pengabdian Kepada Masyarakat (Indonesian Journal of Community Engagement)*, (Vol 2, No 2 (2017): Maret), 133–145.
19. Millers, M., & Sceulovs, D. (2017). Are IT Skills Helpful to Manage Processes in a Small Business? *Procedia Computer Science*, 104, 235–241. <https://doi.org/10.1016/j.procs.2017.01.130>
20. Nurkholis, Nuryadin, D., Syaifudin, N., Handika, R., Setyobudi, R. H., & Udjianto, D. W. (2016). The Economic of Marine Sector in Indonesia. *Aquatic Procedia*, 7, 181–186. <https://doi.org/10.1016/j.aqpro.2016.07.025>
21. Page, S. J., Hartwell, H., Johns, N., Fyall, A., Ladkin, A., & Hemingway, A. (2017). Case study: Wellness, tourism and small business development in a UK coastal resort: Public engagement in practice. *Tourism Management*, 60, 466–477. <https://doi.org/10.1016/j.tourman.2016.12.014>
22. Pärttö, M., & Saariluoma, P. (2012). Explaining failures in innovative thought processes in engineering design. *Procedia - Social and Behavioral Sciences*, 41, 442–449. <https://doi.org/10.1016/j.sbspro.2012.04.053>
23. Rachmania, I. N., Rakhmaniar, M., & Setyaningsih, S. (2012). Influencing Factors of Entrepreneurial Development in Indonesia. *Procedia Economics and Finance*, 4, 234–243. [https://doi.org/10.1016/S2212-5671\(12\)00338-3](https://doi.org/10.1016/S2212-5671(12)00338-3)
24. Setyowati, N., Rahayu, W., & Ishartani, D. (2016). Development of Tuna Processed Business in Pacitan District, Indonesia. *Aquatic Procedia*, 7, 160–165. <https://doi.org/10.1016/j.aqpro.2016.07.022>
25. Sosnowski, J. (2014). Precipitating Innovations by Academia and Industry Feedback. *Procedia - Social and Behavioral Sciences*, 109, 113–119. <https://doi.org/10.1016/j.sbspro.2013.12.429>
26. Sutawa, G. K. (2012). Issues on Bali Tourism Development and Community Empowerment to Support Sustainable Tourism Development. *Procedia Economics and Finance*, 4, 413–422. [https://doi.org/10.1016/S2212-5671\(12\)00356-5](https://doi.org/10.1016/S2212-5671(12)00356-5)
27. Tangkudung, J. P. M., & Senduk, J. J. (2017). MAPALUS ARISAN SEBAGAI SALAH SATU MODEL KEARIFAN LOKAL MASYARAKAT KECAMATAN KAUDITAN KABUPATEN MINAHASA UTARA. *JURNAL LPPM BIDANG EKOSOSBUDKUM*, 3(2), 107–123.
28. Turang, T. I., Suman, A., Mandang, J., & Soemarno, S. (2012). Kajian Peran Mapalus Dalam Pemberdayaan Masyarakat Di Kota Tomohon. *WACANA, Jurnal Sosial Dan Humaniora*, 15(4), 1–7.
29. Weissbrod, I., & Bocken, N. M. P. (2017). Developing sustainable business experimentation capability – A case study. *Journal of Cleaner Production*, 142, 2663–2676. <https://doi.org/10.1016/j.jclepro.2016.11.009>
30. Wuryaningrat, N. F., Kawulur, A. F., & Kumajas, L. I. (2017). Examining an Endangered Knowledge Transfer Practice Known as “Mapalus” in an Indonesian Village: Implications for Entrepreneurial Activities and Economic Development, 18(S2), 309 – 322. *International Journal of Business and Society*.
31. Xavier, S. R., Ahmad, S. Z., Nor, L. M., & Yusof, M. (2012). Women Entrepreneurs: Making A Change from Employment to Small and Medium Business Ownership. *Procedia Economics and Finance*, 4, 321–334. [https://doi.org/10.1016/S2212-5671\(12\)00347-4](https://doi.org/10.1016/S2212-5671(12)00347-4)
32. Yamin, S., & Dartanto, T. (2016). Pengentasan Orang Miskin di Indonesia: Peran Modal Sosial yang Terlupakan. *Jurnal Ekonomi dan Pembangunan Indonesia*, 17(1), 88. <https://doi.org/10.21002/jepi.v17i1.656>

3.	Authors:	Cepi Hilmansyah, Ma’ruf, Suparno Eko Widodo M.M
	Paper Title:	The Application of Community Service for the State Defense Education in the Sea Lift Command (Kolinlamil), North Jakarta
	Abstract:	The aims of this study is to explain how the application of community service for the education of defending the country in the Sealift Command North Jakarta. The sub focus of this research are: 1) the organizational structure of Sealift Command North Jakarta, 2) the culture of Sealift Command North Jakarta in providing community services, and the capital found in Sealift Command in providing services to the society.

This study uses a qualitative approach with a case study method and uses quota samples. The research population was the Indonesian Navy (TNI AL) in Sealift Command North Jakarta who were in charge of providing services to the public in their state defense education. The data obtained based on observations, interviews, questionnaires, and then analyzed by triangulation.

The results of this study indicate that the organizational structure formed was headed by a Commander of Sealift Command. The Commander is assisted by the Sealift Chief of Staff and there are 5 assistants to assist the C.O. The community service is carried out by the Maritime Potential Assistant and the Head of the Information Office who provide information in the form of direction and services to the people who visit Sealift Command North Jakarta.

In order for the services to be delivered well, Kolinlamil adhered to the Navy's Doctrine of Discipline, Honorary and Hierarchy. In addition, Kolinlamil carried out an inventory of his capital in an effort to provide good service to the community were carried out by the Potential Maritime Sealift Commander Assistant (Aspotmar) who is domiciled and is responsible to the C.O of Kolinlamil. In carrying out daily tasks is coordinated by the Sealift Commander (Pangkolinlamil) Chief of Staff.

Keyword: Community Service, Sealift Command (Kolinlamil), National Defend.

References:

1. Afiouni, F. (2009) 'Leveraging human capital and value creation by combining HRM and KM initiatives', *International Journal of Learning and Intellectual Capital*, Vol. 6, No. 3, pp.202–213
2. Agarwal, R. and T. Ferret, 2001. "Crafting an HR strategy to meet the need for It workers". *Association for computing Machinery. Communications of the ACM*, 44(7): 58.
3. Barney, J. (1991) 'Firm resources and sustained competitive advantage', *Journal of Management*, Vol. 17, No. 1, pp.99–120.
4. Barney, J. (1991). "Firm resources and sustained competitive advantage", *Journal of Management*, Vol. 17, No. 1, pp.99–120
5. Becker & Gerhart, (1996). "The impact of human resource management on organizational performance: Progress and prospects". *Academy of Management Journal*, 39(4), 779-801. <http://dx.doi.org/10.2307/256712>
6. Bowen, D.E., Siehl, C., & Schneider, B. (1989). "A framework for analyzing customer serviceorientation in manufacturing". *Academy of Management Review*, 14,75–95.
7. Budiyo. 2017. Memperkokoh ideologi negara pancasila melalui bela negara. *Citizenship Jurnal Pendidikan Pancasila dan Kewarganegaraan*. 5(1) 55-63.
8. Calori, R. & Sarmin, P. (1991). "Corporate Culture and Economic Performance: A French Study", *Organization Studies*, 12(1): 49-74
9. Choudhury dan Mishra (2010). Theoretical and Empirical Investigation of Impact of Developmental HR Configuration on Human Capital Management, *International Business Research*, Vol. 3, No. 4. October, pp.181–186
10. Deshpand'e & Webster, (1989). Organizational culture and marketing Defining the research agenda. *Journal of Marketing*, 53, 3-15
11. Dierickx & Cool (1989). "Asset Stock Accumulation and Sustainability of Competitive Advantage", *Management Science* Vol. 35, No. 12, December 1989, Primed in U.S.A.
12. Dover, R., & Phythian, M. 2011. Lost over Libya: the 2010 strategic defence and security review – an obituary. *Journal Defence Studies*, 11(3), 420-444. <https://doi.org/10.1080/14702436.2011.630175>
13. Grant, R.M., (1996). "Toward a knowledge-based theory of the firm." *Strategic Management Journal*, 17(Special Issue): 109-122.
14. Hogan, J., Hogan, R., & Busch, C. M. (1984). "How to measure service orientation". *Journal of Applied Psychology*, 69(1), 167-173. <http://dx.doi.org/10.1037/0021-9010.69.1.167>
15. Homburg et al., 2002. "Fundamental Changes in Marketing Organization: The Movement Towards a Customer-Focused Organizational Structure." *Journal of the Academy of Marketing Science* 28 (4): 459-79.
16. Hurley, S. L. (1998). *Consciousness in Action*. Cambridge: Harvard University Press.
17. Itami, H. (1987). *Mobilising Invisible Assets*. Boston: HBS Press
18. Keillor, Parker, & Pettijohn, 1999. Sales Force Performance Satisfaction and Aspects of Relational Selling: Implications for Sales Manager's, *Journal of Marketing Theory and Practice* Winter, 63(1); pp. 101-14
19. Luftman, J. and R.M. Kempaiah, (2007). "The Is Organisation of the future: The It Talent Challenge". *Information System Management*, 24 (2): 129
20. Matthyssens & Vandenbempt, (1998). Critical role and screening practices of European business incubators, *Journal of Business & Industrial Marketing*, 13 (4/5), 339-355
21. Peter, T. and Jr. Waterman, (1982). *In search of Excellence*. New York: Harper and Row
22. Pfeffer, J., 1994. *Competitive Advantage through People*. Boston: Harvard School Business Press
23. Richard.W (2001). "He Return on Human Capital". *Journal of Business Strategy*, July - August
24. Sihar Simanullang, BUDAYA ORGANISASI DAN PENDIDIKAN (Studi Budaya Militer dan Budaya Akademik di Akademi TNI Angkatan Laut Surabaya), <http://jurnal.untag-sby.ac.id/index.php/jpap/article/download/712/641>
25. Snell et al., (1996). "Human Resources Strategy: The Era of Our Ways (CAHRS Working Paper #00-17)". Ithaca, NY: Cornell University, School of Industrial and Labor Relations, Center for Advanced Human Resource Studies. <http://digitalcommons.ilr.cornell.edu/cahrswp/95>
26. Takahiro Kondo dan Xiaoyan Wu (2011). A comparative study of "patriotism" as a goal of school education in China and Japan Vergleichende Analyse des "Patriotismus" als Erziehungsziel in China und Japan", *Journal of Social Science Education*, Volume 10, Number 1, 2011, pp. 23–32
27. Tilman Grammes, "Nationalism, Patriotism, Citizenship and Beyond", *Journal of Social Science Education*, Volume 10, Number 1, 2011, pp. 2–11
28. Winarno. 2013. Paradigma baru pendidikan kewarganegaraan (panduan kuliah di perguruan tinggi). Jakarta: PT Bumi Aksara.
29. Wright, P.M., McMahan, G.C. and McWilliams, A (1994). "Human resources and sustained competitive advantage: a resource-based perspective". *International Journal of Human Resource Management*, Vol. 5, No. 2, p. 301–326
30. Yazdani, N., 2008. "Assesing the Link Between Intellectual Capital formation and Performance of a University". *South Asian Journal of Management Sciences*, 2(1): 206-230.

Authors: Asim Ali Chaudhry, Suresh A/L Ramakrishnan

Paper Title: Corporate Social Responsibility, Brand equity, and Shareholder Value: Theoretical and Conceptual Perspectives.

4.

Abstract: From the last many years, researchers, administrators, and educators consistently paying attention to corporate social responsibility. However, no study analyses the association between corporate social responsibility, brand equity, and shareholder value. The objective of this research paper is to produce a review as to the strength to which corporate social responsibility and brand equity are predictor variables for shareholder value, with the ground that organizations must be wilfully positioned for them to tackle the anticipation convenient in their environments. In connection to this study, the shareholder, stakeholder, and resource base view theories form the base for the

22-31

underpinning theories used for drawing up the research framework with respect to the connection among shareholder value, corporate social responsibility and brand equity simultaneously. Very few research attempts are made in this area of study in the emerging and developed nations, especially with shareholder value and brand equity. Therefore, practitioners and scholars are inspired to progress in the development of the body of knowledge in this research field for the universal enrichment of output, as the review form a concept of corporate social responsibility and brand equity as a critical tool for boosting shareholder value locally and internationally.

Keyword: Corporate Social Responsibility; Brand Equity; Shareholder Value

References:

1. Shocker, A.D. and S.P. Sethi, *An approach to incorporating societal preferences in developing corporate action strategies*. California management review, 1973. **15**(4): p. 97-105.
2. Roberts, R.W., *Determinants of corporate social responsibility disclosure: An application of stakeholder theory*. Accounting, organizations and society, 1992. **17**(6): p. 595-612.
3. Lee, I.B., *Corporate law, profit maximization, and the responsible shareholder*. Stan. JL Bus. & Fin., 2004. **10**: p. 31.
4. Anderson, R.C., S.A. Mansi, and D.M. Reeb, *Founding family ownership and the agency cost of debt*. Journal of Financial economics, 2003. **68**(2): p. 263-285.
5. Solomon, J.F. and A. Solomon, *Private social, ethical and environmental disclosure*. Accounting, Auditing & Accountability Journal, 2006. **19**(4): p. 564-591.
6. Quarterly, M., *Valuing corporate social responsibility: McKinsey global survey results*. Survey February, 2009. **2009**: p. 1-9.
7. Luo, X. and C.B. Bhattacharya, *The debate over doing good: Corporate social performance, strategic marketing levers, and firm-idiosyncratic risk*. Journal of Marketing, 2009. **73**(6): p. 198-213.
8. Arora, P. and R. Dharwadkar, *Corporate governance and corporate social responsibility (CSR): The moderating roles of attainment discrepancy and organization slack*. Corporate governance: an international review, 2011. **19**(2): p. 136-152.
9. Albus, H. and H. Ro, *Corporate social responsibility: The effect of green practices in a service recovery*. Journal of Hospitality & Tourism Research, 2017. **41**(1): p. 41-65.
10. Kim, M. and Y. Kim, *Corporate social responsibility and shareholder value of restaurant firms*. International Journal of Hospitality Management, 2014. **40**: p. 120-129.
11. Reich, A.Z., Y.H. Xu, and K.W. McCleary, *The influence of social responsibility image relative to product and service quality on brand loyalty: an exploratory study of quick-service restaurants*. Hospitality Review, 2010. **28**(1): p. 2.
12. Du, S., C.B. Bhattacharya, and S. Sen, *Maximizing business returns to corporate social responsibility (CSR): The role of CSR communication*. International journal of management reviews, 2010. **12**(1): p. 8-19.
13. Bhattacharya, C.B. and S. Sen, *Doing better at doing good: When, why, and how consumers respond to corporate social initiatives*. California management review, 2004. **47**(1): p. 9-24.
14. Melo, T. and A. Garrido-Morgado, *Corporate reputation: A combination of social responsibility and industry*. Corporate social responsibility and environmental management, 2012. **19**(1): p. 11-31.
15. Maignan, I. and O. Ferrell, *Antecedents and benefits of corporate citizenship: An investigation of French businesses*. Journal of Business Research, 2001. **51**(1): p. 37-51.
16. Melo, T. and J.I. Galan, *Effects of corporate social responsibility on brand value*. Journal of Brand Management, 2011. **18**(6): p. 423-437.
17. Godfrey, P.C., *The relationship between corporate philanthropy and shareholder wealth: A risk management perspective*. Academy of management review, 2005. **30**(4): p. 777-798.
18. Hoeffler, S. and K.L. Keller, *Building brand equity through corporate societal marketing*. Journal of Public Policy & Marketing, 2002. **21**(1): p. 78-89.
19. Till, B.D. and L.I. Nowak, *Toward effective use of cause-related marketing alliances*. Journal of Product & Brand Management, 2000. **9**(7): p. 472-484.
20. Barone, M.J., A.T. Norman, and A.D. Miyazaki, *Consumer response to retailer use of cause-related marketing: Is more fit better?* Journal of Retailing, 2007. **83**(4): p. 437-445.
21. Lai, C.-S., et al., *The effects of corporate social responsibility on brand performance: The mediating effect of industrial brand equity and corporate reputation*. Journal of business ethics, 2010. **95**(3): p. 457-469.
22. Cable, D.M. and D.B. Turban, *The value of organizational reputation in the recruitment context: A brand-equity perspective*. Journal of Applied Social Psychology, 2003. **33**(11): p. 2244-2266.
23. Wang, R.-T., *Modeling corporate social performance and job pursuit intention: Mediating mechanisms of corporate reputation and job advancement prospects*. Journal of Business Ethics, 2013. **117**(3): p. 569-582.
24. Smith, J., *The companies with the best CSR reputations*. Retrieved May, 2012. **11**: p. 2017.
25. Hsu, K.-T., *The advertising effects of corporate social responsibility on corporate reputation and brand equity: Evidence from the life insurance industry in Taiwan*. Journal of business ethics, 2012. **109**(2): p. 189-201.
26. Cuneo, A., P. Lopez, and M. Jesus Yagüe, *Measuring private labels brand equity: a consumer perspective*. European Journal of Marketing, 2012. **46**(7/8): p. 952-964.
27. Madden, T.J., F. Fehle, and S. Fournier, *Brands matter: An empirical demonstration of the creation of shareholder value through branding*. Journal of the Academy of Marketing Science, 2006. **34**(2): p. 224-235.
28. Fehle, F., et al., *Brand value and asset pricing*. Quarterly Journal of Finance and Accounting, 2008: p. 3-26.
29. Chaudhuri, A. and M.B. Holbrook, *The chain of effects from brand trust and brand affect to brand performance: the role of brand loyalty*. Journal of marketing, 2001. **65**(2): p. 81-93.
30. Berthon, P., et al., *Viewing brands in multiple dimensions*. MIT Sloan Management Review, 2007. **48**(2): p. 37.
31. Haigh, D., *An introduction to brand equity—How to understand and appreciate brand value and the economic impact of brand investment*. Interactive Marketing, 2003. **5**(1): p. 21-32.
32. Berg, J.D., J.M. Matthews, and C.M. O'Hare, *Measuring brand health to improve top-line growth*. MIT Sloan Management Review, 2007. **49**(1): p. 61.
33. Young, S.D., et al., *EVA and value-based management*. 2000: McGraw-Hill Professional Publishing.
34. Luo, X., *When marketing strategy first meets wall street: Marketing spendings and firms' initial public offerings*. Journal of Marketing, 2008. **72**(5): p. 98-109.
35. Rust, R.T., et al., *Measuring marketing productivity: Current knowledge and future directions*. Journal of marketing, 2004. **68**(4): p. 76-89.
36. Keller, K.L., *Building, Measuring, and Managing Brand Equity*. 2013.
37. Brodie, R.J., M.S. Glynn, and J. Van Durme, *Towards a theory of marketplace equity: integrating branding and relationship thinking with financial thinking*. Marketing Theory, 2002. **2**(1): p. 5-28.
38. Day, G. and L. Fahey, *Valuing market strategies*. Journal of Marketing, 1988. **52**(3): p. 45-57.
39. Srivastava, R.K., T.A. Shervani, and L. Fahey, *Market-based assets and shareholder value: A framework for analysis*. Journal of marketing, 1998. **62**(1): p. 2-18.
40. Gruca, T.S. and L.L. Rego, *Customer satisfaction, cash flow, and shareholder value*. Journal of marketing, 2005. **69**(3): p. 115-130.
41. Currim, I.S., J. Lim, and Y. Zhang, *Effect of analysts' earnings pressure on marketing spending and stock market performance*. Journal

- of the Academy of Marketing Science, 2018. **46**(3): p. 431-452.
42. Fine, M.B., K. Gleason, and M. Mullen, *Marketing spending and aftermarket performance of IPO firms*. Marketing Intelligence & Planning, 2017. **35**(4): p. 560-576.
 43. Fornell, C., F.V. Morgeson III, and G.T.M. Hult, *Stock returns on customer satisfaction do beat the market: gauging the effect of a marketing intangible*. Journal of Marketing, 2016. **80**(5): p. 92-107.
 44. Lev, B., *Sharpening the intangibles edge*. Harvard business review, 2004. **6**: p. 109-116.
 45. Katsikeas, C.S., et al., *Assessing performance outcomes in marketing*. Journal of Marketing, 2016. **80**(2): p. 1-20.
 46. Kotler, P. and W. Pfoertsch, *Ingredient branding: making the invisible visible*. 2010: Springer Science & Business Media.
 47. Davcik, N.S., R. Vinhas da Silva, and J.F. Hair, *Towards a unified theory of brand equity: conceptualizations, taxonomy and avenues for future research*. Journal of Product & Brand Management, 2015. **24**(1): p. 3-17.
 48. Aaker, D., *Aaker on branding: 20 principles that drive success*. 2014: Morgan James Publishing.
 49. Lieven, T. and C. Hildebrand, *The impact of brand gender on brand equity: Findings from a large-scale cross-cultural study in ten countries*. International Marketing Review, 2016. **33**(2): p. 178-195.
 50. Aaker, D.A. and M.B. Equity, *Capitalizing on the Value of a Brand Name*. New York, 1991. **28**: p. 35-37.
 51. Kotler, P. and W. Pfoertsch, *B2B brand management*. 2006: Springer Science & Business Media.
 52. Kapferer, J.-N., *The new strategic brand management: Advanced insights and strategic thinking*. 2012: Kogan page publishers.
 53. Datta, H., K.L. Ailawadi, and H.J. van Heerde, *How well does consumer-based brand equity align with sales-based brand equity and marketing-mix response?* Journal of Marketing, 2017. **81**(3): p. 1-20.
 54. Frieder, L. and A. Subrahmanyam, *Brand perceptions and the market for common stock*. Journal of financial and Quantitative Analysis, 2005. **40**(1): p. 57-85.
 55. Freeman, R., 1984, *Strategic Management: A stakeholder approach*. Boston: Pitman. 1984.
 56. Freeman, R.E., A.C. Wicks, and B. Parmar, *Stakeholder theory and "the corporate objective revisited"*. Organization science, 2004. **15**(3): p. 364-369.
 57. Schaefer, B.P., *Shareholders and social responsibility*. Journal of Business Ethics, 2008. **81**(2): p. 297-312.
 58. Lee, M.D.P., *A review of the theories of corporate social responsibility: Its evolutionary path and the road ahead*. International journal of management reviews, 2008. **10**(1): p. 53-73.
 59. Alchian, A.A. and H. Demsetz, *Production, information costs, and economic organization*. The American economic review, 1972. **62**(5): p. 777-795.
 60. Jensen, M.C. and W.H. Meckling, *Theory of the firm: Managerial behavior, agency costs and ownership structure*. Journal of financial economics, 1976. **3**(4): p. 305-360.
 61. Hill, C.W. and T.M. Jones, *Stakeholder-agency theory*. Journal of management studies, 1992. **29**(2): p. 131-154.
 62. Cornell, B. and A.C. Shapiro, *Corporate stakeholders and corporate finance*. Financial management, 1987: p. 5-14.
 63. McWilliams, A. and D. Siegel, *Corporate social responsibility and financial performance: correlation or misspecification?* Strategic management journal, 2000. **21**(5): p. 603-609.
 64. Alexander, G.J. and R.A. Buchholz, *Corporate social responsibility and stock market performance*. Academy of Management journal, 1978. **21**(3): p. 479-486.
 65. Barnea, A. and A. Rubin, *Corporate social responsibility as a conflict between shareholders*. Journal of business ethics, 2010. **97**(1): p. 71-86.
 66. Cheers, Z., *The corporate social responsibility debate*. 2011.
 67. McWilliams, A. and D.S. Siegel, *Creating and capturing value: Strategic corporate social responsibility, resource-based theory, and sustainable competitive advantage*. Journal of Management, 2011. **37**(5): p. 1480-1495.
 68. Wernerfelt, B., *A resource-based view of the firm*. Strategic management journal, 1984. **5**(2): p. 171-180.
 69. Jones, K. and J.L. Bartlett, *The strategic value of corporate social responsibility: a relationship management framework for public relations practice*. PRism, 2009. **6**(1).
 70. Srivastava, R.K., L. Fahey, and H.K. Christensen, *The resource-based view and marketing: The role of market-based assets in gaining competitive advantage*. Journal of management, 2001. **27**(6): p. 777-802.
 71. Barney, J., *Firm resources and sustained competitive advantage*. Journal of management, 1991. **17**(1): p. 99-120.
 72. Grant, R.M., *The resource-based theory of competitive advantage: implications for strategy formulation*. California management review, 1991. **33**(3): p. 114-135.
 73. Ness, M.R., *Corporate social responsibility*. British food journal, 1992. **94**(7): p. 38-44.
 74. Friedman, M., *A Friedman doctrine: The social responsibility of business is to increase its profits*. The New York Times Magazine, 1970. **13**(1970): p. 32-33.
 75. Carroll, A.B., *The pyramid of corporate social responsibility: Toward the moral management of organizational stakeholders*. Business horizons, 1991. **34**(4): p. 39-48.
 76. Friedman, M., *Capitalism and freedom: With the assistance of Rose D. Friedman*. 1962: University of Chicago Press.
 77. Carroll, A.B., *A three-dimensional conceptual model of corporate performance*. Academy of management review, 1979. **4**(4): p. 497-505.
 78. Alchian, A.A., *Private property and the relative cost of tenure*. The public stake in Union power, 1959. **350**.
 79. Kyriazis, D. and C. Anastassis, *The validity of the economic value added approach: an empirical application*. European Financial Management, 2007. **13**(1): p. 71-100.
 80. Helfert, E.A. and E.A. Helfert, *Financial analysis: tools and techniques: a guide for managers*. 2001: McGraw-Hill New York.
 81. Kamakura, W.A. and G.J. Russell, *Measuring brand value with scanner data*. International journal of Research in Marketing, 1993. **10**(1): p. 9-22.
 82. Stahl, F., et al., *The impact of brand equity on customer acquisition, retention, and profit margin*. Journal of marketing, 2012. **76**(4): p. 44-63.
 83. Keller, K.L., *Conceptualizing, measuring, and managing customer-based brand equity*. Journal of marketing, 1993. **57**(1): p. 1-22.
 84. Mahajan, V., V.R. Rao, and R.K. Srivastava, *An approach to assess the importance of brand equity in acquisition decisions*. Journal of Product Innovation Management: AN INTERNATIONAL PUBLICATION OF THE PRODUCT DEVELOPMENT & MANAGEMENT ASSOCIATION, 1994. **11**(3): p. 221-235.
 85. Park, C.S. and V. Srinivasan, *A survey-based method for measuring and understanding brand equity and its extendibility*. Journal of marketing research, 1994. **31**(2): p. 271-288.
 86. Ailawadi, K.L., D.R. Lehmann, and S.A. Neslin, *Revenue premium as an outcome measure of brand equity*. Journal of marketing, 2003. **67**(4): p. 1-17.
 87. Kay, M.J., *Strong brands and corporate brands*. European journal of marketing, 2006. **40**(7/8): p. 742-760.
 88. Douglas, S.P., C.S. Craig, and E.J. Nijssen, *Executive insights: Integrating branding strategy across markets: Building international brand architecture*. Journal of International Marketing, 2001. **9**(2): p. 97-114.
 89. Steenkamp, J.-B.E., R. Batra, and D.L. Alden, *How perceived brand globalness creates brand value*. Journal of International Business Studies, 2003. **34**(1): p. 53-65.
 90. Farquhar, P., *Managing Brand Equity* Marketing Research. 1989, September.
 91. Simon, C.J. and M.W. Sullivan, *The measurement and determinants of brand equity: a financial approach*. Marketing science, 1993. **12**(1): p. 28-52.
 92. Mahajan, V., V. Rao, and R. Srivastava, *Model for Assessing Impact of Brand Strength on Investment Decisions*. Marketing Science Institute Report, 1991(91-110): p. 14-15.
 93. Ourusoff, A., et al., (1992), "What's in a Name? What the World's Top Brands Are Worth,". Financial World: p. 32-49.
 94. Keller, K.L. and D.R. Lehmann, *Brands and branding: Research findings and future priorities*. Marketing science, 2006. **25**(6): p. 740-

759.

95. Crawford, C.M., *New products management*. 2008: Tata McGraw-Hill Education.
96. Sharma, P., N.S. Davcik, and K.G. Pillai, *Product innovation as a mediator in the impact of R&D expenditure and brand equity on marketing performance*. Journal of Business Research, 2016. **69**(12): p. 5662-5669.
97. Kerin, R.A. and R. Sethuraman, *Exploring the brand value-shareholder value nexus for consumer goods companies*. Journal of the Academy of Marketing Science, 1998. **26**(4): p. 260.
98. Starks, L.T., *EFA keynote speech: "Corporate governance and corporate social responsibility: What do investors care about? What should investors care about?"*. Financial Review, 2009. **44**(4): p. 461-468.
99. Freeman, R.E., *The politics of stakeholder theory: Some future directions*. Business ethics quarterly, 1994: p. 409-421.
100. Statman, M. and D. Glushkov, *The wages of social responsibility*. Financial Analysts Journal, 2009. **65**(4): p. 33-46.
101. Filbeck, G., R. Gorman, and X. Zhao, *The "best corporate citizens": are they good for their shareholders?* Financial Review, 2009. **44**(2): p. 239-262.
102. Jo, H. and M.A. Harjoto, *Corporate governance and firm value: The impact of corporate social responsibility*. Journal of business ethics, 2011. **103**(3): p. 351-383.
103. Jo, H. and M.A. Harjoto, *The causal effect of corporate governance on corporate social responsibility*. Journal of business ethics, 2012. **106**(1): p. 53-72.
104. Adeneye, Y.B. and M. Ahmed, *Corporate social responsibility and company performance*. Journal of Business Studies Quarterly, 2015. **7**(1): p. 151.
105. Rashid, A., *Does corporate social responsibility reporting enhance shareholders' value? A simultaneous equation approach*. Journal of Financial Reporting and Accounting, 2018. **16**(1): p. 158-178.
106. Bagh, T., et al., *The Corporate Social Responsibility and Firms' Financial Performance: Evidence from Financial Sector of Pakistan*. International Journal of Economics and Financial Issues, 2017. **7**(2): p. 301-308.
107. Iyanar, Y. and R. Prasad. *Impact of CSR Activities on Shareholders' Wealth in Indian Companies*. in *2018 International Conference on Advances in Computing, Communications and Informatics (ICACCI)*. 2018. IEEE.
108. Kotler, P., et al., *Marketing*.--Pearson Education Australia. 2006.
109. Morgan, R.M. and S.D. Hunt, *The commitment-trust theory of relationship marketing*. Journal of marketing, 1994. **58**(3): p. 20-38.
110. Yoo, B. and N. Donthu, *Developing and validating a multidimensional consumer-based brand equity scale*. Journal of business research, 2001. **52**(1): p. 1-14.
111. de Mortanges, C.P. and A. Van Riel, *Brand equity and shareholder value*. European management journal, 2003. **21**(4): p. 521-527.
112. Baalbaki, S. and F. Guzmán, *A consumer-perceived consumer-based brand equity scale*. Journal of Brand Management, 2016. **23**(3): p. 229-251.
113. Chatzipanagiotou, K., C. Veloutsou, and G. Christodoulides, *Decoding the complexity of the consumer-based brand equity process*. Journal of Business Research, 2016. **69**(11): p. 5479-5486.
114. Grönroos, C. and P. Voima, *Critical service logic: making sense of value creation and co-creation*. Journal of the academy of marketing science, 2013. **41**(2): p. 133-150.
115. Ind, N., O. Iglesias, and M. Schultz, *Building brands together: Emergence and outcomes of co-creation*. California Management Review, 2013. **55**(3): p. 5-26.
116. Kennedy, E. and F. Guzmán, *Co-creation of brand identities: consumer and industry influence and motivations*. Journal of Consumer Marketing, 2016. **33**(5): p. 313-323.
117. Iglesias, O., N. Ind, and M. Alfaro, *The organic view of the brand: A brand value co-creation model*, in *Advances in corporate branding*. 2017, Springer. p. 148-174.
118. Gyrd-Jones, R.I. and N. Kornum, *Managing the co-created brand: Value and cultural complementarity in online and offline multi-stakeholder ecosystems*. Journal of Business Research, 2013. **66**(9): p. 1484-1493.
119. Vallaster, C. and S. von Wallpach, *An online discursive inquiry into the social dynamics of multi-stakeholder brand meaning co-creation*. Journal of Business Research, 2013. **66**(9): p. 1505-1515.
120. Hur, W.-M., H. Kim, and J. Woo, *How CSR leads to corporate brand equity: Mediating mechanisms of corporate brand credibility and reputation*. Journal of Business Ethics, 2014. **125**(1): p. 75-86.
121. Nguyen, C.N. and R. Oyotode, *The moderating effect of marketing capabilities on the relationship between changes in CSR perceptions and changes in brand equity*. International Management Review, 2015. **11**(1): p. 17.
122. Esmailpour, M. and S. Barjoei, *The impact of corporate social responsibility and image on brand equity*. Global Business and Management Research, 2016. **8**(3): p. 55.
123. Singh, A. and P. Verma, *How CSR affects brand equity of Indian firms?* Global Business Review, 2017. **18**(3_suppl): p. S52-S69.
124. Kang, J.-W. and Y. Namkung, *The effect of corporate social responsibility on brand equity and the moderating role of ethical consumerism: The case of Starbucks*. Journal of Hospitality & Tourism Research, 2018. **42**(7): p. 1130-1151.
125. Yang, J. and K. Basile, *The impact of corporate social responsibility on brand equity*. Marketing Intelligence & Planning, 2019. **37**(1): p. 2-17.
126. AAKER, D., *Building Strong Brands, First Edt*. 1996, The Free Press A Division Of Simon & Schuster Inc., New York. S.
127. Doyle, P., *Building value-based branding strategies*. Journal of Strategic Marketing, 2001. **9**(4): p. 255-268.
128. Lane, V. and R. Jacobson, *Stock market reactions to brand extension announcements: The effects of brand attitude and familiarity*. Journal of Marketing, 1995. **59**(1): p. 63-77.
129. de Mortanges, C.P. and A.T. Rad, *Marketing strategy and market value:: An event-study analysis*. European Management Journal, 1998. **16**(3): p. 365-371.
130. Nayyar, P.R., *Stock market reactions to customer service changes*. Strategic Management Journal, 1995. **16**(1): p. 39-53.
131. Bharadwaj, S.G., K.R. Tuli, and A. Bonfrer, *The impact of brand quality on shareholder wealth*. Journal of Marketing, 2011. **75**(5): p. 88-104.
132. Voss, K. and M. Mohan, *Good times, bad times: the stock market performance of firms that own high value brands*. European Journal of Marketing, 2016. **50**(5/6): p. 670-694.
133. Yildiz, Y. and S. Metin Camgoz, *Brand Equity and Firm Risk: An Empirical Investigation in an Emerging Market*. Emerging Markets Finance and Trade, 2019. **55**(1): p. 218-235.
134. de Oliveira, M.O.R., A.A. Stefanan, and M.L. Lobler, *Brand equity, risk and return in Latin America*. Journal of Product & Brand Management, 2018. **27**(5): p. 557-572.
135. Erdem, T. and J. Swait, *Brand equity as a signaling phenomenon*. Journal of consumer Psychology, 1998. **7**(2): p. 131-157.
136. Hayes, A.F., *Introduction to mediation, moderation, and conditional process analysis: Methodology in the Social Sciences*. Kindle Edition, 2013. **193**.
137. Baron, R.M. and D.A. Kenny, *The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations*. Journal of personality and social psychology, 1986. **51**(6): p. 1173.
138. Masoud, N. and A. Halaseh, *Corporate social responsibility and company performance: An empirical analysis of Jordanian companies listed on Amman Stock Exchange*. British Journal of Education, Society and Behavioural Science 19 (1): 1, 2017. **26**.

5.	Authors:	Enni Sari Siregar, Farida Aini, Nora Zulvianti
	Paper Title:	The Impact of Tourism Industry on Economic Growth in the Salumpat Saindege City (Padangsidimpuan, North Sumatera)
	Abstract:	This article focused on analyze the Impact of the Tourism Industry on Economic Growth in the 32-37

Salumpat Saindege City (Padangsidimpuan, North Sumatera). This article is a descriptive study with a library study approach. Data used time series of 2005 - 2017. The results of research concluded that the value of tcount is 0.443. By using a 95% confidence level $\alpha = 0.05$ compared with the sig value obtained at 0.667, the sig value is greater than α or $0.667 > 0.05$. This shows that tourism is not significantly and positive effect on the economic growth in Salumpat Saindege City and this indicates that the Economic Growth in the Salumpat Saindege City (Padangsidimpuan North Sumatera) is not determined by the Tourism sector in the same direction. Furthermore, the value of R Square in the research is 0.018 indicating that Tourism has an influence of 1.8 percent on the economic growth and the remaining 98.2 percent is influenced by other variables not examined in this study.

Keyword: Economic Growth, Salumpat Saindege City, Tourism.

References:

1. Badan Pusat Statistik (BPS) Padangsidimpuan. 2018. *Kota Padangsidimpuan Dalam Angka Dari Berbagai Tahun*. Padangsidimpuan : Badan Pusat Statistik (BPS).
2. Rahardja, Pratama dan Mandala Manurung. 2008. *Pengantar Ilmu Ekonomi (Mikroekonomi dan Makroekonomi)*. Jakarta : FE-UI
3. Murni, Asfia. 2013. *Ekonomika Makro (edisi revisi)*. Bandung : PT Refika Aditama
4. Subandi. 2012. *Sistem Ekonomi Indonesia*. Bandung : ALFABETA
5. Sukirno, Sadono. 2010. *Makro Ekonomi Teori Pengantar*. Jakarta: PT Rajagrafindo Persada.
6. Tandaju, R. P., Manginsela, E. P., & Waney, N. F. L. (2017). Dampak Alih Fungsi Lahan Pertanian Cengkeh Terhadap Kondisi Sosial Ekonomi Petani (Studi Kasus Petani Pemilik Lahan di Kelurahan Kumelembuai Kecamatan Tomohon Timur) River Pieter Tandaju The research aims to describe the impact of the conversion of agri. *Agri-Sosio Ekonomi Unsrat*, 13(November), 63–74.
7. Widyastuti, A. R. (2010). Pengembangan Pariwisata Yang Berorientasi Pada Pelestarian Fungsi Lingkungan. *Jurnal EKOSAINS*, II(3), 69–82
8. Hermawan, H. (2016). Dampak pengembangan desa wisata nglanggeran terhadap ekonomi masyarakat lokal. *Jurnal Pariwisata*, III(2), 105–117.
9. Satria, D. (2009). Strategi Pengembangan Ekowisata. *Journal of Indonesian Applied Economics*, 3(1), 37–47.
10. Pinto, Z. (2015). Kajian Perilaku Masyarakat Pesisir yang Mengakibatkan Kerusakan Lingkungan (Studi Kasus di Pantai Kuwaru, Desa Poncosari, Kecamatan Srandakan, Kabupaten Bantul, Provinsi DIY). *Jurnal Wilayah Dan Lingkungan*, 3(Desember), 163–174. <https://doi.org/10.14710/jwl.3.3.163-174>.

Authors: Samsuddin Siregar, Firmasnyah Dlis, Achmad Sofyan Hanif, James Tangkudung, Nofimarlina Siregar

Paper Title: Learning Model Developing of Basic Technique for Three-Dimensional Table Tennis Punch Drive for Beginner Players

Abstract: This study aims to develop a learning model of three-dimensional table tennis-based basic drive punch techniques in beginner players, obtain information on the effectiveness of the three-dimensional basis-based learning drive technique models in improving basic skills of beginner player drive punch techniques. This study is research and development using the Borg and Gall (2007) model which consists of ten steps, namely (1) Research and information collection, (2) Planning, (3) Preliminary from of product, (4) Preliminary field testing, (5) Main product revision (6) Main field testing, (7) Operation product revision, (8) Operational field testing, (9) Revision product, (10) Dissemination and implementation. The sample in this study was students of the Physical Education and Recreation Education Study Program. The instruments used questionnaires, documentation, tests and assessment sheets. Then the effectiveness test is carried out using a before-after experimental design (one-group pre-test and post-test design). The research result is the compilation of a book on the basic three-dimensional table tennis drive learning technique for beginner players. This product was developed based on evaluation and advice from experts which included three table tennis learning experts, one media expert and two motor experts. The evaluation results of the experts stated that the model developed was suitable for use by novice players. Then the results of the small group trial stated that the product developed could be applied by students but still being improved and needed to be tested in large groups. The results of a large group trial stated that the product developed was able to be carried out well by students without repeated explanation. The results of the effectiveness test showed that drive learning by using a three-dimensional based learning model was significantly better than learning table tennis by using a conventional model to improve the basic technical skills of beginner player drives.

Keyword: Development, Drive, Learning Model, Table Tennis, Three-Dimensional.

References:

1. .Ma Y, He J, Yu Q. Modeling on social popularity and achievement: A case study on table tennis. *Physica A: Statistical Mechanics and its Applications*. 2019;524:235-45.
2. Thorburn M. John Dewey, subject purposes and schools of tomorrow: A centennial reappraisal of the educational contribution of physical education. *Learning, Culture and Social Interaction*. 2018;19:22-8.
3. Black N, Johnston DW, Propper C, Shields MA. The effect of school sports facilities on physical activity, health and socioeconomic status in adulthood. *Soc Sci Med*. 2019;220:120-8.
4. Chao Wang. Study on the Reform of Table Tennis Teaching Content and Methods in University. 5th International Conference on Social Science, Education and Humanities Research. 2016:4.
5. Jenkinson K, Benson A. Physical education, sport education and physical activity policies: Teacher knowledge and implementation in their Victorian state secondary school. *European Physical Education Review*. 2010;15(3):365-88.
6. Kim D, Ko YJ. The impact of virtual reality (VR) technology on sport spectators' flow experience and satisfaction. *Computers in Human Behavior*. 2019;93:346-56.
7. Shahbazi M, Menard P, Sohn G, Théau J. Unmanned aerial image dataset: ready for 3D reconstruction. *Data in Brief*. 2019:103962.
8. Kim M. Digital product presentation, information processing, need for cognition and behavioral intent in digital commerce. *Journal of Retailing and Consumer Services*. 2018.
9. Smith T. Adapting Table Tennis Instruction: Including Students With Disabilities In Physical Education 2008.
10. van Rensburg ESJ. Educators: Are you adequately supporting nursing students during mental health placements? *International Journal of Africa Nursing Sciences*. 2019;10:43-8.
11. Shamkhalichenar H, Choi JW, Tiersch TR. Three-dimensional printing can provide customizable probes for sensing and monitoring in cryobiology applications. *Cryobiology*. 2019;88:64-9.

6.

12. Erickson GB. Optimizing Visual Performance for Sport. *Advances in Ophthalmology and Optometry*. 2018;3(1):1-19.
13. Boby Helmi. Penerapan Variasi Pembelajaran Untuk Meningkatkan Hasil Belajar Pukulan Forehand Drive Permainan Tenis Meja Pada Siswa Kelas VIII Madrasah Tsanawiyah Al Abraar Perusahaan Terbatas Perkebunan Nusantara Ii Tandem Hilir I Tahun Ajaran 2015/2016. 2015.
14. de Kock A, Slegers P, Voeten MJM. New learning and choices of secondary school teachers when arranging learning environments. *Teaching and Teacher Education*. 2005;21(7):799-816.
15. McNeill J, Howard SJ, Vella SA, Santos R, Cliff DP. Physical activity and modified organized sport among preschool children: Associations with cognitive and psychosocial health. *Mental Health and Physical Activity*. 2018;15:45-52.
16. Pummell EKL, Lavallee D. Preparing UK tennis academy players for the junior-to-senior transition: Development, implementation, and evaluation of an intervention program. *Psychology of Sport and Exercise*. 2019;40:156-64.
17. Mosoi AA. Skills and Motivation of Junior Tennis Players. *Procedia - Social and Behavioral Sciences*. 2013;78:215-9.
18. Zetou E, Vernadakis N, Derri V, Bebetos E, Filippou F. The Effect of Game for Understanding on Backhand Tennis Skill Learning and Self-efficacy Improvement in Elementary Students. *Procedia - Social and Behavioral Sciences*. 2014;152:765-71.
19. M. D. Gall WRB. *Educational Research: An Introduction*, 8th Edition. America: Pearson; 2007.

Authors: Novrikasari, Desheila Andarini, Mona Lestari, Anita Camelia

Paper Title: Disaster Management in Wetland Settlement at Ogan Komering ILIR Regency, South Sumatera

Abstract: Ogan Komering Ilir (OKI) Regency is part of the South Sumatra Province whose area is prone to flooding and fire. As for the tropical region, OKI also has two extreme seasons between the rainy and dry seasons. In the dry season is a prone period of forest and land fires, while in the raining season, its prone to flooding. This study aimed to conduct Disaster Management in Wetland Settlements at Ogan Komering Ilir Regency. The method was using qualitative study design with six informant that consist of six local community and two key informant from worker of Badan Penanggulangan Bencana Daerah and Dinas Kesehatan OKI. The result showed that disaster management was classified into four phase. First, the phase of prevention and mitigation that analyzed socialization efforts conducted in OKI were distribution of leaflets and posters. Then, phase of disaster preparedness showed preparedness program in OKI has not been implemented optimally. In disaster emergency response phase discovered no specific procedure in disaster management. Moreover, the phase of disaster recovery indicated that collaborative efforts with multi-sector stakeholders have been conducted. It can be concluded to prepare Disaster Response Village Programs in Ogan Komering Ilir.

Keyword: Disaster Management; Wetland Area; Ogan Komering Ilir Regency

References:

1. Wargo, Agus T, Sunit. & Nugroho P W. Management of Disaster Victims in Communities in Natural Disaster-Prone Areas in the Era of Regional Autonomy. Yogyakarta; 2002.
2. BNPB. Disaster Management. *J Disaster Manag*. 2011;02.
3. Anwar WFF, Nugroho S. The control of wetland development with community preference in changing home design. *J Perspekt Arsit*. 2015;10(1):56-68.
4. Nurjanah et al. Disaster Management. Jakarta: Alfabeta; 2011.
5. Hidayah K. DI ERA OTONOMI DAERAH (Kajian Terhadap Penanganan Kasus Luapan Lumpur Lapindo Brantas) 1 DISASTER MANAGEMENT POLICIES (Study on Handling Cases Surge Lumpur Lapindo Brantas). *Borneo Adm*. 2015;11(3):298-315.
6. Solway. Reducing the Effect of natural Hazards on Urban Areas. *Nat disasters Sustain Dev*. 2004;(In R. Casale & C. Margottini (Eds.)).
7. Godschalk. Disaster Mitigation and Hazard Management. In: In Darbek. Springfield; 1991. p. 199-212.
8. Mercer, Pearson S, I Kelman, L Teranis J. Framework for integrating indigenous and scientific knowledge for disaster risk reduction. *Disaster*. 2010;34(1):214-39.
9. Myers A, McEntire DA. Preparing communities for disasters: issues and processes for government readiness. *Disaster Prev Manag An Int J* [Internet]. 2004 Apr 1;13(2):140-52. Available from: <https://doi.org/10.1108/09653560410534289>
10. Wahida. Flood Disaster Mitigation in the Code City Riverbank Yogyakarta. Universitas Gadjah Mada; 2009.
11. GFDRR. Integrating Disaster Risk Reduction into Poverty Reduction, Annual Report, Global Fund for Disaster Reduction and Recovery [Internet]. Washington Dc; 2009. Available from: http://www.gfdr.org/gfdr/sites/gfdr.org/files/publication/GFDRR_Annual_Report_2009.pdf.
12. Hidayati D. Community Preparedness Study in Anticipating Earthquake & Tsunami Disasters. LIPI. Jakarta; 2006.
13. Muis, Ichwan AK. Community Preparedness Model in Landslide Disaster Risk Reduction in Tugumukti Village, Cisarua Subdistrict, West Bandung District, Indonesia. *Asian Soc Work J*. 2018;3(4):19-30.
14. Paidi. RISK MANAGEMENT OF NATURAL DISASTERS IN INDONESIA. *Manag J*. 2012;29:321.

44-50

Authors: Elvi Sunarsih, Suheryanto, Dwi Septiawati, Desheila Andarini, Rahmi Garmini

Paper Title: Risk Model of Exposure to Air Pollution (No2, So2, TSP and Dust) on Pulmon Function in Traffic Police in Palembang City

Abstract: Increasing volume in the vehicle lane it will increase the concentration of SO2, NO2, TSP, and Dust on the roadside both outdoor and indoor. The Police Officer of the Street Officers has a high level of exposure to motor vehicle gas emissions because they are people who throughout their work are always on the highway, so they will often be exposed and can interfere with health, especially the health of the respiratory system. The research aims to model air pollution exposure to lung function in traffic police. This study uses a cross sectional risk analysis design to estimate non cancer hazard index (HI) health risk by dividing the intake (I) value with References Concentration (RfC) and making a risk management model. Broadly speaking, the research was carried out in 4 important stages, namely, the first stage of the initial survey and field observations on 100 traffic police in Palembang City selected proportionally random sampling for the initial risk assessment data collection, the second stage Spirometry measurements and selected air sample data collection (NO2, SO2, TSP, Dust), and the third stage of laboratory analysis and spirogram reading, and the fourth stage Modeling of risk factors Exposure to air pollution to lung function capacity in Traffic Police. The average concentration of pollutants in the air = NO2: 0.478 mg / m3; SO2: 0.856 mg / m3; TSP: 7.810 mg / m3; PM10: 3,591 mg / m3. Lung capacity of traffic police, average FEV1: 2.81 L and FVC: 3.63 L. Realtime exposure assessment NO2: 0.055; SO2: 0.923; TSP: 2,943 and PM10: 4,8. The model of exposure to air pollution is needed to control the health effects of NO2, SO2, TSP and PM10. Control modifies the

51-56

standard or quality standard, where the HI value or Hazard Index that exceeds 1 can be controlled by controlling the intake value (I) inhalation of NO₂, SO₂, TSP and PM₁₀

Keyword: Lung Function, Lung Capacity, Risk Model, Traffic Police, Air Pollution

References:

1. Azizah and Zakaria. 2013. "Analisis Pencemaran Udara, Keluhan Iritasi Tenggorokan Dan Keluhan Kesehatan Iritasi Mata Pada Pedangan Makanan Di Sekitar Terminal Joyo Boyo." *Journal of Occupational Safety and Health*. 2(1):75–81.
2. EPA., US. 1992. *Federal Register — Guidelines for Exposure Assessment; Notice*. Washington, DC.; US Environmental Protection Agency.
3. Hooven, Edith H. Van den et. al. 2012. "Air Pollution Exposure Estimation Using Dispersion Modelling and Continuous Monitoring Data in a Prospective Birth Cohort Study in the Netherlands. ." *Environmental Health* 11(9).
4. Keuken. 2005. *Health Effects Of Transport-Related Air Pollution*. Denmark.
5. Louvar, J.F., B. D. Louvar. 1998. *Health and Environmental Risk Analysis : Fundamental with Application*. New Jersey: Prentice Hall.
6. Rabee Adel. 2015. "Estimating the Health Risks Associated with Air Pollution in Baghdad City, Iraq." *Environ Monit Assess* 187(4023).
7. Raharjo. 2009. "The Effect of Air Pollution and Human Health." Universitas Diponegoro.
8. Sandra. 2013. "Effect of Decreasing Air Quality on Lung Function and Respiratory Complaints on Traffic Police in Surabaya." *IKESMA* 9(1):2–7.
9. Singh. 2010. "Study of Temporal Variation in Ambient Air Quality during Diwali Festival in India." *Environ Monit Assess* 169:1–13.
10. The Ministry of Health. 2011. *Air Pollution Parameters and Their Impacts on Health*. Jakarta.

Authors: Yahaya Ahmed, Ibrahim Atan Bin Sipan

Paper Title: Critical Success Factors of Public Private Partnership for Affordable Housing in Nigeria

Abstract: Public private partnership was introduced by the Nigerian Government as an option to end the current crisis of housing shortage and affordable housing in the country. The aim of this paper is to identify the critical success factors of PPP for provision of affordable housing in Abuja. Based on the current studies PPP has not made any significant contribution to housing for low-income earners; rather it is suddenly change towards providing housing for high- and middle-income earners. The paper relies on interview with PPP expert to build up questionnaire survey on success factors of PPP for affordable housing in Nigeria. In total, 254 responses were obtained and analyzed using smart PLS to determine the success factors of PPP for affordable housing in Abuja. The results reveal that there are six key component success factors of PPP for affordable housing provision in Abuja, these include; Strong Government support, access to alternative fund, favorable investment environment, availability of competent personnel, transparency procurement process, and open communication among others. It therefore suggests that government should strongly provide policies to support the success of PPP for affordable housing provision in Abuja, and also provide a means of subsidy to promote PPP toward provision of affordable housing. Therefore, it's recommended that a good framework on affordable housing using PPP should be put in place for a successful affordable housing provision.

Keyword: Critical Success Factors, Public Private Partnership, Affordable housing, Abuja, Nigeria.

References:

1. Abdul-Aziz. A-R. & Kassim, PSJ, 2011. Objectives, success and failure factors of housing public-private partnerships in Malaysia. *International*, 35(1), pp150-157.
2. Abdul-Aziz. A-R., 2012. Control mechanisms exercised in Malaysian housing public-private partnerships. *Construction management and economics*, 30(1), pp.37-55.
3. Abdul-Aziz. A., 2010. Housing private public partnerships: perspectives from the government Agencies. In NAPREC conference. Pp. 1-24.
4. Abdullahi, B.C. & Abd-Aziz, N.A., 2011. The roles of private sector participation in achieving anticipated outcomes for low-income group: A comparative analysis of housing sector between Malaysia and Nigeria. *African journal of business management*, 5(16), pp.6859-6890.
5. Ade-Kunle Ifesanya, 2012. The Role of Government agencies in urban housing delivery insufficient political will and ineffective housing administration in Lagos metropolis - case study of thesis submitted for the requirement of the award of PhD in Urban Studies at the Institute for European Urban Studies, Faculty of Architecture, Bauhaus University, Weimar, Germany.
6. Ademiluyi, A.I. & Raji, B.A. (2008) Public and private developers as agents in urban housing delivery in sub-Saharan Africa: the situation in Lagos State. *Humanity & Social Sciences Journal*, 3(2), pp.143–150.
7. African Ministerial Conference on Housing and Urban Development (AMCHUD) (2005) Communiqué on 'financing housing and urban development: with special reference to Africa' issued at the end of the conference 31 January–4 February, Abuja, Nigeria.
8. Agbola, T. and Jinadu, A. (1997) Forced eviction and forced relocation in Nigeria: the experience of those evicted from Maroko in 1990, *Environment and Urbanization* 9 (271), 270-288.
9. Agrawal, R., 2010, successful delivery of public-private partnership for infrastructure development. Jaypee institute of information technology. New India.
10. Ajibola G.B & Sanmi A. (2015). Housing Rehabilitation Strategy as Enabling Approach for Development of Rural Housing Poverty in Nigeria. *World Journal of Social Sciences and Humanities* Vol. 1, No. 1, 2015, pp 11-17. doi: 10.12691/wjssh-1-1-3.
11. Akintoye A. et al., 2003. Achieving best value in private finance initiative project procurement. *Construction management and economics*, 21(5), pp 461-470.
12. Akintoye, A., 2015. Ppp: variations and country contexts. Keynote address. In environmental design and management international conference (EDMIIC2015) at Obafemi Awolowo University. March 2015. IIE-Ife, Nigeria.
13. Ameyaw, E.E. and Chan, A.P. (2015), "Risk ranking and analysis in PPP water supply infrastructure projects: an international survey of industry experts", *Facilities*, Vol. 33 Nos 7/8, pp. 428-453.
14. Ameyan, E. E. and Chan, A.P.C., 2015. Implementing PPP Water Supply Projects in Ghana. *African Applied Research*, 1(1), pp.453-69.
15. Aribigbola, A. 2008. Housing Policy Formulation in Developing Countries: Evidences of Programme Implementation from

9.

- Akure, Ondo State Nigeria. *Journal of Human Ecology* 23, 125-134.
33. Arthur Andersen and Enterprise LSE, (2000). Value for Money Drivers in the Private Financial Initiative, Task Force, http://www.treasury-projectstaskforce.gov.uk/series_1/andersen/7tech_contents.html. [Accessed September 2018].
 34. Ar M.M. and Gab-Allah A.A. (2002) Problems Facing Parties Involved in Build, Operate, and Transport Projects in Egypt. *JOURNAL OF MANAGEMENT IN ENGINEERING / OCTOBER 2002 /*
 35. Association of Consultant engineering Companies, 2015. Understanding Public Private Partnerships in Canada. Report, p.36. Access on: 12 October, 2018 at <http://www.acec.ca/>.
 36. Australian Housing and Research Institute (AHURI) (2004) Measuring housing affordability, *AHURI Research and Policy Bulletin*, (45), pp. 1–4.
 37. Awodele, O.A., Ogunsemi, D.R. & Rotimi, J.O.B. 2008. Private participation in infrastructure (ppI) development in developing economies—the Nigerian experience. In the construction and building research conference of the royal institution of chartered surveyors. Dublin.
 38. Awotona, A. (1990). Nigerian government participation in housing: 1970–1980. *Habitat International*, 14 (10), 17–40.
 39. Bana, P. M. (1991). Housing the urban poor in Nigeria. *The Nigerian Institute of Architects Journal*, 6(1), 22–25. Batley, R.
 40. Brown, A., Allison, O., & Luo, J. (2006). The suitability of Public-Private Partnership in the provision of sustainable housing in China. *World Review of Entrepreneurship, Management and Sustainable Development*, 1(1/2), 101–124.
 41. Carol Jacobson, Sang Ok Choi (2008), public works and public-private partnerships. *International Journal of Public Sector Management Success factors*.
 42. Carlidge, 2006, *Public Private Partnership in Construction*. ISBN13:978-0-415-36621 2(HBK). <https://www.amazon.com/Public-Private-Partnerships-Construction-Carlidge/dp/B007YZVSZK>.
 43. Chan, A.P.C. et al., 2010. Critical success factor for PPs in infrastructure Developments: Chinese perspective. *Journal of Construction Engineering and Management*, 136(5), pp.484-494.
 44. Cheung, Esther, Chan, Albert, & Kajewski, Stephen L. (2012) Factors contributing to successful public private partnership projects: comparing Hong Kong with Australia and the United Kingdom. *Journal of Facilities Management*, 10(1), pp. 45-58.
 45. Chou, J. S., & Pramudawardhani, D. (2015). Cross-country comparisons of key drivers, critical success factors and risk allocation for public-private partnership projects. *International Journal of Project Management*, 33(5), 1136-1150. <https://doi.org/10.1016/j.ijproman.2014.12.003>.
 46. Dewulf, G., Mahalingam, A & Jooste, S. 2011. The transition towards a sustainable PPP regime in T. M., tooled, Ed engineering project organization conference Colorado, p 14.
 47. El –sawalhi, N.I., & Mansour, M.A., 2014 preparation critical success factor for public private partnership (ppp) projects in Palestine. *Journal of engineering research and technology*, 1(2), pp.52-57.
 48. Federal Republic of Nigeria (1991) *National Housing Policy* (Lagos: Federal Government Press).
 49. Federal Republic of Nigeria (2009). *National Policy on Public Private Partnerships*. Abuja: Infrastructure Concession Regulatory Commission (ICRC).
 50. Frilet, M. (1997). Some Universal Issues in BOT Projects for Public Infrastructure, *The International Construction Law Review*. 14 (4), pp.499-512.
 51. Fruet, G.M. (2005) The low-income housing cooperatives in Porto Alegre, Brazil: a State/Community Partnership, *Habitat International*, (29), 300–324.
 52. Gentry B. and Fernandez, L. (1997) Evolving Public-Private Partnerships: General Themes and Urban Water Examples. *Globalisation and the Environment: Perspectives from OECD and Dynamic Non-Member Economies*. OECD, Paris. pp.19-25. <http://www.undp.org/pppue/>. [Accessed June 2018].
 53. Ibem, E. O. 2010. An Assessment of the Role of Government Agencies in Public-Private Partnerships in Delivery in Nigeria. *Journal of Construction in Developing Countries*, 15, 23-48. Housing
 54. Ibem, E. O. (2011a). Public-Private Partnership (PPP) in housing provision in Lagos megacity region, *International Journal of Housing Policy*, 11(2), 133–154. Nigeria.
 55. <https://doi.org/10.1080/14616718.2011.573204>.
 56. Ibem, E. O. (2011b). The contribution of Public-Private Partnerships (PPPs) to improving accessibility of earners to housing in southern Nigeria. *Journal of Housing and the Built Environment*, 26(2), 201–217. low-income
 57. Ibem, E.O.; Anosike, M.N. and Azuh, D.E. (2011). Challenges in Public Housing Provision in the Independence Era in Nigeria. *International Journal of Human Sciences* 8 (2), 421-443. Post-
 58. Ibem, E. O. & Aduwo, E. B. 2012. Public-Private Partnerships (PPPs) in Urban Housing in Evidence from Ogun State. *International Journal of Architecture and Urban development*, 2. Nigeria:
 59. Hardcastle, C. et al., 2005. Critical Success Factors for PPP/PFI Projects in the UK Construction Industry: A Factor Analysis Approach. *Construction Management and Economics*, 23(5), pp. 1-9.
 60. Hair et al, 2014. Partial least squares structural equation modeling (PLS-SEM) An emerging tool in business research. *European Business Review* Vol. 26 No. 2, 2014 pp. 106-121.
 61. Ham H.V. & Koppenjan J. (2010). Building Public-Private Partnerships: Assessing and managing risks in port development. *Public Management Review* ISSN 1471–9037 print/ISSN 1471–9045 online
 62. Vol. 4 Issue 1 2002 593–616.
 63. Helmy, M.A., 2011 investigating the critical success factors for ppp projects in kuwait royal institute of technology, Stockholm.
 64. Hemming, R., 2006a., public-private partnership in realizing the potential for profitable investment in Africa. *Tunis, Tunisia: organized by the IMF institute and the joint Africa institute*, p.15.
 65. Ikekpeazu, F. (2004). New trends in low-cost housing delivery systems in Nigeria: An overview of the Public-Private Partnership approach. *Housing Today-The Journal of the Association of Housing Corporation of Nigeria*, 1(8), 30–36.
 66. Ismail A.G., 2013. Public Private Partnerships: lesson from Sukuk. *Islamic Research and Training Institute P.O. Box 9201, Jeddah 21413, Kingdom of Saudi Arabia*.
 67. Ismail S, 2014 Critical success factors of public private partnership (PPP) implementation in Malaysia. *Asia-Pacific Journal of Business Administration* Vol. 5 No. 1, 2013 pp. 6-19
 68. Jacobson C. & Choi S.o., (2008) "Success factors: public works and public-private partnerships", *International Journal of Public Sector Management*, Vol. 21 Issue: 6, pp.637-657, <https://doi.org/10.1108/09513550810896514>.
 69. Jamil, D., 2004b. Success and failure mechanisms of public private partnership (PPPs) in Developing countries, *The International Journal of Public Sector Management*, 18(5), pp.414-430.
 70. Jefferies, M., Gameson, R. and Rowlinson, S. (2002). Critical Success Factors of the BOOT Procurement System: Reflection from the Stadium Australia Case Study. *Engineering, Construction and Architectural Management*. 9 (4), pp.352-361.
 71. Jimiez, E. & Kieve, H. (1983) Progressive development and affordability in the design of urban shelter programme, *World Bank Working Paper* 560, p. 83.
 72. Kanter, R. M. (1999). From Spare Change to Real Change, *Harvard Business Review*. Boston. 77 (2). pp.122-132.

91. Kleinbaum, D.G., Kupper, L.L. & Muller, K.E., 1998. *Applied Regression Analysis and other*
92. *Multivariable Methods*, Boston, Mass.: PWS-Kent Pub. Co., c1988.
93. Klijn, E.H. & Koppenjan, J.M. (2000) Public management and policy networks: foundation of a network
94. Approach to governance. *Public Management*, 2(2), pp. 135–158.
95. Kopp, J. C. (1997). Private Capital for Public Works: Designing the Next-Generation Franchise for Public-Private Partnerships in Transportation Infrastructure. Master Thesis, Department of Civil Engineering, Northwestern University, USA. <http://iti.acns.nwu.edu/clear/infr/kopp/index.htm>. [Accessed June 2018].
96. Kwak, Y.H., chih Y. & ibbs, C.W., 2009. Towards a comprehensive understanding_ of public private partnerships for infrastructure development California management review, 51(2), pp. 51-78.
97. Lagos State Government (2008) Lagos State Government PPP initiatives, *PPP Brochure* (Ikeja: Ministry Of Finance). Available at <http://www.lagostate.gov.ng> (accessed 14 May 2018).
98. Li, B. et al., 2005a. Critical success factor for PPP/PFI projects in the UK construction industry construction
100. *Management and economics*, 23(5), pp. 459–471.
101. Li, B. Akintoye, A. 2008. An Overview of Public Private Partnership. In A. Akintoye, M. Beck, & C.
102. Hardcastle, eds. *Public-Private Partnerships*. Oxford, UK: Blackwell Publishing Inc., pp.1-30.
103. Mayaki, S. S. (2003). Private sector involvement in mass housing: The way forward. *Housing Today-*
104. *Journal of the Association of Housing Corporations of Nigeria*, 1(7), 31–34.
105. Mba, H. C. (1992). The Dilemmas of housing programmes in Nigeria. In H. C. Mba, J. U. Ogbazi, &
106. K. O. Efobi (Eds.), *Principles and practice of urban and regional planning in Nigeria* (pp. 52–62).
107. Awka: Mekslink Publishers Nigeria.
108. Morka, F.C. (2007) A place to live: a case study of the Ijora-Badia community in Lagos, Nigeria. Case Study Prepared for Enhancing Urban Safety and Security Global Report on Human Settlement. Available at <http://www.habitat.org/grhs/2007> (accessed 27 April 2018).
109. Miraftab, F. (2004) Public–Private Partnerships: Trojan horse of neoliberal development? *Journal of Planning Education and Research*, 24(1), 89–101.
110. Mukhija, V. (2004). The contradiction in enabling private developers of affordable housing: A cautionary
111. case from Ahmedabad, India. *Urban Studies*, 41(11), 2231–2244.
112. Mustafa Emre Civelek 2018 Essentials Of Structural Equation Modeling.
113. National Audit Office (2001). *Managing the Relationship to Secure a Successful Partnership in PFI Projects*. National Audit Office, London. HC375.
114. Norusis, M., 2008. SPSS 16.0 Advanced statistical procedures companion, prentice hall press. Available at:<http://dl.acm.org/citation.cfm?id=1628706>[accessed December 6, 2018].
115. Payne, G. (Ed.). (1999). *Making common ground: Public–Private Partnerships in land for housing*. London: Intermediate Technology Publications.
117. Qiao, L., Wang, S., Tiong, R. and Chan, T. (2001). ‘Framework for critical success factors of BOT
118. projects in China’. *The Journal of Structured Finance*, 7: 1, 53-61.
119. Obeng-Odoom, F. (2009). Has the habitat for humanity housing scheme achieved its goal? A Ghanaian case study. *Journal of Housing and the Built Environment*, 24, 67–84.
120. Ogu, V. I., & Ogbuozobe, J. E. (2001). Housing policy in Nigeria: Towards enablement of private housing development. *Habitat International*, 25(4), 473–492..
121. Ong, H.C. & lenard, D., 2002.can private finance be applied in the provision of housing :
122. In FIG XXII international congress. Washington, D.C., p. 13.
123. Ong, H. C. and Lenard, D. (2002). Partnerships between Stakeholders in the Provision of and
124. Access to Affordable Housing in Malaysia. Paper presented at FIG XXII.
125. International Congress held at Washington, D.C., USA, April 19–22, 2002.
126. Onibokun, A. G. (1982) *Issues in Nigerian Housing*, Ibadan, NISER.
127. Oruwari, Y. (1993). Affordability of urban housing in Nigeria. *The Nigerian Institute of Architects Journal*, 8(1&2), 26–30.
128. Owei, O. (2007) Distortions of the urban land markets in Nigerian cities and the implications for
129. urbangrowth patterns; the case of Abuja and Port Harcourt. Paper presented at the Fourth Urban
130. Research Symposium. Available at: <http://www.Worldbank.org> (accessed 22 June 2018).
131. Oruwari, Y. (2006). Lest we forget: The poor people need housing in the urban areas in Nigeria too—A reflection of low-income housing provision. In A. I. Okewole, et al. (Eds.), *The built environment: Innovation policy and sustainable development* (pp. 2–9). Ota-Nigeria: Department of Architecture, Covenant University.
132. Rondinelli, D.A (1990) Housing the urban poor in developing countries: other policy options for national
133. Shelter strategies are examined since conventional ones are inadequate, *American journal of Economics and Sociology*, 49(3), pp. 257–269. Available at: <http://www.jstor.org> (accessed 24 February 2018).
134. 2018).
135. Sengupta, U., 2005. Government intervention and public –private partnerships in housing delivery in kolkata international, p.14.
136. Shelter Afrique (2008) Mortgage financing for increased access to housing inAfrica, Symposium organized jointly by Shelter Afrique and the Ministry of Housing, republic of Togo, Lome, 10 June. Available at: <http://www.shelterafrique.org> (accessed 15 July 2018).
137. Stonehouse, J. H., Hudson, A. R. and O’Keefe, M. J. (1996). Private-Public Partnerships: The Toronto Hospital Experience. *Canadian Business Review*. Ottawa. 23 (2). pp.17-20.
138. Tam, C.M., 1999. Build-operate transfer model for infrastructure development in Asia: reasons for successes and failures. *International journal of project management*, 7, pp.377-382.
139. Tiong, R. (1996). ‘CSFs in competitive tendering and negotiation model for BOT projects’. *Journal of Construction Engineering and Management*, 122: 3, 205-211.
140. Trivedi, J & Ajit, I., 2014. A Public private partnership model for provision of housing to urban poor, p, 19. available at: www.researchgate.net/publication/[accessed July 1. 2018].
141. UNCHS. (1992). *Global strategy to the year 2000*. Nairobi: UNCHS.
142. UN-HABITAT, 2005. *Financing urban shelter: global report on human settlements 2005*, Nairobi, Kenya.
143. UN-HABITAT (2006a) Shelter for all: The potential of housing policy in the implementation of the habitat agenda, Nairobi: UN-HABITAT Information Services Section. Online <http://www.unhabitat.org/>.
144. UN-HABITAT (2006b). *Public–Private Partnerships in enabling shelter strategies*. Nairobi: United.
145. UN-HABITAT (2010). *The State of African Cities 2010-Governance, Inequality, Urban Land Markets*, Nairobi: United Nations Human Settlements Programme.
146. United nations economic commission for Europe. 2008. *Guide book on promoting good governance in public –private partnerships*. Geneva, Switzerland United Nations.
147. United Nations. 2014. *World urbanization prospects: the 2014 revision highlights*. New York: United Nations.
148. World Bank 1993. *Housing: Enabling markets to work*. A World Bank policy paper. Washington DC.: The World Bank.
149. Wibowo, A. and Alfen, H. W., 2014. Identifying macro-environmental critical success factors and key Areas for improvement to promote public-private partnerships in infrastructure. E engineering,

Construction and Architectural Management, 21(4), pp.383–402. doi: <http://dx.doi.org/10.1108/ECAM-08-2013-0078>.

150. Wibowo, A.& aifen, H.W., 2015. Government-led critical success factors in ppp environment project and asset management, 5(1), pp. 121-134.

151. Zhang, X., 2005b. Criteria success factors for public private partnerships infrastructure management, 131(1), pp.3-14. *Journal of*

152. Zhang, X.Q. & kumaraswamy, M.M., 2001. hong kong experience in ma BOT projects. *Journal Of* construction engineering and maning march/ april, pp. 154-162.

153. Zantke G. and Mangels B. (1999) "Public sector client-private sector project: transferring the state Construction administration into private hands", *Engineering, Construction and Architectural Management*, Vol. 6 Issue: 1, pp.78-87, <https://doi.org/10.1108/eb021101>.

Authors: Jhoni Lagun Siang, Nurdin Ibrahim, Robinson Situmorang

Paper Title: Development of Hypercontent Module using Jonnuro Model Learning Desain for Candidates Master Guide

Abstract: The aim of this study is to produce a hyper content teaching material for prospective master guide in the adventist church. Which can be used for independent learning. This study uses a combination Derek Rowntree’s model and borg and gall models. The product testing phase begin with testing material expert, media experts, and learning disign expert. Then the product was tested to a number of master guide candiates, namely 3 people for individual evaluation, 8 people for small group evaluation and 20 people for large group evaluation. The result of the study showed the value of material expert, linguistic expert, media expert and learning design expert was very good. Judging from the readability test conducted by researchers using fog index, the module material is included in thecategory easy. According to the material expert, the hypercontent module, in terms of content feasibility, the feasibility of the feasibility of presentation according to material experts has been very good.According to linguists, the hypercontent module, in terms of the feasibility of language feasibility it has been very good. According to the learning design, the module is hypercontent, in terms of learning design is very good. Whereas according to expert media and graphic design, all module components are complete, the module size is appropriate and the visual message design principle is very good. According to the candidate master guide this module, in terms of method, evaluation, module size, language, sentence structure, layout, typography, illustrations and colors in the module have been very good.

Keyword: Research and Development, Hypercontent, Learning Material, jonnuro Model

References:

1. Dale H. Schunk. Learning Theories An Education Perspective. Boston: Pearson Education, Inc; 2012.
2. Anurrahman. Belajar dan Pembelajaran. Bandung: Alfabeta; 2010. 35 p.
3. Miarso Y. Menyemai Benih Teknologi Pendidikan. Computer. 2007.
4. Spector MJ. Adventures and advances in instructional design theory and practice . Datam Lestie Moller I Jason Bond Huett I Douglas M Harvey (Eds) Learning and instructional technologies for the 21 ct century; viclone of the future. New Jersey: Springer ScienceBbusiness Media, LLC; 2009. 1-2 p.
5. Taiwo S. Teachers’ perception of the role of media in classroom teching in secondary schools. Turkish online J Educ Technol –Tojet. 2009;8(1).
6. Fred Percival HE. A Handbook of educational Technology. Kogan Page Ltd, editor. London; 1993.
7. Barbara B Seels RR. The definition of education technology. Washington DC: AECT; 1994.
8. Mukminan. Peran teknologi pembelajaran dalam pengembangan dan implementasi kurikulum berbasis kompetensi. Yogyakarta; 2003.
9. Ahmad Yousef Abdelraheem AHA-R. Utilisation and Bonefits of instructional media and teaching social studies courses as verceived by omani students. Malaysian online J Instr Technol. 2006;2(1).
10. Dewanto IJ. Pengembangan Model Pembelajaran Rekayasa Perangkat Lunak Berbasis Belajar Pemecahan Masalah. J Teknol Pendidik. 2015;17(3):141–50.
11. Purwanto PP dan. Media dan Teknologi pembelajaran di perguruan tinggi; berani tampil beda? Yogyakarta; 2003.
12. Samiawan CR. Pendidikan Tinggi; Peningkatan Kemampuan Manusia Sepanjang Hayat Seoptimal Mungkin. Jakarta: Grasindo; 1999. 25 p.
13. Gunawardena MSM dan C. Distance education. Dalam David H Jonassen, (Ed) handbook of research for educational communications and technology. New York: AECT; 1996.
14. Supriadi. Pemanfaatan Sumber Belajar dalam Proses Pembelajaran. Lantanida J UIN Ar-Raniry Banda Aceh. 2015;3(2):2.
15. Lilawati J. Analisis Pemanfaatan Sumber Belajar Dalam Proses Pembelajaran. In: PembelajaranProsiding Seminar Nasional Tahunan Fakultas Ilmu Sosial Universitas Negeri Medan. Medan: Fakultas Ilmu Sosial Universitas Negeri Medan; 2017. p. 106.
16. Togi M. Hasil Wawancara dengan instruktur tanggal 17 Februari 2019. Jakarta; 2019.
17. Siregar MS. Hasil Wawancara dengan calon master guide tanggal 17 Februari 2019. Jakarta; 2019.
18. Alan Januszewski MM. Educational Technology: A Definition with Commentary. New York: Routdege; 2008. 1 p.
19. Sitepu B.P. Pengembangan Sumber Belajar. Jakarta: Raja Grafindo Persada; 2014. 19 p.
20. Richey BBS dan RC. Teknologi Pembelajaran : Definisi dan Kawasannya. Jakarta: Unit Penerbitan Universitas Negeri Jakarta; 1994. 13 p.
21. Ibrahim N. Perspektif Pendidikan Terbuka Jarak Jauh. Jakarta: Bumi Aksara; 2010. 136 p.
22. Sharon E. Smaldino DLLJDS. Instructional Technology & Media For Learning Teknologi Pembelajaran dan Media untuk Belajar. Penerjemah : Arif Rahman. Kencana, editor. Jakarta; 2012. 302 p.
23. Yamin M. Desain Pembelajaran Berbasis Tingkat Satuan Pendidikan. Jakarta: GP Press; 2007. p. 115.
24. Widodo UR& A. Pengembangan Tutorial Online Yang Mengintegrasikan Panduan Belajar Mandiri Untuk Melatih Self-Regulated Learning. , J Pendidik dan Kebud. 2017;2(2):202.
25. Hargis J. The Self Regulated Learner Advantage: Learning Scince on the Internet. Electron J Sci Educ. 2000;4(4).
26. Newby Timothy J. et al. Educational Technology for Teaching and Learning. Canada: Pearson Education; 2011.
27. Rita C. Richey, James D. Klein and MWT. The Instructional Design Knowledge Base Teori, Research, and Practice. New York: Routledge; 2011. 3 p.
28. Piskurich GM. Rapid Instructional Design: Learning ID Fast and Right, 3rd Ed. New Jersey: Wiley; 2015. 3-4 p.
29. Smellie JEK dan DC. Planning, Producing, And Using Instructional Media 6th Edition. New York: Harper and Row; 1989. 4-5 p.
30. Walter Dick LC dan JOC. The Systematic Design of Instruction 7ed. Boston: pearson; 2009. 6-7 p.
31. Charles M. Reigeluth dan Chellman. Instructional Design Theories and Models, Volume III. New York: Routledge; 2009. 6 p.
32. Simonson, M., Smaldino, S., Albright, M., & Zvacek S. Teaching at a Distance: Foundations of Distance Education. 3rd Edition. Upper Saddle River, NJ: pearson; 2005. 137-138 p.

33. Dewi Salma Prawiradilaga UAC. Modul Hypercontent Teknologi Kinerja. Jakarta: Prenadamedia Group; 2018. 2 p.
34. Meredith D. Borg, Joyce P. Gall WR. Educational Research an Introduction eighth edition. Boston: pearson; 2007. 589 p.
35. Dewi Salma Prawiradilaga, Retno Widyaningrum DA. Indonesian Journal of Curriculum and Educational Technology Studies. *Indones J Curric Educ Technol Stud.* 2017;5(2):57–65.
36. Min JOU, Chien-Pen CHUANG Y-SW. Creating Interactive Web-Based Environments To Scaffold Creative Reasoning And Meaningful Learning: From Physics To Products. *TOJET Turkish Online J Educ Technol.* 2010;9(4).
37. Siang JL, Nurdin Ibrahim, Rusmono. Pengembangan Paket Modul Cetak Mata Pelajaran Pendidikan Agama Kristen SMP Negeri Tidore Kepulauan. *J Teknol Pendidik.* 2017;19(3):191–205.
38. Wibowo EP. Kompetensi Guru Dalam Pemanfaatan Sumber Belajar by Utilized di SDN Catur Tunggal 6. *J Prodi Teknol Pendidik UNY.* 2016;5(5):36.

Authors: **Alsaif Sarah Ali M, Farhana Diana Deris**

Paper Title: **Vocabulary Learning through Duolingo Mobile Application: Teacher Acceptance, Preferred Application Features and Problems**

Abstract: Vocabulary learning is vital towards acquiring new languages and therefore insufficient vocabulary knowledge can be considered a significant barrier to such learning. Availability of tools to enhance or simplify the learning process is an added advantage to encourage learners to learn new languages. This research was conducted to investigate teacher acceptance of mobile applications in Saudi Arabian universities for vocabulary learning, identify suitable features for vocabulary learning applications and to identify problems that may arise through use of mobile applications in classroom settings with the aim of solving them. Duolingo mobile application was employed as a study tool to investigate effectiveness of the applications and their technological features. Twenty English language teachers participated in the study by answering questionnaires and three of them were also interviewed and resulting data analyzed quantitatively and qualitatively. The main findings from the research are that teachers showed positive attitudes towards teaching and learning using vocabulary learning applications and that several challenges faced by users inform on unsuitability of the applications and reluctance to use by teachers. Therefore, appropriate measures should be taken to address the problems associated with use of mobile applications in vocabulary learning and teaching so as to explore the vast potentials they have towards learning.

Keyword: Duolingo app, Mobile applications, Teacher’s acceptance, Vocabulary learning

References:

1. Abas, Z. W., Peng, C. L., & Mansor, N. (2009). A Study on Learner Readiness for Mobile Learning at Open University Malaysia. *IADIS International Conference Mobile Learning.* 151-15.
2. Ahmed, H. B. E. (2016). Duolingo as a Bilingual Learning App: A case study. *Arab World English Journal,* 7(2), 255-267.
3. Alavinia, P., & Qoitassi, K. (2013). On the Viability of Vocabulary Learning Enhancement Through The Implementation of MALL: The Case of Iranian EFL Learners. *Journal of Language Teaching & Research,* 4(2), 412-426.
4. Ali, Z., & Ghazali, M. (2016) VocBlast: A qualitative Evaluation on the use vocabulary mobile app from teachers’ views. 1st Global Conference on Technology in Language Learning
5. Ali, Z., & Ghazali, M. (2015). Learning Technical Vocabulary through a Mobile App: English Language Teachers’ Perspectives. *International Journal of Language Education and Applied Linguistics (IJLEAL).* 4, 81-91.
6. Alsadoon, H. S. (2012). *Use of Cell Phones In Education at King Saud University In The Kingdom of Saudi Arabia. ProQuest Dissertations Publishing.* (Doctoral Dissertation). Ohio University, Ohio, OH.
7. Asgari, A. & Mustapha, A. B. (2011) The Type of Vocabulary Learning Strategies Used by ESL Students in University Putra Malaysia. *English Language Teaching* 4(2): 84-90.
8. Baldauf, M., Brandner, A., & Wimmer, C. (2017). Mobile and gamified Blended Learning for Language Teaching: Studying Requirements and Acceptance by Students, Parents and Teachers in The Wild. In *Proceedings of the 16th International Conference on Mobile and Ubiquitous Multimedia* (pp. 13-24). ACM.
9. Basal, A., Yilmaz, S., Tanriverdi, A., & Sari, L. (2016). Effectiveness of Mobile Applications in Vocabulary Teaching. *Contemporary Educational Technology.* 7(1), 47-59.
10. Bates, A. and Sangrà, A. (2011) *Managing Technology in Higher Education* San Francisco: Jossey-Bass/John Wiley and Co. ISBN:978-84058472-9.
11. Beland, L.-P., & Murphy, R. (2015). *Ill Communication: Technology, Distraction & Student Performance.* Centre for Economic Performance (EP) (No.1350). Discussion Paper
12. Boynton, P. M., & Greenhalgh, T. (2004). Hands-on Guide to Questionnaire Research: Selecting, Designing, and Developing Your Questionnaire. *BMJ: British Medical Journal,* 328(7451), 1312.
13. Brebera, P. (2017). Microlearning in Foreign Language Courses: A Threat or a Promise?. In *European Conference on e-Learning* (pp. 85-93). Academic Conferences International Limited.
14. Brinkmann, S. (2014). Unstructured and Semi-Structured Interviewing. In P. Leavy (Ed.), *The Oxford Handbook of Qualitative Research* (pp. 277-299). Oxford: Oxford University Press.
15. Budiu, R. & Anderson, J.R. (2001), “Word Learning in Context: Metaphors and Neologisms”, *Tech. Rep. CMU-CS-01-147* (Carnegie Mellon Univ., School of Comp. Sci.).
16. Butgereit, L., & Botha, A. (2009, May 06–08). *Hadedea: The Noisy Way to Practice Spelling Vocabulary Using a Cell phone.* Paper presented at the IST-Africa 2009 conference, Kampala, Uganda. Calder, J. (1998). Survey research method. *Medical Education,* 32(1998), 638–652.
17. Chen, N. & Hsieh, S. & Kinshuk. (2008). The Effects of Short-term Memory and Content Representation Type on Mobile Language Learning. *Journal of Learning and Technology,* 12, 93-113.
18. Cohen, Steven D. & Wolvin, Andrew D. (2011) Listening to Stories: An Initial Assessment of Student Listening Characteristics. *Listening Education,* 2/2011 pp. 16-25.
19. Cojocnean, D. (2016). Factors Determining Students’ Low Usage of Mobile Tools in Their English Vocabulary Learning. *PORTA LINGUARUM,* 31-43.
20. Fauzi, A. R. (2018). The Effectiveness of Duolingo In Improving Vocabulary Ability At The Sixth Grade Of Madrasah Ibtidaiyah Darul Ilmi Banjarbaru School Year 2017/2018.
21. Gentles, S. J., Charles, C., Ploeg, J., & McKibbin, K. A. (2015). Sampling in qualitative research: Insights from an overview of the methods literature. *The Qualitative Report,* 20(11), 1772.
22. Heil, C. R., Wu, J. S., Lee, J. J., & Schmidt, T. (2016). A Review of Mobile Language Learning Applications: Trends, Challenges, and Opportunities. *The Eurocall Review,* 24(2), 32-50.
23. Herro, D., Kiger, D., & Owens, C. (2013). Mobile Technology: Case-based Suggestions for Classroom Integration and Teacher Educators. *Journal of Digital Learning in Teacher Education,* 30(1), 30-40. doi:10.1080/21532974.2013.10784723
24. Hockly, N. (2012). Mobile Learning. *Elt Journal,* 67(1), 80-84.
25. Johnson, A. M., Jacovina, M. E., Russell, D. E., & Soto, C. M. (2016). Challenges and Solutions When Using Technologies In The Classroom.

In S. A. Crossley & D. S. Mcnamara (Eds.) Adaptive Educational Technologies For Literacy Instruction (Pp. 13-29). New York: Taylor & Francis. Published with acknowledgment of federal support.

26. Juvonen, J., & Gross, E. F. (2008). Extending The School Grounds? -Bullying Experiences in Cyberspace. *Journal of School Health, 78*(9), 496-505.
27. Kim, M. et al. (2012). Evaluating Multisensory Learning System for Teaching English Intonation. *Human Centric Technology and Service in Smart Space. Springer Netherlands.* 182: 43-50.
28. Mackey, A., & Gass, S. M. (2015). *Second Language Research: Methodology and Design.* Routledge.
29. Mayer, R. (2003). Multimedia learning. Cambridge: Cambridge University Press.
30. Mayer, R., & Moreno, R. (1998). A Split-Attention Effect In Multimedia Learning: Evidence for Dual Processing Systems In Working Memory. *Journal of Educational Psychology, 90*(2), 312.
31. McCarthy, M. (1984). A New Look at Vocabulary In EFL. *Applied Linguistics, 5,* 12-22.
32. Nielsen, J., & Budiu, R. (2013). *Mobile Usability.* MITP-Verlags GmbH & Co. KG.
33. Nagy, W. E., Herman, P., & Anderson, R. C. (1985). Learning Words From Context. *Reading Research Quarterly, 20,* 233–253.
34. Nation, I. (2001). *Learning Vocabulary In Another Language.* Cambridge: Cambridge University Press.
35. Pachler, N., Bachmair, B., Cook, J. (2010). *Mobile Learning. Structures, Agency, Practices.* London: Springer.
36. Pilar, R. A., Jorge, A., & Cristina, C. (2013). The Use of Current Mobile Learning Applications In EFL. *Procedia-Social And Behavioral Sciences, 103,* 1189-1196.
37. Prensky, M. 2005. What can You Learn From A Cell Phone? Almost Anything! The Innovative Gateway 1 (June/July).
38. Ringle, C. M., Wende, S., & Will, S. (2017). Smart PLS v. 3.2. 6. *SmartPLS, Hamburg.*
39. Sargeant, J. (2012). Qualitative Research Part II: Participants, Analysis, and Quality Assurance. *Journal of graduate medical education, 4* 1, 1-3.
40. Soleimani, E., Ismail, K., & Mustaffa, R. (2014). The Acceptance of Mobile Assisted Language Learning (MALL) among Post Graduate ESL Students in UKM. *Procedia Social and and Behavioural Sciences.* 118, 457-462.
41. Stockwell, G. (2007). Vocabulary On The Move: Investigating An Intelligent Mobile Phone-Based Vocabulary Tutor. *Computer Assisted Language Learning, 20*(4), 365–383.
42. Sweeney, S. & Crestani, F. (2006). Effective Search Results Summary Size and Device Screen Size: Is There A Relationship?. *Information Processing and Management, 42* (4), pp. 1056-1074.
43. Taylor, S. J., Bogdan, R., & DeVault, M. (2015). *Introduction to Qualitative Research Methods: A Guidebook And Resource.* John Wiley & Sons.
44. Teng, F. (2016). The effects of context and word exposure frequency on incidental vocabulary acquisition and retention through reading. *The Language Learning Journal, ,* 1-14. doi:10.1080/09571736.2016.1244217
45. Thomas, K., & O'Bannon, B. (2013). Cell phones in the classroom: Preservice teachers' perceptions. *Journal of Digital Learning in Teacher Education, 30*(1), 11-20.
46. Thornton P. & Houser C. (2005) Using Mobile Phones In English Education In Japan . ED-Media.
47. Turloiu, A., & Stefánsdóttir, S. (2011). Learner Autonomy Theoretical and Practical Information For Language Teachers. DOI: skemman.is/stream/get/1946/7668/19634/1/
48. Walker, H. (2011). Evaluating The Effectiveness of Apps for Mobile Devices. *Journal of Special Education Technology, 26*(4), 59-63.
49. Yusri, I. K., Goodwin, R., & Money, C. (2015). Teachers and Mobile Learning Perception: Towards A Conceptual Model of Mobile Learning for Training. *Procedia - Social and Behavioral Sciences, 176*(20 February 2015), 425:43.

Authors: Zabedah bt Othman, Dr Jugindar Singh Kartar Singh, Raemah Abdullah Hashim

Paper Title: Impact of Emotional Needs on Intention to Stay and the Mediating Role of Perceived Organizational Support.an Empirical Study of Gen Y Employees' in the Banking Sector in Malaysia

Abstract: It is anticipated that over the next 10 years, the banking sector would require a workforce of about 200,000. Gen Y employees makes up about 40% of the current workforce in Malaysia. This number is expected to increase to 75% within a relatively short span of time. The present study examined the influence of emotional needs of Gen Y employees towards intention to stay and the mediating role of perceived organizational support. This was a quantitative research that used a survey method. Data was collected from a sample of 470 Gen Y employees in the banking sector in Malaysia. The findings revealed that emotional needs had a significant impact on intention to stay. Perceived organizational support was found to mediate the relationship between the two. The findings have significantly contributed to the advancement of knowledge in the emotional needs and intention to stay of Gen Y employees in the banking sector. The significant and positive impact of emotional needs and perceived organizational support suggests the importance of these factors in retention of Gen Y employees. The paper's primary contribution is that it provides an understanding that emotional needs and the mediating role of perceived organizational support have an impact on improving the intention to stay of Gen Y employees in the banking sector in Malaysia. From the practical implications perspective, organizations need to implement policies and procedures to help lessen employees quitting intentions. The results of this study suggest that organizations can implement policies covering the employee emotional needs and employees' perception that their work and contributions are valued. With current trends of globalizations and diversity, the finding of this study can be beneficial to improve retention of Gen Y employees in other countries.

Keyword: Emotional needs, Perceived organizational support, Intention to stay, Gen Y, banking, emotions

References:

1. Ajzen, I. & Fishbein, M. (1980). Understanding attitudes and predicting social behavior. Englewood Cliffs, NJ: Prentice Hall.
2. Allen, D.G., Shore, L.M. and Griffeth, R.W. (2003). The role of perceived organizational support and supportive human resource practices in the turnover process. *Journal of management, 29*(1), 99-118.
3. Ashkanasy, N.M. and Daus, C.S. (2002). Emotion in the workplace: The new challenge for managers. *Academy of Management Perspectives, 16*(1), 76-86.
4. Aube, C., Rousseau, V. & Morin, M.E. (2007). Perceived organizational support and organizational commitment: The moderating effect of locus of control and work autonomy. *Journal of Managerial Psychology, 22*(5), 479-495.
5. Burmeister, M. (2009). It's all about me becomes a cross generational conversation. *Training and Development, 63*(5), 92-93.
6. Blau, P.M. (1964). Exchange and power in social life. New York: John Wiley and Sons.
7. BNM, (2016). Bank Negara Malaysia Report [Online]. Available at <http://www.bnm.gov.my/>
8. (Accessed Sept 5, 2018)

13. BNM, (2018). Bank Negara Malaysia Financial Stability Review - First Half 2018 [Online]. Available at
14. http://www.bnm.gov.my/index.php?ch=en_press&pg=en_ (Accessed Sept 5, 2018)
15. Borhani, F., Abbaszadeh, A., Nakhaee, N. and Roshanzadeh, M. (2014). The relationship between moral
16. distress, professional stress, and intent to stay in the nursing profession. *Journal of medical ethics and history of medicine*, 7(4), 1-8
17. Brown, L.A. and Roloff, M.E. (2015). Perceived Organizational Support. *The International Encyclopedia*
18. *of Interpersonal Communication*. New York: John Wiley & Sons
19. Cappelli, P., & Keller, J. R. (2013). Classifying work in the new economy. *Academy of Management Review*,
20. 38(4), 575-596
21. Chen, M.F., Ho, C.H., Lin, C.F., Chung, M.H., Chao, W.C., Chou, H.L. and Li, C.K. (2016). Organization-
22. based self-esteem mediates the effects of social support and job satisfaction on intention to stay in nurses. *Journal of nursing management*, 24(1), 88-96.
23. Cheung, M.F. (2013). The mediating role of perceived organizational support in the effects of interpersonal
24. and informational justice on organizational citizenship behaviors. *Leadership & Organization Development Journal*, 34(6), 551-572.
25. Cho, S., Johanson, M.M. and Guchait, P. (2009). Employees intent to leave: A comparison of determinants
26. of intent to leave versus intent to stay. *International Journal of Hospitality Management*, 28(3), 374-381.
27. Choi, S., Cheong, K. and Feinberg, R.A. (2012). Moderating effects of supervisor support, monetary
28. rewards, and career paths on the relationship between job burnout and turnover intentions in the context of call centers. *Managing Service Quality: An International Journal*, 22(5), 492-516.
29. Colakoglu, U., Culha, O., & Atay, H. (2010). The effects of perceived organizational support on employee's
30. affective outcome: Evidence from Hotel Industry. *Tourism and Hospitality Management*, 16(2), 125-150.
31. Cook, K.S., Cheshire, C., Rice, E.R. and Nakagawa, S. (2013). Social exchange theory. In *Handbook of*
32. *social psychology* (pp. 61-88). Springer, Dordrecht.
33. Cropanzano, R., Rupp, D. E., & Byrne, Z. S. (2003). The relationship of emotional exhaustion to work
34. attitudes, job performance and organizational citizenship behaviors. *Journal of Applied Psychology*, 88, 160 –169.
35. Cullen, K.L., Edwards, B.D., Casper, W.C. and Gue, K.R. (2014). Employees' adaptability and perceptions
36. of change-related uncertainty: Implications for perceived organizational support, job satisfaction, and performance. *Journal of Business and Psychology*, 29(2), 269-280.
37. Curri van, D.B. (2000). The causal order of job satisfaction and organizational commitment in models of
38. employee turnover, *Human Resource Management Review*, 9(4), 495-524
39. Cummings CL. (2009). The effect of moral distress on nursing retention in the acute care setting
40. [unpublished dissertation] Florida (USA): University of North Florida
41. Deloitte, (2014). Big demands and high expectations: The Deloitte Millennial survey, (Online).
42. Available at <http://www2.deloitte.com/content/dam/Deloitte/global/> (Assessed July 19, 2018).
43. Eisenberger, R. and Stinglhamber, F. (2011). Perceived organizational support: Fostering enthusiastic
44. and productive employees. *American Psychological Association*.
45. Falkenburg, K & Schyns, B. (2007). Work satisfaction, organizational commitment and withdrawal
46. behaviours. *Management Research News*, 30(10), 708–723. (Online). Available at:
47. <http://www.emeraldinsight.com/> [Accessed February 16, 2018]
48. Gupta, A. and Singh, V. (2018). Influence of organizational justice on intention to stay of IT
49. professionals. *International Journal of Indian Culture and Business Management*, 17(4), 428-441.
50. Guthridge, M., Komm, A.B., & Lawson, E. (2008). Making talent a strategic priority. *The McKinsey*
51. *Quarterly*, 1- 59
52. Hewitt Associates. (2004). Strategies for Cost Management of the HR Function. *Timely Topics Survey*
53. *Results*.
54. Hochschild, A. R. (1983). *The managed heart: Commercialization of human feeling*. Berkeley: University of
55. *California Press*.
56. Hochwarter, W.A., L.A. Witt, D.C. Treadway, & G.R. Ferris (2006). The interaction of social skill and
57. organizational support on job performance. *Journal of Applied Psychology*, 91(2): 482-489.
58. Guha, S. and Chakrabarti, S. (2015). Effects of Intrinsic and Extrinsic Factors on Voluntary Employee
59. Turnover: An Alternative Exposition. *Anvesha*, 8(3), 1-17
60. Hair, J. F., Black, W.C., Babin, J.B., Anderson, R.E., & Tatham, R.L. (2010). *Multivariate Data*
61. *Analysis*. Pearson Prentice-Hall International, Upper Saddle River, New Jersey, U.S.A.
62. Humphrey, R.H., Ashforth, B.E. and Diefendorff, J.M., 2015. The bright side of emotional labor. *Journal of*
63. *Organizational Behavior*, 36(6), 749-769.
64. Hur, W.M., Han, S.J., Yoo, J.J. and Moon, T.W. (2015). The moderating role of perceived organizational
65. support on the relationship between emotional labor and job-related outcomes. *Management Decision*, 53(3), 605-624.
66. Hur, W.M., Won Moon, T. and Jun, J.K. (2013). The role of perceived organizational support on emotional
67. labor in the airline industry. *International Journal of Contemporary Hospitality Management*, 25(1), pp.105-123.
68. Ifiikhar, M., Shahid, M.U., Shahab, M.H., Mobeen, M. and Qureshi, M.I. (2016). Exploring the relationship
69. among organizational citizenship behavior, psychological empowerment and turnover intentions with the mediating role of affective commitment. *International Review of Management and Marketing*, 6(4S), pp.296-304.
70. Jawahar, I.M., Stone, T.H. and Kisamore, J.L. (2007). Role conflict and burnout: The direct and moderating
71. effects of political skill and perceived organizational support on burnout dimensions. *International Journal of Stress Management*, 14(2), 142-159.
72. Jones, D.A. (2010). Does serving the community also serve the company? Using organizational
73. identification and social exchange theories to understand employee responses to a volunteerism programme. *Journal of Occupational and Organizational Psychology*, 83(4), 857-878.
74. Krejcie, R. V. and Morgan, D. W. (1970). Determining sample size for research activities.
75. *Educational and Psychological Measurement*, 30, 607-610.
76. Kurtessis, J.N., Eisenberger, R., Ford, M.T., Buffardi, L.C., Stewart, K.A. and Adis, C.S. (2017).
77. Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, 43(6), 854-1884.
78. Kumar Mishra, S. (2014). Linking perceived organizational support to emotional labor. *Personnel*
79. *Review*, 43(6), 845-860.
80. Kyndt, E. Dochy, F. Michielsens, M. & Moeyaert, B. (2009). Employee retention: Organizational and personal perspectives. *Vocations and Learning*, 2(3), 195-215.
81. Lamm, E., Tosti-Kharas, J. and King, C.E. (2015). Empowering employee sustainability: Perceived
82. organizational support toward the environment. *Journal of Business Ethics*, 128(1), 207-220.
83. Laschinger, H.K.S., N. Purdy, J. Cho, & J. Almost, 2006. Antecedents and consequences of nurse managers'

84. perceptions of organizational support. *Nursing Economics*, 24(1), 20-29
85. Liang, H.Y., Tang, F.I., Wang, T.F., Lin, K.C. and Yu, S., 2016. Nurse characteristics, leadership, safety
86. climate, emotional labor and intention to stay for nurses: a structural equation modelling approach. *Journal of advanced nursing*, 72(12), 3068-3080.
87. Liu, J. and Liu, Y.H. (2016). Perceived organizational support and intention to remain: The mediating
88. roles of career success and self-esteem. *Int. journal of nursing practice*, 22(2), pp.205-214. Mayer, J.D., Salovey, P., & Caruso, D.R. (2004). Emotional intelligence: Theory, findings, and
89. implications. *Psychological Inquiry*, 15, 197-215.
90. Meisler, G. and Vigoda-Gadot, E. (2014). Perceived organizational politics, emotional intelligence and
91. work outcomes: empirical exploration of direct and indirect effects. *Personnel Review*, 43(1), 116-135.
92. Mele, A. R. (2001). *Self-Deception Unmasked*. Princeton: Princeton University Press
93. Mosby's Medical Dictionary, 8th edition. (2009). (Online). Available at [https://medical-dictionary.thefreedictionary.com/emotional need](https://medical-dictionary.thefreedictionary.com/emotional+need) (Accessed August 5, 2018)
94. Naim, M.F. and Lenka, U. (2016). Knowledge sharing as an intervention for Gen Y employees' intention
95. to stay. *Industrial and Commercial Training*, 48(3), 142-148.
96. Nasyira, M.N., Othman, M. and Ghazali, H. (2014). Predictors of intention to stay for employees of
97. casual dining restaurant in Klang Valley area. *International Food Research Journal*, 21(3).
98. Naim, M.F. and Lenka, U. (2017). How does mentoring contribute to Gen Y employees' intention to
99. stay? An Indian perspective. *Europe's journal of psychology*, 13(2), 314.
100. Othman, S.Z. and Lembang, S.A. (2017). What Attract Gen Y to Stay in Organization? HR Practices,
101. Organizational Support or Leadership Style. *International Review of Management and Marketing*, 7(2), 1-9.
102. PWC, (2012). Millennials at work Reshaping the workforce. (Online) Available at
103. <https://www.pwc.com/my/en/assets/publications/millennials> (Assessed January 12, 2018)
104. Queiri, A. and Dwaikat, N. (2016). Factors affecting generation Y employees' intention to quit in
105. Malaysian's business process outsourcing sector. *Journal of Sustainable Development*, 9(2), 78.
106. Qureshi, M.I., Iftikhar, M., Abbas, S.G., Hassan, U., Khan, K. and Zaman, K. (2013). Relationship between
107. job stress, workload, environment and employees' turnover intentions: What we know, what should we know. *World Applied Sciences Journal*, 23(6), pp.764-770.
108. Ramlall, S. (2004). A review of employee motivation theories and their implications for employee retention
109. within organizations. *The Journal of American Academy of Business*, Cambridge, 5(1/2), 52-63.
110. Richman, A.L., Civian, J.T., Shannon, L.L., Jeffrey Hill, E. and Brennan, R.T., 2008. The relationship of
111. perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee
112. engagement and expected retention. *Community, work and family*, 11(2), pp.183-197.
113. Rhoades, L. and Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal*
114. *of Applied Psychology*, 87(4), 698-714.
115. Saunders, M., Lewis, P., & Thornhill, A. (2012). *Research Methods for Business Students*. Essex: Pearson
116. Schutte, N. S., & Loi, N. M. (2014). Connections between emotional intelligence and workplace flourishing.
117. *Personality and Individual Differences*, 66, 134-139.
118. Sekaran, U. and Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach*.
119. 5th ed., Chichester: Wiley
120. Smollan, R.K., & Sayers, J.G. (2009). Organizational culture, organizational change and emotions: A qualitative study. *Journal of Change Management*, 9(4), 435-457.
121. Sarstedt, M., Christian M. Ringle, D. S. & Reams, R. (2014). Partial least squares structural equation
122. modeling (PLS-SEM): A useful tool for family business researchers. *Journal of Family Business Strategy*, 5(1), 105-115.
123. Stanley, R. O. & Burrows, G. D. (2001). Varieties and functions of human emotion. In R. L. Payne & C. L.
124. Cooper (Eds.). *Emotions at work: Theory, research and applications in management*. (pp. 3-19). Chichester, England: Wiley
125. StarOnline. (2018). Vacancies in banking industry, 16 January [Online]. Available at
126. <https://www.thestar.com.my/business/business-news> [Accessed July 4, 2018].
127. StarOnline. (2014). Tighter squeeze on-talent increase in-gen y workforce in financial services, 6 January
128. [Online]. Available at <https://www.thestar.com.my/business/business>. [Accessed July 4, 2018].
129. Strauss, W., & Howe, N. (1991). *Generations: The History of America's Future 1584 to 2069*. New York, NY:
130. William Morrow and Company.
131. Taris TW, Schreurs PJ. (2009). Explaining worker strain and learning: how important are emotional job
132. demands? *Anxiety Stress Coping*. 22(3), 245-62.
133. Tower Watson, (2013). Higher turnover rate in Malaysian financial services industry, Towers Watson
134. (Online) Available at <https://www.towerswatson.com> (Accessed June 18, 2018)
135. Tubre, T. C., & Collins, J. M. (2000). Jackson and Schuler (1985). Revisited: A meta-analysis of the
136. relationships between role ambiguity, role conflict and job performance. *Journal of Management*, 26, 155-169.
137. Thibaut, J.W. & Kelley, H.H. (1959). *The Social Psychology of Groups*. New York: John Wiley and
138. Sons,
139. Van Vegchel N, de Jonge J, Söderfeldt M, Dormann C, Schaufeli W. (2004). Quantitative Versus
140. Emotional Demands Among Swedish Human Service Employees: Moderating Effects of Job Control and Social Support. *International Journal of Stress Management*. 11(1), 21-40.
141. Wilson, C. (2012). Retaining good people through a focus on talent and purpose. *Human Resource*
142. *Management International Digest*, 20(2), 29-31.
143. Wong, C. S. and Law, K. S. (2002). The effects of leader and follower emotional intelligence on
144. performance and attitude: An exploratory study. *Leadership Quarterly*, 13, 243-274.
145. Woolfolk, A. (2004). *Educational Psychology*, 9th edn., Allyn & Bacon, Boston, MA
146. Worley JA, Vassar M, Wheeler DL, Barnes LLB. (2008). Factor Structure of Scores from the Maslach
147. Burnout Inventory: A Review and Meta-Analysis of 45 Exploratory and Confirmatory Factor-Analytic Studies. *Educational and Psychological Measurement*. 68(5), 797-823
148. World Health Organization (2008). *The global burden of disease: 2004 update*. Switzerland: WHO Press;
149. Zeidner, M., Matthews, G., and Roberts, R. D. (2009). *What We Know About Emotional Intelligence:*
150. *How It Affects Learning, Work, Relationships, and Our Mental Health*. Cambridge, MA: MIT Press

Paper Title:	Influence of Leadership and Academic Culture on Academic Quality Assurance in Nursing Vocational Schools in the Era of Industrial Revolution 4.0	
Abstract:	The quality of higher education in Indonesia has not been evenly distributed including vocational nursing schools. The academic quality assurance for nursing vocational schools is not at its best, which has an impact on the quality of nurse's graduates who will provide health services. The purpose of this research is to examine the influence of leadership and academic culture, on academic quality assurance. The quantitative research uses a questionnaire on 122 permanent lecturers at 24 nursing schools. The validity and reliability of the questionnaire were conducted. The hypothesis was tested using path analysis and continued with the goodness of fit test. This paper has explained how leadership and academic culture has a direct positive impact on academic quality assurance. The study also found indicators of directing and academic freedom have a major contribution to academic quality assurance. The influence of leadership and academic culture are discussed. This paper highlights the importance of leadership and academic culture and to academic quality assurance in nursing vocational schools	
Keyword:	academic quality assurance, leadership, academic culture	
References:	<ol style="list-style-type: none"> Ketkajorn S, Vajarintaragoon K, Sri-ngan K. Factors Affecting the Effectiveness of Educational Quality Assurance. <i>J Buddh Educ Res</i>. 2017;3(2):48–56. Do QTN, Pham HT, Nguyen KD. Quality Assurance in the Vietnamese Higher Education : A Top-Down Approach and. In: <i>The Rise of Quality Assurance in Asian Higher Education</i>. Elsevier Ltd; 2017. p. 191–207. Doherty G. Quality Assurance in Education. In the United Kingdom; 2012. p. 424. Available from: www.intechopen.com TEQSA. Guidance Note : Academic Quality Assurance What is academic quality assurance ? Vol. 2. Australia: Australian Government; 2017. 1–6 p. Sylvester S, Ebisine SS. Academic Quality Assurance in the Colleges of Education : Challenges and Ways Forward for Future Development Academic Quality Assurance in the Colleges of Education : Challenges and Ways Forward for Future Development. <i>Int Lett Soc Humanist Sci</i>. 2014;13:0–9. Robbins ST, Judge TA. <i>Organizational Behavior</i>. Pearson Education Limited; 2012. 259 p. Goetsch DL, Davis S. <i>Quality Management For Organizational Excellence : Introduction to Total Quality Seventh Edition</i>. 7th ed. Edinburgh: Pearson Education Limited; 2014. 472 p. Mc Shane SL, Von Glinow MA. <i>Organizational Behavior: Emerging Knowledge and Practice For The Real World</i>. 8 th. McGraw-Hill/Irwin. 2010. 1–669 p. Armstrong M. <i>Armstrong ’ s Handbook of Management and Leadership for HR</i>. 4 th. London: Kogan Page Ltd; 2016. 472 p. Clark BR. <i>Burton Clark ’ s The Higher Education System : Academic Organization in Cross-National Perspective</i>. <i>London Rev Educ</i>. 2010;8(3):229–37. Sarmadi MR, Nouri Z, Zandi B, Lavasani GM. Academic culture and its role in knowledge management in the higher education system. <i>Int J Environ Sci Educ</i>. 2017;12(5):1427–34. Szelenyi K, Rhoads RA. Academic culture and citizenship in transitional societies: case studies from China and Hungary. <i>High Educ</i>. 2013;66(4):425–38. Parvin A. Leadership and management in quality assurance : insights from the context of Khulna University, Bangladesh. <i>High Educ Springer Nat [Internet]</i>. 2018; Available from https://doi.org/10.1007/s10734-018-0299-1 Jacobson S. Leadership effects on student achievement and sustained school success. <i>Int J Educ Manag</i>. 2011; Yirdaw A. Quality of Education in Private Higher Institutions in Ethiopia- The Role of Governance.pdf. <i>SAGE Open</i>. 2016;1–12. Akhtar NA, Jalil F, Farooq MS, Afzal M, Awan MU. Effect of leadership and academic culture on the implementation of self-assessment manual in public sector universities of Pakistan. <i>J Qual Technol Manag</i>. 2010;6(1):135–52. Svyatov SA, Adambekova AA, Amankeldi NA. The Realization of Academic Freedom as the Basis of Assurance of Higher Education Quality. <i>Int J Econ Financ [Internet]</i>. 2015;5(2146–4138):80–8. Available from: Http: www.econjournals.com%0AInternational Stocia FC, Safta M. University Autonomy and Academic Freedom - Meaning and Legal Basis. <i>Perspect Bus Law J [Internet]</i>. 2013;2(1):192–9. Available from: http://europa.eu/legislation_summaries/education_training_youth/lifelong_learning/c11088_ro.htm Robbins S, Judge TA. <i>Organizational Behavior 15th ed</i>. Zhurnal Eksperimental'noi I Teoreticheskoi Fiziki. 2013. Turan S, Bektas F. The relationship between school culture and leadership practices. <i>Br J Spec Educ</i>. 2013; Karadag E, Oztekin-Bayir O. The Effect of Authentic Leadership on School Culture: A Structural Equation Model. <i>Int J Educ Leadersh Manag [Internet]</i>. 2018;6(1):40–75. Available from: http://ezproxy.lib.uconn.edu/login?url=https://search.ebscohost.com/login.aspx?direct=true&db=eric&AN=EJ1166860&site=ehost-live Dill DD. The management of academic culture revisited: Integrating universities in an entrepreneurial age. In: <i>Managing reform in universities: The dynamics of culture, identity, and organizational change</i>. Basingstoke, UK: Palgrave Macmillan; 2012. p. 222–37. 	
Authors:	Suandi Silalahi, Sugiarto, Nurhattati, Suryadi, Eliana Sari	
Paper Title:	Independent Evaluation Policy for Admission of New Students Examination Outcome Phase	
Abstract:	<p>study was conducted to obtain valid information and can be trusted on the initial conditions (antecedents), policy implementation, and variations in the results (outcomes) Exam Independently implementation at the University of North Sumatra. In evaluating the aspects of the Exam independently by USU, it is carried out through a formal evaluation approach. Formal evaluation uses laws, program / policy documents, interviews with office holders in this case as policy implementers by identifying, defining, and specifying policy objectives and targets. (Luankali, 2007). In formal evaluation the type of evaluative criteria that is most often used is effectiveness. Evaluating the implementation of the Examination Policy independently at the University of North Sumatra as an object of research to: (1) assess how much a policy can achieve its objectives; (2) provide guidance to policy implementers regarding how smoothly the trip or the policy process is implemented; and (3) providing important indicators for policy makers in the future; and furthermore, (4) evaluating the outcome (outcome) of the policy is aimed at seeing the extent to which the results of the policy implementation result. In this evaluation, measures and interpretations of the success of the policies are carried out which include: evaluation; implementation of new student admission policies through the Independent Examination at USU. This research is a type of evaluation research, policy / program implementation in the context of Evaluating the Implementation of Acceptance Policy for New Students Through Independent Exams at USU. So the researchers chose to use Evaluation Model Stake's Countenance. In this study the evaluation model Stake countenance used includes three stages or three phases namely antecedents (initial conditions), transactions (implementation process), outcomes (results obtained). The researcher used Stake's</p>	

95-98

14.

99-106

(1967) countenance model (Taybnafis, 2008: 21) because this model according to Taybnafis was that the analysis of the evaluation process presented by Stake had a considerable impact on the evaluation field and was conceptually very strong. (Stake, 1967). Data collection techniques use analysis of literature studies, secondary data documents, observations, and in-depth interviews that support the validity analysis. The results of this study illustrate: (1) the preliminary phase process (formulation of policy making), (2) the phase of the transaction (planning, implementation, organizing, and supervisory policy (3) the phase of the results of the implementation of independent examinations in accepting new students at the University of Sumatra North In accordance with the Stake model, this paper describes two main ways of processing descriptive evaluation data, the contingency between antecedents, transactions and results and finding conformity between the intensity and observations of each phase and assessment made by evaluators based on certain standard criteria. results that can be one of the references in the new student admission policy at PTN.

Keyword: Evaluation, Policy Implementation, New Student Admission, outcome

References:

1. Balai Pusat Bahasa Departemen Pendidikan Nasional. (2016). *Kamus Besar Bahasa Indonesia Edisi Ke-5*.
2. Dunn, William N. (2003). *Pengantar Analisis Kebijakan Publik*, Edisi Kedua, Yogyakarta: Gadjah Mada University Press.
3. Jones, Charles O. (1991). *An Introduction to the Study of Public Policy*, Diterjemahkan oleh Riky Istamto. Jakarta : CV.Rajawali.
4. Jones, Charles O. (1984). *An Introduction to the Study of Public Policy*, Third Edition, Monterey: Cole Publishing.
5. Kerr, Clark. (1963). *The Uses of University*, California: Torch Book The Academy Library.
6. Luankali, Bernadus. (2007). *Analisis Kebijakan Publik Dalam Proses Pengambilan Keputusan*, Penerbit Amelia Press, Jakarta.
7. Mutfrofin. (2010). *Evaluasi Program, Teks Pilihan untuk Pemula*, Penerbit Laks Bang Pressindo, Yogyakarta.
8. Parson, Wayne. (2008). *Public Policy, Pengantar Teori dan Praktik Analisis Kebijakan*, Penerbit Kencana Prenada Media Group, Jakarta.
9. Stufflebeam, Daniel L. dan Anthony. (2007). *Evaluation Theory, Models and Application*, San Fransisco: Jossey Bass.
10. Stake, Robert E. (2000). *Program Evaluation, Particularly Responsive Evaluation*, diedit oleh Daniel L. Stufflebeam, George F. Madaus and Thomas Kellaghan, Evaluation Models, Vewpoints on Educational and Human Services Evaluation, Second Edition, New York, Boston, Dordrect, London, Moscow: Kluwer Akademic Publisher.
11. Winarno, Budi. (2012). *Kebijakan Publik, Teori, Proses, dan Studi Kasus*, Penerbit CAPS, Yogyakarta.
12. Tilaar, H.A.R dan Riant Nugroho. (2009). *Kebijakan Pendidikan*, Jakarta: Pustaka Pelajar.
13. Tilaar, H.A.R dan Riant Nugroho. (1999). *Beberapa Agenda Reformasi Pendidikan Nasional Dalam Perspektif Abad Ke-21*, Jakarta :Terra Indonesia.
14. Usman, Husaini (2011). *Manajemen: Teori, Praktik dan Riset Pendidikan*, Jakarta: Bumi Aksara
15. Undang-Undang Dasar Negara Republik Indonesia Tahun 1945 Pasal 31 ayat 5
16. Undang-Undang No. 12 Tahun 2012 Tentang Pendidikan Tinggi

Authors: Koderi, Achmad Maulana, Umi Hijriyah, Dwi Prasetyo, Rukimin

Paper Title: Developing Mobile Learning Media for Arabic Language Instruction at Islamic Senior High School in Lampung Indonesia

Abstract: This study aims to develop a mobile learning media for Arabic learning and to investigate the feasibility and effect of the developed media on students' learning outcome. This is a research and development study which involves a process to develop and validate educational product conducted at MAN 2 Bandar Lampung. This study employs the modified model of development proposed by Hannafin and Peck which consists of three phases: (1) needs analysis; (2) design; and (3) development/implementation. This research produces a product in the form of mobile learning media for Arabic learning at Islamic Senior High School (Madrasah Aliyah) with an offline operational system using a smartphone (Android). The product development process was done using Construct 2 software and Cocoon.io on the <https://www.cocoon.io/>. The product feasibility was validated by the material expert with the score of 4.85 or 97.14%, by the media expert with the score of 5 of 100%, and by the expert of instructional design with the score of 4.6 or 92%. This means that all these three validations belong to the highly feasible category. The effectiveness of the product was tested using the t-test with a significant level of $\alpha = 0.05$. Based on the result of calculations using the t-test, the obtained values of $t_{critical}$ and t_{table} are $t_{critical} = 14.342 > t_{table} = 2.086$ with the differences in learning outcomes amounting 49.04462. It can be concluded that the mobile learning media of Arabic learning is very suitable to be used in learning and very effective to improve students' learning outcome. Compared to the previous studies, this current research comes up with relatively new ideas in terms of involving the four language skills in Arabic learning as well as the interactive quizzes for those skills. Not only does this make this product effective and efficient, but also comprehensive.

Keyword: Arabic Language, Instruction, Mobile Learning, Media,

References:

1. Azmi, M. (2015). Pengembangan Mobile Learning Sebagai Alternatif Media Pembelajaran Di Masa Depan. *Jurnal Teknodika*, 1–13.
2. Ence Surahman, & Herman Dwi Surjono. (2017). Pengembangan adaptive mobile learning pada mata pelajaran biologi SMA sebagai upaya mendukung proses blended learning. *Jurnal Inovasi Teknologi Pendidikan*, 4(1). <https://doi.org/10.21831/jitp.v4i1.9723>
3. Handayani, A. (2017). Pengembangan Media Pembelajaran Mobile Learning Dengan Menggunakan Aplikasi Android Pada Mata Pelajaran Teknik Listrik Di Smk Negeri 1 Jetis Mojokerto. *Pendidikan Teknik Elektro*, 6(2), 205–212.
4. Koderi. (2014). Pembelajaran Bahasa Arab Berbasis Media iPad. *Al-Bayan*, 6(2), 1–18.
5. Koderi. (2018). Penerapan Model Pembelajaran Bahasa Arab Berbasis SAVI (Somatis , Auditori , Visual , Intelektual) Dalam Meningkatkan Hasil Belajar. *10*(1), 75–85. <https://doi.org/DOI:https://doi.org/10.24042/albayan.v10i01.2596>
6. Korucu, A. T., & Alkan, A. (2011). Differences between m-learning (mobile learning) and e-learning, basic terminology and usage of m-learning in education. *Procedia - Social and Behavioral Sciences*, 15, 1925–1930. <https://doi.org/10.1016/j.sbspro.2011.04.029>
7. Lubis, I. R., & Ikhsan, J. (2015). Pengembangan Media Pembelajaran Kimia Berbasis Android Untuk Meningkatkan Motivasi Belajar Dan Prestasi Kognitif Peserta Didik Sma. *Jurnal Inovasi Pendidikan IPA*, 1(2), 191. <https://doi.org/10.21831/jipi.v1i2.7504>
8. Lynda.com. (2015). Benefits of Mobile Learning. *I(Mobile Learning)*, 9. https://doi.org/10.1057/9781137309815_1
9. Nugroho, S. (2014). Pemanfaatan Mobile Learning Game Barisan Dan Deret Geometri Untuk Meningkatkan Minat Dan Hasil Belajar Matematika SMA Kesatrian 1 Semarang. *Jurnal Indonesian Digital Journal of Mathematics and Education*, Vol. 1, 1–7.

10. Pawar, P. U. B., Ugale, C. B., Nigal, A. S., Shinde, R., & Metkar, M. (2015). Mobile Learning Application with Online Query Support. *IJMTER (International Journal of Modern Trends in Engineering and Research)*, 2(10), 239–244.
11. Rahmayani, I. (2015). Indonesia Raksasa Teknologi Digital Asia.
12. Saedah Siraj. (2004). Pembelajaran Mobile dalam kurikulum masa depan. *Jurnal Pendidikan, Journal on Issues of Education*, 27(July), 129–141.
13. Sharples, M., Spikol, D., & Majid, A. (2012). Mobile Learning. *Technology Enhanced Learning*, 89–96. https://doi.org/10.1007/978-3-319-02600-8_8
14. Smaldino, S. E., Lowther, D. L., & Russell, J. D. (2008). *Instructional Technology and Media for Learning*. New York, USA: Prince Hall.
15. Sugiyono. (2017). *Metode Penelitian: Kualitatif, Kuantitatif, dan R&D*. Bandung: Alfabeta.
16. Tamimuddin. (2007). Mengenal Mobile Learning (M-Learning). *LIMAS*, 1–8.
17. Traxler, J. (2015). Defining Mobile Learning. *IADIS International Conference Mobile Learning*, (November), 261–266.
18. Yetri, Koderi, Amirudin, S Latifah, M. D. A. (2019). The Effectiveness of Physics Demonstration Kit : The Effect on The Science Process Skills Through Students ' Critical Thinking The Effectiveness of Physics Demonstration Kit : The Effect on The Science Process Skills Through Students ' Critical Thinking. *IOP Conf. Series: Journal of Physics: Conf.*, 1155(012061), 1–5. <https://doi.org/10.1088/1742-6596/1155/1/012061>
19. Yousef Mehdipour, & 2, H. Z. (2013). Mobile Learning for Education: Benefits and Challenges. *International Journal of Computational Engineering Research*, 3(6), 93–101. <https://doi.org/10.1080/87567555.2011.604802>

Authors: **Indri Wulandari Putri, Rini Mutahar, Rico Januar Sitorus, Novrikasari, Amrina Rosyada, Desheila Andarini**

Paper Title: **Factors Determining Drug Uptake During Mass Drug Administration in Banyuasin District, South Sumatera, Indonesia**

Abstract: The community participation in taking drugs to prevent filariasis can reduce the risk of contracting filariasis, especially those who live in filariasis-endemic areas. People who do not take filariasis medication at the time of filariasis through mass drug administration (MDA) will be more at risk for contracting filariasis. WHO filariasis program target on 2000 stated that the minimum MDA coverage that must be achieved to break the chain of transmission is 85%, while the Banyuasin district has not reached the set target. This study aims to identify the factors determining drug uptake during Mass Drug Administration in Banyuasin District 2018. This study used a cross-sectional study design, the sample of this study was 200 samples of heads of families selected in a cluster random sampling. The analysis method of this study uses univariate, bivariate using the chi-square test and multivariate using multiple logistic regression tests. The results of this study found that the proportion of respondents taking filariasis drug was 75.5%. The variables that significantly correlated with taking filariasis drug were attitudes (PR 1,89; 95% CI 1.08-3.18) and support from Elimination Executing Staff (PR 2,06; 95% CI 1,24-3,44). The behavior of taking medicine in the MDA Filariasis activities in Banyuasin District was not good. Hence, health workers are expected to be more active in conducting counseling to improve community participation in the Filariasis MDA activities.

Keyword: Behavior; Filariasis; Mass Drug Administration (MDA).

References:

1. Adhikari. Factors Determining Non-Compliance to Mass Drug Administration for Lymphatic Filariasis Elimination in Endemic Districts of Nepal. *JNHRC*. 2014; 12(2).
2. Alamsyah, Agus, & Marlina, T. Faktor-Faktor yang Berhubungan dengan Cakupan Menelan Obat Massal Pencegah Filariasis. 2016. Available from: <https://doi.org/DOI:http://dx.doi.org/10.22216/jen.v1i1.586>.
3. Ambarita, Taviv, Sitorus, Pahlevi, & Kasnodihardjo. Perilaku Masyarakat terkait Penyakit Kaki Gajah dan Program Pengobatan Massal di Kecamatan Pelayung Kabupaten Batanghari, Jambi. *Media Litbangkes*. 2014; 24(4): 191–198.
4. Departemen Kesehatan Republik Indonesia Direktorat Jenderal PP & PL. Eliminasi Penyakit Kaki Gajah (Filariasis) di Indonesia. Jakarta; 2002.
5. Departemen Kesehatan RI. Pedoman Pengobatan Massal Filariasis. Jakarta; 2006.
6. Dinas Kesehatan Kabupaten Banyuasin. Laporan Tahunan Eliminasi Penyakit Kaki Gajah Kabupaten Banyuasin Provinsi Sumatera Selatan. Banyuasin; 2011.
7. Dinas Kesehatan Kabupaten Banyuasin. Laporan Tahunan Eliminasi Penyakit Kaki Gajah Kabupaten Banyuasin Provinsi Sumatera Selatan. Banyuasin; 2017.
8. Dinas Kesehatan Kota Palembang. Profil Kesehatan Kota Palembang Tahun 2014. Palembang; 2014.
9. Hamidi, Syarif, N., & Asmawati. Hubungan Pengetahuan dan Sikap Kepala Keluarga tentang Filariasis dengan Mengonsumsi Obat Pencegahan Filariasis di Desa Berancah Wilayah UPT Puskesmas Selatbaru Tahun 2016. *Jurnal Ners Universitas Pahlawan Tuanku Tambusai*. 2017; 1(2): 57–72.
10. Kusumawardhani. Gambaran Faktor-faktor Predisposisi dan Praktik Minum Obat pada Pengobatan Massal Filariasis di RW 7 Kelurahan Bakti Jaya Depok. 2009.
11. Noerjoedianto, Ekawaty, & Herwansyah. Pengaruh Karakteristik Kepala Keluarga terhadap Pencegahan Penyakit Filariasis di Desa KEMingking dalam Kabupaten Muaro Jambi Propinsi Jambi Tahun 2012. Universitas Jambi. 2012.
12. Notoatmodjo. Pengantar Pendidikan Kesehatan Ilmu Perilaku. Yogyakarta: Andi Offset; 2003.
13. Nujum, Z. Factors Determining Non-Compliance to Mass Drug Administration for Lymphatic Filariasis Elimination. 2012; 2(3): 109–115. Retrieved from www.tropicalparasitology.org.
14. Nurlaila, Ginanjar, P., & Martini. Faktor-Faktor yang Berhubungan dengan Kepatuhan Pengobatan Massal di Kelurahan Non Endemis Filariasis Kota Pekalongan. *Jurnal Undip Online*. 2017; 5(4). Retrieved from <http://ejournal3.undip.ac.id/index.php/jkm>.
15. Purwastyastuti. Filariasis Di Indonesia: Pemberian Obat Massal Pencegahan (POMP) Filariasis. *Buletin Jendela Epidemiologi*. 2010; 1: 15–19.
16. Santhi. Kepatuhan Minum Obat Filariasis pada Pengobatan Massal Berdasarkan Teori Health Belief Model di Kelurahan Limo Depok Tahun 2011. Jakarta: Universitas Indonesia; 2012.
17. Santoso, Oktariana, Ambarita, R., & Sudomo, L. Epidemiologi Filariasis di Desa Sungai Rengit Kecamatan Talang Kelapa Kabupaten Banyuasin Tahun 2006. *Buletin Penelitian Kesehatan*. 2008; 36(2): 56–70.
18. Sriyono. Pengaruh Tingkat Pendidikan dan Pemahaman Masyarakat Tentang Ikan Berformalin Terhadap Kesehatan Masyarakat. *Faktor Exacta*. 2015; 8(1): 79–91.
19. Tomar, & Kusnanto. Proses Pengobatan Massal Filariasis di Kepulauan Mentawai (19 ed.). Yogyakarta; 2007.
20. World Health Organization. Preparing and Impelementing A National Plan to Eliminate Lymphatic Filariasis. Geneva; 2000.
21. World Health Organization. Global Programme to Eliminate Lymphatic Filariasis Progress Report 2015. Switzerland; 2015.

16.

113-117

17.

Authors: **Beatrix J.M. Salenus, Suriani, Yufiati, Nova M. Mataheru**

Paper Title: Development of Integration Education Model Pela-Gandong Local Based on Local Content in Primary Schools in Ambon City

Abstract: This study aims to develop abased social integration education model Pela-Gandong as a local content formed through the togetherness of life of the brothers based on kinship values and customary institutions in the context of cultural local wisdom in Maluku. The implementation of the development of this model was based on the desire to recognize, maintain and preserve Maluku culture as an ancestral heritage, which had experienced the shock of harmony in the lives of brothers due to the Maluku conflict in 1999-2004, so through Pela-Gandong based social integration education in Maluku it can be used as a cultural instrument in the intellectual life of the nation but also as an effort to maintain the nobility of the values of the nation's own culture. This study uses a research development method (R & D) using collaboration from the learning design model Borg and Gall with the ADDIE model (Analysis-Design-Develop-Implement-Evaluate), which produces based local content learning products Pela-Gandong- as a learning resource local contents of the Maluku region that are intended for elementary school students with the theme "Beautiful Togetherness Pela-Gandong", which refers to the 2013 curriculum used in Indonesia. The target of this study was fourth grade students (four) at SD Inpres Latta, Baguala-Ambon District. The results of this study indicate that the development of based social integration education models is Pela-Gandong- very effective to be used by fourth grade elementary school students as a local content of learning which is shown through the effectiveness of learning products using minimum completeness criteria (KKM), so that Pela-Gandong based social integration education is very relevant for fourth grade elementary school students not only as a local content in introducing Maluku culture, but more than that, namely as a cultural instrument that is effective in revitalizing and transforming contextual cultural values based on local wisdom in Maluku.

Keyword: Model Development, Social Integration Education, Pela-Gandong, Local Content

References:

1. Anwar, R. (2017). Hal-Hal Yang Mendasari Penerapan Kurikulum 2013. *Humaniora*. <https://doi.org/10.21512/Humaniora.V5i1.2987>
2. Aponno, E. H., Brasit, N., Taba, M. I., & Amar, M. . (2017). Factors That Influence Organizational Citizenship Behavior and Employees Performance "Pela Gandong". *Scientific Research Journal (Scirj)*, V(Vi), 10–26.
3. Arikunto, S. (2008). *Metode Penelitian*.
4. Attamimy, M. (2014). Pela- Gandong And Harmonization Life of Brotherhood (Orang Basaudara) (Study Case the Relations of Islam And Christianity Post Conflict in Ambon) *M. Al-Ulum*, 14(2), 275–294.
5. Chandra. (1992). No Title.
6. Dewi, O. (2007). *Konsep Dasar Keberadaan Masyarakat Dan Terbentuknya Integrasi Sosial*. *Informasi Kajian Permasalahan Sosial Dan Usaha Kesejahteraan Sosial*.
7. Gustafson, K. L., & Branch, R. M. (2002). *Survey of Instructional Development Models*. New York: Eric Clearinghouse on Information & Technology.
8. Hadi Riwayati Utami, & Suyitno. (2016). Relevansi Tema Kurikulum 2013 Sekolah Dasar Muatan Lokal - Nasional. *Malih Peddas*, 6. Retrieved from <http://journal.upgris.ac.id/index.php/malihpeddas%0arelevansi>
9. Hasanah, N., Ulfatin, N., & Wiyono, B. B. (2017). Local Wisdom "Hidup Orang Basudara" Within the Perspective of Teachers' Competence in Smpn 1 Tehoru, Central Maluku District, Maluku Province, Indonesia, 22(10), 19–27. <https://doi.org/10.9790/0837-2210031927>
10. *Instructional Design*: (N.D.).
11. Judiani, S. (2018). Implementasi Pendidikan Karakter Di Sekolah Dasar Melalui Penguatan Pelaksanaan Kurikulum. *Jurnal Pendidikan Dan Kebudayaan*. <https://doi.org/10.24832/jpnk.v1i6i9.519>
12. Manuhutu, R., Purwiyastuti, W., & Widiarto, T. (2009). Budaya Pela Gandong Di Negeri Haria Sebagai Alat Pemersatu Dan Perdamaian Orang Maluku Tengah, 3–4.
13. Marlina; Hikmah, N. (2013). Pendidikan Berbasis Muatan Lokal Sebagai Sub Komponen Kurikulum. *Jurnal Dinamika Ilmu*, 13(1), 105–119.
14. Marlina, & Hikmah, N. (2013). Pendidikan Berbasis Muatan Lokal Sebagai Sub Komponen Kurikulum. *Dinamika Ilmu*, 13(1), 105–119. <https://doi.org/http://dx.doi.org/10.21093/di.v13i1.68>
15. Muktadir, A., & Agustrianto. (2014). *Jurnal Pendidikan Karakter*. Pengembangan Model Mata Pelajaran Muatan Lokal Berbasis Kearifan Lokal Untuk Meningkatkan Karakter Di Sekolah Dasar Provinsi Bengkulu, Tahun Iv, 318–331.
16. Nafisah, D. (2016). Peran Pendidikan Muatan Lokal Terhadap Pembangunan Karakter Bangsa. *Jurnal Pancasila Dan Kewarganegaraan*, 4, No. 2, 451–468. Retrieved from <http://e-journal.unipma.ac.id/index.php/citizenship/article/view/1078/942>
17. Prastowo, A. (2014). Paradigma Baru Madrasah Dalam Implementasi Kebijakan Kurikulum 2013. *Jurnal Pendidikan Islam*. <https://doi.org/10.14421/jpi.2014.31.95-113>
18. Raiser, R. A., & Jhon V. Damsay. (2007). *Trend and Issues in Instructions Design And Technology*. Boston: Person Education, Inc.
19. Richey, R. C., Klein, J. D., & Tracey, M. W. (N.D.). *The Instructional Design Knowledge Base: Theory, Research, And Practice*. Taylor And Francis.
20. Rosana, E. (2011). *Modernisasi Dan Perubahan Sosial*. *Jurnal Tapis*. <https://doi.org/10.24042/tapis.v7i1.1529>
21. Smaldino, E. Sharon, Lowthe, L. R. D., & Russel, D. J. (2011). *Instructional Technology and Media for Learning 9th Edition:Terjemahan Arif Rahman*. In *Instructional Technology and Media for Learning 9th Edition:Terjemahan Arif Rahman (9th Ed.)*. Jakarta: Kencana Prenada Media Group.
22. Smith, T. O., Hedges, C., & Schankat, K. (2010). A Systematic Review of The Rehabilitation of Liss Plate Fixation of Proximal Tibial Fractures. *Advances in Physiotherapy*, 12(2), 100–110. <https://doi.org/10.3109/14038190902906326>
23. Tangidy, A. M., & Setiawan, T. A. (2016). Toleransi Melalui Model Budaya Pela Gandong Menggunakan Media Board Game Untuk Mahasiswa. *Sabda Volume 11, Nomor 2, Desember 2016 Issn 1410-7910 E-Issn 2549-1628*, 11(45), 39.
24. Titaley, E., Kanto, S., Wisadirana, D., & Mardiyono. (2018). Pela Dan Gandong Culture as Basic of a Network Formation for Poverty Alleviation in The Village. *Advances in Social Sciences Research Journal*, 5(3). <https://doi.org/10.14738/Assrj.53.4247>
25. Triyanto. (2014). Pendidikan Seni Berbasis Budaya. *Imajinasi: Jurnal Seni*, Viii(1), 33–42. Retrieved from <https://journal.unnes.ac.id/nju/index.php/imajinasi/article/view/8879/5818>
26. Tuhuteru, L. (1991). *Efektifitas Pembinaan Karakter Generasi Muda Dalam Presepsi Tokoh Masyarakat Dan Pemuda (Studi Kasus Pasca Konflik Sosial Ambon)*.
27. Watloly, A. (2012). *Memperkuat Falsafah Hidup Orang Basudara*. In Karel Albert Ralalahu "Berlayar Dalam Ombak, Berkarya Bagi Negeri: Pemikiran Anak Negeri Untuk Maluku".
28. Wedan, M. (2016). *Pengertian Pendidikan Dan Tujuan Pendidikan Secara Umum*.
29. Weil, M., & Joice, B. (1978). *Social Models of Teaching; Expanding Your Teaching Repertoire*. New Jersey: Prentice Hall Inc, Englewood Cliffs.

Paper Title:	Improvement Efforts III through Content Control Services with Role Playing Techniques in FKIP Products and Counseling Christian University of Indonesia	128-131
Abstract:	<p>Low self-confidence is still a problem that is quite alarming among early adult Indonesian women. There are still many early adults who make beauty the root of their anxiety, not a source of self-confidence. Dove Girl Beauty Confidence Report in kompas.com shows that 54 percent of early adult women in the world do not have high self-confidence. In fact, 7 out of 10 of them in Indonesia withdraw from important activities not confident. The Assistant Deputy for the Fulfillment of the Rights of the Child for Education, Creativity and Culture of the Ministry of Women's Empowerment and Child Protection, Elvi Hendrani, improper parenting from parents also has a major influence in reducing children's self-confidence. for early adults. However, more important recognition from parents and teachers. The results of the research on the provision of content mastery services with the role playing technique for early adult students can be concluded: (1) the confidence of early adult students before joining the content mastery service with role playing techniques is in the low category. This is indicated by the indicators of student self-confidence on average in the low category; (2) self-confidence of early adult students after participating in content mastery services with role playing techniques in the high category. This is indicated by the indicators of student self-confidence on average in the high category; (3) student self-confidence has increased after getting treatment in the form of content mastery services with role playing techniques. A significant increase was seen from the Wilcoxon test results. The Wilcoxon test results show that Z count is smaller than Z table, so the hypothesis is accepted. The indicator that experienced the highest increase was an indicator of optimism during the period of body changes.</p> <p>Keyword: Self-confidence, Content Mastery Service, Role Play Technique.</p> <p>References:</p> <ol style="list-style-type: none"> Fitri, E., Zola, N., & Ifdil, I. (2018). Profil Kepercayaan Diri Remaja serta Faktor-Faktor yang Mempengaruhi. JPPI (Jurnal Penelitian Pendidikan Indonesia), 4(1), 1-5. Kushartanti, A. (2009). Perilaku menyontek ditinjau dari kepercayaan diri. Indigenous: Jurnal Ilmiah Psikologi, 11(2). Numri, M. Z. (2015). Meningkatkan Kemandirian Belajar Melalui Layanan Penguasaan Konten dengan Teknik Latihan Saya Bertanggungjawab. Jurnal Penelitian Tindakan Bimbingan & Konseling, 1(1). Ilahi, R., Syahniar, S., & Ibrahim, I. (2013). Faktor yang Mempengaruhi Pelanggaran Disiplin Siswa dan Implikasinya Terhadap Layanan Bimbingan & Konseling. Konselor, 2(2). Baroroh, K. (2011). Upaya meningkatkan nilai-nilai karakter peserta didik melalui penerapan metode role playing. Jurnal Ekonomi dan Pendidikan, 8(2). Awlawi, A. H. (2013). Teknik Bermain Peran pada Layanan Bimbingan Kelompok untuk Meningkatkan Self-Esteem. Konselor, 2(1). Hurlock, E.B. 2013. Edisi ke Enam Perkembangan Anak (Jilid 1). Jakarta :Erlangga. 2012. Psikologi Perkembangan. Jakart:Erlangga Jarvis, Lori dkk. 2002. Role-Playing as a Teaching Strategy. Journal. Strategies for Application and Presentation Staff Development and Presentation. Sandrock. J. W. 2003. Adolescence. Jakarta : Erlangga. 2010. Life-Span Development (Perkembangan Masa Hidup) Jilid 1. Jakarta : Erlangga Sukardi, D.K. 2008. Pengantar Pelaksanaan Program Bimbingan dan Konseling di Sekolah. Jakarta: Rineka Cipta. Tohirin, M. 2008. Bimbingan dan Konseling di Sekolah dan Madrasah Berbasis Integrasi. Jakarta: Rajawali Press. Prayitno. 2004. Layanan Bimbingan dan Konseling (L4). Jurusan Bimbingan dan Konseling Fakultas Ilmu Pendidikan Universitas Padang. 	
Authors:	Dhevy Puswiartika, Zahrotur Rusyda Hinduan, Marina Sulastiana, Diana Harding	
Paper Title:	How Mindfulness and Servant Leadership Affect Customer-Oriented Organizational Citizenship Behavior: Service Climate as Potential Mediator	132-136
Abstract:	<p>One aspect of competitive advantage that is now the main focus of the company is human resources. To improve the performance of organizations related to service excellence, it takes work behavior that exceeds the demands of work, namely Customer Oriented-Organizational Citizenship Behavior. This article is Proposal for Doctoral Colloquia that aims to prove the variables that influence Customer Oriented-Organizational Citizenship Behavior and obtain a model of the structural relationship between Mindfulness, Servant Leadership, Service Climate, and Customer Oriented-Organizational Citizenship Behavior. This study is explanatory survey research with a mixed-method approach. The participants of this study are the supervisor of railway transportation provider in Jakarta, Indonesia. The sampling technique is multistage sampling (a combination of cluster sampling and stratified sampling). The data will be collected by self-report surveys. The data will be analyzed by using Structural Equation Modelling with Lisrel 8.7 software. The results from this study will be proved and built a structural model of the effect of mindfulness and servant leadership on Customer Oriented-Organizational Citizenship Behavior through a service climate. The novelty of this study is the addition of contextual factors such as service climate as a mediator variable in testing the effect of mindfulness on workplace outcomes such as Customer Oriented-Organizational Citizenship Behavior and the influence of servant leadership on Customer Oriented-Organizational Citizenship Behavior, and the development of dispositional mindfulness instrument for Indonesian employees.</p> <p>Keyword: Mindfulness; Servant Leadership; Service Climate; Customer Oriented-Organizational Citizenship Behavior; Railway Transportation Service Provider in Indonesia.</p> <p>References:</p> <ol style="list-style-type: none"> Sundiman D. Human Resource Management in the Enhancement Processes of Knowledge Management. Binus Bus Rev [Internet]. 2017;8(3):167–73. Available from: http://journal.binus.ac.id/index.php/BBR/article/view/3708 Organ DW. Organizational Citizenship Behavior. In: International Encyclopedia of the Social & Behavioral Sciences: Second Edition. 2015. Sulastiana M. Pengaruh Nilai-nilai Personal, Servant Leadership, dan Iklim Pelayanan terhadap Customer Oriented Organizational Citizenship Behavior (Studi pada Manajer Lini di Organisasi Bidang Pariwisata Jawa Barat). Disertasi. Bandung: Program Pascasarjana Universitas Padjadjaran; 2012. Nasurdin AM, Ahmad NH, Tan CL. Cultivating service-oriented citizenship behavior among hotel employees: the instrumental roles of training and compensation. Serv Bus. 2015;9(2):343–60. Organ DW, Podsakoff PM, MacKenzie SB. Organizational citizenship behavior: Its nature, antecedents, and consequences. Organizational Citizenship Behavior: Its Nature, Antecedents, and Consequences. Sage Publications; 2006. Roche M, Haar JM, Luthans F. The role of mindfulness and psychological capital on the well-being of leaders. J Occup Health Psychol. 2014;19(4):476. 	
19.		

7. Sutcliffe KM, Vogus TJ, Dane E. Mindfulness in Organizations: A Cross-Level Review. SSRN. 2016.
8. Good DJ, Lyddy CJ, Glomb TM, Bono JE, Brown KW, Duffy MK, et al. Contemplating Mindfulness at Work: An Integrative Review. *J Manage.* 2016;42(1):114–42.
9. Reb J, Narayanan J, Ho ZW. Mindfulness at Work: Antecedents and Consequences of Employee Awareness and Absent-mindedness. *Mindfulness (N Y).* 2013;6(1):111–22.
10. Allred C. Mindfulness and organizational citizenship behaviors: Recognizing when to help others in the workplace. East Carolina University; 2012.
11. Reb M, Atkins PW. Mindfulness in organizations: Foundations, research, and applications. *Mindfulness in Organizations: Foundations, Research, and Applications.* 2015.
12. Trong Tuan L. Knowledge Sharing in Public Organizations: The Roles of Servant Leadership and Organizational Citizenship Behavior. *Int J Public Adm.* 2017;40(4):361–73.
13. Schultz PP, Ryan RM, Niemiec CP, Legate N, Williams GC. Mindfulness, Work Climate, and Psychological Need Satisfaction in Employee Well-being. *Mindfulness (N Y).* 2015;6(5):971–85.
14. Kabat-Zinn J. Wherever you go, there you are: Mindfulness meditation in everyday life. *Behaviour Research and Therapy.* 1994.
15. Bishop SR, Lau M, Shapiro S, Carlson L, Anderson ND, Carmody J, et al. Mindfulness: A proposed operational definition. *Clin Psychol Sci Pract.* 2004;
16. Hülshager UR, Walkowiak A, Thommes MS. How can mindfulness be promoted? Workload and recovery experiences as antecedents of daily fluctuations in mindfulness. *J Occup Organ Psychol.* 2018;91(2).
17. Greenleaf R. The power of servant-leadership. *Leadership.* San Fransisco: Barrett-Koehler Publisher, Inc; 1998.
18. van Dierendonck D, Nuijten I. The Servant Leadership Survey: Development and Validation of a Multidimensional Measure. *Journal of Business and Psychology.* 2011.
19. Harwiki W. The Impact of Servant Leadership on Organization Culture, Organizational Commitment, Organizational Citizenship Behaviour (OCB) and Employee Performance in Women Cooperatives. In: *Procedia - Social and Behavioral Sciences.* 2016. p. 283–90.
20. Liden RC, Wayne SJ, Zhao H, Henderson D. Servant leadership: Development of a multidimensional measure and multi-level assessment. *Leadersh Q.* 2008;19(2):161–77.
21. Newnan A, Schwarz G, Cooper B, Sendjaya S. How Servant Leadership Influences Organizational Citizenship Behavior: The Roles of LMX, Empowerment, and Proactive Personality. *J Bus Ethics.* 2017;145(1):49–62.
22. Nursanti TD, Anissa AD. Pengaruh Dukungan Supervisor Dan Pemberdayaan Terhadap Organizational Citizenship Behavior. *Binus Bus Rev.* 2014;5(1):158–65.
23. Bande B, Fernández-Ferrín P, Varela-Neira C, Otero-Neira C. Exploring the relationship among servant leadership, intrinsic motivation and performance in an industrial sales setting. *J Bus Ind Mark.* 2016;31(2):219–31.
24. Schneider B, White SS, Paul MC. Linking service climate and customer perceptions of service quality: Test of a causal model. *J Appl Psychol.* 1998;83(2):150.
25. Schneider B. Welcome to the world of services management. *Acad Manag Exec.* 2011;18(2):144–50.
26. Bowen DE, Schneider B. A Service Climate Synthesis and Future Research Agenda. *J Serv Res.* 2014;17(1):5–22.
27. Walumbwa FO, Hartnell CA, Oke A. Servant Leadership, Procedural Justice Climate, Service Climate, Employee Attitudes, and Organizational Citizenship Behavior: A Cross-Level Investigation. *J Appl Psychol.* 2010;95(3):517–29.
28. Huang J, Li W, Qiu C, Yim FH kit, Wan J. The impact of CEO servant leadership on firm performance in the hospitality industry. *Int J Contemp Hosp Manag.* 2016;28(5):945–68.
29. Chen WJ. The model of service-oriented organizational citizenship behavior among international tourist hotels. *J Hosp Tour Manag [Internet].* 2016;29:24–32. Available from: <http://dx.doi.org/10.1016/j.jhtm.2016.05.002>
30. Wu P-H, Liao J-F. Service-Oriented Organizational Citizenship Behavior, Perceived Service Quality and Customer Satisfaction in Hospitality Industry. In: *Journal of Applied Sciences.* 2016. p. 18–24.
31. Creswell JW. *Research Design: Pendekatan Kualitatif, Kuantitatif, dan Campuran.* Alih bahasa oleh Achmad Fawaid dan Rianayati Kusmini Pancasari. Yogyakarta: Pustaka Pelajar; 2017.
32. Spears LC. Character and Servant Leadership: Ten Characteristics of Effective, Caring Leaders. *J Virtues Leadersh.* 2010;1(1):25–30.
33. Maguire M, Delahunt B. Doing a Thematic Analysis: A Practical, Step-by-Step Guide for Learning and Teaching Scholars. *All Irel J Teach Learn High Educ.* 2017;9(3):3351–33514.
34. Kline R. Assumptions in structural equation modelling. In: *Handbook of Structural Equation Modeling.* New York: US: The Guilford Press; 2012. p. 111–25.

Authors:

Rico J. Sitorus, Merry Natalia P, Imelda G. Purba, Rini Mutahar, Poppy Fujianti

Paper Title:

The External Factors Associated with Stunting Occurrence among 12 – 59 Months Old Toddler

Abstract: Background: Intervention strategy employed in solving stunting cases should be comprehensive by focusing on both direct (internal) and indirect factors (external). Therefore, the purpose of this study was to observe the indirect factors influencing the occurrence of stunting in toddlers.

Methods: The study design used was community-based case control with the population comprising of toddlers between 12-59 months old. The sample size included 49 cases and 98 controls, and the stunting was measured by using anthropometry. Furthermore, short toddlers were indicated by nutrition status which was determined by the ideal height in certain age and compared with the provision of WHO-MGRS (Multicentre Growth Reference Study) that any toddler with z-score less than -2 SD is short and less than -3 SD is categorized as very short.

Results: The multivariate analysis conducted proved that toddlers with inadequate child-rearing have a greater risk (Adjusted Odds Ratio (AOR) = 3.03 (95% CI: 1.15-7.98) of experiencing stunting compared to those raised adequately. Those living in families below Guaranteed Minimum Income (GMI) has a greater risk (AOR = 4.63 (95 % CI: 1.701-12.63) of stunting compared to those in families with above Guaranteed Minimum Income (GMI). It was also found that those without exclusive breastfeeding has a greater risk (AOR = 4.53 (95 % CI: 1.64-12.49) compared to those with exclusive breastfeeding.

Conclusion: The intervention methods needed to improve stunting’s problem-solving in rural areas include giving adequate child-rearing, improving the economic status of the family, and parent’s knowledge about giving exclusive breastfeeding for 6 months.

Keyword: stunting, toddler, rural, breastfeeding

References:

1. Fikadu T, Assegid S, Dube L. Factors associated with stunting among children of age 24 to 59 months in Meskan district, Gurage Zone, South Ethiopia: a case-control study. *BMC Public Health.* 2014 Aug;14(1):800.
2. Underwood BA. Health and Nutrition in Women, Infants, and Children: Overview of the Global Situation and the Asian Enigma. *Nutr Rev.* 2002;60.

20.

137-140

3. NIHRD. Ministry of Health, Report on Basic Health Research 2015. Jakarta: National Institute of Health Research and Development, Ministry of Health Rep of Indonesia; 2015.
4. WHO. Childhood Stunting: Context, Causes and Consequences. WHO Conceptual framework. 2013.
5. Directorate General of Public Health Ministry of Health, Report Monitoring Nutritional Status, Ministry of Health 2018 Jakarta. (Direktorat Jenderal Kesehatan Masyarakat. Laporan Pemantauan Status Gizi, Kementerian Kesehatan 2018, Jakarta)
6. Torlesse H, Cronin AA, Sebayang SK, Nandy R. Determinants of stunting in Indonesian children: evidence from a cross-sectional survey indicate a prominent role for the water, sanitation and hygiene sector in stunting reduction. *BMC Public Health*. 2016 Jul;16(1):669.
7. Reyes H, Pérez-Cuevas R, Sandoval A, Castillo R, Santos JI, Doubova S V, et al. The family as a determinant of stunting in children living in conditions of extreme poverty: a case-control study. *BMC Public Health*. 2004 Nov;4(1):57.
8. Hunt JM. The potential impact of reducing global malnutrition on poverty reduction and economic development. *Asia Pac J Clin Nutr*. 2005;14.
9. WHO. Child growth standards: growth velocity based on weight, length and head circumference: methods and development. World Health Organization; 2009.
10. Shinsugi C, Matsumura M, Karama M, Tanaka J, Changoma M, Kaneko S. Factors associated with stunting among children according to the level of food insecurity in the household: a cross-sectional study in a rural community of Southeastern Kenya. *BMC Public Health*. 2015 Apr;15:441.
11. Kanjilal B, Mazumdar PG, Mukherjee M, Rahman MH. Nutritional status of children in India: household socio-economic condition as the contextual determinant. *Int J Equity Health*. 2010 Aug;9:19.
12. Dewey, K. G. and Adu-Afarwuah S. Systematic review of the efficacy and effectiveness of complementary feeding interventions in developing countries. *itl*. 2008;4:24'85.
13. Roberfroid D, Kolsteren P, Hoeree T, Maire B. Do growth monitoring and promotion programs answer the performance criteria of a screening program? A critical analysis based on a systematic review. *Trop Med Int Heal*. 2005;10(11):1121–33.
14. Penny ME, Creed-Kanashiro HM, Robert RC, Narro MR, Caulfield LE, Black RE. Effectiveness of an educational intervention delivered through the health services to improve nutrition in young children: a cluster-randomised controlled trial. *Lancet*. 2005;365(9474):1863–72.
15. Delpuech F, Traissac P, Martin-Prevel Y, Massamba JP, Maire B. Economic crisis and malnutrition: socioeconomic determinants of anthropometric status of preschool children and their mothers in an African urban area. *Public Heal Nutr*. 2000;3.
16. Frongillo EA, de Onis M, Hanson KM. Socioeconomic and demographic factors are associated with worldwide patterns of stunting and wasting of children. *J Nutr*. 1997;127.
17. Singh MB, Fotedar R, Lakshminarayana J, Anand PK. Studies on the nutritional status of children aged 0–5 years in a drought-affected desert area of western Rajasthan, India. *Public Health Nutr*. 2006/12/01. 2006;9(8):961–7.
18. Woldehanna T, Behrman JR, Araya MW. The effect of early childhood stunting on children's cognitive achievements: Evidence from young lives Ethiopia. *Ethiop J Heal Dev = Ya'Ityopya tena lemat mashet*. 2017;31(2):75–84.
19. Organization WH. The world health report 2003: shaping the future. World Health Organization; 2003.
20. Breastfeeding and the Use of Human Milk. *Pediatrics* [Internet]. 2005 Feb 1;115(2):496 LP-506. Available from: <http://pediatrics.aappublications.org/content/115/2/496.abstract>
21. Kuchenbecker J, Jordan I, Reinbott A, Herrmann J, Jeremias T, Kennedy G, et al. Exclusive breastfeeding and its effect on growth of Malawian infants: results from a cross-sectional study. *Paediatr Int Child Health* [Internet]. 2015 Feb;35(1):14–23. Available from: <https://www.ncbi.nlm.nih.gov/pubmed/25005815>
22. Khan MN, Islam MM. Effect of exclusive breastfeeding on selected adverse health and nutritional outcomes: a nationally representative study. *BMC Public Health* [Internet]. 2017 Nov 21;17(1):889. Available from: <https://www.ncbi.nlm.nih.gov/pubmed/29162064>.

Authors: Ameena Zafar, Hadina Habil

Paper Title: The New Semantics Suggested for the Marketing Mix by Millennials

Abstract: This is an auxiliary study dealing with the 4 Ps of the Marketing Mix Model introduced by Robert F. Lauterborn. It focused on the comparative popularity of the components of the Marketing Mix among the contemporary consumers of fast moving consumer goods (FMCGs) produced by Unilever and Proctor and Gamble in the capital city of Islamabad, Pakistan. These two companies are two of the prominent multi-national companies providing products of day-to-day use in the country. This study sought to find out the most popular vocabulary to describe the components of the Marketing Mix among the consumers of FMCGs who are marketing graduates and thereby, revise, enhance and refurbish it to make it more relevant to the millennial perspective. The perspective of the consumers is important to gauge if the Lauterborn's Model is still applicable to the modern consumers or if the consumers have other marketing priorities, which may differ from the model. Data were collected through a survey based on the random sampling technique from millennial consumers at five local universities in the city. Analysis of the data revealed useful information regarding the validity of the semantics in the presently accepted marketing mix. Findings of this study have the potential to assist marketing strategies, especially at the advertising departments of the leading FMCG chains Unilever and Proctor and Gamble. Results of this study may also be applied to marketing campaigns of similar prominent multi-national companies producing FMCGs in Pakistan, like Nestle, Reckitt Benckiser and the Coca Cola Company.

Keyword: Consumer behavior, Marketing, Millennials, FMCGs

References:

1. Jagdish N. Sheth, Banwari Mittal, Bruce I. Newman. (1999). Consumer behaviour. Dryden Press, - Retrieved from https://books.google.com.pk/books/about/Consumer_Behaviour.html?id=_53ZQwAACAAJ&redir_esc=y
2. Lauterborn, Robert, F. (1993) The 4 Ps and 4 Ps of the Marketing Mix Model. Retrieved from flaubert-lyc.spip.ac-rouen.fr/IMG/pdf/strategies.pdf
3. Merriam-Webster Inc. Merriam Webster dictionary (2016) *Communication and Culture*. Retrieved from <http://www.newsky24.com/communication-and-culture/>
4. Newman, B. I., Sheth, J. N., Mittal, B. (1998) *Customer Behaviour: consumer behaviour and beyond*. Publisher Harcourt brace College publishers, The Dryden press. pg 485
5. Cole, Robert. Q Patty, Tom. (2010) Mastering The New Five P's of Marketing – How Not to be a Casualty of the Revolution. Retrieved from <https://rockcheetah.com/blog/marketing/mastering-new-five-ps-of-marketing-tom-patty-how-not-be-casualty-revolution/>
6. Ronaq, Saira. (2010) *11 key traits of Pakistani culture*. Sharnoff's Global Views. Retrieved from <http://www.sharnoffsglobalviews.com/pakistani-culture-traits-244/>

21.

141-144

22.

Authors: Marina Sulastiana, Dhevy Puswiartika, Rezki Ashriyana Sulistiobudi, Ernie Tisnawati Sule

Paper Title:	Development and Validation of the Perceived Psychological Capacity Scale as a Consideration for Determining Employee Productive Age Period		
Abstract:	<p>Purpose of Study : The changes over the age period especially in employee occur physically and psychologically. The employee psychological condition changes can be affecting the work activities, productivity and performance. Although WHO and another national regulation has been settled the retirement age limit for employee, but there always some psychological down turning happen. While, there has been little empirical research conducted in relation to diagnostic tool for perceived employee productive age period. This study aims to introduce and explore the factor structure of a new measure of Perceived Psychological Capacity Scale.</p> <p>Methodology : To validate this scale we used Exploratory Factor Analysis, Confirmatory Factor Analysis and Bivariate Correlation with Other Correlated Variable (Human Capital). The participants in this study were 267 employees in a company which provide railways transportation services in Indonesia, with an age range of 39-56 years old.</p> <p>Result : The analysis suggest that Perceived Psychological Capacity Scale is valid and reliable. It contains 25 items in 4 dimensions i.e. Cognitive, Motivation, Emotion, Social Interaction. This result indicates that Perceived Psychological Capacity Scale can measure the decrease of psychological capacity based on employees' perceived perception particularly in service work scope on certain age.</p> <p>Implications/Applications : This study can be used as an alternative tool to diagnose the productive age of employee based on their perceived psychological capacity specifically in railways transportation service employees. We cannot generalize the findings of this study for every employee in other jobs and company due to the limitation of this study.</p>		145-150
Keyword:	Productive Age Period; Psychological Capacity Scale.		
References:	<ol style="list-style-type: none"> 1. Villosio C, Di Piero D, Giordanengo A, Pasqua P, Richiardi M. Working conditions of an ageing workforce. Luxembourg: Office for Official Publications of the European Communities.; 2008. 2. De Cuyper N, De Jong J, De Witte H, Isaksson K, Rigotti T, Schalk R. Literature review of theory and research on the psychological impact of temporary employment: Towards a conceptual model. <i>Int J Manag Rev.</i> 2008;10(1):25–51. 3. Santrock JW, Santrock JW. <i>Essentials of life-span development.</i> New York: McGraw Hill; 2014. 4. Elizabethan Hurlock. <i>Psikologi Perkembangan Suatu Pendekatan Sepanjang Rentang Kehidupan.</i> Jakarta: Penerbit Erlangga. Jakarta: Erlangga; 2006. 5. Irwanto EH, Hadisoepadmo A, Priyani R, Wismanto Y, Fernandes C. <i>Psikologi umum: buku panduan mahasiswa.</i> Jakarta: Prenhallindo; 2002. 6. Kaplan S, Cortina J, Ruark G, LaPort K, Nicolaidis V. The role of organizational leaders in employee emotion management: A theoretical model. <i>Leadersh Q.</i> 2014;25(3):563–80. 7. Peng K. Responding to emotions in China: Gender differences and the emotion-job outcome relationship. <i>Asia Pacific J Manag.</i> 2017;34(2):443–60. 8. Calhoun JF, Acocella JR. <i>Psychology of Adjustment and Human Relationships.</i> New York: McGraw Hill; 1990. 9. Hall CS, Lindzey G. <i>Psikologi Kepribadian 1 Teori-Teori Psikodinamik (Klinis).</i> Yogyakarta: Kanisius; 1993. 10. Peterson SJ, Spiker BK. Establishing the positive contributory value of older workers: A positive psychology perspective. <i>Organ Dyn.</i> 2005;34(2):153–67. 11. Malinowski P, Lim HJ. Mindfulness at work: Positive affect, hope, and optimism mediate the relationship between dispositional mindfulness, work engagement, and well-being. <i>Mindfulness (N Y).</i> 2015;6(6):1250–62. 12. Santrock JW. <i>Life Span Development.</i> New York: McGraw-Hill; 2011. 13. Goodwin LD, Leech NL. The meaning of validity in the new standards for educational and psychological testing: Implications for measurement courses. <i>Meas Eval Couns Dev.</i> 2003;36(3):181–91. 14. Browne M., Cudeck R. Alternative ways of assessing model fit. <i>Testing structural equation models.</i> Newbury Park, CA: Sage Publications; 1993. 136–162 p. 15. Hu LT, Bentler PM. Cutoff criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. <i>Struct Equ Model a Multidiscip J.</i> 1999;6(1):1–55. 16. Byrne BM. <i>Structural equation modeling with AMOS: Basic concepts, applications, and programming.</i> Mahwah, NJ: Lawrence Erlbaum Associates, Inc.; 2001. 17. Dziuban CD, Shirkey EC. When is a correlation matrix appropriate for factor analysis? Some decision rules.No Title. <i>Psychol Bull.</i> 1974;81(6):358. 		
Authors:	Jamridafrizal, Basuki Wibawa, Nurdin Ibrahim		
Paper Title:	Leveraging Social Media in Accommodating Collaborative Learning in Indonesian Islamic Higher Education		
Abstract:	<p>The aim of this study is to develop a Social Media-based Online Collaborative Learning (SMOCL) instructional model for higher education that can systematically guide lecturers or teachers to create a suitable blend of individual online lectures and face-to-face collaborative learning activities. Using the ADDIE instructional design model (Analysis, Design, Development, Implementation, and Evaluation), a theoretically constructed beginning model was repeatedly upgraded and undertaken internal validation through expert reviews, while External validation was performed with one-to-one with students, small group, and field trials. The implementation of SMOCL at the Islamic University of Indonesia designed by the final model resulted in notable amounts in student performance, attention, relevance, trust, and satisfaction. The results seem to suggest that the SMOCL model can be served to promote students' achievement in cross-cultural understanding.</p>		151-158
Keyword:	Social Media; Collaborative Learning; ADDIE; Cross-Cultural Understanding		
References:	<ol style="list-style-type: none"> 1. Agozzino A. Building and maintaining relationships through social media. In <i>Building Online Communities in Higher Education Institutions: Creating Collaborative Experience.</i> Hershey, PA:IGI Global;IGI Global.2014 2. Alhazmi AK, Rahman AA. Facebook in Higher Education: Social and Academic Purposes. <i>International Journal of Computers & Technology.</i> 2013;12(3):3300-5. 		

23.

3. Barbosa EF, Maldonado JC. Collaborative development of educational modules: a need for lifelong learning. E-infrastructures and technologies for lifelong learning: next generation environments. Hershey, PA: IGI Global; 2011.
4. Branch RM. Instructional design: The ADDIE approach. New York:Springer; 2009.
5. Dick W, Carey L, Carey J. Introduction to instructional design. The systematic design of instruction. Boston, MA: Pearson; 2015:2-15.
6. George J. Facebook to Facebook Encounters in Japan: How an Online Social Network Promotes Autonomous L2 Production. New Media and Perennial Problems in Foreign Language Learning and Teaching. Heidelberg: Springer; 2015.
7. Dennen VP, Hoadley C. Designing collaborative learning through computer support. The international handbook of collaborative learning. New York: Routledge, 2013
8. Junco R. Engaging students through social media: Evidence-based practices for use in student affairs. San Francisco, CA: Jossey-Bass; 2014.
9. Kabilan MK, Zahar TZME. Enhancing students' vocabulary knowledge using the Facebook environment. Indonesian Journal of Applied Linguistics. 2016;5(2):217-30.
10. Kardipah S, Wibawa B. How to Improve Students' Computer Skills? A Flipped-Blended Instructional Model for Economics' Students in Higher Education. The Journal of Social Sciences Research. 2018;91-7: 2
11. Lam J. Collaborative learning using social media tools in a blended learning course, In International Conference on Hybrid Learning and Continuing Education. Wuhan; Springer; 2015
12. Lee EB. Too much information: heavy smartphone and Facebook utilization by African American young adults. Journal of Black Studies. 2015;46(1):44-61.
13. Maqableh M, Rajab L, Quteshat W, Masa'deh ReM, Khatib T, Karajeh H. The impact of social media networks websites usage on students' academic performance. 2015; 7, (4):159-171.
14. Marcus-Quinn A, Geraghty B. Design and Development of a Reusable Digital Learning Resource: A Case Study Teaching Japanese Script. Critical Design and Effective Tools for E-Learning in Higher Education: Theory into Practice. Hershey, PA: IGI Global; 2010.
15. Dabbagh N, Marra RM, Howland J. Meaningful Online Learning: Integrating Strategies, Activities, and Learning Technologies for Effective Designs. New York: Routledge; 2019.
16. Natarajan M. Exploring Knowledge Sharing over Social Media. Harnessing Social Media as a Knowledge Management Tool. Hershey, PA: IGI Global; 2017.
17. Patrut M, Patrut B. Editor. Social media in higher education: Teaching in Web 2.0. Hershey, PA: IGI Global; 2013.
18. Pritchard A, Woollard J. Psychology for the classroom: Constructivism and social learning. London: Routledge; 2013.
19. Reid, J. Managing small-group Learning. Marrickville Metro, South Wales Australia: Primary English Teaching Association, 2002 .
20. Roodt S, de Villiers C, Joubert P. Collaborative learning for the next generation: Using social networks in an undergraduate course. International Journal of Innovation in the Digital Economy (IJIDE). 2012;3(3):10-24.
21. Santrock J.W. Educational psychology. New York: McGraw-Hill, 2017.
22. Schunk DH. Learning theories an educational perspective. Boston, MA: Pearson; 2015.
23. Shirky C. Here comes everybody: The power of organizing without organizations: Penguin; 2008.
24. Shraim KY. Pedagogical innovation within Facebook: A case study in tertiary education in Palestine. International Journal of Emerging Technologies in Learning (IJET). 2014;9(8):25-31.
25. Stacey E. A constructivist framework for online collaborative learning: Adult learning and collaborative learning theory. Computer-supported collaborative learning in higher education. Hershey, PA: IGI Global; 2005.
26. Taylor M. Leveraging social media for instructional goals: Status, possibilities, and concerns. New Directions for Teaching and Learning.2015;(144):37-46.in Stabile, C, and Ershler, J. eds. Constructivism Reconsidered in the Age of Social Media: New Directions for Teaching and Learning, Number 144. San Francisco:Jossey Bass, 2015.
27. Ventura R, Quero MJ. Using Facebook in university teaching: A practical case study. Procedia-Social and Behavioral Sciences. 2013;83:1032-8.
28. Wankel LA, Blessinger P. New pathways in higher education: An introduction to using mobile technologies. Increasing student engagement and retention using mobile applications: Smartphones, Skype and texting technologies: Emerald Group Publishing Limited; 2013.
29. Wong K, Kwan R, Leung K, Wang FL. Exploring the potential benefits of Facebook on personal, social, academic and career development for higher education students. In International Conference on Hybrid Learning 2012 Aug 13 (pp. 253-264). Berlin, Heidelberg: Springer, 2012
30. Zurweni W, Erwin TN, editors. Development of collaborative-creative learning model using virtual laboratory media for instrumental analytical chemistry lectures. American Institute of Physics Conference Series; 2017. 1868, (3)
31. Zygoris-Coe VI. Teaching discipline-specific literacies in grades 6-12: Preparing students for college, career, and workforce demands. New York, NY: Routledge; 2014.

Authors: Burmansah, Bedjo Sujanto, Mukhneri Mukhtar

Paper Title: Work-Life Quality, Job Involvement, and Affective Commitment of School Teachers

Abstract: The purpose of this study is to examine the influence of work-life quality and job involvement perceived by teachers to their affective commitment so that they feel a strong emotional bond to their work and school organization, are able to identify the goals and values of the school organization well, and really want to be there. This research uses causal survey method by using path analysis technique. This study uses the sample from 138 teachers in eight buddhist senior high schools in Jakarta, which were selected using the Slovin formula. The result of the study reveals that first, there is a positive effect between the quality of work life and the affective commitment of the teachers in school. Second, there is a positive effect between job involvement and affective commitment of teachers in school. Third, there is a positive effect between quality of work life and job involvement teachers in school.

Keyword: affective commitment; schoolteacher; work-life quality; Slovin formula; job involvement

References:

1. Kiral E, Kacar O. The Relationship between Teachers' School Commitment and School Culture. Int Educ Stud [Internet]. 2016 [cited 2019 Apr 22];9(12):90. Available from: https://www.researchgate.net/publication/311086673_The_Relationship_between_Teachers'_School_Commitment_and_School_Culture
2. Kumari N, Afroz N. The Impact of Affective Commitment in Employees Life Satisfaction. Glob J Manag Bus Res Interdiscip [Internet]. 2013;13(7):25-30. Available from: https://globaljournals.org/GJMBR_Volume13/4-The-Impact-of-Affective-Commitment.pdf
3. Rhoades L, Eisenberger R, Armeli S. Affective Commitment to the Organization: The Contribution of Perceived Organizational Support. J Appl Psychol. 2001;86(5):825-36.
4. Colquitt JA, LePine JA, Wesson MJ. Organizational Behavior: Improving Performance and Commitment in the Workplace. 4th ed. New York: McGraw-Hill Education; 2013. 640 p.
5. Akar H. The Relationships between Quality of Work Life, School Alienation, Burnout, Affective Commitment and Organizational Citizenship: A Study on Teachers. Eur J Educ Res. 2018;7(2):169-80.
6. Karakuş M, Aslan B. Teachers' commitment focuses: A three-dimensioned view. J Manag Dev [Internet]. 2009 [cited 2019 Apr

24.

159-164

- 23];28(5):425–38. Available from: https://www.researchgate.net/publication/200824384_Teachers'_commitment_focuses_A_three-dimensional_view
7. Hussain T, Saleem S. Do Employees' Job satisfaction, Involvement and Commitment Mediate Relationship Between Quality of Work Life and Employees' Retention? *World Appl Sci J*. 2014;30(2):245–52.
 8. Permarupan PY, Al-Mamun A, Saufi RA. Quality of Work Life on Employees Job Involvement and Affective Commitment Between the Public and Private Sector in Malaysia. *Asian Soc Sci [Internet]*. 2013;9(7):268–78. Available from: <http://dx.doi.org/10.5539/ass.v9n7p268>
 9. Robbins SP. *Organizational Behavior*. 14th ed. New Jersey: Pearson; 2011.
 10. Newstrom JW. *Organizational Behavior*. 14th ed. New York: McGraw-Hill; 2015.
 11. Greenberg J. *Behavior in Organizations*. 10th ed. USA: Pearson; 2011.
 12. Bakhshayesh A, Rahimi M, Eftekhari H. A Survey of the Effect of Dimensions of Quality of Work Life on Organizational Commitment Dimensions. *Scro Annu Rep J*. 2015;3:1–9.
 13. Luthans F. *Organizational Behavior: An Evidence-Based Approach*. 12th ed. New York: McGraw-Hill; 2011. 594 p.
 14. Ivancevich JM., Konopaske R, Matteson MT. *Organizational Behavior and Management*. 10th ed. New York: McGraw-Hill; 2008. 672 p.
 15. Gibson JL. *Organizations: Behavior, Structure, Processes*. New York: McGraw-Hill; 2012.
 16. Griffin RW, Moorhead G. *Organizational Behavior: Managing People and Organizations*. 11th ed. USA: South-Western College Pub; 2014. 624 p.
 17. Wagner JA, Hollenbeck JR. *Management of Organizational Behavior*. USA: Prentice-Hall; 2002. 816 p.
 18. Acheampong A, Muhammed MA, Agyapong K. Perceived Quality of Work Life and Work Performance among University Academic Staff. *Int J Curr Res Acad Rev [Internet]*. 2016 [cited 2019 Apr 25];4(4):1–13. Available from: https://www.researchgate.net/publication/301581716_Perceived_Quality_of_Work_Life_and_Work_Performance_among_University_Academic_Staff
 19. Cascio WF. *Managing Human Resources: Productivity, Quality of Work Life, Profits*. 7th ed. New York: McGraw-Hill Irwin; 2006.
 20. Ishak SID, Abd Razak N, Hussin H, Fhiri NS, Ishak AS. A Literature Review on Quality Teacher's Working Life. In: *MATEC Web of Conferences [Internet]*. EDP Sciences; 2018. p. 05094. Available from: https://www.researchgate.net/publication/323359689_A_Literature_Review_on_Quality_Teacher's_Working_Life
 21. Andre R. *Organizational Behavior: An Introduction to Your Live in Organizations*. 1st ed. USA: Pearson Prentice Hall; 2008. 608 p.
 22. Noe R, Hollenbeck J, Gerhar B, Wright P. *Fundamentals of Human Resource Management*. 5th ed. New York: McGraw-Hill Irwin; 2014. 570 p.
 23. Schermerhorn Jr. JR, Hunt, Osborn RN, Uhl-Bien M. *Organizational Behavior: International Student Version*. 12th ed. Asia: John Wiley & Sons, Ltd.; 2012. 648 p.
 24. Kreitner R, Kinicki A. *Organizational Behavior*. New York: Tata McGraw-Hill; 2008.
 25. Iqbal Khan T, Ahmed Jam F, Akbar A, Bashir Khan M, Tahir Hijazi S. Job Involvement as Predictor of Employee Commitment: Evidence from Pakistan. *Int J Bus Manag [Internet]*. 2011;6(4):252–62. Available from: <http://www.ccsenet.org/journal/index.php/ijbm/article/view/10093>
 26. Khan MA. Influence of Quality of Work Life on Organizational Commitment Among Clerical-Staff. *Asia Pacific J Res*. 2015;I(XXV):106–13.
 27. Ali A, SufiyanZilli A. Influence of Quality of Work Life and Job Attitude on Affective Commitment: A Study of Managerial Personnel. *Artha - J Soc Sci*. 2013;12(1):67–81.
 28. Gupta B, Gupta S. A Study of Impact of Quality of Worklife on Organizational Commitment in Manufacturing Sector. *Int J Res Manag Sci Technol*. 2013;I(III):301–10.
 29. Zhao X, Sun T, Cao Q, Li C, Duan X, Fan L, et al. The impact of quality of work life on job embeddedness and affective commitment and their co-effect on turnover intention of nurses. *J Clin Nurs*. 2013;22(5–6):780–8.
 30. Eren H, Hisar F. Quality of work life perceived by nurses and their organizational commitment level. *Int J Hum Sci [Internet]*. 2016;13(1):1123–1123. Available from: https://www.researchgate.net/publication/303842384_Quality_of_work_life_perceived_by_nurses_and_their_organizational_commitment_level
 31. Temesgen Y. Teachers' Perception of Their Quality of Work Life and Its Effect on Affective Commitment (A Study of Governmental Schools in Lalibela Town). *Res Humanit Soc Sci [Internet]*. 2017 [cited 2019 Apr 27];7(21):21–28–28. Available from: <https://www.iiste.org/Journals/index.php/EJBM/article/view/39593/40711>
 32. Zain AYM, Mintawati H, Minai MS. Quality of Work Life and Affective Commitment: A Study of Blue-Collar Employees in Northern Malaysia. *Int J Innov Res Dev [Internet]*. 2018 [cited 2019 Apr 22];7(8):7–14. Available from: https://www.researchgate.net/publication/327473814_Quality_of_Work_Life_and_Affective_Commitment_A_Study_of_Blue-Collar_Employees_in_Northern_Malaysia
 33. Hannon J, Hung I-C, Lin C. The Mediating Effects of Organization Commitment and Job Involvement on the Relationship Between Quality of Work Life and Customer Service Attitudes. *Purdue Univ Press Journals [Internet]*. 1994 [cited 2019 Mar 17];1–47. Available from: <https://docs.lib.purdue.edu/ciberwp/96/>
 34. Bharathi PS, Umaseelvi M, Kumar NS. Quality of Work Life: Perception of College Teachers. *Indian J Commer Manag Stud [Internet]*. 2011 [cited 2018 Dec 20];II(1). Available from: <https://www.researchgate.net/publication/48376178%0AQuality>
 35. Manju ND. Quality of Work Life: Perception of School Teachers. *Int J Educ Psychol Res [Internet]*. 2014 [cited 2018 Dec 2];3(2):77–80. Available from: http://ijep.org/doc/V3_Is2_June14/ij16.pdf
 36. Rahati A, Sotudeh-Arani H, Adib-Hajbaghery M, Rostami M. Job Involvement and Organizational Commitment of Employees of Prehospital Emergency Medical System. *Nurs Midwifery Stud [Internet]*. 2015;4(4):1–6. Available from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4733505/>
 37. Bahjat Abdallah A, Yousef Obeidat B, Osama Aqqad N, Khalil Al Janini MN, Dahiyat SE. An Integrated Model of Job Involvement, Job Satisfaction and Organizational Commitment: A Structural Analysis in Jordan's Banking Sector. *Commun Netw [Internet]*. 2017;09(01):28–53. Available from: <http://www.scirp.org/journal/doi.aspx?DOI=10.4236/cn.2017.91002>
 38. Ajay S, Bindu G. Job involvement, organizational commitment, professional commitment, and team commitment: A study of generational diversity. *Benchmarking an Int J [Internet]*. 2015;22(6):1192–211. Available from: https://www.researchgate.net/publication/282132109_Singh_Ajay_Gupta_Bindu_2015_Job_Involvement_Organizational_Commitment_Professional_Commitment_and_Team_Commitment_-_A_Study_of_Generational_Diversity_Benchmarking_An_International_Journal_Vol_22_No7_Em
 39. Lee J, Corbett JM. The impact of downsizing on employees' affective commitment. *J Manag Psychol*. 2006;21(3):176–99.
 40. El Badawy TA, Chinta R, Magdy MM. Does 'gender' mediate or moderate the relationship between 'quality of work life' and 'organizational commitment'? Evidence from SMEs in Egypt. *Gend Manag An Int J*. 2018;33(4):332–48.
 41. Salem SMW, Abu Jarad OMN. Impact of Quality of the Work Life on Job Involvement in the Institutions of the Palestinian Public Sector. *Am J Bus Manag*. 2015;4(3):123–32.
 42. Gupta A. Quality of Working Life and Organizational Development. *Open Access Sci Reports J [Internet]*. 2013;2(3):2–5. Available from: <http://dx.doi.org/10.4172/scientificreports687>
 43. Treshalin S, Andrew A. The Impact of Quality of Work Life on Job Involvement of Auto Mechanic Employees. *Int J Res [Internet]*. 2017 [cited 2019 Apr 26];4(8):1294–309. Available from: https://www.researchgate.net/publication/319645156_The_Impact_of_Quality_of_Work_Life_on_Job_Involvement_of_Auto_Mechanic_Employees
 44. Srivastava S, Kanpur R. A Study on Quality Of Work Life: Key Elements & It's Implications. *IOSR J Bus Manag*. 2014;16(3):54–9.

Authors: Anita Rahmiwati, Ditia Fitri Arinda, Feranita Utama, Indah Purnama Sari

Paper Title: Pirzi Doll”: A Method for Increasing Children’s Knowledge and Attitude in Balanced Nutrition

Abstract: Nutrition is one of the main problems in the world, where the number of malnourished patients reaches less than 104 million children and one third of all causes of child mortality worldwide are still caused by malnutrition. Nutrition knowledge in school-aged children is one of the factors determining patterns food consumption and nutritional status. Nutrition education in school-aged children can improve children's nutritional knowledge and play a role in food selection and eating habits. Nutrition education should start from an early age. Nutrition and health education began to be directed at kindergarten and elementary school students, since this age group has a habit of attitude that is relatively easy to be formed. This study aims to determine the effect of nutrition education by story’s telling with pirzi doll media to increase knowledge and attitude of children about balanced nutrition. This study used quasi-experimental design with two group pre and post-test design sampling was carried out with a systematic random sampling. Sample of research were children enrolled in Kindergarten IT Rabbani and IT Menara Fitrah in Ogan Ilir District. There were 37 samples on control group dan 39 samples on experimental group. The results of statistical analysis using Mann-Whitney test. The mean score of knowledge after being given a nutritional education was 26.15 ± 3.10 in the experimental group and in the control group was 26.05 ± 3.16 (p-value=0.817). The mean score of attitudes after being given a nutritional education was 13.69 ± 1.97 in the experimental group and in the control group was 11.24 ± 3.67 (p-value=0.002). There was no difference in mean score of knowledge between the experimental and control groups after being given a nutritional education. There was a difference in mean values of attitudes between the experimental and control groups after being given a nutritional education.

25. **Keyword:** Story Telling; Pirzi Doll; Balanced Nutrition

References:

1. Indonesia KKR. Riset Kesehatan Dasar. Jakarta: Badan Penelitian dan Pengembangan Kesehatan Kementerian RI; 2013.
2. Khomsan A. Pangan dan Gizi untuk Kesehatan. Bogor: PT Raja Grafindo; 2002.
3. Sediaoetama A. Ilmu Gizi. Jakarta: PT Dian Rakyat; 2008.
4. Demitri A, Nasution E, Aritionang EY. Pengaruh Pendidikan Gizi Tentang Pola Makan Seimbang Melalui Game Puzzle Terhadap Peningkatan Pengetahuan Anak SDN 067690 Kota Medan. Gizi, Kesehatan Reproduksi dan Epidemiologi. 2015;1(2).
5. Bishop K, Kimball MA. Engaging students in storytelling. Teacher Librarian. 2006;33(4):28.
6. Fisher WR. The narrative paradigm: In the beginning. Journal of communication. 1985;35(4):74-89.
7. Secord PL, Backman CW. Social Psychology. London: McGraw-Hill Book Co. (UK); 1964.
8. McCullough FS, Yoo S, Ainsworth P. Food choice, nutrition education and parental influence on British and Korean primary school children. International Journal of Consumer Studies. 2004;28(3):235-44.
9. Thamrin H, Santoso S, Prayitno A. Pengaruh Media Puzzle Tumpeng Gizi Seimbang Terhadap Pengetahuan Gizi dan Pola Makan Anak Taman Kanak-Kanak. Jurnal Gizi Dan Kesehatan. 2014;1(1):12-23.
10. Kostanjevec S, Jerman J, Koch V. The effects of nutrition education on 6th graders knowledge of nutrition in nine-year primary schools in Slovenia. Eurasia Journal of Mathematics, Science & Technology Education. 2011;7(4):243-52.
11. Wahyuningsih NP, Nadhiroh SR, Adriani M. Media pendidikan gizi nutrition card berpengaruh terhadap perubahan pengetahuan makanan jajanan anak sekolah dasar. Media Gizi Indonesia. 2016;10(1):26-31.
12. Asy’ariyah NZ, Arief YS, Krisnana I. Storytelling Sebagai Upaya Meningkatkan Konsumsi Sayur. Peditomaternal Nursing Journal. 2014;3(1):73-82.
13. Zulaekah S. Pendidikan gizi dengan media booklet terhadap pengetahuan gizi. Jurnal Kesehatan Masyarakat. 2012;7(2):127-33.
14. Contento IR. Nutrition education: linking research, theory, and practice. Asia Pacific journal of clinical nutrition. 2008;17(S1):176-9.
15. Sophiani P. Peran Storytelling sebagai Sarana Promosi Perpustakaan TK/SD Al Izhar Pondok Labu Jakarta. Skripsi Fakultas Adab dan Humaniora UIN Syarif Hidayatullah Jakarta. 2008.
16. Darajat R. Efektivitas Pendidikan Gizi dengan Metode Dongeng terhadap Pengetahuan Siswa tentang Gizi Seimbang di SDN 3 Makamahaji Kartasura: UMS; 2015.

165-169

Authors: Feranita Utama, Anita Rahmiwati, Ella Amalia

Paper Title: Intervention “Cakram of Degenerative Disease” to Knowledge and Attitude of Employees Sriwijaya University

Abstract: The degenerative disease into a leading cause of death globally. Hypertension is one of the degenerative diseases that become important health problems worldwide because of its high prevalence and continued to rise and its relation to cardiovascular disease, stroke and kidney disease. Hypertension risk factors also became the third-largest cause of premature death and obesity is a risk factor hypertension that can be modified. The purpose of this study is to know the effect of nutrition education by Cakram media to increase knowledge and attitude of about hypertension dan obesity. This study used quasi-experimental design with two group pre and post-test design, The population of this study were all employees of Sriwijaya University in Indralaya with consist of 110 employees from five faculty. Sampling was carried out with a Cluster Random Sampling. There were 57 sample on experimental group and 53 sample on control group. Results of statistical analysis using Mean Whitney. The mean score of knowledge after being given a nutritional education was 29,00 in the experimental group and in the control group was 26,00 (p-value=0.031). The mean score of attitudes after being given a nutritional education was 28,88 in the experimental group and in the control group was 27,00 (p-value=0.942). There was no difference in mean score of attitudes between the experimental and control groups after being given a nutritional education. There was a difference in mean values of knowledge between the experimental and control groups after being given a nutritional education.

26. **Keyword:** Cakram of Degenerative Disease, Knowledge, Attitude.

References:

170-175

1. Anggraini, A. D., Waren, A., Situmorang, E., Asputra, H., & Siahaan, S. S. (2009). Faktor-faktor yang berhubungan dengan kejadian hipertensi pada pasien yang berobat di poliklinik dewasa puskesmas Bangkinang periode januari sampai juni 2008. Universitas Riau.
2. Chobanian, A. V., Bakris, G. L., Black, H. R., Cushman, W. C., Green, L. A., Izzo Jr, J. L., . . . Wright Jr, J. T. (2003). The seventh report of the joint national committee on prevention, detection, evaluation, and treatment of high blood pressure: the JNC 7 report. *Jama*, 289(19), 2560-2571.
3. Darsini, N., & Hamidi, F. (2018). Pemanfaatan Cakram Kebutuhan Asupan Cairan untuk Peningkatan Keberhasilan Pelaksanaan Program Ayo Minum Air. *Jurnal Keperawatan*(1), 01-10%V 11.
4. Ezzati, M., Lopez, A. D., Rodgers, A., Vander Hoorn, S., Murray, C. J., & Group, C. R. A. C. (2002). Selected major risk factors and global and regional burden of disease. *The Lancet*, 360(9343), 1347-1360.
5. Fishbein, M. (1976). A behavior theory approach to the relations between beliefs about an object and the attitude toward the object *Mathematical Models in Marketing* (pp. 87-88): Springer.
6. Indonesia, K. K. R. (2017). Profil Kesehatan Indonesia. Jakarta Kemenkes RI.
7. Indonesia, K. K. R. (2018). Riset Kesehatan Dasar. Jakarta: Badan Penelitian dan Pengembangan Kesehatan Kementerian RI.
8. Kannel, W. B. (2000). Elevated systolic blood pressure as a cardiovascular risk factor: Elsevier.
9. Khanam, M. A., Lindeboom, W., Razzaque, A., Niessen, L., & Milton, A. H. (2015). Prevalence and determinants of pre-hypertension and hypertension among the adults in rural Bangladesh: findings from a community-based study. *BMC public health*, 15(1), 203.
10. Leconte, M., & Ismael, V. (2012). Teaching Plan for High Blood Pressure Management. College of Technology, New York City, 126.
11. Meidiana, R., Simbolon, D., & Wahyudi, A. (2018). Pengaruh Edukasi melalui Media Audio Visual terhadap Pengetahuan dan Sikap Remaja Overweight. *Jurnal Kesehatan*, 9(3), 478-484.
12. Moehji, S. (2003). Ilmu Gizi II. Peranan Gizi dalam Berbagai Kurun Usia dalam Daur Kehidupan: Jakarta: Papis Sinar Sinanti.
13. Notoatmodjo, S. (2005). Promosi kesehatan teori dan aplikasi. Jakarta: Rineka Cipta, 52-54.
14. Pertiwi, R. T., Yuliantin, E., & Wahyudi, A. (2018). The Influence of Diet on Quality Nutrition Counselling Patients of Diabetes Mellitus Type II in Poly Disease in The RSUD Dr. M. Yunus Bengkulu Year 2018. *SANITAS: JURNAL TEKNOLOGI DAN SENI KESEHATAN*, 9(2), 12-21.
15. Pingkan, P. (2010). Apakah Anak Anda Obesitas. *Betterhealth Tahun II/Edisi*, 3.
16. Rashidi, Y., Manafloyan, H., Pournaghi Azar, F., Nikniaz, Z., Nikniaz, L., & Ghaffari, S. (2018). Knowledge, attitude and practice of Iranian hypertensive patients regarding hypertension. *Journal of cardiovascular and thoracic research*, 10(1), 14-19. doi: 10.15171/jcvtr.2018.02
17. SA, A. E.-H., & Mezayen, S. (2015). Knowledge and Perceptions Related to Hypertension, Lifestyle Behavior Modifications and Challenges That Facing Hypertensive Patients. *IOSR Journal of Nursing and Health Science Ver I*, 4(6), 15-26.
18. Soekirman, M., & Wahjoe, S. (2006). Hidup Sehat Gizi Seimbang dalam Siklus Kehidupan Manusia. Jakarta: PT Primamedia Pustaka.
19. Sukmadinata, N. S. (2007). Metode penelitian pendidikan: Program Pascasarjana Universitas Pendidikan Indonesia dengan PT Remaja
20. Susanto, A. (2015). Teori belajar dan pembelajaran di sekolah dasar: Kencana.
21. Wang, T. J., & Vasani, R. S. (2005). Epidemiology of uncontrolled hypertension in the United States. *Circulation*, 112(11), 1651-1662.
22. Watowicz, R. P., Wexler, R. K., Weiss, R., Anderson, S. E., Darragh, A. R., & Taylor, C. A. (2019). Nutrition Counseling for Hypertension Within a Grocery Store: An Example of the Patient-Centered Medical Neighborhood Model. *Journal of nutrition education and behavior*, 51(2), 129-137. e121.
23. WHO. (2019). Global Health Observatory (GHO) data Raised blood pressure. from WHO
24. Wijayanti, D. (2009). Fakta penting seputar kesehatan reproduksi wanita. Book Marks. Jogjakarta.

Authors:

Mesta Limbong

Paper Title:

Professionalism of the Female Teacher at Riau Palm Oil Plantation Sumatera Indonesia

Abstract: This research shows professionalism of the female teachers at palm oil plantation's school which belongs to Astra Agro Lestari Company 18% of the Astra Agro Lestary company's employees is female, and some of them work as a teacher.

Teacher's professionalism is considered important to be investigated because by professionalism, teachers can perform their best to serve the need of education for their students. Individually, female teacher holds double tasks as a mother in their family and as a female teacher professionally.

Research method of this research is descriptive quantitative with the total of the sample is 48 female teacher. In collecting the data, researcher used questionnaire.

The result of the research shows that female teachers in the Astra Agro Lestary company's palm oil plantation has worked professionally according to their tasks. Focus Group Discussion result and based on the data analysis, the researcher found out that female teacher who hasn't married yet shows a dynamic behavior on technology development in teaching compares to the one who has married. Female teacher owns a primary task as a teacher and an additional task, helping the company in assisting the society internally and externally. The additional task is training and assisting maternal and child health services workers, introducing the central trash disposal to the society, assisting the community, assisting the day care workers, doing an assistance to the parents about the importance of breast milk feeding, and stimulating the mothers in following the family welfare programme activities.

Keyword: Professionalism; Female Teacher; Palm Oil Plantation.

References:

1. Kompas. January 2018. Calon Guru Melimpah. Jakarta: Kompas, page 1.
2. Kompas. 2015. Guru, Agen Perubahan bangsa. p 1.
3. Boko, K. S. (2017). THE EVALUATION OF TEACHER PROFESSIONAL DEVELOPMENT PROGRAM IN BUIN BATU JUNIOR HIGH SCHOOL, WEST SUMBAWA. *Journal of Education Research in Administration and Management (JERAM)*(1), 17%V 11.
4. Joko, S. (2018). Laporan Bulanan Tiap Sekolah. Riau: PT Astra Agro Lestari Tbk.
5. Limbong, M. (2017). THE ROLE OF CORPORATE SOCIAL RESPONSIBILITY IN QUALITY IMPROVEMENT OF 9-YEAR EDUCATION. *Journal of Education Research in Administration and Management (JERAM)*(1), 11%V 11.
6. Miles, M. B., & Huberman, A. M. (1984). Qualitative data analysis : a sourcebook of new methods. Beverly Hills: Sage Publications.
7. Prabowo, W. H. (2018, December 2). Peran Guru Tak Tergantikan, Kompas, p. 1.
8. Tilaar, H. A. R. (2016). Guru Kita: artis karakter & kecerdasan. Yogyakarta: Lamatera.
9. UNDANG-UNDANG SISTEM PENDIDIKAN NASIONAL. (2013). Bandung: FOKUSMEDIA.

27.

176-178

28.

Authors:

Diah Ayu Pratiwi

	Paper Title:	Urban Poverty: Community Empowerment through National Program for Community Empowerment towards in Batam City Abstract: This study examines community empowerment in overcoming poverty through PNPM (Program Nasional Pemberdayaan Masyarakat/ National Program for Community Empowerment) - Urban in Batam City. The purpose of this study was to identify the stages of participation of the poor in PNPM activities and analyze the stages of achievement of the poor after PNPM ended, this research was carried out because there were no studies that specifically discussed the achievements of the poor after the end of PNPM, especially whether the poor who participated in PNPM activities had come out of poverty. PNPM – Urban emphasizes community participation where all activities are left to the community itself, starting from socialization, poverty identification, organization, planning, implementation, to the utilization and maintenance of the results of activities. This study uses qualitative research. Data obtained by observation and in-depth interviews with 12 informants using purposive sampling technique. The results of this study indicate that community participation is at the stage of delegation of power, but the urban poor in Batam City still depend on government assistance and have not escaped poverty. The concept of community empowerment has not been optimal in the PNPM. Keyword: Community Empowerment, Urban Poverty Alleviation, PNPM-Urban, Batam City. References: <ol style="list-style-type: none"> 1. Arstein, S. (1971). "A Ladder of Citizen Participation." Journal of The American Planning Association 35(4). 2. City, S. o. B. (2019). Poverty in Batam Municipality 2011-2018. Batam, Statistic of Batam City. 3. Davis, K. (1962). Human Relation at Work. New York, McGraw Hill Book Company Inc. 4. Indonesia, S. (2019). Number of Poor Population, Percentage of Poor Population and Poverty Line, 1970-2017. Jakarta, Statistic Indonesia. 5. Karianga, H. (2011). Partisipasi Masyarakat dalam Pengelolaan Keuangan Daerah (Perspektif Hukum dan Demokrasi). Jakarta, PT. Alumni. 6. Narayan, D. (2002). Empowerment and Poverty Reduction: A Source Book. D. Narayan. Washington, World Bank. 7. Patton, M. Q. (2002). Qualitative Research and Evaluation Methods. Thousand Oaks, Sage Publication. 8. Pranaka, O. S. P. a. A. M. W. (1996). Pemberdayaan: Konsep, Kebijakan dan Implementasi. Jakarta, Center for Strategic and International Studies. 9. Setiana, L. (2005). Teknik Penyuluhan dan Pemberdayaan Masyarakat. Bogor, Ghalia Indonesia. 10. Suharto, E. (2005). Membangun Masyarakat Memberdayakan Rakyat. Bandung, Refika Aditama. 11. Sulistyani, A. T. (2017). Kemitraan dan Model-model Pemberdayaan. Yogyakarta, Gava Media. 12. Sumodiningrat, G. (1999). Pemberdayaan Masyarakat & JPS. Jakarta, Gramedia. 13. Uphoff, J. C. a. N. T. (1977). Rural Development Participation: Concept and Measures for Project Design-Implementation and Evaluation. New York, Cornell University Press. 	179-182
29.	Authors:	Ike Ratnawati, Triyanto, Syakir Paper Title: Meanings Possessed by Gajah Oling Batik in Seblang Rituals Performed by Osing Tribe in Banyuwangi Abstract: Batik was originally used as an adiluhung (or noble) work for the royal palace's clothings and worn during traditional ceremonies or important events such as a wedding, a funeral, or birth and others. However, batik nowadays has no sacred values. Instead, it has become a commodity in a global market, and it results on making batik a profane value for daily needs of the society. Batik cannot be understood using its philosophical meanings and values unless by looking it back at the concept of space and time as it was originally created, to be used for traditional ceremonies and rituals. Seblang is one of the traditional rituals in Banyuwangi district which is still held and consistently uses Gajah Oling batik motif as one of its main devices. The study method used to explore and describe the socio-cultural background of batik used in Seblang ritual is qualitative research, supported by phenomenological theory approaches. Seblang is a ritual held once every year, in two different villages, and performed by an old woman or a girl in Bakungan village and Olehsari village respectively. Gajah Oling batik motif is worn by the performers of Seblang ritual as scarves, long clothes, and udeng(a headband). Keyword: Batik, Seblang, Ritual. References: <ol style="list-style-type: none"> 1. Heriyawati, Y. (2016). Seni Pertunjukan dan Ritual. Yogyakarta: Ombak. 2. Kartika, Dharsono Sony. 2007. Budaya Nusantara. Bandung: Rekayasa Sains. 3. Koenjaraningrat. (2005). Pengantar Antropologi. Jakarta: Rineka Cipta. 4. Prasetyo, Azhar. 2007. Batik Banyuwangi. Banyuwangi: Dewan Kesenian Blambangan 5. Rohidi, T. (2013). Metode Penelitian Seni. Semarang: Cipta Prima Nusantara. 6. Singodimajan, H. (2019). Ritual Adat Seblang Sebagai Seni Perdaamaan Masyarakat Using Banyuwangi. Banyuwangi: Dinas Kebudayaan dan Pariwisata Kabupaten Banyuwangi. 7. Sumardjo, J. (2006). Estetika Paradoks. Bandung: Sunan Ambu press. 8. Sutarto, Ayu dan Sudikan, Setya Yuwana. 2008. Pemetaan Kebudayaan di Propinsi Jawa Timur. Jember: Biru Mental Spiritual Jatim dan Kompyawisda Jatim. 10. Tanpa Nama. 2009. Gendhing-gendhing Mantra Seblang Olehsari. Banyuwangi: Dinas Kebudayaan dan Pariwisata Kabupaten Banyuwangi. 11. Van Der Hoop. 1949. Ragam-ragam Perhiasan Indonesia. Jakarta: Koninklijk Bataviaasch Genootshap Van Kunsten En Wetenschappen. 	183-186
30.	Authors:	Usenko Anatoliy, Julia Iurynets, Yuriy Pyvovar, Leonid Belkin Paper Title: Food Safety Management in Ukraine in the Context of the International Standard ISO 22000:2005 Abstract: The article examines the features of the Hazard Analysis and Critical Control Points (HACCP) system as a factor in food safety. The principles of HACCP, formulated in the ISO 22000: 2005 standard, in the Alimentations Commission Codex are compared, as well as in accordance with the Ukrainian regulatory document	187-190

"Requirements for the development of food safety standards", approved by the Order of the Ministry of Health of Ukraine on October 1, 2012 No. 590. The comparison is carried out in order to establish the compliance of the Ukrainian HACCP system with the international rules, in particular the ISO 22000: 2005 standard. Shown, that the principles of the Ukrainian HACCP system generally comply with international standards, in particular ISO 22000: 2005. This means that the legislation of Ukraine guarantees that, in compliance with it, food products originating from Ukraine comply with international requirements for the control of its manufacture. The guarantee of this is the system of control measures that are provided for by the laws of Ukraine regarding compliance with the requirements of the HACCP system.

Keyword: Food Safety; Legislative Regulation; Hazard Analysis and Critical Control Points; Administrative and Legal Framework

References:

1. Odarchenko A. Improving the Competitiveness and Solvency of the Meat Industry Companies by Implementing the HACCP. Progressive technologies and technologies of food production of restaurant economy and trade. 2013; 1(17), part 2: 1054-109.
2. Usenko A. Principles of Hazard Analysis and Critical Control Points (HACCP) in the international standard ISO 22000: 2005. Achievement of school. 2017; 15-22 November. Sofia: Byal GRAD-BG.
3. Usenko A. Public administration in the field of implementation of Hazard Analysis and Critical Control Points (HACCP). Modern University Law Education and Science. 2018; 23 February, 1: 254-256.
4. International Organization for Standardization. Food safety management systems – Requirements for any organization in the food chain (ISO 22000:2005). [Internet]. 2005 Sept 10 [cited 2018 Oct 28]. Available from: <https://www.iso.org/standard/35466.html>
5. Galkina O. Administrative and legal principles of ensuring the safety and quality of food products in Ukraine: author's abstract. dis. Ph.D in Law. Kharkiv; 2017. 24 p.
6. Pinyushko O. Food safety in a European way: scary, mandatory or just, European Truth. 2016; Jan 27. Available from: <https://www.eurointegration.com.ua/rus/experts/2016/01/27/7043650/>
7. World Health Organization. Codex Alimentations. Food and Agricultural Organization of the United Nations, Rome. [Internet]. 1969 Oct 28 [cited 2018 Oct 28]. Available from: <http://www.fao.org/docrep/005/y1579e/y1579e00.html>.

Authors: Suriani Sari, Moch.Asmawi, James Tangkudung, Achmad Sofyan Hanif, Firmasyah Dlis

Paper Title: Development of Multimedia Based Sport Injury Pencak Silat Management Model

Abstract: Pencak silat is one of the sports that become the mainstay of the Indonesian nation in every national and international tournament. In its practice, however, foot accidents often occur. The purpose of this study was to obtain empirical data on product effectiveness as a result of developing multimedia-based martial arts injury models to increase the knowledge of trainers and athletes in handling injuries. The research method used is quantitative. As the results, each coach and athlete can understand the handling of injuries that occur so that athletes who experience injuries do not experience mismanagement which can result in recurring injuries or decreased the performance of athletes. It can be concluded that athletes or coaches can collaborate with physiotherapists in determining the exercises that are appropriate to the strand and type of injury.

Keyword: Pencak Silat, Multimedia, Model Development.

References:

1. Bauer, P., Uebellacker, F., Mitter, B., Aigner, A. J., Hasenoehrl, T., Ristl, R., . . . Seitz, L. B. (2019). Combining higher-load and lower-load resistance training exercises: A systematic review and meta-analysis of findings from complex training studies. *J Sci Med Sport*. doi:10.1016/j.jsams.2019.01.006
2. Bogardus, R. L., Martin, R. J., Richman, A. R., & Kulas, A. S. (2019). Applying the Socio-Ecological Model to barriers to implementation of ACL injury prevention programs: A systematic review. *J Sport Health Sci*, 8(1), 8-16. doi:10.1016/j.jshs.2017.11.001
3. Corey Joseph, C. F. F. (2017). Sports Injury. *International Encyclopedia of Public Health*.
4. Edwards, M. B. (2015). The role of sport in community capacity building: An examination of sport for development research and practice. *Sport Management Review*, 18(1), 6-19. doi:10.1016/j.smr.2013.08.008
5. Fortington, L. V., Donaldson, A., Lathlean, T., Young, W. B., Gabbe, B. J., Lloyd, D., & Finch, C. F. (2015). When 'just doing it' is not enough: assessing the fidelity of player performance of an injury prevention exercise program. *J Sci Med Sport*, 18(3), 272-277. doi:10.1016/j.jsams.2014.05.001
6. Hartman, H., & Johnson, P. (2018). The effectiveness of multimedia for teaching drug mechanisms of action to undergraduate health students. *Computers & Education*, 125, 202-211. doi:10.1016/j.compedu.2018.06.014
7. Health, D. o. (2010). What are soft tissue injuries? Soft tissue injuries (Sprains and strains).
8. James R. Andrews, M., Gary L. Harrelson, EdD, ATC, Kevin E. Wilk, PT, DPT. (2012). *Physical Rehabilitation of the Injured Athlete 4 Edition*. i-ii. doi:10.1016/b978-1-4377-2411-0.00042-3
9. Kalina, R. M. (2015). Agonology as a Deeply Esoteric Science – An Introduction to Martial Arts Therapy on a Global Scale. *Procedia Manufacturing*, 3, 1195-1202. doi:10.1016/j.promfg.2015.07.198
10. Kartomi, M. (2011). Traditional and Modern Forms ofPencak Silatin Indonesia: The Suku Mamak in Riau. *Musicology Australia*, 33(1), 47-68. doi:10.1080/08145857.2011.580716
11. Krabak, B. J., Waite, B., & Lipman, G. (2014). Evaluation and treatment of injury and illness in the ultramarathon athlete. *Phys Med Rehabil Clin N Am*, 25(4), 845-863. doi:10.1016/j.pmr.2014.06.006
12. Molina, A. I., Navarro, Ó., Ortega, M., & Lacruz, M. (2018). Evaluating multimedia learning materials in primary education using eye tracking. *Computer Standards & Interfaces*, 59, 45-60. doi:10.1016/j.csi.2018.02.004
13. Myrick, K. M. (2015). Pediatric Overuse Sports Injury and Injury Prevention. *The Journal for Nurse Practitioners*, 11(10), 1023-1031. doi:10.1016/j.nurpra.2015.08.028
14. Nicola Smania, A. P. (2012). Rehabilitation of brachial plexus injuries in adults and children. *European journal of physical and rehabilitation medicine*.
15. Park, B., Flowerday, T., & Brünken, R. (2015). Cognitive and affective effects of seductive details in multimedia learning. *Computers in Human Behavior*, 44, 267-278. doi:10.1016/j.chb.2014.10.061
16. Pérez-Samaniego, V., Fuentes-Miguel, J., Pereira-García, S., López-Cañada, E., & Devís-Devís, J. (2018). Experiences of trans persons in physical activity and sport: A qualitative meta-synthesis. *Sport Management Review*. doi:10.1016/j.smr.2018.08.002
17. Raikes, A. C., Athey, A., Alfonso-Miller, P., Killgore, W. D. S., & Grandner, M. A. (2019). Insomnia and daytime sleepiness: risk factors for sports-related concussion. *Sleep Med*, 58, 66-74. doi:10.1016/j.sleep.2019.03.008

18. Stares, J., Dawson, B., Peeling, P., Drew, M., Heasman, J., Rogalski, B., & Colby, M. (2018). How much is enough in rehabilitation? High running workloads following lower limb muscle injury delay return to play but protect against subsequent injury. *J Sci Med Sport*, 21(10), 1019-1024. doi:10.1016/j.jsams.2018.03.012
19. Stefani, R. T. (2019). A WORLD OF SPORTS AND RATING SYSTEMS.
20. Timpka, T., Jacobsson, J., Ekberg, J., Finch, C. F., Bichenbach, J., Edouard, P., . . . Alonso, J. M. (2015). Meta-narrative analysis of sports injury reporting practices based on the Injury Definitions Concept Framework (IDCF): A review of consensus statements and epidemiological studies in athletics (track and field). *J Sci Med Sport*, 18(6), 643-650. doi:10.1016/j.jsams.2014.11.393
21. Torre, O. M., Evashwick-Rogler, T. W., Nasser, P., & Iatridis, J. C. (2019). Biomechanical test protocols to detect minor injury effects in intervertebral discs. *J Mech Behav Biomed Mater*, 95, 13-20. doi:10.1016/j.jmbbm.2019.03.024
22. Vergeer, I. (2006). Exploring the mental representation of athletic injury: A longitudinal case study. *Psychology of Sport and Exercise*, 7(1), 99-114. doi:10.1016/j.psychsport.2005.07.003

Authors: Tin Gustina, Zulfiati Syahrial, Nurdin Ibrahim

Paper Title: Program Evaluation of Pekanbaru Health Training Center Based on Context Evaluation

Abstract: Objective of the study was generally to find out and describe the effectiveness of the implementation of health training at the Pekanbaru Health Training Center. This research is evaluation research based on the CIPP evaluation model (Context, Input, Process, Product) with the object of research is the BAPELKES program as a training center in Pekanbaru Riau, using a qualitative approach. This approach has a superiority that provides a comprehensive study of social phenomena carried out by researchers. The study used a mixed research approach (mixed methods), namely research that combines qualitative and quantitative approaches to answer research problems. Qualitative research is a process of scientific research to understand human problems in a social context by creating a comprehensive and complex picture presented, reporting detailed views of sources of information, and carried out in natural settings without any intervention from the researcher. The design of this study focused on four components of the CIPP evaluation model, namely context (Context), input (input), process (process), and results (product). The context component provides information for decision makers in planning a program that will continue, identifies the rationale of a program, explains the relevant environmental conditions, describes the existing conditions, the foundation of program implementation, and identifies unmet needs and opportunities that have not been utilized. The results of the study show that the existence of BAPELKES as a training center is very much needed. Then it can be concluded that the context component of the evaluation program at the Pekanbaru Riau health education center has high / good actuality.

Keyword: Program Evaluation, Context Evaluation, CIPP.

References:

1. Arikunto, Suharsini dan Cepi Saffrudin Abdul Jabar. *Evaluasi Program Pendidikan Pedoman Teoretis Praktis Bagi Mahasiswa dan Praktisi Pendidikan*. Jakarta: Bumi Aksara Cet. ketiga 2009,
2. Andrea Honigsfeld and Audrey Cohan, *Breaking the Mold of School Instruction and Organization : Innovative and Successful Practices for the Twenty-first Century*, (Maryland: The Rowman & Littlefield . Inc., 2010
3. Creswell W. Jhon. *Research Design: Pendekatan Kualitatif, Kuantitatif, dan Mixed*. Cetakan III. Yogyakarta: Pustaka Belajar, 2013.
4. Charles M. Reigeluth, *Instructional Design Theories and Models: An Overview of Their Current Status* (New Jersey: Lawrence Erlbaum, 1983
5. *Data Pendidikan Kesetaraan*, Dinas Pendidikan Kota Ambon, 2018.
6. Donna M. Mertens, *Research and evaluation in education and psychology : integrating diversity with quantitative, qualitative, and mixed methods*, California: Sage Publication, 2010
7. *Transformative research and evaluation*, New York: Guilford Press, 2009.
8. Farnaz Limouei and Omid Ali Hoseinzadeh, *An Internal Evaluation of Educational Groups in Dentistry Faculty of Tabriz Medical University Using CIPP model in 2015*, *International Journal of Medical Research & Health Sciences*, (2016), Vol. 5 (11)
9. Guili Zhang, et.al., *Using the Context, Input, Process, and Product Evaluation Model (CIPP) as a Comprehensive Framework to Guide the Planning, Implementation, and Assessment of Service-learning Programs*, *Journal of Higher Education Outreach and Engagement*, Vol 15, (4), (2011)
10. Jean A. King, and Laurie Stevahn, *Interactive Evaluation Practice: Mastering the Interpersonal Dynamics of Program Evaluation*, California: Sage Publication, 2013.
11. Jodi L. Fitzpatrick et.al., *Program Evaluation: Alternative Approaches Practical Guidelines*. New York: Longman, 1997
12. *Kementerian Pendidikan dan Kebudayaan, Ikhtisar Data Pendidikan Tahun 2016/2017*, (Jakarta: Pusat Data dan Statistik Pendidikan dan Kebudayaan, 2017), h. 26
13. Louis Cohen, (et. all), *A guide to teaching practice: revised edition*, New York: Routledge, 2010
14. Mustofa, Kamil. *Pendidikan Nonformal. Pengembangan Melalui Pusat Kegiatan Belajar (PKBM) di Indonesia*. Bandung: Alfabeta, 2011.
15. Maimun. *Evaluasi Program Parenting Pada Program Pendidikan Anak Usia Dini (PAUD) di Kota Mataram*. Disertasi PPS-TP UNJ, 2016.
16. Philip G. Kapfer, Miriam B. Kapfer, *Learning Packages in American Education*, (New Jersey: Educational Technology Publication, 1972
17. Ronald R. Sims and Serbrenia J. Sims. *The Importance of Learning Styles : Understanding the Implications for Learning, Course Design, And Education*
18. *Standard dan Prosedur Penyelenggaraan Pusat Kegiatan Belajar Masyarakat (PKBM) Jakarta: Kementerian Pendidikan dan Kebudayaan*, 2012
19. Stufflebeam Daniel L, and Anthony J. Shinkfield. *Systematic Evaluation: A Self-Instructional Guide to Theory and Practice*. Dordrecht: Kluwer-Nijhoff Publishing, 1986.
20. Sukardi. *Evaluasi Program Pendidikan dan Pelatihan*. Jakarta: Bumi Aksara, 2014.
21. Sitepu, B.P, *Pengembangan Sumber Belajar*, Jakarta: PT RajaGrafindo Persada, 2014
22. Sugiyono, *Metode Penelitian Pendidikan: Pendekatan Kuantitatif, Kualitatif dan R&D* (Bandung: Alfabeta, 2008
23. Tanka Nath Sharma, *Education for Rural Transformation: The Role of Community Learning Centers in Nepal*. *Journal of Education and Research*, Vol. 4, No. 2, 2014
24. Tight M.(1996). *Key Concepts in Adult Education and Training*. London: Routledge.
25. Wirawan, *Evaluasi Teori Model, Standard, Aplikasi dan Prosesi (Contoh Aplikasi Evaluasi Program: Pengembangan Sumber Daya Manusia, Program Nasional Pemberdayaan Masyarakat (PNPM), Mandiri Pedesaan, Kurikulum, Perpustakaan, dan Buku Teks* (Jakarta: RadjaGrafindo Persada, 2012),
26. Worthen, B.R. and J.R. Sanders. *Educational Evaluation: Theory and practice*. 1975.

Authors: Rofiza Aboo Bakar, Jazredal Aboo Bakar

Paper Title: WhatsApp as a Source of Support for Parents of Autistic Children

Abstract: SPARISK Support Group is a WhatsApp support group which offers parents of children with Autism Spectrum Disorder (ASD) who enrol their children in a water therapy programme a platform to discuss various issues regarding caring for their autistic children. Advanced growth in technology has improved the prospect for these parents to share information and provide support. A qualitative phenomenological design was used in this study to explore the support these parents offered each other through the use of WhatsApp as a social media support group. Convenience sampling was used to select four participants who had either a child or children diagnosed with ASD who were between the ages of 7 and 16 years old, had been involved in the support group for 6 months, and lived in Penang, Malaysia. Data analysis discovered five emergent themes: (a) types of supplement and food suitable for autistic children, (b) positive experiences, (c) feeling glad, (d) informational support and (e) emotional support. Findings indicate giving the right supplement and food to autistic children and relating autistic children's positive experiences while undergoing the water therapy programme were the main functions of the group, and having water therapy coaches answering their doubts as a valuable resource. It is suggested that the use of a social media support group on WhatsApp may provide continuous support to parents of autistic children, suggesting that the formation of similar groups on other social media platforms.

Keyword: WhatsApp Support Group; Parents of Autistic Children; SPARISK.

References:

1. Lindgren S, Doobay A. Evidence-based interventions for autism spectrum disorders. The University of Iowa, Iowa. 2011.
2. Bakar RA, Bakar JA. Understanding support for parents of autistic children through a WhatsApp group. Asia Proceedings of Social Sciences. 2019;4(2):117-20.
3. Losh M, Adolphs R, Poe MD, Couture S, Penn D, Baranek GT, et al. Neuropsychological profile of autism and the broad autism phenotype. Archives of general psychiatry. 2009;66(5):518-26.
4. Gomes P, Lima LH, Bueno MK, Araújo LA, Souza NM. Autism in Brazil: a systematic review of family challenges and coping strategies. Jornal de pediatria. 2015;91(2):111-21.
5. Association AP. Diagnostic and statistical manual of mental disorders. Washington, DC: 2000.
6. Ozdemir S. The effectiveness of social stories on decreasing disruptive behaviors of children with autism: Three case studies. Journal of Autism and Developmental Disorders. 2008;38(9):1689-96.
7. Ali S, Frederickson N. Investigating the evidence base of social stories. Educational Psychology in Practice. 2006;22(4):355-77.
8. Gray CA. Social stories and comic strip conversations with students with Asperger syndrome and high-functioning autism. Asperger syndrome or high-functioning autism? Springer; 1998. p. 167-98.
9. Kokina A, Kern L. Social Story™ interventions for students with autism spectrum disorders: A meta-analysis. Journal of autism and developmental disorders. 2010;40(7):812-26.
10. Association AP. Diagnostic and statistical manual of mental disorders. . Washington, DC: 2000.
11. Koegel RL, Vernon TW, Koegel LK. Improving social initiations in young children with autism using reinforcers with embedded social interactions. Journal of autism and developmental disorders. 2009;39(9):1240-51.
12. Dabrowska A, Pisula E. Parenting stress and coping styles in mothers and fathers of pre-school children with autism and Down syndrome. Journal of Intellectual Disability Research. 2010;54(3):266-80.
13. Malecki C. Parenting a child with autism: Resist pressure, find success for each individual, the journey is unique. 2014. Available from: <https://www.psychologytoday.com/intl/blog/the-wide-wide-world-psychology/201409/parenting-child-autism-resist-pressure-find-success>
14. Niela-Vilén H, Axelin A, Salanterä S, Melender HL. Internet-based peer support for parents: A systematic integrative review. International journal of nursing studies. 2014;51(11):1524-37.
15. Chien YP. Effects of water exercise swimming program on aquatic skills and social behaviors in children with autism spectrum disorders. Autism. 2010;14(9):9-28.
16. Ennis E. The effects of a physical therapy-directed aquatic program on children with autism spectrum disorders. Journal of Aquatic Physical Therapy. 2011;19(1):4-10.
17. Hulls DSV, Walker LK, Powell JM. Clinicians' perceptions of the benefits of aquatic therapy for young children with autism: A preliminary study. Physical & Occupational Therapy in Pediatrics. 2006;26(1-2):13-22.
18. Mortimer R, Privopoulos M, Kumar S. The effectiveness of hydrotherapy in the treatment of social and behavioral aspects of children with autism spectrum disorders: a systematic review. Journal of multidisciplinary healthcare. 2014;7:93.
19. Kraft E, Leblanc R. Instructing children with Autism Spectrum Disorder: Examining swim instructors' knowledge building experiences. Disability and health journal. 2018;11(3):451-5.
20. Cole L, Kharwa Y, Khumalo N, Reinke JS, Karrim SB. Caregivers of School-aged Children with Autism: Social Media as a Source of Support. Journal of Child and Family Studies. 2017;26(12):3464-75.
21. Ingersoll B, Meyer K, Becker MW. Increased rates of depressed mood in mothers of children with ASD associated with the presence of the broader autism phenotype. Autism Research. 2011;4(2):143-8.
22. Pisula E. A comparative study of stress profiles in mothers of children with autism and those of children with Down's syndrome. Journal of Applied Research in Intellectual Disabilities. 2006;20(3):274-8.
23. Dominick KC, Davis NO, Lainhart J, Tager-Flusberg H, Folstein S. Atypical behaviors in children with autism and children with a history of language impairment. Research in developmental disabilities. 2007;28(2):145-62.
24. Marshall NL, Tracy AJ. After the baby: Work-family conflict and working mothers' psychological health. Family Relations: Interdisciplinary Journal of Applied Science. 2009;58:380-91.
25. Sitimin SA, Fikry A, Ismail Z, Hussein N. Work-family conflict among working parents of children with autism in Malaysia Procedia Computer Science 2017;105:345-52.

26. Koegel RL, Schreibman L, Loos LM, Dirlich-Wilhelm H, Dunlap G, Robbins FR, et al. Consistent stress profiles in mothers of children with autism. *Journal of autism and developmental disorders*. 1992;22(2):205-16.
27. Benson P, Karlof KL, Siperstein GN. Maternal involvement in the education of young children with autism spectrum disorder. *Autism*. 2008;12:47-63.
28. Roffeei SHM, Abdullah N, Basar SKR. Seeking social support on Facebook for children with Autism Spectrum Disorders (ASDs). *International journal of medical informatics* 2015 84(5):375-85.
29. Boulos MNK, Giustini DM, Wheeler S. Instagram and Whatsapp in health and helathcare: An overview. *Future Internet* 2016;8(37):1-14.
30. Bogdan R, K. BS. *Qualitative research for education: An introduction to theory and methods*. Boston: Allyn and Bacon; 1992.
31. Creswell JW, Hanson WE, Clark Plano VL, Morales A. *Qualitative research designs: Selection and implementation*. 35. 2007;2(236-264).
32. Cole L, Kharwa Y, Khumalo N, Reinke JS, Karrim SB. Caregivers of school-aged children with autism: Social media as a source of support. *Journal of Child and Family Studies*. 2017 26 (12):3464-75.
33. Merriam SB. *Case study research in education: A qualitative approach*: Jossey-Bass; 1988.
34. Bengtsson M. How to plan and perform a qualitative study using content analysis. *Nursing Plus Open*. 2016;2:8-14.
35. Lucarelli S, Frediani T, Zingoni A, Ferruzzi F, Giardini O, Quintieri F, et al. Food allergy and infantile autism. *Panminerva medica*. 1995;37(3):137-41.
36. Teske AM. Exploring hydrotherapy with autism. *Honors Research Project*. 2018;692.

Authors: Jeane Elisabeth Langkai, Haedar Akib, Recky H E Sendouw

Paper Title: The Determinants of Neighborhood Based Development Policy Implementation in Manado City

Abstract: The purpose of this study was to analyze the determination of neighborhood-based development policies in the city of Manado by using a phenomenological qualitative agreement. Data collection techniques are: observation in several Neighborhood, semi-structured in-depth interviews and documents obtained from the Community Empowerment Agency and the Village Government. Data analysts performed through technical analysis of Miles and Huberman. The results of the study show that the determinant of the implementation of the Neighborhood-Based Development policy in Manado City are: 1). Disposition or commitment of the Manado City government that sets policy as a top priority and tends to be weak, 2). The standards and objectives of the policy are too ideal (utopian), very difficult for the implementers to realize, 3). Erroneously setting the allocation of resources on capital expenditure, should be included in goods and services expenditure and implementation of the policy awaiting changes in the regional income and expenditure budget changes in November, 4). Changes in the Central Government's policy, namely Minister of Home Affairs Regulation No. 32/2011, which has not been anticipated, 5). Communication and socialization have not been carried out systematically, directed 6). The social conditions of the community have not been prepared to support policy implementation. For that reason: 1). The Manado City Government should have a genuine disposition or commitment in implementing a Neighborhood Based Development policy that has been set as a top priority and superior, 2). Policy standards and targets should be measurable and can be implemented, 3). Research in determining the allocation of resources for implementation, 4). Anticipating changes in Central Government policies, 5). Communication and socialization are carried out systematically, directed by broadcasting through print and mass media, 6). The social conditions of the community are carefully prepared, through community meetings, confessions, making brochures, stickers, and policy songs on neighborhood-based development.

Keyword: Neighborhood Based Development; Policy Implementation; Manado City; Indonesia.

References:

1. Miles, Matthew B. AMH. *Analisis Data Kualitatif*. Terjemahan Tjetjep Rohendi Rohidi. Jakarta: Universitas Indonesia; 1992.
2. *Buku Pedoman Umum Pembangunan Berbasis Lingkungan*. Manado: Pemerintah Kota Manado; 2012.
3. Mazmanian Daniel and Paul A. Sabatier. *Effective Policy Implementation*. Lexington Mass DX; 1981. 220 p.
4. Edward III GC. *Implementing Public Policy*. Washington D.C.: Congressional Quarterly Press; 1980.
5. Grindle MS. *Politics and policy implementation in the Third World*. Vol.4880. New Jersey: Princeton University Press; 2017.
6. Nugroho R. *Public Policy: Dinamika Kebijakan, Analisis Kebijakan, dan Manajemen Politik Kebijakan Publik*. Jakarta: Elex Media Komputindo. 2017.
7. Elmore RF. *Forward and Backword Mapping: Reversible Logic in the Analysis of Public Policy*. In: *Policy implementation in federal and unitary systems*. Springer; 1985. p. 33–70.
8. Agustino L. *Dasar-dasar kebijakan publik (Edisi Revisi)*. Alf Bandung. 2016;
9. Atas P, Menteri P, Negeri D, Tahun N, Dalam M, Republik N. *Salinan Menteri Dalam Negeri Republik Indonesia*. 2012;1–7.
10. Stewart, Jr., J., Hedge, D. M., & Lester JP. *Public Policy: An Evolutionary Approach*. *Public Policy: An Evolutionary Approach*. 2008.

Authors: Erna Hilda Mokat, Jetty Recky H E Sendouw

Paper Title: Public Perception on Quality of Decision-Making Process by Female Leader of Southeast Minahasa Regency

Abstract: Decision making is one of the duties of a leader, both leaders in public and private organizations. The research aims to analyze the public perception on the quality of the decision-making process by the female leader of the local government. Descriptive qualitative research method was employed, and the data was collected through observation, interviews and documentation. The results of the study show that the stages in decision making process had not been conducted properly. Decisions were not taken based on clear and accurate data and information that made it hard to be legally, morally and ethically accountable in the scope of administration. The aspirations of people received less attention, rarely involving subordinates, insufficient understanding of regulation causes nonprocedural, unconstitutional, and discretionary decisions. As a recommendation, it is necessary to conduct further research related to the decision-making process of female leaders.

Keyword: Leadership; Female Leaders; Decision Making; Southeast Minahasa.

34.

207-210

35.

211-214

	<p>References:</p> <ol style="list-style-type: none"> Hicks G Herbert GRG. Organisasi Teori dan Tingkah Laku. Jakarta: Bina Aksara; 1987. Yukl G. Kepemimpinan dalam Organisasi [Internet]. 5th ed. Jakarta: Indkes; 2010. Available from: https://www.tokopedia.com/tokobuku20/buku-kepemimpinan-dalam-organisasi-edisi-5-oleh-gary-yukl?c=1869388532&m=137483646&p=297580659&ds_rl=1270598&gclid=EAIAIQobChMI1pCj4fzD4wIVzYBwCh1EIQ5nEAQYAyABEgJUFFD_BwE&gclid=aw.ds&ef_id=XGq-uAAAAIJgX2Yh:20190720170206:s Ivancevich, John, M D. Perilaku dan Manajemen Organisasi. 1st ed. Jakarta: Airlangga; 2008. Irham F. Manajemen Pengambilan Keputusan. Teori dan Aplikasi. Bandung: Alfabeta; 2011. Simon HA. Administrative Behavior. Perilaku Administrasi, Suatu Studi tentang Proses Pengambilan Keputusan dalam Organisasi Administrasi. Jakarta: Bina Aksara; 1982. Donnelly, J. H., Gibson, J. L., Ivancevich, J. M., Dolansky, V., & Koubek J. Management. Grada; 1997. Miles, Matthew, B & Huberman, Michael A. Qualitative Data Analysis. Jakarta: University of Indonesia Press; 1992. Djarmiko YH. Perilaku Organisasi. Bandung.: Alfabeta; 2008. Darumurti KD. Kekuasaan Diskresi Pemerintah. Bandung: Citra Aditya Bakti; 2012. Arismunandar. Perilaku Organisasi dalam Pendidikan. 1st ed. Makassar: Badan Penerbit UNM; 2008. 	
36.	<p>Authors: Tri Aru Wiratno, Diana Nomida Musnir, Atwi Suparman, Jhoni Lagun Siang</p> <p>Paper Title: Development of Learning Materials Criticism of Art Based Criticism Culture</p>	
	<p>Abstract: The development of learning materials for critical culture-based art critics in the Art Criticism program at the Fine Arts Study Program, Faculty of Fine Arts, Jakarta Arts Institute was used to improve the ability of students and lecturers in the learning process about art criticism. By developing learning materials, critics of art based on critical culture, make the learning process reach its goals. Students and lecturers will work together in the learning process. Students know and understand the stages of learning carried out, while the lecturer knows and understands in learning for students with material learning critical art based criticism of culture. The research method conducted using Borg and Gall, the development of learning materials using procedural Dick and Carey learning models. By identifying instructional objectives, conducting intrudional analysis, student analysis, writing performance goals, developing assessment instruments, developing instructional strategies, developing and selecting instructional materials, formative instructional design and evaluation, revising instructions, designing and conducting summative evaluations. The results of the research on the development of learning materials based on critical culture-based art critics are expected to increase the ability and awareness of art as a reflection of his life.</p> <p>Keyword: Development of Learning Materials, Criticism of Art, Critical Culture</p> <p>References:</p> <ol style="list-style-type: none"> Agger, Bem. 2008. Critical Social Theories: An Introduction. Diterjemahkan Teori Sosial Kritis: Kritik, Penerapan, dan Implikasinya. Bahari Nooryan, Cetak ke III 2017. Kritik Seni, Yogyakarta; Pustaka Pelajar Borg, Walter R., Gall Meredith, dan Gall Joyce P. 2007. Education Research. United State of America: Penerbit Person. Bujono Bambang, Wicaksono Adi. 2012. Seni Rupa Indonesia Dalam Kritik dan Esai. Jakarta, Dewan Kesenian Jakarta. Bujono Bambang, Apresiasi Seni Rupa Indonesia; Esai Kritik Dan Suwaryono, Jakarta; FSR IKJ Press Bahari Nooryan. 2017. Kritik Seni; Wacana Apresiasi dan Kreasi. Yogyakarta, Pustaka Pelajar Bangun Sem C. 2001. Kritik Seni Rupa. Bandung, Penerbit ITB Bujono Bambang. 2015. Esai dan Kritik Dan Suwaryono. Jakarta, FSR IKJ Bujono Bambang. 2017. Melampaui Citra dan Ingatan. Jakarta, Yayasan Jakarta Biennale Dick, Walter dan Carey. 2009. The Systematic Design of Instruction. , United States of America: Pearson. Gagne Robert M. 1990, Kondisi Belajar dan Teori Pembelajaran (Jakarta: Departemen Pendidikan dan Kebudayaan Direktorat Jenderal Pendidikan Tinggi, http://bahanajarpendidikan.blogspot.com/ Iswantara Nur, 2016. Kritik Seni, Seni Kritik, Yogyakarta;Gigih Pustaka Mandiri Kusrianto, Adi dan Made Arini. 2011. Histoy of Art. Jakarta: Elex Media Komputindo. Mariato, M. Dwi. 2006. Quantum Seni. Semarang: Dahara Prize. Mariato, M. Dwi. 2015. Art dan Levitation. Yogyakarta: Pohon Cahaya. Mamanoor, 2002. Wacana Kritik Seni Rupa Di Indonesia, Bandung; Nuansa Rahmin Maghfur M. 2017. Teori Kritis Filsafat Lintas Mazhab. Yogyakarta Sociality Rambu-rambu Akademik Pendidikan Tinggi Seni Indonesia” 2007. Jakarta: Direktorat Akademik, Direktorat Jenderal Pendidikan Tinggi Departemen Pendidikan Nasional Rowntree Derek, 1994. Teaching Through Self Instruction: How to Develop Open Learning Materials. London: Kogan Page Suparman, Muhammad Atwi. 2015. Panduan Para Pengajar dan Inovator Pendidikan: Desain Instruksional Modern. Jakarta: Erlangga. Susanto, Mike. 2011. Diksi Seni Rupa. Bali: Jagad Art Space Supangkat, Jim. 2012. Srihadi and Art in Indonesia. Jakarta: Art 1 New Museum Tri Priyatni Endah, Nurhadi, 2017. Membaca dan Literasi Kritis. Tangerang, Tira Smart Wiratno, Tri Aru. 2017. Seni Lukis, Konsep dan Metode, Tangerang, personal. 	215-218
37.	<p>Authors: Sri Fatimah, Ganjar Kurnia</p> <p>Paper Title: Risk Communication of Chili Farmers, Case of Genteng Village Farmers, Sumedang District, West Java</p> <p>Abstract: This paper aims at identifying the communication approach needed for chili farmers in an effort to minimize the risk of chili farming, using the case of farmers in Genteng Village, West Java Province, Indonesia. Departing from the issue of the importance of increasing the capacity of chili farmers to reduce their agricultural risks, this paper intends to elaborate qualitatively on main issues in risk of chili cultivation that are information that is an orientation for understanding the risks of chili farmers; and risk communication practice among chili farmers. The main finding of this research is chilli farmers in Genteng Village, Sumedang Regency have tried to overcome various risks in their agricultural businesses, through efforts to understand all risks in chili farming. Information about the risks of chili farming flows between farmers, groups and extension institutions. There has been communication with various parties and manage those risks in groups. Nevertheless, a systematic risk communication did not exist that hinder farmers to effectively address the risk in chili farming.</p>	219-222

Keyword: Chilli Farmers; Risks of Production; Risks Communication; West Java.

References:

1. Putranto W, Sayekti S, Indrayanti S, Suhariyanto. Bunga Rampai Statistik Percobaan [Internet]. Badan Pusat Statistik; 2011. 2–6 p. Available from: www.bps.go.id
2. Morton JF. Climate Change and Food Security Special Feature: The impact of climate change on smallholder and subsistence agriculture. Proc Natl Acad Sci [Internet]. 2007;104(50):19680–5. Available from: <http://www.pnas.org/cgi/content/abstract/104/50/19680>
3. Wreford A, Moran D, Adger. Climate Change and Agriculture and Agriculture. 2011. 92–95 p.
4. Nordberg GF, Fowler BA. Chapter 14 - Risk Assessment in Handbook on the Toxicology of Metals (Third Edition) [Internet]. Nordberg GF, Fowler BA, Nordberg M, Friberg LT, editors. Handbook on the Toxicology of Metals. 2015. 975–1011 p. Available from: <http://www.sciencedirect.com/science/article/pii/B9780444594532000457>
5. Aakko E. Risk communication, risk perception, and public health. WMJ [Internet]. 2004;103(1):25–7. Available from: <http://www.ncbi.nlm.nih.gov/pubmed/15101463>
6. Reynolds B, Seeger MW. Crisis and emergency risk communication as an integrative model. J Health Commun. 2005;10(1):43–55.
7. Attrey DP. Chapter 5 - Role of risk analysis and risk communication in food safety management. In R. K. Gupta, Dudeja, & M. Singh (Eds.), Food Safety in the 21st Century (pp. 53-68). San Diego: Academic Press; 2017.
8. Evolution and Revolution. Solut to an Environ peril. 2001;164–78.
9. Renn O. Risk Communication: Insights and Requirements for Designing Successful Communication Programs on Health and Environmental Hazards. Handb risk Cris Commun [Internet]. 2008;81–99. Available from: https://www.researchgate.net/profile/Ortwin_Renn/publication/266886468_81_4_Risk_Communication_Insights_and_Requirements_for_Designing_Successful_Communication_Programs_on_Health_and_Environmental_Hazards/links/544e7a710cf2bca5ce90b5fc.pdf
10. Wilke AK, Morton LW. Climatologists' patterns of conveying climate science to the agricultural community. Agric Human Values. 2014;32(1):99–110.
11. Kuehne G. Society & Natural Resources Volume 27 issue 5 2014 [doi 10.1080_08941920.2013.861565] Kuehne, Geoff -- How Do Farmers' Climate Change Beliefs Affect? 2014.
12. Cabrera NL, Leckie JO. Hispanic Journal of Behavioral Sciences Volume 31 issue 2 2009 [doi 10.1177_0739986309331877] Cabrera, N. L.; Leckie, J. O. -- Pesticide Risk Communication.pdf. 2009.
13. Rother H-A. Challenges in Pesticide Risk Communication. Encycl Environ Heal. 2011;(2):566–75.
14. Steg L, Sievers I. Environment and Behavior Volume 32 issue 2 2000 [doi 10.1177_00139160021972513] Steg, L.; Sievers, I. -- Cultural Theory and Individual Perceptions of Envi.pdf. 2000.
15. Wall PG, Chen J. Moving from risk information communication and consumer engagement. npj Sci Food [Internet]. 2018;2(1). Available from: <http://dx.doi.org/10.1038/s41538-018-0031-7>
16. Harlina R, Fatimah S, Setiawan I. Analisis Komunikasi Risiko Petani Bawang Merah. J AGRISEP Kaji Masal Sos Ekon Pertan dan Agribisnis. 2018;17(2):197–206.
17. Sjoraida DF, Anwar RK. The effectiveness of risk communications as a disaster risk reduction strategy in Taragong Garut. AIP Conf Proc. 2018;1987(July).
18. Ghazanfar S, Qi-wen Z, Abdullah M, Ahmad Z, Lateef M. Journal of Northeast Agricultural University (English Edition) Volume 22 issue 1 2015 [doi 10.1016_S1006-8104(15)30010-6] Ghazanfar, Sidra; Qi-we.pdf. 2015.

Authors:	Patricia Pawa Pitil, Wan Juliana Emeih Wahed
Paper Title:	Relationship between Eating Disorder, Body Fat Percentage, and Physical Activity among Sarawak Female National Athletes

Abstract: Purpose: This study aimed to examine the eating disorder and physical activity in relation to type of sports and body fat percentages among national female athletes in Sarawak (N=150).
Methodology: Eating Attitude Test (EAT-26) and Global Physical Activity Questionnaire (GPAQ) were employed to measure the eating disorders and physical activity. Anthropometric measurement and body composition (body fat percentage) were obtained.
Results: Majority of the athletes were at low risk of an eating disorder (91.4%). Only a few indicated as high risk (8.6%). Moderately active athletes explained higher eating disorders in dieting, bulimia nervosa and food preoccupation. The non-weight sports athletes also exhibited higher eating disorders compared to its counterpart. Younger athletes were at higher eating disorder, but age was not significant in the subscales measured; except for food preoccupation where it was prominent in age 16 to 18 years old. Oral control did not associate with all the independent variables. Some relationships observed between body fat percentage and eating disorder and the subscales.
Conclusion: There is a need for coaches' attention and intervention on these athletes to prevent abnormal eating behavior among the young female athletes. This study highlights interesting findings where the less active athletes and the non-weight sports category athletes exhibit higher eating disorders issues.

Keyword: Body Fat Percentage; Eating Disorder; Female Athletes; National Athletes; Physical Activity; Sarawak Athletes.

References:

1. Shelton VL, Valkyrie KT. College student stress: a predictor of eating disorder precursor behaviors. The Alabama Counseling Association Journal. 2010;35(2):2.
2. Krejcie RV, Morgan DW. Determining sample size for research activities. Educational and Psychological Measurement. 1970;30:607 - 10.
3. Currie A. Sport and eating disorders-understanding and managing the risks. Journal of Sports Medicine. 2010;1(2):63-8.
4. Rodriguez-Cano T, Beato Fernandez I, Belmonte-Llario A. A new contributions to the prevalence of eating disorders in Spanish adolescents:detection of the false negative. Eur Psychiatry. 2005;20(2).
5. IPH. National Health and Morbidity Survey 2015 (NHMS 2015). The Sport Journal Kuala Lumpur: Institute for Public Health, Ministry of Health 2015.
6. Barbio N, Canals J, Pietrobelli A, Perez S, Arija V. A two-phase population study: relationships between overweight, body composition and risk of eating disorders. Nutrition Hospital 2009;24(4).
7. Suarez GF, Vaz LF, Guisado J, Gomez LL. Study of eating habits in female population comparing groups with and without food related diseases. Nutrition Hospital 2003;18:5.
8. Dev RDO, Permal V, Mohd Sofian O. Rural urban differences in body image perception, body mass index and dieting behaviour among

- Malay adolescents Malaysian schoolgirls. *European Journal of Scientific Research*. 2009;34(1):24.
9. Yeger J, Devlin MJ, Halimi KA, Herzog DB, Mitchell III JE, Powers P, et al. Practice guideline for the treatment of patients with eating disorders 3ed: American Psychological Association; 2006.
 10. Khor GL, Zalilah MS, Pjan YY, Ang M, Maznah B, Norimah AK. Perceptions of body image among Malaysian male and female adolescents. *Singapore Medical Journal*. 2009;50:9.
 11. Norhayati M, Chin YS, Mohd Nasir MT, Zalilah MS, Chan YM, editors. Body image disturbance and disordered eating in overweight and obese male and female Malaysian adolescents. In combating obesity: societal and environmental issues and challenges. Malaysian Association for the Study of Obesity Scientific Conference 2015; Kuala Lumpur.
 12. Global Physical Activity Questionnaire: GPAQ version 2.0. Geneva: WHO [Internet]. World Health Organization (WHO). 2009.
 13. Soo KL, Zalilah MS, Mohd Nasir MT, Samah PA. Eating behavior, body image, and self-esteem of adolescents girls in Malaysia. *Percept Mot Skills*. 2008;106(2).
 14. Rivas T, Bersabe R, Jimenez M, Berrocal C. The eating attitude test (EAT-26) reliability and validity in Spanish female samples *Spanish Journal Psychology*. 2010;13(2).
 15. Garner DM, Garfinkel PE. The eating attitudes test: an index of the symptoms of anorexia nervosa. 1979;9:273-9.
 16. Sundgot-Borgen J. Risk and trigger factors for the development of eating disorders in female elite athletes. *Med Sci Sports Exerc*. 1994;26.
 17. Lane HJ, Lane AM, Matheson H. Validity of the eating attitude test among exercisers. *Journal of Sports Science and Medicine*. 2004;3:10.
 18. Pon LW, Kandiah M, Mohd Nasir MT. Body image perception, dietary practices and physical activity of overweight and normal weight Malaysian female adolescents. *Malaysian Journal of Nutrition* 2004;10(2):17.
 19. Vizmanos B, Marti-Henneberg C. Puberty begins with a characteristic subcutaneous body fat mass in each sex. *Eur J Clin Nutr*. 2000;54(3).
 20. Khor GL, Cobiac L, Skrzypiec G. Gender differences in eating behaviour and social self-concept among Malaysian university students *Malaysian Journal of Nutrition* 2002;8(1):24.
 21. Farah Wahida Z, Mohd Nasir MT, Hazizi AS. Physical activity, eating behavior and body image perception among young adolescents in Kuantan, Pahang. *Malaysian Journal of Nutrition* 2011;17(3):12.
 22. Story M, Stevens J, Evans M, Cornell CEJ, Gittelsohn J, Going SB, et al. Weight loss attempts and attitudes toward body size, eating and physical activity in American Indian children: relationship with weight status and gender. *Obes Res*. 2001;9:8.

Authors: Suyitno Muslim, Jhoni Lagun Siang, Aniesa Puspa Arum

Paper Title: Network Based Online Learning Program Vocational School in Jakarta State University

Abstract: The purpose of this study is the development of online learning based learning in the course of research methodology to improve learning competencies in the subject of research methodology in the Electrical Engineering Vocational Education Study Program FT-UNJ. The development of learning that will be developed is online learning based learning which combines face-to-face learning with online learning which is arranged in such a way using the Edmodo platform. The strategy of delivering this learning is done with 70% face-to-face and 30% online learning, for learning purposes that are understanding and concept development is very likely to be done online but for learning purposes in the form of skills that require learning processes in the form of practical activities face to face form. The target in this study was students who temporarily took research methodology courses in Vocational Education Program in Electrical Engineering FT-UNJ. Since this research is in the form of developing an online learning system, the research method used is research and development (R & D). The approach used in this study uses a systems approach which refers to the concept of research and development by Dick and Carey. All steps will be carried out systematically where when doing the next step, the previous steps must be completed first. The results showed that the development of online-based learning in research methodology courses used Dick and Carey's learning development model by utilizing the Edmodo platform, student interest and interest increased but student learning outcomes were not maximal. This is because the online learning based learning model is still relatively new, so it requires a short time process.

Keyword: Online Learning, research and development, Edmodo

References:

1. Prawiradilaga DS. *Mozaik Teknologi Pendidikan E-Learning*. Jakarta: Kencana Prenadamedia Group; 2013.
2. Trianto. *Model Pembelajaran Terpadu: Konsep, Strategi, dan Implementasinya dalam Kurikulum Tingkat Satuan Pendidikan (KTSP)*. Jakarta: Bumi Aksara; 2015. 51 p.
3. Prawiladilaga DS. *Wawasan Teknologi Pendidikan Jakarta*. Jakarta: Kencana Prenada Media Group; 2012.
4. Dabbagh N dan BBR. *Online Learning : Concepts, Strategies and Application*. New Jersey: Pearson Prentice Hall; 2005. 15 p.
5. Sharon E. Smaldino DLLJDS. *Instructional Technology & Media For Learning Teknologi Pembelajaran dan Media untuk Belajar*. Penerjemah : Arif Rahman. Kencana, editor. Jakarta; 2012. 302 p.
6. Rita C. Richey, James D. Klein and MWT. *The Instructional Design Knowledge Base Teori, Research, and Practice*. New York: Routledge; 2011. 3 p.
7. Alan, Jolliffe., Jonathan, Ritter dan DS. *The Online Learning Handbook- Developing and Using Web-Based Learning*. UK: Kogan Page Limited; 2001. 61 p.
8. Linda H. *Learning Theory and Online Technologies*. New York: Routledge; 2012. 87 p.
9. Haughey, M. & Anderson T. *Networked Learning: The pedagogy of the Internet*. Montreal: Cheneliere/McGraw-Hill; 1998.
10. Roblyer M. *Integrating Educational Technology into Teaching*. New Jersey: pearson; 2016. 234-235 p.
11. Walter Dick LC dan JOC. *The Systematic Design of Instruction 7ed*. Boston: pearson; 2009. 6-7 p.

Authors: Elita Rahmi

Paper Title: Legal Certainly of Land Registration towards Sustainable National Development

Abstract: There are 2 (two) Research Problems, namely: First How to register land that can improve land registration services in Jambi Province through a program of complete . Second How can the technology used so that land registration in Indonesia can be accelerated to reach one hundred percent (126 million new registered land parcels) 51 million have not registered 75 million parcels of land) to realize sustainable development in Indonesia. The research method used is empirical juridical with a sampling system that is purposive sampling with the land

39.

228-239

40.

240-244

registration hypothesis that the government must do in fact still reaches 68 percent, so there needs to be an acceleration of technology that can increase the rate of measurement and mapping of existing land. Conclusion. The technology system Land registration in Jambi province with a coordinate system apparently still causes a lot of land disputes in Indonesia, so that there needs to be a more integrated system and integrated team that can minimize uncertainty in land measurement and mapping, so that it can maximize taxation and national, provincial and regency / city spatial planning. Both integrated land registration technologies, by involving relevant institutions as stipulated in Presidential Instruction No. 2 of 2018 concerning the Acceleration of Land Registration and community participation, and officials at the village level and determining points and digitizing land maps will be able to minimize land conflicts and disputes as well as multiple certificates that have been occurring so far, thus harming the State and society, due to the exhaustion of time, energy due to the weakness of the existing land registration system. Increasing the quantity and quality of land registration will accelerate the realization of sustainable development as a conscious and planned effort that can integrate environmental aspects, national social and economic aspects for the welfare of previous generations, present and future generations.

Keyword: Legal certainty, Land Registration.

References:

1. Harsono B. Hukum Agraria Indonesia. Himpunan Peraturan-Peraturan Hukum Tanah, Edisi 2007. Jakarta: Djambatan; 2007.
2. Chomzah AA. Hukum Agraria (Pertanahan Indonesia). Jakarta: Prestasi Pustaka; 2004.
3. Rahmi E. Hukum Pertanahan dalam Sistem Hukum Indonesia. Bandung: Unpad Press; 2011.
4. Parlindungan AP. Pendaftaran Tanah di Indonesia Berdasarkan PP 24 Tahun 1997 dilengkapi dengan Peraturan Jabatan Pembuat Akta Tanah PP 37 Tahun 1998. Bandung: Mandar Maju; 1999.
5. Supriyadi BE. Hukum Agraria Kehutanan Aspek Hukum Pertanahan Dalam Pengelolaan Hutan Negara. Jakarta: Raja Grafindo; 2013.
6. Pramudianto A. Hukum Lingkungan Internasional. Rajawali; 2017.
7. Habib Adjie. Hukum Notaris Indonesia Tafsir Tematik Terhadap UU No.30 Tahun 2004 Tentang Jabatan Notaris. Bandung: Refika Aditama; 2009.
8. Hermit H. Cara Memperoleh Sertipikat Tanah Hak Milik, Tanah Negara Dan Tanah Pemda, Teori dan Praktek Pendaftaran Tanah di Indonesia. Bandung: Mandar Maju; 2004.
9. Maria, Sumardjono. Kebijakan Pertanahan. Jakarta: Buku Kompas; 2007.
10. Friedman FLM. Sistem Hukum Perspektif Ilmu Sosial (The Legal System A Sosial Science Perspective). Bandung: Nusamedia; 2009.
11. Salim. Teknik Pembuatan Akta Pejabat Pembuat Akta Tanah (PPAT). Jakarta: Raja Grafindo Persada; 2016.
12. Sidharta. Etika dan Kode Etik Profesi Hukum. Bandung: Refika Aditama; 2006.

Authors:	Misnaniarti Misnaniarti, Iwan Stia Budi, Asmaripa Ainy
Paper Title:	Effectiveness of Chronic Disease Management Program in Improving the Quality of Life under National Health Insurance

Abstract: Purpose: The Chronic Disease Management Program (Prolanis) implemented at Puskesmas with the concept of cost effective and efficient health services in the National Health Insurance (JKN). Prolanis intended for participants who suffer from chronic diseases to achieve optimal Quality of Life (QoL). Therefore, aims this study to assess the effectiveness of Prolanis services in improving the quality of life of JKN participants in Banyuasin District. Methodology: This study using a cross sectional design, data was taken in 2018. Population is people who suffer from chronic diseases (type 2 Diabetes Mellitus and Hypertension). Sample was pre-elderly dan elderly as Puskesmas visitors in Banyuasin District was chosen by proportional random sampling (n=250 people). Data collection used the WHOQOL-BREF questionnaire through direct interviews with respondents. Data analysis using bivariate and multivariate analysis.

Main Findings: The respondents were most underage of 60 years (participants of 63.4% and non-participants of 74.1%). Most of respondents had moderate exercise habits (participants of 59.9% and non-participants of 51.9%), among others: walking, jogging, cycling, or other sports. Body Mass Index in normal category (participants of 62.0% and non-participants of 64.8%). It's known that Prolanis participants (61.3%) and non-participants (53.7%) have majority perception of a good QoL. Respondents who are willing to become Prolanis participants are around 142 people (56.8%).

41. Application: The Puskesmas can improve socialization and motivation for participants to use Prolanis services, and to increase the frequency of gymnastic club activities continuously so that there are many time choices.

Novelty: Participants who used Prolanis services more often, will have a higher QoL score. Respondents who visited Prolanis services 3-4 times had a tendency to be 1.3 times more likely to have a good perception of QoL (RR:1.33; CI95%:0.71-2.49).

Keyword: Elderly, Prolanis, Puskesmas, Quality of Life, WHOQOL-BREF.

References:

1. Ministry of Health. Rencana Strategis Kementerian Kesehatan Tahun 2015-2019. Jakarta: Kementerian Kesehatan Republik Indonesia; 2015.
2. Undang-Undang Nomor 40 tahun 2004 about Sistem Jaminan Sosial Nasional, (2004).
3. BPJS. Panduan Praktis PROLANIS (Program Pengelolaan Penyakit Kronis). Jakarta: Badan Penyelenggaraan Jaminan Sosial (BPJS) Kesehatan; 2014.
4. WHO. WHOQOL-BREF; Introduction, administration, scoring and generic version of the assessment. Geneva: World Health Organization, 1996.
5. Ministry of Health. Buku Pegangan Sosialisasi Jaminan Kesehatan Nasional (JKN) dan Sistem Jaminan Sosial Nasional. Jakarta: Kementerian Kesehatan RI; 2013.
6. Peng Y-I, Lin T-F. Social capital and preventive care use among the elderly under Taiwan's National Health Insurance. Archives of Gerontology and Geriatrics. 2018;75:28-36.
7. WHO. Programme on Mental Health, WHOQOL Measuring Quality of Life. Geneva: World Health Organization; 1997.
8. Skevington SM, Lotfy M, O'Connell KA. The World Health Organization's WHOQOL-BEF quality of life assessment: Psychometric

- properties and results of the international field trial. A Report from the WHOQOL Group. Quality of Life Research. 2004;13:299-310.
9. Bonomi AE, Patrick DL, Bushnell DM, Martin M. Validation of the United States' version of the World Health Organization quality of life (WHOQOL) instrument. Journal of clinical epidemiology. 2000;53(1):1-12.
 10. Salim OC, Sudharma NI, Kusumaratna RK, Hidayat A. Validitas dan Reliabilitas World Health Organization Quality of Life-BREF untuk mengukur Kualitas hidup lanjut usia. Universa Medicina. 2007;26(1):27-38.
 11. Berlim MT, Pavanello DP, Caldieraro MAK, Fleck MPA. Reliability and Validity of the WHOQOL BREF in a sample of Brazilian Outpatients with Major Depression. Quality of Life Research. 2005;14(2):561-4.
 12. WHO. Development of the World Health Organization WHOQOL-BREF Quality of Life Assessment. Psychological Medicine. 1998;28:551-8.
 13. Murti B. Prinsip dan Metode Riset Epidemiologi (edisi kedua). Yogyakarta: Gadjah Mada University Press; 2003.
 14. Sastroasmoro S, Ismael S. Dasar-Dasar Metodologi Penelitian Klinis. Jakarta: Bina Rupa Aksara; 1995.
 15. I Lemeshow S, Hosmer DW, Klar J, Lwanga SK. Besar Sampel dalam Penelitian Kesehatan (edisi Bahasa Indonesia). Yogyakarta: Gadjah Mada University Press; 1997.
 16. WHO. The World Health Organization Quality of Life (WHOQOL)-BREF. Geneva: World Health Organization, 2004.
 17. WHO. Nutrition Landscape Information System (NLIS) Country Profile Indicators; Interpretation Guide. Geneva: World Health Organization; 2010.
 18. Ministry of Health. Pedoman Gizi Seimbang, pedoman teknis bagi petugas dalam memberikan penyuluhan gizi seimbang. Jakarta: Kementerian Kesehatan RI; 2014.
 19. He H, Nolen PJ. The effect of Health Insurance reform: Evidence from China. China Economic Review. 2019;53(2019):168-79.
 20. Chen C-S, Peng Y-I, Lee P-C, Liu T-C. The effectiveness of preventive care at reducing curative care risk for the Taiwanese elderly under National Health Insurance. Health Policy. 2015;119(6):787-93.
 21. Lara AG, Hidayah AC. Hubungan pendidikan, kebiasaan olahraga dan pola makan dengan kualitas hidup lansia di Puskesmas Wonokromo Surabaya. Jurnal Promkes. 2016;4(1):59-69.
 22. Arditi C, Zanchi A, Peytremann-Bridevaux I. Health status and quality of life in patients with diabetes in Switzerland. Primary Care Diabetes. 2018.

Authors: Ruth Sriana Umbase, Grystin Djein Sumilat

Paper Title: Human Trafficking in North Sulawesi Indonesia

Abstract: The aims of this research are to identify the factors that cause human trafficking, to describe the map of origin region and destination of delivery, to analyze the modes used by the traffickers. The method used is the Qualitative Descriptive Method. The results showed that there were seven main factors causing human trafficking in North Sulawesi. Those were lifestyle, lack of knowledge and capacity, potential employability as commercial sex workers, demand of commercial sex workers, youth marriage and limited employment in formal sectors and secularism. Most of the victims came from Manado City, Minahasa, South Minahasa and North Minahasa Regency. The largest destination areas of the victims were Papua, West Papua, Southeast Sulawesi and Batam (the Province of Riau Islands). The modes used by the perpetrators are persuading victims to work outside the area with high incomes, cheated with debt bondage, offering scholarship programs, adopted as children, fraudulent and abducting. The efforts that need to be done to eliminate human trafficking are changing the lifestyles from consumptive to productive by increasing self-resilience (changing the paradigm of thinking to be realistic and not regarding material wealth as a source of self-esteem or avoiding hedonism) and improving self-capacity through continuous knowledge enhancement. Local governments need to enlighten the publics through various programs/activities such as socialization with emphasis on human trafficking modes, to train of members of the task force on prevention of human traffics, to cooperate and to form partnerships with other institutions and local/regional governments, to build cooperation on the prevention and handling of human traffics with non-government institutions, to break the links of sexual trafficking and other types of unlawful businesses, to prevent young marriages to stimulate job creations, especially in the formal sectors and to increase the roles of parents and education institutions.

Keyword: Human Trafficking; Lifestyle; Sexual Commercial and Exploitation.

References:

1. Kementerian Luar Negeri RI, Indonesia Ratifikasi RUU tentang Pengesahan ASEAN Convention against Trafficking in Persons, Especially Women and Children. <https://www.kemlu.go.id>. Accessed, June 20 2018.
2. Huberman, A .Michael and Matthew B. Miles, Data Management and Handbook of Qualitative Research, ThousandOak, California: Sage Publications, Inc. 1994.
3. Jenna, Maack, Sex Trafficking in Southeast Asia: The need for a Victim-Centered Perspective, <http://ufsacademy.org/wp-content/uploads/2011/02/maack-Sex-Trafficking-in-Southeast-Asia.pdf>.
4. Sulistyowati Irianto, Perdagangan Perempuan dalam Jaringan Narkoba, Jakarta: Yayasan Obor Indonesia, 2005.
5. Adrienne Sanders, Sex Trafficking in Southeast Asia: How Neo-Liberalism Has Bolstered the Global Sex Trade. <http://web.uvic.ca/~onpol/spring2012/one%20-%20Adrienne.Pdf>.

Authors: Sreenivasan Jayashree, C.A. Malarvizhi, Mohammad Nurul Hassan Reza, Shalini Baskiran

Paper Title: Examining the Effectiveness of Teamwork in Work Engagement among Gen Y-A Conceptual Framework

Abstract: As the older generation is retiring from the workforce, it became a concern for many organizations on ways to manage the new generation who is flowing into the current workforce. This new generation is known as Gen Y. This generation workforce often linked to job hopping and their loyalty towards the organization is being questioned by researchers as many organizations are experiencing a high level of attrition among them. This study investigated teamwork as a critical success factor of work engagement among Gen Y. The methodology adopted in this study includes an extensive review of the literature on teamwork that contributes to working engagement, followed by questionnaire distribution and then the answers were processed and statistically measured and analyzed. The results of this study conclude that there is a significant positive relationship between teamwork, work engagement and IR 4.0. The practical implications of the study will be useful for the organization to address and examine the effect of teamwork that influences work engagement to reduce high turnover among Gen Y employees.

42.

251-253

43.

254-256

Keyword: Gen Y, Work Engagement, Teamwork.

References:

1. Anitha, J. & Aruna, M., (2016). Enablers of Employee Engagement of Gen Y at the Workplace. *Amity Journal of Training and Development*, Vol 1.(1),p. 93-108.
2. Berkup,S.B., (2014). Working with Generations X and Y in Generation Z Period: Management of Different Generations in Business Life. *Mediterranean Journal of Social Sciences*, Vol.5(19),p. 218-229.
3. Biswakarma, G., (2016). Organizational Career Growth and Employees' Turnover Intentions: An empirical evidence from Nepalese Private. *International Academic Journal of Organizational Behavior and Human Resource Management*, Vol.3(2), p.10-26.
4. Devi,R., Narayanamma,P.L., (2016). Impact of Leadership Style on Employee Engagement. *Pacific Business Review International*, Vol.1(1), p.91-98.
5. Galetic, L., Klindzic, M. & Braje, I.N., (2016). Millennials' Career Expectation: Exploring Attitudes and Individual Differences in Croatia. *International Journal of Economics and Management Engineering*, Vol.10(6), p.1876-1879
6. Jefri, N.A.M., & Daud,N (2016). Exploring Employee Retention among Gen Y in Oil and Gas Industry. *International Academic Research Journal of Business and Technology*, Vol .2(2), p.152-156.
7. Khan, M.S., & Pandey, S., (2016). A study of performance appraisal for generation Y: Issues and challenges. *International Journal of Multidisciplinary Research and Development*, Vol.3(9), p.228-230.
8. Kmiotek,K., & Kopertynska, M.W., (2015). Engagement of employees of generation y – theoretical issues and research experience. *Argumenta oeconomica*, Vol. 2(35), p.185-201.
9. Lenka, U.& Naim, M.F., (2015). Mentoring as an hr intervention to engage gen y employees. *International Journal of Social Science*, Vol.2(1), p.1697-1715.
10. Mee,L.Y., Yin-Fah., B.C., & Siew,H.K., (2016). Smiliraties and Diferrences of Work Values Between Gen X and Gen Y in Malaysia. *International Business Mangement* , Vol.10(9), p.1687-1692.
11. Ozelik, G. (2015). Engagement and Retention of the Millennial Generation in the Workplace through Internal Branding . *International Journal of Business and Management*,Vol. 10(3), p.99-107.
12. Pyoria,P., Ojala,S., Saari,T., Jarvinen,K.M., (2017). The Millennial Generation: A New Breed. *Sage Open*, 1-14
13. Queiri, A., & Dwaikat, N., (2016). Factors Affecting Generation Y Employees' Intention to Quit in Malaysian's Business Process Outsourcing Sector. *Journal of Sustainable Development*, Vol.9(2), p.78-92.
14. Queiri, A., & Dwaikat, N., (2016). Factors Affecting Generation Y Employees' Intention to Quit in Malaysian's Business Process Outsourcing Sector. *Journal of Sustainable Development*, Vol.9(2), p.78-92.
15. San,L.Y Omar.A & Thurasamy,R., (2015). Online Purchase: A Study of Generation Y in Malaysia . *International Journal of Business and Management*, Vol.10(6),p. 1-7.
16. Schullery, N. M. (2013). Workplace Engagement and Generational Differences in Values.Vol. 76(2),p. 252-265.
17. Sharkawi,S., Mohamed,S.A.J.N.S & Rosmimah Roslin (2016). Exploring the Leadership Preferences of Malaysian Geneartion Y Employees: A Conceptual Paper. *International Journal of Business and Management*,Vol. 11(8), p. 152-161.
18. Sibarani,R.M., Tjakraatmadja, J. H., Putro U. S. & Munir N. S.,(2015). The Influence of Multigenerational Workforce in Effective Informal Team Learning. *Journal of Economics and Business Research*, Vol.21(2),p. 199-217.
19. Twenge,J.M., Campbell,S.M., HoffmanB.J., & Lance, C.E., (2010). Generational Differences in Work Values: Leisureand Extrinsic Values Increasing, Social and Intrinsic Values Decreasing. *Journal of Management*, Vol 36(5), p.1117-1142.
20. Westerman, J.W., & Yamamura, J.H., (2007). Geneartional Preferences for Work Enviroment Fit: Effects on Employee Outcome. *Career Development International*,Vol 12 p.150-161.
21. Yee,T.Y., & Muthu,K., (2011). An analysis on workplace expectations among the white collar employees across Baby Boomers, Gen X and Gen Y in Malaysia. . Bangkok, Thailand: Sunway Uiversity, Malaysia.
22. Zarim,Z.A & Zaki, H.O., (2015). Creating A Sense of Belonging For Gen Y at The Workplace. *International Journal for Innovation Education and Research*,Vol. 3(5), p.39-45.

Authors:

Siti Nur Hadis A Rahman, Mastura Boharib, Muhammad Talhah Ajmain @ Jima'ain, Ahmad Marzuki Mohamad, Aminudin Hehsan, Arief SALLEH Rosman, Nasrul Hisyam Nor Muhamad, Zulkiflee Haron

Paper Title:

Care Practice and Health Level of Elderly in Care Centre: Enhance Digital Lifestyle

Abstract: One of the issues faced by the senior citizens is inherited from the society's lifestyle which is less active physically, or not active at all. Retirement causes the problems amongst senior citizen more notable as it makes them not physically active anymore. Lifestyle is important in going through their daily life from health aspects, shelter, social life and many more. The aim of this research is focused on the founding of senior citizens' lifestyle in order to identify their lifestyle, their care practices on their health, and their overall health level as well as views on elderly care center. This research used qualitative and quantitative methodology by distributing questionnaire forms and interviews with a few of respondents in the elderly care center. In summary, these results show that 73.3 percent of respondents have decent health level, but 26.7 percent of respondents have health issues. This research also found that 93.4 percent of the senior citizens prefer to live in an elderly care center compared to living with their own family. Researchers have found that exercises and physical activities can lead to an increase of senior citizens' health level for those who aged 70 and above.

Keyword: Care Practices; Health; Elderly; Lifestyle

References:

1. Md Nawi NH, Megat Ahmad PHMAH, A. Malek MD, Cosmas G, Ibrahim HI, Voo P. Pengaruh Sokongan Emosi dan Sosial ke atas Hubungan Intergenerasi dalam Penjagaan Warga Tua Pelbagai Etnik. *Sains Humanika* 2019;11(2):27-34.
2. KPWK. Dasar Kesihatan Warga Emas Negara. Kementerian Pembang Wanita, Kel dan Masy 2016;
3. Salleh N. Kesedaran Terhadap Amalan Pemakanan Seimbang Dalam Kalangan Orang Dewasa: Satu Tinjauan. *Univ. Tun Hussein Onn*2013;
4. Sanmargaraja S, Wee ST. Pandangan warga tua di rumah warga tua:kajian kes di bandaraya ipoh dan johor bahru. *Persidang Kebang Geogr dan Alam Sekitar Kali Ke 4* 2013;143-151.
5. Husin SZ, Alavi K. Kerja Sosial Di Hospital : Meneroka Pengabaian. 2016;11(2):462-484.
6. Krishnan M, Rahim SA. Hubungkait Komunikasi Kesihatan. *Malaysian J Commun* 2014;30(1):147-176.
7. Ngah FH, Lian DKC. Kualiti Hidup dan Aktiviti Fizikal Warga Emas (Quality of Life and Phys(2017). *Kualiti Hidup dan Aktiviti Fizikal Warga Emas (Quality of Life and Physical Activity in Elderly)*. *Geografia - Malaysian Journal of Society and Space*, 13(2).ical Activity in Eld. *Geogr - Malaysian J Soc Sp* 2017;13(2):44-53.
8. Omar R, Knight VF, Saat NZM, Kamaralzaman S, Alwi SNS. Gangguan Penglihatan dan Kualiti Hidup Warga Emas di Pusat Jagaan. *J Sains Kesihat Malaysia (Malaysian J Heal Sci* 2011;9(1):23-27.
9. Stocks NP, González-Chica DA, Woods RL, Lockery JE, Wolfe RSJ, Murray AM, et al. Quality of Life for 19,114 participants in the

44.

257-260

- ASPREE (ASPIrin in Reducing Events in the Elderly) study and their association with sociodemographic and modifiable lifestyle risk factors. *Qual Life Res* 2019;28(4):935–946.
10. Harun D, Baharin NH, Razaob NA, Sakian NIM, Johari N, Farah N. Tahap Kefungsian Aktiviti Kehidupan Harian Asas dan Kualiti Hidup Warga Tua Penghidap Diabetes. *J Sains Kesihat Malaysia (Malaysian J Heal Sci)* 2018;195–202.
 11. J.I. B, S. Z, M. W, B. N, S. H, N. P, et al. The impact of level of education on vascular events and mortality in patients with type 2 diabetes mellitus: Results from the ADVANCE study. *Diabetes Res Clin Pract* 2017;127:212–217.
 12. Zaiamri M, Sariyati A. Cabaran dan pengadaptasian warga emas dalam persekitaran jaringan digital. *J Komun* 2016;32(1):581–606.
 13. Thivenesh T, Heng CY, Cheong SN, Yap WJ, Ooi CP. Enhance digital lifestyle of elderly with near field communication assistive button. *Adv Sci Lett* 2017;23(6):5324–5328.
 14. Kim MT, Kim KB, Nguyen TH, Ko J, Zabora J, Jacobs E, et al. Motivating people to sustain healthy lifestyles using persuasive technology: A pilot study of Korean Americans with prediabetes and type 2 diabetes. *Patient Educ Couns* 2019;102(4):709–717.
 15. Ismail NSA, Abdullah N, Hassan K, Samsudin S, Zakuan UAA, Yusof R, et al. Well-being among the elderly: Gender-based planning. *Malaysian J Soc Sp* 2018;13(3):75–85.

Authors: Taufiq Tamam, Wakhyu Dwiono, Syaefudin

Paper Title: Application of A* (A Star) Algorithm on Automation of Trash Can

Abstract: The industrial revolution 4.0 demands the convenience of a human life facility. Not to forget also in the cleaning service. When we will dispose of trash, we do not need to look for the trash can, it is precisely the trash can that will approach us. This smartphone-based application uses the A* (A star) algorithm as the basis for its work, while for communication between smartphones with the trash can system using blue tooth. The smartphone sends its coordinate position through the Global Positioning System facility, then the trash can system will search for the sender's location. The experimental results show that the average stopping distance indoors without barrier is 7.03 meters with an average time response of 25.3 seconds, the average stopping distance in the room with a barrier of 7.2 meters with the average response time 3.6 seconds average, stopping distance outdoor without a barrier of 5.7 meters with an average response time of 258.3 seconds, and the average outdoor stopping distance with a barrier of 2.73 meters with a response an average time of 141.3 seconds.

Keyword: A* Algorithm, Bluetooth, Global Positioning System, Smartphone, Trash Can,

References:

1. Aryasena, A. Ginardi, R. V. H. Baskoro, F. (2016). Perancangan Indoor Localization Menggunakan Bluetooth Untuk Pelacakan Posisi Benda di Dalam Ruang. *JURNAL TEKNIK ITS* Vol. 5, No. 2, ISSN: 2337-3539 (2301-9271 Print).
2. Kurniawan, A. P. Mutiara, G. A. Hapsari, G. I. (2015). Pengiriman Informasi GPS (Global Positioning System) Berupa Teks Melalui Wireless pada AR Drone 2.0. *e-Proceeding of Applied Science: Vol.1, No.2, Page 1022, ISSN: 2442-5826.*
3. Purnama, B. E. (2009). Pemanfaatan Global Positioning System Untuk Pelacakan Objek Bergerak. *Journal Speed – Sentra Penelitian Engineering dan Edukasi – Volume 2 No. 2, ISSN : 1979-9330 (Print) - 2088-0154 (Online).*
4. Rahmiati, P. Firdaus, G. Fathorrahmani, N. (2014). Implementasi Sistem Bluetooth menggunakan Android dan Arduino untuk Kendali Peralatan Elektronik. *Jurnal Elkomika, Institut Teknologi Nasional Bandung, Vol. 2, No. 1.*
5. Schwab, K. (2017). *The Fourth Industrial Revolution.* Crown Business Press.
6. Syukriyah, Y. Falahah. Solihin, H. (2016). Penerapan Algoritma A* (Star) Untuk Mencari Rute Tercepat Dengan Hambatan. *Seminar Nasional Telekomunikasi dan Informatika (SELISIK), ISSN: 2503-2844.*

Authors: Sri Sunarmi, Grace Shirley Luntungan

Paper Title: The Symbolic Meaning of Song Lyrics and Choreographic Form of the Tombulunes Three-Stage Maengket Dance

Abstract: This research has an inventory of works of local arts whilst expressing the symbolic meaning of song lyrics and the choreographic form of the three-stage Tombulunes dance. Phenomenology, Ethno Art, Hermeneutics and Symbolics are used to understand phenomena which fundamental ways of continuous experience are. This approach can see and reveal two answers to the purpose of this study. The song lyrics shows messages in the form of advice, invitations, to always give thanks to God for the blessings that have been given to His people. When starting an activity, always ask for His protection. It also gives the message that in people's lives in general, humans always need communication between people. Humans as living beings need to relate to each other. Especially for the next generation, it is expected that the relationship between men and women will continue to domestic life. The choreography of the Maengket dance is a form of social intercourse, which is carried out by young couples in groups. This presentation is carried out in a combination of motion, singing, literature and is accompanied by a drum instrument. The presentation consists of three rounds which are the themes and are presented as well as one form of presentation in sequence. The Maengket dance is a rite that has its symbols as a message, the appearance of the three circles of human life, namely food, board and breeding. It contains two things in its communication – vertically and horizontally and is associated with religion reflecting the institutional system of worship to the "Upper World".

Keyword: Symbolic meaning; song lyric; choreographic form; maengket dance.

References:

1. Berger, Arthur Asa. 2000. Tanda-tanda dalam Kebudayaan Kontemporer. Yogyakarta : PT. Tiara Wacana.
2. Herusatoto, Budiono. 2000. Simbolisme Dalam Budaya Jawa. Yogyakarta: PT. Hanindita Graha Widia.
3. Munro, Thomas, 1969. The Art and Their Interrelations. London: The pres of case Western Reserve University Cleveland and London.
4. Pangkey, J.A. 1986. Peralatan Hiburan Dan Kesenian Tradisional Daerah Sulawesi Utara. Sulawesi Utara: Depdikbud Direktorat Jenderal Kebudayaan Direktorat Sejarah Dan Nilai Tradisional Proyek Inventarisasi dan Dokumentasi Kebudayaan Daerah.
5. Sunarmi, Sri. 2004. Tari Maengket : “ Perspektif Pemikiran Di balik Ritual Pergaulan di Minahasa”. Dewa Ruci, Jurnal Pengkajian & Penciptaan Seni. Program Pendidikan Pascasarjana STSI Surakarta, Vol. 2, No.2, April 2004.
6. Turang, J. 1997. Profil Kebudayaan Manusia. Tomohon: Majelis Kebudayaan Minahasa.

Authors: Ali Mugahed Al-Rahmi, Ahmad Kaseri Ramin, Mahdi M Alamri, Waleed Mugahed Al-Rahmi, Noraffandy Yahaya, Hussein Abualrejal, Qusay Al-Maatouk

Paper Title: Evaluating the Intended Use of Decision Support System (DSS) via Academic Staff: An Applying Technology Acceptance Model (TAM)

Abstract: Since the beginning of the expansion of information systems, people have been considering using them for making decisions. Decision Support System (DSS) is a computer technology solution that can be used to support complex decision making and problem solving. In order to produce a high quality education decision, managers have to be equipped with wide range of relevant information which makes the process of decision making even more complex. In situations like this, use of DSS can be a logical solution. The aim of this research is to investigate the intended use of DSS within academic staff at Universiti Tun Hussein Onn Malaysia by applying Technology Acceptance Model (TAM). In this research were employed structural equations modelling (SEM) approach with SmartPLS software to investigate students' adoption process. Findings indicates that the perceived ease of use, perceived usefulness have a positive impact and substantially associated with intend to use DSS among academic staff at universities. The study concludes that academic staffs at universities in Malaysia have positive perceptions towards DSS and intend to practice it for educational purposes. Also, the study indicates the importance of perceived usefulness and perceived ease of use as core factors which influence on the perception of using DSS to support management decision process.

Keyword: Structural Equation Modeling (SEM), (DSS), Academic Staff, TAM.

References:

1. D. Arnott, & G. Pervan, "Eight key issues for the decision support systems discipline", *Decision Support Systems*, 44(3), 2008, 657-672.
2. M. Beynon, S. Rasmequan, & S. Russ, "A new paradigm for computer-based decision support", *Decision Support Systems*, 33(2), 2002, 127-142.
3. S. B. Eom, S. M. Lee, E. B. Kim, & C. Somarajan, "A survey of decision support system applications (1988-1994)", *Journal of the Operational Research Society*, 49(2), 1998, 109-120.
4. D. Mackrell, D. Kerr, & L. Von Hellens, "A qualitative case study of the adoption and use of an agricultural decision support system in the Australian cotton industry: the socio-technical view", *Decision Support Systems*, 47(2), 2009, 143-153.
5. T. Shimizu, (Ed.), "Strategic Alignment Process and Decision Support Systems: Theory and Case Studies: Theory and Case Studies", IGI Global, 2005.
6. V.P. Bresflean, N. Ghisoiu, R. Lacurezeanu, M. Pop, M. Vlad, & O. Veres, "Designing a DSS for Higher Education Management", *In CSEDU (2) 2009*, (pp. 335-340).
7. D. Z. Deniz, & I. Ersan, "An academic decision support system based on academic performance evaluation for student and program assessment", *International Journal of Engineering Education*, 18(2), 2002, 236-244.
8. I. Nižetić, K. Fertalj, & B. Milašinović, "An overview of decision support system concepts", *In 18th International Conference on Information and Intelligent Systems* (pp. 251-256), 2007.
9. C. O. Peters, D. A. Bradbard, & M.C. Martin, "Customer Decision Support Systems: Resources for Student Decision Making", *The Journal of Educators Online*, 2(2), 2005.
10. K. P. Tripathi, "Decision support system is a tool for making better decisions in the organization. *Indian Journal of Computer Science and Engineering (IJCSSE)*, 2(1), 112-117.
11. D. Teferra, & P.G. Altbach, "Challenges and/or Opportunities Facing Academic Staff in PHEA Countries. *African Higher Education: An International Reference Handbook*, Indiana University Press, Indianapolis, 10pp, 2003.
12. N. Wadesango, & S. Machingambi, "What's the use of induction course? A case study of three South African Universities. *Journal of Social Sciences*, 26 (1), 2011, 1-9.
13. F. G. Filip, "A decision-making perspective for designing and building information systems", *International Journal of Computers Communications & Control*, 7(2), 2012, 264-272.
14. E. Bendoly, "Excel Basics to Blackbelt: An Accelerated Guide to Decision Support Designs", Cambridge University Press, 2013.
15. C. C. Chen, J. Wu, & R. E. Crandall, "Obstacles to the adoption of radio frequency identification technology in the emergency rooms of hospitals", *International Journal of Electronic Healthcare*, 3(2), 2007, 193-207.
16. M. Yarandi, H. Jahankhani, & A. R. Tawil, "A personalized adaptive e-learning approach based on semantic web technology", *webology*, 10(2), 2013, Art-110.
17. S. Vinnik, & M.H. Scholl, M. H. "UNICAP: Efficient decision support for academic resource and capacity management. *In E-Government: Towards Electronic Democracy* (pp. 235-246, 2005). Springer, Berlin, Heidelberg.
18. S.K. Kassiech, & J. W. Nowak, "Decision support systems in academic planning: Important considerations and issues. *Information processing & management*, 22(5), 1986, 395-403.
19. D. J. Power, "Decision support systems: a historical overview", *In Handbook on Decision Support Systems 1* (pp. 121-140, 2008, Springer, Berlin, Heidelberg.
20. O.E. Bukharov, & D.P. Bogolyubov, "Development of a decision support system based on neural networks and a genetic algorithm", *Expert Systems with Applications*, 42(15-16), 2015, 6177-6183.
21. K. Terblanche Swanepoel, "Decision support system: real-time control of manufacturing processes", *Journal of Manufacturing Technology Management*, 15(1), 2004, 68-75.
22. P. Beraldi, A. Violi, & F. De Simone, "A decision support system for strategic asset allocation", *Decision Support Systems*, 51(3), 2011, 549-561.
23. K.A. Fakeeh, "Decision support systems (DSS) in higher education system", *International Journal of Applied Information System (IJ AIS)*, 9(2), 2015.
24. P. G. Keen, "Decision support systems and managerial productivity analysis, 1980.
25. F. G. Filip, D.A. Donciulescu, & C. I. Filip, "Towards intelligent real-time decision support systems for industrial milieu", *Studies in Informatics and Control*, 11(4), 2002, 303-312.
26. R. Taufiq, & A. Sugiharto, "The Decision Support System Design Of Employee Performance Appraisal Using Analytical Hierarchy Process (AHP) Method. *In Proceedings of The 1st International Conference on Information Systems For Business Competitiveness (ICISBC)*, 2011.
27. B. Noori, & M. Hossein Salimi, "A decision-support system for business-to-business marketing", *Journal of Business & Industrial Marketing*, 20(4/5), 2005, 226-236.
28. F.D Davis, "Perceived usefulness, perceived ease of use and user acceptance of information technology. *MIS Quarterly* 13, 1989, 319-340.
29. A. Bandura, "Self-efficacy mechanism in human agency", *American Psychologist*, 37(2), 1982, 122-147.
30. B. Szajna, "Empirical evaluation of the revised technology acceptance model", *Management science*, 42(1), 1996, 85-92.
31. R. Agarwal, & E. Karahanna, "Time flies when you're having fun: Cognitive absorption and beliefs about information technology

- usage”, MIS quarterly, 2000, 665-694.
32. P. Legris, J. Ingham, & P. Colletette, “Why do people use information technology? A critical review of the technology acceptance model”, Information & management, 40(3), 2003, 191-204.
 33. L. Tornatzky, L. and K. Klein. "Innovation Characteristics and Innovation Adoption-Implementation: A Meta-Analysis of Findings", IEEE Transactions on Engineering Management, 29(1), 1982, pp. 28-45.
 34. V. Venkatesh, G, Morris, B. Davis, & D. Davis, D. (2003). User acceptance of information technology: Toward a unified view. MIS Quarterly, 27(3), 425-478.
 35. E.B. Swanson, "Measuring User Attitudes in MIS Research: A Review," OMEGA (10:2), March 1982, pp. 157-1 65.
 36. M.Y. Chuttur, "Overview of the technology acceptance model: Origins, developments and future directions", Working Papers on Information Systems, 9(37), 2009, 9-37.
 37. R.L. Schultz, & D.P. Slevin, "Implementation and Organizational Validity: An Empirical Investigation," in Implementing Operations Research/Management Science, R.L. Schultz and D.P. Slevin (eds.), American Elsevier, New York, NY, 1975, pp. 153-1 82.
 38. D. Robey, "User Attitudes and Management Information System Use," Academy of Management Journal (22:3), September 1979, pp. 527- 538.
 39. T. Teo, S.L. Wong, & C.S. Chai, "A cross-cultural examination of the intention to use technology between Singaporean and Malaysian pre-service teachers: an application of the Technology Acceptance Model (TAM)", Journal of Educational Technology & Society, 11(4), 2008, 265.
 40. J.F. Hair, C. M. Ringle and M. Sarstedt, PLS-SEM: Indeed a silver bullet. Journal of Marketing Theory and Practice. 18(2): 2010, pp139–152.
 41. M. Chow, D. K. Herold, T. M. Choo and K. Chan, Extending the technology acceptance model to explore the intention to use Second Life for enhancing healthcare education. Computers and Education. 59(4): 2012, pp1136-1144.
 42. C. Fornell and D. F. Larcker, Evaluating structural equation models with unobservable variables and measurement error. Journal of Marketing Research, 1981, pp39-50.
 43. R. P. Bagozzi, F. D. Davis and P. R. Warshaw, Extrinsic and intrinsic motivation to use computers in the workplace. Journal of Applied Social Psychology, 22(14): 1992, pp111-1132.
 44. W.J. Orlikowski, & J.D. Hofman, "An improvisational model for change management: the case of groupware technologies.
 45. W. M. Al-Rahmi, N. Yahaya, M.M. Alamri, N.A. Aljarboa, Y.B. Kamin, and F.A. Moafa. "A Model of Factors Affecting Cyber Bullying Behaviors among University Students. IEEE Access, 7, 2978-2985 2018.
 46. W. M. Al-Rahmi, N. Yahaya, M.M. Alamri, N.A. Aljarboa, Y.B. Kamin, and M.S.B. Saud. "How Cyber Stalking and Cyber Bullying Affect Students' Open Learning". IEEE Access, 7, 20199-20210. 2019.
 47. W. M. Al-Rahmi, N. Yahaya, A.A. Aldraiweesh, M.M. Alamri, N.A. Aljarboa, U. Alturki, and A.A. Aljeraiwi. "Integrating Technology Acceptance Model with Innovation Diffusion Theory: An Empirical Investigation on students' Intention to use E-Learning Systems". IEEE Access, 7, 26797-26809, 2019.
 48. W.M. Al-Rahmi, M.S. Othman, and L.M. Yusuf. "The effect of social media on researchers' academic performance through collaborative learning in Malaysian higher education". Mediterranean Journal of Social Sciences, 6(4), 193, 2015.

Authors: Deni Suardini, Dede Mariana, Mudiayati Rahmatunnisa, Widya Setiabudi Sumadinata

Paper Title: Implementation of Good Government Governance through E-Government

Abstract: The article explain about the implementation of e-government management in Tasikmalaya city, West Java. Using a qualitative approach, the researcher is an instrument obliged to collect, process, analyze, interpret and verify the data and information. The observation and participatory research done by observing the processes of implementation of policy implementation of e-government in Tasikmalaya, which concerns such aspects as idealized policy, implementing organization, target groups, and environmental factors. Data and information through observation and in-depth interviews to informants are the key in collecting the data. The validity and reliability of data and information are performed by triangulation, clarification and description explained and verified by theories of public policy and science administration to formulate answers from the research questions. The result of this research shows that the implementation of e-government policy in Tasikmalaya city has not shown towards the understanding of the policies that favor e-government in the city of Tasikmalaya. The ideal policy on the implementation of e-government were not yet properly implemented by the fact that in implementing organization in the department of communication of Tasikmalaya city were not optimally effective in coaching, services and protection as well as socialization and the process and preparation of program planning. In this case the aspirations of the people are less involved in the formulation of the policy of e-government implementation resulted in the implementation; it did only accept without commenting and understanding the implementation of the e-government.

Keyword: Good Governance; City Administrative Life; Policy Implementation; Work Ethic.

References:

1. A. B. W. Jeffrey L. Pressman, *Implementation: How Great Expectations in Washington Are Dashed in Oakland*. Berkeley, Los Angeles, California: University of California Press, 1973.
2. M. H. M. Ramesh, "Policy Subsystem Configurations and Policy Change: Operationalizing the Postpositivist Analysis of the Politics of the Policy process," *Policy Stud. J.*, vol. 26, no. 3, pp. 466–481, 2005.
3. C. O. Jones, *An Introduction to the Study of Public Policy*, 3rd ed. Monterey, Calif.: Brooks/Cole Pub. Co., 1984.
4. Y. K. Gordon I, Lewis J, "Perspectives on Policy Analysis," in *Public Management; Critical Perspectives*, S. P. Osborne, Ed. London and New York: Routledge, 2002, pp. 11–22.
5. A. Howlett, M., Ramesh, M., & Perl, *Studying Public Policy: Policy Cycles and Policy Subsystems*. Oxford: Oxford University Press, 2009.
6. J. . Udoji, "The African Public Servant as a Public Policy-Maker," *J. Niger. Public Adm. Manag.*, vol. 11, no. 1, 1980.
7. S. Effendi, "Membangun Budaya Birokrasi untuk Good Governance," Jakarta, 2005.
8. L. L. K. P., "Indikator & Alat Ukur Prinsip Akuntabilitas, Transparansi & Partisipasi," Jakarta, 2003.
9. S. Wasistiono, *Kapita Selekta Manajemen Pemerintahan Daerah*. Bandung: Fokusmedia, 2003.
10. P. Santoso, "Institusi Lokal Dalam Perspektif Good Governance," Yogyakarta, 2002.
11. Indonesia Human Development Report, "The Economics of Democracy Financing Human Development in Indonesia," Jakarta, 2004.
12. M. Travers, *Qualitative Research Through Case Studies*. Los Angeles, London, New Delhi, Singapore: Sage Publications, 2001.
13. J. Vredenburg, *Metode dan Teknik Penelitian Masyarakat*. Jakarta: PT. Gramedia, 1978.
14. A. M. H. Matthew B. Miles, *Analisis Data Kualitatif*. Jakarta: UI Press.
15. R. O. K. Judith Goldstein, *Ideas and Foreign Policy*. Ithaca, United States: Cornell University Press, 1993.
16. J. Irianto, *Prinsip-prinsip Dasar Manajemen Pelatihan: Dari Analisis Kebutuhan Sampai Evaluasi Program Pelatihan*. Surabaya: Insan Cendekia, 2001.

48.

276-283

	Authors:	Wan Hanim Nadrah Binti Wan Muda, Wilfredo Herrera Libunao, Khairunesa Isa, Abd Rahman Ahmad, Rosman Md. Yusoff
	Paper Title:	Leadership Capability Framework for the Construction Industry Leaders in Malaysia
49.	Abstract:	<p>This study aims to identify the leadership capabilities for Malaysia construction industry team leaders. This research applied exploratory sequential mix-method research design where is qualitative followed by quantitative method. In the first phase, semi-structured interview was used and purposive sampling was employed in selecting 15 research participants. Team leaders and Human Resource Managers were selected to be research participants of this study. Qualitative data was analysed using content and thematic analyses. Quantitative data was collected using survey questionnaire involving 171 randomly selected team leaders as respondents. The data was examined using descriptive and inferential statistics consisting of t-test, One-way Analysis of Variance (ANOVA), Pearson Correlation, Multiple Regression and Structured Equation Modeling (SEM). This research found that personal integrity, working within industry, customer focus and quality, communication and interpersonal skill, developing and empowering people and working as a team were required leadership capabilities among construction industry team leaders. Findings also indicated that leadership skills was the important element to develop leadership capability. A framework developed can be used as a guide by employers in improving leadership capability of Malaysia construction industry team leader.</p> <p>Keyword: Capability; Leadership Capability; Team Leaders; Construction Industry.</p> <p>References:</p> <ol style="list-style-type: none"> Murphy SE, Ensher EA. A qualitative analysis of charismatic leadership in creative teams: The case of television directors. <i>Leadersh Q.</i> 2008;19(3):335–52. Muda WHNW, Libunao WH, Salleh KM, Sulaiman N. DEVELOPING A LEADERSHIP CAPABILITY FOR TEAM LEADERS IN THE CONSTRUCTION INDUSTRY: A CONCEPT FOR ORGANIZATIONAL SUCCESS. <i>J Tech Educ Train.</i> 2016;8(2). Abdelhaleem MT, Seymour D. Short Communication: Effective Leadership in the Construction Industry. <i>J. King Saud Univ.</i> 1995;7:163–73. Dickson MW, Smith DB, Grojean MW, Ehrhart M. An organizational climate regarding ethics: The outcome of leader values and the practices that reflect them. <i>Leadersh Q.</i> 2001;12(2):197–217. Mintzberg H. Managers, not MBAs: A hard look at the soft practice of managing and management development. Berrett-Koehler Publishers; 2004. Arain FM. Causes of insolvency and unethical practices of contractors in Pakistan construction industry. <i>Build Resil.</i> 2008;1246. Chan EHW, Tse RYC. Cultural considerations in international construction contracts. <i>J Constr Eng Manag.</i> 2003;129(4):375–81. Jones SA, Michelfelder D, Nair I. Engineering managers and sustainable systems: the need for and challenges of using an ethical framework for transformative leadership. <i>J Clean Prod.</i> 2017;140:205–12. Abd Kadir N, Arsat M. Kemahiran generik dalam faktor pemilihan jurutera mengikut perspektif industri pembinaan. <i>Universiti Teknologi Malaysia;</i> 2009. Limsila K, Ogunlana SO. Linking personal competencies with transformational leadership style evidence from the construction industry in Thailand. <i>J Constr Dev Ctries.</i> 2008;13(1):27–50. Sternberg RJ. WICS: A model of educational leadership. In: <i>The Educational Forum.</i> Taylor & Francis; 2004. p. 108–14. Zaccaro SJ, Horn ZNJ. Leadership theory and practice: Fostering an effective symbiosis. <i>Leadersh Q.</i> 2003;14(6):769–806. McCann S. “OLYMPIC COACH - United States Olympic Committee: The Importance of Coaching Credibility.” <i>USOC Sport Science and Technology.</i> 2004; Madu BC. Organization culture as driver of competitive advantage. <i>J Acad Bus Ethics.</i> 2012;5:1. Avolio BJ, Walumbwa FO, Weber TJ. Leadership: Current theories, research, and future directions. <i>Annu Rev Psychol.</i> 2009;60:421–49. Lord RG, Hall RJ. Identity, deep structure and the development of leadership skill. <i>Leadersh Q.</i> 2005;16(4):591–615. Derue DS, Nahrgang JD, Wellman NED, Humphrey SE. Trait and behavioral theories of leadership: An integration and meta-analytic test of their relative validity. <i>Pers Psychol.</i> 2011;64(1):7–52.
	Authors:	Sarafa Adebayo Raji
	Paper Title:	Insurance and Technical Education in National Development – A Wakeup Call.
50.	Abstract:	<p>Development on national basis is imperative to the sustenance and growth of a Nation. The focus of the paper is on the imperative of insurance and technical education towards national development. The methodology adopted is mainly secondary source, relevant materials were considered and opinion formed. The various development plans in Nigeria from First Development Plan (1962 – 1968) to the most recent of National Industrial Revolution Plan of 2014. Technical education as a strategy for National Development. The experience of countries such as Malaysia, South Korea, Australia and Japan among others as guide for Nigeria. Means of acquiring technical education was also explained. The challenges encountered by the provider of technical education, such peoples attitude to technical education, dearth of teachers and instructors on technical education, funding among others. The paper also took a critical look at the role of insurance in National Development. These roles includes; offering Insurance and financial protection, instilling sense of security and peace of mind, acting as stabilizing factor, acting as institutional investor, and public safety and new product development. Other roles include; enhancing financial security and peace of mind among others. It was further stated that for insurance to function effectively in this role, the government and other stakeholders have a role to play. In conclusion, suggestions for improvement to enable insurance and technical education contribute positively to national development includes Government training Institutions, Parent and Guardian, Development Partners and Employers as stakeholders who must be ready to play a proactive role to achieve a sustainable national development of our dream.</p> <p>Keyword: Insurance, Development, National Development, Technical Education.</p> <p>References:</p>

284-289

290-297

1. G. Afeti, "Technical and vocational education and training for industrialization". <http://www.arrforum.org/publication/>, 2011.
2. I. Aremu. "Development and political stability in kwanashie (ed) politics and political power relations in Nigeria". Lagos. *Dat and Partners Logistic Ltd*, 12: 2003, pp. 248-262.
3. J.J. Chrisman. "Manufacturing techniques small companies can really use". *Wisconsin Small Business Forum*, 3(1) 1984, pp. 1 – 14.
4. M, Cleric, W. Deller and Bowank. "The social and economic value of insurance. A Geneva Association Papers Risk and Insurance Economics", 2012, pp 5-13.
5. Federal Government of Nigeria. "National policy on education". *Federal Government Press Limited*, 1981. Lagos. pp 1 – 8.
6. A. Gboyega. "Democracy and development: the imperative of local governance," 2003, *An Inaugural Lecture, University of Ibadan*, pp 6-7.
7. N.O. Iwaela. "Insurance news", the nation newspaper, Vintage Press limited, Lagos, 2015, pp 35 – 38.
8. Z.A. Khan. "Importance of Insurance in our economy, Articles, Features & Revie" w, Google, 2014. pp 18-19
9. O. Momoh. "Impact of the Nigerian insurance industry on sustainable economic growth and development". *International Journal of Management and Social Science Research*. 2018, Vol. 7(4)
10. O. Naomi, "Towards an integrated view of human hunger". *Tech. Net*. 1995 6(3) 6 – 7.
11. NBTE. "Statistical Data on Institutions in Nigeria". 2019 Accessed from <http://www.nbte.gov.ng/institution.html>
12. NIRP, "Nigeria Industrial Revolution Plan". A Publication of the Federal Government of Nigeria Press 2014.
13. C.D. Obeifuna. "Industry-based apprentice training in Nigeria". *TRADEV – Journal of Training and Development, ICD*, 1998 45 – 48.
14. F. Ogwumike, "The effects of macro level government policies on rural development and poverty alleviation in Nigeria". *Ibadan J. Soc. Sci.*, 1995 1(1): 85-101.
15. V.O. Uwaifo, "Technical Education and its Challenges in Nigeria in the 21st Century". *International NGO Journal Vol 5.(2) 2009*, Pp. 40-4

Authors:

Nurjeehan Binti Ayub, Hanudin Amin, Fitriah Ab Rahim

Paper Title:

Factors Determining Willingness to Adopt Islamic Leadership Styles in the Case of Malaysian Accountants

Abstract: The Prophet Muhammad (P.B.U.H) is the greatest leader of all times and he is an exemplary example of the best governmental leaders that is ever witnessed by the world and even after his death, his influence is still extending, powerful and pervasive. This paper is aimed at examining the factors determining the willingness to adopt Islamic leadership styles among Malaysian accountants in which five variables which are attitude, subjective norms, perceived behavioral control, perceived vicegerency, and perceived accountability personality are examined. Partial least squares (PLS) approach is employed to test the research hypotheses. The results obtained suggest that attitudes, subjective norms, perceived behavioral control, and perceived vicegerency are important in determining the willingness to adopt Islamic leadership styles among Malaysian accountants. Limitations and potential future research are provided.

Keyword: Islamic leadership style; Malaysian accountants; Theory of planned behavior

References:

1. Ab Rahim, F., & Amin, H. (2011). DETERMINANTS OF ISLAMIC INSURANCE ACCEPTANCE : AN EMPIRICAL ANALYSIS. *International Journal of Business and Sociaety*, 12(2), 37–54.
2. Adnan, N. and Md Nordin, S. (2017). The impacts and visions of the green fertilizer technologies (GFT) Adoption behaviour among Malaysian paddy farmers. *World Journal of Science, Technology and Sustainable Development*, 14(4), 336–354.
3. Ahmad, K., & Fontaine, R. (2011). Islamic Leadership At the International. *International Journal of Economics, Management and Accounting*, 2(2), 121–135.
4. Ahmad, K., & Ogunsola, O. K. (2011a). An empirical assessment of islamic leadership principles. *International Journal of Commerce and Management*, 21(3), 291–318.
5. Ahmad, K., & Ogunsola, O. K. (2011b). An empirical assessment of islamic leadership principles. *International Journal of Commerce and Management*, 21(3), 291–318.
6. Ahmed, A., Farzeen, M., & Anwar, N. (2017). Relationship among Job Satisfaction, Attitude towards work And Organizational Commitment. *Journal of Management Info*, 4(3), 1–4.
7. Ahmed Haj Ali, A. R., Bin Noordin, K., & Achour, M. (2018). The Islamic approach of obligations in mutual relations between employee and employer. *International Journal of Ethics and Systems*, 34(3), 338–351. <https://doi.org/10.1108/ijoes-12-2017-0227>
8. Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational Bhevaior and Human Decision Process*, 50, 179–211.
9. Alam, S. S., Mohd, R., & Hisham, B. (2011). Is religiosity an important determinant on Muslim consumer behaviour in Malaysia? *Journal of Islamic Marketing*, 2(1), 83–96.
10. Alam, S. S., & Sayuti, N. M. (2011). Applying the Theory of Planned Behavior (TPB) in <IT>halal<IT> food purchasing. *International Journal of Commerce and Management*, 21(1), 8–20.
11. Alexakis, G. (2011). Transcendental leadership: The progressive hospitality leader's silver bullet. *International Journal of Hospitality Management*, 30(3), 708–713.
12. Almoharby, D., & Neal, M. (2013). Clarifying Islamic perspectives on leadership. *Education, Business and Society: Contemporary Middle Eastern Issues*, 6(3–4), 148–161.
13. Amin, H., Abdul-Rahman, A. R., & Abdul-Razak, D. (2013). An integrative approach for understanding Islamic home financing adoption in Malaysia. *International Journal of Bank Marketing*, 31(7), 544–573.
14. Amin, H., & Abdul-razak, D. (2014). *An integrative approach for understanding Islamic home financing adoption in Malaysia*.
15. Ang, M. C. H., Ramayah, T., & Amin, H. (2015). A theory of planned behavior perspective on hiring Malaysians with disabilities. *Equality, Diversity and Inclusion*, 34(3), 186–200.
16. Asnawi, N., Sukoco, B. M., & Fanani, M. A. (2018). Halal products consumption in international chain restaurants among global Moslem consumers. *International Journal of Emerging Markets*, 13(5), 1273–1290.
17. Ather, S. M., & Sobhani, F. A. (2008). Managerial Leadership : An Islamic Perspective. *Iiuc Studies*, 4(December 2007), 7–24.
18. Ather, S. M., & Sobhani, F. A. (2009). Managerial Leadership: An Islamic Perspective. *Iiuc Studies*, 4(April), 7–24.
19. Awa, H. O., Ojiabo, O. U., & Emecheta, B. C. (2015). Integrating TAM, TPB and TOE frameworks and expanding their characteristic constructs for e-commerce adoption by SMEs. *Journal of Science and Technology Policy Management*, 6(1), 76–94.
20. Beekun, R. I. (2012). Character centered leadership: Muhammad (p) as an ethical role model for CEOs. *Journal of Management Development*, 31(10), 1003–1020.
21. Beekun, R. I., & Badawi, J. (1999). *LEADERSHIP : A N ISLAMIC PERSPECTIVE*.
22. Churchill, G. A. (1979). A Paradigm for Developing Better Measures of Marketing Constructs. *Journal of Marketing Research*, 16(1), 64–73.
23. Claes Fornell, & Larcker, D. F. (1981). Evaluating Structural Equation Models with Unobservable Variables and Measurement Error: A Comment. *Journal of Marketing Research*, 18(1), 39–50.
24. Flowers, E. P., Freeman, P., & Gladwell, V. F. (2017). The development of three questionnaires to assess beliefs about green exercise.

- International Journal of Environmental Research and Public Health*, 14(10).
25. Gopi, M., & Ramayah, T. (2007). Applicability of theory of planned behavior in predicting intention to trade online: Some evidence from a developing country. *International Journal of Emerging Markets*, 2(4), 348–360.
 26. Habib Rana, M., & Shaukat Malik, M. (2016). Human resource management from an Islamic perspective: a contemporary literature review. *International Journal of Islamic and Middle Eastern Finance and Management*, 9(1), 109–124.
 27. Hage, J., & Posner, B. Z. (2015). Religion, religiosity, and leadership practices: An examination in the Lebanese workplace. *Leadership and Organization Development Journal*, 36(4), 336–412.
 28. Hsiao, C.-H., & Tang, K.-Y. (2014). Explaining undergraduates' behavior intention of e-textbook adoption. *Library Hi Tech*, 32(1), 139–163.
 29. Jin, B., & Kang, J. H. (2011). Purchase intention of Chinese consumers toward a US apparel brand: A test of a composite behavior intention model. *Journal of Consumer Marketing*, 28(3), 187–199.
 30. Kannaiah, D., & Kumar, N. S. (2017). An Urgent Need for Ethics Education for Accountants. *Issues In Social And Environmental Accounting*, 3(1), 88.
 31. Keller, A. C., Smith, K. T., & Smith, L. M. (2007). Do gender, educational level, religiosity, and work experience affect the ethical decision-making of U.S. accountants? *Critical Perspectives on Accounting*, 18(3), 299–314.
 32. Kumar, A. (2017). Extended TPB model to understand consumer "selling" behaviour: Implications for reverse supply chain design of mobile phones. *Asia Pacific Journal of Marketing and Logistics*, 29(4), 721–742.
 33. Lee, Y., & Kozar, K. A. (2008). An empirical investigation of anti-spyware software adoption: A multitheoretical perspective. *Information and Management*, 45(2), 109–119.
 34. Low, M., Davey, H., & Hooper, K. (2008). Accounting scandals, ethical dilemmas and educational challenges. *Critical Perspectives on Accounting*, 19(2), 222–254.
 35. Monjur, M. (2010). *Characteristics of Leadership: Islamic perspective Muslim-Christian relations in Bangladesh View project*. (June 2010).
 36. Norazah, M.S., & Norbayah, M. S. (2015). Consumers' environmental behaviour towards staying at a green hotel: Moderation of green hotel knowledge. *Management of Environmental Quality: An International Journal*, 26(1), 103–117.
 37. Norazah, Mohd Suki, & Abang Sulaiman, A. S. (2016). Does Halal image strengthen consumer intention to patronize Halal stores?: Some insights from Malaysia. *Journal of Islamic Marketing*, 7(1), 120–132.
 38. Reza Jalilvand, M., & Samiei, N. (2013). The impact of electronic word of mouth on a tourism destination choice. *Internet Research*, 22(5), 591–612.
 39. Salie, A. (2009). Servant-minded leadership and work satisfaction in Islamic organizations: A correlational mixed study. *Dissertation Abstracts International, A: The Humanities and Social Sciences*, 70(November), 1349.
 40. Wang, G., Dou, W., & Zhou, N. (2008). Consumption attitudes and adoption of new consumer products: a contingency approach. *European Journal of Marketing*, 42(1/2), 238–254.
 41. Wynne W. Chin. (2011). Handbook of PLS. In *Methods* (p. 627).

Authors: Antonius Budisusila, JJ Sarungu, Vincent Hadi Wiyono, A.M. Soesilo

Paper Title: Supply Chain Analysis of Tourism Social Enterprises in Bejiharjo Tourism Village

Abstract: Bejiharjo Tourism Village was established as a tourist destination in 2010. The development of CBTIs as a form of community social enterprise is considered important because the company is expected to foster economic, socio-cultural and environmental harmonization. Development of tourist destinations in the village of Bejiharjo is the opposite. Based on an analysis of the performance of tourist supply chain (TSC) management, the level of citizen participation, the number of tourists, and tourism income increased dramatically in the beginning of the growth. However, in recent developments, the level of participation is no longer in line with the number of tourist visits and income. In fact, social companies operate on limited, inefficient management performance, poor tourism services, and tourist disaffection. This is due to the weakness of social companies in managing TSC. The company faces various scarcities and weaknesses in developing strategies and management of each chain. This can be seen from the weak source of empowerment strategy, enterprise management, development and innovation of tourism products and tourist services. Government policies tend to be ineffective, have unclear rules, and are accompanied by difficulties in establishing rules and agreements between companies. The entire process of TSC management has made social companies face conflict among enterprise and landlord and the performance fell sharply. Furthermore, this condition might marginalize and disadvantage the destination. This is a big challenge for the process and purpose of the community social enterprises.

52. **Keyword:** Supply chain, Social Enterprise

References:

1. Bramwell, B. 2011. Governance, the state and sustainable tourism: a political economy approach. *Journal of Sustainable Tourism*, 19(4-5): p. 459-477.
2. Habito, H.V.J.2013.Community Development through Tourism: Opportunities and Challenges in Burdeos, Philippines, in *Tourism and Leisure Study*. Dissertation, The Hong Kong Polytechnic University School of Hotel and Tourism: Hongkong.
3. UNWTO, 2016. UNWTO Annual Report 2015, UNWTO: Madrid.
4. Polnyotee, M. and S. Thadaniti, 2015. Community-Based Tourism: A Strategy for Sustainable Tourism Development of Patong Beach, Phuket Island, Thailand. *Asian Social Science*; Vol.11(No.27, 2015).
5. Sebele, L.S.2010. Community-based tourism ventures, benefits and challenges: Khama Rhino Sanctuary Trust, Central District, Botswana. *Tourism Management* 2010. 31(2010): p. 136-146.
6. King, E. 2013. A Critical Review of Community-driven Development Programmes in Conflict-affected Contexts. London: DFID / International Rescue Committee.
7. Stevens, M.A.2014. The Empowerment Paradox: Hope and Helplessness nn A Tanzanian Community-Based Cultural Tourism Initiative, in Faculty of the Graduate School. University of Maryland: College Park.
8. Tosun, C.2005. Stages in the emergence of a participatory tourism development approach in the Developing World. *Geoforum* 2005. 36 (2005): p. 333-352.
9. Gherco, A.V. and A. Trandafir,2014. Tourism Development in the Terms of Sustainable Development in Romania. *Journal of Economics, Management and Financial Markets*, 2014. Volume/Issue: Vol. 9(No. 1, March 2014).
10. Manwa, H., 2012. Communities understanding of tourists and the tourismindustry: The Lesotho Highlands water project, *African Journal of Business Management* 2012. 6(22, 6 June, 2012): p. 6667-6674.
11. Hwang, D.2012 Influence of Social Capital on Community-Based Actionin Tourism Development: A Study of Social Network Analysis, Dissertation in Departement of Recreation, Sport and Tourism. University of Illinois at Urbana-Champaign: Urbana, Illinois.
12. Goodwin, H. and R. Santili,2009. Community-Based Tourism: A Success?, ICRT Occasional Paper, ICRT & GTZ.: Leeds.

13. Wang, L. and Y. Yotsumoto, 2019. Conflict in tourism development in rural China. *Tourism Management*, 2018. 70 (2019) p. 188–200.
14. Pardy, H.M.H.W., 1999. Community entrepreneurship in north east Scotland, *International Journal of Entrepreneurial Behavior & Research*, 1999. Vol. 5(Iss 4): p. 163 – 172.
15. Mathew, P.M. 2008. Social Enterprises in the Competitive Era. *Economic and Political Weekly*, 2008. Vol. 43(No. 38 (Sep. 20 - 26, 2008)): p. 22-24.
16. Young, D.R., 2012. The State of Theory and Research on Social Enterprises, in *Social Enterprises-An Organizational Perspective*, B.H. Gidron, Yeheskel Editor. 2012, Palgrave Macmillan: Hampshire RG21 6XS, p. 91-117.
17. World Bank, 2010. Results and Performance of the World Bank Group. World Bank: Washington.
18. Zhang, X., Song Haiyan, and G.Q. Huang, 2009. Tourism supply chain management: A new research agenda. *Tourism Management*, 2009. 30(2009): p. 345-358.
19. fe, J. 2002. *Community Development: Community-Based alternatives in an Age of Globalization*, Frenchs Forest, N.S.W.: Pearson Education 2002.
20. Kayat, K. and Zainuddin, N.F.A., 2016. Community-based Tourism Initiative in Rural Malaysia: Is It a Success? *International Review of Management and Marketing*, 2016(6(S7)): p. 242-249.
21. Government of UK, 2005. The Companies (Audit, Investigations and Community Enterprise) Act of 2004 and the UK Community Interest Companies Regulation of 2005.
22. Government of Italy, 2006. Italian Law 118/2005 on the Impresa Sociale and Ministerial Decree 155/2006. 2006.
23. Grieco, C. 2005. Assessing Social Impact of Social Enterprises Does One Size Really Fit All? 2015, London: SpringerBriefs in Business.
24. Kerlin, J.A. 2012. Defining Social Enterprise across Different Contexts: A Conceptual Framework Based on Institutional Factors, in *Social Enterprises An Organizational Perspective*, B. Gidron and Y. Hasenfeld, Editors. 2012, Palgrave Macmillan: London EC1N 8TS.
25. Font, X., et al. 2008. Sustainable Supply Chain Management in Tourism. *Business Strategy and the Environment*, 2008. 17(2008): p. 260-271.
26. Muysinaliyev, A. and S. Aktamov, 2014. Supply chain management concepts: literature review. *Journal of Business and Management* 2014. 15(Issue 6 (Jan. 2014)): p. 60-66.
27. Asir, M., et al., 2019. Study on Stakeholders Position and Role in Supply Chain of Cocoa Commodities. *International Journal of Supply Chain Management*, Vol. 8,(No.1, February 2019): p. 1-9.
28. Song, Haiyan. 2012. *Tourism Supply Chain Management*. 2012, Abingdon, Oxon ; New York: Routledge, - Routledge advances in tourism. 202.
29. Risang, P. 2015. Wisatawan Menyemut di Goa Pindul: Polemik Pengelolaan dan Gelombang Turisme Massal (Tourists Stem in Goa Pindul: Polemic of Management and Wave of Mass Tourism), in Hipwee media online, Tourism Publication Yogyakarta.
30. Yuwono, M. 2018. Sekarang Wisata ke Goa Pindul Dibatasi, Per Hari 2.600 Orang (Now Tourism to Goa Pindul is Limited, Per Day 2,600 People) in Kompas Daily. Jakarta: PT Gramedia
31. @tri_handayani, Cendol or dawet is a traditional drink native to the Java Island, made from rice flour or glutinous rice flour, served with shaved ice, melted brown sugar, and coconut milk. Tourists were compared with cendol that float in the mix of coconut milk, brown sugar, and ice., Researcher, Editor. 2016.

Authors: Kurniawati ,Raymond Siregar

Paper Title: Linking Social Media Marketing Activities With Brand Love: Perspective on Brand Fashion

Abstract: The purpose of this study is to investigate the impact of social media marketing activities on brand love which resulted in brand loyalty. The sample used was Instagram users who were customers of four fashion brands (Nike, H&M, Zara, Adidas) as many as 280 respondents. The method used is a non-probability sampling using a structural equation model that is run by the AMOS program. The results of this study indicate that social media marketing activities have a positive effect on self-expressive brands (inner and social), social media marketing activities have a positive impact on brand love, self-expressive brands (inner and social) have a positive effect on brand love, brand love has an effect positive for brand loyalty. The managerial implications suggested in this study include fashion social media brands that contain exciting content, managers provide product size customization, easy-to-remember product design, launching the limited edition series, and membership promotion strategies.

Keyword: Brand Love; Brand Loyalty; Self-expressive Brands; Social Media Marketing Activities.

References:

1. Agichtein, E., Castillo, C., Donato, D., Gionis, A., & Mishne, G. (2008). Finding High-quality Content in Social Media. Agichtein, Eugene Castillo, Carlos Donato, Debora Gionis, Aristides Mishne, Gilard. *International Conference on Web Search and Data Mining*, 183–193. <https://doi.org/10.1145/1341531.1341557>
2. Algharabat, R. S. (2017). “Linking social media marketing activities with brand love: The mediating role of self-expressive brands.” *Kybernetes*, 46(10), 1801–1819. <https://doi.org/10.1108/K-04-2017-0130>
3. Arenas-Gaitan, J., Rondan-Cataluña, F. J., & Ramírez-Correa, P. E. (2013). Social identity, electronic word-of-mouth and referrals in social network services. *Kybernetes*, 42(8), 1149–1165. <https://doi.org/10.1108/K-04-2013-0081>
4. Bergkvist, L., & Bech-Larsen, T. (2010). Two studies of consequences and actionable antecedents of brand love. *Journal of Brand Management*, 17(7), 504–518. <https://doi.org/10.1057/bm.2010.6>
5. Carroll, B. A., & Ahuvia, A. C. (2006). Some antecedents and outcomes of brand love. *Marketing Letters*, 17(2), 79–89. <https://doi.org/10.1007/s11002-006-4219-2>
6. Chaudhuri, A., & Holbrook, M. B. (2003). The Chain of Effects from Brand Trust and Brand Affect to Brand Performance: The Role of Brand Loyalty. *Journal of Marketing*, 65(2), 81–93. <https://doi.org/10.1509/jmkg.65.2.81.18255>
7. Chrisjatismiko, Kurniawati. (2018). Towards green loyalty: The influences of green perceived risk, green image, green trust and green satisfaction. *IOP Conference Series: Earth and Environmental Science*, 106(1). <https://doi.org/10.1088/1755-1315/106/1/012085>
8. Chrisjatismiko, Kurniawati. (2019). Antecedent and Consequences of Brand Equity : Perspective Fast-food Restaurant Customers, 8(2), 134–143. Retrieved from <http://buscompress.com/journal-home.html> ISSN:
9. Courtois, C., Mechant, P., De Marez, L., & Verleye, G. (2009). Gratifications and seeding behavior of online adolescents. *Journal of Computer-Mediated Communication*, 15(1), 109–137. <https://doi.org/10.1111/j.1083-6101.2009.01496.x>
10. Escalas, J. E., & Bettman, J. R. (2005). *Journal of Consumer Research* Volume 32 issue 3 2005 [doi 10.1086/2F497549] Escalas, Jennifer Edson; Bettman, James R. -- Self-Construal, Reference Gro.pdf, 32(3), 378–389. <https://doi.org/10.1086/653494>
11. Godey, B., Manthiou, A., Pederzoli, D., Rokka, J., Aiello, G., Donvito, R., & Singh, R. (2015). Luxury Brands Social Media Marketing Efforts: Influence on Brand Equity and Consumers’ Behavior. *Global Fashion Management Conference*, 1(3), 68–68. <https://doi.org/10.15444/gfmc2015.01.03.04>
12. Hair Jr, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis*. Pearson New International Edition (Sevent Edn). Pearson Education Limited. https://doi.org/10.1007/978-3-319-01517-0_3
13. Huber, F., Meyer, F., & Schmid, D. A. (2015). Brand love in progress – the interdependence of brand love antecedents in consideration of relationship duration. *Journal of Product & Brand Management*, 24(6). <https://doi.org/10.1108/JPBM-08-2014-0682>
14. Ismail, A. R. (2017). The influence of perceived social media marketing activities on brand loyalty. *Asia Pacific Journal of Marketing*

- and Logistics, 29(1), 129–144. <https://doi.org/10.1108/APJML-10-2015-0154>
15. Karjaluoto, H., Munnukka, J., & Kiuru, K. (2016). Brand love and positive word of mouth: the moderating effects of experience and price. *Journal of Product and Brand Management*, 25(6), 527–537. <https://doi.org/10.1108/JBPM-03-2015-0834>
 16. Kaufmann, H. R., Loureiro, S. M. C., & Manarioti, A. (2016). Exploring behavioural branding, brand love and brand co-creation. *Journal of Product and Brand Management*, 25(6), 516–526. <https://doi.org/10.1108/JBPM-06-2015-0919>
 17. Kelly, L., Kerr, G., & Drennan, J. (2013). Avoidance of Advertising in Social Networking Sites. *Journal of Interactive Advertising*, 10(2), 16–27. <https://doi.org/10.1080/15252019.2010.10722167>
 18. Kuşçu, A., & Özçam, D. S. (2014). Analyzing Factors Affecting Repurchase Intention During Gezi Park Brand Protest. *European Journal of Business and Management*, 6(38), 177–188.
 19. Lee, S. H., & Workman, J. E. (2015). Determinants of brand loyalty: Self-construal, self-expressive brands, and brand attachment. *International Journal of Fashion Design, Technology and Education*, 8(1), 12–20. <https://doi.org/10.1080/17543266.2014.974691>
 20. Liu, F., Li, J., Mizerski, D., & Soh, H. (2012). Self-congruity, brand attitude, and brand loyalty: A study on luxury brands. *European Journal of Marketing*, 46(7), 922–937. <https://doi.org/10.1108/03090561211230098>
 21. Mangold, W. G., & Faulds, D. J. (2009). Social media: The new hybrid element of the promotion mix. *Business Horizons*, 52(4), 357–365. <https://doi.org/10.1016/j.bushor.2009.03.002>
 22. Martin, K., & Todorov, I. (2013). How Will Digital Platforms be Harnessed in 2010, and How Will They Change the Way People Interact with Brands? *Journal of Interactive Advertising*, 10(2), 61–66. <https://doi.org/10.1080/15252019.2010.10722170>
 23. Muntinga, D. G., Moorman, M., & Smit, E. G. (2011). Introducing COBRAs. *International Journal of Advertising*, 30(1), 13–46. <https://doi.org/10.2501/IJA-30-1-013-046>
 24. Okazaki, S., Díaz-Martín, A. M., Rozano, M., & Menéndez-Benito, H. D. (2015). Using twitter to engage with customers: A data mining approach. *Internet Research*, 25(3), 416–434. <https://doi.org/10.1108/IntR-11-2013-0249>
 25. Oliver, R. L. (1999). Whence Consumer Loyalty? *Journal of Marketing*, 63(4_suppl1), 33–44. <https://doi.org/10.1177/00222429990634s105>
 26. Pappu, R., Cooksey, R. W., & Quester, P. G. (2005). Consumer-based brand equity: improving the measurement – empirical evidence. *Journal of Product & Brand Management*, 14(3), 143–154. <https://doi.org/10.1108/10610420510601012>
 27. Park, H. H., & Sullivan, P. (2009). Market segmentation with respect to university students' clothing benefits sought: Shopping orientation, clothing attribute evaluation, and brand repatronage. *International Journal of Retail and Distribution Management*, 37(2), 182–201. <https://doi.org/10.1108/09590550910934308>
 28. Sarkar, A. (2014). Brand love in emerging market: a qualitative investigation. *Qualitative Market Research*, 17(4), 481–494. <https://doi.org/10.1108/QMR-03-2013-0015>
 29. Schembri, S., & Merrilees, B. (2010). Brand Consumption and Narrative of the Self. *Psychology & Marketing*, 27(June 2010), 623–638. <https://doi.org/10.1002/mar.20348>
 30. Sekaran, U., & Bougie, R. (2016). *Research Methods for Business*. John Wiley & Sons Ltd. (7th ed.). United Kingdom: John Wiley & Sons Ltd. Retrieved from <http://lcn.loc.gov/2015051045>
 31. Thomson, M., MacInnis, D.J. and Park, C.W. (2005), “. (2005). The ties that bind: measuring the strength of consumers' emotional attachment to brands”, *Journal of Consumer Psychology*, Vol. 15 No. 1, pp. 531–47. The Ties That Bind: Measuring the Strength of Consumers' Emotional Attachment to Brands, 15(1), 531–547. Retrieved from <https://www.mendeley.com/profiles/paula-costa42/>
 32. Trusov, M., Bodapati, A. V., & Bucklin, R. E. (2009). Determining Influential Users in Internet Social Networks. *Ssm*, (301), 1–44. <https://doi.org/10.2139/ssrn.1479689>
 33. Tsai, W.-H. S., & Men, L. R. (2013). Motivations and Antecedents of Consumer Engagement With Brand Pages on Social Networking Sites. *Journal of Interactive Advertising*, 13(2), 76–87. <https://doi.org/10.1080/15252019.2013.826549>
 34. Vernuccio, M., Pagani, M., Barbarossa, C., & Pastore, A. (2015). Antecedents of brand love in online network-based communities. A social identity perspective. *Journal of Product and Brand Management*, 24(7), 706–719. <https://doi.org/10.1108/JBPM-12-2014-0772>
 35. Wallace, E., Buil, I., & de Chernatony, L. (2014). Consumer engagement with self-expressive brands: Brand love and WOM outcomes. *Journal of Product and Brand Management*, 23(1), 33–42. <https://doi.org/10.1108/JBPM-06-2013-0326>
 36. Wallace, E., Buil, I., & de Chernatony, L. (2017). Consumers' self-congruence with a “Liked” brand. *European Journal of Marketing*, 51(2), 367–390. <https://doi.org/10.1108/ejm-07-2015-0442>
 37. Zhu, Y. Q., & Chen, H. G. (2015). Social media and human need satisfaction: Implications for social media marketing. *Business Horizons*, 58(3), 335–345. <https://doi.org/10.1016/j.bushor.2015.01.006>

Authors:

Anita Trisiana

Paper Title:

Innovation Design Development of Citizenship Education Model on Characters of Indonesian Communities in Digital Media Era and Technology Revolution

Abstract:

Increasing independence and competitiveness of the nation is carried out in order to advance the Indonesian civilization. One of them is through the development of a national system of science, and technology in Citizenship Education. Citizenship Education is one of the subjects that shape the character of Indonesian society. The long-term goals to be achieved in this study are as follows: the researcher found a developmental design of Citizenship Education Learning Model to improve the character of Indonesian society in the era of digital media and the Revolution of Technology. The research method used research and development which is a research method used to yield certain products and to test the validity and the effectiveness of the products. This study used a procedural development model. The procedure in this study adapted the ADDIE model (Analyze, Design, Develop, Implement, and Evaluate). The sample in this study involved State and Private Universities in Indonesia. The results of the study show the following: First, doing a need analysis, identifying problems (needs), and performing task analysis; Second, Design, this design phase, formulated SMART learning objective; Third, Development was realizing blue-print with digital media innovation; Fourth, Implementation was a real step to implement the learning system that we were making; Fifth, Evaluation was a process to see whether the learning system being built was successful, in accordance with early expectations or not. The evaluation was the final way from the design model of the ADDIE learning system. Based on the instructional development model ADDIE, it was then adopted in the developmental stage of the Citizenship Education learning model, with the modification of "MPC" (Modification of Project Citizen) which has adopted the absorption of digital media and the technological revolution.

Keyword:

Design Development, Learning Models, Citizenship Education, Character, Digital Media, Technology Revolution.

References:

1. Harjanto. *Lesson Plan (Perencanaan Pengajaran)*. Jakarta: Rineka Cipta, 2008.
2. Jeannie, B. L. Student mentality: intentionalist perspectives about the principal. *Journal of Educational Administration*, 35 (3), United Kingdom: MCB UP Limited, 1997. pp. 210-233.

3. Joyce, B & Weil M. *Model Of Teaching*. Prentice- Hall, Inc: New Jersey, 2009.
4. Joyce, Bruce, Marsha Weill, Emily Calhoun. *Model Of Teaching* (Alih Bahasa: Ahmad Fawaid dan Ateilla Mirza). Yogyakarta: Pustaka Pelajar, 2009.
5. Kementerian Pendidikan dan Kebudayaan (*The Ministry of Education and Culture*). *Policies in National Character Education (Kebijakan Pendidikan Karakter Bangsa)*. Jakarta: Kemendiknas, 2013.
6. Lickona, T. *Character Matters: How to Help Our Children Develop*. New York: Simon & Schuster, Inc, 2004.
7. Lickona, T. Eleven Principles of Effective Character Education. *Journal of Moral Education*, 25(1), 2003. pp. 93-100.
8. Mayer, RE. *Learning and Instruction*. New Jersey: Pearson, 2008.
9. Miles, B.B., & A.M. Huberman. *Qualitative Data Analysis (Analisa Data Kualitatif)*. Jakarta: UI Pres, 1992.
10. Narvaez, Bock, Lies. *The Community Voices And Character Education (CVCE) Project*. Journal of Research in Character Education, 2, Bern, Switzerland: Peter Lang. 2004. pp. 89-112.
11. Nasrullah R. Social media in communication, culture, and sociotechnology perspective (Media sosial perspektif komunikasi, budaya, dan sosioteknologi). *Bandung : Simbiosis Rekatama Media*, 2016.
12. Sapriya, *Experts' Perspectives on Citizenship Education in Building the National Characters (Perspektif Pemikiran Pakar Tentang Pendidikan Kewarganegaraan Dalam Pembangunan Karakter Bangsa)*. Bandung: Universitas Pendidikan Indonesia, 2007.
13. Sukmadinata, Nana Syaodih. *Educational Research Method (Metode Penelitian Pendidikan)*. Bandung: Program Pascasarjana UPI dan PT Remaja Rosdakarya, 2015.
14. Superka, D.P. *A typology of valuing theories and values education approaches*. Doctor of Education Dissertation. University of California, Berkeley., 1973.
15. Suwama. *Micro Teaching, Practical Approach in Preparing Professional Educators (Pengajaran Mikro, Pendekatan Praktis dalam Menyiapkan Pendidik Profesional)*. Yogyakarta: Tiara Wacana, 2006.
16. Trisiana, A. The Development Strategy Of Citizenship Education in Civic Education Using Project Citizen Model in Indonesia. *Journal of Psychological and Educational Research (JPER)*, 23 (2), 2015. pp. 111-124.
17. Trisiana, A. Analysis Of Character Education Policy In Indonesian School To Improve The Asean Economic Community. *Research Journal of Applied Sciences (RJAS)*, Volume 11 (9), pp. 879-883. 2016.

Authors: Dudi Iskandar

Paper Title: Journalism as a Public Political Agenda

Abstract: Contemporary journalism is changing dramatically. The main trigger is the development of communication technology, especially the internet. Public involvement in building issues on social media has changed news production. Because of the presence of internet journalism which originally was the process of searching for news (active), now turned into receiving news (passive). With a qualitative approach and a critical paradigm, this study uncovers how the journalism changes. Journalism is now changing from the construction of the reality of media politics to the construction of the reality of the media public agenda. The public builds a political agenda through invitation coverage, disseminates press releases, social networks, and embodied to political actors. Some of the basic assumptions of this theory are the construction of the reality of the public political agenda. First, the public constructs an agenda for their political interests. Second, the public encourages and convinces the media that its political agenda is important to the other public. Third, the public political agenda must be in line with the media-political agenda. With the construction of reality, the real powerful political agenda is public. While the media is weak because it is only a tool and has the same interests as the public political agenda. The construction theory of the public political agenda is contrary to the agenda-setting theory.

Keyword: Journalism, Internet, Public Political Agenda

References:

1. Allen, Stuart (Ed). 2010. *The Routledge Companion to News and Journalism*. London. Routledge
2. Arifin, Anwar. 2010. *Opini Publik*, Depok: Gramata. 2011. *Komunikasi Politik; Filsafat-Paradigma-Teori-Tujuan-Strategi*. Yogyakarta: Graha Ilmu.
3. Bell, Allan and Peter Garret (ed). 1998. *Approaches to Media Discourse*. Oxford Blackwell Publishers.
4. Berger, Peter L. Dan Thomas Luckmann. 1979. *The Social Construction of Reality: A Treatise in The Sociology of Knowledge*. Middlesex: Penguin Books.
5. Griffin, EM. 2012. *A First Look at Communication Theory*. Eight Edition. New York. Mc. Graw Hill.
6. Haryanto, Ignatius. 2014. *Jurnalisme Era Digital; Tantangan Industri Media Abad 21*. Jakarta: Kompas Media Nusantara.
7. Heinonen, Ari. 1999. *Journalism in the Age of Net; Changing Society, Changing Profession*. University of Tampere, Finland
8. Lowrey, Wilson and Peter J. Gade (ed). 2011. *Changing the News; The Forces Shaping Journalism in Uncertain Times*. London. Routledge.
9. McNair, Brian. 1995. *An Introduction to Political Communication*. Second Edition. London. Routledge 2000. *Journalism and Democracy; An Evaluation of the Political Public Sphere*. London. Routledge.
10. Mcquail, Denis. 1987. *Teori Komunikasi Massa*. Second Edition. Translator Agus
11. Dharma dan Aminuddin Ram. Jakarta. Erlangga. 2013. *Journalism and Society*. New Delhi, Sage Publications India.
12. Nimmo, Dan. 1989. *Komunikasi Politik: Komunikator, Pesan dan Media*, translator Tjun Surjaman. Bandung. Remaja Rosdakarya.
13. Piliang, Yasraf Amir. 2010. *Post-realitas; Realitas Kebudayaan dalam Era Post-metafisika*. Cetakan III. Yogyakarta. Jalasutra 2011. *Dunia yang Dilipat*. Cetakan 1. Bandung. Matahari.
14. Schechter, Danny. 2007. *Matinya Media: Perjuangan Menyelamatkan Demokrasi*. translator Gita W. Jakarta. Yayasan Obor.
15. Schoemacher, Pamela J and Stephen D. Reese. 2014. *Mediating the Message: Theories of Influences on Mass Media Content*. Third Edition. New York. Routledge
16. Schudson, Michael. 2003. *The Sociology of News*. The USA. W.W. Norton & Campony Inc.

329-332

55.

Authors: Toh Ka Bean, Fara Diva Mustapa, Muzani Mustapa

Paper Title: Unbundling Transaction Cost Components in Building Information Modeling Adoption Procurement

Abstract: Building information modeling (BIM) adoption is an emerging trend in Malaysian construction industry. BIM is expected to bring better project performance and address the various construction dilemmas stemmed from construction disputes. Construction disputes has been associated with high transaction costs, which subsequently increase overall project costs. Hence, BIM has been adopted in project procurement to address construction disputes for better project performance. Studying the transaction costs in BIM adoption procurement is

333-338

56.

deemed beneficial particularly when the ambiguity of a project performance is high. This is especially true when the number of projects adopting BIM is still comparatively small to ascertain the benefits of BIM. Transaction cost economics (TCE) is a theory and methodology for relatively evaluating the cost-effectiveness of institutional arrangements in managing transaction, and therefore, studying TCE in BIM adoption procurement can be beneficial. Such an effort can improve the understanding of the benefits of the transactions made. Previous research has managed to conclude that the traditional procurement resulted in higher transaction costs compared to the design-and-build procurement. Hence, this study attempts to identify the transaction costs in BIM adoption procurement. A systematic literature review was performed to investigate the TCE in procurement to profile the transaction costs and its components in BIM adoption procurement. The outcome of the systematic structured literature is a conceptual framework combining the “RIBA Plan of Work with BIM Overlay” developed by RICS with a refined transaction cost components categorisation. The framework is further classified into pre-contract and post-contract transaction cost components specifying the fixed and variable components, and either visible or hidden. It is believed that the unbundling of the components of transaction cost in BIM adoption procurement could provide a solid foundation in developing a guideline for industry players to better understand, apply, and manage BIM adoption procurement.

Keyword: Transaction cost components; Building Information Modeling (BIM); Procurement; Construction industry

References:

1. Suzila Mohd, Brahim J, Latiffi AA, Fathi MS, Harun AN. Developing Building Information Modelling (BIM) Implementation Model. *Proc Int Conf Innov Manag*. 2016;119–29.
2. Salman A. Building Information Modeling (BIM): Trends, Benefits, Risks, and Challenges for the AEC Industry. *Leadersh Manag Eng*. 2011;11(Bazjanac 2006):241–52.
3. Latiffi AA, Mohd S, Brahim J. Application of Building Information Modeling (BIM) in the Malaysian Construction Industry: A Story of the First Government Project. *Appl Mech Mater* [Internet]. 2015;773–774(March):943–8. Available from: <https://www.scientific.net/AMM.773-774.943>
4. Sebastian R. Changing roles of the clients , architects and contractors through BIM. *Eng Constr Archit Manag*. 2014;18(2):176–87.
5. Khoshnava SM, Ahankob A. Potential Application of BIM in Construction Dispute and Conflict. *Manag Constr Res Assoc (MiCRA) Postgrad Conf*. 2006;178–84.
6. Arcadis. *Global Construction Disputes Report 2016*. *Contract Solut* [Internet]. 2016;17. Available from: [https://www.arcadis.com/media/3/E/7/%7B3E7BDCDC-0434-4237-924F-739240965A90%7DGlobal Construction Disputes Report 2016.pdf](https://www.arcadis.com/media/3/E/7/%7B3E7BDCDC-0434-4237-924F-739240965A90%7DGlobal%20Construction%20Disputes%20Report%202016.pdf)
7. Kong AT, Gray J. Problems With Traditional Procurement in the Malaysian Construction Industry - a Survey. *Proc Australas Univ Build Educ Assoc Annu Conf*. 2006;2006:1–21.
8. Kong AT. Traditional Procurement is too slow. 2000;(Hovet 1994):51–62.
9. Jaffar N, Abdul Tharim AH, Shuib MN. Factors of conflict in construction industry: A literature review. *Procedia Eng* [Internet]. 2011;20:193–202. Available from: <http://dx.doi.org/10.1016/j.proeng.2011.11.156>
10. Li H, Arditi D, Wang Z. Transaction costs incurred by construction owners. *Eng Constr Archit Manag* [Internet]. 2014;21(4):444–58. Available from: <http://www.emeraldinsight.com/doi/10.1108/ECAM-07-2013-0064>
11. Izzat Ratna. *Construction Sector Sees A Higher Number of Dispute Cases*. 2018;
12. Talebi S. Rethinking the Project Development Process through Use of BIM. In: *2nd BIM International Conference on Challenges to Overcome*. 2014. p. 1–19.
13. Boudreau M-C, Watson RT, Chen AJW, Greiner M, Sclavos P. The Benefits of Transaction Cost Economics: The Beginning of A New Direction. In: *Fifteenth European Conference on Information Systems, ECIS*. University of St. Gallen; 2007. p. 1124–35.
14. Rajeh M. Impacts of Procurement Systems on Transaction Costs: A Structural Equation Modelling Methodology. *Proc 4th New Zeal Built Environ Res Symp*. 2014;1829(2014):1–34.
15. Rajeh MA, Tookey J, Rotimi J. Best procurement selection: development of a conceptual model based on transaction costs. *Australas J Constr Econ Build - Conf Ser* [Internet]. 2013;2(2):56. Available from: <https://epress.lib.uts.edu.au/journals/index.php/AJCEB-Conference-Series/article/view/3889%0Ahttp://aut.researchgateway.ac.nz/handle/10292/6031>
16. De Schepper S, Haezendonck E, Dooms M. Understanding pre-contractual transaction costs for Public–Private Partnership infrastructure projects. *Int J Proj Manag* [Internet]. 2015;33(4):932–46. Available from: <http://linkinghub.elsevier.com/retrieve/pii/S0263786314001720>
17. Thomassen K, Vassbø S, Solheim-Kile E, Lohne J. Public-Private Partnership: Transaction Costs of Tendering. *Procedia Comput Sci* [Internet]. 2016;100(1877):818–25. Available from: <http://dx.doi.org/10.1016/j.procs.2016.09.230>
18. Ho SP, Tsui CW. The Transaction Costs of Public-Private Partnerships: Implications on PPP Governance Design. *Lead 2009 Spec Conf Glob Governace Proj Organiations, South Lake Tahoe, CA* [Internet]. 2009;5–7. Available from: http://www.academicventplanner.com/LEAD2009/papers/Ho_Tsui.pdf
19. Sinclair D. BIM Overlay to the RIBA Outline Plan of Work. *RIBA London*. 2012;(May):1–20.
20. Sebastian R, Haak W, Vos E. BIM Application for Integrated Design and Engineering in Small- Scale Housing Development : A Pilot Project in The Netherlands. *Futur Trends Archit Manag*. 2009;161–71.
21. NIBS NI of BS. *National Building Information Modeling, Version 1: Part 1*. Washington, DC.; 2007.
22. Vysotskiy A, Makarov S, Zolotova J, Tuchkevich E. Features of BIM implementation using autodesk software. *Procedia Eng* [Internet]. 2015;117(1):1148–57. Available from: <http://dx.doi.org/10.1016/j.proeng.2015.08.248>
23. Whittington J, Young S. Resilience through Transaction Cost Economic Evaluation: Recognizing the Cost-Effectiveness of Sustainable Development. *Surv Perspect Integr Environ Soc*. 2013;6(1):1–22.
24. D.J.Yates, Greenwood DJ. The Determinants of Successful Partnering : A Transaction Cost Perspective. *J Constr Procure*. 2006;12(1):4–22.
25. Williamson OE. The economic institutions of capitalism: Firms, markets, relational contracting. *Univ Illinois Urbana-Champaign's Acad Entrep Leadersh Hist Entrep* [Internet]. 1985;61–75. Available from: <http://amr.aom.org/cgi/doi/10.5465/AMR.1987.4308003>
26. Kissell R. Chapter 3. Algorithmic Transaction Cost Analysis [Internet]. *The Science of Algorithmic Trading and Portfolio Management*. Elsevier Inc.; 2014. 87-128 p. Available from: <http://dx.doi.org/10.1016/B978-0-12-401689-7.00003-9>
27. Dudkin G, Vailia T. Transaction Costs in Public-Private Partnerships: A First Look at the Evidence. *EIB Econ Financ Rep* [Internet]. 2005;(3):44. Available from: <http://www.eib.org/efs/>
28. Soliño AS, Gago de Santos P. Transaction Costs in Transport Public–Private Partnerships: Comparing Procurement Procedures. *Transp Rev* [Internet]. 2010 May;30(3):389–406. Available from: <http://www.tandfonline.com/doi/abs/10.1080/01441640903037941>.

Authors: Endang Suparman, Suyitno Muslim ,Nurdin Ibrahim, Ayu Rahmayanti, Jhoni Lagun Siang

Paper Title: Development of Accounting Information System Modul Learning in Universitas Persada Indonesia

Abstract: The research aims to produce that accounting information systems intruductional modul for college of department of information in indonesia administrasion foundation (YAD). The research was implementation at the department of information YAI for 1 year 2 months in the research and development (R & D) methode with Dick And Carey model of design. The accounting information systems learning consepts was collection of resources,designedto transform financial and other data into information from Bodnar. The results indicated that 30 respondens in field trials produce until the finished of product module accounting was effective and efficient and had an appeal. Results of study subjects accounting information system can be increased after using the accounting information system model that availability of accounting information system model can be used as a source of intructional for college of department of information in institute administration of indonesia. The development of accounting information systems learning module is very important to help teaching process. Therefore the Persada Indonesia YAI is trying to develop it. This module is using ADDIE model, Gerlach and Ely, J.E Kemp, Bella H Banathy, MPI model, Borg and Gali, Dick and Carey model The result area Students are obtaining learning resources for self-study, Students are more eager to learn, because already available SIA print module, Student learning outcomes have increased finally Based on the results of interviews with lecturers SIA module developed to give a positive impact for lecturers and students.

Keyword: Accounting information systems, Interaction, Approch contextual, Module printed.

References:

1. Branch, K. L. G. dan R. M. (2002). *Survey of Instructional Development Models*. Syracuse New York: ERIC Clearinghouse on Information & Technology.
2. Bruce Joyce, Marsha Weil, & E. C. (2009). *Models of Teaching Eight Edition*. New York: pearson.
3. Dick, W., Carey, L., & Carey, J. (2009). *The Systematic Design of Instruction*. London: Pearson Education Ltd.
4. Gustafson, Kent L. dan Branch, R. M. (2015). *Survey of Instructional Development Models. 4th Edn*. Syracus. New York: Eric Clearinghouse of Information and Technology, Syracus University.
5. Ibrahim, N. (2010). *Perspektif Pendidikan Terbuka Jarak Jauh*. Jakarta: Bumi Aksara.
6. Meredith D. Borg, Joyce P. Gall, W. R. (2007). *Educational Research an Introduction eighth edition*. Boston: pearson.
7. Miarso, Y. (2009). *Menyemai Benih Teknologi Pendidikan*. Jakarta: Kencana Prenada Group.
8. Prawiladilaga, D. S. (2012). *Wawasan Teknologi Pendidikan Jakarta*. Jakarta: Kencana Prenada Media Group.
9. Reiser, R. A. (2007). *Trend and Issues in Instructional Design and Technology*. Upper Saddle River, NJ: Pearson Education.
10. Semiawan, C. R. (2007). *Catatan Kecil tentang Penelitian dan Pengembangan Ilmu Pengetahuan*. Jakarta: Kencana Prenada Media Grup.
11. Sharon E. Smaldino, D. L. L. J. D. S. (2012). *Instructional Technology & Media For Learning Teknologi Pembelajaran dan Media untuk Belajar. Penterjemah : Arif Rahman*. (Kencana, Ed.). Jakarta.
12. Sugiyono. (2015). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D*. Bandung: Alfabeta.

339-344

Authors: Suci Flambonita, Abdul Rachmad Budiono

Paper Title: The Paradigm of Proper Wage for Home Base Worker in Indonesian Labor System Based on Fair Wage Theory

Abstract: The low appreciation and recognition for workers, particularly home base worker in the labor system in several regions of Indonesia has caused ignorance on their well-being. Their condition requires the attention from all parties including businesspeople, government (executive and legislative), and other social institutions. Without the support of other related parties, significant changes on the welfare of home base worker are impossible to take effect. There are several factors that cause the low welfare of home base worker in Indonesia, one of which is wages they receive, far lower from provincial, municipal, and sectoral proper wage standards. Fair wage is defined as equitable wage, in that equitable means consistent, impartial, and unbiased. Wage is closely related to worker's proper life. Standardization of waging system is expected to relieve home base worker from job stress and maintain their socio-economic stability for sustainable development. This study uses sociolegal method, which discusses phenomena in the society, developed and institutionalized into legislations in a coherent rule of law. Using statute, conceptual, and case approach, the prescriptive analysis of this study uses fair wage theory as a guideline and parameter of proper wage for housemaids. In order to create welfare for home base worker in Indonesia, particularly regarding wage, regulations that govern minimum wage are required. For housemaids, wage is a source of income to be used for fulfilling their daily needs properly and equitably to create prosperous society according to Indonesian constitutional mandate based on the nation's philosophy that had been stated as the foundation of the state, which is Pancasila.

Keyword: Fair, home base worker, Paradigm, Proper wage labor.

References:

1. LUND, Francie, Hierarchies of care work in South Africa: Nurses, social workers and home-based care workers. 2010, Wiley Riset Academi, pp. Pages 495-509.
2. Agusmidaha, Suria Ningsiha,Erna Herlinda, Rancangan Peraturan Daerah Bagi Perlindungan Pekerja Rumahan (PR), Formalisasi yang Diragukan. 2018, TALENTA Conference Series, pp. 089-097.
3. Pratomo, Devanto Shasta Does minimum wage affect hours worked of paid employment in Indonesia?. 5, 5 6, 2014, International Journal of Social Economics, Vol. 41, pp. 362-379.
4. Susanti, E, Efektivitas Upah Minimum di Kabupaten Bandung. 2017, Jurnal Manajemen Pelayanan Publik. DOI 10.24198/jmpp.v1i1.13566.
5. Sholeh, Maimun, Permintaan Dan Penawaran Tenaga Kerja Serta Upah :. 1, 2007, Jurnal Ekonomi & Pendidikan, Vol. 4, pp. 62-75.
6. Shasta, Pramoto Devanto, Kebijakan Upah Minimum Untuk Perekonomian Yang Berkeadilan: Tinjauan UUD 1945. 2, 2011, Journal of Indonesian Applied Economic Universitas Brawijaya, Vol. 5, pp. 269-284.
7. Yuvita A Mangesti, Bernard L. Tanya. Moralitas Hukum. Yogyakarta : Genta Publishing, 2014.
8. Wijayanti, Asri. Mengugat Konsep Hubungan Kerja. Bandung : CV. Lubuk Agung, 2011. pp. 210-217.
9. Pamudji. Kepemimpinan Pemerintahan di Indonesia. Jakarta : Bina Aksara, 1982. p. 25.
10. Budiardjo, Miriam. Dasar-dasar Ilmu Politik. Jakarta : Gramedia Pustaka Utama, 1991.
11. Indonesia, Republik. Undang-Undang Dasar Negara Republik Indonesia. Jakarta : Indonesia, 2004.

58.

345-352

12. Marilyn Carr, Martha Alter Chen & Jane Tate, Globalization and Home-Based Workers. 3, 2010, Globalization and Home-Based Workers, Feminist Economics., Vol. 6, pp. 123-142. ISSN: 1354-5701 (Print) 1466-4372 (Online).
13. Agusmidah. Hak Ekonomi Perempuan: Pekerja Rumahan dalam Jangkauan Undang-Undang Ketenagakerjaan. 1, Medan : Talenta Publisher Universitas Sumatera Utara, 2019, Talenta Conference Series: Local Wisdom, Social, and Arts (LWSA), Vol. 1, pp. 001-007. 2654-7058.
14. Sofiani, Triana, Eksistensi Perempuan Pekerja Rumahan Dalam Konstelasi Relasi Gender. 1, Pekalongan : Pusat Studi Gender dan Anak (PSGA) IAIN Pekalongan, 2012, Jurnal Kajian Gender Muwazah, Vol. 2, pp. 197-204. ISSN 2502-5368. .
15. Suci Flambonita, Abdul Rachmad Budiono, Iwan Permadi, Abdul Madjid, The Concept of Proper Wages for Workers Based on Social Justice. s.l. : JLPG IISTE, 2019, Journal of Law, Policy and Globalization, Vol. 82, pp. 96-102. ISSN 2224-3240 (Paper) ISSN 2224-3259 (Online).
16. Shalini, Martha A Chen and Home-based workers and cities, s.l. : www.sagepublication.com, october 2016, Environment and Urbanization, Vol. 28, pp. 343-358. 17460301.
17. Riyanto, Pancasila Dasar Negara Indonesia. 3, 2017, Jurnal Hukum & Pembangunan, Vol. 37, p. 151. 0125-9687.
18. Nur Ida Iriani, HS.Lilik Wiyanto, Pemberdayaan Kelompok Pekerja Rumahan Melalui Pembinaan Kewirausahaan Dalam Upaya Mengentaskan Kemiskinan. 3, s.l. : www.publikasi.unitri.ac.id, 2016, JISIP: Jurnal Ilmu Sosial dan Ilmu Politik, Vol. 5, pp. 104-106. ISSN 2442-6962.
19. Husni, Lalu. Pengantar Hukum Ketenagakerjaan Indonesia . Jakarta : PT. RajaGrafindo Persada, 2003.
20. Uwiyono, Aloysius. Asas-asas Hukum Perburuhan. Jakarta : PT. Rajawali Press, 2014.
21. Skedinger, Per, Employment effects of union-bargained minimum wages. 5, s.l. : http://www.emeraldinsight.com/doi/10.1108/IJM-02-2013-0037, 8 3, 2015, International Journal of Manpower, Vol. 36, pp. 694-710.
22. Borhat, Haroon, Estimating the impact of minimum wages on employment, wages, and non-wage benefits: The case of agriculture in South Africa. 2014, American Journal of Agricultural Economics.
23. Magruder, Jeremy R, Can minimum wages cause a big push? Evidence from Indonesia.. 1, s.l. : ELSEVIER, 2013, Journal of Development Economics, Vol. 100, pp. 48-62. https://doi.org/10.1016/j.jdeveco.2012.07.003.
24. Iskandar, Pranoto, The Pancasila Delusion. 4, s.l. : Taylor & Francis Online, 2016, Journal of Contemporary Asia, Vol. 46, pp. 723-735. 17527554, https://doi.org/10.1080/00472336.2016.1195430.
25. Minnite, Lorraine C. Welfare. International Encyclopedia of the Social & Behavioral Sciences: Second Edition. 2015.
26. Carter, Thomas J. Minimum wage laws: what does an employment increase imply about output and welfare? 4, s.l. : North-Holland, 9 1, 1998, Journal of Economic Behavior & Organization, Vol. 36, pp. 473-485. DOI 10.1016/S0167-2681(98)00107-3.
27. Mampu. Perlindungan pada Pekerja Rumahan Bisa Dalam Bentuk Perda Malang : http://suryamalang.tribunnews.com/2016/12/20/perlindungan-pada-pekerja-rumahan-bisa-, 2016.
28. Damanhuri, Bahrudin, Legiani W Rahman. Implementasi Nilai-Nilai Pancasila Sebagai Upaya Pembangunan Karakter Bangsa. 2016, Untirta Civic Education Journal. ISSN 2541-6693.
29. Sulistiawati, Rini, Pengaruh Upah Minimum Terhadap Penyerapan Tenaga Kerja dan Kesejahteraan Masyarakat di Provinsi di Indonesia. 3, Pontianak : s.n., Oktober 2012, EKSOS, Vol. Volume 8, pp. 195-211. ISSN 1693 – 9093.
30. Lester, R, Employment Effects of Minimum Wages.. s.l. : https://wol.iza.org/articles/employment-effects-of-minimum-wages/long, 2006, Industrial and Labor Relations Review. ISSN 00197939, DOI 10.2307/2519990.
31. Kwon, Hyun Soo. Economic Theories of Low-Wage Work. 1, s.l.: Taylor and Francis Online, 24:1, 61-70, DOI: 10.1080/10911359.2014.844615 2014, Journal of Human Behavior in the Social Environment, Vol. 24, pp. 61-70. DOI: 10.1080/10911359.2014.844615.
32. Gorry, Minimum wages and youth unemployment. 2013, European Economic Review, Vol. Vol. 64, pp. 57-75. data access 2019-03-10. ISSN 00142921, 10.1016/j.eurocorev.2013.08.004.
33. Saragih, Bintan Regen. Politik Hukum. (Bandung: CV. Utomo, 2006). Bandung : CV. Utomo, 2006.
34. Sakumoto, Koesnadi Hardjasoemantri dan Naoyuki. Current Development of Laws In Indonesia. Tokyo : Institute of Developing Economies Japan Exteranal Trade Organization, 1999.
35. Juwana, Hikmahanto. A Survey On The Influence of International Economic Policy on Indonesia Laws: Implementation and Problem. 1999.
36. Huijber, Theo. Filsafat Hukum dalam Lintas Sejarah, (Yogyakarta: Kanisius, 1982), hlm. 118-120. Yogyakarta: Kanisius : s.n., 1982. pp. 118-120.
37. Midah, Agus. Dinamika & Kajian Teori, Hukum Ketenagakerjaan Indonesia. Bogor : Ghalia Indonesia, 2010. p. 135.
38. Hadjon, Philipus M. Perlindungan Hukum Bagi Rakyat. Surabaya : Universitas Airlangga Press, 2002.
39. Sofiani, T. Manifestasi Perlindungan Hukum Berkeadilan Gender Berbasis Pemahaman Hak Dan Kewajiban Hukum Dalam Hubungan Kerja. 1, Pekalongan : Lembaga Penelitian dan Pengabdian kepada Masyarakat, IAIN Pekalongan, 5 13, 2013, Jurnal Penelitian, Vol. 5. Available at : <http://e-journal.iainpekalongan.ac.id/index. ISSN 2541-6944.
40. Hieh-Hsuan Wang, Chien-Ping Chung, Jen-Te Hwang & Chia-yang Ning, The Foreign Domestic Workers in Singapore, Hong Kong, and Taiwan: Should Minimum Wage Apply to Foreign Domestic Workers? C. 2018, www.tandfonline.com, pp. 154-174.
41. Baldwin, M., & Johnson, W. G, Estimating the employment effects of wage discrimination.. 3, s.l. : [Crossref], [Web of Science ®], 1992, Review of Economics and Statistics, Vol. 74, pp. 446–455.
42. García-Mínguez, P., & Sánchez-Losada, F. Statistical discrimination and growth: Should we subsidize discriminated against workers? Economics Letters. 2, s.l. : [Crossref], [Web of Science ®], [Google Scholar], 2003, Vol. 79, pp. 255–261.
43. Hwang, J. T., Wang, C. H., & Chung, C. P. Is it possible to decouple foreign workers wages from the minimum wage in Taiwan? 2, s.l. : [Crossref], [Web of Science ®], 2011, The Economic and Labour Relations Review, Vol. 22, pp. 107–130.
44. Knight, T. Women and the Chinese labor market: Recent patterns and future possibilities. 3, s.l. : [Taylor & Francis Online], [Web of Science ®], 2016, Chinese Economy, Vol. 49, pp. 213–227.
45. Budiono, Abdul Rachmad. Hukum Perburuhan. Jakarta : PT. Indek, 2009. ISBN 979-062-048-9.
46. Zainal Asikin, dkk. Dasar-dasar Hukum Perburuhan. Jakarta : Raja Grafindo Persada, 1993.
47. Bernard L. Tanya dkk, Bernard L. Tanya dkk. Teori Hukum Strategi Tertib Manusia Lintas Ruang dan Generasi. Yogyakarta : Genta Publishing, 2010. p. 45.
48. Black, Hendry Chambell. Black's Law Dictionary 6th Edition. St. Paul Minn : West Publishing Co., 1990. p. 1002.
49. Mavromaras, Wage differentials between male-female and native-foreign workers in pre-unification Germany.. 3/4, s.l. : www.emeraldinsight.com/doi/10.1108/01437720410541416, 2004, International Journal of Manpowe, Vol. 25, pp. 300-320. ISSN0143-772
50. Benjamin, A Theory of Fairness in Labour Markets.. 2015, Japanese Economic Review. ISSN 14685876, DOI 10.1111/jere.12069.

Authors: Lambertus J. Lokollo, Zulfiati Syahril, Soepriyanto

Paper Title: Program Evaluation for Community Learning Centers as Community Learning Resources in Ambon City

59.

Abstract: The general study objective is to figure out and describe the effectiveness of PKBM implementation as learning resources in Ambon Municipality. This research is evaluation research based on the CIPP evaluation model (Context, Input, Process, Product). The objective of the research is the PKBM program as a center of community learning resources in the city of Ambon, using a qualitative approach. This approach has superiority that provides a comprehensive study of social phenomena conducted by researchers. The research method is used as a

353-361

guideline or tool to help researchers on how the steps of the research are carried out, as an effort to reveal research problems. The outcomes of the study show that: (1) the role of The manager, learning community, the organization in supporting the learning process of the Package C program in PKBM in the city of Ambon is good. (2) Managers, and learning residents, PKBM learning material in the city of Ambon is good. (3) Managers and learning residents, the learning methods used by tutors in learning the C package program at PKBM in Ambon City are good. (4) Managers and learning residents, the use of learning tools and media by tutors in learning the C package program at PKBM in Ambon city is good. So it can be concluded that all aspects considered to be in a good category, so it can be decided that the aspects of the process are in a good category.

Keyword: Program Evaluation, PKBM, Process Evaluation

References:

1. Arikunto, Suhastini dan Cepi Saffrudin Abdul Jabar. Evaluasi Program Pendidikan Pedoman Teoretis Praktis Bagi Mahasiswa dan Praktisi Pendidikan. Jakarta: Bumi Aksara Cet. ketiga 2009,
2. Andrea Honigsfeld and Audrey Cohan, Breaking the Mold of School Instruction and Organization: Innovative and Successful Practices for the Twenty-first Century, (Maryland: The Rowman & Littlefield. Inc., 2010
3. Creswell W. Jhon. Research Design: Pendekatan Kualitatif, Kuantitatif, dan Mixed. Cetakan III. Yogyakarta: Pustaka Belajar, 2013.
4. Charles M. Reigeluth, Instructional Design Theories and Models: An Overview of Their Current Status (New Jersey: Lawrence Erlbaum, 1983
5. Data Pendidikan Kesetaraan, Dinas Pendidikan Kota Ambon, 2018.
6. Donna M. Mertens, Research and evaluation in education and psychology: integrating diversity with quantitative, qualitative, and mixed methods, California: Sage Publication, 2010
7. Transformative research and evaluation, New York: Guilford Press, 2009.
8. Farnaz Limouei and Omid Ali Hoseinzadeh, An Internal Evaluation of Educational Groups in Dentistry Faculty of Tabriz Medical University Using CIPP model in 2015, International Journal of Medical Research & Health Sciences, (2016), Vol. 5 (11)
9. Guili Zhang, et.al., Using the Context, Input, Process, and Product Evaluation Model (CIPP) as a Comprehensive Framework to Guide the Planning, Implementation, and Assessment of Service-learning Programs, Journal of Higher Education Outreach and Engagement, Vol 15, (4), (2011)
10. Jean A. King, and Laurie Stevahn, Interactive Evaluation Practice: Mastering The Interpersonal Dynamics Of Program Evaluation..California: Sage Publication,2013.
11. Jodi L. Fitzpatrick et.al., Program Evaluation: Alternative Approaches Practical Guidelines. New York: Longman, 1997
12. Kementerian Pendidikan dan Kebudayaan, Ikhtisar Data Pendidikan Tahun 2016/2017, (Jakarta: Pusat Data dan Statistik Pendidikan dan Kebudayaan, 2017), h. 26
13. Louis Cohen, (et. all), A guide to teaching practice: revised edition, New York: Routledge, 2010
14. Mustofa, Kamil. Pendidikan Nonformal. Pengembangan Melalui Pusat Kegiatan Belajar (PKBM) di Indonesia. Bandung: Alfabeta, 2011.
15. Maimun. Evaluasi Program Parenting Pada Program Pendidiksan Anak Usia Dini (PAUD) di Kota Mataram. Disertasi PPS-TP UNJ, 2016.
16. Philip G. Kapfer, Miriam B. Kapfer, Learning Packages in American Education, (New Jersey: Educational Technology Publication, 1972
17. Ronald R. Sims nd Serbrenia J. Sims. The Importance of Learning Styles: Understanding The Implications for Learning, Course Design, And Education
18. Standard dan Prosedur Penyelenggaraan Pusat Kegiatan Belajar Masyarakat (PKBM) Jakarta: Kementerian Pendidikan dan Kebudayaan, 2012
19. Stufflebeam Daniel L, and Anthony J. Shinkfield. Systematic Evaluation: A Self-Instructional Guide to Theory and Practice. Dordrecht: Kluwer-Nijhoff Publising, 1986.
20. Sukardi. Evaluasi Program Pendidikan dan Kepelatihan. Jakarta: Bumi Aksara, 2014.
21. Sitepu, B.P, Pengembangan Sumber Belajar, Jakarta: PT RajaGrafindo Persada, 2014
22. Sugiyono, Metode Penelitian Pendidikan: Pendekatan Kuantitatif, Kualitatif dan R&D (Bandung: Alfabeta, 2008
23. Tanka Nath Sharma, Education for Rural Transformation: The Role of Community Learning Centers in Nepal. Journal of Education and Research, Vol. 4, No. 2, 2014
24. Wirawan, Evaluasi Teori Model, Standard, Aplikasi dan Prosesi (Contoh Aplikasi Evaluasi Program: Pengembangan Sumber Daya Manusia, Program Nasional Pemberdayaan Masyarakat (PNPM), Mandiri Pedesaan, Kurikulum, Perpustakaan, dan Buku Teks (Jakarta: RadjaGrafindo Persada, 2012),
25. Worthen, B.R. and J.R. Sanders. Educational Evaluation: Theory and practice. 1975.
26. Yahui Su and Liyia Feng, Community Service as a Lifelong Learning Practice: Themes and Hypotheses, International Journal of Humanities and Social Science, Vol. 4 No. 4. 2014.

Authors: Safitri, Erna Retna, Zulfati Syahrial, Diana Nomida Musnir

Paper Title: The Evaluation of Teacher's Competencies on Special Education Programs

Abstract: This study was based on the understanding that special education programs are educational programs which aim to teach -students with physical and/or, psychological illnesses. It is required to develop knowledge, attitudes, and professional skills individually or collectively and members of the community in mutual relations with the cultural, social and natural environment. In this case, teachers need to have the appropriate competence to carry out their duties and functions correctly. This research aimed to evaluate the competence of teachers in special education programs and his implication to the graduate competencies. The study was conducted by using a mixed method approach. The results indicated that teachers have tremendous personal competence, social competence, professional competence and pedagogic competence. Thus, it can be interpreted that teachers have adequate competence to support the achievement of educational program objectives for special students. Adequate competency of the three competencies has implications for the competence of students. Mastery of attitude competency in special education programs is essentially required good, as well as in mastery of knowledge competency.

Keyword: Teacher Competencies, Education Program

References:

1. Atmaja, J. R. (2018). Pendidikan dan Bimbingan anak berkebutuhan khusus. Bandung: Remaja Rosdakarya.

2. Blatchford's, W. A. (2019). Making Sense of teeaching, support and differentiation: the educational experiences of pupils with education, health and care plans statements in mainstream secondary school. *European Journal of Special Needs Education*, 34, 98-113.
3. Brinkerhoff, R. D. (1993). *Program Evaluation A Practitioner's Guide for Trainers and Educators*. Boston: Kluwer Nijhoff Publishing.
4. Brinkerhoff, R. D. (1993). *Program Evaluation A Practitioner's Guide for Trainers and Educators*. Boston: Kluwer Nijhoff Publishing.
5. Creswell, J. W. (2013). *Research Design Pendekatan Kualitatif, Kuantitatif, dan Mixed*. Jakarta: Pustaka Pelajar.
6. Davidson, E. J. (2005). *Evaluation Methodology Basic*. New Delhi: Sage Publication.
7. Fitzpatrick, J. J. (2004). *Program Evaluation Alternatives Approaches and Practical Guidelines*. Boston: Pearson Education.
8. Licardo, M. (2019). The use of methods for learning to learn for students with special education needs in slovenia. *European Journal of Special Needs Education*, 66-82.
9. Pell, H. a. (2017). Parental perception of the 2014 SEND Legislatio. *Journal Pastoral Care in Education*, 35, 293-311.
10. Stufflebeam, D. A. (1984). *Systematic Evaluation A Self-Instructional Guide to Theory and Practice*. Netherland: Spinger.
11. Syah, M. (2010). *Psikologi Pendidikan dengan Pendekatan Baru*. Bandung: Rosdakarya.
12. Syah, M. (2010). *Psikologi Pendidikan dengan Pendekatan Baru*. Bandung: Remaja Rosdakarya.

Authors:

Siti Khadijah, Suyitno Muslim, Diana Nomida Musnir

Paper Title:

How to Develop Instructional Module in Secondary Middle School

Abstract: The purpose of this research is to develop the learning model of Islamic Religious Education which emphasizes the achievement of the spiritual and social attitudes that have been lack of serious attention. Especially with the high flow of negative information in the student environment that if not getting the optimum attention will have an impact on the increasingly moral and morality of students. This study offers a value clarification approach to improve students' ability in choosing, communicating, and applying the values that exist in Islamic Religion Education learning. This research Approach is a mixed method with Research and Development (R and D). This research use Rowntree Design model. The target of this research is Junior High School students. The developed model has been through the evaluation from the material, instructional design, and media experts, which are then formally evaluated on one to one, small group and field trial. The result of the research shows that there is a significant improvement in student learning outcomes, the average of the students' pretest score of 52.8 and the post-test of 84.4. thus there is an increase in student learning outcomes of 31.6. For it can be concluded that the product can improve student learning outcomes and models worthy of use.

Keyword: Development, Learning Modul, Religious Education, R & D

References:

1. Kuboja JM dan BMN. Affective Learning and Cognitive Skills Improvement: Experience of Selected Schools in Arusha, Tanzania. *Int J Acad Res Progress Educ Dev*. 2015;4(2).
2. CNN TR. Aturan di sekolah Hambat Sikap Toleransi pada Siswa. 2016.
3. Miller JH.. [et al. *Holistic Learning And Spirituality In Education Breaking New Ground*. New York: State University of New York Press, 90 State Street, Suite 700, Albany, NY 12207; 2012.
4. Türkkahraman M. The Role of Education in The Societal Development. *J Educ Instr Stud World*. 2012;2(4).
5. Tilaar HAR. Manifesto pendidikan nasional: Tinjauan dari perspective postmodernisme dan studi kultural. *Kompas*; 2005.
6. Nasuhi H. Editor, *Intolerance dalam Buku Pendidikan Islam? Telaah Atas Isi dan Kebijakan Produksi*. Jakarta: Pusat Pengkajian Islam dan Masyarakat; 2018.
7. Baker GL dan IG. *The Individualized Learning System, Educational Leadership*. USA: the Association for Supervision and Curriculum Development.; 1970.
8. Webb LL and TEH. *Individualized Learning: An Achievable Goal for All!, Educational Leadership*. USA: The Association for Supervision and Curriculum Development.; 1977.
9. Zywno MS dan YKW. The Effect of Individual Learning Styles on Student Outcomes in Technology-enabled Education. *Glob J Engng Educ*. 2015;6(1).
10. Donnelly R and MF. *Designing Modules For Learning, In Emerging Issues in Practice of University Learning and Teaching*. O'Neill, G., Moore, S., McMullin, B. (Eds). Dublin: Released under Creative Commons license: Attribution-NonCommercial 2.0. some rights reserved; 2005.
11. Ibrahim N. *Perspektif Pendidikan Terbuka Jarak Jauh*. Jakarta: Bumi Aksara; 2010. 136 p.
12. Sharon E. Smaldino DLLJDS. *Instructional Technology & Media For Learning Teknologi Pembelajaran dan Media untuk Belajar*. Penerjemah: Arif Rahman. Kencana, editor. Jakarta; 2012. 302 p.
13. Marimba AD. *Pengantar Filsafat Pendidikan Islam*. Bandung: Al Ma'arif; 2000.
14. Subhan. PAI Sebagai Transformasi Potensialitas ke Aktual. *J Pendidik Pemikir dan Pengemb Pendidik*. 2006;2(1).
15. Zakiah D. *Ilmu Pendidikan Islam*. Jakarta: PT Bumi Askara; 2004.
16. Semiawan CR. *Catatan Kecil tentang Penelitian dan Pengembangan Ilmu Pengetahuan*. Jakarta: Kencana Prenada Media Grup; 2007. 181 p.
17. Gall MD, Gall JP, Borg WR. *An introduction to educational research*. New York. 2007;
18. Meredith D. Borg, Joyce P. Gall WR. *Educational Research an Introduction eighth edition*. Boston: Pearson; 2007. 589 p.
19. Adi SS. The Development of English Language Learning Instruments Using Audio-Based Media. *IOSR J Res Method Educ IOSR-JRME eISSN 2320-7388,p-ISSN 2320-737X*. 2016;6(2).
20. Yusuf AM. *Metode Penelitian Kuanitatif, Kualitatif & Penelitian Gabungan*. Jakarta: Kencana; 2017.
21. Putra N. *Research and Development: Penelitian dan Pengembangan: Suatu Pengantar*. Jakarta: PT Radja Grafindo Persada, 2011.
22. Prawiladilaga DS. *Wawasan Teknologi Pendidikan Jakarta*. Jakarta: Kencana Prenada Media Group; 2012.
23. Gall, Meredith, Joyce P. Gall, and Borg W. *Educational Reseach*. New York, Pearson Publisher; 2007.

61.

369-378

Authors:

Suleiman Danladi Hamza, Sivamurugan Pandian, Razlini Mohd Ramli

Paper Title:

The Role of Traditional Leaders in Mitigating Violence and Enhancing Peace and Harmony in Nigeria

Abstract: Violence is a global phenomenon which exists the world over. The form and manner it exists vary from one country to the other. Nigeria has been facing serious challenges of violent acts since her independence till date. These violent acts range from ethno-religious crises, communal conflicts, Boko Haram crisis, Niger-Delta Militancy, farmer/herder clashes among others which threaten peace and harmony in the country. This study examines the role traditional leaders play in mitigating the excesses of violence and enhancing the peace and harmony in Nigeria. The study predominantly relied on secondary data that include journal articles, books, newspapers, etc. In the

62.

379-384

case of analysis of data, content analysis was employed. The findings reveal that traditional leaders play an important role in reducing the violent acts and enhancing peace and harmony by a way of intervening in resolving conflicts such as farmer/herder clashes, Niger-Delta crisis and so on. Finally, the study suggests that government should empower more the traditional leaders by involving them in the resolution of conflicts and peace talks.

Keyword: Violence, Rise of violence in Nigeria, Traditional leaders.

References:

1. Irene OF. International Journal of Arts and Humanities (IJAH) Violence in Nigeria : Nature and Extent. 2016;5(16):72–85.
2. Degenaar JJ. The concept of violence. *The Concept of Violence*. 1980;7(1):14–27.
3. Nigeria NB of S. No Title [Internet]. 2019. Available from: <https://nigerianstat.gov.ng/page/data-analysis>
4. Wilson M. No Title. Nigeria's Boko Haram attacks in numbers-as lethal as ever [Internet]. 2018; Available from: <https://www.bbc.com/news/world-africa-42735414>
5. Hague T. Global Peace Index 2018. 2018; Available from: <http://visionofhumanity.org/reports>
6. Global Peace Index. Measuring peace in peace in a complex world [Internet]. 2018. Available from: <http://visionofhumanity.org/app/uploads/2018/06/Global-Peace-Index-2018-2.pdf>
7. Bukari KN. Exploring Indigenous Approaches to Conflict Resolution: The Case of the Bawku Conflict in Ghana. *J Sociol Res*. 2013;4(2):86.
8. Okonji PI. Traditional Chieftainship in Peace Building and the Ethnic Conflict in kosofe Local Government Area of Lagos State, Nigeria. *Int J Sci Res Innov Technol*. 2016;3(6):26–37.
9. Aliyu A, Moorthy R, Idris NA. The role of Kano Emirate council in managing ethnic and religious conflict in Kano state Nigeria. *J Soc Sci Humanit*. 2016;11(1):1–17.
10. Mohammed M, Sa'adu H, Faruq B. Influence of Traditional Institutions in Farmer-herder Conflicts Management in Borno State, Nigeria. *Asian J Agric Extension, Econ Sociol*. 2017;17(2):1–6.
11. Fatile, J. O., Majekodunmi, A., Adejuwon KD. Traditional rulership in contemporary government system and dilemma of relevance. *J Policy Dev*. 2013;7(2):72–83.
12. Olusola O, Aisha A. Traditional Rulers And Conflict Resolution : An Evaluation Of. *Commonw J Local Gov*. 2013;3(21):120–8.
13. Oganization WH. Violence-A global health problem [Internet]. Available from: https://www.who.int/violence_injury_prevention/violence/world_report/en/chap1.pdf
14. Jami'u M. TACKLING THE NIGERIA SECURITY CHALLENGES : THE ISLAMIC PANACEA. *Eur Sci J*. 2013;9(8):284–95.
15. Nwanegbo CJ, Odigbo J. Security and National Development in Nigeria : The Threat of Boko Haram Security and Development : Conceptual Explanations. 2013;3(4):285–91.
16. Amnesty International: Farmer-Herder clashes kill 3600 people in Nigeria [Internet]. 2018. Available from: <https://www.amnesty.org/en/latest/news/2016/11/peaceful-pro-biafra-activists-killed-in-chilling-crackdown/>
17. Okeke-Ogbuafor NA, Gray TS, Stead SM. Reconciling Traditional Indigenous Governance with Contemporary Approaches to Decision Making in Ogoni Communities in Rivers State, Nigeria. *J Sustain Dev*. 2016;9(1):55.
18. Aminu AS. The Militancy in the Oil Rich Niger Delta: Failure of the Federa Government of Nigeria. *Interdisciplinary J Contemp Res Bus*. 2013;4, No:813–27.
19. Okene AA. National Security, Good Governance and Integration in Nigeria since 1999: A Discourse. *Asian Soc Sci* [Internet]. 2011 Sep 29 [cited 2013 Oct 28];7(10):166–76. Available from: <http://www.ccsenet.org/journal/index.php/ass/article/view/12461>
20. Godwin, I., Ndukaku, I. & Emmanuel I. Traditional Ruler, Environmental Education, Pollution and Rural Communities in Nigeria: Challenges and Prospects. *Eur J Sustain Dev*. 2016;5(2):75–86.
21. Mohammed SB, Jackson OR, Aliyu IH. From Conflict to Peace Building and Post Conflict Reconstruction: A Critical Reflection on the Nigeria Niger Delta Amnesty. *Int Lett Soc Humanist Sci*. 2014;30:81–95.
22. Ogbonnaya, M. & Ehigiamusoe UK. Niger Delta Militancy and Boko Haram Insurgency : National Security in Nigeria. *Glob Secur Stud*. 2013;4(3):1–14.
23. Nweke K. The Role of Traditional Institutions of Governance in Managing Social Conflicts in Nigeria ' s Oil -Rich Niger Delta Communities : Imperatives of Peace-Building Process in the Post-Amnesty Era EEE. *Br J Arts Soc Sci*. 2012;5(2):202–19.
24. Julius-Adeoye RJ. The Nigeria-Biafra war, population culture and agitation for sovereignty of Biafra Nation. *African Stud Cent Leiden, Netherlands*. 2017;1–21.
25. Maiangwa B. Revisiting the Nigeria-Biafra: The intangibles of post war reconciliation. *Int J World Peace*. 2016;XXXIII(4):39–67.
26. Amnesty International. Nigeria: Atleast 150 peaceful pro-Biafra activists killed in chilling crackdown [Internet]. 2016. Available from: <https://www.amnesty.org/en/latest/news/2016/11/peaceful-pro-biafra-activists-killed-in-chilling-crackdown/>
27. Peter I. Reconsidering the place of traditional institutions under the Nigerian constitution: A comparative analysis. *J Law, Policy Glob*. 2014;31:135–48.
28. Osakede KO, Ijimakinwa SO. Traditional Institution and the Modern Dayadministration of Nigeria : Issues and Prospects. *Acad J Res Econ Manag*. 2015;2(9):32–40.
29. Osei-hwedie K, Rankopo MJ. Indigenous Conflict Resolution in Africa : The Case of Ghana and Botswana. *IPSHU English Res Rep Ser*. 2012;29:33–51.
30. Sharma KC. Mechanisms for involving traditional leaders in the promotion of good governance. In: Ray, D. I., Sharma, K. & May-Parker II, editor. *Symposium on traditional leadership and local government*. Gaborone; 1997. p. 40–4.
31. Loveness N, Mathew S. The role of Indigneous Knowledge systems in peace building: A case of Umguza District, Zimbabwe. *Int J Polit Good Gov* [Internet]. 2017;VIII(8.1):1–16. Available from: <http://www.onlineresearchjournals.com/ijopagg/art/230.pdf>
32. Hamisu S, Makinta M, Muhammed S, Garba L, Umar S. Perceptonal Analysis: Effectiveness of Traditional Institutions in Farmer-herder Conflicts Management in Borno State, Nigeria. *Asian J Adv Agric Res*. 2017;1(1):1–5.
33. Chizea BO, Osumah O. Two sides of a coin: Traditional rulership and the mitigation of nonstate security threats in nigeria. *African Secur*. 2015;8(2):75–95.
34. Oyeyemi T. No Title. President Buhari urges Traditional Rulers to support fight against criminality [Internet]. 2019; Available from: <https://fmic.gov.ng/president-buhari-urges-traditional-rulers-to-support-fight-against-criminality/>

Authors: IinAsikin, Sylviana Murni, Ma'ruf Akbar

Paper Title: Transformational Leadership and Teacher's Employee Engagement of State Vocational High Schools

63.

Abstract: Teachers who have high engagement in their work will have positive emotions that direct them to improve their quality through creative and explorative thinking, including making innovations in learning activities. This study aimed to determine the influence of transformational leadership on employee engagement teachers of state vocational high schools. This study uses a quantitative method with a survey approach and uses the sample from 118 teachers (data were collected by personal distribution) in 4 state vocational High Schools in Depok City, West Java Province, who is selected by using Slovin Formula. The result of the study reveals that there is a positive effect the transformational leadership on the employee engagement of state vocational high school teachers.

385-389

This indicates with the transformational leadership; the principal can raise and help the level of awareness of the members of the organization to achieve outstanding performance results and employee engagement teachers.

Keyword: Transformational Leadership; Employee Engagement; Teacher; Vocational School

References:

1. Harian Kompas. 2017.
2. Colan LJ. Engaging the Hearts and Minds of All of Your Employees. United States: McGraw-hill; 2009.
3. Evelyn DA, Elegwa M. The Effect Transformational Leadership on Employee Engagement. Business Management and Economics. 2015;3 (1).
4. Schermerhorn JR, Bachrach DG. Introduction to Management. River Street Hoboken: John Wiley & Sons; 2015.
5. Hayati D, Charkhabi M, Naami AZ. The Relationship between Transformational Leadership and Work Engagement in Governmental Hospital Nurses: A Survey Study. Springer Plus. 2014:1-7.
6. Raja MW. Does Transformational Leadership Leads to Higher Employee Work Engagement? Academic Research Business and Social Science. 2012; II/1:7.
7. Kinicki A, Fugate M. Organizational Behavior, A Practical, Problem Solving Approach. New York: McGraw-Hill Education; 2016. 52 p.
8. Bohlander GW, Snell SA. Principles of Human Resource Management. Sixteenth International Edition ed. South Western: Cengage Learning; 2013. 151. p.
9. Dessler G. Human Resource Management. USA: Pearson Education; 2013. 326 p.
10. Macey WH, Schneider B, Barbara KM, Young SA. Employee Engagement: Tools for Analysis, Practice and Competitive Advantage. UK: Wiley- Blackwell; 2009. 7 p.
11. Schaufeli WB, Baker AP. Work Engagement A Handbook of Essential Theory and Research. USA Psychology Press; 2010.
12. Snell Bd. Management, Leading and Collaborating in Competitive World. New York: McGraw-Hill; 2015.
13. McShane, Glinow V. Organizational Behavior, Emerging Knowledge and Practice for The Real World. New York: McGraw-Hill; 2010.
14. Newstrom JW. Organizational Behavior, Human Behavior at Work. New York: McGraw-Hill; 2015.
15. Luthans F. Organizational Behavior. Twelfth Edition ed. New York: McGraw-Hill; 2011.
16. Slocum JW, Hellriegel D. Organizational Behavior. Mason: South Western 2011.
17. Bass BM, Riggio RE. Transformasional Leadership. New Jersey: Lawrence Erlbaum; 2006.
18. Wagner JA, Hollenbeck JR. Organizational Behavior, Securing Competitive Advantage. New York: Routledge; 2010.
19. Albrecht SL. Handbook of Employee Engagement. Cheltenham, UK: Edward Elgar Publishing; 2010.
20. Kopperud KH, Martinsen O, Humborstad SIW. Engaging Leaders in The Eyes of The Beholder: on The Relationship between Transformational Leadership, Work Engagement, Service Climate, and Self-Other Agreement. Journal of Leadership and Organizational Studies. 2014;21 (1):29-42.
21. Tims M, Bakker AB, Xanthopoulou D. Do Transformational Leaders Enhance Their Followers"s Work Engagement? The Leadership Quarterly. 2011:121-31.
22. Mansor ZD, Mun CP, Farhana BSN, Nasuha WA, Tarmizi WM. Influence of Transformation Leadership Style on Employee Engagement Among Generation Y, Journal of economics and Management Engineering. 2017; Vol.11.
23. Chaudari R, Rangnekar S, Barua MK. Impact of Occupational Self Efficacy on Employee Engagement an Indian Perspective. Journal of the Indian Academy of Applied Psychology 2012;

Authors: Aminu Mohammed Lawan, Razlini Mohd Ramli, Siti Zuliha Razali

Paper Title: The Myth and Reality of the Restructuring of Public Service in Nigeria

Abstract: The Nigerian public service is revising the course of governance and presenting more robust and more viable systems of providing amenities to the public and working actively on its foreign affairs to reinstate investors' confidence. It is a machinery of executing policies and programs. Apart from this crucial function, it also provides services through the Ministries, Department, and Agencies. Many decades ago, the said services were inadequate in terms of how they are delivering. However, to further toughen its determination in implementing the federal government national development plan in the country. Office of the head of service of the federation has taken a critical look at its performance towards building and developing the capacity for civil servants and effort to create employment through various entrepreneurial and skill acquisition programmes. The primary objective of this paper is to scrutinise the myth and reality of the restructuring of public service in Nigeria. The study used a systematic literature review (SLR) as a methodology, the author searched document from the journal database, i.e. google scholar and library catalogue using different terms and synonyms, relevant articles found and critically review. The screening has conducted which exclude predatory papers because of the low quality of the journal. The related studies were selected and included in this study base on these criteria: Journal articles must be peer review, indexed by SCOPUS or web of science. It must not be too older in years of publication, qualitative and quantitative study design can be accepted; the geographical location is mostly developing countries. It comes out with the methodological result on the restructuring of public service in Nigeria. Finally, this study recommends the need to improve and provide the conducive working environment for workers in the public sector in Nigeria.

Keyword: Myth and Reality, Restructuring, Public Service, Nigeria.

References:

1. Ehiyamen O. Administrative and Financial Reforms in the Nigerian Public Sector. Journal of Public Administration, Finance and Law. 2017(11):37-48.
2. Makinde T. Problems of policy implementation in developing nations: The Nigerian experience. Journal of Social sciences. 2005;11(1):63-9.
3. Brinkerhoff DW, Brinkerhoff JM. Public sector management reform in developing countries: Perspectives beyond NPM orthodoxy. Public Administration and Development. 2015;35(4):222-37.
4. Bangura Y. Public sector restructuring: the institutional and social effects of fiscal, managerial and capacity-building reforms. Geneva: Geneva 2000 Occasional Paper; 2000.
5. Bergström O, Henry L, Köper B, Rego R, Rodriguez R, Sprenger W, et al. IRENE network, Restructuring in the public sector, crisis social dialogue and innovations, Renewals project. In: Union E, editor. Cahier2013.
6. Levy B. Working with the grain: Integrating governance and growth in development strategies: Oxford University Press; 2014.
7. Xu G, Wu Y. Basic public services and the restructuring of the public finance system in China: Retrospect and prospect. Asian

- Education and Development Studies. 2016;5(4):438-53.
8. Obasanjo O. An Address delivered during the inauguration of the National Council on Privatisation at Presidential Villa. Abuja on. 1999;20.
 9. Fadiya SO, Saydam S, Zira VV. Advancing big data for humanitarian needs. *Procedia Engineering*. 2014;78:88-95.
 10. Olaopa T. Theory and practice of public administration and civil service reforms in Nigeria: Spectrum Books; 2008.
 11. Bayo OA. Federal civil service reform in Nigeria: The case of democratic centralism. *Journal of Radix International Educational and Research Consortium*. 2012;1(10):1-45.
 12. Magbadelo JO. Reforming Nigeria's federal civil service: Problems and prospects. *India Quarterly*. 2016;72(1):75-92
 13. Abasilim U, Gberekibe D, Ifaloye O. Attaining a Better Public Service Delivery Through E-Governance Adoption in Nigeria. 2016.
 14. McGowan V. Improving institutional report card indicators. *International Journal of Education and Development using ICT*. 2016;12(1).
 15. Shanmugapriya D, Padmavathi G. A survey of biometric keystroke dynamics: approaches, security and challenges. arXiv preprint arXiv:09100817. 2009.
 16. Campbell I. Public sector restructuring: the human dimensions. *Management Development Review*. 1996;9(4):23-5.

Authors: Tetep, Asep Suparman

Paper Title: Students' Digital Media Literacy: Effects on Social Character

Abstract: The development of digital technology in the era of the industrial revolution 4.0 requires today's younger generations to demonstrate media literacy. It is often the case that cyber-crime happens among teenagers because they are misinformed. This study measures students' media literacy using individual competence framework which include technical skills, critical understanding, and communicative abilities. Respondents were 100 university undergraduate students in Indonesia selected randomly. The results showed that 60-80% respondents demonstrated medium level technical skills, 80-90% of them have low critical understanding, and 45% of them displayed medium communicative abilities. In addition, media literacy was found to significantly influence students' social character as much as 49%. The finding of this study implies the need for literacy education is imminent because low media literacy may lead to low social character.

Keyword: media literacy; individual competence framework; social character

References:

1. Adiputra, W. M. (2013). Literasi Media dan Interpretasi atas Bencana. Adiputra, wisnu martha. 2008. Literasi Media dan Interpretasi atas Bencana. [online], diakhttp://jurnalsospol.fisipol.ugm.ac.id/.
2. APJI. (2014). Profil Pengguna Internet Indonesia . Puskakom.
3. Arifianto, S. 2. (2013). Literasi Media dan Pembelajaran Peran Kearifan Lokal Masyarakat. Aptika. .
4. Arke, E. (2004). Media Literacy and Critical Thinking. *information journal*.
5. Aufderheide, P. (1993). Conference Report, National Leadership Conferencion Media Literacy. Washington DC: Aspen Institute.
6. Baran, S. J. (2000). Mass Communication Theory: Foundations, Ferment, and Future. Belmont: Calif: Wadsworth. .
7. Brooks, S. L. (2013). Social Media Usage: Examination of Influencers and Effects. United States: Published by ProQuest LLC.
8. Buckingham, D. (2003). Media Education: Literacy, Learning and Contemporary Culture. Cambridge, UK: Polity Press/Blackwell.
9. Celot, P. (2015). Assessing Media Literacy Levels and the European Commission Pilot Initiative. Brussels: EAVI.
10. Chen, D. &. (2011). Unpacking New Media Literacy. *Journal on Systemics, Cybernetics and Informatics*, 84-88.
11. Commission, E. (2009). Study on assessment Criteria for Media Literacy levels. Brussels: European Commission.
12. Considine, D. H. (2009). Teaching and Reaching The Millennial Generation Through Media Literacy. *Journal of Adolescent & Adult Literacy*, 471-481.
13. Covington, W. G. (2004). Creativity in Teaching Media Literacy. *International Journal of Instructional Media*, 119-124.
14. Cresswell, J. W. (2008). Research Design, Quantitative and Qualitative Approach. California: Sage Publication.
15. Devito, J. A. (2008). Essentials of Human Communication. Boston: Pearson Education: Pearson Education.
16. East, M. (2015). Taking communication to task again: What difference does a decade make? . *The Language Learning Journal*, 1-12.
17. EAVI. (2009). Study on Assessment Criteria for Media Literacy Levels A comprehensive view of the concept of media literacy and an understanding of how media literacy levels in Europe. Brussels: European Commission .
18. Enochsson, A. (2005). The development of children's Web searching skills –A non-linear model. *Information Research*.
19. Funk, R. (1998). Erich Fromm's Concept of Social Character, *Tuebingen Journal Social Thought & Research*. Tuebingen Journal Social Thought & Research, 215-229.
20. Haryanto, Y. (2017). Literasi Media Di Kalangan Remaja Kota Dalam Penggunaan Media Sosial. Unair press.
21. Haworth, R. (2005). Are There Differences in Moral and Social Character Between High School Athletes and Non-athletes. *Journal UMMI Press*.
22. Hermida, J. (2009). The need for teaching media literacy at the university level: The case of legal education. *papers.ssrn.com*, 1-7.
23. Hobbs, R. (1998). The Seven Great Debates in the Media Literacy Movement. *Journal of Communication* , 16-32.
24. Iriantara, Y. (2009). Literasi Media, Apa, Mengapa, Bagaimana. Bandung: Simbiosis Rekatama Media.
25. Kusnendi. (2005). Analisis Jalur Konsep dan Aplikasi dengan Program SPSS dan Lisrel 8. Bandung: Jurusan Pendidikan Ekonomi:UPI.
26. Lickona, T. (1991). Educating for character: How our schools can teach respect and responsibility. New York: Bantam.
27. Lin, T.-B. e. (2013). Understanding New Media Literacy: An Explorative Theoretical Framework. *Educational Technology & Society*. - : http://e-resources.perpusnas.go.id:2057/docview/1.
28. Livingstone, S. (2008). *Young People Media*. London: Sage.
29. Mihailidis, P. &. (2013). Media Literacy as a Core Competency for Engaged Citizenship in Participatory Democracy. *Sage Journals*, 1611-1622.
30. Miller, T. (2008). School Violence and Primary Prevention. Kentucky Univerity of USA: Springer.
31. Nuraini, Q. (2017). Literasi Media Di Kalangan Mahasiswa Di Kota Bogor . *Jurnal ADHUM* , -.
32. Potter, W. J. (2004). Theory of Media literacy : A Cognitive Approach. London : Sage Publications.
33. Receptoglu, E. (2005). The importance of media literacy education in the process of teacher Training in higher education. *The International Journal of Social Sciences*. .
34. Santoso, A. (2013). Media Literacy Siswa Sekolah Menengah Atas yang Menuju Sekolah Nasional Bertaraf internasional dalam Penggunaan Media Internet. *Jurnal unair*, -.
35. Schaefer, D. J. (2005). Media literacy and Singapore: Lessons from the Asia context. Paper presented at a nondivisional workshop held at the meeting of the International Communication Association. *International Communication*, -.
36. Sholihuddin, M. (2016). Pengaruh Kompetensi Individu (Individual Competence) Terhadap Literasi Media Internet Di Kalangan Santri . *jurnal Unair*, --.
37. Tamburaka, A. (2013). LiterasiMedia: Cerdas BermediaKhalayak Media Massa. Jakarta: Rajawali Press.
38. Tester, K. (2003). Media, Budaya,dan Moralitas. Yogyakarta: Juxtapose.
39. Tetep. (2014). Optimalisasi Peran Iklim Sekolah bagi pembentukan karakter sosial Peserta didik. *International Seminar The Social*

Studies Contribution to Reach Periodic Environmental Education into Stunning Generation 2045 (pp. 140-155). Bandung: PIPS Pascasarjana UPI.

40. Tete, e. (2019). Opportunities or Challenges? Building Student Social Character through WhatsApp-Based Project Citizen in Disruptive Era. *Jurnal ICBLP*, ---.

41. Volman, M. &. (2009). Developing Web Literacy in Collaborative Inquiry Activities. *Jurnal Computer & Education*, 668-680.

42. Wan, G. (2006). Integrating media literacy into the curriculum. *Jurnal Academic Exchange Quarterly*, , 174.

43. Wood, L. &. (2017). Literacy: The role of communication skills. <http://www.sec-ed.co.uk/best-practice/literacy-the-role-of-communication-skills/#null> , --.

Authors: Mohammed Saud Mira, Yap Voon Choon, Chan Kok Thim

Paper Title: The Impact of Human Resource Practices on Employees' Performance through Job Satisfaction at Saudi Ports Authority Based on the Assumption of Maslow Theory

Abstract: Saudi Ports is one of the busiest seaports in the world and the biggest ports in the Middle East. It has the largest and most diversified economy in the Middle East with industrial exports that are internationally oriented. The Port Authority played a great role to increase the economics of the country through, cargo handling Imports and exports goods. Saudi Ports Authority has nine main ports on the two coast of the kingdom which achieved 95% of export and imports goods through the kingdom's seaports while 55% of the cargo handled is exported. However, cargo's over stock is the main issue that recently came up which raise the price of cargo's handle up to 200%, which as a result of lack of job satisfaction among employees in cargo section and lack appropriate human resource practices. Therefore, our study takes a step to examine the role of human resource practice on employee's performance and also the mediating role of job satisfaction in the relationship between human resource practices and employee's performance in Saudi Port Authority. Moreover, this study will validate of the assumption of Maslow theory. This study will be based on primary data (survey Questionnaire)

Keyword: Human Resource Practices, Job Satisfaction, Employees' Performance, Maslow Theory, Cargo Section, Saudi Ports Authority.

References:

1. Abraham, S. (2012). Job Satisfaction as an Antecedent to Employee Engagement. *SIES Journal of Management*, 8(2).
2. Absar, M. M. N., Azim, M. T., Balasundaram, N., & Akhter, S. (2010). Impact of human resources practices on job satisfaction: Evidence from manufacturing firms in Bangladesh. *Economic Sciences Series*, 62(2), 31-42.
3. Akilu, N. S., & Junaidu, A. S. (2015). The Intersection of Self-Actualization, Entrepreneurship and Transformational Leadership: A Review of Maslow's Perspective of Eupsychian Management. *American Journal of Trade and Policy*, 2(2), 93-100.
4. Aktar, A., & Pangil, F. (2017). The relationship between employee engagement, HRM practices and perceived organizational support: Evidence from banking employees.
5. Albrecht, S. L., Bakker, A. B., Gruman, J. A., Macey, W. H., & Saks, A. M. (2015). Employee engagement, human resource management practices and competitive advantage: An integrated approach. *Journal of Organizational Effectiveness: People and Performance*, 2(1), 7-35.
6. Alenezi, O. Y. (2017). Exploring Job-related Attitudes at Northern Border University in Saudi Arabia. *International Journal of Educational Sciences*, 17(1-3), 29-40.
7. Al-Khasawneh, A. L. (2013). The Relation between Human Resource Management (HRM) Strategies and Job Loyalty as Practiced at the Public Relations (PR's) Units in the Government Ministries of Jordan. *Journal of Management Research*, 5(3), 146-168.
8. Ameke, V. Y. (2016). The Effect of Operational Efficiency on Customer Satisfaction: The Case of Port of Tema (Doctoral dissertation, University of Ghana).
9. Antonellis Jr, P. J., & Flam, D. (2016). Phoning it in? Examining pre-employment phone interview procedure in higher education. *International Journal of Human Resource Studies*, 6(1), 21.
10. Arab News. (2016). Jeddah Port Crisis Worsens; Transport Fees Rise 200 %. Retrieved from <http://www.arabnews.com/news/456005>
11. Armstrong, M. (2006). A handbook of management techniques: A comprehensive guide to achieving managerial excellence & improved decision making. Kogan Page Publishers.
12. Arthur, J. B. (1994). Effects of human resource systems on manufacturing performance and turnover. *Academy of Management journal*, 37(3), 670-687.
13. Bakotić, D. (2016). Relationship between job satisfaction and organisational performance. *Economic research-Ekonomska istraživanja*, 29(1), 118-130.
14. Balozi, M. A., & Aman, K. D. (2014). The Effect of Training and Development and Employee Relations on Job Satisfaction: A case study of Tanzania Public Service College. *Asian Journal of Research in Business Economics and Management*, 4(4), 153-161.
15. Bekru, E. T., Cherie, A., & Anjulo, A. A. (2017). Job satisfaction and determinant factors among midwives working at health facilities in Addis Ababa city, Ethiopia. *PLoS one*, 12(2), e0172397.
16. Berisha Qehaja, A., & Kutllovci, E. (2015). The role of human resources in gaining competitive advantage.
17. Boselie, P., Dietz, G., & Boon, C. (2005). Commonalities and contradictions in HRM and performance research. *Human resource management journal*, 15(3), 67-94.
18. Brief, A. P., & Weiss, H. M. (2002). Organizational behavior: Affect in the workplace. *Annual review of psychology*, 53(1), 279-307.
19. Bustamam, F. L., Teng, S. S., & Abdullah, F. Z. (2014). Reward management and job satisfaction among frontline employees in hotel industry in Malaysia. *Procedia-Social and Behavioral Sciences*, 144, 392-402.
20. Campbell, J. P., McCloy, R. A., Oppler, S. H., & Sager, C. E. (1993). A theory of performance. *Personnel selection in organizations*, 3570, 35-70.
21. Cania, L. (2014). The impact of strategic human resource management on organizational performance. *Economia. Seria Management*, 17(2), 373-383.
22. Chaudhary, N. S., & Bhaskar, P. (2016). Training and development and job satisfaction in education sector. *Training and Development*, 2(8).
23. Chiedu, C. K., Long, C. S., & Ashar, H. B. (2017). The Relationship Among Job Satisfaction, Organizational Commitment and Employees' Turnover at Unilever Corporation in Nigeria. *European Journal of Multidisciplinary Studies*, 5(1), 370-383.
24. Davar, S.C. & RanjuBala (2012). Relationship between job satisfaction & job performance: A meta-analysis. *Indian journal of industrial Relations* 48 (2), 290-305.
25. Davidson, W. L. (1979). How to develop and conduct successful employee attitude surveys. *Dartnell*.
26. Delery, J. E., & Doty, D. H. (1996). Modes of theorizing in strategic human resource management: Tests of universalistic, contingency, and configurational performance predictions. *Academy of management Journal*, 39(4), 802-835.
27. Dessler, G. (2006). A framework for human resource management. Pearson Education India.
28. Dhar, R. L. (2015). Service quality and the training of employees: The mediating role of organizational commitment. *Tourism Management*, 46, 419-430.
29. Dwarakish, G. S., & Salim, A. M. (2015). Review on the Role of Ports in the Development of a Nation. *Aquatic Procedia*, 4, 295-301.

30. Ekwoaba, J. O., Ikeije, U. U., & Ufoma, N. (2015). The Impact of Recruitment and Selection Criteria on Organizational Performance.
31. Elentably, A. (2015). Strategic and Operational Plan Implementation of Seaports (Utilization Jeddah Port). *TransNav: International Journal on Marine Navigation and Safety of Sea Transportation*, 9.
32. Emu, K. E., & Umeh, O. J. (2014). How Leadership Practices Impact Job Satisfaction of Customer Relationship Officers': An Empirical Study. *Journal of Management Policies and Practices*, 2(3), 19-56.
33. Gerhart, B., Milkovich, G. T., & Murray, B. (1992). Pay, performance, and participation (CAHRS Working Paper #92-28). Ithaca, NY: Cornell University, School of Industrial and Labor Relations, Center for Advanced Human Resource Studies.
34. Gosselin, M. (2005). An empirical study of performance measurement in manufacturing firms. *International journal of productivity and performance management*, 54(5/6), 419-437.
35. Gould-Williams, J. (2003). The importance of HR practices and workplace trust in achieving superior performance: a study of public-sector organizations. *International journal of human resource management*, 14(1), 28-54.
36. Gubler, T., Larkin, I., & Pierce, L. (2016). Motivational spillovers from awards: Crowding out in a multitasking environment. *Organization Science*, 27(2), 286-303.
37. Guest, D. E. (1997). Human resource management and performance: a review and research agenda. *International journal of human resource management*, 8(3), 263-276.
38. Guest, D. E. (2011). Human resource management and performance: still searching for some answers. *Human resource management journal*, 21(1), 3-13.
39. Guest, D. E. (2017). Human resource management and employee well-being: Towards a new analytic framework. *Human Resource Management Journal*, 27(1), 22-38.
40. Guest, D. E. (2017). Human resource management and employee well-being: Towards a new analytic framework. *Human Resource Management Journal*, 27(1), 22-38.
41. Hackman, J. R., & Oldham, G. R. (1975). Development of the job diagnostic survey. *Journal of Applied psychology*, 60(2), 159.
42. Haddock-Millar, J., Sanyal, C., & Müller-Camen, M. (2016). Green human resource management: a comparative qualitative case study of a United States multinational corporation. *The International Journal of Human Resource Management*, 27(2), 192-211.
43. Haque, M. M., & Taher, M. A. (2008). Job Characteristics model and job satisfaction: Age, gender and marital status effect. in 7th International Conference on Ethics and Quality of Work-life for Sustainable Development, Bangkok, Thailand.
44. Harrison, D. A., Newman, D. A., & Roth, P. L. (2006). How important are job attitudes? Meta-analytic comparisons of integrative behavioral outcomes and time sequences. *Academy of Management journal*, 49(2), 305-325.
45. Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. *Journal of applied psychology*, 87(2), 268.
46. Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. *Journal of applied psychology*, 87(2), 268.
47. Haruna, A. Y., & Marthandan, G. (2017). Foundational competencies for enhancing work engagement in SMEs Malaysia. *Journal of Workplace Learning*, 29(3), 165-184.
48. Hassan, S. (2016). Impact of HRM practices on employee's performance. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 6(1), 15-22.
49. Herzberg, F. I. (1966). *Work and the nature of man*. Cleveland: World Pub. Co.
50. Hunter, J. E., & Hunter, R. F. (1984). Validity and utility of alternative predictors of job performance. *Psychological Bulletin*, 96(1), 72-98.
<http://dx.doi.org/10.1037/0033-2909.96.1.72>
51. Huselid, M. A. (1995). The impact of human resource management practices on turnover, productivity, and corporate financial performance. *Academy of management journal*, 38(3), 635-672.
52. Jabeen, F., Friesen, H. L., & Ghoudi, K. (2018). Quality of work life of Emirati women and its influence on job satisfaction and turnover intention: Evidence from the UAE. *Journal of Organizational Change Management*, 31(2), 352-370.
53. Jain, A. K., & Moreno, A. (2015). Organizational learning, knowledge management practices and firm's performance: an empirical study of a heavy engineering firm in India. *The Learning Organization*, 22(1), 14-39.
54. Jaiswal, D., & Dhar, R. L. (2016). Impact of perceived organizational support, psychological empowerment and leader member exchange on commitment and its subsequent impact on service quality. *International Journal of Productivity and Performance Management*, 65(1), 58-79.
55. Judge, T. A., & Larsen, R. J. (2001). Dispositional affect and job satisfaction: A review and theoretical extension. *Organizational behavior and human decision processes*, 86(1), 67-98.
56. Judge, T. A., Thoresen, C. J., Bono, J. E., & Patton, G. K. (2001). The job satisfaction–job performance relationship: A qualitative and quantitative review. *Psychological bulletin*, 127(3), 376.
57. Khan, A. A., Abbasi, S. O. B. H., Waseem, R. M., Ayaz, M., & Ijaz, M. (2016). Impact of training and development of employees on employee performance through job satisfaction: A study of telecom sector of Pakistan. *Business Management and Strategy*, 7(1), 29-46.
58. Koedel, C., Li, J., Springer, M. G., & Tan, L. (2017). The impact of performance ratings on job satisfaction for public school teachers. *American Educational Research Journal*, 54(2), 241-278.
59. Korde, A., & Laghate, K. (2015). Is There Any Impact of Training on the Performance of Selected Public Sector Banks?. *Symbiosis Centre for Management Studies, Pune Annual Research Journal of Symbiosis Centre for Management Studies, Pune*, 3, 135-15.
60. Kumar, S., & Phrommathed, P. (2005). *Research methodology* (pp. 43-50). Springer US.
61. Kuppaswamy, N., Saminathan, V., Udhayakumar, M., Vigneash, L., & Gopalakrishnan, P. (2017). The Role of Motivation on Employee Performance in an Organization.
62. Landy, F. J. (1989). *Psychology of work behavior*. Thomson Brooks/Cole Publishing Co.
63. LAWLER III, E. E., & Porter, L. W. (1967). The effect of performance on job satisfaction. *Industrial relations: A journal of Economy and Society*, 7(1), 20-28.
64. Levin, K. A. (2006). Study design III: Cross-sectional studies. *Evidence-based dentistry*, 7(1), 24.
65. MacDuffie, J. P. (1995). Human resource bundles and manufacturing performance: Organizational logic and flexible production systems in the world auto industry. *ILR Review*, 48(2), 197-221.
66. Malik, M. A. R., Butt, A. N., & Choi, J. N. (2015). Rewards and employee creative performance: Moderating effects of creative self-efficacy, reward importance, and locus of control. *Journal of Organizational Behavior*, 36(1), 59-74.
67. Manzoor, R., Ahmad, N., Hussain, A., & Hameed, M. (2015). Impact of Rewards on Job Satisfaction Evidences from Telecom Sector of Pakistan. *Oman Chapter of Arabian Journal of Business and Management Review*, 34(2610), 1-14.
68. Maslow, A. H. (1965). *Eupsychian management: A journal*. Homewood: RD Irwin.
69. Miraglia, M., Alessandri, G., & Borgogni, L. (2015). Trajectory classes of job performance: The role of self-efficacy and organizational tenure. *Career development international*, 20(4), 424-442.
70. Mitchell, M. S., Reynolds, S. J., & Treviño, L. K. (2017). The study of behavioral ethics within organizations. *Personnel Psychology*, 70(2), 313-314.
71. Nabi, M. N., Ahmed, A. A. T., & Rahman, M. S. (2017). The Empirical Study on Human Resource Management Practices with Special Reference to Job Satisfaction and Employee Turnover at Investment Corporation of Bangladesh. *Human Resource Management Research*, 7(1), 54-64.
72. Nassazi, A. (2013). EFFECTS OF TRAINING ON EMPLOYEE PERFORMANCE.: Evidence from Uganda.
73. Nataraja, S., & Alamri, M. S. (2016). Strategic human resource management in Saudi Arabia's service sector. *Journal of Competitiveness Studies*, 24(1/2), 91.
74. Ng, T. W., Lam, S. S., & Feldman, D. C. (2016). Organizational citizenship behavior and counterproductive work behavior: Do males and females differ?. *Journal of Vocational Behavior*, 93, 11-32.

75. Nwachukwu, C. E., & Chladková, H. (2017). Human resource management practices and employee satisfaction in microfinance banks in Nigeria. *Trends Economics and Management*, 11(28), 23-35.

76. Ogbogu, C. O. (2017). The effects of motivation on staff job performance: Evidences from the Lagos State Ministry of Environment, Nigeria. *Journal of Sustainable Development*, 10(2), 183.

77. Oh, S. Y., & Kuchinke, K. P. (2017). Exploring the role of organizational learning activities in the quality management context. *Leadership & Organization Development Journal*, 38(3), 380-397.

78. Osman, M. M., Bachok, S., Abdullah, A., Ibrahim, M., & Bakar, A. A. (2017). Analysis on the Fulfillment of Hierarchy of Needs for Central Region of Malaysia. *Advanced Science Letters*, 23(1), 417-421.

79. Owusu, B., & Owusu, B. (2014). An assessment of job satisfaction and its effect on employees' pPerformance: A case of Mining Companies in the [Bibiani-Anhwiaso-Bekwai District] in the Western Region (Doctoral dissertation).

80. Pfeffer, J., & Villeneuve, F. (1994). *Competitive advantage through people: Unleashing the power of the work force* (Vol. 61). Boston, MA: Harvard Business School Press.

81. Pham, M. L. (2016). *EVALUATING JOB SATISFACTION LEVELS: Case: Truong An Joint Stock Company (TACO)*.

82. Prajogo, D. L., & Cooper, B. (2017). The individual and organizational level effects of TQM practices on job satisfaction. *International Journal of Manpower*, 38(2), 215-225.

83. Purcell, J., & Kinnie, N. (2007). HRM and business performance. *Oxford Handbook of Human Resource Management*, The, 533.

84. Ram, P. (2013). Relationship between job satisfaction and job performance in the public sector - a case study from India. *International Journal of Academic Research in Economics and Management Sciences*, 2(2), 16.

85. Ray, J. (2016). Staff motivation and its impact on performance in a retail environment.

86. Robbins, S. P., & Judge, T. A. (2018). *Organizational behavior* (18th ed.). Boston: Pearson.

87. Robson, C. (2002). *Real world research*. 2nd. Edition. Blackwell Publishing. Malden.

88. Rothenberg, S., Hull, C. E., & Tang, Z. (2017). The impact of human resource management on corporate social performance strengths and concerns. *Business & Society*, 56(3), 391-418.

89. Rubin, A. and Babbie, E.R. (2016). *Empowerment series: Essential Research Methods for Social Work* (4th ed.). Boston, MA: Cengage Learning.

90. Rubin, A., & Babbie, E. R. (2016). *Empowerment series: Research methods for social work*. Cengage Learning.

91. Schleicher, D. J., Watt, J. D., & Greguras, G. J. (2004). Reexamining the job satisfaction-Performance relationship: The complexity of attitudes. *Journal of applied psychology*, 89(1), 165.

92. Shakeel, S., & Lodhi, S. (2015). Impact of Training and Development on Employee Performance: A Case of Banking Sector of Pakistan. *The International Journal of Business & Management*, 3(11), 76.

93. Si, S., & Li, Y. (2012). Human resource management practices on exit, voice, loyalty, and neglect: Organizational commitment as a mediator. *The International Journal of Human Resource Management*, 23(8), 1705-1716.

94. Snell, S., Morris, S., & Bohlander, G. W. (2015). *Managing human resources*. Nelson Education.

95. Sonnentag, S., & Fritz, C. (2015). Recovery from job stress: The stressor-detachment model as an integrative framework. *Journal of Organizational Behavior*, 36(S1), S72-S103.

96. Spector, P. E. (1997). *Advanced Topics in Organization Behavior: Job satisfaction: Application, assessment, causes, and consequences*. Thousand Oaks, CA: SAGE Publications, Inc.

97. Spector, P. E. (1997). *Job satisfaction: Application, assessment, causes, and consequences* (Vol. 3). Sage publications.

98. Sutanto, E. M., & Kurniawan, M. (2016). The impact of recruitment, employee retention and labor relations to employee performance on batik industry in Solo City, Indonesia (Doctoral dissertation, Petra Christian University).

99. Tabiu, A., & Nura, A. A. (2013). Assessing the effects of human resource management (HRM) practices on employee job performance: A study of usmanu danfodiyo university sokoto. *Journal of Business Studies Quarterly*, 5(2), 247.

100. Tan, C. L., & Nasuridin, A. M. (2011). Human resource management practices and organizational innovation: assessing the mediating role of knowledge management effectiveness. *Electronic journal of knowledge management*, 9(2), 155.

101. Timms, C., Brough, P., O'Driscoll, M., Kalliath, T., Siu, O. L., Sit, C., & Lo, D. (2015). Flexible work arrangements, work engagement, turnover intentions and psychological health. *Asia Pacific Journal of Human Resources*, 53(1), 83-103.

102. Ting, Y. (1997). Determinants of job satisfaction of federal government employees. *Personnel Administration*, 26(3), 313-334.

103. Waqas, A., Bashir, U., Sattar, M. F., Abdullah, H. M., Hussain, I., Anjum, W., ... & Arshad, R. (2014). Factors influencing job satisfaction and its impact on job loyalty. *International Journal of Learning and Development*, 4(2), 141-161.

104. Wicker, A. W. (1969). Attitudes versus actions: The relationship of verbal and overt behavioral responses to attitude objects. *Journal of Social issues*, 25(4), 41-78.

105. Yu, B. B., & Egri, C. P. (2005). Human resource management practices and affective organizational commitment: A comparison of Chinese employees in a state-owned enterprise and a joint venture. *Asia Pacific Journal of Human Resources*, 43(3), 332-360.

106. Yvonne, W., Rahman, R. H. A., & Long, C. S. (2014). Employee job satisfaction and job performance: A case study in a franchised retail-chain organization. *Research Journal of Applied Sciences, Engineering and Technology*, 8(17), 1875-1883.

107. Zalenski, R. J., & Raspa, R. (2006). Maslow's hierarchy of needs: a framework for achieving human potential in hospice. *Journal of palliative medicine*, 9(5), 1120-1127.

108. Smith, P. C., Kendall, L. M., & Hulin, C. L. (1969). The measurement of satisfaction in work and retirement: a strategy for the study of attitudes. Chicago, Ill: Rand McNally.

Authors: Hussain Bierk, Fawzi Mustafa, Baraa M. Albaker

Paper Title: Phase-Shifting Transformer Combined with the Novel SHEPWM for Harmonics Reduction in Medium-Voltage Inductive Loads

Abstract: In this paper, a novel approach is proposed to reduce the impact of harmonics in the high-power medium-voltage squirrel-cage induction motor. An inverter with a minimum switching frequency is required for this load type to reduce the snubber and switching losses. Phase-shifting transformer is selected as an interface between the three-phase supply and the inverter. This is to reduce the impact of low order harmonics and consequently reducing total harmonic distortion (THD). Selective harmonic-elimination pulse width modulation (SHEPWM) is employed as a control technique in the inverter to eliminate specific low-order harmonics. Thereby, many low order harmonics are reduced further. By this way the THD of the system is reduced significantly and consequently the better and cleaner energy is obtained. In this research, PSpice simulation verified by MATLAB is used to estimate the harmonics content of the currents in high-power medium voltage induction motor.

Keyword: High-Power Induction Motor; High-Power Inverters; Low Frequency Switching Inverters; Phase-Shifting Transformers; SHEPWM .

References:

1. R. Tajali (2005), Simplifying Harmonic Mitigation for Industrial Plants, *Electrical Construction and Maintenance (EC&M) Magazine*.

2. Sachin K. Jain, and S.N. Singh (2014), Low-Order Dominant Harmonic Estimation Using Adaptive Wavelet Neural Network. *IEEE Transactions on Industrial Electronics*, vol. 21, No. 1, pp.428– 435.

67.

409-413

3. A. Moeini, H. Zhao and S. Wang (2018), A Current-Reference-Based Selective Harmonic Current Mitigation PWM Technique to Improve the Performance of Cascaded H-Bridge Multilevel Active Rectifiers. *IEEE Transactions on Industry Electronics*, Vol. 65, No. 1, pp. 727-737.
4. V.G.Agelidis, A. Balouktsis, and I. Balouktsis (2004), On applying a minimization technique to the harmonic elimination PWM control: the bipolar waveform. *IEEE power electronics letters*, vol.2, issue 2, pp.41-44.
5. Ramirez, R. W, *The FFT Fundamentals and Concepts*, Englewood Cliffs, NJ:Prentice-Hall,(1985).
6. J.R. Wells, Bret M. Nee, P. L. Chapman, and Philip T. Krein (2005), Selective Harmonic Control: A General Problem Formulation and Selected Solutions. *IEEE Transactions on Power Electronics*, vol. 20, no.6, pp. 1337 – 1345.
7. H. Zhang, A. von Jouanne, and A. Wallace (2000), Multilevel Inverter Modulation Schemes to Eliminate Common-Mode Voltage. *IEEE Transactions on Industry Applications*, Vol. 36, No. 6, pp. 1645-1653.
8. IEEE Recommended practice and requirements for harmonic control in electric power systems, *IEEE Std.519-1992*, (1993).

Authors: Aswin Rivai, Rina Indiatuti, Nury Effendi, Kemal Hidayat, Maman Setiawan

Paper Title: Foreign Shareholdings Impact on Banks Efficiency and Moderating Role of Corporate Governance

Abstract: The research investigate the impact of foreign shareholding originated from developed and developing countries on the efficiency of acquired local banks in Indonesia during 2007-2017 by including Corporate Governance as a moderating variable. **Methodology:** Using the secondary aggregate data of 29 commercial banks acquired by foreign shareholders, a panel regression model using econometrics methods of GLS, and DEA were applied to examine the effects of percentage of foreign shareholdings on efficiency of the acquired local banks. The main findings; First, percentage of foreign shareholdings positively affecting efficiency of acquired local banks only if the foreign shareholders is originated from developed countries. Second, the level of economic advancement of the country of origin of foreign shareholders has significant effects on the efficiency of the acquired local banks. Third, the increase in the size of the Board of Directors tends to decrease the efficiency of the acquired local banks and fourth, the presence of Foreign Director has a positive moderating effect on strengthening the effect of percentage of foreign shareholdings on the efficiency of the acquired local banks. Overall, the originality of this studies is that the percentage of foreign shareholdings and its country of origin are two combined factors that cannot be separated in affecting the level of efficiency of its acquired local bank and the fact of significant positive moderating effect of Foreign Director. As policy consideration, monetary authority need to perform strict due diligence on prospective foreign shareholders specifically originated from developing countries, advise banks to maintain the existence of Foreign Director and to encourage small local banks to be merged prior to the acquisition by foreign shareholders.

Keyword: Efficiency, Foreign Shareholdings, Corporate Governance, Agency Theory, Resource-Based Theory.

References:

1. Abayie, Eric Fosue Ote; Afram, Anthony; Mensah, Kofi Henry. (2018). "Governance and Efficiency of Rural and Community Banks (RCBs) in Ghana". *Economic Research and Finance*. Vol3, pp.93-118.
2. Adjaoud, Fodil; Zegal, Daniel & Andaleeb, Syed. (2007). "The Effects of Board Quality on Performance: A study of Canadian Firm". *Corporate Governance An International Review* 15(4):623-635.
3. Allen Berger and Emilia Bonaccorsi di Patti. (2006). "Capital structure and firm performance : a new approach to testing agency theory and an application to the banking industry". *Journal of Banking and Finance*. Vol 30. Issue 4, 1065-1102.
4. Allen, F. and Santomero, A. (1998) The Theory of Financial Intermediation. *Journal of Banking and Finance*, 21, 1461-1485.
5. Altunbas, Yener, Lynne Evans, and Philip Molyneux, 2007, "Bank Ownership and efficiency" *Journal of Money, Credit, and Banking*, 33(4), pp.927-954
6. Awdeh, A, dan El Moussawi, C. (2009), "Bank Efficiency and Foreign Ownership in the Lebanese Banking Sector", *Review of Middle East Economics and Finance*, vol.5, issue 2.
7. Baghat, Sanjay; Bolton, Brian (2008), "Corporate Governance and Firm Performance", *Journal of Corporate Finance*, Vol.14(3), p.257-273
8. Baghat, Sanjay; Bolton, Brian; Romano, Roberta (2007), "The Promise and Peril of Corporate Governance Indices" *Columbia Law Review*, Vol.108, No.8 pp.1803-1882.
9. Bank Indonesia. Bank Indonesia Regulation No. 14/8/PBI/2012 pertaining Ownership in Commercial Banks. *State Gazette of Republic of Indonesia Year 2012 No.144 DPNP Annexure of State Gazette of Republic of Indonesia No. 5327 DPNP*.
10. Bank Indonesia (2012). Circular Letter No 15/4/DPNP pertaining ownership in Commercial Banks.
11. Bank Indonesia (2015). *Indonesia's Banking Directory, DPIP*, Otoritas Jasa Keuangan-Jakarta.
12. Belkir, Mohammed. (2006). "Board structure, Ownership structure, and Firm Performance Evidence from Banking".
13. Berger, Allan N, and David B. Humphrey, 1997, "Efficiency of Financial Institutions: International Survey and Directions for Future Research" Forthcoming in *European Journal of Operational Research*, January 1997. The Wharton School, University of Pennsylvania.
14. Beisland, L. A., Mersland, R., and Randøy, T. (2014). "The Association between Microfinance rating scores and corporate governance: a global survey". *International Review of Financial Analysis*, 35(C):268-280
15. Bokpin, G. A. (2013). "Ownership structure, corporate governance, and bank efficiency: an empirical analysis of panel data from the banking industry in Ghana. *Corporate Governance: The international journal of business in society*, 13(3):274-28
16. Chen, Wenjie, 2011, "The effect of investor origin on firm performance: Domestic and foreign direct investment in the United States", *Journal of International Economics*, 83, pp 219-228.
17. Chermian Eforis and Jinn-Yang Uang (2015), "Corporate Governance and Firm Performance: The Moderating Effect of State Ownership" *Proceedings 4th Global Business and Finance Research Conference 25 – May 2015*. Melbourne, Australia.
18. Claessen, Stijn. (2006). "Corporate Governance and Development", *World Bank Research Observer* Volume 21, Issue 1. Pages: 91 –122
19. Chhibber, P. K., and S. K. Majumdar. 1999. Foreign ownership and profitability: Property rights, control and the performance of firms in the Indian industry. *The Journal of Law and Economics* 42:209-38.
20. Damodar N. Gujarati and Dawn C. Porter. (2012). *Basic Econometrics*. Mc Graw Hill. New York.
21. Dharwadkar, Bavi; George, Gerard; and Brandes, Pamela. Privatization in Emerging Economies: An Agency Perspective. (2000). *Academy of Management Review*. 25,(3),650-669. Research Collection Lee Kong Chian School Of Business.
22. Douma, S., R. George, and R. Kabir. 2006. "Foreign and domestic ownership business group and firm performance: Evidence from a large emerging market". *Strategic Management Journal* 27:637-57
23. Dunning, J. H. 1988. "The eclectic paradigm of international production: A restatement and some possible extensions". *Journal of International Business Studies* 19:1-31.
24. Fanta, B. A., Kemal, S. K., & Waka, K. Y. (2013). Corporate Governance and impact on Bank Performance. *Journal of Finance and Accounting*. Vol. 1, No. 1, 2013, pp. 19-26.
25. Fiordelisi, Franco, David Marques-Ibanez and Phil Molyneux, 2010, "Efficiency and risk in European Banking", Working Paper Series

- No. 1211 / June 2010. European Central Bank.
26. Frederick, W., Post, J., & St. Davis, K.. (1992). *Business and society: Corporate strategy, public policy, ethics*. (7th ed.). McGraw-Hill, New York
 27. Gedajlovic, E., T. Yoshikawa, and M. Hashimoto. 2004. "Ownership structure, investment behavior and firm performance in Japanese manufacturing industries". *Organization Studies* 25 (8):1363–92.
 28. Gupta, Monika, & Namita, Rajput.(2011). "Assessing the efficiency of foreign banks In Indian Context". *Banks and Banks Systems*. Vol. 6(2).2011 *Business Perspectives*.
 29. Hadad, MD. Santoso, W. Mardanugraha, E. and
 30. Illyas, D. 2003. "Analysis of Indonesian Banking Efficiency: Application of Non Parametric Data Envelopment Analysis (DEA)". *Jurnal Bank Indonesia*.
 31. Hajer, Cheni & Anis, Jarboui(2016). "Analysis of the Impact of Governance Bank Performance: Case of Commercial Tunisia". *Journal of Knowledge Economy*, pp.1-25. 11 April 2016.
 32. Hasan,I., and R.Xie.(2013).Foreign bank entry and bank corporate governance in China. *Emerging Markets Finance and Trade* 49(2):4-18.
 33. Hermalin, B. E., & Weisbach, M. S. (2003). "Boards of Directors as an endogenously determined institution: A survey of the economic literature". *FRBNY Economic Policy Review*, 4, 7-26
 34. Havrylchuk, O., (2006), Efficiency of the Polish Banking Industry: Foreign versus Domestic Banks, *Journal of Banking and Finance*, 30, 1975-1996.
 35. Iftekhar Hasan & Ru Xie (2013). " Foreign Bank Entry and Bank Corporate Governance in China", *Emerging Markets Finance and Trade*, 49:2, 4-18
 36. International Monetary Fund. (2018). "Bank Non performing loans to total gross Loans(%). *Global Financial Stability Report*. International Finance Corporation. "The Indonesia Corporate Governance Manual". First Edition. January 2014
 37. Kang, J.-K., and J.-M. Kim. 2010." Do foreign investors exhibit a corporate governance disadvantage? An information asymmetry perspective". *Journal of International Business Studies* 41:1415–38.
 38. Lin, X., and Y. Zhang. 2009. "Bank ownership reform and bank performance in China". *Journal of Banking & Finance* 33:20–2
 39. Lensink, Robert, R.,Meesters, and Naaborg, Iko.(2008)." Bank Efficiency and Foreign Ownership: Do Good Institutions Matter?", *Journal of Banking & Finance* 32(5):834-844
 40. Maria Eugenia, Delfino.2007. "Control Changes and Firm Performance in Banking", *International Journal of the Economics of Business*, 14:2, 261-281
 41. McAllister and McManus (1993; in Ianotta, Giuliano, Giacomo Nocera dan Andrea Sironi, 2006, "Ownership Structure, Risk and Performance in the European Banking Industry *working paper* has presented at a Bocconi University seminar.
 42. Meyer, K. E., S. Estrin, S. K. Bhaumik, and M. W. Peng. 2009. Institutions, resources and entry strategies in emerging economies. *Strategic Management Journal* 30:61–80.
 43. Ozili, Peterson Kitakogelu, Uadiale, Olayinka.(2017). "Ownership concentration and bank Profitability." *Future Business Journal* 3 (2017) 159
 44. Pindyck, Robert.S and Daniel L Rubinfeld, 1995, *Microeconomic*, edition 3, China.Prentice-Hall.
 45. Putri, VR. and Lukviarman, N. 2008. "Pengukuran Kinerja Bank Komersial Dengan Pendekatan Efisiensi, Studi Terhadap Perbankan Go-Public di Indonesia". *Journal JAAI*, Volume 12 (1)
 46. Phung, D. N., and T. P. V. Lee. 2013. Foreign ownership, capital structure and firm performance: Empirical evidence from Vietnamese listed firms. *The IUP Journal of Corporate Governance* 12 (2):40–58
 48. Rachdi, Houssein; Trabelsi;Mohamed Ali;Trad, Naama (2013). "Bank Specific Determinants of Credit Risk: Empirical Evedence from Tunisian banking Industry". *Review of Economic Perspectives*, Vol.13(4), Dec.2013
 49. Rofikoh Rokhim & Anindya P.Susanto.(2013). "The Increase in Foreign Ownership and its Impact on the Performance, Competition and Risk in the Indonesian Banking Industry "*Asian Journal of Business and Accounting*, 6(2),137–154.
 50. Rose, P.S. and S.C.Hudgins.(2013)."Bank Management and Financial Services.New York:Mc Graw Hill.
 51. Saha, A., Ahmad, N. H. and Dash, U. (2015). Drivers of technical efficiency in Malaysian banking: a new empirical insight. *Asia Pac Econ Lit*, 29: 161–173. doi:10.1111/apel.12091
 52. Shaher, T.A., Kasawneh, O., Salem, R. (2011), The Major Factors that Affect Banks' Performance in Middle Eastern Countries.*Journal of Money, Investment and Banking*, 20, 101-109
 53. Soba, M., Erem, I., and Ceylan, F. (2016). "The impact of corporate governance practices on bank efficiency: A case of Turkey". *Journal of Suleyman Demirel University Institute of Social Science*, 25(3):305–3
 54. Sok-Gee Chan, Eric H. YKoh and Yong-Cheol Kim (2016), " Effect of Foreign Shareholdings and Originating Countries On Banking Sector Efficiency, *Emerging Market Finance Trade*", Routledge, Taylor & Francis Group ISSN 1540-498X
 55. Sun, L., Chang, T.P.(2011). A comprehensive analysis of the effects of risk measures on bank efficiency: Evidence from emerging Asian countries *Journal of Banking and Finance*, 35, 1727–35
 56. Ung, Jinn-Yan., dan Chermian Eforis. (2015)." Corporate Governance and Firm Performance: The Moderating Effect of State Ownership". *Proceedings of 4th Global Business and Finance Research Conference 25 – 27 May 2015*. Melbourne, Australia ISBN: 978-1-922069-76-4
 57. Wahyuni, S., and M. A. Prabowo. 2012." Corporate control and firm performance: Does the type of owners matter?" *Interdisciplinary Journal of Research in Business* 2 (3):23–33.
 58. Whitley, R., and P. Kristensen. 1996. "The changing European firm: Limits to convergence". London: Routledge.
 59. Wooldridge, J. M. (2010)," *Econometric analysis of cross section and panel data*", MIT press.
 60. World Bank, "Foreign Entry Affect the Domestic Banking Market?" *World Bank Policy Research Working Papers* No 1918, June 1998.
 61. Wu, H.-L., C.-H. Chen, and M.-H. Lin. 2007. "The effect of foreign bank entry on the operational performance of commercial banks in the Chinese transnational economy. *Post-Communist Economy* 1(3):343-57 1
 62. Wu, Ching-Chih; Lin,Bing-Huei; and Yang Tung-Hsiao (2016). "How do Agency Problems Affect the Implied Cost of Capital?"*Journal of Reviews on Global Economics*. Vol. p .210-226.

Authors: Azam Abdelhakeem Khalid

Paper Title: The Impact of Audit and Governance Committee on Internal Shariah Audit Performance: An Islamic-Worldview based

Abstract: It is this study's goal to conceptually examine the impact of Audit and Governance Committee (AGC) on the performance of internal Shariah auditors among Islamic banks. The researcher has used an Islamic worldview based and Islamic accountability theory to understand this subject. The paper proposes that AGC in terms of its independence, qualification and experience may impact Islamic banks' internal Shariah audit performance. This study makes a contribution to the literature of Shariah auditing, particularly of internal Shariah auditing's performance. It also tries to examine the impact of AGC on internal Shariah audit performance from Islamic point of view.

Keyword: Islamic Worldview; Islamic Accountability Theory; Internal Shariah Audit; Performance; AGC.

References:

1. AAOIFI. (2010). Accounting, auditing and governance standards for islamic financial institution. . Manama, Bahrain.
2. Agarwal, G. K., & Medury, Y. (2014). Internal auditor as accounting fraud buster. IUP Journal of Accounting Research & Audit Practices, 13(1).
3. Al-Attas, M. N. (1978). Islam and secularism: muslim youth movement of malaysia Kuala Lumpur.
4. Al-Safi, O. A., & Badawi, M. (1992). Accountability: a comparative study of human responsibility between islam and man-made doctrines: Darulfikir.
5. Alam Choudhury, M., & Ziaul Hoque, M. (2006). Corporate governance in Islamic perspective. corporate governance: The International Journal of Business In Society, 6(2), 116-128.
6. Anuar, H., Sulaiman, M., & Ahmad, N. N. (2009). Some evidence of environmental reporting by shariah compliant companies in malaysia. IIUM Journal of Economics and Management, 17(2), 177-208.
7. Arens. (2008). Auditing and assurance services financial services: in Malaysia : an integrated approach. Kuala Lumpur.: Prentice Hall, .
8. Chapra, M. U., & Chapra, M. U. (1992). Islam and the economic challenge: Islamic Foundation Leicester.
9. Chapra, M. U., Khan, S., & Al Shaikh-Ali, A. (2008). The islamic vision of development in the light of maqasid al-shariah (Vol. 15): Iiit.
10. Corama, P., C. Ferguson and R. Moroney, . (2006). The value of internal audit in fraud detection. Journal of Accounting and Finance,, 48((4)), 543-559.
11. Goodwin, J., & Yeo, T. Y. (2001). Two factors affecting internal audit independence and objectivity: evidence from Singapore. International Journal of Auditing, 5(2), 107-125.
12. Hameed, S. (2001). Islamic accounting–accounting
13. for the new millennium? Paper Presented At The Asia Pacific Conference.
14. Hameed, S., Wirman, A., Alrazi, B., Nazli, M., & Pramono, N. (2007). Alternative disclosure and performance measures for islamic banks. International Islamic University Malaysia.
15. Harahap, S. S. (2002). Auditing dalam perspektif islam (auditing in the islamic perspective): Pustaka Quantum.
16. Htay, S. N. N., & Salman, S. A. (2013). Transaction cost theory, political theory and resource dependency theory in the light of unconventional aspect.
17. Ibrahim, S. H. M. (2000). Nurtured by ‘Kufr’: The western philosophical assumptions underlying conventional (Anglo-American) accounting. International Journal of Islamic Financial Services, 2(2), 19-38.
18. Karim, R. A. A. (2001). International accounting harmonization, banking regulation, and Islamic banks. The International Journal of Accounting, 36(2), 169-193.
19. Kasim, N., Ibrahim, M., Hameed, S., & Sulaiman, M. (2009). Shariah auditing in islamic financia institutions: exploring the gap between the " desirable" and the " actual". Global Economy & Finance Journal, 2(2), 127-137.
20. Kasim, N., Ibrahim, S. H. M., & Sulaiman, M. (2009). Shari’ah auditing in islamic financial institutions: exploring the gap between the ‘desired’ and the ‘actual’. Global Economy and Finance Journal, 2(2), 127-137.
21. Khan, M. A. (2001). Role of supreme audit institutions in shaping the Islamic economy in the 21st Century. IIUM Journal of Economics and Management, 9(1), 77-100.
22. Libby, R., & Frederick, D. M. (1990). Experience and the ability to explain audit findings. Journal of Accounting Research, 348-367.
23. Maali, B., Casson, P., & Napier, C. (2006). Social reporting by islamic banks. abacus, 42(2), 266-289.
24. Maliah, S. (2005). Islamic corporate reporting: between the desirable and the desired: International Islamic University Malaysia.
25. Maria, R. (2012). Corporate governance, internal audit and environmental audit-the performance tools in Romanian companies. Corporate Governance, 11(1), 112-130.
26. Messier, W. F. a. M. B. (2002). Auditing and assurance services in Malaysia. Kuala Lumpur.: 2nd ed. McGraw Hill,.
27. Mihret, D. G., & Yismaw, A. W. (2007). Internal audit effectiveness: an ethiopian public sector case study. Managerial Auditing Journal, 22(5), 470-484.
28. Mohamed, H. M. A. (1997). Islam, the Islamic worldview and Islamic economics. IIUM Journal of Economics and Management, 5(1), 39-66.
29. Muwazir, M. R., Muhamad, R., & Noordin, K. (2006). Corporate social responsibility disclosure: a tawhidic approach. Jurnal Syariah, 14(1), 125-142.
30. Omar, N., & Bakar, K. M. A. (2012). Fraud prevention mechanisms of Malaysian government-linked Companies: an assessment of existence and effectiveness. Journal of Modern Accounting and Auditing, 8(1), 15-31.
31. Omer, S. (2010). A conceptual framework for sustainability in Islamic architecture: The significance of the Islamic concepts of man and the environment.
32. Rahman, A. (2008). Shari’ah audit for Islamic financial services: the needs and challenges. Paper presented at the ISRA Islamic Finance Seminar Mandarin Hotel, Kuala Lumpur.
33. Rahman, A. R. A. (2011). Enhancing the integrity of
34. Islamic financial institutions in Malaysia: The Case for Shariah Audit Framework. ISRA International Journal of Islamic Finance, 3(1), 135-147.
35. Stewart, J., & Subramaniam, N. (2010). Internal audit independence and objectivity: emerging research opportunities. Managerial Auditing Journal, 25(4), 328-360.
36. Sulayman, A. H. A. A. (1998). The theory of the economics of Islam (I). International Journal of Economics, Management and Accounting, 6(1).
37. Teoh, H. Y., & Lim, C. C. (1996). An empirical study of the effects of audit committees, disclosure of nonaudit fees, and other issues on audit independence: Malaysian evidence. Journal of International Accounting, Auditing and Taxation, 5(2), 231-248.
38. Umer, C. M. (2000). The future of economics: an islamic perspective.
39. Yahya, Y., & Mahzan, N. (2012). The Role of internal auditing in ensuring governance in Islamic Financial Institution (IFI).

Authors:

Zarina Kassim, Nor Aishah Buang, Norhidayah Mohamad

Paper Title:

Understanding the Perception of Lifelong Learning Programmes Requirements towards Employee’s Career Development

Abstract:

The implementation of the Lifelong Learning programmes (LLL) is aimed to raise the level of knowledge and skills of employees thus developing human capital through increased productivity and competency. However, the extent to which Small and Medium Enterprises (SME) employees feel that this LLL programmes as a requirement for them in career development is still in question. This study aims to explore the perceptions of SME employees on LLL programmes requirements in their career development. This study applied a qualitative approach using case study design. A total of 11 SME employees were selected as its participants. The findings show that the average participants of this study agreed that there is no need for them to engage in the LLL programmes in terms of promotion from employers. This is because SME employers are more committed to working experience, working commitments and social skills. However, in the opinion of SME employees there is a need for them to join the LLL programmes for the purpose of salary increment from employers and opening up other better employment opportunities in their career development.

Keyword: Lifelong Learning (LLL), Career Development, Small and Medium Enterprises (SME's), Education Needs

References:

1. Norsyafiqah, A., B., & Azizan, M. (2017). Industri Kecil dan Sederhana di Malaysia. 2017. DOI:10.13140/RG.2.2.25726.38724
2. SME Developments and Outlook: The Third Quarter 2017 (3Q 2017) SME Survey. SME Annual Report 2017/2018.
3. Skinner & Suzi. (2019). How can Developmental theories help clarify career transitions for Clients?
4. Hall, D., T. (1976). *Careers in Organizations*. Pacific Palisades, CA: Goodyear.
5. Jackson, C., Arnold, J., Nicholson, N., & Watts, A.G. (1996). *Managing Careers in 2000 and Beyond*. Brighton: The Institute for Employment Studies.
6. Watts, A.G. (1981). Career Patterns. In A.G Watts., D.E Super, & J.M Kidd (Eds), *Career Development in Britain: Some Contributions to Theory and Practice*, (pp. 213-245). Cambridge: CRAC/Hobsons.
7. Jamunarani, M. (2014). *Penglibatan Komuniti dalam Kursus Pendek Anjuran Jabatan Pembelajaran Sepanjang Hayat Kolej Komuniti Kuala Langat*. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Kuala Lumpur, Malaysia.
8. Hande Karadag. (2017). The Role of SME's and Entrepreneurship on Economic Growth in Emerging Economies within the Post-Crisis Era. An Analysis from Turkey. *Business and Management Studies*. Vol 1, No.2; September 2015. ISSN: 2374-5916. <https://www.researchgate.net/publication/314074436>
9. Rahmah, I., Zulridah M.N., & Salma, H. (2013). Penentu Penglibatan Pekerja Dalam Latihan Pembangunan Sumber Manusia Berhad. *Jurnal Ekonomi Malaysia* 47(1) 2013 109 – 124.
10. Sa'adiatul, M. (2016) *Persepsi Pekerja Terhadap Pembangunan Kemahiran Sumber Manusia Di Kulim Hi-Tech Park*. Masters thesis, Universiti Sains Malaysia.
11. Rahmah, I., Zulridah, M.N., & Awang, A.H. (2011). Impact of Training Under Human Resource Development Limited On Workers' Mobility In Selected Malaysian Services Sector. *Eurasian Business Review* Volume 2 (2011) 146-159.
12. Malaysia Productivity Corporation 2016/2017. (2017). ISSN: 1394-410X
13. Latifah, A., L & Ramli, B. (2014). Employability Skills: Closing the Gap between Employers' Expectations and Satisfaction. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
14. Arifin, H., Z. (2014). Maklum Balas Pelajar Terhadap Program Prasiswazah Fakulti Sains Sosial Gunaan (FASS). Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
15. Mansor, F. (2014). Encouraging Lifelong Learning: The Malaysian Context. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
16. Thirumeni, S., & Latif, L.A. (2014). Lifelong Learning and Quality Workforce: A Way Forward in Research and Innovation For OUM. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
17. Goolamally, N., & Latif, L. A. (2014, December). Determinants of Student Loyalty in an Open Distance Learning Institution. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
18. Nur, H. M., Agos, A. M., & Jaruma, S. B. (2014). Kajian Keperluan Kursus Pendek Kolej Komuniti Dalam Kalangan OKU: Satu Kajian Kes di Kolej Komuniti Tanjung Piai. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
19. Kassim, M., A., Yusof, Z., M., Rahmat, M., F., Kassim, & S., Ahmad, N., A. (2016). Cabaran Pelaksanaan Program Pembelajaran Sepanjang Hayat (PSH) di Pusat Pembangunan Profesional (PPP), UTM Space. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
20. Nabil Fikri A., H., & Roswani A., R. (2014). Pembangunan Modal Insan Menerusi Pendidikan Sepanjang Hayat di Kolej Komuniti. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
21. A., Halim, M., N., Hamzah, M., I., & Haron, Z. (2016). Pendekatan Fleksibel dalam Pengajaran dan Pembelajaran bagi Menggalakkan Pendidikan Sepanjang Hayat di Malaysia. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
22. Afendi, H., Mohamed Amin, E., & Sulaiman, A. H. (2011). Learning Management Systems in Malaysian Higher Education Institutions. In M. A. Embi (Ed.), "Learning Management Systems Among Malaysian University Lecturers". *The International Journal of Learning: Annual Review* 18(4): 61-70
23. Zahiah, K., & Ahmad, A. R. (2011). E-Pembelajaran: Evolusi Internet Dalam Pembelajaran Sepanjang Hayat. *Proceedings of Regional Conference on Knowledge Integration in ICT 2010*, 209-218.
24. Seth, A & T. Goolamally, N. (2014). Pilot Study to Develop a Problem Based Learning Environment for Open Distance Learners. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
25. Abby, A.S., Goolamally, N., Latifah A, L. (2014). Embedding or Codes in the Teaching and Learning Process. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
26. Harvinder Kaur, D.S., Yusof, S., & Lim, T.M. (2014). Self-Managed Learning Of Myvle Via Cbt Courseware. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia
27. Ahmad, I.A., Nik Azlina, N., Y., & Kamariah M., N. (2014). A Comparative Study on Persistency and Performance Of Flexible And Normal Entry Learners. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia
28. Mariambe Mustaffa, Ahmad Shaharil Jamaludin. (2014). Kajian Keberkesanan Kursus Pendek Membaiki Telefon Bimbit Di Kolej Komuniti Bayan Baru, Pulau Pinang. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
29. Yufiza, M., Y, Siti Saleha, A., A., & Noorhidayah, M. (2014). Pembelajaran Sepanjang Hayat Pencetus Kemahiran secara Holistik dalam Membangunkan Komuniti. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
30. Norsela A., M & Nurul Ilyana, B. (2014). Keberkesanan Latihan Terhadap Usahawan Industri Kecil dan Sederhana (IKS) Sabak Bernam. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
31. Sharifah, M., S., M., Fadzillah, M., Y., & Nordin, S. (2014). Tinjauan Kursus Pendek Kolej Komuniti Pasir Gudang terhadap Golongan Tahfiz di Kawasan Pasir Gudang. Presented at the Seminar Kebangsaan Pembelajaran Sepanjang Hayat, Open University Malaysia, Kuala Lumpur, Malaysia.
32. Marhain, A., G, Ramli, N., L., (2017). Faktor-faktor yang Mempengaruhi Pembangunan Kerjaya di AlHijra Media Corporation (TV Al-Hijrah). *Proceeding of the 4th International Conferece of Management and Muamalah 2017*.
33. Bakri, N, Kiong, Y., S., & Hussin, H. (2009). Hubungan antara Peranan Individu dan Organisasi dengan Amalan Pembangunan Kerjaya. *Journal of Human Capital Development*.
34. Yin, R. K. (1994). *Case study research: design and method*. Thousand Oak, California: Sage Publications, Inc.
35. Cavana, R. Y., Delahaye, B. L. & Sekaran, U. (2001). *Applied business research: Qualitative and quantitative methods*. Milton, Queensland: John Wiley & Sons Australia, Ltd.
36. Wiersma, W. (2005). *Research methods in education: An introduction*. Edisi ke-6. Massachusetts: Allyn and Bacon.
37. Merriam, S.B. 2009. *Qualitative Research*. San Francisco: Jossey-Bass.
38. Cresswell, J. W. & Clark, V. L. P. (2007). *Designing and conducting mixed methods research*. Thousand Oaks: Sage Publications, Inc.
39. Strauss, A. & Corbin, J. (1998). *Basics of qualitative research: Tecniques and procedures for developing grounded theory* Thousand Oak Sage Publications.

71.	Authors:	R. Anang Dwikuncoro, Makruf Akbar, Suparno Eko Widodo	438-441
	Paper Title:	The Effect of Work Culture and Reward on Military Education Professional Commitments at the Middle of the Center of the Commando for the Development of the Doctrines of Education and Training of the Tni Al (Kodiklatal) Surabaya	
Abstract:		The purpose of this study was to determine the effect of work culture and reward on military education professional commitments at the middle of the center of the commando for the development of the doctrines of education and training of the TNI AL (KODIKLATAL) Surabaya. The research used is a survey with a causal design. The number of respondents was set at 160 educators, the sampling technique was done by simple random sampling from 265 organic educators at the level of Middle Officers who were lecturing in Kobangdikal, Bumi Moro, Surabaya.	
Keyword:		Commitment, Professional, Reward and Work Culture.	
References:		<ol style="list-style-type: none"> 1. Ilesanmi, O.A. <i>Modern Management</i>. Nigeria: Lagos Fapsony (Nig) Ltd. 2007 2. Allen, N. J. dan J. P. Meyer. <i>Commitment in The Workplace Theory. Research and Application</i>. Califotnia: Sage Publications, 2017. 3. Armstrong, Michael Armstrong's Handbook of Reward Management Practice (1518 Walnut Street, Suite 1100, Philadelphia, USA), h. 81 4. Abbott, A. <i>The System of Professions: An Essay on the Division of Expert Labor</i>. Chicago: University of Chicago Press. 2018. 5. Britt, Thomas W. James M. Dickinson, Tiffany M. Greene-Shortridge, dan Eric S. McKibben, Positive Organizational Behavior, h. 11 6. C. A. O'Reilly, dan J. Chatman, "Organizational Commitment and Psychological Attachment: The Effect of Compliance, Identification and Internalization on Prosocial Behavior". <i>Journal of Applied Psychology</i>, 71, 2016. 7. Greenberg, J. And Robert A. Baron. 2003. Behavior in Organization International Edition, New Jersey: Prentice Hall. 8. Chien, "M.H.A. Study to Improve Organizational Performance. A View from SHRM". <i>Journal of American Academy of Business</i>, Vol.4,1/2; 2014. 9. Boehman, Yoseph. <i>Affective, Continuance, and Normative Commitment Among Student Affairs Professionals</i>. A dissertation submitted to the Graduate Faculty of North Carolina State University in partial fulfillment of the requirements for the Degree of Doctor of Education, 2006. 10. Ismail, Ilham binti dan Yaakob bin Daud. "Influence of Ethical Leadership towards Organizational Commitment in Schools". <i>International Journal of Scientific and Research Publications</i>, Volume 4, Issue 9, September 2014 11. Collins, R. <i>The Credential Society</i>. New York: Academic Press. 2009. 12. Hooijberg, Robert., Nancy Lane and Albert Diverse. "Leader Effectiveness and Integrity: Wishful Thinking?", <i>International Journal og Organization Analysis</i>, Vol. 18, No. 1, 2010. 13. D. McGregor, <i>The Professional Manager</i>. New York: McGraw-Hill, 2017. 14. Daft, R. L. <i>Organization Theory and Design</i>. 7th ed. Thomson Learning. U.S.A.:South-Western College Publishing, 2010. 15. Lee, T.W., Ashford, S.J., Walsh, J.P. & Mowday, R.T. Commitmen Propensity, Organizational Commitment and Voluntary Turnover: a Longitudinal Study of Organizational Entry Processees. <i>Journal of Management</i>. Vol. 18, No 1, 2010. 	
72.	Authors:	Galadima Gladstone Ways, Sivapalan Selvadurai, Abd Hair Awang	442-449
	Paper Title:	Youth Unemployment and Terrorism in Nigeria: The Case of "Boko Haram"	
Abstract:		The increasing social vices in Nigeria such as kidnapping, armed robbery, political thuggery and terrorism are indicators of a national doom. Kidnappings are done for ransom from the victims, while armed robbery, political thuggery, and terrorism are engaged for financial gains and selfish interest. These criminal activities negatively affect the peace, security, and development of the nation. This study examines the relationship between youth unemployment and Boko Haram terrorism in Nigeria. This study relies on secondary data and adopted the frustration-aggression theory as its theoretical framework. The study revealed that high rate of youth unemployment in northeast Nigeria has provided foot soldiers for the Boko Haram elites. More so, available data show youth unemployment rate in Nigeria is so high, and these criminal engagements are attributed to it. As a way forward, the study recommends amongst others that, the Nigerian government should identify the causes of youth unemployment and intensify efforts at youth unemployment reduction as such efforts will reduce poverty and take care of other needs of the youths.	
Keyword:		Youth Unemployment, Terrorism, Boko Haram, Social Vices, Northeast Nigeria.	
References:		<ol style="list-style-type: none"> 1. Adebayo, A. A. (2014). Implications of 'Boko Haram' terrorism on national development in Nigeria: A critical review. <i>Mediterranean Journal of Social Sciences</i>, 5(16), 480. 2. Adedeji¹, D. B., Soyinka, K. A., & Sunday, O. M. (2018). Corruption Control in the Public Sector and the Nigerian Accountant. 3. Adelaja, A. O., Labo, A., & Penar, E. (2018). Public Opinion on the Root Causes of Terrorism and Objectives of Terrorists: A Boko Haram Case Study. <i>Perspectives on Terrorism</i>, 12(3), 35-49. 4. Adesina, O. S. (2013). Unemployment and security challenges in Nigeria. <i>International Journal of humanities and social science</i>, 3(7), 146-156. 5. Afolabi, O. (2013). The Rate of Youth Unemployment and Its Effects on National Security. <i>Cultural and Religious Studies</i>, 1(1), 8-20. 6. Ajaegbu, O. O. (2012). Rising youth unemployment and violent crime in Nigeria. <i>American Journal of Social Issues and Humanities</i>, 2(5), 315-321. 7. Ajake, U. E., Oba, A. N., & Ekpo, T. E. (2014). Enriching higher education curriculum to meet the challenges of 21st century in Nigeria. <i>Journal of Educational and Social Research</i>, 4(3), 21. 8. Akande, T. (2014). Youth unemployment in Nigeria: A situation analysis. <i>The Brookings Institution</i>, 23. 9. Akanni, A. (2014). History of terrorism, youth psychology and unemployment in Nigeria. <i>Journal of Pan African Studies</i>, 7(3), 231-321. 10. Anyadike, N. O. (2013). Boko Haram and national security challenges in Nigeria; causes and solutions. <i>Journal of Economics and Sustainable Development</i>, 4(5), 12-23. 11. Baah-Boateng, W. (2016). The youth unemployment challenge in Africa: What are the drivers? <i>The Economic and Labour Relations Review</i>, 27(4), 413-431. 12. Bamidele, O. (2012). Boko Haram catastrophic terrorism: An albatross to national peace, security and sustainable development in 	

- Nigeria. *Journal of sustainable Development in Africa*, 14(1), 32-44.
13. Breuer, J., & Elson, M. (2017). Frustration–Aggression Theory. *The Wiley Handbook of Violence and Aggression*, 1-12.
 14. Bush, G. W. (2001). Address Before a Joint Session of the Congress on the United States Response to the Terrorist Attacks of September 11, September 20, 2001. *Weekly Compilation of Presidential Documents*, 37, 1347-1349.
 15. Carter, C. (2012). Pre-Incident Indicators of Terrorist Attacks: Weak Economies and Fragile Political Infrastructures Bring Rise to Terrorist Organizations and Global Networks. *Global Security Studies*, 3(4).
 16. Chiazor, I., & Udume, M. (2017). Unemployment in Nigeria: A Time Bomb Waiting To Explode: Issues, Diagnoses and the Way Forward. *Advances in Social Sciences Research Journal*, 4(2).
 17. Collins, A., & Halverson, R. (2018). *Rethinking education in the age of technology: The digital revolution and schooling in America*: Teachers College Press.
 18. Dialoke, I., & Edeja, M. S. (2017). Effects of Niger delta militancy on the economic development of Nigeria (2006–2016). *Int J Soc Sci Manag Res*, 3(3), 25-36.
 19. Dowden, R. (2009). Africa: Altered States, Ordinary Miracles (London: Portobello). *Google Scholar*.
 20. Edokpolor, J. E., & Owenvbiugie, R. O. (2017). Technical and vocational education and training skills: an antidote for job creation and sustainable development of Nigerian economy. *Problems of Education in the 21st Century*, 75(6).
 21. Etodike, C. E., Ezeh, L. N., Ogbeide, D. E., & Ike, P. R. (2018). Typical Solution To The Unemployment Problems In Nigeria: The Convergence Utility Of The Entrepreneurship Models. *European Journal of Human Resource Management Studies*.
 22. Fergusson, D. M., Horwood, L. J., & Woodward, L. J. (2001). Unemployment and psychosocial adjustment in young adults: causation or selection? *Social science & medicine*, 53(3), 305-320.
 23. George, E., & Oseni, J. (2012). The relationship between electricity power and unemployment rates in Nigeria. *Australian Journal of Business and Management Research*, 2(2), 10.
 24. Idachaba, F. (2014). Government Corruption and the Underdeveloped Nigerian Agriculture. *a lecture delivered at the Prof. Samson Olayide Memorial Lecture, University of Ibadan, Nigeria*, 15-25.
 25. Idrees, M., Shabbir, M., Roman, M., & Atif, M. (2015). Youth Bulge, a Forecast of Violence in Developing Countries. *International Journal of Innovation and Applied Studies*, 12(4), 1005.
 26. Kareem, W., Maaji, S., & Mohammed, B. (2016). Perception of technical college students on woodwork technology for self-empowerment in Niger state. Nigeria. *ATBU Journal of Science, Technology and Education*, 4(1), 40-49.
 27. Longe, O. (2017). Graduate Unemployment in Nigeria: Causes, Consequences and Remediable Approaches. *American International Journal of Contemporary Research*, 7(4), 63-73.
 28. Moshood, I., Abdulganeey, O., & Babatunde, I. O. GOVERNANCE, TERRORISM AND SECURITY CHALLENGES IN THE NORTH-EASTERN NIGERIA.
 29. Moss, K. (2018). Nigerian Terror: The Rise of Boko Haram.
 30. Nossiter, A. (2012). „Kano under siege“. *New York Times*.
 31. Nwogwugwu, N., & Irechukwu, G. N. (2015). Socio-Political Implications of Youth Unemployment on Nigeria's Economic Development. *Journal of Economics and Finance*, 6(4), 27-34.
 32. Oduwole, T. A. (2015). Youth unemployment and poverty in Nigeria. *International Journal of Sociology and Anthropology Research*, 1(2), 23-39.
 33. OECD. (2008). *Growing unequal?: Income distribution and poverty in OECD countries*.
 34. Offem, O. O., Anashie, A. I., & Aniah, S. A. (2018). Effect of strikes on management and planning of educational activities in Nigerian universities. *Global Journal of Educational Research*, 17(1), 1-8.
 35. Ojo, A. O., & Oluwatayo, I. B. (2016). Drivers and Challenges of Sustainable Development in Africa.
 36. Okafor, E. E. (2011). Youth unemployment and implications for stability of democracy in Nigeria. *Journal of sustainable Development in Africa*, 13(1), 358-373.
 37. Okorie, N. (2014). Corruption and the Challenges of Insecurity in Nigeria: Political Economy Implications. *Global Journal of Human-Social Science Research*.
 38. Olajide, S. E. (2015). Repositioning technical and vocational education toward eradicating unemployment in Nigeria. *International Journal of Vocational and Technical Education*, 7(6), 54-63.
 39. Olatunji, O. M. (2018). The goals of tertiary education: a philosophical assessment of Nigeria's national policy on education. *Journal Plus Education*, 20(2), 230-253.
 40. Olawoyin, O. (2017). Nigeria's unemployment worsens as 18.8% are jobless. *Premium Times*.
 41. Oluwatayo, I. B., & Ojo, A. O. (2018). Walking Through a Tightrope: The Challenge of Economic Growth and Poverty in Africa. *The Journal of Developing Areas*, 52(1), 59-69.
 42. Osakwe, C. (2013). Youth, unemployment and national security in Nigeria. *International Journal of humanities and social science*, 3(21), 258-268.
 43. Piazza, J. A. (2008). Incubators of terror: Do failed and failing states promote transnational terrorism? *International Studies Quarterly*, 52(3), 469-488.
 44. Ruth, H., Emmanuel, A. Y., & Ndubuisi-Okolo, P. (2014). Understanding and Overcoming the Challenge of Youth Unemployment in Nigeria. *Review of Public Administration and Management*, 400(3614), 1-9.
 45. Samerdyke, O. K. (2016). *Information vs. Propaganda: An Analysis of the Washington Post's Reporting of the Islamic State*. Bowling Green State University.
 46. Samuel, A. (2011). Democratic challenges in Nigeria and steps towards achieving the vision 20/2020. *Kubani Journal of Arts and Social Sciences*, 1(1), 14-23.
 47. Shehu, S. (2015). *The impact of boko haram on Nigerian national development*. Paper presented at the International Conference on Empowering Islamic Civilization in the 21st Century.
 48. Shuaibu, S. S., Salleh, M. A., & Shehu, A. Y. (2015). The impact of Boko Haram insurgency on Nigerian national security. *International Journal of Academic Research in Business and Social Sciences*, 5(6), 254-266.
 49. Stober, E. O. (2015). Unemployment Scourge: Rising to the Nigerian Challenge. *The Romanian Economic Journal*, 18(56), 181-200.
 50. Suleiman, M. N., & Aminul Karim, M. (2015). Cycle of bad governance and corruption: The rise of Boko Haram in Nigeria. *Sage Open*, 5(1), 2158244015576053.
 51. Varin, C. (2018). The Perfect Storm: A Study of Boko Haram, Religious Extremism, and Inequality in Nigeria *Expressions of Radicalization* (pp. 247-271): Springer.

Authors: Ratna Roshida Ab Razak, Zatul Himmah Adnan, Ku Hasnita Ku Samsu, Zarina Muhammad, Lee Yoke Fee

Paper Title: Exploring Frankl's Meaning, Purpose and Value of Life in Malaysian University Students

73.

Abstract: This study has been using the Logotherapy approach, a therapy introduced by Viktor Frankl that emphasizes the meaning, purpose and value of life. Frankl's concept of purpose in life is based on a religious existential foundation which postulated that the essence of human motivation is the will to meaning. Frankl asserted that under any circumstance, there is a seed of meaning. (Frankl, 1997). The main purpose of this exploration study is to identify the meaning, purpose and value in life among university students in Malaysia. Based on Frankl's (1953) theory of purpose in life, Crumbaugh and Maholick (1964) developed the Purpose in Life Test (PIL) to measure the

450-454

degree a person experiences a sense of meaning, purpose and value in life. This Purpose in Life Test (PIL) was psychometrically analyzed using a total number of 2586 university students to quantify the existential concept of meaning, purpose and value in life. Analysis of the data presented evidence that the Purpose in Life (PIL) test could be a larger dimension as well as being a scale in itself. The PIL showed a good internal consistency (Alpha= 0.930) and factor analysis revealed three factors which were categorized as Excitement of Life, Contentedness with life and Purpose and Goals in Life.

Keyword: Logotherapy, Meaning, Purpose, Spirituality, Value

References:

1. UNESCO, Education for all: literacy for life; EFA global monitoring report, 2006.
2. Crumbaugh, J. C., & Maholick, L. T. (1964). An experimental study in existentialism: The psychometric approach to Frankl's concept of noogenic neurosis. *Journal of Clinical Psychology*, 20, 200-207.
3. Crumbaugh, J. C., & Maholick, L. T. (1969). Manual of instructions for the Purpose-in-Life-Test. Munster: Psychometric Affiliates.
4. De Vellis, R. F. (2003), *Scale Development: Theory and Applications* (2nd ed., Vol. 26). Thousand Oaks, CA: Sage Publications.
5. Davies G., Klaassen D., Längle A. (2014) Purpose in Life Test. In: Michalos A.C. (eds) *Encyclopedia of Quality of Life and Well-Being Research*. Springer, Dordrecht.
6. Frankl, V. (1959), *Man's search for meaning*, New York: Random House.
7. Frankl, V. (1955), *The doctor and the soul*, New York: Random House.
8. Frankl, V. (1997), *Viktor Frankl recollections: An autobiography*, New York: Plenum.
9. Frankl, V. E. (1978), *The Unheard Cry for Meaning, Psychotherapy and Humanism*. New York: Simon and Schuster.
10. Hutzell, R. R. (1988), A review of the Purpose in Life Test, *International Forum for Logotherapy*, 11(2), 89-101.
11. Steger, M. F. (in press). Experiencing meaning in life: Optimal functioning at the nexus of spirituality, psychopathology, and well-being. In P. T. P. Wong & P. S. Fry (Eds.), *The human quest for meaning*. New York, NY: Routledge. Retrieved from http://www.michaelfsteger.com/?page_id=119.
12. Simmons, D. D. (1980). Purpose in life and the three aspects of valuing. *Journal of Clinical Psychology*, 36, 921-922.
13. Paul R. Pearson Brian F. Sheffield, (1975), Purpose in life and social attitudes in psychiatric patients, *Journal of Clinical Psychology*, pp. 330-332.
14. Reker, G.T. Peacock, E.J. & Wong, P.T. (1987), Meaning and purpose in life and well-being: A life-span perspective, *Journal of Gerontology*, 42, pp. 44-49.
15. Mariano, J. M. (2007) The relationship of purpose to character strengths in emerging adulthood, *Dissertation Abstracts International*, (AAT 3245590)
16. Melton, A. M. A., & Schulenberg, S. E. (2008). On the measurement of meaning: Logotherapy's empirical contributions to humanistic psychology. *The Humanistic Psychologist*, 36(1), 31-44.
17. Meier, A., & Edwards, H. (1974), Purpose-in-Life Test: Age and sex differences. *Journal of Clinical Psychology*, 30(3), 384-386.
18. Yarnell, T. D. (1971), Purpose-in-Life Test: Further correlates, *Journal of Individual Psychology*, 27(1), 76-79.
19. Yalom, I. D. (1980), *Existential psychotherapy*, New York, NY: Basic Books.
20. Zika, S., & Chamberlain, K. (1992), On the relation between meaning in life and psychological well-being. *British Journal of Psychology*, 83(1), 133-145.
21. Hutzell RR, Peterson TJ., 1986, Purpose Questionnaire with an alcoholic population, *International Journal of Addiction*, Jan: 21 (1), Use of the Life
22. G. O. Young, "Synthetic structure of industrial plastics (Book style with paper title and editor)," in *Plastics*, 2nd ed. vol. 3, J. Peters, Ed. New York: McGraw-Hill, 1964, pp. 15-64.
23. W.-K. Chen, *Linear Networks and Systems* (Book style). Belmont, CA: Wadsworth, 1993, pp. 123-135.
24. H. Poor, *An Introduction to Signal Detection and Estimation*. New York: Springer-Verlag, 1985, ch. 4.
25. B. Smith, "An approach to graphs of linear forms (Unpublished work style)," unpublished.
26. E. H. Miller, "A note on reflector arrays (Periodical style—Accepted for publication)," *IEEE Trans. Antennas Propagat.*, to be published.
27. J. Wang, "Fundamentals of erbium-doped fiber amplifiers arrays (Periodical style—Submitted for publication)," *IEEE J. Quantum Electron.*, submitted for publication.
28. C. J. Kaufman, Rocky Mountain Research Lab., Boulder, CO, private communication, May 1995.
29. Y. Yorozu, M. Hirano, K. Oka, and Y. Tagawa, "Electron spectroscopy studies on magneto-optical media and plastic substrate interfaces(Translation Journals style)," *IEEE Transl. J. Magn.Jpn.*, vol. 2, Aug. 1987, pp. 740-741 [*Dig. 9th Annu. Conf. Magnetics Japan*, 1982, p. 301].
30. M. Young, *The Technical Writers Handbook*. Mill Valley, CA: University Science, 1989.
31. (Basic Book/Monograph Online Sources) J. K. Author. (year, month, day). *Title* (edition) [Type of medium]. Volume(issue). Available: [http://www.\(URL\)](http://www.(URL))
32. J. Jones. (1991, May 10). *Networks* (2nd ed.) [Online]. Available: <http://www.atm.com> (Journal Online Sources style) K. Author. (year, month). *Title. Journal* [Type of medium]. Volume(issue), paging if given. Available: [http://www.\(URL\)](http://www.(URL))
33. R. J. Vidmar. (1992, August). On the use of atmospheric plasmas as electromagnetic reflectors. *IEEE Trans. Plasma Sci.* [Online]. 21(3). pp. 876-880. Available: <http://www.halcyon.com/pub/journals/21ps03-vidmar>

Authors: Basheer Al-haimi, Daing Nasir Ibrahim, Ab Hamid MR

Paper Title: Building World Class Universities in Yemen: Exploring Yemeni Higher Education Expert's Perceptions and Thoughts

Abstract: World Class Universities (WCU) have substantially grown in popularity over the past couple of decades. These entities have incentivized the use of research as a tool for economic growth, as the emphasis on education and research development has led the governments to include them as key aspects for their national economic strategies. However, in a country like Yemen, there is a gap in research and development when it comes to the enhancement of the education system and university academia. Thus, this paper aims to investigate the requirements, initiatives and suitable strategic approaches that are required in order to create WCUs in Yemen. This is done by collecting and assessing the perceptions of Yemeni higher education experts. In order to achieve this goal, a qualitative method has been utilized for the research methodology, with the data being collected using deep interview systems. The selected population for the interview are five experts in the relevant field. The results of the study indicate that there are several requirements, initiatives and strategic approaches that can be executed in order for a WCU to be created in Yemen. Consequently, the expectation is for the findings of this research to provide a basis and bedrock for further initiative and proposals that can be used to guide policy makers in Yemen on developing the higher education institutes to a level which can compete with other countries around the world.

Keyword: World Class Universities, Strategic approach, Requirements, Initiatives, Yemen

References:

1. Ahmed, H. O. K. (2015). Strategic Approach for Developing World-Class Universities in Egypt. *Journal of Education and Practice*, 6(5), 125-145.
2. Altbach, P. G. (2004). The costs and benefits of world-class universities. *Academe*, 90(1), 20.
3. Altbach, P. G. (2009). Peripheries and centers: Research universities in developing countries. *Asia Pacific Education Review*, 10(1), 15-27.
4. Arndt, H. W. (1984). The role of political leadership in economic development. *Canadian Journal of Development Studies/Revue canadienne d'études du développement*, 5(1), 51-63.
5. Basheer Al-haimi, A. H., Mr, Fadhl Hujainah. (2018). FACTORS AFFECTING YEMEN HIGHER EDUCATION INSTITUTIONS PERFORMANCE: CHALLENGES & OBSTACLES. *International Journal of Engineering & Technology*, 7, 256-260.
6. Cheng, Y., Wang, Q., & Liu, N. C. (2014). How world-class universities affect global higher education How World-Class Universities Affect Global Higher Education (pp. 1-10): Springer.
7. Cortese, A. D. (2003). The critical role of higher education in creating a sustainable future. *Planning for higher education*, 31(3), 15-22.
8. Education, M. o. H. (2007). National higher education action plan 2007–2010: Author Putrajaya, Malaysia.
9. Guimón, J. (2013). Promoting university-industry collaboration in developing countries. World Bank, 3.
10. Lee, J. (2013). Creating world-class universities: Implications for developing countries. *Prospects*, 43(2), 233-249.
11. Marginson, S., Kaur, S., & Sawir, E. (2011). Higher education in the Asia-Pacific: Strategic responses to globalization (Vol. 36): Springer Science & Business Media.
12. Network, V. (2018). Importance of Strategic Partnerships. Retrieved from <http://www.valuenetwork.biz/about-us/company-news/61-strategic-partnerships>
13. Ngok, K., & Guo, W. (2008). The quest for world class universities in China: Critical reflections. *Policy Futures in Education*, 6(5), 545-557.
14. Powell, W. W., & Snellman, K. (2004). The knowledge economy. *Annu. Rev. Sociol.*, 30, 199-220.
15. Roberts, J. (2009). The global knowledge economy in question. *Critical perspectives on international business*, 5(4), 285-303.
16. Salmi, J. (2009). The challenge of establishing world-class universities: World Bank Publications.
17. Salmi, J. (2016). Excellence strategies and the creation of world-class universities Matching Visibility and Performance (pp. 15-48): Springer.
18. Sharpe, R. (2014). WHAT IS A WORLD CLASS UNIVERSITY? A LITERATURE REVIEW. Retrieved from <http://www.elementaleadership.co.uk/knowledgeportal/pdf/What%20is%20a%20World%20Class%20University.pdf>
19. Tallant, J. (2009). Importance of Vision, Mission, and Values in Strategic Direction.
20. Wang, Q. H., Wang, Q., & Liu, N. C. (2011). Building world-class universities in China: Shanghai Jiao Tong University. The road to academic excellence: The making of world-class research universities, 33-62.
21. Robin Sharpe (2014). What is a World Class University ? A Literature review , retrieved from the website <http://www.elementaleadership.co.uk/knowledgeportal/pdf/What%20is%20a%20World%20Class%20University.pdf>
22. (Altbach, 2004; Salmi, 2009)

Authors: T K Londa, F F Warouw, P H Pusung

Paper Title: Mapping of Waste Water Sources in the City of Manado and Alternative Solutions

Abstract: The problem of wastewater is a serious problem to overcome. Pollution of rivers, waterways, wells, and the sea is increasing due to the increase in community activities. This condition is a serious challenge in the context of developing Manado as a world tourism city. This study aims to identify the location of waste water accumulation, by tracing the source of waste. This information is traced through the RTRW map and the Manado City masterplan. The study of wastewater management in the city of Manado is based on population density maps. The results of the mapping show the level of waste sources starting from a density level of less than 100 people / ha (Model A), a density level of 100-300 People / Ha (Model B), and a density level of more than 300 People / Ha (Model C). The alternative conclusions for solving the problem of Area A wastewater treatment are in place while the waste from the bathroom, kitchen and washing water may be disposed of without treatment. Area B of other household wastes must be processed by processing on-site to a certain degree of processing, which is to reach a BOD concentration of 60 mg / liter. Area C of all household wastewater will be processed in a centralized manner, namely the riolization system to a certain degree of processing so that the BOD concentration that exits is maximum of 30 mg / liter.

75.

Keyword: Pemetaan, Air Limbah,,Sumber, Kota Manado

References:

1. Anderson, J. (2003). The environmental benefits of water recycling and reuse. *Water Science and Technology: Water Supply*, 3(4), 1-10.
2. Hill, M. K. (2010). Understanding environmental pollution. Cambridge University Press.
3. Rose, J. B., Epstein, P. R., Lipp, E. K., Sherman, B. H., Bernard, S. M., & Patz, J. A. (2001). Climate variability and change in the United States: potential impacts on water-and foodborne diseases caused by microbiologic agents. *Environmental health perspectives*, 109(Suppl 2), 211.
4. Bolong, N., Ismail, A. F., Salim, M. R., & Matsuura, T. (2009). A review of the effects of emerging contaminants in wastewater and options for their removal. *Desalination*, 239(1-3), 229-246.
5. Brook, R. D., Franklin, B., Cascio, W., Hong, Y., Howard, G., Lipsett, M., ...& Tager, I. (2004). Air pollution and cardiovascular disease: a statement for healthcare professionals from the Expert Panel on Population and Prevention Science of the American Heart Association. *Circulation*, 109(21), 2655-2671.
6. Manado, B. P. S. K. (2016). Manado Dalam Angka.
7. Tarigan, A., Lasut, M. T., & Tilaar, S. O. (2013). Kajian Kualitas Limbah Cair Domestik di Beberapa Sungai yang Melintasi Kota Manado dari Aspek Bahan Organik dan Anorganik. *Jurnal Pesisir dan Laut Tropis*, 1(1), 55-6.
8. Su, M. I., Warouw, V. R. C., & Theffie, K. L. (2017, May). Analisis Kualitas Air Disekitar Situs Tpa Sumompo Kota Manado. In *Cocos* (Vol. 1, No. 5).
9. Sritennaya A.P Iskandar, Rahayu H. Akil, Woodford B.S. Joseph (2016) Analisis Pencemaran Organik Di Pantai Malalayang II Kota Manado Tahun 2016 Fakultas Kesehatan Masyarakat Universitas Sam Ratulang.

461-464

76.

Authors: H M R P Herath, S I Wijenayake

Paper Title: The Strategic Importance of Enterprise Resource Planning (ERP) Systems Implementation in The Fast Moving Consumer Goods (FMCG) Industry in Sri Lanka

Abstract: Enterprise Resources Planning Systems (ERP) are implemented in organizations to optimize the supply chain to improve the overall performance. Yet, it is observed that many organizations have not achieved the desired level of performance through this strategic move. Literature suggest that the implementation barriers can be a main reason for this. Hence the problem centered in this study is to identify the success factors and challenges of ERP systems implementation in the FMCG industry in Sri Lanka. This study uses the case study approach for four companies in the FMCG industry. Focus group interviews were used to gather data and the participants of the focus group interviews were key users who had an important role during the implementation. Semi-structured interviews were conducted by an experienced interviewer using an interview guide with semi-structured questions. Success factors included the technological know-how, high management commitment, lesser government regulations, and experience of the process re-engineering. Challenges included investment in resources, information management, changing the organization culture to the best practices of the system, lack of the user training and limitation of the proper consultancy services. Findings of the study can be used as a framework to understand the ERP implementation success factors and the potential challenges faced by organizations in the FMCG industry.

Keyword: Enterprise Resource Planning; Fast Moving Consumer Goods Industry; Implementation Strategies; Success Factors of ERP Implementation; Challenges of ERP Implementation

References:

1. Abosede, J. (2016). Research Design : A Review of Features and Emerging Developments. *European Journal of Business and Management*, 8(11), 113–118.
2. Adebajo, D., & Mann, R. (2000). Identifying Problems in Forecasting Consumer Demand in the Fast Moving Consumer Goods Sector. *Benchmarking: An International Journal*, 7(3), 223–230.
3. Agarwal, P. G. D. (2014). Critical success factors for ERP implementation in a Fortis hospital: an empirical investigation. *Journal of Enterprise Information Management*, Vol. 27(Iss 4), 424–448.
4. Almgren, K., & Bach, C. (2014). ERP Systems and their Effects on Organizations : A Proposed Scheme for ERP Success. *ASEE 2014 Zone I Conference*, 1–5.
5. Bourgeois, D. T. (2014). *Information Systems for Business and Beyond*.
6. Braun, V. & Clarke, V. (2006). Using Thematic Analysis in Psychology, 3, 77–101. <https://doi.org/10.1191/1478088706qp063oa>
7. Burns, N. & Grove, S. K. (2003). *Understanding Nursing Research*. 3rd ed. Philadelphia: Saunders Company.
8. Carolina, N. (1992). ERP implementation issues in advanced and developing countries, 7(3), 276–284.
9. Diehl, D., & Spinler, S. (2013). Defining a common ground for supply chain risk management – a case study in the fast-moving consumer goods industry. *International Journal of Logistics Research and Applications*, 16(4), 311–327.
10. Dunaway, M. M. (2015). Chapter 4: ERP Implementation Methodologies and Strategies.
11. Dupre, K., & Gruen, T. W. (2004). The Use of Category Management Practices to Obtain A Sustainable Competitive Advantage In The Fast-Moving-Consumer-Goods Industry. *Journal of Business & Industrial Marketing*, 19(7), 444–459.
12. Fereday, J., & Muir-Cochrane, E. (2006). Demonstrating Rigor Using Thematic Analysis: A Hybrid Approach of Inductive and Deductive Coding and Theme Development. *International Journal of Qualitative Methods*, 5(1), 80–92.
13. Fosser, E., Leister, O. H., & Moe, C. E. (2008). ERP SYSTEMS AND COMPETITIVE ADVANTAGE : SOME INITIAL RESULTS 1.
14. Gayan, R. B. A., Rameshkanna, Y., Ratheesan, R., Senevirathne, S. W. M. A. I., Mangala, K. H. J., Bandara, D. S. V., ... Bandara, D. S. V. (2015). Process Optimization of Sri Lankan Sapepan Manufacturing Industry by Time Study Analysis. *Annual Technical Conference 2015 of IET-YP Sri Lanka*, Accepted(July), 5–10.
15. Jaiswal, M. P., & Kaushik, A. (2005). Realising enhanced value due to business network redesign through extended ERP systems: Case study of HLLNet. *Business Process Management Journal*, 11(2), 171–184.
16. Kunc, M. H. (2005). Illustrating the Competitive Dynamics of an Industry: The Fast-Moving Consumer Goods Industry Case Study. *Proceedings of the 23rd International Conference of the System Dynamics Society*, 96.
17. Lönn, K., Rives, J., & Otto, T. (2011). Evaluation of the operation expedience of technological resources in a manufacturing network. *Tehnoloogiliste Ressursside Kasutamise Otstarbekuse Hindamine Tootmisvõrgustikus*, 17(1), 51–65.
18. Madurapperuma, T. S., Thelijjagoda, S., Ramanayaka, R. A. D. K. M., Walpola, D. R. H., & Thelijjagoda, S. (2009). ERP Deployment in Manufacturing Industry in Sri Lankan Context. *Psrs*, 3, 49–53.
19. Marshall, M. N. (1996). Sampling for qualitative research. *Family Practice*, 13(6), 522–525.
20. Mishra, A., & Mishra, D. (2010). ERP SYSTEM IMPLEMENTATION IN FMCG SECTOR.
21. Motwani, J., Subramanian, R., & Gopalakrishna, P. (2005). Critical factors for successful ERP implementation : Exploratory findings from four case studies, 56, 529–544.
22. Myers, M. D. (1997). *Qualitative Research in Information Systems*, (June).
23. Nanayakkara, K. S., Perera, P., & Perera, A. (2015). Factors Incompatibility of Selection and Implementation of ERP Systems for Construction Organizations - Lessons from Sri Lanka. *International Journal of Computer Science and Technology*, 6(3), 9–15.
24. Nemati, S. A., & Mangaladural, D. (2014). Impact of Enterprise Resource Planning in Supply Chain Management, 1-5.
25. Noor, K. B. M. (2014). Case Study: A Strategic Research Methodology, 5 (11), 1602-1604.
26. Palawatta, I. T., & Perrera, H. S. C. (2016). Inventory Optimization Using ERP to Reduce Final Product Lead Time, Inventory Value and Inbound Logistics Costs for MTO, FMCG Company. *International Journal of Multidisciplinary Studies (IJMS)*, 3(2), 53-60.
27. Parahoo, K. (1997). *Nursing Research: Principles, Process, and Issues*, 403.
28. Rajapakse, J., & Seddon, P. B. (2005). Why ERP may not be Suitable for Organisations in Developing Countries in Asia, 1382–1388.
29. Shatat, A. S., & Mohamed Udin, Z. (2012). The relationship between ERP system and supply chain management performance in Malaysian manufacturing companies. *Journal of Enterprise Information Management*, 25(6), 576–604.
30. Singh, J. (2014). FMCG (Fast Moving Consumer Goods) An Overview. *International Journal of Enhanced Research in Management & Computer Application*, 3(6), 14–16.
31. Thoren (2000). *Data Analysis in Qualitative Research*, 68-70.
32. Umble, E. J., Haft, R. R., & Umble, M. M. (2003). Enterprise resource planning : Implementation procedures and critical success factors, 146, 241–257.

465-476

Authors:	Arie Supriati, Theodorus Pangalila, Apeles Lexi Lonto, Julien Biringan
Paper Title:	The Effect of Internalization of Local Wisdom Si Tou Timou Tumou Tou through Civic Education Learning on Increasing Students 'Tolerance Attitudes

77.

Abstract: This study aims to examine the effect of the internalization of Si Tou Timou Tumou's cultural values in Civic Education learning on increasing students' tolerance attitudes. This research was conducted in Tomohon City, North Sulawesi Province, towards high school students in class XI. The main problem of this research is how the influence of Si Tou Timou Tumou Tou's internalization of cultural values in Civic Education learning to increase students' tolerance attitudes. The supporting theory of this research is the theory of internalization, culture, cultural

477-483

values (local wisdom / local wisdom), Civic Education learning and the theory of tolerance. To answer the research problem, the data used are data in the form of numbers obtained from the results of the questionnaire with measurements using a Likert scale for the variables Si Tou Timou Tumou Tou and student tolerance attitudes, while the Civic Education learning variable uses the SSHA scale (Survey of Study Habits and Attitudes). Besides that, the supporting data was obtained through interviews and documentation studies. The sampling technique used in this study was cluster sampling with the primary data source being students of class XI (120 students) from five sample schools. For processing and data analysis, the approach used in this study is a quantitative approach by testing hypotheses using path analysis (path analysis) to see the relationship between the variables under study. The results of the analysis of the research data show that: First, the cultural value of Si Tou Timou Tumou Tou does not have a positive effect on Civic Education learning because in this context cultural values are only a small part of Civic Education learning content in high schools in Tomohon city of North Sulawesi. Second, Civic Education Learning has a significant influence on the development of Student Tolerance Attitudes. Where Civic Education learning is well prepared and cultural values that want to be internalized are well identified, well taught and well evaluated, the better the student tolerance attitude is. Third, the cultural value of Si Tou Timou Tumou Tou and Civic Education Learning together have a positive influence and significantly influence the development of student tolerance attitudes. Based on the findings of the study, this study recommends further research in the form of the development of Civic Education learning models based on local cultural values.

Keyword: Internalization, Local Wisdom, Si Tou Timou Tumou Tou, Civic Education, Tolerance Attitude

References:

1. Branson, M. S. (1998). The role of civic education: A forthcoming Education Policy Task Force position paper from the Communitarian Network. Center for Civic Education. Retrieved from http://www.civiced.org/papers/articles_role.html
2. Endang, B. (2012). Mengembangkan Sikap Toleransi dan Kebersamaan di Kalangan Siswa. *Jurnal Visi Ilmu Pendidikan*, 1(2), 89–104.
3. Geertz, C. (1977). *The Interpretation of Cultures: Selected Essays*. New York: BASIC Books (NY).
4. Kartono, K. (1996). Pendidikan politik: sebagian dari pendidikan orang dewasa. Mandar Maju.
5. Kementerian Pendidikan dan Kebudayaan RI. (2010). *Desain induk pengembangan karakter bangsa tahun 2010-2025*. Jakarta: Kementerian Pendidikan dan Kebudayaan RI.
6. Koentjaraningrat. (2002). *Pengantar Ilmu Antropologi*. Jakarta: Rineka Cipta.
7. Mahfud, C. (2009). *Pendidikan Multikultural*. Pustaka Pelajar.
8. Marfai, M. A. (2012). *Pengantar etika lingkungan dan Kearifan lokal*. Yogyakarta: Gadjah Mada University Press.
9. Mulyana, R. (2004). *Mengartikulasikan pendidikan nilai*. Bandung: Alfabeta.
10. Pangalila, T. (2013). Pengaruh internalisasi nilai budaya Si Tou Timou Tumou Tou, Mapalus dan Torang Samua Basudara Dalam Pembelajaran PKn Terhadap Peningkatan Sikap Toleransi Siswa: Penelitian Survey Terhadap Siswa SMA di Kota Tomohon-Sulawesi Utara. Universitas Pendidikan Indonesia. Bandung.
11. Pangalila, T., Ngarawula, B., & Sadhana, K. (2018). Tolerance behavior among society in city of Tomohon , North Sulawesi. *International Journal of Humanities and Social Science Research*, 4(4), 46–49. <https://doi.org/doi.org/10.22271/social>
12. Purba, A. (1999). *Emotional Intelligence: Seri Ayah-Bunda*. Jakarta: Dian Raya.
13. Raihani. (2011). A whole-school approach: A proposal for education for tolerance in Indonesia. *School Field*, 9(1), 23–39.
14. Rohaedi, A. (1986). *Kepribadian Budaya Bangsa*. Jakarta: Pustaka Jaya.
15. Somantri, M. N. (1976). *Metode mengajar civics*. Erlangga. Jakarta.
16. Sondak, A. J. (2002). Si Tou Tiimou Tumou Tou (Tou Minahasa): Refleksi atas Nilai-Nilai Manusia. Jakarta: Pustaka Sinar Harapan.
17. Sumantri, E. (2008). *An Outline Citizenship and Moral Education in Major Countries of Southeast Asia*. Bandung: Bintang Warliartika. Bandung.
18. Supardan, D. (2011). *Pengantar Ilmu Sosial: Sebuah kajian pendekatan struktural*. Jakarta: Bumi Aksara.
19. Syamsiar, S. (2010). Bentuk-Bentuk Kearifan Lokal Dalam Kehidupan Masyarakat Indonesia Sebagai Sumber Gagasan Berkarya Seni Rupa. *Jurnal ISI Surakarta*, 2(1). Retrieved from <http://jurnal.isi-ska.ac.id/index.php/brikolase/article/view/414>
20. Wahab, A. A., & Sapriya. (2011). *Teori dan landasan pendidikan kewarganegaraan*. Bandung: Alfabeta.
21. Winataputra, U. S., & Budimansyah, D. (2007). *Civic education: Konteks, landasan, bahan ajar, dan kultur kelas*. Bandung: Program Studi Pendidikan Kewarganegaraan SPS UPI.
22. Yusuf, S., & Nurihsan, J. (2008). *Teori kepribadian*. Bandung: Remaja Rosdakarya. Bandung: Remaja Rosdakarya.

Authors: Zaitul, Elfiswandib, Desi Ilonab

Paper Title: Board of Commissioners Involvement and Shareholder’s Wealth

Abstract: Using Continental European data on Indonesia, this research investigates the effect of Board of Commissioners involvement which is measured by responsibility, seniority, women participation and independency on shareholder’s wealth. This paper is the first research that examines the association between Board of Commissioners involvement and shareholder’s wealth based on 249 Indonesia listed companies. Panel data analysis was used to assess whether the Board of Commissioners responsibility and independency have positive effect on shareholder’s wealth. Based on the finding, seniority and women involvement have a negative relationship with shareholder’s wealth. These findings have practical implication, i.e. the shareholders should consider the Board of Commissioners involvement in appointing and dismissing them. Theoretically, these findings contributed to the agency theory in the way that the Board of Commissioners involvement could reduce the agency cost and increase the wealth of shareholders.

Keyword: Board of Commissioners Involvement: shareholder’s wealth

References:

1. Abad, D., Lucas-pérez, M. E., Minguez-vera, A., & Yagüe, J. (2017). Does gender diversity on corporate boards reduce information asymmetry in equity markets? *Bussiness Research Quarterly*, 20, 192–205. <https://doi.org/10.1016/j.brq.2017.04.001>
2. Ali, M., & Konrad, A. M. (2017). Antecedents and consequences of diversity and equality management systems: The importance of gender diversity in the TMT and lower to middle management. *European Management Journal*, 35(4), 440–453. <https://doi.org/10.1016/j.emj.2017.02.002>
3. Ameer, R., Ramli, F., & Zakaria, H. (2010). A new perspective on board composition and firm performance in an emerging market.

- Corporate Governance: The International Journal of Business in Society*, 10(5), 647–661. <https://doi.org/10.1108/14720701011085607>
4. Arosa, B., Iturralde, T., & Maseda, A. (2010). Ownership structure and firm performance in non-listed firms: Evidence from Spain. *Journal of Family Business Strategy*, 1(2), 88–96. <https://doi.org/10.1016/j.jfbs.2010.03.001>
 5. Baysinger, B. D., & Butler, H. N. (1985). Corporate Governance and the Board of Directors : Performance Effects of Changes in Board Composition Corporate Governance and the Board of Directors : Performance Effects of Changes in Board Composition. *Journal of Law, Economics, & Organization*, 1(1), 101–124.
 6. Baysinger, B., & Robert E. Hoskisson. E. (1989). Diversification strategy and R&D intensity in multiproduct firms. *Academy of Management Journal*, 32(2), 310–332. <https://doi.org/10.2307/256364>
 7. Beasley, M. S. (1996). An empirical analysis of the relationship between the board of director composition and financial statement fraud. *The Accounting Review*, 71(4), 443–465.
 8. Bohdanowicz, L. (2015). The Impact of Ownership Structure on Supervisory Board Size and Diversity : Evidence from the Polish Two-tier Board Model. *Procedia Economics and Finance*, 23, 1420–1425. [https://doi.org/10.1016/S2212-5671\(15\)00429-3](https://doi.org/10.1016/S2212-5671(15)00429-3)
 9. Boyle, G., & Ji, X. (2013). New Zealand corporate boards in transition: Composition, activity and incentives between 1995 and 2010. *Pacific Accounting Review*, 25(3), 235–258.
 10. Byrd, J., Martin, L. A., & Rath, S. (2010). The shareholder wealth effects of an executive joining another company ' s Board. *International Journal of Managerial Finance*, 6(1), 48–57. <https://doi.org/10.1108/17439131011015788>
 11. Campbell, K., & Mínguez-Vera, A. (2008). Gender diversity in the boardroom and firm financial performance. *Journal of Business Ethics*, 83(3), 435–451. <https://doi.org/10.1007/s10551-007-9630-y>
 12. Carpenter, M. A., Sanders, W. M. G., & Gregersen, H. A. L. B. (2001). Bundling Human Capital with Organizational Context : The Impact of International Assignment Experience on Multinational Firm Performance and CEO Pay. *Academy of Management Journal*, 44(3), 493–511. <https://doi.org/10.2307/3069366>
 13. Carter, D. A., D'Souza, F., Simkins, B. J., & Simpson, W. G. (2010). The gender and ethnic diversity of US boards and board committees and firm financial performance. *Corporate Governance*, 18(5), 396–414. <https://doi.org/10.1111/j.1467-8683.2010.00809.x>
 14. Chiang, M.-H., & Lin, J.-H. (2007). The Relationship between Corporate Governance and Firm Productivity: evidence from Taiwan's manufacturing firms. *Corporate Governance: An International Review*, 15(5), 768–779. <https://doi.org/10.1111/j.1467-8683.2007.00605.x>
 15. Core, J. E., Holthausen, R. W., & Larcker, D. F. (1999). Corporate governance , chief executive officer compensation , and firm performance. *Journal of Financial Economics*, 51, 371–406. [https://doi.org/10.1016/S0304-405X\(98\)00058-0](https://doi.org/10.1016/S0304-405X(98)00058-0)
 16. Cotter, J. F., Shivdasani, A., & Zenner, M. (1997). Do independent directors enhance target shareholder wealth during tender offers? *Journal of Financial Economics*, 43(2), 195–218. [https://doi.org/10.1016/S0304-405X\(96\)00886-0](https://doi.org/10.1016/S0304-405X(96)00886-0)
 17. Darmadi, S. (2013). Do women in top management affect firm performance? Evidence from Indonesia. *Corporate Governance: The International Journal of Business in Society*, 13(3), 288–304. <https://doi.org/10.1108/CG-12-2010-0096>
 18. Darmadi, S. (2016). Ownership concentration, family control, and auditor choice: Evidence from an emerging market. *Asian Review of Accounting*, 24(1), 19–42.
 19. Dockery, E., Herbert, W. E., & Taylor, K. (2000). Corporate Governance , Managerial Strategies and Shareholder Wealth Maximisation : A Study of Large European Companies. *Managerial Finance*, 26(9), 21–35.
 20. Farrell, K. A., & Hersch, P. L. (2005). Additions to corporate boards: The effect of gender. *Journal of Corporate Finance*, 11(1–2), 85–106. <https://doi.org/10.1016/j.jcorpfin.2003.12.001>
 21. Fich, E. M., & Shivdasani, A. (2006). Are Busy Boards Effective Monitors? *The Journal of Finance*, 61(2), 689–724. <https://doi.org/10.1111/j.1540-6261.2006.00852.x>
 22. Field, L., Lowry, M., & Mkrchyan, A. (2013). Are busy boards detrimental? *Journal of Financial Economics*, 109(1), 63–82. <https://doi.org/10.1016/j.jfineco.2013.02.004>
 23. Ghosh, S. (2018). Banker directors and firm performance: Are family firms different? *Future Business Journal*, 4(1), 1–15. <https://doi.org/10.1016/j.fbj.2017.11.002>
 24. Hamzah, A. H., & Zulkafli, A. H. (2014). Board diversity and corporate expropriation. *Procedia - Social and Behavioral Sciences*, 164(August), 562–568. <https://doi.org/10.1016/j.sbspro.2014.11.146>
 25. Helland, E., & Sykuta, M. (2005). Who's monitoring the monitor? Do outside directors protect shareholders' interests? *The Financial Review*, 40(2), 155–172. <https://doi.org/10.1111/j.1540-6288.2005.00098.x>
 26. Hu, N., Hao, Q., Liu, L., & Yao, L. J. (2015). Managerial tenure and earnings management. *International Journal of Accounting & Information Management*, 23(1), 42–59. <https://doi.org/10.1108/IJAIM-04-2014-0025>
 27. Huang, W., & Chen, K. C. (2012). Asset sales , asset exchanges , and shareholder wealth in China. *Journal of Advanced Research*, 2(1), 1–8. <https://doi.org/10.1016/j.rdf.2012.01.002>
 28. Ibrahim, A. H., & Hanefah, M. M. (2016). Board diversity and corporate social responsibility in Jordan. *Journal of Financial Reporting and Accounting*, 14(2), 279–298. <https://doi.org/10.1108/MBE-09-2016-0047>
 29. Jackling, B., & Johl, S. (2009). Board structure and firm performance: Evidence from India's top companies. *Corporate Governance*, 17(4), 492–509. <https://doi.org/10.1111/j.1467-8683.2009.00760.x>
 30. Jensen, M., & Meckling, W. (1976). Theory of the firm: managerial behavior, agency costs, and ownership structure. *Journal of Financial Economics*, 3(4), 305–360. <https://doi.org/10.1017/CBO9780511817410.023>
 31. Khorana, A., Tufano, P., & Wedge, L. (2007). Board structure, mergers, and shareholder wealth: A study of the mutual fund industry. *Journal of Financial Economics*, 85(2), 571–598. <https://doi.org/10.1016/j.jfineco.2006.05.002>
 32. Kiel, G. C., & Nicholson, G. J. (2006). Multiple directorship and corporate performance in Australian listed companies. *An International Review*, 14(6), 530–546. <https://doi.org/DOI.10.1111/j.1467-8683.2006.00528.x>
 33. La Porta, R., Lopez-de-Silanes, F., Shleifer, A., & Vishny, R. (2000). Investor Protection and Corporate Governance. *Journal of Financial Economics*, 58, 3–27. [https://doi.org/http://dx.doi.org/10.1016/S0304-405X\(00\)00065-9](https://doi.org/http://dx.doi.org/10.1016/S0304-405X(00)00065-9)
 34. Lenard, M. J., Yu, B., York, E. A., & Wu, S. (2014). Impact of board gender diversity on firm risk. *Managerial Finance*, 40(8), 787–803.
 35. Liow, K. H., & Ooi, J. T. L. (2006). Does corporate real estate create wealth for shareholders? *Journal of Property Investment & Finance*, 22(5), 386–400. <https://doi.org/10.1108/14635780410556870>
 36. Lu, X., Wang, J., & Dong, D. (2013). Busy boards and corporate performance. *China Finance Review International*, 3(2), 203–219. <https://doi.org/10.1108/20441391311330618>
 37. Manning, M. L., & Munro, D. (2004). The business survey researcher's SPSS cookbook. New South Wales.
 38. McClelland, P. L., Barker, V. L., & Oh, W.-Y. (2012). CEO career horizon and tenure : Future performance implications under different contingencies. *Journal of Business Research*, 65, 1387–1393. <https://doi.org/10.1016/j.jbusres.2011.09.003>
 39. Misra, D., & Vishnani, S. (2012). Impact of Corporate Governance Regulation on Market Risk. *Vikalpa*, 37(2), 19–32. <https://doi.org/10.1177/0256090920120203>
 40. Muhammad, W. M. wan, Wasiuzzaman, S., & Salleh, N. M. Z. (2016). Board and audit committee effectiveness, ethnic diversification and earnings management: a study of the Malaysian manufacturing sector. *Corporate Governance*, 16(4), 726–746. <https://doi.org/10.1108/CG-06-2015-0085>
 41. Muller-Kahle, M. I., Wang, L., & Wu, J. (2014). Board structure: an empirical study of firms in Anglo-American governance environments. *Managerial Finance*, 40(7), 681–699. <https://doi.org/10.1108/MBE-09-2016-0047>
 42. Muttakin, M. B., Khan, A., & Subramaniam, N. (2015). Firm characteristics, board diversity and corporate social responsibility: Evidence from Bangladesh. *Pacific Accounting Review*, 27(3), 353–372.
 43. Nguyen, K. H. (2014). Impact of a dividend initiation wave on shareholder wealth. *Applied Financial Economics*, 24(8), 573–586.
 44. Ntow-gyamfi, M., Bokpin, G. A., & Gemegah, A. (2015). Corporate governance and transparency : evidence from stock return synchronicity. *Journal of Financial Economic Policy*, 7(2), 157–179. <https://doi.org/10.1108/JFEP-10-2013-0055>

45. Ooi, C., Hooy, C., & Som, A. P. M. (2017). The influence of board diversity in human capital and social capital in crisis. *Managerial Finance*, 43(6), 700–719. <https://doi.org/10.1108/MF-08-2016-0226>
46. Rashid, A. (2018). Board independence and firm performance: Evidence from Bangladesh. *Future Business Journal*, 4(1), 34–49. <https://doi.org/10.1016/j.fbj.2017.11.003>
47. Redor, E. (2016). Board attributes and shareholder wealth in mergers and acquisitions : a survey of the literature. *J Manag Gov*, 20, 789–821. <https://doi.org/10.1007/s10997-015-9328-y>
48. Sarkar, J., & Sarkar, S. (2009). Multiple board appointments and firm performance in emerging economies: Evidence from India. *Pacific Basin Finance Journal*, 17(2), 271–293. <https://doi.org/10.1016/j.pacfin.2008.02.002>
49. Sherif, M., & Erkol, C. T. (2017). Sukuk and conventional bonds : shareholder wealth perspective. *Journal of Islamic Accounting and Business Research*, 8(4), 347–374. <https://doi.org/10.1108/JIABR-09-2016-0105>
50. Tarus, D. K., & Ayabei, E. (2016). Board composition and capital structure: evidence from Kenya. *Management Research Review*, 39(9), 1056–1079. <https://doi.org/10.1108/MRR-01-2015-0019>
51. Terjesen, S., Sealy, R., & Singh, V. (2009). Women directors on corporate boards: A review and research agenda. *Corporate Governance*, 17(3), 320–337. <https://doi.org/10.1111/j.1467-8683.2009.00742.x>
52. Thams, Y., Bendell, B. L., & Terjesen, S. (2018). Explaining women ' s presence on corporate boards : The institutionalization of progressive gender-related policies ☆. *Journal of Business Research*, 86(may), 130–140. <https://doi.org/10.1016/j.jbusres.2018.01.043>
53. Ting, H. (2013). CEO turnover and shareholder wealth : Evidence from CEO power in Taiwan ☆. *Journal of Business Research*, 66(12), 2466–2472. <https://doi.org/10.1016/j.jbusres.2013.05.036>
54. Walters, B. A., Kroll, M. J., & Wright, P. (2007). CEO tenure , boards of directors , and acquisition performance. *Journal of Business Res*, 60, 331–338. <https://doi.org/10.1016/j.jbusres.2006.12.001>
55. White, H. (1980). A heteroskedasticity-consistent covariance matrix estimator and a direct test for heteroskedasticity. *Econometrica*, 48(4), 817–838.
56. Wijethilake, C., Ekanayake, A., & Perera, S. (2015). Board involvement in corporate performance: evidence from a developing country. *Journal of Accounting in Emerging Economies*, 5(3), 250–268. <https://doi.org/10.1108/JAEE-12-2012-0050>
57. Willows, G., & Linde, M. van der. (2016). Women representation on boards: a South African perspective. *Meditari Accountancy Research*, 24(2), 211–225.
58. Wooldridge, J. M. (2003). *Introductory Econometrics: A Modern Approach* (2nd Editio). Ohio: Thomson South Western. <https://doi.org/10.1017/asb.2017.16>
59. Yahanpath, N., & Joseph, T. (2011). A brief review of the role of shareholder wealth maximisation and other factors contributing to the global financial crisis. *Qualitative Research in Financial Markets*, 3(1), 64–77. <https://doi.org/10.1108/17554171111124621>
60. Zaitul, & Ilona, D. (2018). Gender in Audit Committee and Financial Reporting Timeliness : the Case of Unique Continental European Model. *International Journal of Engineering & Technology*, 7(2.29), 436–442. <https://doi.org/10.14419/ijet.v7i2.29.13668>

Authors: Dorris Yadewani, Reni Wijaya

Paper Title: **The Relationship between Reward, Work Discipline, Motivation and Employee Job Satisfaction among Employees of Inews Tv Padang, Indonesia**

Abstract: This study aims to analyze the influence of reward, motivation and discipline to employee job satisfaction. The sample of this research is 15 employees of iNews TV. Exploratory factor analysis aims to confirm the structure of factors that underlie independent predictors with each other. The results of this study explain that reward, motivation and work discipline affect job satisfaction reward, motivation and work discipline affect job satisfaction. Of the several variables that affect job satisfaction, the work discipline variables that provide the greatest contribution to satisfaction. Company management is expected to pay attention to variable work discipline employees to support the achievement of job satisfaction

Keyword: Reward, Motivation, Work Discipline and Job Satisfaction

References:

1. Andhika Putra Pratama, Agus Widarko, A. R. S. (2017). Pengaruh Reward dan Punishment Terhadap Motivasi Kerja Karyawan Goldia Camilan Malang. *Jurnal Riset Manajemen*, 0(November 2016), 124–135.
2. Arikunto, S. (2013). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
3. Asari. (2018). The Effect of Personality , Organizational Climate and Job Satisfaction on Teachers Organizational Citizenship Behavior at Public Vocational High School in DKI Jakarta Province. *International Journal of Scientific Research and Management (IJSRM)*, 6(4), 191–197. <https://doi.org/10.18535/ijstrm/v6i4.e102>
4. Azman, I. et all. (2014). Effect of manager's role in performance based pay on employee outcomes. *Global Journal Al-Thaqafah*, 4(2), 41–58. Retrieved from www.gjat.my/gjat122014/6520140402.pdf
5. Cedaryana, Luddin, M. R., & Supriyati, Y. (2018). Influence of Work Discipline, Career Development and Job Satisfaction on Employee Performance Directorate General Research and Development of Ministry Research, Technology and Higher Education. *International Journal of Scientific Research and Management*, 6(2), 87–96. <https://doi.org/10.18535/ijstrm/v6i2.e102>
6. Choi, S. L., Goh, C. F., Adam, M. B. H., & Tan, O. K. (2016). Transformational leadership, empowerment, and job satisfaction: The mediating role of employee empowerment. *Human Resources for Health*, 14(1), 1–14. <https://doi.org/10.1186/s12960-016-0171-2>
7. Dapu, V. A. W. (2015). The Influence of Work Discipline , Leadership , and Motivation on Employee Performance At Pt . Trakindo Utama Manado. *Jurnal EMBA*, 3(3), 352–361.
8. Endo Wijaya Kartika, & Thomas S. Kaihatu. (2010). Analisis Pengaruh Motivasi Kerja Terhadap Kepuasan Kerja (Studi Kasus pada Karyawan Restoran di Pakuwon Food Festival Surabaya). *Jurnal Manajemen Dan Kewirausahaan*, 12(1), pp.100-112. <https://doi.org/10.9744/jmk.12.1.pp.100-112>
9. Finna Okta Maulina, Yusuf, M., & Priyatama, A. N. (2015). Hubungan antara budaya kerja dan disiplin kerja dengan kepuasan kerja pada karyawan Bagian Umum Pemerintah Kota Tegal. *Jurnal Ilmiah Psikologi Candrajiwa*, 4, 235–244. Retrieved from <http://candrajiwa.psikologi.fk.uns.ac.id/index.php/candrajiwa/article/view/116>
10. Jihan Rizki Kiay Demak, S. S. P. (2014). Employee discipline and attitude to job satisfaction in sekretariat daerah kabupaten minahasa. *EMBA*, 2, 298–306.
11. Mangkunegara, A. P., & Octorend, T. R. (2015). Effect of Work Discipline, Work Motivation and Job Satisfaction on Employee Organizational Commitment in the Company (Case Study in PT. Dada Indonesia). *Universal Journal of Management*, 3(8), 318–328. <https://doi.org/10.13189/ujm.2015.030803>
12. Mardiono, D. (2014). Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan. *Jurnal Ilmu & Riset Manajemen*, 3.
13. Murphy, B. (2015). Dublin Business School in association with Liverpool John Moore ' s Title : The impact of reward systems on employee performance A thesis submitted to Dublin Business School in partial fulfilment of the requirements for Masters of Business Administration , (May).
14. Rizki Indah Kartikasari, I. D. (2017). Pengaruh Pelatihan dan Disiplin Kerja Terhadap Kinerja Karyawan dengan Kepuasan Kerja Sebagai Variabel Intervening. *Dipoegoro Journal Of MAnagement*, 6, 1–12. Retrieved from <http://ejournal-s1.undip.ac.id/index.php/dbr>
15. Sari, R.F., Siburian, T.A, & Wau, Y. (2017). The Effect of Work Discipline , Job Satisfaction and Work Motivation Towards Teacher Organizational Commitment in Smp Negeri of Medan Kota District. *Jurnal of Research & Method in Education (IOSR-JRME)*, 7(5),

	<p>45–54. https://doi.org/10.9790/7388-0705014554</p> <p>16. Senasu, K. ., & Singhapakdi, A. . (2014). Relative effects of lower-order and higher-order quality of work life on employee job satisfaction and life satisfaction: Case studies of service and manufacturing sectors in Thailand. <i>Kasetsart Journal - Social Sciences</i>, 35(1), 73–83. Retrieved from http://www.scopus.com/inward/record.url?eid=2-s2.0-84923683609&partnerID=40&md5=7f716a59aee2136db58764b9e8e9c81c</p> <p>17. Siahaan, R. (2013). Pengaruh Reward dan Punishment terhadap Disiplin Kerja Karyawan Pada PT. Perkebunan Nusantara III Rambutan. <i>Jurnal Ilmiah Bussines Progress</i>, 1(1), 17–26.</p> <p>18. Sudarno, S., Priyono, P., & Sukmaningrum, D. (2016). Effect of Compensation, Motivation and Organizational Climate on Employee Satisfaction: Study on PT. Sumber Alfaria Trijaya Tbk. in Gedangan-Sidoarjo. <i>International Journal of Business and Management</i>, 11(2), 212. https://doi.org/10.5539/ijbm.v11n2p212</p>							
80.	<table border="1"> <tr> <td data-bbox="127 315 319 376">Authors:</td> <td data-bbox="319 315 1436 376">Evania Yafie, Yudha Alfian Haqqi</td> </tr> <tr> <td data-bbox="127 376 319 436">Paper Title:</td> <td data-bbox="319 376 1436 436">Development Application “Detection of Growth and Development for New Born Until Two Years” Based on Android</td> </tr> <tr> <td colspan="2" data-bbox="127 436 1436 929"> <p>Abstract: The implementation of early detection in Indonesia rarely happens to know from the outset the conditions of development and growth of children. The low knowledge of parents makes it difficult to do early detection. For this reason, researchers will develop new software technology (applications) based on Android by smart phones that can automatically detect and obtain information on children's displays of 1-2 years. The purpose of this study is to produce applications for DGD NB-2 based on Android in accordance with the functions and procedures of development carried out and to produce applications DGD NB-2 based on Android which has a good level of validity so that it can be utilized in learning activities. This study uses the Ghirardini development model and the Information Management Resource Kit, which is a development of the ADDIE development model. Data collection instruments in the form of questionnaires are used to obtain data that includes: (a) Need Analysis, (b) Target Audience Analysis, (c) Reaction or user response, (d) Media expert, (e) Material expert, (f) Expert psychology, and (g) Practical Test by users. The data analysis technique used in this research is descriptive quantitative. The results showed that 1) The results of the validation of the application media expert were in the Very good category of 86%, 2) The results of the validation of the application material experts entered the Very good category, 87%, 3) the results of the application psychology expert validation are in the Very good category, 89%, 4) Validation of the entire application is in the Very good category 87.3%.</p> <p>Keyword: Application Development, Detection of Growth And Development, Born Until Two Years</p> <p>References:</p> <ol style="list-style-type: none"> Bailey, P & Wilkins. (1995). Parenting Skills Workshop Series. A Manual for Parent Educators. Journal. A Cornell Cooperative Extension Publication. Berndt, T. J. (1997). Child Development. (second edition). Purdue University: Brown & Benchmark. United States of America by Times Mirror Higher Education Group, Inc., Berns, R. M. (2003). Child, Family, School, Community Socialization and Support (sixth edition). The University of California. Irvine Saddleback College: Emertius Biomed Eng Online. 2011 Apr 5; 10(0):24.More Smartphones Were Shipped in Q1 2013 Than Feature Phones, An Industry First According to IDC (Press Release, 25 Apr 2013) - http://www.idc.com/getdoc.jsp?containerId=prUS24085413[Ref list] Boulos M. N., Wheeler S, Tavares C, & Jones R .How smartphones are changing the face of mobile and participatory healthcare: an overview, with example from eCAALYX.Br J Health Psychol. 2010 Feb; 15(Pt 1):1-39. Fox S, Duggan M. Mobile Health 2012 Washington, DC, Pew Research Center’s Internet & American Life Project 2012. Available at http://pewinternet.org/-/media/Files/Reports/2012/PIP_MobileHealth2012_FINAL.pdf [Ref list] Heron K. E., & Smyth J. M. Ecological momentary interventions: incorporating mobile technology into psychosocial and health behaviour treatments. Millar M. Market for feature phone apps is low-tech goldmine (BBC News, 7 May 2013) - http://www.bbc.co.uk/news/business-22390444 Mulyadi. (2010). Membuat Aplikasi Untuk Android. In Membuat Aplikasi Untuk Android. Yogyakarta: Multimedia Center Publishing. Nugroho, A. 2004. Analisis dan Perancangan Informasi dengan Metodologi Berorientasi Objek, Informatika. Bandung: Graha Ilmu Pelletier, S. G. (2012). Explosive Growth in Health Care Apps Raises Oversight Questions. AAMC Reporter 2012, Oct. Available at https://www.aamc.org/newsroom/reporter/october2012/308516/health-care-apps.html Pramana. (2005). Aplikasi Manajemen Perekrutan Berbasis Access. 97/2000/XP. Jakarta: PT. Elex Media Komputindo. Shelov and Altmann. (2009). Caring For Your Baby And Young Child: Birth To Age 5. American Academy Of Pediatrics. Soetjinah. (1998). <i>Tumbuh Kembang Anak</i>. Jakarta: EGC. Tanuwijaya, S. (2003). <i>Pertumbuhan Fisik Anak</i>. Jakarta: Egc. Trunzo, A. C. (2006). Engagement Parenting Skills, and Parent-Child Relation as Mediators of The Relationship Between Parental Self-Efficacy and Treatment Outcomes for Children with Conduct problem. Dissertation. University of Pittsburg. </td> </tr> </table>	Authors:	Evania Yafie, Yudha Alfian Haqqi	Paper Title:	Development Application “Detection of Growth and Development for New Born Until Two Years” Based on Android	<p>Abstract: The implementation of early detection in Indonesia rarely happens to know from the outset the conditions of development and growth of children. The low knowledge of parents makes it difficult to do early detection. For this reason, researchers will develop new software technology (applications) based on Android by smart phones that can automatically detect and obtain information on children's displays of 1-2 years. The purpose of this study is to produce applications for DGD NB-2 based on Android in accordance with the functions and procedures of development carried out and to produce applications DGD NB-2 based on Android which has a good level of validity so that it can be utilized in learning activities. This study uses the Ghirardini development model and the Information Management Resource Kit, which is a development of the ADDIE development model. Data collection instruments in the form of questionnaires are used to obtain data that includes: (a) Need Analysis, (b) Target Audience Analysis, (c) Reaction or user response, (d) Media expert, (e) Material expert, (f) Expert psychology, and (g) Practical Test by users. The data analysis technique used in this research is descriptive quantitative. The results showed that 1) The results of the validation of the application media expert were in the Very good category of 86%, 2) The results of the validation of the application material experts entered the Very good category, 87%, 3) the results of the application psychology expert validation are in the Very good category, 89%, 4) Validation of the entire application is in the Very good category 87.3%.</p> <p>Keyword: Application Development, Detection of Growth And Development, Born Until Two Years</p> <p>References:</p> <ol style="list-style-type: none"> Bailey, P & Wilkins. (1995). Parenting Skills Workshop Series. A Manual for Parent Educators. Journal. A Cornell Cooperative Extension Publication. Berndt, T. J. (1997). Child Development. (second edition). Purdue University: Brown & Benchmark. United States of America by Times Mirror Higher Education Group, Inc., Berns, R. M. (2003). Child, Family, School, Community Socialization and Support (sixth edition). The University of California. Irvine Saddleback College: Emertius Biomed Eng Online. 2011 Apr 5; 10(0):24.More Smartphones Were Shipped in Q1 2013 Than Feature Phones, An Industry First According to IDC (Press Release, 25 Apr 2013) - http://www.idc.com/getdoc.jsp?containerId=prUS24085413[Ref list] Boulos M. N., Wheeler S, Tavares C, & Jones R .How smartphones are changing the face of mobile and participatory healthcare: an overview, with example from eCAALYX.Br J Health Psychol. 2010 Feb; 15(Pt 1):1-39. Fox S, Duggan M. Mobile Health 2012 Washington, DC, Pew Research Center’s Internet & American Life Project 2012. Available at http://pewinternet.org/-/media/Files/Reports/2012/PIP_MobileHealth2012_FINAL.pdf [Ref list] Heron K. E., & Smyth J. M. Ecological momentary interventions: incorporating mobile technology into psychosocial and health behaviour treatments. Millar M. Market for feature phone apps is low-tech goldmine (BBC News, 7 May 2013) - http://www.bbc.co.uk/news/business-22390444 Mulyadi. (2010). Membuat Aplikasi Untuk Android. In Membuat Aplikasi Untuk Android. Yogyakarta: Multimedia Center Publishing. Nugroho, A. 2004. Analisis dan Perancangan Informasi dengan Metodologi Berorientasi Objek, Informatika. Bandung: Graha Ilmu Pelletier, S. G. (2012). Explosive Growth in Health Care Apps Raises Oversight Questions. AAMC Reporter 2012, Oct. Available at https://www.aamc.org/newsroom/reporter/october2012/308516/health-care-apps.html Pramana. (2005). Aplikasi Manajemen Perekrutan Berbasis Access. 97/2000/XP. Jakarta: PT. Elex Media Komputindo. Shelov and Altmann. (2009). Caring For Your Baby And Young Child: Birth To Age 5. American Academy Of Pediatrics. Soetjinah. (1998). <i>Tumbuh Kembang Anak</i>. Jakarta: EGC. Tanuwijaya, S. (2003). <i>Pertumbuhan Fisik Anak</i>. Jakarta: Egc. Trunzo, A. C. (2006). Engagement Parenting Skills, and Parent-Child Relation as Mediators of The Relationship Between Parental Self-Efficacy and Treatment Outcomes for Children with Conduct problem. Dissertation. University of Pittsburg. 		495-509
Authors:	Evania Yafie, Yudha Alfian Haqqi							
Paper Title:	Development Application “Detection of Growth and Development for New Born Until Two Years” Based on Android							
<p>Abstract: The implementation of early detection in Indonesia rarely happens to know from the outset the conditions of development and growth of children. The low knowledge of parents makes it difficult to do early detection. For this reason, researchers will develop new software technology (applications) based on Android by smart phones that can automatically detect and obtain information on children's displays of 1-2 years. The purpose of this study is to produce applications for DGD NB-2 based on Android in accordance with the functions and procedures of development carried out and to produce applications DGD NB-2 based on Android which has a good level of validity so that it can be utilized in learning activities. This study uses the Ghirardini development model and the Information Management Resource Kit, which is a development of the ADDIE development model. Data collection instruments in the form of questionnaires are used to obtain data that includes: (a) Need Analysis, (b) Target Audience Analysis, (c) Reaction or user response, (d) Media expert, (e) Material expert, (f) Expert psychology, and (g) Practical Test by users. The data analysis technique used in this research is descriptive quantitative. The results showed that 1) The results of the validation of the application media expert were in the Very good category of 86%, 2) The results of the validation of the application material experts entered the Very good category, 87%, 3) the results of the application psychology expert validation are in the Very good category, 89%, 4) Validation of the entire application is in the Very good category 87.3%.</p> <p>Keyword: Application Development, Detection of Growth And Development, Born Until Two Years</p> <p>References:</p> <ol style="list-style-type: none"> Bailey, P & Wilkins. (1995). Parenting Skills Workshop Series. A Manual for Parent Educators. Journal. A Cornell Cooperative Extension Publication. Berndt, T. J. (1997). Child Development. (second edition). Purdue University: Brown & Benchmark. United States of America by Times Mirror Higher Education Group, Inc., Berns, R. M. (2003). Child, Family, School, Community Socialization and Support (sixth edition). The University of California. Irvine Saddleback College: Emertius Biomed Eng Online. 2011 Apr 5; 10(0):24.More Smartphones Were Shipped in Q1 2013 Than Feature Phones, An Industry First According to IDC (Press Release, 25 Apr 2013) - http://www.idc.com/getdoc.jsp?containerId=prUS24085413[Ref list] Boulos M. N., Wheeler S, Tavares C, & Jones R .How smartphones are changing the face of mobile and participatory healthcare: an overview, with example from eCAALYX.Br J Health Psychol. 2010 Feb; 15(Pt 1):1-39. Fox S, Duggan M. Mobile Health 2012 Washington, DC, Pew Research Center’s Internet & American Life Project 2012. Available at http://pewinternet.org/-/media/Files/Reports/2012/PIP_MobileHealth2012_FINAL.pdf [Ref list] Heron K. E., & Smyth J. M. Ecological momentary interventions: incorporating mobile technology into psychosocial and health behaviour treatments. Millar M. Market for feature phone apps is low-tech goldmine (BBC News, 7 May 2013) - http://www.bbc.co.uk/news/business-22390444 Mulyadi. (2010). Membuat Aplikasi Untuk Android. In Membuat Aplikasi Untuk Android. Yogyakarta: Multimedia Center Publishing. Nugroho, A. 2004. Analisis dan Perancangan Informasi dengan Metodologi Berorientasi Objek, Informatika. Bandung: Graha Ilmu Pelletier, S. G. (2012). Explosive Growth in Health Care Apps Raises Oversight Questions. AAMC Reporter 2012, Oct. Available at https://www.aamc.org/newsroom/reporter/october2012/308516/health-care-apps.html Pramana. (2005). Aplikasi Manajemen Perekrutan Berbasis Access. 97/2000/XP. Jakarta: PT. Elex Media Komputindo. Shelov and Altmann. (2009). Caring For Your Baby And Young Child: Birth To Age 5. American Academy Of Pediatrics. Soetjinah. (1998). <i>Tumbuh Kembang Anak</i>. Jakarta: EGC. Tanuwijaya, S. (2003). <i>Pertumbuhan Fisik Anak</i>. Jakarta: Egc. Trunzo, A. C. (2006). Engagement Parenting Skills, and Parent-Child Relation as Mediators of The Relationship Between Parental Self-Efficacy and Treatment Outcomes for Children with Conduct problem. Dissertation. University of Pittsburg. 								
81.	<table border="1"> <tr> <td data-bbox="127 1612 319 1673">Authors:</td> <td data-bbox="319 1612 1436 1673">Caroline Akhras</td> </tr> <tr> <td data-bbox="127 1673 319 1733">Paper Title:</td> <td data-bbox="319 1673 1436 1733">An Exploratory Look at a MENA Leadership Yardstick</td> </tr> <tr> <td colspan="2" data-bbox="127 1733 1436 2157"> <p>Abstract: It is held that contemporary Western organizations would neither exist nor develop without leaders who efficiently and effectively manage. Researchers assert that in modern business enterprises, leadership requires the skill of working with and through people and other organizational resources to accomplish organizational goals. In addition, many business leadership studies posit that a key skill is that unique ability to work with the additionally challenging behavior of Millennials and Generation Z geared 24/7 towards accelerated development. Nonetheless, Drucker (2003) looking at modern organizations from a much broader perspective asserted that effective management in the post-industrial arena is probably the main resource of the developed world and the most needed resource in the developing world. This research paper explores perceptions of a leadership yardstick in small and medium-sized enterprises (SME) in the Middle East and North Africa (MENA). Ninety-three participants drawn from different departments in business organizations were randomly selected as a sample. Two research questions were posed: (1) In your opinion, are business leaders operationally efficient in reaching goals in the SME where you work? (2) In your opinion, are business leaders effective in reaching goals in the SME where you work? The results found that Millennial and Generation Z business leadership in the MENA had a novel moral compass that networked, coordinated, cooperated and united employees into a communal context. Additional research is recommended to</p> </td> </tr> </table>	Authors:	Caroline Akhras	Paper Title:	An Exploratory Look at a MENA Leadership Yardstick	<p>Abstract: It is held that contemporary Western organizations would neither exist nor develop without leaders who efficiently and effectively manage. Researchers assert that in modern business enterprises, leadership requires the skill of working with and through people and other organizational resources to accomplish organizational goals. In addition, many business leadership studies posit that a key skill is that unique ability to work with the additionally challenging behavior of Millennials and Generation Z geared 24/7 towards accelerated development. Nonetheless, Drucker (2003) looking at modern organizations from a much broader perspective asserted that effective management in the post-industrial arena is probably the main resource of the developed world and the most needed resource in the developing world. This research paper explores perceptions of a leadership yardstick in small and medium-sized enterprises (SME) in the Middle East and North Africa (MENA). Ninety-three participants drawn from different departments in business organizations were randomly selected as a sample. Two research questions were posed: (1) In your opinion, are business leaders operationally efficient in reaching goals in the SME where you work? (2) In your opinion, are business leaders effective in reaching goals in the SME where you work? The results found that Millennial and Generation Z business leadership in the MENA had a novel moral compass that networked, coordinated, cooperated and united employees into a communal context. Additional research is recommended to</p>		510-516
Authors:	Caroline Akhras							
Paper Title:	An Exploratory Look at a MENA Leadership Yardstick							
<p>Abstract: It is held that contemporary Western organizations would neither exist nor develop without leaders who efficiently and effectively manage. Researchers assert that in modern business enterprises, leadership requires the skill of working with and through people and other organizational resources to accomplish organizational goals. In addition, many business leadership studies posit that a key skill is that unique ability to work with the additionally challenging behavior of Millennials and Generation Z geared 24/7 towards accelerated development. Nonetheless, Drucker (2003) looking at modern organizations from a much broader perspective asserted that effective management in the post-industrial arena is probably the main resource of the developed world and the most needed resource in the developing world. This research paper explores perceptions of a leadership yardstick in small and medium-sized enterprises (SME) in the Middle East and North Africa (MENA). Ninety-three participants drawn from different departments in business organizations were randomly selected as a sample. Two research questions were posed: (1) In your opinion, are business leaders operationally efficient in reaching goals in the SME where you work? (2) In your opinion, are business leaders effective in reaching goals in the SME where you work? The results found that Millennial and Generation Z business leadership in the MENA had a novel moral compass that networked, coordinated, cooperated and united employees into a communal context. Additional research is recommended to</p>								

further explore the MENA business leadership yardstick as it facilitates measuring the first worldwide horizontal generation whose leadership seems to be socially accountable.

Keyword: Business Context, Leadership Yardstick, Millennials, Generation Z, Modern Morality, Active Investment, SME.

References:

1. Bencsik, A., Juhász, T., and Horváth-Csikós, G. 2016. "Y and Z Generations at Workplaces." *Journal of Competitiveness* 6(3): 90–106.
2. Cameron, E. A., and Pagnattaro, M. A. 2017. "Beyond Millennials: Engaging Generation Z in Business Law Classes." *Journal of Legal Studies Education* 34(2): 317–324. <https://doi.org/10.1111/jlse.12064>
3. Certo, S. C. and Certo, S. T. 2016. *Modern Management: Concepts and Skills*. 14th ed. Boston: Pearson
4. Chillakuri, B., and Mahanandia, R. 2018. "Generation Z Entering the Workforce: the Need for Sustainable Strategies in Maximizing their Talent." *Human Resource Management International Digest* 26(4): 34–38. <https://doi.org/10.1108/hrmid-01-2018-0006>
5. Daft, R. L. 2017. *The Leadership Experience*. 7th ed. New York, USA: South-Western Cengage Learning.
6. Deal, J. J., Altman, D. G., and Rogelberg, S. G. 2010. "Millennials at Work: What We Know and What We Need to Do (If Anything)." *Journal of Business and Psychology* 25(2): 191–199. <https://doi.org/10.1007/s10869-010-9177-2>
7. Deresky, H. 2017. *International Management: Managing Across Borders and Cultures* (9th ed.). Harlow, England: Pearson.
8. Dessler, G. 2017. *Human Resource Management*. 15th ed. Global Edition. New Jersey: Pearson.
9. Drucker, P. F. 2003. *Managing in the Next Society*. Manhattan, New York: St. Martin's Griffin.
10. European Commission. 2019. *Entrepreneurship and Small and Medium Sized Business*. https://ec.europa.eu/growth/smes_en
11. Ferrell, O. C., Hirt, G. and Ferrell, L. 2018. *Business*. 6th ed. New York: McGraw-Hill Irwin.
12. Feser, C, Mayol, F, and Srinivasan, R. 2014. "Decoding Leadership: What Really Matters?" *McKinsey Quarterly* 4: 89-91.
13. Friedman, T. 2008. *Hot, Flat, and Crowded*. New York: Farrar, Straus, & Giroux.
14. Friedman, T. and Mandelbaum, M. 2011. *That Used to Be Us*. New York: Farrar, Straus, & Giroux.
15. Gordon, R. 2016. *The Rise and Fall of American Growth*. New Jersey: Princeton University Press.
16. Heritage Foundation. 2019. 2019 Index of Economic Freedom. <https://www.heritage.org/index/country/lebanon>.
17. Iorgulescu, M. 2016. "Generation Z and its Perception of Work." *Cross-Cultural Management Journal* 18(1): 47–54.
18. Javidan, M. and Teagarden, M. 2010. "Making it Overseas." *Harvard Business Review*. Massachusetts, Boston: Harvard Books School Press.
19. Johnson, G, Whittington, R., Scholes, K., Angwin, D., and Regner, P. 2018. *Exploring Strategy: Texts and Cases*. 11th ed. Harrow, England: Financial Times. Prentice Hall.
20. Kowske, B. J., Rasch, R., and Wiley, J. 2010. "Millennials' (Lack of) Attitude Problem: An Empirical Examination of Generational Effects on Work Attitudes." *Journal of Business and Psychology* 25(2): 265–279. <https://doi.org/10.1007/s10869-010-9171-8>
21. Kuhn, Y. 1970. *The Structure of Scientific Revolutions*. University of Chicago Press: Chicago.
22. Mertz, J. 2015. *Activate Leadership: Aspen Truths to Empower Millennial Leaders*. Texas: Thin Difference
23. Muller, R., Gerald, J., and Turner, J. R. 2012. "Relationships between Leadership and Success in Different Types of Project Completion." *IEEE Transactions on Engineering Management* 59(1): 77-90. <http://doi.org/10.1109/TEM.2011.2114350>.
24. Myers, K. K., and Sadaghiani, K. 2010. "Millennials in the Workplace: A Communication Perspective on Millennials' Organizational Relationships and Performance." *Journal of Business and Psychology* 25(2): 225–238. <https://doi.org/10.1007/s10869-010-9172-7>.
25. Oehler, K., Stomski, L., and Kustra-Olszewska, M. 2014. "What Makes Someone an Engaging Leader", *Harvard Business Review*. <https://hbr.org/2014/11/what-makes-someone-an-engaging-leader/>
26. Prensky, M. 2016. *Education to Better Their World: Unleashing the Power of 21st Century Kids*. New York: Columbia TC Press.
27. Prensky, M. 2018. "Real World Project: Empowerment Education." *The Global Future Education Foundation Institute*. <https://bit.ly/2MLKqFq>
28. Rao, M. S. 2014. "Soft Skills for Strong Leaders: 10 Steps to Management Success." *Human Resource Management International Digest* 23(3) <http://doi.org/10.1108/HRMID-05-2019-0069b>.
29. Robbins, P. R., Coulter, M., and DeCenzo, D. A. 2017. *Fundamentals of Management*. 10th ed. Boston: Pearson.
30. Robbins, S. and Judge, T. 2018. *Organizational Behaviour*. Boston, Massachusetts: Pearson.
31. Robbins, S. P., Coulter, M., Sidani, Y. and Jamali, D. 2015. *Management*. Arab World Edition. Essex, England: Pearson Education Limited.
32. Scandura, T. A. 2016. *Essentials of Organizational Behavior: An Evidence-Based Approach*. California, USA: SAGE Publications.
33. Scarborough, I. and Cornwall, J. R. 2018. *Essentials of Entrepreneurship and Small Business Management*. 9th ed. New Jersey, USA: Pearson Education.
34. Taschner, A. 2016. "Improving SME Logistics Performance through Benchmarking," *Benchmarking: An International Journal* 23(7): 1780-1797.
35. The World Bank IBRD-IDA. 2019. <https://www.worldbank.org/en/country/Lebanon/.../economic-outlook-october-2018>.
36. Tóth-Kaszás, N. 2018. "Is a Mid-Sized Town Enough for the Generation Z? What is Needed to Keep the Young People in Their (Home) Town?" *Management* 13(1): 33–48. <https://doi.org/10.26493/1854-4231.13.33-48>
37. Twenge, J. M. 2014. *Generation Me: Why Today's Young Americans Are More Confident, Assertive, Entitled, and More Miserable Than Ever Before*. New York: Simon & Schuster
38. Twenge, J. M. 2018. *iGen: Why Today's Super Connected Kids Are Growing Up Less Rebellious More Tolerant, Less Happy—and Completely Unprepared for Adulthood*. New York: Simon & Schuster
39. Twenge, J. M. and Campbell, K. 2010. *The Narcissism Epidemic: Living in the Age of Entitlement*. New York: Free Press.
40. Yukl, G. A. 2012. *Leadership in Organizations*. 8th ed. New Jersey, USA: Pearson.

Authors: Ferdoushi Ahmed*, Md. Shahin Mia, Aree Wiboonpongse, Sutonya Thongrak, Sirirat Kiapathomchai

Paper Title: Trends in Poverty and Income Inequality in Urban Malaysia: Emerging Issues and Challenges

Abstract: Malaysia has experienced rapid urbanization and infra structure development during the past few decades. Objective of this study to assess the nature of poverty and income inequality in the urban areas in Malaysia. The study also aims to focus on the emerging issues and challenges of rapid urbanization and urban poverty in the country. Secondary data were obtained from the Economic Planning Unit (EPU), Malaysia and the Department of Statistics, Malaysia. The analyses show that though the rate of urban poverty followed a declining trend during the last few decades, incidence of poverty and hard-core poverty still exists in the urban areas of the country. It was also found that earnings of the urban dwellers increased gradually during the past few decades. But income inequality in urban localities remained wider (Gini coefficient is, on average, 0.453). Moreover, income disparity among the major ethnic groups (Malays, Chinese and Indians) in the country is greater and sizeable. The continuation of urbanization, urban poverty and income inequality bring forward new issues and challenges. Therefore, to handle these issues and challenges, it is urgently required to identify the effectiveness of specific programs as well as design and best practice

of urban poverty reduction programs and policies.

Keyword: Urban Poverty, Income Inequality, Emerging Issues, Challenges, Malaysia.

References:

1. Alesina, A., and Glaeser, E., 2004. Fighting poverty in the U.S. and Europe: A world of difference. Oxford: Oxford University Press.
2. Asian Development Bank, 2014. Urban Poverty in Asia: Asian Development Bank,
3. Mandaluyong City 1550 Metro Manila, Philippines. Available at: <https://www.adb.org/sites/default/files/publication/59778/urban-poverty-asia.pdf>
4. Aziz, W.N.A.W.A., Ahmad, F., Hanif, N.R. and Kok, W.H., 2011. Pembasmian Kemiskinan Bandar ke arah Bandar Inklusif dan Sejahtera: Cabaran Kuala Lumpur. *Journal of Surveying, Construction and Property*, 2 (1): 107-124.
5. Choguill, C. L., 1994. Implementing Urban Development Projects a search for criteria for success; *Third World Planning Review*, 16 (1) 25-40.
6. Chukwukere, O.A. and Baharuddin, A.H., 2012. Risk and poverty in agriculture: Expanding roles for agricultural cooperatives in Malaysia. *Geografia*, 8 (4): 1-11.
7. Department of Statistics, Malaysia, 2006. Malaysia economic statistic – Time series. Department of Statistics, Malaysia, Putrajaya, Malaysia.
8. Department of Statistics, Malaysia, 2013. Household Income and Basic Amenities Survey Report. Available at http://www.statistics.gov.my/portal/download_household/files/household/2009/HISBA_Publication_2009.pdf. Pp. 1-139.
9. Department of Statistics, Malaysia, 2011. Population distribution and basic demographic characteristics- population and housing census of Malaysia 2010. Department of Statistics, Malaysia, Putrajaya, Malaysia. Pp. 4.
10. Devas, N. and Rakodi, C. 1993: Planning and Managing Urban Development. In: Devas, N. / Rakodi, C. (Eds.): Managing fast growing cities. New Approaches to Urban Planning and Management in the Developing World. New York: Longman Scientific and Technical.
11. Easterly, B., and Levine, R., 1997. Africa's growth tragedy: Policies and ethnic divisions. *Quarterly Journal of Economics*, 112(4): 1203–1250.
12. Economic Planning Unit, Malaysia, 2004. Malaysia: 30 Years of Poverty Reduction, Growth and Racial Harmony. Economic Planning Unit (EPU), Prime Minister's Department, Putrajaya, Malaysia.
13. Economic Planning Unit, Malaysia, 2012. Socio-economic statistics- household income and poverty. Economic Planning Unit (EPU), Prime Minister's Department, Putrajaya, Malaysia.
14. Economic Planning Unit, Malaysia, 2013. The Malaysian Economy in Figures. Economic Planning Unit (EPU), Prime Minister's Department, Putrajaya, Malaysia. Pp. 35.
15. Economic Planning Unit, Malaysia, 2015. Achieving a System of Competitive Cities in Malaysia. Mian Report. Economic Planning Unit (EPU), Prime Minister's Department, Putrajaya, Malaysia. Pp. 35.
16. Elhadary, Y.A.E and Samat, N., 2012. Political Economy and Urban Poverty in the Developing Countries: Lessons Learned from Sudan and Malaysia. *Journal of Geography and Geology*, 4 (1). doi:10.5539/jgg.v4n1p212.
17. Faaland, J., Parkinson, J., and Saniman, R., 2003. Growth and ethnic inequality. Kuala Lumpur: Utusan Publications and Distributions.
18. Hasan, A.R. and Hashim, S., 2001. Poverty Statistics in Malaysia. Department of Statistics, Malaysia, Putrajaya, Malaysia.
19. Matul, M., 2005. Demand for Microinsurance in Georgia. Qualitative Study Results. Microfinance Centre for Central and Eastern Europe and the New Independent State.
20. Mok, T.Y., Gan, C., Sanyal, A., Division, C., Box, P.O. and Zealand, N., 2007. The Determinants of Urban Household Poverty in Malaysia. *Journal of Social Sciences*, 3(4): 190-196. doi:ISSN 1549-3652.
21. Montalvo, J.G., and Reynal-Querol, M., 2005. Ethnic diversity and economic development. *Journal of Development Economics*, 76(2): 293–393.
22. Muhamed, K and Haron, S., 2011: Poverty mapping: an effective approach in determining the poor area- case study of Johor. Department of Statistics, Malaysia, Putrajaya, Malaysia.
23. Nair, S., 2010. Moving forward: Its poverty agenda challenges, dilemmas and options for Malaysia. Paper prepared for CPRC Conference, 8-10 September 2010.
24. National Physical Plan of Malaysia, 2010. Available at: http://www.kpkt.gov.my/kpkt_2013/fileupload/dasar/NPP.pdf
25. Othman, A. and Kari, F., 2008. Enhancing co-operatives movement to achieve Malaysia's development goals. Paper presented at the ICA Research Conference, October 2008, riva del Garda, Trento Italy.
26. Ragayah, M.Z., 2008. Income distribution and sustainable economic development in EAST Asia. A comparative analysis. Ed. Ragayah Haji Mat Zin and Medhi Krongkaew. East Asian Development Network. Universiti Kebangsaan Malaysia. Malaysia. pg.196.
27. Rostam, K., Jali, M.F.M and Toriman, M.E., 2010. Impacts of Globalisation on Economic Change and Metropolitan Growth in Malaysia: Some Regional Implications. *The Social Sciences*, 5(4): 293-301.
28. Saari, M.Y., Dietzenbacher, E. and Los, B., 2015. Sources of Income Growth and Inequality Across Ethnic Groups in Malaysia, 1970–2000. *World Development*, 76: 311-328.
29. Shari, I., 2000. Economic growth and income inequality in Malaysia, 1971-95. *Journal of the Asia Pacific Economy*, 5(1-2): 112-124.
30. Siang, H.C., 2008. Urban Governance and Rapid Urbanization Issues in Malaysia. *Jurnal Alam Bina*, Jilid 13(4): 1-24.
31. Siwar, C. and Kasim, M.Y., 1997. Urban development and urban poverty in Malaysia. *International Journal of Social Economics*, 24(12): 1524-1535. doi:10.1108/03068299710193958
32. UNCHS (United Nations Commission on Human Settlements), 1996. An Urbanizing World: Global Report on Human Settlements 1996, Oxford University Press, Oxford.
33. UNDP (United Nations Development Programs), 2005. Malaysia- achieving the millennium development goals, successes and challenges. United Nations Country Team, Malaysia. Available at: http://www.undp.org.my/uploads/MDG_full_report.pdf. Pp. 1-256.
34. UNHSP (United Nations Human Settlement Programme), 2013. State of the World's Cities 2012/2013: Prosperity of Cities.
35. World Bank, 2005. Overview: Understanding, measuring and overcoming poverty. Available at: <http://www.colorado.edu/philosophy/healthwood/pdf/worldbank.pdf>.
36. World Bank. 2013. "Malaysia Economic Monitor: High-Performing Education." December, 2013. The World Bank. Bangkok.
37. World Bank, 2015. Malaysia Economic Monitor: Transforming Urban Transport. Southeast Asia Country Management Unit, The World Bank. Available at: <http://documents.worldbank.org/curated/en/509991467998814353/pdf/97393-WP-P152893-Box391466B-PUBLIC-MEM12-Draft-v3-3b.pdf>.

Authors: Friska Sipayung, Liasta Ginting, Magdalena Linda Leonita Sibarani

Paper Title: Competitive Position of the Most Admired Companies 2018 in Consumer Goods Category

83.

Abstract: The Warta Economic Intelligence Unit (WEIU) conducts research in 2018. The research team uses the desk research and quantitative research methods. This research produces the names of companies with the highest awareness and the best image based on the perceptions of respondents as the desired company. Referring to (1) the opinion of David (2016:11), obtaining and maintaining competitive advantage is very important for the long-term success of the organization. (2) Solihin's opinion (2012:25) through strategic decisions made by company management, it will ensure the maintenance of the company's competitive advantage, so the researchers suspect that

524-534

the success of the Consumer Goods companies in Indonesia Most Admired Companies (IMAC-2018) is due to the right strategy decisions. Regarding IMAC-2018 Consumer Goods Category, this study aims to identify and analyze competitive positions based on financial performance in the Consumer Goods industry, 2) formulate strategies that can be carried out to improve competitive positions in the Consumer Goods industry. To achieve this goal, the research approach used is a combination of qualitative and quantitative approaches with a strategic management design model. The data used in this study are secondary data, namely the financial statements of consumer goods company in 2016, 2017 and 2018. This research was conducted in the Top Five Indonesia Most Admired Companies 2018 in Consumer Goods Category, namely PT Garuda Food, PT GudangGaram, PT Nestlé Indonesia, PT Indofood and PT Unilever Indonesia. The results show that 1) the financial performance of PT Unilever Indonesia, shows the best position compared to the others. 2) the strategies chosen based on competitive conditions are aggressive and defensive strategies.

Keyword: company strategy, competitive position, financial performance

References:

1. Aditya, Ferryanto, Saarec Elsyehatane, Analisa Pengaruh Corporate Image Terhadap Kinerja Keuangan Perusahaan Perbankan Di Surabaya, *Business Accounting Review*, Vol. 3, No. 2, Agustus 2015 : 91-100
2. Amir, Taufiq, 2008, *Strategic Mindset, Membangun Fondasi Yang Kokoh Bagi Perencanaan Bisnis Anda*, PT. Buana Populer, Kelompok Gramedia, Jakarta
3. David, Fred 2016. *Manajemen Strategis, Konsep*, Salemba Empat, Jakarta.
4. Dwiyanto, Agus, 1995. *Penilaian Kinerja Organisasi Publik*, Seminar kinerja Organisasi Sektor Publik, Kebijakan dan Penerapannya, Jurusan Ilmu Administrasi Negara, Fakultas Ilmu Sosial dan Politik, Universitas Gadjahmada, Yogyakarta 20 Mei
5. Gibson, James L., Ivancevich John M, Jr, Donnelly, James H, Konopaske Robert (2003). *Organizations: Behavior, Structure, Processes*, McGraw-Hill/Irwin
6. Grant, M Grant (2009). *Analisis Strategi Kontemporer, Konsep, Teknik dan Aplikasi*, Penerbit Erlangga, Jakarta.
7. Hitt, Michael A. (2001) *Manajemen strategis : daya saing dan globalisasi konsep* buku 1 Erlangga, Jakarta.
8. Hubeis, Musa & Najib Mukhamad, 2012, *Manajemen Strategik dalam pengembangan daya saing Organisasi*, PT. Elex Media Komputindo, kelompok Gramedia, Jakarta.
9. Istanto, Yuni, *Pengaruh Strategi Keunggulan Bersaing Dan Positioning terhadap Kinerja (Survey Pada Koperasi Serba Usaha Di Kabupaten Sleman Yogyakarta*, *Buletin Ekonomi* Vol. 8, No. 2, Agustus 2010 hal 70-170
10. Nursya'bani Purnama, Hery Setiawan, *Analisis Pengaruh Sumber-Sumber Keunggulan Bersaing Bidang Pemasaran Terhadap Kinerja Perusahaan Manufaktur Di Indonesia*, JSB No. 8 Vol. 2, Desember 2003
11. Pearce, Robinson, *Strategic Management* (2012), 13th Edition, Mc Graw-Hill Education
12. Pefindo rating criteria & methodology (2018). <http://www.pefindo.com>. April
13. Prasetyo, Caroline & Gomies Benedicta, J. 2004. *Perencanaan Strategi Map dengan Menggunakan Human Resource Scorecard pada Perusahaan Asuransi Bumi Asih Jaya Surabaya*. Surabaya: Universitas Kristen Petra.
14. Simona Rus et al. (2016). *Conceptualization and examination of success factors in the banking* *Procedia Economics and Finance* (2016) 679 – 684
15. Surf, T. and Lyons, H. (2003). *Mission statements exposed*, *International Journal of Contemporary Hospitality Management*, 15 (4-5) - 255-262.

Authors: Chintamane Sanmukhiya

Paper Title: Predicting E-Government Use in Mauritius: Non-Parametric Procedures

Abstract: This study changes the way in which research has so far been conducted on assessing the extent to which the UTAUT model predicts the use of e-government. It also contributes to the theoretical framework by adding up a trust component to forecast behavioural intention. This study adds other factors to the theoretical model such as frequency of use, sector of occupation, education and urbanisation. Instead of merely summing up Likert-type items, this research identifies those individual factors behind all UTAUT components and Trust dimension that predict the use of the Mauritian government website both in the short and long run under the non-parametric approach. Mann-Whitney U tests, Kruskal-Wallis H tests, Bonferroni correction and Jonckheere-Terpstra tests are used throughout the analysis. Data were randomly collected through questionnaires across 221 citizens who use the government website in Mauritius.

Factors such as adequate knowledge, self-confidence, convenience of use, support at work, influential people, opinions of valued people, recommendations by important people to use the e-portal, improved job performance, ability to complete task online, having useful and required information online, ease of finding information, trust in government departments and website, online security and non-disclosure of personal details to third party affect a citizen's intention to continue to use e-government portal in the future. In addition to these factors, having a computer or laptop, and cheap internet subscription affect short term behavioural intention but not long term behavioural intention. The reverse applies for updated information, easy to understand and use, maintain confidentiality, the enactment of laws against cybercrimes and seen as competent by colleagues. Results are significant at 0.1%, 1% and 5% level. Frequency of use and sector of occupation play key roles in influencing a citizen's desire to use government websites across all UTAUT and Trust components. Urbanisation however does not affect e-government use at all. This study enables policymakers and government website administrators to tackle those aspects that may favourably mould citizens' perceptions towards the government website. It will thus enhance e-government practice in Mauritius.

Keyword: E-Government, UTAUT Model, Bonferroni Correction, Kruskal-Wallis H Tests, Mann-Whitney H Tests, Jonckheere-Terpstra Tests.

References:

84.

535-549

1. Evans D, Yen DC. E-Government: Evolving Relationship of Citizens and Government, Domestic, and International Development. *Government Information Quarterly*. 2006;23(2):207-35.
2. Reffat RM. Developing A Successful E-Government. Working Paper. Sydney, Australia.2003.
3. Huang Z. A Comprehensive Analysis of U.S. Counties' E-government Portals: Development Status and Functionalities. *European Journal of Information Systems*. 2007;16(2):149-64.
4. Shampa P. A Study of E-governance Initiatives in India. *The International Information and Library Review*. 2007;39:176-84.
5. Al-Shafi S, Weerakkody V, editors. Factors Affecting E-government Adoption in the State of Qatar. European and Mediterranean Conference on Information Systems, April 12-13; 2010; Abu Dhabi UAE: EMCIS2010.
6. Venkatesh V, Morris MG, Davis GB, Davis FD. User acceptance of information technology: toward a unified view. *MIS Quarterly*. 2003;27(3):425-78.
7. Davis FD. Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly*. 1989;13(3):319-40.
8. Lawson A, Willoughby L, Lawson-Body L, Tamandja EM. Students' Acceptance of E-books: An Application of UTAUT. *Journal of Computer Information Systems* 2018:1-12.
9. Gruzd A, Staves K, Wilk A. Connected scholars: Examining the Role of Social Media in Research Practices of Faculty Using the UTAUT Model. *Computers in Human Behavior*. 2012;28(6):2340-50.
10. San Martín M, Herrero A. Influence of the User's Psychological Factors on the Online Purchase Intention in Rural Tourism: Integrating Innovativeness to the UTAUT Framework. *Tourism Management*. 2012;33(2):341-50.
11. Shin D-H. Towards an Understanding of the Consumer Acceptance of Mobile wallet. *Computers in Human Behavior*. 2009;25(6):1343-54.
12. Magsamen-Conrada K, Upadhaya S, Joa CY, Dowd J. Bridging the Divide: Using UTAUT to Predict Multigenerational Tablet Adoption Practices. *Computers in Human Behavior*. 2015;50:186-96.
13. Zhou T, Lu Y, Wang B. Integrating TTF and UTAUT to Explain Mobile Banking User Adoption. *Computers in Human Behavior*. 2010;26(4):760-7.
14. Chau NN, Seshadri S, Broekemier G, Pamornpathomkul S. An Exploratory Study of Mobile Shopping Behaviors of Young Adults in Thailand. *Journal of Internet Commerce*. 2018;17(4):339-55.
15. Thomas TD, Singh L, Gaffar K. The Utility of the UTAUT Model in Explaining Mobile Learning Adoption in Higher Education in Guyana. *International Journal of Education and Development Using Information and Communication Technology (IJEDICT)*. 2013;9(3):71-85.
16. Azira EM, S, Omar SZBT. An Acceptance of 4G (Fourth Generation) Mobile Network in Malaysia. *International Journal of Information and Communication Technology Research*. 2013;3(8):232-7.
17. Weerakkody V, Irani Z, Lee H, Osman I, Hindi N. E-government Implementation: A Bird's Eye View of Issues Relating to Costs, Opportunities, Benefits and Risks. *Information Systems Frontiers*. 2015;17(4):889-915.
18. Sanmukhiya C. E-governance dimensions in the Republic of Mauritius. 7th International Conference on Recent Developments in Social Sciences and Business Studies; Paya Labar Singapore 2017.
19. Belanger F, Hiller JS, Smith WJ. Trustworthiness in Electronic Commerce: The Role of Privacy, Security, and Site Attributes. *Journal of Strategic Information Systems*. 2002;11:245-70.
20. Carter L, Belanger F. The utilization of e-government services: citizen trust, innovation and acceptance factors. *Information Systems Journal*. 2005;15(1):5-25.
21. Rogers EM. Diffusion of Innovations. Fifth ed. New York: Free Press; 2003.
22. Ajzen I. From Intentions to Actions: A Theory of Planned Behaviour. In: Khul J, Beckmann J, editors. *Action Control: From Cognition to Behavior* Berlin Heidelberg New York Tokyo: Springer-Verlag; 1985. p. 11-39.
23. Igarria M, Parasuraman S, Baroudi JJ. A Motivational Model of Microcomputer Usage. *Journal of Management Information Systems*. 1996;13(1):127-43.
24. Venkatesh V, Davis FD. A Theoretical Extension of the Technology Acceptance Model: Four Longitudinal Field Studies *Management Science*. 2000;46(2):186-204.
25. Ajzen I, Fishbein M. *Understanding Attitudes and Predicting Social Behaviour*. Englewood Cliffs, NJ: Prentice-Hall, Inc; 1980.
26. Taylor S, Todd PA. Assessing IT Usage: The Role of Prior Experience. *MIS Quarterly*. 1995;19(2):561-70.
27. Thompson RL, Higgins CA, Howell JM. Personal Computing: Toward a Conceptual Model of Utilization. *MIS Quarterly*. 1991;15(1):125-43.
28. Compeau DR, Higgins CA, Huff S. Social Cognitive Theory and Individual Reactions to Computing Technology: A Longitudinal Study. *MIS Quarterly*. 1999;23(2):145-58.
29. Yi MY, Jackson JD, Park JS, Probst JC. Understanding Information Technology Acceptance by Individual Professionals: Toward an Integrative View. *Information & Management*. 2006;43(3):350-63.
30. Waehama W, McGrath M, Korhous A, Fong M. ICT Adoption and the UTAUT Model *International Journal of Information Technology & Computer Science (IJITCS)* 2014;17(2):24-30.
31. Tarhini A, El-Masri M, Ali M, Serrano A. Extending the UTAUT Model to Understand the Customers' Acceptance and Use of Internet Banking in Lebanon: A Structural Equation Modeling Approach. *Information Technology & People*. 2016;29(4):830-49.
32. Alomari M, Sandhu K, Woods P. Measuring Social Factors in E-government Adoption in the Hashemite Kingdom of Jordan. *International Journal of Digital Society (IJDS)*. 2010;1(2):163-72.
33. Alshehri M, Drew S, AlGhamdi R, editors. Analysis for Citizens' Acceptance for E-government Services: The UTAUT Model. IADIS International Conference: Theory and Practice in Modern Computing and Internet Applications and Research; 2012 17-23 July; Lisbon, Portugal.
34. Taiwo AA, Downe AG. The Theory of User Acceptance and Use of Technology (UTAUT): A Meta-Analytic Review of Empirical Findings *Journal of Theoretical and Applied Information Technology* 2013;49(1):48-58.
35. Khan FA, Ahmad B. Factors Influencing Electronic Government Adoption: Perspectives of Less Frequent Internet Users of Pakistan *International Journal of Scientific and Technology Research* 2015;4(1):306-15.
36. Alwahaishi S, Šnašel V. Consumers' Acceptance and Use of Information and Communications Technology: A UTAUT and Flow Based Theoretical Model. *Journal of Technology Management and Innovation*. 2013;8(2):61-73.
37. Güliz N, Turan AH. E-learning Adoption of Academicians: A Proposal for an Extended Model. *Behaviour & Information Technology* 2018;37(4):393-405
38. Lee D-C, Lin S-H, Ma H-L, Wu D-B. Use of a Modified UTAUT Model to Investigate the Perspectives of Internet Access Device Users. *International Journal of Human-Computer Interaction*. 2016;33(7):549-64.
39. Statistics Mauritius. ICT Statistics Year 2017: Ministry of Finance & Economic Development; 2018 [Available from: http://statsmauritius.govmu.org/English/Publications/Pages/ICT_Stats_Yr17.aspx].
40. International Telecommunication Union. *Measuring the Information Society Report 2017 Volume 1*. Geneva Switzerland; 2017.
41. Cheng Y-S, Yu T-F, Huang C-F, Yu C, Yu C-C. The Comparison of Three Major Occupations for User Acceptance of Information Technology: Applying the UTAUT Model. *iBusiness*. 2011;3(2):147-58.
42. Schuppan T. E-government in developing countries: experiences from Sub-Saharan Africa. *Government Information Quarterly*. 2009;26:118-27.
43. Lai CSK, Pires G. Testing of a Model Evaluating E-government Portal Acceptance and Satisfaction. *The Electronic Journal Information Systems Evaluation*. 2010;13(1):35-46.
44. Venkatesh V, Sykes TA, Venkatraman S. Understanding E-government Portal Use in Rural India: Role of Demographic and Personality Characteristics. *Information Systems Journal*. 2014;24:249-69.
45. Zhou T. The Effect of Flow Experience on User Adoption of Mobile TV. *Behaviour & Information Technology*. 2013;32(3):263-72.

46. Oh J-C, Yoon S-J. Predicting the Use of Online Information Services Based on a Modified UTAUT Model. *Behaviour & Information Technology*. 2014;33(7):716-29
47. El-Masri M, Tarhini A. Factors Affecting the Adoption of E-learning Systems in Qatar and USA: Extending the Unified Theory of Acceptance and Use of Technology 2 (UTAUT2). *Educational Technology Research and Development*. 2017;65(3):743–63.
48. Nasser ASA, Sajjab J, Wathiq M. Mobile government (mGovernment) Adoption Factors in the UAE: A Conceptual Framework Based on UTAUT. *International Journal of Engineering Technology, Management and Applied Sciences*. 2017;5(3):14-9.
49. Chandra S, C SS, Yin-Leng T. Evaluating the Role of Trust in Consumer Adoption of Mobile Payment Systems: An Empirical Analysis. *Communications of the Association for Information Systems*. 2010;27(1):561-88.
50. Lua Y, Yanga S, Chaub PYK, Cao Y. Dynamics Between the Trust Transfer Process and Intention to Use Mobile Payment Services: A Cross-Environment Perspective. *Information & Management*. 2011;48(8):393-403.
51. Belanger F, Hiller JS, Smith, Wanda J. Trustworthiness in Electronic Commerce: The Role of Privacy, Security, and Site Attributes. *Journal of Strategic Information Systems*. 2002;11:245–70.
52. Oliveira T, Thomas M, Baptista G, Campos F. Mobile Payment: Understanding the Determinants of Customer Adoption and Intention to Recommend the Technology. *Computers in Human Behavior*. 2016;61:404-14.
53. Elsheikh Y, Azzeh M. What Facilitates the Delivery of Citizen-Centric EGovernment Services in Developing Countries: Model Development and Validation Through Structural Equation Modeling. *International Journal of Computer Science & Information Technology (IJCSIT)*. 2014;6(1):77-98.
54. Foon YS, Fah BCY. Internet Banking Adoption in Kuala Lumpur: An Application of UTAUT Model. *International Journal of Business and Management*. 2011;6(4):161-7.
55. Ponte EB, Carvajal-Trujillo E, Escobar-Rodriguez T. Influence of Trust and Perceived Value on the Intention to Purchase Travel Online: Integrating the Effects of Assurance on Trust Antecedents. *Tourism Management*. 2015;47:286-302.
56. Rodrigues G, Sarabdeen J, Balasubramanian S. Factors that Influence Consumer Adoption of E-government Services in the UAE: A UTAUT Model Perspective. *Journal of Internet Commerce*. 2016;15(1):18-39.
57. Field A. *Discovering Statistics Using SPSS (and Sex and Drugs and Rock 'n' Roll)*. Third ed. London, California, New Delhi, Singapore: SAGE; 2009.
58. Coe R. It's the Effect Size, Stupid. What effect size is and why it is important. Annual Conference of the British Educational Research Association. University of Exeter, England, 12-14 September 2002: Education-Line; 2002.
59. Rosenthal R. *Meta-analytic procedures for social research*. Newbury Park, CA: Sage; 1991.
60. Cohen J. *Statistical Power Analysis for the Behavioral Sciences*. Second ed. New York: Lawrence Erlbaum Associates; 1988.
61. Cohen J. *Statistical Power Analysis*. *Current Directions in Psychological Science*. 1992;1(3):98-101.
62. Taipale S. The use of e-government services and the internet: the role of socio-demographic, economic and geographical Predictors. *Telecommunications Policy*. 2013;37(4/5):413-22.
63. Dwivedi YK, Lal B. Socio-economic Determinants of Broadband Adoption. *Industrial Management & Data Systems*. 2007;107(5):654-71.
64. Al-Shafi S, Weerakkody V. Understanding Citizens' Behavioural Intention in the Adoption of E-government Services in the State of Qatar. 17th European Conference on Information Systems, ECIS 2009: Information System in a Globalising World: Challenges, Ethics and Practices Verona, Italy 2009.
65. Sanmukhiya C. E-government Divide in the Republic of Mauritius. *International Conference on Social and Management Sciences, Theoretical and Practical Approaches*; Singapore: GI Social Sciences Forum; 2017. p. Forthcoming.
66. CountryMeters. Mauritius Population 2018 [Available from: <https://countrymeters.info/en/Mauritius>].
67. Taylor S, Todd PA. Understanding information technology usage: a test of competing models. *Information Systems Research*. 1995;6(2):144-76.
68. Hwang C-S. A Comparative Study of Tax-Filing Methods: Manual, Internet and Two Dimensional Bar Code. *Journal Of Government Information*. 2000;27(2):113-27.
69. Triandis HC. Values, Attitudes, and Interpersonal Behavior. In: Monte PM, Hewe HE, editors. *Nebraska Symposium on Motivation 1979 : Beliefs, Attitudes and Values*. U.S.: Lincoln, NE, University of Nebraska Press; 1980. p. 195-259.
70. Alraja MN. The Effect of Social Influence and Facilitating Conditions on E-government Acceptance from the Individual Employee's Perspective. *Polish Journal of Management Studies*. 2016;14(2):18-26.
71. Duane A, O'Reilly P, Andreev P. Realising M-Payments: Modelling Consumers' Willingness to M-Pay Using Smart Phones. *Behaviour and Information Technology*. 2014;33(4):318-34.
72. van Dijk, Jan A. G. M, Peters O, Ebbens W. Explaining the Acceptance and Use of Government Internet Services: A Multivariate Analysis of 2006 Survey Data in the Netherlands. *Government Information Quarterly*. 2008;25(3):379-99.
73. Islam AM, Yusuf HM, Bhuiyan AB. Taxpayers' Satisfaction in Using E-filing System in Malaysia: Demographic Perspective. *The Social Sciences*. 2015;10(2):160-5.
74. Dwivedi YK, Rana NP, Jeyaraj A, Clement M, Williams MD. Re-examining the Unified Theory of Acceptance and Use of Technology (UTAUT): Towards a Revised Theoretical Model. *Information Systems Frontiers*. 2019;21(3):719-34.
75. Pina V, Torres L, Royo S. Is E-Government Promoting Convergence Towards More Accountable Local Governments? . *International Public Management Journal*. 2010;13(4):350-80.
76. Alshawi S, Alalwany H. E-Government Evaluation: Citizen's Perspective in Developing Countries. *Information Technology for Development*. 2009;15(3):193–208
77. Slade EL, Dwivedi YK, Piercy NC, Williams MD. Modeling Consumers' Adoption Intentions of Remote Mobile Payments in the United Kingdom: Extending UTAUT with Innovativeness, Risk, and Trust. *Psychology and Marketing*. 2015;32(8):860-73.
78. Wirtz BW, Mory L, Piehler R, Daiser P. E-government: A Citizen Relationship Marketing Analysis *International Review on Public and Nonprofit Marketing*. 2017;14(2):149-78.

Authors: Khaliesah Kamal, Mohamad Azmi Bustam, Azmi Mohd Shariff, Pascaline Pré, Lomig Hamon

Paper Title: Indexing PXR Structural Parameters of Graphene Oxide-Doped Metal-Organic Frameworks

85.

Abstract: A family of metal-organic framework, [Mg₃O₃(CO₂)₃]_∞ nanocrystallites which are also known as Mg-MOF-74, were synthesized by solvothermal method at high temperature under autogenous pressure. The graphene oxide was embedded into the framework via in-situ synthesis method to form a composite structure of Mg-MOF-74@nGO. n was varied from 0.1 to 0.6 wt% of the weight of pristine material. The synthesized samples were examined under Powder X-Ray Diffraction analysis to affirm their crystalline structure. Further studies were conducted by indexing the lattice parameters of the hexagonal crystals. The volume of unit cell and Scherrer's crystallite size were also determined to study the effect of GO loading amount on their grown dimensions. The results showed that the presence of GO in the range of 0.1-0.6 wt% did not influence the dimension of the crystal except a slight expansion in vertical direction with the increment of GO loading.

Keyword: Indexing, PXR, Metal-Organic Framework, Graphene Oxide, Composites, Crystals.

References:

550-553

1. C. Dey, T. Kundu, B. P. Biswal, A. Mallick, and R. Banerjee, "CRYSTALLINE METAL-ORGANIC FRAMEWORKS (MOFS): SYNTHESIS, STRUCTURE AND FUNCTION," *Acta Crystallographica Section B: Structural Science, Crystal Engineering and Materials*, vol. 70, no. 1, pp. 3–10, 2014.
2. P. Horcajada, C. Serre, M. Vallet-Regí, M. Sebban, F. Taulelle, and G. Férey, "METAL-ORGANIC FRAMEWORKS AS EFFICIENT MATERIALS FOR DRUG DELIVERY," *Angewandte Chemie International Edition*, vol. 118, no. 36, pp. 6120–6124, 2006.
3. J. L. Rowsell and O. M. Yaghi, "METAL-ORGANIC FRAMEWORKS: A NEW CLASS OF POROUS MATERIALS," *Microporous and Mesoporous Materials*, vol. 73, no. 1, pp. 3–14, 2004.
4. C. Baerlocher, D. H. Olson, and W. M. Meier, *ATLAS OF ZEOLITE FRAMEWORK TYPES (FORMERLY: ATLAS OF ZEOLITE STRUCTURE TYPES)*. Elsevier, 2001.
5. C. Petit, B. Levasseur, B. Mendoza, and T. J. Bandoz, "REACTIVE ADSORPTION OF ACIDIC GASES ON MOF/GRAPHITE OXIDE COMPOSITES," *Microporous and Mesoporous Materials*, vol. 154, pp. 107–112, 2012.
6. C. Petit, B. Mendoza, and T. J. Bandoz, "HYDROGEN SULFIDE ADSORPTION ON MOFS AND MOF/GRAPHITE OXIDE COMPOSITES," *ChemPhysChem*, vol. 11, no. 17, pp. 3678–3684, 2010.
7. Y. Chen, D. Lv, J. Wub, J. Xiao, H. Xi, Q. Xia, and Z. Li, "A NEW MOF-505@GO COMPOSITE WITH HIGH SELECTIVITY FOR CO₂/CH₄ AND CO₂/N₂ SEPARATION," *Chemical Engineering Journal*, no. 308, pp. 1065–1072, 2017.
8. Y. Zhao, Y. Cao, and Q. Zhong, "CO₂ CAPTURE ON METAL- ORGANIC FRAMEWORK AND GRAPHENE OXIDE COMPOSITE USING A HIGH-PRESSURE STATIC ADSORPTION APPARATUS," *Journal of Clean Energy Technologies*, vol. 2, no. 1, pp. 34–37, 2014.
9. Z. Ullah, S. Atiq, and S. J. Naseem, "INDEXING THE DIFFRACTION PATTERNS AND INVESTIGATING THE CRYSTAL STRUCTURE OF Pb-DOPED STRONTIUM FERRITES," *Journal of Scientific Research* vol. 5, no. 2, pp. 235–244, 2013.
10. I. Ahmed and S. H. Jhung, "COMPOSITES OF METAL-ORGANIC FRAMEWORKS: PREPARATION AND APPLICATION IN ADSORPTION," *Materials Today*, vol. 17, no. 3, pp. 136–146, 2014.
11. V. Pecharsky and P. Zavalij, *FUNDAMENTALS OF POWDER DIFFRACTION AND STRUCTURAL CHARACTERIZATION OF MATERIALS*. Springer Science & Business Media, 2008.
12. B. D. Cullity, *ELEMENTS OF X-RAY DIFFRACTION*, 2nd ed. Department of Metallurgical Engineering and Materials Science, University of Notre Dame: Addison-Wesley Publishing Company Inc., 1978.
13. S. Hussain and A. Maqsood, "INFLUENCE OF SINTERING TIME ON STRUCTURAL, MAGNETIC AND ELECTRICAL PROPERTIES OF Si-Ca ADDED Sr-HEXA FERRITES," *Journal of Magnetism and Magnetic Materials*, vol. 316, no. 1, pp. 73–80, 2007.
14. A. Yabuuchi, N. Oshima, B. E. O'Rourke, R. Suzuki, K. Ito, S. Sano, K. Higashi, Y. K. Zhou, and S. Hasegawa, "STRUCTURAL AND DEFECT CHARACTERIZATION OF Gd-DOPED GaN FILMS BY X-RAY DIFFRACTION AND POSITRON ANNIHILATION," in *Journal of Physics: Conference Series*, vol. 505. IOP Publishing, p. 012023.

Authors: Rinawati Za, Agus Rahayu, Eeng Ahman, Lili Adi Wibowo

Paper Title: Innovation and Marketing Strategy for Batik Products in the Industrial Age 4.0

Abstract: Indonesia is currently entering an industrial revolution characterized by digital systems in various fields. Changes that occur are the existence of human movement as a subject in the growth and development of the economy, has undergone a shift slowly but surely, will be replaced by mechanical automation and technology digitalization. Change always creates competition among business people. For that, we need the right strategy in developing the business. Batik is a product of Indonesian national culture that continues to develop in its history and, is the result of human creativity, taste and, intention to meet human needs that continue to evolve in the era. Hasan Batik, Komar Batik, Anggraeni Batik, and Sekar Putri Batik are four of the many batik industries in Indonesia, trying to make changes by innovating on more modern product designs, combining new creations, designing in a contemporary, unique, thematic, and following fashion trends, so they can produce higher product values. Fast and precise marketing is an effort made by the industry today, but in fact, traditional marketing still has a role that is not less important than a digital system. This study uses a descriptive method with a qualitative approach. This study it was found that by continuously innovating products and, implementing product marketing appropriately, it would be the right strategy for the industry in maintaining the position of products in the market. Thus excellence will be achieved.

Keyword: Innovation Strategy, Industry 4.0, Marketing Strategy.

References:

1. J. O. Effoduh, "Book Evaluation of The Fourth Industrial Revolution by Klaus Schwab," *Transnatl. Hum. Rights Rev.*, vol. 3, no. 1, pp. 1–10, 2016.
2. P. J. Davis, "How HR can create competitive advantage for the firm," *Hum. Resour. Manag. Int. Dig.*, vol. 25, no. 2, pp. 4–6, 2017.
3. M. Kramer and M. Porter, "The competitive advantage of corporate philanthropy," *Harv. Bus. Rev.*, vol. 80, no. 12, pp. 56–68, 2002.
4. B. Bowonder, A. Dambal, S. Kumar, and A. Shirodkar, "Innovation strategies for creating competitive advantage," *Res. Technol. Manag.*, vol. 53, no. 3, pp. 19–32, 2010.
5. N. Rossela, "The Role of Innovation In Creating The Company's Competitive," vol. 4, no. 1, pp. 99–104, 2015.
6. F. Authors, "Article information :," 2013.
7. M. V. A. Karinda, L. Mananeke, and F. Roring, "the Influence of Marketing Strategy and Product Innovation on Marketing Performance of Indihome Product of Pt.Telkom in Tomohon," *Pengaruh Strateg. 1568 J. EMBA*, vol. 6, no. 3, pp. 1568–1577, 2018.
8. [B. R. Katz, N. D. Du Preez, and C. S. L. Schutte, "Definition and role of an innovation strategy," *24th Annu. SAIIE Conf.*, no. October, pp. 60–74, 2010.
9. I. Stankevicius and G. Jucevicius, "Innovation Strategy: an Integrated Theoretical Framework," *Kaunas Univ. Technol.*, vol. 3, no. 3, pp. 24–31, 2010.
10. J. Markard and B. Truffer, "Technological innovation systems and the multi-level perspective: Towards an integrated framework," *Res. Policy*, vol. 37, no. 4, pp. 596–615, 2008.
11. [E. Jové-Llopis and A. Segarra-Blasco, "What is the Role of Innovation Strategies? Evidence from Spanish Firms," *Ssrn*, 2016.
12. K. Grishikashvili, S. Dibb, and M. Meadows, "Investigation into Big Data Impact on Digital Marketing," *Online J. Commun. Media Technol. Spec. Issue*, no. October, pp. 26–37, 2014.
13. D. Chaffey and D. Bosomworth, "Digital marketing strategy RACE Planning Template," *Mayo*, no. May, p. 11, 2013.
14. W. Pietersen, "Defining Competitive Advantage: How Much More Value Do You Deliver Than Your Competitors?," *Strateg. Learn.*, no. October, pp. 15–29, 2011.
15. R. P. Grossman, "Developing and managing effective consumer relationships," *J. Prod. Brand Manag.*, vol. 7, no. 1, pp. 27–40, 1998.

16. C. S. Mishra, "Creating and Sustaining Competitive Advantage," no. September, 2017.
17. SENSI TRIBUANA DEWI, "ANALISIS PENGARUH ORIENTASI PASAR DAN INOVASI PRODUK TERHADAP KEUNGGULAN BERSAING UNTUK MENINGKATKAN KINERJA PEMASARAN (Studi pada Industri Batik di Kota dan Kabupaten Pekalongan) TESIS Diajukan untuk memenuhi sebagian syarat guna memperoleh derajat sarja," 2006.
18. D. C. Vanessa and N. T. Hendra, "Pengaruh Orientasi Kewirausahaan, Inovasi Produk, dan Keunggulan Bersaing terhadap Kinerja Pemasaran Usaha Nasi Kuning," *J. EMBA*, vol. 2, no. 3, pp. 1214–1224, 2014.
19. W. Dewi, "pentingnya strategi inovasi dalam meningkatkan keunggulan bersaing," *J. Ilm. bisnisdan Ekon. asia*, vol. 4, no. 2, pp. 15–28, 2010.
20. K. I. BERSAING by Made Adi Pranata and G. Sri Darma, "Jurnal Manajemen dan Bisnis STRATEGI PENERAPAN E-COMMERCE DALAM MENINGKATKAN," *J. UNDIKNAS*, vol. 11, no. 1, 2014.
21. gretchen Marshall, chatrine ; b.rossman, *designing qualitative research*. 2006.
22. R. Note, T. Oaks, and U. S. Isbn, "Hy Mariampolski (2001). Qualitative Market Research : A Comprehensive Guide 2 . Overview of the Book," vol. 3, no. 4, pp. 1–5, 2002.
23. M. Sathye, "The impact of internet banking on performance and risk profile: Evidence from Australian credit unions," *J. Bank. Regul.*, vol. 6, no. 2, pp. 163–174, 2008.
24. R. Kusumawati, "Pengaruh Karakteristik Pimpinan Dan Inovasi Produk Baru Terhadap Kinerja Perusahaan Untuk Mencapai Keunggulan Bersaing Berkelanjutan," *AKSES J. Ekon. dan Bisnis*, vol. 5, no. 9, pp. 53–64, 2010.
25. T. Kinerja, P. Dalam, U. Mencapai, and K. Bersaing, "For to win this competition ," vol. 2, pp. 1–23, 2014.
26. M. R. Ferdian, "Jurnal sains pemasaran indonesia," *Sains Pemasar. Indones.*, vol. IX, no. 1, pp. 318–334, 2010.

Authors: Retno Widiastuti, Zainal Abdul Haris, Erlin Melani

Paper Title: Is there an Indication of Financial Statement Fraud as a result of the Ore Export Policy?

Abstract: Regulations regarding the export policy of ore in Indonesia have undergone several changes over a relatively short period of time. The application of these regulations is predicted to have an impact on financial performance. Under these conditions managers often face pressure to carry out financial statements fraud when financial stability is threatened by economy, industry, and the situation of the operating entity. This study aims to detect the possibility of financial statements fraud. The research population was totally 173 companies data in the mining sector which were listed on the Indonesia Stock Exchange during 2014-2017. The research sample was selected by purposive sampling criteria and selected 101 companies data. The data collection method used is documentation. Data analysis is the Beneish M-Score calculation model. The results showed that the ore export ban did indeed affect the company's financial performance. Many companies in the sector cannot make sales transactions because of the policy. As a result, many companies in the sector reported losses in the current year. This condition certainly greatly affects the company's financial performance. This is also supported by the results of the Beneish M-Score calculation which shows that all research objects are indicated to manipulate their financial statements.

Keyword: financial performance, financial statement fraud

References:

1. Agustinus, M. (2017). *Ekspor Mineral Mental Kembali Dibuka, Ini Penjelasan ESDM*. Available: <https://finance.detik>. Retrieved on 22 Oktober 2017.
2. Aprillia, O. Cicilia, dan R. P. Sergius. (2015). The Effectiveness of Fraud Triangle on Detecting Fraudulent Financial Statement: Using Beneish Model and The Case of Special Companies. *Jurnal Riset Akuntansi dan Keuangan*, 3(3): 786-800.
3. Beneish, M D. (1997). Detecting GAAP violation: implications for assessing earnings management among firms with extreme financial performance. *Journal of Accounting and Public Policy*, 16 (3): 271-309
4. *Larangan Ekspor Total Bijih Mineral, Rugikan Industri*. Available : <http://kemenperin.go.id/artikel>
5. Kementerian Perdagangan RI. (2012). *Analisis Dampak Kebijakan Pelarangan Ekspor Raw Material Tambang dan Mineral*.
6. Manurung, D. T. H dan N. Hadian. (2013). Detection fraud of Financial Statement with Fraud Triangle. *Proceeding of 23rd International Business Research Conference*, Melbourne.
7. Pemerintah Republik Indonesia. (2009). *Undang-Undang no 4/2009: Pertambangan Mineral dan Batubara*.
8. Skousen, C.J., R.K.R. Smith, and C.J. Wright. 2009. *Detecting and Predicting Financial Statement Fraud: The Effectiveness Of The Fraud Triangle and SAS No. 99*. Corporate Governance And Firm Performance (Advance In Financial Economics), 13: 53-81.
9. Tiffani, L dan Marfuah. (2015). *Deteksi Financial Statement Fraud dengan Analisis Fraud Triangle pada Perusahaan Manufaktur yang Terdaftar di Bursa Efek Indonesia*. *Journal Akuntansi dan Auditing Indonesia*, 19(2): 112-125
10. Indonesia Stock Exchange. 2017. *IDX Statistics 2017*

Authors: Susan Tee Suan Chin, Haji Rosman Md. Yusoff

Paper Title: Modelling a Competitive Strategy Framework using Emotional Intelligence, Organisational Citizenship Behaviour and Job Satisfaction

Abstract: The dynamic business environment has pressured business leaders to think deeply on the strategies to be competitive and to move upwards. The need to have a strong strategic asset has become an important agenda. This paper studied three variables in the performance of an organisation in the manufacturing industry. Questionnaires were distributed among the executives in the organisation. There exist a relationship among the variables. It was further found that Job Satisfaction had a stronger mediating effect as compared with Organisational Citizenship Behaviour. This showed satisfaction is an important aspect which management needs to focus if they want to achieve a higher competitive advantage.

Keyword: assets, non-substitutability, non-imitatibility, productivity

References:

1. D. Goleman, *Emotional Intelligence*. New York: Bantam. 1995
2. E. Danquah, E. Analysis of the impact of emotional intelligence on organisational performances: A banking perspective. *British Journal of Marketing Studies*, 2(3), 34-50. 2014
3. T.N. Hashem, The impact of managers' emotional intelligence on marketing creativity in Jordan Commercial Bank. *Innovative Marketing*, 6(3), 78-86. 2010
4. Civil Service College. *Research report: Emotional Intelligence*. North Buona Vista: Civil Service College. 2011
5. T.S. Bateman, & D.W. Organ, Job satisfaction and the good soldier: The relationship between affect and employee citizenship. *Academy of*

87.

562-566

88.

567-569

Management Journal, 26, 1983 pp. 587-595.

6. W.C. Borman, & S.J. Motowidlo, Expanding the criterion domain to include elements of contextual performance. In N. Schmitt, & W. C. Borman, *Persomnel Selection in Organisations* (pp. 71-98). San Francisco, CA: Jossey- Bass. 1993
7. C.A. Smith, D.W. Organ, & J.P. Near, Organisational citizenship behaviour: Its nature and antecedents. *Journal of Applied Psychology*, 68, 1983 pp. 653- 663.
8. P.M. Podsakoff, S.B. Mackenzie, R.H. Moorman, & R. Fetter, Transformational leaders behaviour and their effects on followers' trust in leader, satisfaction and organisational citizenship behaviour. *Leadership Quarterly*, 1, 1990, pp. 107-142.
9. K. Kasemsap, Factors affecting organizational citizenship behaviour of passenger car plant employees in Thailand. *Silpakorn University Journal of Social Sciences, Humanities and Arts*, 12(2), 2012 pp 129-159.
10. D.W. Organ, The motivational basis of organizational citizenship behavior. In B. M. Staw, & L. L. Cummings, *Research in Organizational Behavior*. Greenwich CT: JAI Press. 1990
11. A.T. Hall, R.P. Zinko, A.F. Alexia, & R. Gerald, Organisational citizenship behaviour and reputation: mediators in the relationship between accountability and job performance and satisfaction. *Journal of Leadership & Organisational Studies*, 15(4), 2009 pp 391-392.
12. M.R.Farooqui, Measuring organisational citizenship behaviour (OCB) as a consequence of organisational climate (OC). *Asian Journal of Business Management*, 4(3), 2012 pp 294-302.
13. M. Asiedu, J.O. Sarfo, & D. Adjei, Organisational commitment and citizenship behaviour: Tools to improve employee performance; An internal marketing approach. *European Scientific Journal*, 10(4), 2014 pp 288-305.
14. H. Rezai, & E. Sabzikaran, Exploring the effect of organizational citizenship behavior on human resources productivity enhancement. *Kuwait Chapter of Arabian Journal of Business and Management Review*, 1(7), 2012 pp 1-15.
15. S.H. Rahim, & M.I. Malik, Emotional intelligence and organisational performance: A case study of banking sector in Pakistan. *International Journal of Business and Management*, 5(10), 2010 pp 191-197.
16. R. Hoppock, *Job Satisfaction*. New York: Harper 1935.
17. F.B. Zaman, & M.S. Rahman, Job satisfaction of women in the corporate world. *Interdisciplinary Journal of Contemporary Research in Business*, 5(8), 2013 pp 9- 22.
18. Y.J. Lee, I.C. Lee, & C.L. Lin, The effects of employees' satisfaction and leadership styles on organisational performance: Organisational commitment as a dual mediator. *Asian Journal of Empirical Research*, 4(2), 2014 pp 104-124
19. H. Taboli, Job satisfaction as a mediator in relationship between emotional intelligence, organisational commitment in employees' Kerman Universities. *Life Science Journal*, 10(1), 2013 pp 1-8.
20. M. Sahdat, & S.I. Sajjad, Emotional intelligence and organisational productivity: a conceptual study. *World Applied Sciences Journal*, 15(6), 2011 pp 821- 825.
21. M.M. Rahman, & Hoque, M. M. (2014). An analysis of job satisfaction: A study on United Commercial Bank Limited. *International Journal of Ethics in Social Sciences*, 2(2), 2014 pp 117-131.

Authors: Timothy Onimisi, Ku Hasnita Ku Samsu, Mohd Mahadee bin Ismail, Murni binti Wan Mohd Nor

Paper Title: Implementation of Federal Character Policy in Nigeria Civil Service

Abstract: Disturbed with the disparity in the employment distribution in the civil service, the Nigerian government enacted the Federal Character Policy to ensure equality in employment distribution in the country's civil service. Unfortunately, the policy appears to be unsuccessful in its implementation because disparity still characterizes employment distribution in the Nigerian civil service. This has led to the rivalry, disharmony, and discontent in the service. This paper explores measure aimed at ensuring implementation of the Federal Character Policy in the Nigerian civil service employment distribution. In order to meet the objective of the paper qualitative research method adopted while purposive sampling used in selecting the informants interviewed while the relevant document was equally analyzed. Interpretative Phenomenological Analysis was adopted for data analysis. The paper found that the implementation of the policy can be ensured with committed leadership, orientation and training. The paper provided valuable strategies that will ensure the implementation of the Federal Character Policy in the Nigerian civil service employment distribution and importantly it provided helpful insight for policies that are facing similar implementation setback

Keyword: Civil Service, Federal Character Policy, Implementation, Nigeria.

References:

1. . I. Abdulsalam. The Role of Public Administration in National Development Strategy: Challenges and Prospects. *Management in Nigeria* 2006 43(1) pp. 28-34
2. K. I. Ahmad & S. B. Dantata, Problems and Challenges of Policy Implementation for National Development *Research on Humanities and Social Sciences* 2016 Vol.6, No.15 pp. 60-65
3. F. Agbodike. & C.J. Igbokwe-Ibeto. Recruitment Policies in the Nigerian Federal Civil Service and Their Implications on Employees' Performance *Kuwait Chapter of Arabian Journal of Business and Management Review*, 2015 5(3) pp. 34-48.
4. E.J.A. Akinyemi. (2014) Civil Service Recruitment: Problems Connected with Federal Character Policy in Nigeria *Journal of Public Administration and Governance* 2014. 4 No. 2
5. K. Asaju. Democratic Governance, Federal Character Principles and National Development In Nigeria *Review of Public Administration and Management*. 2015. Vol. 4, No. 8 pp 172-187
6. K. Asaju, & T. Egberi. Federal Character and National Integration in Nigeria: The Need for Discretion and Interface *Review of History and Political Science*. 2015 Vol. 3, No. 1, pp. 126-134
7. V. Ayeni. *Public sector reform in developing countries: a handbook of Commonwealth experiences* (No. 14). Commonwealth Secretariat 2002)
8. S. A. Azhar, S. Ikram, S. Rashid & S. Saqib. The role of leadership in strategy formulation and implementation. *Studies*. 2013 1(2)
9. A.F. Bentley. (1949) *The Process Of Government: A Study Of Social Pressure* Evanston III: Principia Press 1949
10. M. Brent. The Five Approaches to Qualitative Research Retrieved from (10/05/2017) <http://classroom.synonym.com/five-approaches-qualitative-research-4427.html>
11. B. R. Briggs. Problems of recruitment in civil service: case of the Nigerian civil service. *African journal of business management*. 2007 1(6).
12. J. A. Chandler. *Public Policy and Private Interest: Ideas, Self-interest and Ethics in Public Policy*. Taylor & Francis 2016.
13. O. O. Cornelius, O. O., & E. Greg. Federal Character Principles, Nation Building and National Integration in Nigeria: Issues and Options. *Mediterranean Journal of Social Sciences*. 20134(16), 33
14. J. Creswell. *Research design: Qualitative, quantitative and mixed methods approach (2nd ed.)* (2003). Thousand Oaks, CA: SAGE Publications
15. J. W. Creswell. & V. L. Plano Clark. (2011) *Designing and Conducting Mixed Methods Research (2nd ed.)*. 2011 London: Sage

Publications Ltd

16. B. L. Crosby. Policy implementation: The organizational challenge. *World Development* 1996 24(9), 1403-1415.
17. L. A. Curry, I. M. Nembhard & E. H. Bradley. (2009) Qualitative and mixed methods provide unique contributions to outcomes research. *Circulation*, 2009 119(10), 1442-1452.
18. R. Dahl. *A Preface To Democratic Theory*. Chicago: University of Chicago Press. 1956
19. M. Fadel. Leadership, Governance and Public Policy Implementation Competencies in the Broader Public Sector *European Journal of Business and Management* 2014 Vol.6, No.36
20. Federal Character Commission Handbook (2013) Abuja Presidency
21. J. Hartley & M. Allison. The modernization and improvement of government and public services: The role of leadership in the modernization and improvement of public services. *Public money and management*, 2000 20(2), 35-40.
22. L. Hermans, S. Cunningham, & J. Slinger. The usefulness of game theory as a method for policy evaluation *Evaluation* (2014) 20(1), 10-25.
23. W. U. Ibor, F. Egolikuma, & D. Isa. (2015) Spatial Analysis of Employment Distribution in The Federal Civil Service, Nigeria *Mediterranean Journal of Social Sciences* 2015 5 1 265-276
24. O. J. Kakonge. Improving Development Project Implementation through Effective Communications 2012 Retrieved 20/02/2018 from <http://www.globalpolicyjournal.com/blog/25/10/2012/improving-development-project-implementation-through-effective-communications> 2
25. G. Kresnaliyska. Monitoring of Public Policies - A Modern Tool of Good Governance *American International Journal of Contemporary Research* 2015 Vol. 5, No. 5
26. J. Z. Kusek & R. C. Rist. *Ten steps to a results-based monitoring and evaluation system: a handbook for development practitioners*. World Bank Publications. 2004
27. P. Leedy & J. Ormrod. *Practical research: Planning and design* (7th ed.). 2001 Upper Saddle River, NJ: Merrill Prentice Hall. Thousand Oaks: SAGE Publications
28. A. Majekodunmi, A. (2013) Federal Character Principle As A Recipe For National Integration In Nigeria: An Overview, *International Journal of Advanced Research in Management and Social Sciences* 2013 2 6
29. B. S. Merriam. *Qualitative Research: A guide to design and Implementation* 2009 San Francisco: Jossey-Bass
30. A. R. Mustapha, A. R. (2007). *Institutionalizing ethnic representation: How effective is the Federal Character Commission in Nigeria?* CRISE Working Paper No. 43, Centre for Research on Inequality, Human Security and Ethnicity (CRISE). (2007) University of Oxford, U.K.
31. A. R. Mustapha. Institutionalising ethnic representation: How effective is affirmative action in Nigeria? *Journal of International Development* 2009 21(4), 561-576.
32. O. G. Nnajofofor, C. S. Ifeakor & S. Mgbemena. (2013). Nigeria and the enigma of policy implementation *Creative Artist: A Journal of Theatre and Media Studies*, 2013 7(2), 224-241.
33. E. Ojo. Mechanisms of National integration in a Multi-Ethnic Federation State: The Nigerian Experience. 2009 Ibadan: John Archers Publishers, Ltd.
34. O.C. Okorie & O. S. Onwe. Implications of Separation of Powers and Federal Character Principle on Public Sector in Nigeria *International Journal of Humanities Social Sciences and Education* 2015) Vol. 2,(6)35-41
35. O. Okotoni & J. Erero, (2005) Manpower training and development in the Nigerian public service *African journal of public administration and management*. 2005 16(1), 1-13
36. T. Onimisi, K. H. K. Samsu, M. M. Ismail, M. W. M. Nor. Federal Character Principles: A Conceptual Analysis *International Journal of Social Science and Humanities Research* 2018. Vol. 6, Issue 2, pp: 172-177
37. T. Onimisi, K. H. K. Samsu, M. M. Ismail, M. W. M. Nor. The Nexus between Federal Character Policy and the Nigeria Civil Service *International Journal of Social Science and Humanities Research* 2017 Vol. 5, Issue 3, pp 346-349
38. B. Oyediji. Background Issues to Federal Character Dynamics in Nigeria. *International Journal of Innovative Development & Policy Studies* 2016 4 (1): 1, 12.
39. Panos. At the heart of Change: the role of communication in sustainable development 2007 Panos, London, UK
40. M. Q. Patton. *Qualitative research and evaluation methods* 3rd Sage Publications; 2002 Thousand Oaks, CA
41. M. A. Popoola & D. O. Alao. Civil Society Organisations and Public Policy Influence: The Nigerian Experience in the Fourth Republic. *KIU Journal of Social Sciences*, 2017 3(2), 15-24.
42. R. S. Rubin & D. J. Luck *Marketing Research* 2009 Prentice hall of India: New Delhi
43. R. K. Sapru. *Public policy: Art and craft of policy analysis*. 2011 PHI Learning Pvt. Ltd
44. J. A. Smith & M. Osborn. Interpretative phenomenological analysis In J. A. Smith (Ed.), *Qualitative psychology: A practical guide to methods* London, UK: Sage. 2003 pp. 53-80.
45. A. Sondej. *Operational Policy Making for Professional Security: Practical Policy Skills for the Public and Private Sector*. 2015 Butterworth-Heinemann
46. M. Takamichi. *State Power, State Autonomy, and the Study of Transnational Relations* *Journal of International Studies* 1985 Vol.14 49-76
47. D. B. Truman. *The Governmental Process: Political Interests and Public Opinion* New York: Alfred A. Knopf 1951
48. S. C. Ugoh & W. I. Ukpere. Policy of the federal character principle and conflict management in Nigerian federalism. *African Journal of Business Management*, 2012 6(23), 6771-6780.
49. B. I. Ugwuanyi & E. Chukwuemeka. The obstacles to effective policy implementation by the public bureaucracy in developing nations: the case of Nigeria. *Singaporean Journal of Business, Economics and Management Studies*, 2013 1(8), 34-43.
50. C. Van Wyk & A. M. Pelsers Leadership's role in effective implementation of school discipline policies. *The International Business & Economics Research Journal (Online)*, 2014 13(4), 833
51. M. A. Wahab, M.A. (2009). Civil Service Recruitment Policy in Bangladesh: A Critical Analysis. Paper Submitted for NAPSIMAG International Conference Malaysia Executive Development Centre Development Centre, University Utara, Malaysia, Kedah, 11 - 13 2009
52. K. L. Wallace, K. L. (2009) Creating an effective new employee orientation program 2009 (23/02/2018) Retrieved from <https://journals.tdl.org/llm/index.php/llm/article/viewFile/1802/1077>

Authors:

Dahlia Fernandez, Husniyati Amin, Musawa Mubarak, Evi Soraya, Aini Aman, Siti Sarah Omar

Paper Title:

Academic Dishonesty: Methods and the Influence of Psychological Gender

Abstract:

The research seeks to investigate students rating of various forms of academic dishonesty and also examined the impact of psychological gender on cheating behavior among undergraduates in a Malaysian university. Primary data were sourced through the distribution of 363 questionnaires. Statistical analysis of the data revealed that the following cheating techniques have widely used them a. Using published materials without reference, copying the assignments, using unfair means for presenting data, getting unauthorized help for assignment completion and presenting others work. On the other hand, regression analysis on the psychological gender revealed that the instrumental traits tend to influence male to engage in academic dishonesty.

90.

578-584

Keyword: Academic dishonesty; psychological gender; expressive traits; instrumental traits.

References:

1. Becker, D. A. & Ulstad, I. (2007). Gender Differences in Student Ethics: Are Females Really More Ethical? *Plagiarism: Cross-Disciplinary Studies in Plagiarism, Fabrication, and Falsification*, 77-91.
2. Bernardi, R. A., Baca, A. V., Landers, K. S., & Witek, M. B. (2008). Methods of cheating and deterrents to classroom cheating: An international study. *Ethics & Behavior*, 18(4), 373-391.
3. Bower, W.J. (1964). Students dishonesty and its control in college. Working paper series, Bureau of Applied Social Research, Columbia, NY.
4. Cohen, J.G.L. and David, J.S. (1998). The effect of gender and academic discipline diversity on the ethical evaluations, ethical intentions and ethical orientation of potential public accounting recruits. *Accounting Horizons*, 12(3), 250-70.
5. Crown, D.F. and Spiller, M.S. (1998). Learning from the literature on collegiate cheating: a review of the empirical research. *Journal of Business Ethics*, 17(2), 683-700.
6. Davis, S. F., Grover, C. A., Becker, A. H., & McGregor, L. N. (1992). Academic dishonesty: Prevalence, determinants, techniques and punishments. *Teaching of Psychology*, 19, 16-20.
7. Giluk T.L. & Postlethwaite B.E. (2014) "Big Five personality and academic dishonesty: A meta-analytic review". *Personality and Individual Differences* 72 (2015) 59-67.
8. Grimes, P.W. (2004). Dishonesty in academics and business: a cross-cultural evaluation of student attitudes. *Journal of Business Ethics*, 49(2), 273-90.
9. Hardling, T.S., Carpenter, D.D., Finellie, C.J. and Passow, H.J. (2004). Does academic dishonesty relate to unethical behavior in professional practice? An explanatory study. *Science and Engineering Ethics*, 10(2), 311-26.
10. King, M.F. and G.C. Bruner. (2000). Social desirability bias: A neglected aspect of validity testing. *Psychology and Marketing*, 17(2), 79-103.
11. Lawson, R.A. (2004). Is classroom cheating related to business students' propensity to cheat in the real world? *Journal of Business Ethics*, 49(2), 189-99.
12. McCabe, D.L. and Bowers, W.J. (1994). Academic dishonesty among males in college: a thirty years perspective. *Journal of College Student Development*, 35(1), 5-10.
13. McCabe, D.L. and Drinn, P. (1999). Toward a culture of academic integrity. *The Chronicle of Higher Education*, 64(8), B7.
14. McCabe, D.L. and Trevino, L.K. (2002). Honesty and honour codes. *Academe*, 88(1), 37-41.
15. McCabe, D. L. (2001). Cheating: Why students do it and how we can help them stop. *American Educator*, 38-43.
16. McCabe, A.C., R. Ingram and M.C. Dato-on. (2006). The business of ethics and gender. *Journal of Business Ethics*, 64, 101-116.
17. McTernan, M., Love, P. and Rettinger, D. (2014). The Influence of Personality on the Decision to Cheat. *Ethics and Behavior*, 24(1), 53-72.
19. Malone, F.L. (2006). The ethical attitude of accounting students. *Journal of American Academy of Business*, 8(1), 142.
20. McTernan M., Love P. & Rettinger D. (2014) The Influence of Personality on the Decision to Cheat, *Ethics & Behavior*, 24:1, 53-72
21. Murdiansyah, I. (2017). Pengaruh Dimensi Fraud Diamond Terhadap Perilaku Kecurangan Akademik. *Jurnal Akuntansi Aktual*, 4(2), 121-33.
22. Rakovski, C.C. and Levy, S.E. (2007). Academic dishonesty: perception of business students. *College Student Journal*, 41(2), 466.
23. Sasongko, N., Hasyim, M. N., & Fernandez, D. (2019). Analysis of Behavioral Factors that Cause Student Academic Fraud. *The Journal of Social Sciences Research*, 5(3), 830-837.
24. Schrimsher, R. H., Northrup, L. A., & Alverson, S. P. (2011). A survey of Samford University students regarding plagiarism and academic misconduct. *International Journal for Educational Integrity*, 7(1).
25. Shaub, M. (1994). An analysis of the association of traditional demographic variables with the moral reasoning of auditing students and auditors. *Journal of Accounting Education*, 12(1), 1-26.
26. Spence, J.T., R.L. Helmreich and J. Stapp. (1975). The personal attributes questionnaire: A measure of sex-role stereotypes and masculinity and femininity. *Journal of Personality and Social Psychology*, 32, 29-39.
27. Sweeney, J. (1995). The moral expertise of auditors: an explanatory analysis. *Research on Accounting Ethics*, 1(1), 213-34.
28. Skoe, E. E. A., A. Cumberland, N. Eisenberg, K. Hansen and J. Perry (2002). The Influences of Sex and Gender- Role Identity on Moral Cognition and Prosocial Personality Traits? *Sex Roles* 46(9/10), 295-309.
29. Thoma, S. (1986). Estimating gender differences in the comprehension and preference of moral issues. *Development Review*, 6(1), 165-80.
30. Witherspoon, M., Maldonado, N., & Lacey, C. H. (2012). Undergraduates and academic dishonesty. *International Journal of Business and Social Science*, 3(1), 76-86.
31. Whitley, B.E. and Kost, C.R. (1999). College students' perceptions of peers who cheat. *Journal of Applied Social Psychology*, 29(8), 1732-60.

Authors: Rina Nurhayati, Engkus Kuswarno, Neni Yulianita

Paper Title: The Sundanese Head Tie as a Sundanese Political Brand Identity in Indonesia (Biographical Study of Dedi Mulyadi's Politicians 2003-2018)

Abstract: Brand identity is usually claimed on a product, even though an individual is primarily a public figure who needs his own identity so that it is in the minds of the community or its supporters, so the writer limits the research focus to the "Iket Sunda" (Sundanese headband) used by Dedi Mulyadi as a politician who succeeded in building a lead in Purwakarta Regency in West Java, Indonesia, from a city that passively became a city that was active in the community and crowded. While the purpose of this study was to find out the Brand Identity of Politicians Dedi Mulyadi through the Sundanese Typical Head Tie.

This study uses a qualitative method with a biographical study approach, a factual description of social phenomena through a constructivist paradigm.

The results of this study that the author found were two aspects that did not yet exist in Kapferer's The Six Facets Prism Brand Identity, namely the Standard and Professional aspects as forming the Eight Facets Prism - Political Brand Identity. Called Octagon of Political Brand Identity.

There are findings of novelty research results. The research on this biography study is still fairly rare, so it is original, originating from the main subject, Dedi Mulyadi and validated by living witnesses and material from trusted online media coverage in Indonesia and so that they can add reference to the field of communication, especially in the narrative study approach.

Keyword: Iket Sunda, Dedi Mulyadi, Octagon of Political Brand Identity

91.

585-596

References:

1. Hasibuan IG. Fantastis, Follower Dedi Mulyadi Tembus Angka 10 Juta [Internet]. <http://suaraindonesia-news.com>. 2018 [cited 2019 Apr 25]. Available from: <http://suaraindonesia-news.com/fantastis-follower-dedi-mulyadi-tembus-angka-10-juta/>
2. Awaliah YR. Budaya Lokal, dari Simbol ke Substansi [Internet]. <https://jabar.tribunnews.com>. 2013 [cited 2018 Sep 16]. Available from: <https://jabar.tribunnews.com/2013/12/23/budaya-lokal-dari-simbol-ke-substansi>
3. Rafe'i M. Iket Sunda Dedi Mulyadi. Purwakarta; 201AD.
4. Tessar N. Ribuan bedug dan petromak sambut ramadhan di purwakarta [Internet]. www.liputan6.com. 2017 [cited 2019 Jan 3]. Available from: <https://www.liputan6.com/news/read/2967385/ribuan-bedug-dan-petromak-sambut-ramadhan-di-purwakarta>
5. Salam B. Tiga-hal-ini-jadi-refleksi-bupati-dedi-mulyadi-di-gua-hira [Internet]. www.merdeka.com. 2017. Available from: <https://www.merdeka.com/peristiwa/tiga-hal-ini-jadi-refleksi-bupati-dedi-mulyadi-di-gua-hira.html>
6. Nugraha I. Melihat-gaya-pakaian-dedi-mulyadi-dan-sikapnya-yang-anti-protokol [Internet]. regional.kompas.com. 2018 [cited 2019 Jan 2]. Available from: <https://regional.kompas.com/read/2018/07/17/15164821/melihat-gaya-pakaian-dedi-mulyadi-dan-sikapnya-yang-anti-protokol>
7. Mardiana E. Diberi-iket-oleh-bupati-purwakarta-anna-karina-dari-filipina-its-cool [Internet]. news.detik.com. 2015 [cited 2019 Jan 23]. Available from: <https://news.detik.com/berita/3077205/diberi-iket-oleh-bupati-purwakarta-anna-karina-dari-filipina-its-cool>
8. Salam B. Makna-di-balik-setelan-pangsi-dedi-mulyadi [Internet]. www.merdeka.com. 2016 [cited 2018 Jul 11]. Available from: <https://www.merdeka.com/peristiwa/makna-di-balik-setelan-pangsi-dedi-mulyadi.html>
9. Ekspres J. Kampret Kang Dedi Paling Laku [Internet]. jabarekspres.com. 2018 [cited 2018 Nov 11]. Available from: <http://jabarekspres.com/2018/kampret-kang-dedi-paling-laku/>
10. Jabar R. Berkat-Dedi-Mulyadi-Busana-Sunda-jadi-Fashion-Trendsetter [Internet]. www.rmoljabar.com. 2015 [cited 2018 Sep 9]. Available from: <http://www.rmoljabar.com/read/2015/04/19/8347/Berkat-Dedi-Mulyadi-Busana-Sunda-jadi-Fashion-Trendsetter>
11. Umar DA. Iket Sunda Dedi Mulyadi. Jakarta; 2017.
12. Barnard MLU. Fashion statements: communication and culture [Internet]. <https://dspace.lboro.ac.uk/> BARNARD, M., 2011; 2011. Available from: <https://dspace.lboro.ac.uk/dspace-jspui/bitstream/2134/15122/3/BarnardFashStatements.pdf>
13. Pich C, Dean D, Punjaisri K. Political brand identity: An examination of the complexities of Conservative brand and internal market engagement during the 2010 UK General Election campaign. *J Mark Commun* [Internet]. 2016 Jan 2;22(1):100–17. Available from: <http://www.tandfonline.com/doi/full/10.1080/13527266.2013.864321>
14. Mulyana D. Ikat Kepala. <https://www.pikiran-rakyat.com>. 2016.
15. Distrosunda A roche. Presentasi diklat tentang Iket Sunda Presentasi diklat tentang Iket Sunda [Internet]. <http://sdm.data.kemdikbud.go.id>. 2017 [cited 2018 Nov 8]. Available from: <http://sdm.data.kemdikbud.go.id/upload/files/KIS IKET POWERPOINT.pdf>
16. Keller KL. 'Building, measuring and managing brand equity' [Internet]. 4th ed. Vol. 6, *Journal of Brand Management*. 1998. 2 p. Available from: <http://link.springer.com/10.1057/bm.1998.57>
17. Kapferer JN. *The New Strategic Brand Management* [Internet]. 4th ed. London: Kogan Page; 2008. 171–197 p. Available from: https://books.google.com.au/books?hl=en&lr=&id=8PoItiB7bicC&oi=fnd&pg=PR5&dq=kapferer+2008+brand&ots=eyZh-GoGPA&sig=Hw1l8culubSS2D4Usvfw_3hy1Ds
18. Lincoln YS. *The Constructivist Credo*. The Constructivist Credo. Walnut Creek; 2016. 47–54 p.
19. Kuswarno E. *Metode Penelitian Komunikasi*. Bandung: Widya Padjadjaran; 2009. 20 p.
20. Creswell JW, Poth CN. *Qualitative Inquiry & Research: Choosing Among Five Approaches*. 2nd ed. Shaw LC, Greene K, editors. Thousand Oaks: SAGE Publications; 2007. 53–225 p.
21. Mulyadi D. Iket Sunda. Purwakarta; 2018.
22. Toni EP. Iket Sunda Dedi Mulyadi. Purwakarta; 2018.
23. Darwanti V. Iket Sunda Dedi Mulyadi. Purwakarta; 2018.
24. Enjang A. Iket Sunda Dedi Mulyadi. Bandung; 2019.
25. Giffar. Udeng dan Maknanya dalam Tradisi Hindu-Bali [Internet]. <https://sportourism.id>. 2017 [cited 2018 Nov 22]. Available from: <https://sportourism.id/history/udeng-dan-maknanya-dalam-tradisi-hindu-bali>
26. Anwar H. Iket Sunda Dedi Mulyadi. 2019.
27. Prima P. 7 ALASAN MENGAPA JERMAN TERGOLONG SEBAGAI NEGARA MAJU [Internet]. <http://studijerman.com>. 2017 [cited 2018 Sep 5]. Available from: <http://studijerman.com/7-alasan-mengapa-jerman-tergolong-sebagai-negara-maju/>
28. Winarsih IN. Ini-alasan-bupati-purwakarta-diundang-pidato-di-markas-pbb [Internet]. www.republika.co.id. 2015 [cited 2017 May 5]. Available from: <https://www.republika.co.id/berita/nasional/daerah/15/08/14/nt2df5368-ini-alasan-bupati-purwakarta-diundang-pidato-di-markas-pbb>
29. Nugraha I. aburizal-bakrie-adinda-dedi-mulyadi-pantas-menjadi-pemimpin [Internet]. regional.kompas.com. 2018 [cited 2018 Jun 11]. Available from: <https://regional.kompas.com/read/2018/05/28/06501321/aburizal-bakrie-adinda-dedi-mulyadi-pantas-menjadi-pemimpin>
30. Mulyana. yusuf-mansur-gagasan-dedi-mulyadi-memang-liar-tapi-dibutuhkan [Internet]. news.okezone.com. 2018 [cited 2018 Oct 22]. Available from: <https://news.okezone.com/read/2018/02/09/525/1857202/yusuf-mansur-gagasan-dedi-mulyadi-memang-liar-tapi-dibutuhkan>
31. Haryanto. finlandia-university-kagumi-konsep-pendidikan-karakter-gagasan-dedi-mulyadi [Internet]. jabar.tribunnews.com. 2018 [cited 2018 Nov 7]. Available from: <https://jabar.tribunnews.com/2018/09/13/finlandia-university-kagumi-konsep-pendidikan-karakter-gagasan-dedi-mulyadi?page=2>
32. Kasupardi E, Sudrajat U. Cing Caringcing Pageuh Kancing, Set Saringset Pageuh Iket (CCPKSSPI). Purwakarta: Trinada; 2014.
33. Usna U. Iket Sunda Dedi Mulyadi. 2018.
34. Wijayakusuma. komitmen-dedi-mulyadi-peduli-janda-miskin-dan-anak-yatim [Internet]. news.okezone.com. 2018 [cited 2018 Oct 22]. Available from: <https://news.okezone.com/read/2018/05/28/337/1903464/komitmen-dedi-mulyadi-peduli-janda-miskin-dan-anak-yatim>
35. Tempo.co. dedi-mulyadi-semprot-kader-golkar-yang-tak-peduli-dengan-warga-miskin [Internet]. nasional.tempo.co. 2016 [cited 2018 Oct 22]. Available from: <https://nasional.tempo.co/read/793184/dedi-mulyadi-semprot-kader-golkar-yang-tak-peduli-dengan-warga-miskin>
36. Nugraha I. dedi-mulyadi-akan-dirikan-sekolah-peduli-citarum [Internet]. regional.kompas.com. 2018 [cited 2018 Oct 22]. Available from: <https://regional.kompas.com/read/2018/07/01/14424621/dedi-mulyadi-akan-dirikan-sekolah-peduli-citarum>
37. Abdussalam S. dedi-mulyadi-minta-caleg-partai-golkar-untuk-door-to-door-datangi-rakyat-jangan-banyak-seremonial [Internet]. jabar.tribunnews.com. 2018 [cited 2018 Oct 24]. Available from: <https://jabar.tribunnews.com/2018/09/18/dedi-mulyadi-minta-caleg-partai-golkar-untuk-door-to-door-datangi-rakyat-jangan-banyak-seremonial>
38. Dej. kalah-di-pilgub-jabar-kang-dedi-tetap-bantu-rakyat-di-karawang [Internet]. tvberita.co.id. 2018 [cited 2018 Oct 25]. Available from: <https://tvberita.co.id/news/regional/kalah-di-pilgub-jabar-kang-dedi-tetap-bantu-rakyat-di-karawang/>
39. PR. muliakan-rakyat-jabar-dedi-mulyadi-berikan-akses-kemudahan-pangan-sandang-dan [Internet]. www.pikiran-rakyat.com. 2018 [cited 2018 Oct 26]. Available from: <https://www.pikiran-rakyat.com/jawa-barat/2018/06/07/muliakan-rakyat-jabar-dedi-mulyadi-berikan-akses-kemudahan-pangan-sandang-dan>
40. Mulyadi D. *Mengayuh Negeri dengan Cinta*. Bandung: Simbiosis Rekatama Media; 2017.
41. Kasupardi E, Sudrajat U. *Adab Sunda*. Purwakarta; 2016. 131–138 p.
42. Murnane K. Which Social Media Platform Is The Most Popular In The US? [Internet]. <https://www.forbes.com>. 2018 [cited 2019 Jan 11]. Available from: <https://www.forbes.com/sites/kevinmurnane/2018/03/03/which-social-media-platform-is-the-most-popular-in-the-us/#5249aef81e4e>
43. Mulyadi D. Kang Dedi Mulyadi [Internet]. web.facebook.com. 2019 [cited 2019 Jun 15]. Available from: https://web.facebook.com/DediMulyadi1971/?_rdc=1&_rd

44. Subianto P. Prabowo Subianto [Internet]. web.facebook.com. 2019 [cited 2019 Jun 15]. Available from: https://web.facebook.com/PrabowoSubianto/?_rdc=1&_rdr
45. Widodo J. Presiden Joko Widodo [Internet]. web.facebook.com. 2019 [cited 2019 Jun 15]. Available from: https://web.facebook.com/Jokowi/?_rdc=1&_rdr
46. Uno SS. Sandiaga Salahuddin Uno [Internet]. web.facebook.com. 2019 [cited 2019 Jun 15]. Available from: https://web.facebook.com/SandiSUno/?_rdc=1&_rdr
47. Baswedan A. Anies Baswedan [Internet]. web.facebook.com. 2019 [cited 2019 Jun 15]. Available from: <https://web.facebook.com/aniesbaswedan/>
48. Statista. Most popular mobile social networking apps in the United States as of March 2019, by reach [Internet]. <https://www.statista.com>. 2019 [cited 2019 Jun 14]. Available from: <https://www.statista.com/statistics/579334/most-popular-us-social-networking-apps-ranked-by-reach/>
49. Mulyadi D. Kepemimpinan Dedi Mulyadi. Purwakarta; 2018.
50. Winarsih IN. Ikat Kepala Khas Purwakarta Laris Manis di Malaysia [Internet]. <https://www.republika.co.id>. 2015 [cited 2018 Jan 18]. Available from: <https://www.republika.co.id/berita/nasional/pilkada/15/11/21/ny684m361-ikat-kepala-khas-purwakarta-laris-manis-di-malaysia>
51. Hidayat I. kejayaan-pajajaran-dimulai-dari-purwakarta [Internet]. www.kompasiana.com. 2015 [cited 2018 Dec 12]. Available from: <https://www.kompasiana.com/ibon/55e975958e7e619107b3170f/kejayaan-pajajaran-dimulai-dari-purwakarta?page=all>
52. Ekspres J. Kampret Kang Dedi Paling Laku [Internet]. jabarekspres.com. 2018 [cited 2018 Oct 3]. Available from: <http://jabarekspres.com/2018/kampret-kang-dedi-paling-laku/>

Authors: Nurhidayatuloh, Febrian, Annalisa Y, Akhmad Idris, Rd Muhammad Ikhsan, Helena Primadianti Sulistyanningrum, Fatimatuz Zuhro

Paper Title: Does Limitation Rule in International and Regional Human Rights Law Instruments Restrict Its Implementation?

Abstract: Provisions regarding limitation in human rights are contained inside international law instruments from UDHR, ECHR to ICCPR. Article 30 of UDHR, Article 17 of ECHR and Article 5(1) of ICCPR stipulate limitation rule, which is almost the same. When UDHR and ICCPR use both “limitation” and “restriction” with the same meaning, ECHR more consistent use restriction in its articles. However, there are several problems about why the rules of limitation are arranged in these written documents which are the critical foundation of universal human rights and justify fundamental freedom. Moreover, those articles are then supplemented by provisions on public morals, which were allegedly a loophole for several states to restrict human rights in their jurisdiction. This qualitative research uses statute and historical approaches which discuss provisions regarding to limitation rule on several global and local human rights written documents as the derivation. Thus, analysis of those instruments and the travaux preparatoires are inevitable to make this article more challenging. The problems such as when the first time and why this concept is adjusted in those instruments will be the primary concern in this research. Furthermore, how the idea is implemented in regional human rights apparatuses, especially in the European Court of Human Rights will complement the discussion in this article.

Keyword: Limitation Rule; Human Rights; UDHR; ECHR; ICCPR; (ECtHR)

References:

1. Bert B. Lockwood, J., Janet Finn and Grace Jubinsky. (1985). Working Paper for the Committee of Experts on Limitation Provisions. Human Rights Quarterly, 7(1), 35-88.
2. European Convention on Human Rights, (1950).
3. Handayani, I. (2017). Responsibility to Protect: A New Form of Humanitarian Intervention? Padjadjaran Journal of International Law, 1(1), 51-67.
4. Hovius, B. (1986). The Limitations Clauses of the European Convention on Human Rights and Freedoms and Section 1 of the Canadian Charter of Rights and Freedoms: A Comparative Analysis. Yearbook of European Law, 6(1), 1-54.
5. Kiss, A. (1985). Commentary by the Rapporteur on the Limitation Provisions. Human Rights Quarterly, 7(1), 15-22.
6. Morsink, J. (1984). The Philosophy of the Universal Declaration. Human Rights Quarterly, 6(3), 309-334.
7. Muller, A. (2009). Limitations to and Derogations from Economic, Social and Cultural Rights. Human Rights Law Review, 9(4), 557-601.
8. Nurhidayatuloh, N., Febrian, F., Romsan, A., Yahanan, A., Sardi, M., & Zuhro, F. (2018). Forsaking Equality: Examine Indonesia's State Responsibility on Polygamy to the Marriage Rights In CEDAW. Jurnal Dinamika Hukum, 18(2), 182-193.
9. Renshaw, C. S. (2013). The ASEAN Human Rights Declaration 2012. Human Rights Law Review, 13(3), 557-579. doi:10.1093/hrlr/ngt016
10. Rights, S. o. t. E. C. o. H. (1957). Preparatory Work on Article 17 of the European Convention of Human Rights. Retrieved from [https://www.echr.coe.int/LibraryDocs/Travaux/ECHRTravaux-ART17-DH\(57\)4-BIL1675501.pdf](https://www.echr.coe.int/LibraryDocs/Travaux/ECHRTravaux-ART17-DH(57)4-BIL1675501.pdf)
11. Schabas, W. A. (2013). The Universal Declaration of Human Rights The travaux préparatoires (Vol. 1). Cambridge: Cambridge University Press.
12. Soekanto, S. (2013). Penelitian Hukum Normatif Jakarta: Rajawali Pers.
13. Sunggono, B. (1997). Metode Penelitian Hukum. Jakarta: Rajawali Pers.
14. Widi, R. K. (2010). Asas Metodologi Penelitian Sebuah Pengenalan dan Penuntunan Langkah Demi Langkah Pelaksanaan Penelitian Yogyakarta: Graha Ilmu.

597-600

92.

Authors: Annalisa Y, Murzal Zaidan, Mada Apriandi, Febrian, Nurhidayatuloh

Paper Title: Aircraft Mortgage in Indonesia: Alternative Object of Material Guarantee as a Debt Settlement

Abstract: In the development of material law in Indonesia, it is known both registered objects and unregistered objects that by analogy, registered objects are categorized as immovable objects. In Indonesia, aircraft are being classified as a registered object that can be guaranteed in the form of the mortgage as a debt settlement. Along with the development of law and society, the mortgage regulations are only mentioned briefly in the Indonesian Law of Fiduciary and the Law of Notary Position which state that an aircraft can be guaranteed in the form of a mortgage. However, until recently, any particular regulations regarding aircraft mortgage in Indonesia are not yet available. This research is a normative study that uses historical, statute, and comparison approaches. The problems examined in this study: firstly, how the mortgage as a material guarantee institution in Indonesia is being regulated. Secondly, does the mortgage institution have the potential as an alternative object of material guarantee for aircraft? The result of the

93.

601-607

study shows that the regulations on aircraft mortgage in Indonesia still refer to the ones in the Indonesian Civil Code. Meanwhile, the institution that has the potential as an alternative object of material guarantee for aircraft is in the form of mortgage because an airplane is a registered object which is analogous to an immovable object. It can be concluded, therefore, that there is a weakness in aircraft mortgage stipulation in Indonesia which may create legal uncertainty and weaken the position of the creditor. Therefore, along with the development of the community and the existence of legal certainty, it is necessary to make an aircraft mortgage law immediately.

Keyword: mortgage; aircraft; material guarantee; debt settlement.

References:

1. American University of Beirut (2018). Badruzaman, Mariam Darus, Mencari Sistem Hukum Benda Nasional (Alumni: Bandung, 1983)
2. Perjanjian Kredit (Bandung: Citra Aditya Bakti, 1991)
3. Bahsan, M, Penilaian Jaminan Kredit Perbankan Indonesia (Jakarta: Rejeki Agung, 2002)
4. Convention on International Civil Aviation (Chicago, 1944)
5. Cranston, Ross, Principles of Banking Law (Oxford: Clarendon Press, 1997)
6. Fani Martiawan Kumara Putra, 'Surat Kuasa Memasang Hipotek Dalam Jaminan Hipotek Kapal Laut,' PERSPEKTIF, XVII (2012), 19
7. Ferreira, Fernando A. F., Santos, Sérgio P, 'Comparing Trade-Off Adjustments in Credit Risk Analysis Of Mortgage Loans Using Ahp, Delphi And Macbeth', International Journal Of Strategic Property Manage, 20 (2016), 44–63
8. Hadiati, Ms Mia and Martono, 'Contribution of Indonesia to International and Regional Civil Aviation', Journal of Electronics and Communication Engineering, 11 (2016), 46–64
9. Honig, J.P., The Legal Status of Aircraft (The Hague: Martinus Nijhoff, 1956)
10. Indrawati, Soewarso, Aspek Hukum Jaminan Kredit (Jakarta: Institut Bankir Indonesia, 2002)
11. Isnaeni, Moch., Hipotek Pesawat Udara (Surabaya: PT. Revka Pertra Media, 2018)
12. Hipotek Pesawat Udara (Seberkas Pelangi 4.0 Di Langit Euphoria Indonesia) (Surabaya: CV Revka Prima Media, 2018)
13. Pengantar Hukum Jaminan Kebendaan (Surabaya: PT. Revka Pertra Media, 2016)
14. Isnaeni, Moch, Pengantar Hukum Jaminan Kebendaan (Surabaya: PT. Revka Pertra Media, 2016)
15. Kusmayan, Hazar, 'Penerapan Dan Permasalahan Eksekusi Pesawat Terbang Berdasarkan Hukum Acara Perdata Dalam Perjanjian Perawatan Mesin Pesawat,' Jurnal Bina Mulia Hukum, 1 (2016), 27
16. Law No. 1 of 2009 on Aviation (Indonesia, 2009)
17. Law No. 17 of 2008 on Shipping (Indonesia, 2008)
18. Law No. 2 of 2014 on Amendment of Law No. 30 of 2004 on Notary (Indonesia, 2014)
19. Martono, K, K. Mieke Komar K, Amalia, Prita, 'Implementation of The Cape Town Convention in Indonesia', In A Book Chapters Aviation Laws and Regulation Applicable in Indonesia (Jakarta: Pt. Grafindo Persada, 2017), P. 329
20. Martono, Adya Paramita Prabandari; Wahyu Satrio Utomo; 'Indonesian Aviation Human Resources: An Evaluation,' Osr Journal of Applied Chemistry, 9 (2016), Pp 20-30
21. Martono, Gunadi Ariawan And K., 'Current Indonesian Air Transportation,' Journal of Applied Chemistry, 9 (2016), 12-31.
22. Martono, K, Pengantar Hukum Udara Nasional Dan Internasional, 1st Edn (Jakarta: Pt. Rajagrafindo Persada, 2007)
23. Marzuki, Peter Mahmud, Penelitian Hukum (Jakarta: Kencana, 2010)
24. Ms Mia Hadiati And Martono, 'Contribution of Indonesia To International and Regional Civil Aviation', Journal of Electronics and Communication Engineering, 11 (2016), 46–64
25. Mulya, Ety, 'Asas Keseimbangan Pada Perjanjian Kredit Perbankan Dengan Nasabah Pelaku Usaha Kecil', Jurnal Bina Mulia Hukum, 1 (2016), 37
26. Rahman, Hasanuddin, Aspek-Aspek Hukum Pemberian Kredit Perbankan Di Indonesi (Bandung: Citra Aditya Bakti, 1995)
27. Sari, Novi Ratna Sari, 'Komparasi Syarat Sahnya Perjanjian Menurut Kitab Undang-Undang Hukum Perdata Dan Hukum Islam', Jurnal Repertorium, Iv (2017), 81
28. Sofwan, Sri Soedewi Masjchoen, Hukum Jaminan Di Indonesia: Pokok-Pokok Hukum Jaminan Dan Jaminan Perorangan (Yogyakarta: Liberty Offset, 1980)
29. Hukum Jaminan Di Indonesia: Pokok-Pokok Hukum Jaminan Dan Jaminan Perorangan (Yogyakarta: Ugm Press, 2007)
30. Hukum Jaminan Di Indonesia Pokok Pokok Hukum Jaminan Dan Jaminan Perorangan (Yogyakarta: Liberty Offset, 2007)
31. Subekti, R Dan Tjitrosudibio, R, Kita Undang-Undang Hukum Perdata (Burgerlijk Wetboek) (Jakarta: Pradnya Paramita, 1980)
32. Supriyadi, Ahmad, 'Implementation of Islamic Economic Principles About Mortgages', Qijis: Qudus International Journal of Islamic Studies, 2 (2014), 123
33. Thain, Gerald G., 'A Basic Outline of The Law of Secured Transaction', In Seri Dasar Hukum Ekonomi, 4th Edn (Jakarta: Ellipsis Project, 1998), P. 15
34. The Convention on International Recognition of Right in Aircraft (Geneve, 1948)

Authors: Mohammed Mustapha, Ahmad Fauzi Abdul Hamid

Paper Title: Governance as the Bane of Boko Haram Insurgency in Nigeria

Abstract: This article investigates into the operations of Boko Haram insurgency and its consequences on Nigeria's political and socio-economic arrangement. The paper faults the sudden development of Boko Haram on the government languorous attitude to governance. The paper is qualitative research, it relies more on the secondary form of data collection, and the theoretical thrust hinges on Ted theory of Relative Deprivation; noting that the people of Northeast feel highly deprived in the scheme of things in Nigeria. There is an acute shortage in their basic needs, high rate of unemployment, an unacceptable level of poverty and shortage of infrastructures. With the arrays of attacks, suicide bombing, abductions, armed robbery and use of Improvised Explosive Devices (IEDs), Nigeria is gradually gravitating towards a failed state. Since development cannot take place in an insecure environment, the paper recommends that there must be the full entrenchment of good governance, the military must be adequately strengthened, and poverty must be eradicated.

Keyword: Boko Haram; Insurgency; and Good Governance.

References:

1. AbdulHamid, Ahmad Fauzi (2017). IS beliefs devoid of spirituality, <https://freemalysiatoday.com/category/nation,2017/08/30/is-beliefs-devoid-of-spirituality>
2. Abdullahi, D. (2012). Good governance as panacea to the socio-economic crises in Nigeria. Journal of Business and Management (IOSRJBM), 2(3), 36 – 40.
3. Adelaja, A; Labo, A. & Penar, E. (2018). Public Opinion on the Root Causes of Terrorism and Objectives of Terrorists: A Boko Haram

- Case Study. Perspectives of terrorism, 12(3) 35 – 49.
4. Adebayo, A.A. (2013). Youths' Unemployment and crime in Nigeria: A nexus and implications for national development. *International Journal of Sociology and Anthropology*, 5(8), 350-357.
 5. Afeikhena, J. (2015). Lessons from Colombia for curbing the Boko Haram insurgency in Nigeria. *Prism* 5(2), 95 – 105.
 6. Akinola, O. (2015). Boko Haram insurgency in Nigeria: Between Islamic fundamentalism, politics, and poverty. *African Security* 8 (1) 11 – 12.
 7. Amusan, L. & Oyewole, S (2014). Boko Haram terrorism in Nigeria: A Reflection on the Failure of Democratic Containment. *Politeia*, 33(1), 35-59.
 8. Aro, I. O. (2013). Boko Haram insurgency in Nigeria: Its implications and way forward towards avoidance of future insurgency. *International Journal of Scientific and Research Publications*, 3 (11), 1 – 8.
 9. Avwode, A. (2009). Boko Haram: former commissioner among sect members killed, *The Nation*, 1 August.
 10. Ayegba, U. S. (2015). Unemployment and poverty as sources and consequence of insecurity in Nigeria: The Boko Haram insurgency revisited. *African Journal of Political Science and International Relations* 9 (3) 96 – 98.
 11. Bhatia, K. & Ghanem, H. (2017). How do education and unemployment affect support for violent extremism: Evidence from eight Arab countries. *Brooking Institutes Global and Economic Development (Working paper 102)*, 9 – 10.
 12. Botha, A. & Abdile, M. (2014). Radicalization and al-Shabaah recruitment in Somalia. *Institute for Security Studies Paper* 266, 8.
 13. Botha, A.; Ewi, M; Salifu, U. & Abdile, M. (2017). Understanding Nigeria citizens' perspectives on Boko Haram. *Institute for Security Studies Monograph*. 196, 29.
 14. Boye, R. R. (2013). Nigeria Anti-Terrorism law and global security. *Africa-Dynamics of Social Science Research* 4(1) 56 -64.
 15. David, O. J.; Asuelime, L. E. & Onapajo, H. (2015). Boko Haram: The socio-economic drivers. Switzerland: Springer, 83 -99.
 16. Davies, J. (1962). Towards a theory of revolution. *American Sociological Review*, 27(1), 5–19.
 17. Eubank, W & Weinberg, L. (2001). Terrorism and Democracy Perpetrators: and Victims. *Terrorism and Political Violence* 13(1) 155-164.
 18. Farouk, C. (2015). Who are Nigeri's Boko Haram Islamists? *BBC Africa*. Retrieved from <http://www.bbc.com/news/world-africa-13809501>
 19. Global Terrorism Database (2015). 1970–2015. Available at <http://www.start.umd.edu/gtd>
 20. Gurr, T. R. (1970). Why men rebel. Princeton, NJ: Center of International Studies, Princeton University Press.
 21. Haldun, C. & Odukoya, O. A. (2016). Ethnic and religious crises in Nigeria: A specific analysis upon identities (1999- 2013).” *African Center for the Constructive Resolution of Dispute*. <http://www.accord.org.za/ajcr-issues/ethnic-religiouscrises-nigeria/>
 22. Idris, H. & Ibrahim, Y. (2011). Boko Haram widows, orphans abandoned in pains, *Sunday Trust*, 23 January.
 23. Imaji, Z.O.S., Ranjit Singh, D.S. & Muhammad F.O. (2015). Governance and Boko Haram Insurgence in Nigeria: An analysis. *Academic Journal of Interdisciplinary Studies*. 4(2), 35-44.
 24. Institute for Economics and Peace, (2015). *Global Terrorism Index*. New York: IEP.
 25. John, C. & Asch, H. (2018). Boko Haram and Nigeria's pervasive violence, <https://www.cfr.org/expert-brief/bokoharam-and-Nigeria's-pervasive-violence>, accessed October 20.
 26. Krueger, A. B. & Maleckova, J. (2003). Education, poverty and terrorism: Is there a causal connection. *Journal of Economic Perspectives* 17 (4), 121- 133
 27. Mbah, P; Nwangwu, C. & Edeh, H. C. (2017). Elite politics and the emergence of Boko Haram insurgency in Nigeria. *Trames*, 21 (2), 177 -178.
 28. Obamwonyi, S.E & Owenvbuigie, R. O. (2015). Boko Haram Insurgency in Nigeria: A Nation-State in Search of Cohesion for National Development. *International Journal of Arts and Humanities*, 4(1), 31 – 45.
 29. Odidison, O. & Johnson B. (2012). Boko Haram funding: Nigeria may face International Sanctions, http://www.nncpo.net/index.php?option=com_content&view=article&id=832boko-haram-funding-nigeria-may-face-international-sanctions-&ca (24th August 2015).
 30. Odobo, S. O. (2017). Boko Haram Internationalism and its Sub-Regional Security Implications. *African Journal of Governance and Development*. 6(2), 11 -37
 31. Oftedal, E. (2013). Boko Haram – An Overview, *Forsvarets forsknings institutt, Norwegian*
 32. Okene, A. A. (2011). National security, good governance and integration in Nigeria since 1999: Discourse. *Asia Social Science*, 7(10), 166 – 176.
 33. Okoro, E. R. (2014) Terrorism and governance crisis: The Boko Haram experience in Nigeria. *African Journal on Conflict Resolution*. 14 (2), 121 – 122.
 34. Onuoha, F (2014). Why the youth join Boko Haram? *United State Institute of Peace Special Report*, 348, 5.
 35. Ottoh, F. O. (2015). Changing the pattern of warfare in Africa: Boko Haram Insurgency in Nigeria. *Conflict Studies Quarterly*. Special Issue, 23-40
 36. Piazza, A.J. (2006). Rooted in Poverty: Terrorism, Poor Economic Development, and Social Cleavages. *Terrorism and Political Violence* 18 (1), 169 – 170
 37. Rummel, R.J. (1977). Frustration, deprivation, aggression, and the conflict helix. In R.J Rummel. *Understanding conflict and war: Conflict in Perspective*, 3. California: Sage publications. Retrieved from <https://www.hawaii.edu/powerkills/note12.html>
 38. Sani, S. (2011). “Boko Haram: History, ideas, and revolt”, *Vanguard*, July 7, Available at: <http://www.vanguardngr.com/2011/07/boko-haram-history-ideas-andrevolt-5/>.
 39. Tukur, S. (2017). Shocking Revelation: 100,000 killed, two million displaced by Boko Haram Insurgency, *Borno Governor Says*,” *Premium Times*, February 13.
 40. Ujah, E. (2009). Yaradua orders probe of Boko Haram's leaders' killing, *Vanguard*, 4 August 2009, <http://www.vanguardngr.com/2009/08/yaradua-orders-probe-of-boko-haram-leaders-killing/> accessed 30 March 2018.
 41. Umar, G. I. (2009). Boko Haram: how it all began, *Daily Trust*, 2 August.
 42. US House Committee on Homeland Security 2013. “Boko Haram, Growing Threat to the U.S. Homeland”. Available at: <https://homeland.house.gov/boko-haram-growingthreat- us-homeland/>. Accessed December 22, 2016.
 43. Uzodike, N. O. & Onapajo, H. (2012). Boko Haram terrorism in Nigeria Man, the state, and the international system. in *African Security Review* 21(3),24-39.
 44. The World Bank, (1989). *Governance - The World Bank's Experience*, A World Bank Publication, Washington D.C., p. 66 available online at: <http://documents.worldbank.org/curated/en/711471468765285964/pdf/multi0page.pdf> last accessed on October 5th, 2018.

Authors: Nitce Isa Medina, Azlin Norhaini Mansor, Jamalul Lail Abdul Wahab, Sharmini Siva Vikaraman

Paper Title: The Impact of Dual Role Teaching Principals in Small Schools

95.

Abstract: Teaching principals exist in small schools. These principals have classroom responsibilities, administration duties, and educational instructor duties simultaneously. There are still some uncertainties on the dual role of school principals in small schools due to the lack of studies in this area. It is well-known that principals' instructional leadership practices are an imperative predictor to the success of small schools. Following this concern, the dual responsibilities taken by principals in small schools must be understood comprehensively. This paper discusses the excellent role of teaching principals in small schools. The objective of this qualitative research is to determine the dimensions of principal's teaching practices that influence the transformation of ordinary small schools

615-622

into excellent small schools. Three principals in excellent small schools were interviewed and the themes that emerged from the interviews were matched with the dimensions drawn from the instructional leadership model used in this study. The results suggested that although a dual role teaching principal seemed to be burdened with responsibilities, the principals interviewed took the roles positively and excelled as instructional leaders. The teaching principals interviewed stated that their dual role increased their abilities in providing instructional leadership from many dimensions. The outcomes of this study may assist district school superintendents and preparatory program personnel in developing the right knowledge and in constructing a framework to support teaching principals in small schools in fulfilling their dual responsibilities.

Keyword: Dual Role, Instructional Leadership, Teaching Principal, Small Schools.

References:

1. Ali Nawab & Salima Rahim Baig. (2011). The Possibilities and Challenges of Multi-grade Teaching in Rural Pakistan. *International Journal of Business and Social Science*, 2(15), 166-172.
2. Azlin Norhaini Mansor, Habibah Rahim, Norlia Abdul Aziz, Mohamed Yusoff Mohd Nor, Aszhar Ramli, Mohd Khalid Mohamad Nasir, Mohd Izham Mohd Hamzah, Jamalul Lail Abdul Wahab. (2016). *Laporan Faktor Penyumbang Utama Pencapaian Akademik Sekolah Rendah di Perak dan Strategi Terbeza Mengikut Konteks Ke Arah Meningkatkan Prestasi Sekolah*. Institut Darul Ridzuan.
3. Blasé, J. & Blasé, J. (2000). Effective instructional leadership: Teachers' perspectives on how principals promote teaching and learning in schools. *Journal of educational administration*, 38(2), 130-141.
4. Bouguen, A. (2017). Does Class Size Influence Student Achievement? Technical Report. DOI: 10.13140/RG2.2.17402.34249
5. Bossert, S., Dwyer, D., Rowan, B., & Lee, G. (1982). The instructional management role of the principal. *Educational Administration Quarterly*, 18(3), 34-64.
6. Boyd, B. (1996). The principal as teacher: a model for instructional leadership. *NASSP Bulletin*, 80(580), 65-73.
7. Carter, J.H & Keiler, L.S. (2009). Alternative Certified Teachers in Urban Small Schools: Where Policy Reforms Meets the Road. *Urban Rev*. DOI 10.1007/s11256-008-0117-7.
8. Catterson, F. M. (2017). *Small Primary School Leadership Structures: Challenges and Evolution* (Doctoral dissertation, School of Education).
9. Clarke, S. (2002). The teaching principal: From the shadowlands to a place in the sun. *Queensland Journal of Educational Research*, 18(1), 23-37.
10. Clarke, S. & Stevens, E. (2006). Spatial engagement: The navigation of a novice teaching principal in a small rural community. *Studies in Learning, Evaluation Innovation and Development*, 3(1), 12-26.
11. Clarke, S., & Stevens, E. (2009). Sustainable leadership in small schools: Selected Australian vignettes. *Journal of Educational Change*, 10(4), 227.
12. Clarke, S & Wildy, H. (2004). Context Counts: Viewing Small School Leadership from the Inside Out. *Journal of Educational Administration*, 42(5), 555-572.
13. Dolbasar Kasan, Shahril@Charil Marzuki & Jamal@Nordin Yunus. (2013). Pelaksanaan Perancangan Strategik dan Faktor Penyumbang Terhadap Keberkesanan Sekolah Di Sekolah Kurang Berkesan di Malaysia. *Management Research Journal*, 2(1), 1-18.
14. Duyar, I., Gumus, S. & Bellibas, M. S. (2013). Multilevel analysis of teacher work attitudes: the influence of principal leadership and teacher collaboration. *International Journal of Educational Management*, 27(7), 700-719.
15. Ewington, J, Mulford, B, Kendall, D, Edmunds, B, Kendall, L & Silins, H. (2008). Successful School Principals in Small Schools. *Journal of Educational Administration*, 46(5).
16. Gardener, C. E. & Edington, E.D. (1982). *The Preparation and Certification of Teachers for Rural and Small Schools*. Digest Number? New Mexico: *ERIC Clearinghouse on Rural Education and Small Schools*.
17. Grady, M. L. (1990). The Teaching Principal. *Research in Rural Education*, 6(3), 49-52.
18. Hallinger, P & Heck, R. H. (1996). Reassessing the Principal's role in School Effectiveness: A Review of Empirical Research, 1980-1995. *Educational Administration Quarterly*, 32(5).
19. Hallinger, P. & Murphy, J. (1985). Assessing the instructional leadership behaviour of principals. *Elementary School Journal*, 86(2), 217-248.
20. Hallinger, P., Wang, W. C., Chen, C. W., & Li, D. (2015). Assessing instructional leadership with the principal instructional management rating scale. Assessing Instructional Leadership with the Principal Instructional Management Rating Scale. <https://doi.org/10.1007/978-3-319-15533-3>
21. Hallinger, P., & Walker, A. (2010). Leading learning in Asia-emerging empirical insights from five societies. *Journal of Educational Administration*, 55(2), 130-146.
22. Hallinger, P., Wang, W. C., & Chen, C. W. (2013). Assessing the Measurement Properties of the Principal Instructional Management Rating Scale: A Meta-Analysis of Reliability Studies. *Educational Administration Quarterly*. <https://doi.org/10.1177/0013161X12468149>.
23. Hatton, E. (2001). School Development Planning in a Small Primary School, *Journal of Educational Administration*, 39(2).
24. Hoog, J., & Johansson, O. (2005). Successful principalship: the Swedish case. *Journal of Educational Administration*, 43(6), 595-606.
25. Hoy, W. K & Smith, P. A. (2007). Influence: a key to successful leadership. *International Journal of Educational Management*, 21(2), 158-167.
26. Hyry-Beihammer, E. K., & Hascher, T. (2015). Multi-grade teaching practices in Austrian and Finnish primary school. *International Journal of Educational Research*. <http://dx.doi.org/10.1016/j.ijer.2015.07.002>.
27. In-Soo Shin & Jae Young Chung. (2009). Class size and student achievement in the United States: A Meta-analysis. *KEDI Journal of Educational Policy*, 6(2), 3-19.
28. Klar, H. W & Brewer, C. A. (2014). successful leadership in a rural, high poverty school: the case of County Line Middle School. *Journal of Educational Administration*, 52(4), 422-445.
29. Khuan Wai Bing, Wan Salmuni Wan Mustaffa & Omar Abdull Kareem. (2009). Facing Constant Challenges: Do Small Schools Have Workable Solutions? Proceedings 1st Regional Conference on Educational Leadership and Management.
30. Kucita, P., & Maxwell, T. W. (2016). Multi-grade teaching in Bhutan: Congruency amongst policies, teacher education and practices. *EIP Educational Innovation*. 1
31. Lashway, L. (2003). "Inducting School Leaders". ERIC Digest 170-August 2003: *Clearinghouse on Educational Management*. Available online at <http://eric.uoregon.edu/publications/digest/digest170.html>.
32. Leithwood, K., Louis, K.S, Anderson, S dan Wahlstrom, K. (2004). How leadership influences student learning. Executive Summary. Centre for Applied Research and Educational Improvement, University of Minnesota.
33. Makoelle, T. M., & Malindi, M. J. (2014). Multi-grade Teaching and Inclusion: Selected Cases in the Free State Province of South Africa. *International Journal of Educational Sciences*, 7(1), 77-86.
34. Marzita Abu Bakar & Arbain Pinni. (2013). Amalan Terbaik Pengurusan dan Kepimpinan Sekolah Kurang Murid (SKM): Keperluan dan Impak Agihan Bantuan Geran Per Kapita (PCG) Murid. *Jurnal Pengurusan dan Kepimpinan Pendidikan*, 26(2), 1-25.
35. Mehmet Sukru Bellibas & Yan Liu. (2017). Multilevel analysis of the relationship between principals' perceived practices of instructional leadership and teachers' self-efficacy perceptions. *Journal of Educational Administration*, 55(1), 49-69.
36. Milner, H. R & Hoy, A. W. (2003). A case study of an African American Teacher's self-efficacy, stereotype threat and persistence. *Teaching and Teacher Education*, 19, 263-276.

37. Ministry of Education. (2007). *Pelan Induk Pembangunan Pendidikan (PIPP) 2006-2010: Merintis Pembaharuan-Satu Misi Nasional*. Kementerian Pendidikan Malaysia.
38. Ministry of Education. (2012). *Laporan Awal Pelan Pembangunan Pendidikan Malaysia*. Kementerian Pendidikan Malaysia.
39. Ministry of Education. (2017). *Data Sekolah Kurang Murid Band Satu 2016*. Sektor Bahagian Perancangan dan Penyelidikan Dasar Pendidikan. Kementerian Pendidikan Malaysia.
40. Mohd Yusoff Mohd Nor & Sufean Hussin. (2013). *Demokrasi Pendidikan-Dilema Sekolah Kecil dan Sekolah Berpusat*. Penerbit Universiti Malaya, Kuala Lumpur.
41. Mortimore, P. (1993). *School Effectiveness and the Management of Effective Learning and Teaching*. Kertas Kerja dibentangkan di Annual Meeting of the International Congress for School Effectiveness and Improvement. Norrköping, Sweden, Januari 1993.
42. Murdoch, D. (2009). Teaching Principals in Smaller Primary Schools: Their Issues, Challenges and Concerns. *TEACH Journal of Christian Education*, 3(1), 32-37.
43. Murdoch, D. & Schiller, J. (2002). Teaching principals in smaller primary schools: Their issues, challenges and concerns. Paper presented at the Australian Association for Research in Education Conference, Brisbane, Australia.
44. Nadzira Yahaya, Mohd Halim Kadri & Naimah Ahmad Yahya. (2009). Class Size, Class Ranking and Students' Achievement. *Ethics and Accounting Education* 200.
45. Newton, P. & Wallin, D. C. (2013). The Teaching Principal: An Untenable Position or a Promising Model? *Alberta Journal of Educational Research*, 59(1), 55-71.
46. Nizamettin Koc & Bekir Celik. (2015). The Impact of number of Students per Teacher on Student Achievement. *Procedia-Social and Behavioral Sciences*, 177, 65-70.
47. Nor Asikin Salleh. (2008). *Model Sekolah Berkesan: Satu Kajian Sekolah-sekolah Kebangsaan Luar Bandar*. Tesis Doktor Falsafah. Universiti Utara Malaysia.
48. Neuman, M. & Simmons, W. (2000). Leadership for Student Learning. *Phi Delta Kappan*, 82(1), 4.
49. Perak State Education of Department. (2014). *UPSR Result Analysis Document 2014*.
50. Reeves, C. (2003). *Implementing the No Child Left Behind Act: Implications for Rural Schools and Districts*. Illinois: North Central Regional Educational Laboratory.
51. Sahin, S. (2011). Relationship between Instructional Leadership Style and School Culture. *Educational Sciences: Theory & Practice*, 11(4), 1920-1927.
52. Shahrina Md. Nordin, Wan Fatimah Wan Ahmad, Yunus Mohd Nayan, Abdul Malek Abdul Rahman, Noraini Ismail, Noor Aini Ahmad & Othman Mohd Yunus. (2012). *Menjana Pembangunan Negeri Perak, Ke Arah Kecemerlangan Modal Insan*. Perak. Emeritus Publications.
53. Shahril @ Charil Marzuki, Rahimah Ahmad & Hussien Ahmad. (2010). *Kepimpinan Pengetua-Menjana Modal Insan Di Sekolah Berkesan*. Selangor: PTS Profesional Publishing Sdn Bhd.
54. Shirrell, M. (2015). New principals, accountability and commitment in low-performing schools. *Journal of Educational Administration*, 54(5), 558-574.
55. Smit, R., Hry-Belhammer, E. K. & Raggl, A. (2015). Teaching and learning in small, rural schools in four European countries: Introduction and synthesis of mixed-/multi-age approaches. *International Journal of Educational Research*, 74, 97-103.
56. Southworth, G. (2012). Lessons from Successful Leadership in Small School. Second *International Handbook of Educational Leadership and Administration*. Springer.
57. Swift, D. (1984). *Finding and Keeping Teachers: Strategies for Small Schools*. Washington D.C: ERIC Clearinghouse on Rural Education and Small Schools.
58. Taole, M. J., & Mncube, V. S. (2012). Multi-grade Teaching and Quality of Education in South African Rural Schools: Educators' Experiences. *Studies of Tribes and Tribals*, 10(2), 151-162.
59. Tuck, A. (2009). *Small school's challenges-Learning Lessons from small school headteachers*. Research Associate Summary. National College for School Leadership.
60. Valentine, J. W. & Prater, M. (2011). Instructional, Transformational and Managerial Leadership and Student Achievement: High School Principals Make a Difference. *NASSP Bulletin*, 95(1), 5-30.
61. Webb, R. & Vulliamy, G. (1996). The changing role of the primary-school headteacher. *Educational Management & Administration*, 24(3), 301-315.
62. Wahlstrom, K.L & Louis, K. S. (2008). How Teachers Experience Principal Leadership: The Roles of Professional Community, Trust, Efficacy and Shared Responsibility. *Educational Administration Quarterly*, 44(4), 458-495.
63. Wallin, D. & Newton, P. (2013). Instructional Leadership of the Rural Teaching Principal: Double the Trouble or Twice the Fun? *International Studies in Educational Administration*, 41(2), 19-31.
64. Wildy, H. & Clarke, S. (2005). "Leading the small rural school: the case of the novice principal". *Leading and Managing*, 11(1), 43-56.
65. Williamson, J. C. & Galton, M. (1998). Building a school culture.
66. Wesley, P.A., Fine, M., Gladden, M., Holland, N.E., King, S.P, Mosak, E. & Powell, L.C. (2000). *Small Schools: Great Strides. A Study of New Small Schools in Chicago*. New York: Bank Street College of Education.
67. Ylimaki, R. (2007). Instructional Leadership in Challenging US Schools. *ISEA* 35(3), 11-19.
68. Zakaria Kasa, Amir Hasan Dawi, Azhar Wahid, Mohd. Sanimadon, Mohd Nooridris & Shaharudin Ali. (2010). *Isu Pendidikan Luar Bandar di Perak*. Final Research Report. Universiti Pendidikan Sultan Idris, Tanjong Malim, Perak.
69. Zakaria Othman. (2016). *Kepimpinan Instruksional Guru Besar Sekolah Kurang Murid*. Disertasi Ph.D. Universiti Malaya.
70. Zalika Adam, Faridah Kassim & Mohamad Johdi Salleh. (2009). *Memperkasakan Pendidikan Luar Bandar*. Prosiding Seminar Persidangan Kebangsaan Pendidikan Luar Bandar, 3-5 Februari 2009 di Kota Kinabalu, Sabah.
71. Zainudin Abu Bakar & Ismail Buang. (2007). Gemilang 7: Suatu Kegagalan atau Kejayaan Dari Sudut Proses Pengurusan Strategik? *Jurnal Pendidikan Universiti Teknologi Malaysia*, 12, 83-90.

Authors: Lu Jingyuan, Lee Chie Tsang Isaiah

Paper Title: Explore the Harmony in Chinese Contemporary Choral Art—"CCTV National Young Singer Grand Prix" as an Example

Abstract: The history of the chorus in China can be traced back to the late 20th century and has been developing rapidly. The "CCTV National Young Singer Grand Prix," as one of the top competitions of Chinese singing art since 1984, has actively promoted chorus culture, providing an important platform where chorus groups can appreciate and learn. This paper explores the process of its development and the way of harmony of the chorus in China. The paper is based on synergism theory and takes the "CCTV National Young Singer Grand Prix" as the research object. Through personal observation, more than ten works including "Chun Xiao" "Dong Zu Da Ge", "Meng Gu Xue", etc. will be analyzed through the singing technique, singing method, singing synergism. The possibility of harmony and collision of different natures of chorus art is obtained, expecting to improve the spirituality of chorus and provide a theoretical and practical reference for the majority of chorus art workers.

Keyword: Chorus; Singing method; Synergism

96.

623-627

	<p>References:</p> <ol style="list-style-type: none"> 1. Yang, F. (2012). Bird's-Eye View of the Development of Chinese Chorus Music in the 20th Century. <i>Music Life</i>, 05, 77–79. 2. Haken, H. (1997). <i>Synergetics-An Introduction and Advanced Topics</i>. West Germany: Springer-Verlag. 3. Haken, H. & Guo. Z. (1983). <i>Higher Collaborative Science</i>. Beijing: Beijing Press. 4. Xie, L. (2005). The Value Standards of Chinese Contemporary Art. <i>Southern Cultural Forum</i>, 01(13), 70–72. https://doi.org/10.14065/j.cnki.nfw.2005.01.013 5. Ma, G. (2002). <i>Chorus</i>. Shanghai: Shanghai Music Publishing House. 6. Yang, H. (2002). <i>Children's Chorus Training</i>. Beijing: Beijing People's Music Publishing House. 7. Yang, H. (1982). On the Problem of Chorus Pitch. <i>Journal of the Central Conservatory of Music</i>, 02(006), 20–30. 8. Shi, Q. (2000). Talking about the pitch training of chorus. <i>Musicology in China</i>, 44–46. 9. Wang, S. (2006). A Preliminary Study of Singing Language. <i>Journal of Yunnan University of the Arts</i>, 02(014), 67–68. 10. Yang, H. (2008). <i>Chorus Training</i>. Beijing: Central Conservatory of Music Press. 	
	<p>Authors: Nurul Shida Noni, Abdul Halim Abdullah</p> <p>Paper Title: Assessing Critical Thinking Skills in Polytechnic</p>	
97.	<p>Abstract: The level of critical thinking skills and its relationship to CGPA is investigated in this study. 80 men and 21 women from two engineering departments at Polytechnic Ibrahim Sultan participated in this investigation. This research utilized The Malaysian Critical Thinking Skills Instrument-MyCT which consists of 60 items. Data analysis was performed using SPSS 22.0 for descriptive and inferential statistics. Comparative findings across studies revealed that the critical thinking level of engineering students at Polytechnic Ibrahim Sultan was intermediate (47.42%). The Mann-Whitney U test determines the variables between four categories in critical thinking skills and obtained no significant differences. The correlation of commuting between critical thinking skills as calculated with Spearman's rho is not statistically significant. There was a negative weak correlation for analytical and logical ($r = -0.098$). Analysis of the computed findings revealed that the critical thinking is at a moderate level but weak in analytical and logical and disposition skills. In conclusion, lecturers must be more sensitive to this phenomenon, in which the emphasis on analytical and logical and disposition are important in teaching and learning.</p> <p>Keyword: Polytechnic; Engineering, Mathematics; Students</p> <p>References:</p> <ol style="list-style-type: none"> 1. M. R. Mamat, M. S. Rasul and A. Mustapha. <i>International Journal of Education and Research</i> 2, 11 (2014) 2. B. Johnston, R. Mitchell, F. Myles and P. Ford, <i>Developing Student Criticality in Higher Education</i>, (2011) 3. M. Davies and R. Barnett. <i>The Palgrave Handbook of Critical Thinking in Higher Education 1</i> (2015) 4. A. Ghanizadeh. <i>Higher Education</i> (2016) 5. S. Husniah. 4, 3 (2016) 6. B. Kules. (2016) 7. R. Paul. 15, (2004) 8. Q. Van der Hoff and A. Harding. <i>International Journal of Mathematical Education in Science and Technology</i> 0, 0 (2016) 9. A. Ili and A. Ruslin. 30, 1 (2016) 10. A. Noraini. <i>Jurnal Pendidikan Matematika</i> 2, 2 (2014) 11. Norulbiah and Effandi. <i>Jurnal Pendidikan Matematika</i> 4, 1(2016) 12. H. Syahida and N. Irfan. <i>Procedia - Social and Behavioral Sciences</i> 197, February (2015) 13. M. Soffi and Fatima. <i>Procedia - Social and Behavioral Sciences</i> 116, (2014) 14. I.R. Mustapha, M. Y. Husain, S. A. Malik and M. Seri Bunian. 1, 2 (2014) 15. N. Norfadela. 1, (2015) 16. Khairunnisa, A. Kamarul and F. Ahmad. <i>Seminar Pertama Pendidikan dan Penyelidikan Islam [SePPIM'13] March 2016</i> (2013) 17. Nazem, G. Kamariah, A. Bakar and B. Njie. 3, February (2015) 18. A. Shazaitul and Maisarah. <i>Procedia - Social and Behavioral Sciences</i> 172, 2012 (2015) 19. I.N. Facione, <i>California Critical Thinking Skills Test CCTST Test Manual</i>, (2013) 20. R. W. Vierra. May (2014) 21. S. R. Ariffin, R. Ariffin and H. M. Makki. <i>Journal of Education</i> 32, 1 (2008) 	628-633
98.	<p>Authors: Indra Kurniawan, Ubud Salim, Margono Setiawan, Mintarti Rahayu</p> <p>Paper Title: The Mediating Role of Strategy Flexibility at the Effects of Entrepreneurial Orientation and Market Orientation on Business Performance Small Medium Enterprise Craft Sector in Indonesia</p> <p>Abstract: The research intends to test the effects of entrepreneurship orientation and market orientation on business performance with strategic flexibility as mediator. Considering Indonesia has been even today eagerly support entrepreneurial, it intends to explore relationship between the three variables in small and medium enterprises context. The study takes place in Indonesia with 194 samples. For questionnaire distribution, it makes use of online tool with Google Form. The unit of analysis is owners, managers or decision-makers at the SMEs. For data analysis, it applies structural equation model with WarpPLS approach. The results demonstrate that entrepreneurial orientation does not have significant effect on business performance, but has a positive effect on strategic flexibility. While market orientation has a positive effect on business performance, but it does not have significant effect on strategic flexibility. It means that strategic flexibility mediates relationship between entrepreneurial orientation and performance, while it does not hold true for relationship between market orientation and business performance.</p> <p>Keyword: Entrepreneurial Orientation, Market Orientation, Strategic Flexibility, and Business Performance.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Covin G, Slevin D, P. THE Influence of Organization Structure. <i>J Manag Stud</i>. 1988;109(May):321–34. 2. Anderson BS, Covin JG, Slevin DP. Understanding The Relationship Between Entrepreneurial Orientation And Strategic Learning Capability : An Empirical Investigation. <i>Strateg Entrep J</i>. 2009;3:218–40. 3. Lumpkin GT, Dess G. Clarifying the entrepreneurial orientation construct and linking it to performance. <i>Acad Manag Rev</i>. 1996;21(1):135–72. 	634-641

4. Miller D. The Correlates of Entrepreneurship in Three Types of Firms. 1983;(May 2014).
5. Covin JG, Wales WJ. The Measurement of Entrepreneurial Orientation. *Entrep Theory Pract.* 2012;36(4):677–702.
6. Lyon DW. Research : Operationalizing and Measuring a Key Strategic Decision Making Process. 2015;26(5):1055–85.
7. Jackson SE, Joshi A, Erhardt N. Recent research on team and organizational diversity: SWOT analysis and implications. *J Manage.* 2003;29(6):801–30.
8. Hughes M, Morgan RE. Deconstructing the relationship between entrepreneurial orientation and business performance at the embryonic stage of firm growth. *Ind Mark Manag.* 2007;36(5):651–61.
9. Approach C, Orienta- E. E ntreprenurial O rientation and B usiness P erformance – A R eplication S tudy **. 2010;(April):175–98.
10. Messersmith JG, Wales WJ. resource management. 2013;
11. Wiklund J, Shepherd D. Entrepreneurial orientation and small business performance: A configurational approach. *J Bus Ventur.* 2005;20(1):71–91.
12. Wiklund J. The Sustainability of the Entrepreneurial Orientation- Performance Relationship. 1999;(1992):37–48.
13. Zhang Y, Zhang X. The effect of entrepreneurial orientation on business performance. *J Chinese Entrep [Internet].* 2012;4(2):132–42. Available from: <http://www.emeraldinsight.com/doi/10.1108/17561391211242744>
14. Rauch A, Wiklund J, Lumpkin GT, Frese M. Entrepreneurial orientation and business performance: An assessment of past research and suggestions for the future. *Entrep Theory Pract.* 2009;33(3):761–87.
15. Atuahene-Gima K, Ko A. Empirical Investigation of and on the Effect of Market Orientation Orientation Alignment Entrepreneurship Product Innovation. 2001;12(1):54–74.
16. Matsuno K, Mentzer JT, Rentz JO. A conceptual and empirical comparison of three market orientation scales. *J Bus Res.* 2005;58(1 SPEC.ISS):1–8.
17. González-Benito Ó, González-Benito J, Muñoz-Gallego PA. Role of entrepreneurship and market orientation in firms' success. *Eur J Mark [Internet].* 2009;43(3/4):500–22. Available from: <http://www.emeraldinsight.com/doi/10.1108/03090560910935550>
18. Ramaseshan B, Caruana A, Soon Pang L. The effect of market orientation on new product performance: a study among Singaporean firms. *J Prod Brand Manag [Internet].* 2002;11(6):399–409. Available from: <http://www.emeraldinsight.com/doi/10.1108/10610420210445514>
19. Song J, Susan Y, Wang R. Intern . J . of Research in Marketing Market orientation and innovation performance : The moderating roles of fi rm ownership structures. *Int J Res Mark [Internet].* 2015;32(3):319–31. Available from: <http://dx.doi.org/10.1016/j.ijresmar.2015.03.005>
20. Qu R, Zhang Z. Market orientation and business performance in MNC foreign subsidiaries — Moderating effects of integration and responsiveness. *J Bus Res [Internet].* 2015;68(5):919–24. Available from: <http://dx.doi.org/10.1016/j.jbusres.2014.09.018>
21. Zahra SA, Garvis DM. International Corporate Entrepreneurship And Firm Performance : The Moderating Effect Of International Environmental Hostility. *J Bus Ventur.* 2000;9026(99):469–92.
22. Zehir C, Can E, Karaboga T. Linking Entrepreneurial Orientation to Firm Performance: The Role of Differentiation Strategy and Innovation Performance. *Procedia - Soc Behav Sci [Internet].* 2015;210:358–67. Available from: <http://linkinghub.elsevier.com/retrieve/pii/S1877042815057286>
23. Zehir C, Köle M, Yıldız H. The Mediating Role of Innovation Capability on Market Orientation and Export Performance : an Implementation on SMEs in Turkey. *Procedia - Soc Behav Sci [Internet].* 2015;207:700–8. Available from: <http://dx.doi.org/10.1016/j.sbspro.2015.10.141>
24. Kraus S. Strategic management and entrepreneurship : Friends or foes ? 2009;4(1).
25. Kraus S, Rigtering JPC, Hughes M, Hosman V. Entrepreneurial orientation and the business performance of SMEs: a quantitative study from the Netherlands. *Rev Manag Sci.* 2012;6(2):161–82.
26. Lans T, Galen MA Van, Versteegen JAAM, Biemans HJA, Mulder M. NJAS - Wageningen Journal of Life Sciences Searching for entrepreneurs among small business ownermanagers in agriculture. *NJAS - Wageningen J Life Sci [Internet].* 2014;68:41–51. Available from: <http://dx.doi.org/10.1016/j.njas.2013.12.001>
27. Kraus F, Lam SK. *PR IN.* 2010;(706).
28. Kumar V, Jones E, Venkatesan R, Leone RP. Is Market Orientation a Source of or Simply the Cost of Competing ? 2011; 75(January):16–30.
29. Chang T-Z, Chen S-J. Market orientation, service quality and business profitability: a conceptual model and empirical evidence. *J Serv Mark [Internet].* 1998;12(4):246–64. Available from: <http://www.emeraldinsight.com.ezp.lib.unimelb.edu.au/doi/pdfplus/10.1108/08876049810226937>
30. Kohli AK, Jaworski BJ. Market Orientation: The Construct, Research Propositions, and Managerial Implications. *J Mark [Internet].* 1990;54(2):1. Available from: <http://www.jstor.org/stable/1251866?origin=crossref>
31. Narver JC, Slater SF. The of Effect Orientation on a Market Business Profitability. 1990;54(4):20–35.
32. Hult GTM, Ketchen DJ. Does market orientation matter?: A test of the relationship between positional advantage and performance. *Strateg Manag J.* 2001;22(9):899–906.
33. Kara A, Spillan JE, DeShields Jr OW. The Effect of a Market Orientation on Business Performance: A Study of Small-Sized Service Retailers Using MARKOR Scale. *J Small Bus Manag [Internet].* 2005;43(2):105–18. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=15924542&site=ehost-live>
34. Langerak F, Hultink EJ, Robben HSJ. The Impact of Market Orientation, Product Advantage, and Launch Proficiency on New Product Performance and Organizational Performance. *Prod Dev Manag Assoc.* 2004;21:79–94.
35. Panigyrakis GG, Theodoridis PK. Market orientation and performance: An empirical investigation in the retail industry in Greece. *J Retail Consum Serv.* 2007;14(2):137–49.
36. Pelham AM. Mediating Influences on the Relationsmp between Market Orientation and Profitability in Small Industrial Firms. *J Mark Theory Pract [Internet].* 1997;5(3):55–76. Available from: <http://www.tandfonline.com/doi/full/10.1080/10696679.1997.11501771>
37. Bryan A. The effect of market orientation on product innovation. 2000;(1996).
38. Han JK, Kim N, Srivastava RK. Orientation Performance : Organizational Is Innovation a Missing Link ? *J Mark.* 1998;62(4):30–45.
39. Hurley RF, Hult GTM, Abrahamson E, Maxwell S. Innovation , Learning : An Organizational and Empirical Integration Examination. *J Mark.* 1998;62(3):42–54.
40. Mavondo FT, Chimhanzi J, Stewart J. Learning orientation and market orientation. 2005;39(11):1235–63.
41. Sandvik IL, Sandvik K. The impact of market orientation on product innovativeness and business performance. *Int J Res Mark.* 2003;20(4):355–76.
42. 4Baker WE, Sinkula JM. The complementary effects of market orientation and entrepreneurial orientation on profitability in small businesses. *J Small Bus Manag.* 2009;47(4):443–64.
43. Bhuain SN. An Empirical Examination of Market Orientation in Saudi Arabian Manufacturing Companies. *J Bus Res.* 1998;43:13–25.
44. Harris LC, Ogbonna E. Strategic human resource management, market orientation, and organizational performance. *J Bus Res.* 2001;51(2):157–66.
45. Raju PS, Lonial SC, Gupta YP, Ziegler C. The relationship between market orientation and performance in the hospital industry: A structural equations modeling approach. *Heal Care Manag Sci .* 2000;3:237–247.
46. Greenley GE. Market Orientation and Company Performance : Empirical Evidence From UK Companies. *Br J Manag.* 1995;6(November 1994):1–13.
47. Kohli BJ and AK. Orientation : Antecedents and. *J Mark.* 1993;57(3):53–70.
48. Blankson C, Ming-Sung Cheng J. Have small businesses adopted the market orientation concept? The case of small businesses in Michigan. *J Bus Ind Mark [Internet].* 2005;20(6):317–30. Available from: <http://www.emeraldinsight.com/doi/10.1108/08858620510618156>
49. Garg VK, Walters BA, Priem RL. Chief executive scanning emphases, environmental dynamism, and manufacturing firm performance.

Strateg Manag J. 2003;24(8):725–44.

50. Sirmon DG, Hitt MA, Duane Ireland R. Managing Firm Resources in Dynamic Environments To Create Value: Looking Inside the Black Box. 2007;32(1):273–92. Available from: <https://journals.aom.org/doi/pdf/10.5465/amr.2007.23466005>
51. Sirmon DG, Hitt MA, Ireland RD, Gilbert BA. Journal of Management. 2011;
52. Yawson RM, Greiman BC. Technological Forecasting & Social Change Strategic flexibility analysis of agrifood nanotechnology skill needs identification. Technol Forecast Soc Chang [Internet]. 2017; Available from: <http://dx.doi.org/10.1016/j.techfore.2017.02.019>
53. Bock AJ, Opsahl T, Gann DM, Bock AJ, Opsahl T, George G, et al. The Effects of Culture and Structure on Strategic Flexibility during Business Model Innovation. 2012;279–305.
54. Sanchez RON. Strategic Flexibility in Product Competition. Strateg Manag J. 1995;16:135–59.
55. Yang J, Zhang F, Jiang X, Sun W. Strategic flexibility , green management , and firm competitiveness in an emerging economy. Technol Forecast Soc Chang [Internet]. 2015; Available from: <http://dx.doi.org/10.1016/j.techfore.2015.09.016>
56. Arafa A, ElMaraghy WH. Enterprise strategic flexibility. Procedia CIRP [Internet]. 2012;3(1):537–42. Available from: <http://dx.doi.org/10.1016/j.procir.2012.07.092>
57. Tamayo-Torres I, Ruiz-Moreno A, Verdú AJ. The moderating effect of innovative capacity on the relationship between real options and strategic flexibility. Ind Mark Manag [Internet]. 2010;39(7):1120–7. Available from: <http://dx.doi.org/10.1016/j.indmarman.2009.10.003>
58. Zhou KZ& FW. Technological Capability, Strategic Flexibility, And Product Innovation. Strateg Manag J. 2010;31:547–61.
59. Chakravarthy BS. Adaptation : A Promising Metaphor for Strategic Management ^ . Acad Manag Rev. 1982;7(1):35–44.
60. Saebi T, Lien L, Foss NJ. What Drives Business Model Adaptation ? The Impact of Opportunities , Threats and Strategic Orientation. Long Range Plann [Internet]. 2017;50(5):567–81. Available from: <http://dx.doi.org/10.1016/j.lrp.2016.06.006>
61. Teece DJ, Pisano G, Shuen A. Dynamic capabilities and strategic management. Strateg Manag J [Internet]. 1997;18(7):509–33. Available from: <https://www.scopus.com/inward/record.uri?eid=2-s2.0-0342775775&partnerID=40&md5=2a3a2ae196e4ce83bf474d2212a71c3e>
62. Gilbert CG. Unbundling the structure of inertia: Resource versus routine rigidity. Acad Manag J. 2005;48(5):741–63.
63. Covin JG, Slevin DP. Strategic management of small firms in hostile and benign environments. Strateg Manag J. 1989;10(1):75–87.
64. Mu J, Thomas E, Peng G, Di A. Industrial Marketing Management Strategic orientation and new product development performance : The role of networking capability and networking ability ☆. Ind Mark Manag [Internet]. 2016; Available from: <http://dx.doi.org/10.1016/j.indmarman.2016.09.007>
65. Mu J, Di Benedetto CA. Strategic orientations and new product commercialization: Mediator, moderator, and interplay. R D Manag. 2011;41(4):337–59.
66. Theodosiou M, Kehagias J, Katsikea E. Industrial Marketing Management Strategic orientations , marketing capabilities and firm performance : An empirical investigation in the context of frontline managers in service organizations. Ind Mark Manag [Internet]. 2012;41(7):1058–70. Available from: <http://dx.doi.org/10.1016/j.indmarman.2012.01.001>
67. Venkatraman N. Strategic Orientation of Business Enterprises: The Construct, Dimensionality, and Measurement. Manage Sci [Internet]. 1989;35(8):942–62. Available from: <http://pubsonline.informs.org/doi/abs/10.1287/mnsc.35.8.942>
68. De Toni A, Tonchia S. Definitions and linkages between operational and strategic flexibilities. Omega. 2005;33(6):525–40.
69. Zhang Q, Vonderembse MA, Lim J. Manufacturing flexibility : defining and analyzing relationships among competence , capability , and customer satisfaction. 2003;21:173–91.
70. Newman WR, Hanna M, Maffei MJ. Dealing with the Uncertainties of Manufacturing: Flexibility, Buffers and Integration. Int J Oper Prod Manag. 1993;13(1):19–34.
71. Tamayo-torres I, Ruiz-moreno A, Verdú AJ. Industrial Marketing Management The moderating effect of innovative capacity on the relationship between real options and strategic flexibility. Ind Mark Manag [Internet]. 2010;39(7):1120–7. Available from: <http://dx.doi.org/10.1016/j.indmarman.2009.10.003>
72. Corbett C, Wassenhove L Van. Trade-Offs? What Trade-Offs? Competence and Competitiveness in Manufacturing Strategy. Calif Manage Rev. 1993;
73. Kannan VR, Tan KC. Attitudes of US and European managers to supplier selection and assessment and implications for business performance. Benchmarking An Int J. 2003;10(5):472–89.
74. Venkatraman N, Ramanujam V. Measurement of Business Performance in Strategy Research: A Comparison of Approaches. Acad Manag Rev [Internet]. 1986;11(4):801–14. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=4283976&site=ehost-live>
75. Hadjimanolis A. An investigation of innovation antecedents in small firms in the context of a small developing country. R D Manag [Internet]. 2000;30(3):235–46. Available from: <http://doi.wiley.com/10.1111/1467-9310.00174>
76. Kim Y, Choi Y. Strategic Types and Performances of Small Firms in Korea. Int Small Bus J. 1994;13(1):13–25.
77. Lee J, Miller D, Hautes E. Strategy, Environment and Performance in Two Technological Contexts: Contingency Theory in Korea. Organ Stud. 1996;17(5):729–50.
78. Luo Y, Peng MW. Learning to Compete in a Transition Economy : Experience, Environment, and Performance. J Int Bus Stud. 1999;30(2):269–96.
79. Miles MP, Covin JG. Environmental Marketing: A Source of Reputational, Competitive, and Financial Advantage. J Bus Ethics [Internet]. 2000;23(3):299–311. Available from: <http://www.jstor.org/stable/25074246> Accessed:
80. Hair JF, Black WC, Babin BJ, Anderson RE. Multivariate Data Analysis. Pearson Prentice Hall. 2010. 816 p.
81. Hair JF, Black WC, Babin BJ, Anderson RE. Multivariate Data Analysis [Internet]. Prentice-Hall, Inc. 2014. 816 p. Available from: <http://www.pearsonhighered.com/educator/product/Multivariate-Data-Analysis/9780138132637.page>
82. Sobel E. Asymptotic Confidence Intervals for Indirect Effects in Structural Equation Models. Sociol Methodol. 1982;13:290–312.
83. Hermann F, Kessler A, Fink M. Entrepreneurial Orientation and Business Performance - A replication study. Schmalenbach Bus Rev. 2010;62(2):175–98.
84. Raynor ME. Solving the strategy paradox : how to reach for the fruit without going out on a limb. Strateg Leadersh. 2007;35(4):4–10.
85. Yawson RM, Greiman BC. Strategic flexibility analysis of agrifood nanotechnology skill needs identification. Technol Forecast Soc Change [Internet]. 2017;118:184–94. Available from: <http://dx.doi.org/10.1016/j.techfore.2017.02.019>

Authors:

Erliani Budi Lestari, Muchlis R. Luddin, Maruf Akbar

Paper Title:

Influence Cultural Organization, Assertive, Integrity, and Decision Making Towards Leadership Effectivity of the Village Chief on Gresik District

Abstract:

The goal of this research is to find the influence of the cultural organization, assertive, integrity, and decision making towards leadership effectivity of village chief from a district of Gresik. The research is held using the quantitative method using SEM (structural equation modeling). The result of this research found that (1) Cultural organization affect a positive and significant towards leadership effectivity. (2) Assertivity affect a positive and significant towards leadership effectivity;(3) Integrity affect a positive and significant towards leadership effectivity;(4) Decision making affect a positive and significant towards leadership effectivity; (5) Cultural organization affect a positive and significant towards decision making (6); Assertivity affect a positive and significant towards decision making; (7) Integrity affect a positive and significant towards decision making; (8) Cultural organization affect a positive and significant towards integrity; (9) Cultural organization affect a positive and significant towards assertive. Based on the result of the research we can conclude that Cultural organization,

99.

642-648

Assertive, Integrity, and Decision making affect a positive and significant towards leadership effectivity of village chief from a district of Gresik.

Keyword: Cultural Organization, assertive, Integrity, Decision making, Leader Effectivity.

References:

1. Adeniyi, M. A. (2007). *Effective Leadership Management: An Integration of Styles, sKills & Character for Today's CEOs*. Bloomington: Author House.
2. Ali, Amjad & Bhaswati Patnaik. 2014. Influence of Organizational Climate and Organizational Culture on Managerial Effectiveness: An Inquisitive Study, *The Carrington Rand Journal of Social Sciences*, June 2014, Vol. 1, No. 2, p. 001-020.
3. Amat, A. W. (2015). Peranan Kepala Desa Dalam Pemberdayaan Masyarakat: (Penelitian di Desa Kepala Gurung Kecamatan Mentebah Kabupaten Kapuas Hulu). *Jurnal S-1 Ilmu Pemerintahan*, 1-15.
4. Ames, Daniel R. 2009. Pushing Up to a Point: Assertiveness and Effectiveness in Leadership and Interpersonal Dynamics, *Research in Organizational Behavior* 29 (2009), p.111–133.
5. Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2011). *Organizational Behavior: Improving Performance and Commitment in the Workplace*. Second Edition. New York: McGraw-Hill.
6. Datta, A.K. (2006). *Material Management: Procedures, Text and Cases*, Second Edition. New Delhi: Prentice–Hall of India Private Limited.
7. Hadfield, S, & Hasson, G, 2010, *How to Be Assertive in Any Situation*, Pearson Life.
8. Keyton, J, 2011, *Communication & Organizational Culture: A Key to Understanding Work Experiences*, Edition 2, California: Sage Publications, Inc., 2011, h. 1.
9. McShane, S. L., & Glinow, M. A. (2010). *Organizational Behavior*, 2 Ed. New York: McGraw-Hill.
10. Moorman, Robert H. & Steven Grover. 2009. Why Does Leader Integrity Matter to Followers? An Uncertainty Management-Based Explanation, *International Journal of Leadership Studies*, Vol. 5 Issue. 2, 2009, p.1-13.
11. Popa, Brindusa Maria. 2012. The Relationship Between Leadership Effectiveness and Organizational Performance, *Journal of Defense Resources Management*, Vol. 3, Issue 1 (4) 2012, p. 123-126.
12. Snowden, David J. & Mary E. Boone. 2007. A Leader's Framework for Decision Making, *Harvard Business Review*, November 2007, p. 1-10.
13. Tobari, 2015. *Membangun Budaya Organisasi Pada Instansi Pemerintahan*, Yogyakarta: Deepublish, h. 46.
14. Triwidodo, E. (2014). Kepemimpinan Kepala Desa Dalam Pembangunan Masyarakat di Desa Sebunga Kecamatan Sajingan Besar Kabupaten Sambas. *Jurnal S-1 Ilmu Pengetahuan*, 1-15.

Authors: Tati Sarihati, Rannie Dyah K.Rachaju, Lusy Mukhlisiana

Paper Title: The Policy Implementation Impact on Region Management

Abstract: The land function alteration happens massively at Kecamatan Cimenyan, an area in North Bandung Region or known as Kawasan Bandung Utara (KBU). KBU areas are important because it is located traverse 4 different regions, such as Bandung, Kabupaten Bandung, Kabupaten Bandung Barat, and Cimahi. The main function KBU areas to the cities and districts are very important, especially for water infiltration. It means that these areas are become the main water conservation land and also a flooding prevention area, not only for Bandung Raya region, but also for West Java Region. Land function alteration that happen in Kecamatan Cimenyan are encompass forest, plantation, dry land agricultural plant or known as TPLK conversion and water conservation land alteration into housing development, hotel chain business, and even change into mining area. That leads to environmental changes, such as soil erosion and sedimentation, overflowing river that leads to floods. It's all because the water conservation areas are getting smaller and smaller each day. Thus, this research aimed to analyse the policy implementation factors that affect the region management effectiveness, hindrance factor, and also the administration efforts at Kecamatan Cimenyan Kabupaten Bandung. An explanative method was used to analyse this research, and used cluster sampling to select the sample from 9 village and kelurahan in KBU region, Kecamatan Cimenyan Kabupaten Bandung in particular. And on every stage sampling are taken by simple random sampling method. The data of this research are examine using structure equation modelling (SEM), a procedure based on methods of successive interval. This research disclosed that the policy implementation that based on communication dimension, resources, disposition/support attitude and bureaucratic structure have a significant impact on the region management effectiveness. And the most significant dimension to determine the effectiveness of the region management was support/disposition dimension then followed by others dimension.

Keyword: Policy Implementation; Effectiveness; Region Management.

References:

1. J. E. Anderson, *Public Policy Making*, New York: Holt Rinehart and Winston, 1969.
2. T. R. Dye, *Understanding Public Policy* 7th edition, Englewood Cliffs - New Jersey: Prentice Hall, 1992.
3. Y. Dror, *Public Policy Making*, Re-examined, Seraton, PA: Chandler, 1968.
4. W. N. Dunn, *Public Policy Analysis : An Introduction*, New Jersey: Prentice Hall Inc., 1994.
5. D. Easton, *A System Analysis of Political Life*, New York : John Wiley, 1965.
6. D. Easton and I. Sharkansky, *The Policy Predicament*, San Fransisco: WH Freeman and Company, 1978.
7. J. Donahue and J. S. Nye Jr., *For The People: Can we Fix Public Service*, Washington DC: Brooking Institution Press, 1997.
8. G. C. Edward III, *Implementing Public Policy*, Washington DC: Congressional Quarterly Inc, 1980.
9. P. D. Epstein, *Using Performance Measurement in Local Government. A Guide To Improving Decisions, Performance and Accountability*, New York: National Civic League Press, 1988.
10. A. Ferdinand, *Structural Equation Modelling dalam Penelitian Manajemen*, Semarang: Fakultas Ekonomi UNDIP, 2002.
11. W. L. Hays, *Qualification in Psychology*, New Delhi: Prentice Hall of India, 1969.
12. Kerlinger, *Foundation of Behavioral Research*, New York: Holt Rinehart and Winston Inc, 1986.
13. P. Wayne, *Public Policy: An Introduction to The Theory and Practice of Policy Analysis*, Cheltenham-Lyme US: Elgard Publishing Ltd., 2001.
14. S. Rustiadi E and P. S, *Perencanaan dan Pengembangan Wilayah*, Jakarta: Yayasan Obor Indonesia-Crestpent Press, 2009.
15. B. Winarno, *Teori dan Proses Kebijakan Publik*, Yogyakarta: Media Pressindo, 2002.
16. R. Indonesia, "Undang-Undang Nomor 32 tentang Pemerintahan Daerah," Fokus Media, Bandung, 2004.

17. R. Indonesia, "Undang-undang nomor 9 Tentang Perubahan Kedua Atas Undang-undang Nomor 23 Tahun 2014 Tentang Pemerintah Daerah," Citra Umbara, Bandung, 2015.
18. M. K. S. Sitorus, R. E., G. K. and Hartrisari, "Dampak Perubahan Penggunaan Lahan Terhadap Erosi di DAS Cidanau, Banten," Jurnal Tanah dan Iklim, 32, pp. 55-69, 2010.
19. P. Jabar, "Peraturan Daerah Provinsi Jawa Barat Nomor 2 Tentang Rencana Tata Ruang Wilayah," Pemda, Bandung, 2016.
20. C. Y. Patton and D. S. Sawicki, Basic Method of Policy Analysis and Planning, New York: Prentice Hall - Englewood Cliffs, 1986.
21. L. W. Neuman, Basic of Social Research Qualitative and Quantitative Approaches 2nd Edition University of Winsconsin, Whitewater-USA: Pearson Education Inc, 2007.
22. T. A. Smith, The Comparative Policy Process, Santa Barbara-California: ABC-CHO, 1975.
23. D. J. Mueller, Measuring Social Attitudes: A Handbook for Researchers and Practitioners, USA: Teachers College Press, 1986.

Authors: Rogis Baker, Amar Hisham Jaaffar, Hasimi Sallehuddin, Mohamed Ayyub Hassan, Rosmah Mohamed

Paper Title: The Relationship between Emotional Intelligence and Affective Commitment: An Examination of Police Officers

Abstract: This paper examines the four dimensions of emotional intelligence: self-emotional appraisal (SEA), other's emotional appraisal (OEA), use of emotions (UOE) and regulation of emotions (ROE) in predicting effective commitment. The sample used for this study consisted of 372 police officers selected from five contingents: Kuala Lumpur, Selangor, Johor, Sabah and Sarawak. Testing our hypotheses in the field, we found strong evidence that the four dimensions of emotional intelligence: SEA, OEA, UOE and ROE enhance affective commitment. Additionally, the study provides evidence for the government to improve service quality and commitment to the police force.

Keyword: Rogis Baker, Amar Hisham Jaaffar, Hasimi Sallehuddin, Mohamed Ayyub Hassan, Rosmah Mohamed

References:

Salovey, P. (1997). What is Emotional Intelligence? In P. Salovey dan D. Sluyter (Eds.), *Emotional development and Emotional Intelligence: Educational implications* (pp. 3–31). New York: Basic Books.

[¹Allen, N. J., and Meyer, J. P. (1990). The measurement and antecedents of affective, continuance, and normative commitment. *Journal of Occupational Psychology*, 63, 1-18.

[¹Mowday, R. T., Steers R. M., and Porter L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behaviour*, 14, 224-247.

[¹Baker, R., and Ibrahim, H. I. (2017). Kecerdasan emosi dan komitmen afektif: Peranan keterikatan kerja sebagai pengantara. *Jurnal Pengurusan*, 49 (2017) 103-115.

[¹Ahmad, Z. and Halim, F. W. (2013). Pengaruh ketidakakuran sivil terhadap profesionalisme anggota PDRM, *Jurnal Psikologi Malaysia*. 27, 117-135.

[¹Baker, R., and Ibrahim, H. I. (2014). Tekanan kerja dalam organisasi kepolisian: Tinjauan dalam perspektif kecerdasan emosi. *Jurnal Kemanusiaan*, 12(2), 1-24.

[¹Yaakub, Y. and Yaacob, Z. (2018). Elemen kritikal kualiti perkhidmatan polis terhadap kepuasan pelanggan di Malaysia. *Labuan Journal of Muamalat and Society*, 12, 148-157.

[¹Hunnur, R. R., Bagali, M., and Sudarshan, S. (2014). Cause and effect of workplace stress among police personnel: An empirical study. *International Journal of Management Research and Business Strategy*, 3(1), 198-208

[¹McCutcheon, M. (2018). *Emotional Intelligence and Stress of Police Officers*. Doctoral dissertation, Rivier University.

[¹Johnson, R. R. (2012). Police officer job satisfaction: A multidimensional analysis. *Police Quarterly*, 15(2), 157-17

[¹Mohamed Sazif, M. S. (2011). *The stress effect towards prdm personnel: A case study on health problems and job satisfaction in Kedah*. Master Dissertation, Universiti Utara Malaysia.

[¹Billing, T. K., Bhagat, R. S., Babakus, E., Krishnan, B., Ford, D. L., Srivastava, B. N., .. Nasurdin, A. M. (2014). Work-family conflict and organisationally valued outcomes: The moderating role of decision latitude in five national contexts. *Applied Psychology: An International Review*, 63(1), 62-95.

[¹Forushani, N. Z., and Besharat, M. A. (2011). Relation between Emotional Intelligence and perceived stress among female students. *Social and Behavioral Sciences*, 30(0), 1109-1112.

[¹Alipour, F., and Kamaee Monfared, M. (2015). Examining the relationship between job stress and organizational commitment among nurses of hospitals. *Journal of Patient Safety & Quality Improvement*, 3(4), 277-280.

[¹Yang, T., Guo, Y., Ma, M., Li, Y., Tian, H., and Deng, J. (2017). Job stress and presenteeism among Chinese healthcare workers: The mediating effects of affective commitment. *International Journal of Environmental Research and Public Health*, 14(9), 978.

[¹Mardiah, Y. (2012). Strategi daya tindak sebagai moderator dalam hubungan antara kecerdasan emosi dengan kepuasan kerja, komitmen organisasi dan kesejahteraan psikologi. Master Dissertation, Universiti Teknologi Malaysia

[¹Awang Besar, J. (2017). Keberkesanan pelaksanaan dasar awam di kawasan Dewan Undangan Negeri (N24) Semenyih, Selangor: Suatu pemerhatian terhadap pandangan pengundi Melayu. *Jurnal Melayu*, 16(2).

[¹Ramly, M. S. and Mansor, M. (2017). Relationship between Emotional Intelligence and Commitment to Change among Senior Administrative and Diplomatic Service (ADS) Officers in Malaysia. *International Business Education Journal*, 10 (1), 17-30.

[¹Siddiquee, N.A. (2014). Malaysia's government transformation programme: A preliminary assessment. *Intellectual Discourse*, 22(1) 7-31.

[¹Laporan Statistik Aduan Biro Pengaduan Awam Bagi Tempoh 1 Januari – 31 Disember 2013.[http://www.pcb.gov.my/STATISTIK/2012/disember/STATISTIK%20ADUAN%20%20MENGIKUT%20NEGERI%20\(BM\)\[1\].pdf](http://www.pcb.gov.my/STATISTIK/2012/disember/STATISTIK%20ADUAN%20%20MENGIKUT%20NEGERI%20(BM)[1].pdf)

[¹Laporan Statistik Aduan Biro Pengaduan Awam Bagi Tempoh 1 Januari – 31 Disember 2014.[http://www.pcb.gov.my/STATISTIK/2014/Kerajaan%20Negeri%20\(Janaan%20Muktamad\).pdf](http://www.pcb.gov.my/STATISTIK/2014/Kerajaan%20Negeri%20(Janaan%20Muktamad).pdf)

[¹Laporan Statistik Aduan Biro Pengaduan Awam Bagi Tempoh 1 Januari – 31 Disember 2015.<http://www.pcb.gov.my/STATISTIK/2015/Kerajaan%20Negeri.pdf>

[¹Laporan Statistik Aduan Biro Pengaduan Awam Bagi Tempoh 1 Januari – 31 Disember 2016.<http://www.pcb.gov.my/STATISTIK/2016/Laman%20Web%20Statistik%20Aduan%20DISEMBER%202016%20BM.pdf>

[¹Laporan Statistik Aduan Biro Pengaduan Awam Bagi Tempoh 1 Januari – 31 Disember 2017.<http://www.pcb.gov.my/STATISTIK/2017/Laman%20Web%20Statistik%20Aduan%20DIS%202017%20BM.pdf>

[¹Lam, W. L., and Liu, Y. (2014). The identity-based explanation of affective commitment. *Journal of Managerial Psychology*, 29 (3), 321-340

[¹Marques, T., Galende, J., Cruz, P., and Portugal Ferreira, M. (2014). Surviving downsizing and innovative behaviors: A matter of organizational commitment. *International Journal of Manpower*, 35(7), 930-955.

[¹Zafir, M. M., and Sheikh Muhamad Hizam, S. K. (2014). Measuring the effect of commitment on occupational stressors and individual productivity ties. *Jurnal Pengurusan*, 40, 103-113.

[¹Indahingwati, A. (2017). Police and public image satisfaction on quality of service in corner driver's license unit. *Sinergi*, 7 (2), 42-57.

[¹Asnawi, N.H., Yunus, N. and Abd Razak, N. (2014). Assessing emotional intelligence factors and commitment towards organizational change. *International Journal of Social Science and Humanity* 4 (1) 5-10.

[¹Goleman, D. (2001). Emotional Intelligence: Issues in paradigm building. In C. Cherniss dan D. Goleman (Eds.), *The Emotionally Intelligent*

Workplace. (13-26). Jossey-Bass: San Francisco.

[1]Mayer, J. D., Salovey P., and Caruso, D. R. (2008). Emotional Intelligence: New ability or eclectic traits? *American Psychologist*, 63(6), 503-517.

[1]Zeidner, M., Matthews, G., and Roberts, R. D. (2012). The emotional intelligence, health, and well-being nexus: What have we learned and what have we missed? *Applied Psychology: Health and Well-Being*, 4, 1-30.

[1]Salovey, P., and Mayer, J. D. (1990). Emotional Intelligence. *Imagination Cognition and Personality*, 9, 185-211.

[1]Goleman, D. (1995). *Emotional Intelligence*. New York: Bantam Books.

[1]Meisler, G., and Vigoda-Gadot, E. (2014). Perceived organizational politics, Emotional Intelligence and work outcomes: empirical exploration of direct and indirect effects. *Personnel Review*, 43(1), 116-135

[1]Uzma, H. G., and Tajammal, H. (2013). A comparative study of Intelligence Quotient and Emotional Intelligence: Effect on employees performance. *Asian Journal of Business Management*, 5(1), 153-162.

[1]Goleman, D. (1998). *Working with Emotional Intelligence*. New York: Bantam Books.

[1]Bar-On, R. (1997). *The emotional quotient inventory (EQ-I): Technical manual*. Toronto, Canada: Multi-Health Systems.

[1]Bar-On, R. (2000). Emotional and Social Intelligence: Insights from the emotional quotient inventory (EQ-I). In R. Bar-On, dan J. D. A. Parker (Eds.). *Handbook of Emotional Intelligence* (pp. 363-388). San Francisco: Jossey-Bass.

[1]Najeemah, M. Y. (2012). Relationship between emotional intelligence and students attitude towards co-curricular uniform bodies in Malaysia. *International Journal for Educational Studies*, 5(1), 95-106.

[1]Halimatusadiah, S. (2011). *Hubungan kecerdasan emosi dengan pencapaian akademik pelajar*. Master Dissertation,Universiti Teknologi Malaysia.

[1]Zhu, Y., Liu, C., Guo, B., Zhao, L., and Lou, F. (2015). The impact of emotional intelligence on work engagement of registered nurses: The mediating role of organisational justice. *Journal of Clinical Nursing*, 24(15-16), 2115-2124.

[1]Higgs, M., and Dulewicz, V. (2013). Antecedents of well-being: a study to examine the extent to which personality and emotional intelligence contribute to well-being. *The International Journal of Human Resource Management*, 25(5), 718-735.

[1]Chin, S. T. S., Raman, K., Yeow, J. A., and Eze, U. C. (2012). Relationship between Emotional Intelligence and Spiritual Intelligence in nurturing creativity and innovation among successful entrepreneurs: A conceptual framework. *Social and Behavioral Sciences*, 57(0), 261-267.

[1]Por, J., Barriball, L., Fitzpatrick, J., and Roberts, J. (2011). Emotional intelligence: Its relationship to stress, coping, well-being and professional performance in nursing students. *Nurse Education Today*, 31(8), 855-860.

[1]Chesnut, S. R., and Cullen, T. A. (2014). Effects of self-efficacy, emotional intelligence, and perceptions of future work environment on preservice teacher commitment. *The Teacher Educator*, 49 (2), 116-132.

[1]Sapta, A., Hermawan, A., Hubeis, M., and Affandi, M. J. (2013). Affect of ESQ training (training of emotional intelligence and spiritual intelligence) to organizational commitment and job satisfaction. *International Journal of Information Technology and Business Management*, 11(1), 40-54

[1]Joseph, D. L., Jin, J., Newman, D. A., and O'Boyle, E. H. (2014). Why does self-reported emotional intelligence predict job performance? A meta-analytic investigation of mixed EI. *Journal of Applied Psychology*. Advance online publication. <http://dx.doi.org/10.1037/a0037681>

[1]Yozgat, U., Yurtkoru, S., and Bilginoglu, E. (2013). Job stress and job performance among employees in public sector in Istanbul: Examining the moderating role of emotional intelligence. *Social and Behavioral Sciences*, 75(0), 518-524.

[1]Abraham, R. (2000). The role of job control as a moderator of emotional dissonance and emotional intelligence-outcome relationships. *The Journal of Psychology*, 134(2), 169-184.

[1]Wong, C.-S., and Law, K. S. (2002). The effects of leader and follower emotional intelligence on performance and attitude: An exploratory study. *The Leadership Quarterly*, 13(3), 243-274.

[1]Aydogmus, C. (2018) Knowledge workers' job performance: The roles of emotional intelligence and affective commitment. *Journal of Social Research and Behavioral Sciences*, 4(5), 72-83.

[1]Noorbakhsh, S. N., Besharat, M. A., and Zarei, J. (2010). Emotional Intelligence and coping styles with stress. *Social and Behavioral Sciences*, 5(0), 818-822.

[1]Daus, C. S., and Brown, S. (2012). Chapter 11: The emotion work of police. In Neal, M. Ashkanasy, Charmine, E. J. Hartel, Wilfred, J. Zerbe (Ed.), *Experiencing and Managing Emotions in the Workplace* (Research on Emotion in Organizations, Volume 8) Emerald Group Publishing Limited, pp.305-328.

[1]Hoque, Z., Arends, S., and Alexander, R. (2004). Policing the police service: a case study of the rise of "new public management" within an Australian police service. *Accounting, Auditing and Accountability Journal*, 17(1), 59-84.

[1]George, C. (2014). Retaining professional workers: What makes them stay? *Employee Relations*, 37, 102-121.

[1]Meyer, J. P., and Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1, 61-89.

[1]Meyer, J. P., and Herscovitch, L. (2001). Commitment in the workplace: Toward a general model. *Human Resources Management Review*, 11, 299-326.

[1]Yahaya, A., Yahaya, N., Maalip, H., and Ramli, J. (2012). The relationship between the occupational stress, organizational commitment and job satisfaction with organizational citizenship behavior. *Archives Des Sciences*, 65, 55-73

[1]Bergman, M. E. (2006). The relationship between affective and normative commitment: Review and research agenda. *Organizational Behavior Journal*, 27(5), 645-663.

[1]Meyer, J. P., Becker, T. E. and Van Dick, R. (2006). Social identities and commitments at work: Toward an integrative model. *Journal of Organizational Behavior*, 27(5), 665-683.

[1]Nasina, M. D., and Doris, K. P. P. (2011). The workplace spirituality and affective commitment among auditors in big four public accounting firms: Does it matter? *Journal of Global Management*, 2(1), 216-226.

[1]Boles, J., Madupalli, R., Rutherford, B., and Wood, J. A. (2007). The relationship of facets of salesperson job satisfaction with affective organizational commitment. *Journal of Business and Industrial Marketing*, 22(5), 311-321.

[1]Malik, O. F., Waheed, A., and Malik, K. (2010). The mediating effects of job satisfaction on role stressors and affective commitment. *International Journal of Business and Management*, 5(11), 223-235.

[1]Khan, T. I., Jam, F. A., Akbar, A., Khan, M. B., and Hijazi, S. T. (2011). Job involvement as predictor of employee commitment: Evidence from Pakistan. *International Journal of Business and Management*, 6(4), 252.

[1]Lam, L. W. (2012). Impact of competitiveness on salespeople's commitment and performance. *Journal of Business Research*, 65 (9), 1328-1334.

[1]Rahayu, T., Salleh, Y., and Muhammad Nizam, Z. (2014). "I'm loving it!" What makes the successful entrepreneur affectively committed to entrepreneurial performance. *The Journal of Applied Management and Entrepreneurship*, 19(2), 27-52.

[1]Allen, N. J., and Meyer, J. P. (1996). Affective, continuance, and normative commitment to the organization: An examination of construct validity. *Journal of Vocational Behavior*, 49, 252-276.

[1]Wang, Q., Weng, Q., McElroy, J. C., Ashkanasy, N. M., and Lievens, F. (2014). Organizational career growth and subsequent voice behavior: The role of affective commitment and gender. *Journal of Vocational Behavior*, 84(3), 431-441.

[1]Brunetto, Y., Teo, S. T. T., Shacklock, K., and Farr-Wharton, R. (2012). Emotional Intelligence, job satisfaction, well-being and engagement: Explaining organisational commitment and turnover intentions in policing. *Human Resource Management Journal*, 22(4), 428-441.

[1]Kalantarkousheh, S. M., Sharghi, N., Soleimani, M., and Ramezani, S. (2014). The role of spiritual intelligence on organizational commitment in employees of Universities in Tehran Province, Iran. *Social and Behavioral Sciences*, 140(0), 499-505.

[1]Xerri, M. J., and Brunetto, Y. (2013). Fostering innovative behaviour: The importance of employee commitment and organisational citizenship behaviour. *The International Journal of Human Resource Management*, 24(16), 3163-3177.

[1]Cooper-Hakim, A., and Viswesvaran, C. (2005). The construct of work commitment: testing an integrative framework. *Psychological Bulletin*, 131(2), 241-59.

[1]Wallace, M. J. (2018). *A quantitative explanatory analysis examining the moderating effect of generational cohort on emotional intelligence and organizational commitment among nonprofit employees*. Doctoral dissertation, Capella Universit

[1]Fatima, A., Imran, R., Ahmed Khan, A., Ahmed Khan, H. (2015). Awakening individual's changecommitment: The role of emotional and spiritual intelligence in health sector in Pakistan. *Journal of Applied Environment and Biological Science*, 5(1), 14-19

[1] Joseph, D. L., and Newman, D. A. (2010). Emotional intelligence: An integrative meta-analysis and cascading model. *Journal of Applied Psychology*, 95, 54-78.

[1]Njoroge, C. N., and Yazdanifard, R. (2014). The impact of social and emotional intelligence on employee motivation in a multigenerational workforce. *Global Journal of Management & Business Research: A Administration and Management*, 14(3), 31-36.

[1]Bhalerao, H., & Kumar, S. (2016). Role of emotional intelligence in leaders on the commitment level of employees: A study in information technology and manufacturing sector in India. *Business Perspectives & Research*, 4(1), 41-53.

[1]Nurharani S., and Norshidah, N. (2014). Teacher's commitment and emotional intelligence: evidence from Malaysian schools. *International Journal of Science Commerce Humanities*, 2(3), 2-3.

[1]Shafiq, M., and Rana, A. R. (2016). Relationship of emotional intelligence to organizational commitment of college teachers in Pakistan. *Eurasian Journal of Educational Research*, 62, 1-14.

[1]Ayala, E. M. V. (2018). *Examining the relationship between the emotional intelligence of principals as perceived by teachers and teachers' organizational commitment*. Doctoral Dissertation, Our Lady of the Lake University, San Antonio, Texas

[1]Bennett, D. R. (2011). *Examining the relationship between emotional intelligence of managers and organizational commitment of subordinates*. Doctoral Dissertation, Northcentral University.

[1]Hair, J. F., Hult, G. T. M., Ringle, C. M., and Sarstedt, M. (2014). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. Thousand Oaks, CA: Sage.

1. [1]Cohen, J. (1988). *Statistical power analysis for the behavioral sciences (2nd ed.)*. Hillsdale, NJ: Lawrence Earlbaum Associates

Authors: Lia Mareza, Agung Nugroho

Paper Title: The Role of Painting Activity as an Emotional Regulation in Children with Asperger Syndrome

Abstract: Children with Asperger syndrome still need to be adjusted, in regulating their emotion, to their enjoyment in an activity that will be their emotional allocation. Art is able to improve their self-ability, to strengthen their self-confidence, and also to re-shape lack of knowledge about their own identity. This is because activity of art becomes a collection of inspiration, the aspect of imagination that is closely related to the aesthetic experience. This was a qualitative research as a study intended to understand the phenomenon of something that is experienced by the subject of research. For example: behaviour, perception, motivation, and action in holistic way and described in form of words and language, in a specific-natural context and by utilizing various methods. The research findings show that ability of emotional regulation is the ability of the subject in receiving and understanding a command, and then in minimizing tantrum, so that the subject is able to achieve a treatment therapy; including the subject's ability to identify and draw an object or other objects around them, to recognize some painting tools and to answer questions orally or in writing through the image media. The therapy can be packaged through art education based on painting activity which is the advantage of an area itself. Schools present learning programs that also support character education and the creative potential of the children, so that they can live independently later.

Keyword: Painting Activity, Emotional Regulation, Asperger Syndrome/Autisme.

References:

1. Ahmad Fikri. (2017). Paradigma Pendidikan Seni. Editor: Deddy Irawan. Yogyakarta: Thafamedia
2. Damajanti, I. (2006). Psikologi Seni. Bandung: PT. Kiblat Buku Utama
3. Dinie Ratri, D.(2016). Psikologi Anak Berkebutuhan Khusus. Yogyakarta: Psikosain
4. Dito, Anugoro. (2015). Sindrom Asperger. Jurnal Cermin Dunia Kedokteran. vol. 42 no. 2, hal. 225
5. Djohan. 2003. Psikologi Musik. Yogyakarta: Buku Baik.
6. Farokhi, M & Hashemi, M. (2011). The Analysis of Childrens Drawings: Social, emotional, physical, and Psychological Aspect. *Procedia – Social and Behavioral Sciences*, 30. 2219-2224.
7. Gatta, M., Gallo, C & Vianello, M. (2014). Art Therapy Groups for Adolescents with Personality Disorders. *The Artsin Psychotherapy* 41, 1-6.
8. Goleman, Daniel. 2005. Kecerdasan Emosi: Untuk Mencapai Puncak Prestasi. Terjemahan oleh
9. Alex Tri Kantjoro. PT. Gramedia Pustaka Utama: Jakarta.
10. Gross, J.J & Thompson, R.A. (2007). Emotion Regulation Conceptual. *Handbook of Emotion Regulation*, Edited By James J. Gross. New York: Guilfors Publication.
11. Handoyo, Y, 2003. Autisma: Petunjuk Praktis dan Pedoman Materi Untuk Mengajar Anak Normal, Antis dan Perilaku Lain, PT. Bhuana Ilmu Populer, Jakarta.
12. Irvine Gerch & Susana, SGJ. (2006). Creative Arts Therapies and Educational Psychology: Let's Get Together. *International Journal of Art Therapy*, 11(1): 22-32
13. Kim, S. & Ki, J. (2014). A Case Study on The Effects of The Creative Art Therapy with Stretching and Walking Meditation-Focusing On The Improvement of Emotional Expression and Alleviation of Somatisation Symptoms in A Neurasthenic Adolescent. *The Art in Psychotherapy*, 41, 71-78.
14. Lisa,F.P, Karen, P.N, John, B. (2018). Pre-service Arts Teachers' Perceptions of Inclusive Education Practice in Western Australia. *International Journal of Special education*. Vol. 33, No. 1
15. Malchiodi, C.A. (1998). Understanding Children's Drawings. New York: The Guilford Press.
16. Malchiodi, C. A (2003). *Handbook of Art Therapy*. New York: The Guilford Press.
17. Nanang Ganda, P. (2017). Seni Rupa dan Kriya: Buku Ajar bagi Mahasiswa PGTK,PGSD, Guru PAUD dan SD. (Disesuaikan dengan Kurikulum 2013). Bandung: satu Nusa
18. Reivich, K. dan Shatte, A. 2002. The Resilience Factor: 7 Essential skills For Overcoming Lifes
19. Inevitable Obstacles. New York: Broadway Books.
20. Santrock, J.W. 2003. Psychology. Edisi ke-7. USA: McGraw Hill
21. Suyanto, S. 2005. Dasar –Dasar pendidikan Anak Usia Dini. Yogyakarta: Hikayat

102.

666-672

Authors: Pingkan Imelda Wuisan, Basuki Wibawa

Paper Title: Using Electronic Assessment System in Higher Education: Challenges and Solutions for Lectures, Students and Institutions

Abstract: Assessment is an important component of education especially in the context of the learning and teaching environment. In higher education, assessment is the heart of formal education. Nowadays, technology plays an important role in the assessment process. Therefore, using technology development has an impact on improving the

103.

673-678

assessment system. Focus on the using of electronic assessment (e-assessment) systems is increasingly developing at the higher education level. Technological developments have led to a shift in concepts and ways of assessing moving from face-to-face assessment to digital-based assessment, namely an end-to-end assessment process using ICT. E-assessment system is provides many benefits for the effectiveness and efficiency of learning in higher education for lecturers, students and institutions. Many e-assessment models are developed to meet various objectives, especially in the purpose of educational learning. However, there are many challenges in its process and application. This paper aims to provide an example of e-assessment system application, describe challenges in the use of e-assessment systems in higher education based on literature, journals and research results and provide recommendations on how to deal with all of these challenges so that the assessment objectives can be achieved. The method that used is to figure out and describe qualitatively. Overall conclusion is the e-assessment system has become one of the requirements in higher education with many models. There are still many questions for lecturers, students and institutions that pose challenges in the application of e-assessments related to validity and reliability, accuracy, fairness, security, infrastructure and human resources. Based on this fact then the recommendation of these challenges in the successful implementation of e-assessment in higher education are paying attention to the characteristics of e-assessment, designing assessments according the needs, and creating a complete and accessible assessment system for all.

Keyword: Assessment; E-Assessment; E-Assessment System; E-Assessment Challenges; Higher Education; Technology.

References:

1. Alruwais, N., Wills, G., & Wald, M. (2018). Advantages and Challenges of Using e-Assessment. *International Journal of Information and Education Technology*, 8(1), 34–37. <https://doi.org/10.18178/ijiet.2018.8.1.1008>
2. Asip, & Wibawa, B. (2019). Experiential Learning Based Online Learning Development in the Jakarta Religion Affair Training Center. *International Journal of Innovative Technology and Exploring Engineering (IJITEE)*, 8(6), 18–25.
3. Beevers, C. (2011). What can e-assessment do for Learning and Teaching? Part 1 of a draft of current and emerging practice review by the e-Assessment Association expert panel. *International Journal of E-Assessment*, 1(2), 1–12.
4. Brink, R., & Lautenbach, G. (2011). Electronic assessment in higher education. *Educational Studies*, 37(5), 503–512. <https://doi.org/10.1080/03055698.2010.539733>
5. Bukie, O. F. (2014). Understanding Technologies for E-Assessment : A Systematic Review Approach. *Journal of Emerging Trend in Computer and Infromation Sciences*, 5(12), 936–947.
6. Byatt, R. (2014). Creating the Next Generation of E- Assessments in the Real World. *Intenational Journal of E-Assessment*, 1(1), 1–10.
7. Charteris, J., Quinn, F., Parkes, M., Fletcher, P., & Reyes, V. C. (2015). e-Assessment for Learning in Higher Education: Is it a wolf in sheep's clothing? *Journal of Learning Development in Higher Education*, (9). Retrieved from <http://www.aldinhe.ac.uk/ojs/index.php?journal=jldhe&page=article&op=view&path%5B%5D=278>
8. Council for the Curriculum Examination and Assessment. (2018). A Study of Learner and Centre views on the use of Electronic Assessment in Vocational , Professional and Technical Qualifications Contents. Retrieved from https://accreditation.sqa.org.uk/accreditation/accreditationfiles/Research_and_Statistics/SQA_and_CCEA_Study_of_Learner_and_Centr_e_views_on_use_of_Electronic_Assessment.pdf
9. Crisp, G. (2011). *Teacher's Handbook on e-Assessment*. California: Australian Learning and Teaching Council Fellowship. Retrieved from http://transformingassessment.com/sites/default/files/files/Handbook_for_teachers.pdf
10. Crisp, Geoffrey, Guàrdia, L., & Hillier, M. (2016). Using e-Assessment to enhance student learning and evidence learning outcomes. *International Journal of Educational Technology in Higher Education*, 13(1), 18. <https://doi.org/10.1186/s41239-016-0020-3>
11. Fontanillas, R. T., Carbonell, R. M., & Catasús, G. M. (2016). E-assessment process: giving a voice to online learners. *International Journal of Educational Technology in Higher Education*, 13(20). <https://doi.org/10.1186/s41239-016-0019-9>
12. Gikandi, J. W., Morrow, D., & Davis, N. E. (2011). Online formative assessment in higher education: A review of the literature. *Computers and Education*, 57(4), 2333–2351. <https://doi.org/10.1016/j.compedu.2011.06.004>
13. Hench, T. L. (2014). e-assessment : Past , Present , and Future. *International Journal of E-Assessment*, 1(1), 1–19. Retrieved from <https://ijea.org.uk/index.php/journal/article/view/64>
14. Hettiarachchi, E., Huertas, M. A., & Mor, E. (2015). E-assessment system for skill and knowledge assessment in computer engineering education. *International Journal of Engineering Education*, 31(2), 529–540. Retrieved from <https://www.scopus.com/inward/record.uri?eid=2-s2.0-84925011817&partnerID=40&md5=86f6a37ad2757a3da45377a8283fea6f>
15. Isaías, P., Miranda, P., & Pffano, S. (2017). Framework for the analysis and comparison of e-assessment systems. In H. Partridge, K. Davis, & J. Thomas (Eds.), *Proceedings ASCILITE2017: 34th International Conference on Innovation, Practice and Research in the Use of Educational Technologies in Tertiary Education* (pp. 276–283). QUEENSLAND.
16. James, R. (2016). Tertiary student attitudes to invigilated, online summative examinations. *International Journal of Educational Technology in Higher Education*, 13(19). <https://doi.org/10.1186/s41239-016-0015-0>
17. Joint Information Systems Committee (JISC). (2007). Effective Practice with e-Assessment. *Information Systems Journal*, 1–52. Retrieved from <http://www.jisc.ac.uk/publications>
18. Jordan, S. (2013). E-assessment: Past, present and future. *New Directions in the Teaching of Physical Sciences*, 9(1), 87–106. <https://doi.org/10.11120/ndir.2013.00009>
19. Khelifi, Y., & El-Sabagh, H. A. (2017). A novel authentication scheme for E-assessments based on student behavior over E-learning platform. *International Journal of Emerging Technologies in Learning*, 12(4), 62–89. <https://doi.org/10.3991/ijet.v12i04.6478>
20. Kuikka, M., Kitola, M., & Laakso, M.-J. (2014). Challenges when introducing electronic exam. *Research in Learning Technology*, 22(22817). <https://doi.org/10.3402/rlt.v22.22817>
21. Miguel, J., Caballe, S., Xhafa, F., & Prieto, J. (2014). Security in Online Learning Assessment Towards an Effective Trustworthiness Approach to Support E-Learning Teams. 2014 IEEE 28th International Conference on Advanced Information Networking and Applications, 123–130. <https://doi.org/10.1109/AINA.2014.106>
22. Ndume, H., Dasuki, S. I., & Ogedebe, P. (2014). E-Assessment Systems For Universities In Developing Countries : A Nigerian Perspective, 7(4), 9–14.
23. Nikolova, M. (2012). Characteristics and Forms of the Electronic Assessment of the Knowledge. *NAUCHNI TRUDOVE NA RUSENSKIYA UNIVERSITET*, 6.2, 93–98. Retrieved from <conf.uni-ruse.bg/bg/docs/cp12/6.2/6.2-15.pdf>
24. Oldfield, A., Broadfoot, P., Sutherland, R., & Timmis, S. (2012). Assessment in a Digital Age: A research review. *Technology Enhanced Assessment: Review of the Literature*. Retrieved from <http://www.bristol.ac.uk/media-library/sites/education/documents/researchreview.pdf>
25. Osuji, U. S. A. (2012). The use of e-assessments in the Nigerian higher education system. *Turkish Online Journal of Distance Education*, 13(4), 1–13. <https://doi.org/10.17718/TOJDE.25466>
26. Petrisor, M., Marusteri, M., Ghiga, D., & Schiopu, A. (2011). Online Assessment System. *Applied Medical Informatics*, 28(1), 23–28.
27. Ras, E., Whitelock, D., & Kalz, M. (2016). The promise and potential of e-assessment for learning. *Measuring and Visualizing Learning in the Information-Rich Classroom*, (2), 21–40. <https://doi.org/10.4324/9781315777979>
28. Ridgway, J., McCusker, S., & Pead, D. (2004). Literature review of e-assessment. *Futurelab*, 7(4), 1–53.

<https://doi.org/10.1063/1.2756072>

29. Ristov, S., Gusev, M., Armenski, G., Bozinovski, K., & Velkoski, G. (2013). Architecture and organization of e-Assessment cloud solution. IEEE Global Engineering Education Conference, EDUCON, 736–743. <https://doi.org/10.1109/EduCon.2013.6530189>
30. Singh, U. G., & (Ruth) de Villiers, M. R. (2017). An evaluation framework and instrument for Evaluating e-Assessment Tools. International Review of Research in Open and Distance Learning, 18(6), 164–185. <https://doi.org/10.19173/irrodl.v18i6.2804>
31. Tinoca, L., Pereira, A., & Oliveira, I. (2014). A Conceptual Framework for E-Assessment in Higher Education: Authenticity, consistency, transparency, and practicability. In Handbook of Research on Transnational Higher Education Management (In Siran M, pp. 652–673). IGI Global. <https://doi.org/10.4018/978-1-4666-4458-8.ch033>
32. Whitelock, D., Reudel, C., & Mackenzie, D. (2006). E-assessment : Case studies of effective and innovative practice a JISC. Jt. Inf. Syst. Comm, 184.
33. Wibawa, B., & Paidi. (2019). THE DEVELOPMENT OF BLENDED LEARNING BASED ON HANDPHONE FOR COMPUTER SYSTEM SUBJECT ON XI GRADE OF SMKN 1 BENGKULU CITY. Humanities & Social Sciences Reviews, 7(3), 497–502. <https://doi.org/https://doi.org/10.18510/hssr.2019.7373>

Authors: Mohd Razdi Omar, Saifullizam Puteh

Paper Title: Mastery of Pedagogical Knowledge and Skills in Technology and Innovation Amongst Army Instructors at Technical Training Centres

Abstract: This study examined the mastery of technology and innovation of instructors pertaining to teaching and learning, amongst instructors at Technical Training Centres of the Malaysian Armed Forces (MAF). A study in a form of survey was conducted on instructors in several MAF Training Centres using questionnaire forms. Part of the questionnaire instrument consisted of three parts that were labelled as A (demographics), B (measurement of pedagogical knowledge and contents), and C (measurement of communication, management, and teaching skills in classes and workshops). The sample involved 195 teaching instructors (161 male and 34 female). This study used descriptive statistics to obtain mean (M) and standard deviation (SD) values. The analysis of the results showed that the levels of knowledge (M = 2.10, SD = 0.04) and skills (M = 2.11, SD = 0.32) were low. Based on the study findings, several measures need to be implemented to improve the mastery of the knowledge and teaching skills amongst teaching instructors at Technical Training Centres, to improve the technological and innovation knowledge in teaching and learning. Therefore, more in-depth studies should be conducted in an effort to identify the actions and training that need to be implemented by the MAF management to improve the professionalism of the technical teaching instructors at the Technical Training Centres of the MAF.

Keyword: Pedagogy, Teaching and Learning, Teaching Technology and Innovation, Technical Training Centres.

References:

1. Ahmad, I. (2009). Current army procurement Practices and their impacts on the preparedness of Materials an analysis. Retrieved from <http://www.pendeta.um.edu.my/uhtbin/cgisirsi/x/>
2. Amran, N & Rosli, R. (2017). Teachers' Comprehension of 21st Century Skills. Date October 31, 2017. Retrieved from <http://conference.kuis.edu.my/pasak2017>
3. Bakar, R. (2005). Malaysian roles in the peacekeepers teams of the United Nations. Universiti Malaya. Retrieved from <http://www.pendeta.um.edu.my/uhtbin/cgisirsi/x/>
4. Edros, S. N. (2007, November). The Construction Of Tutorial Using Interactive Graphic Softwares . Retrieved from <http://eprints.utm.my/6580/>
5. Hashim, Z & Phang, F.A (2013). Pedagogical Technological Knowledge Practices for Form Six's Physics Teachers Content. Accessed on November 3 2017. Retrieved from <http://educ.utm.my/wp-content/uploads/2013>
6. Hashim, Z & Phang, F.A (2017). Comparison Of Factors Influencing Teaching And Learning Processes Between Schools In Urban And Rural Areas.
7. Hassan, N.F., Puteh, S. (2017). A survey of technology enabled active learning in teaching and learning practices to enhance the quality of engineering students. Advanced Science Letters, 23 (2), pp. 1104-1108.
8. Hassan, N.F.B., Puteh, S.B., Muhamad Sanusi, A.B. (2018). Elements of Technology Enabled/Enhanced Active Learning (TEAL) to Enhance Quality and Employability of Bachelor's Students. MATEC Web of Conferences, 150, art. no. 05005.
9. Jamaludin, K. R. (2004). Diploma of Technology: A New Sheet For Training Towards Producing Corps Of Engineers. Retrieved from <http://eprints.utm.my/482/>
10. Malik, N. (2013, January). The application of characteristics of effective teachers in the teaching and learning process during teaching practice among postgraduates of UTHM. Universiti Tun Hussein Onn Malaysia. Retrieved from <http://eprints.uthm.edu.my/4186/>
11. Mahamud, M. R. (2009, July). The subjects of Islamic Education and its impact on the increase in Student Discipline: a study in Secondary Schools in Perlis (phd). USM. Retrieved from <http://eprints.usm.my/28703/>
12. Mohamad Zahid, N.H.C., Hanafi, N.M., Puteh, S. (2017). Instructional rubrics as an alternative approach for improving practical teaching among teachers candidate. Advanced Science Letters, 23 (2), pp. 1229-1233.
13. Magdeline & Zamri, (2014). Influence of Social Factors In Malay Language Learning Among Iban Students. Retrieved from <http://journalarticle.ukm.my/10415/1/135-260-1>
14. Puteh, S., Maisarah, M., Rosnawati, B.(2017). Employability skills mastery of special needs students at polytechnics. Pertanika Journal of Social Sciences and Humanities, 25 (May), pp. 41-46.
15. Riduwa, (2012). The Relationship Between Knowledge and Communicative Practice Among Teachers Of Malay Language. University Kebangsaan Malaysia.
16. Rashid, R. (2007, November). The relationship between learning styles and motivation among students at a secondary school in a rural area, Sabah (Masters). Universiti Teknologi Malaysia, Faculty of Education. Retrieved from <http://eprints.utm.my/6527/>
17. Salleh, N.N.H.M., Puteh, S. (2017). A review of the 21st century skills in technical vocational education and training (TVET). Advanced Science Letters, 23 (2), pp. 1225-1228.
18. Sanusi, A.M., Puteh, S. (2017). An approach of excellence talent in engineering education programme of enhancing the quality of students. Advanced Science Letters, 23 (2), pp. 1109-1112.
19. Yahaya, A., Mohd Nor, R., Ismail, S., & Abdul, A. H. (2010). The Effectiveness Of Teaching And Learning Among Teachers Of Technical Subjects. The effectiveness of teaching and learning among teachers of Technical Subjects 1 – 12

104.

679-684

Authors: Misrahudin, Robinson Situmorang, Hartati Muchtar

Paper Title: The Effect of Learning Strategy and Intelligence on the Student Learning Outcomes of STKIP Hamzar Lombok

105.

Abstract: The objectives of this research to study empirically the phenomena that occur related to learning approaches and interpersonal aptitude on the learning consequences of STKIP Hamzar students. The quasi-experimental method was used in this study with design treatment by level 2 x 2. - We have utilized questionnaires with multiple choice to derive learning outcomes and to measure the level of interpersonal intelligence of students. Learning outcomes learning instruments and interpersonal intelligence instruments were tested for validity with Biserial Correlation Points, and their reliability was tested by Kuder Richardson 20 (KR-20). The collected data was with a two-way ANOVA test. The results obtained based on hypothesis testing are: (1) Learning outcomes of student learning strategies taught with Rotating Trio Exchange (RTE) learning strategies are higher than the student learning outcomes taught with Direct learning strategies, (2) There is an communication effect between strategies learning and interpersonal intelligence on learning strategy learning outcomes, (3) learning outcomes of student learning strategies taught by the Rotating Trio Exchange (RTE) learning strategy are higher than the learning outcomes of pupils who are educated with Direct learning strategies, for pupils who have a level of interpersonal intelligence high, (4) Learning outcomes of learning strategies of students who are taught with Rotating Trio Exchange (RTE) learning strategies are lower than the learning effects of students who are taught with direct learning strategies, for students who have a low level of interpersonal intelligence

Keyword: Learning Strategy, Interpersonal Intelligence and Learning Outcomes

References:

1. Andrianto, Raharjo, Qomariah, "Implementation of Active Learning with the Rotating Trio Exchange Strategy on the material of the Respiratory System" eJurnal Unesa, BioEdu Vol. 1/No.3/Desember 2012, h.21
2. Bronwyn Ewing, "Direct Instruction in Mathematics: Issues For Schools With High Indigenous Enrolments: A Literature Review Direct Instruction In Mathematics: Issues For Schools With High Indigenous Enrolments: A Literature Review" Australian Journal of Teacher Education 2011: Vol. 36: Iss. 5, Article 6
3. Dedy Wahyudi, *Social Studies Learning Based on Interpersonal Intelligence, Interpersonal and Existential.*, Jurnal UPI Edisi Khusus, No. 1 Agustus 2011, h.37
4. Dorothy Herman Shoshana Silberman, *Active Training (57 strategies to enlivenyour class* (Publish by: Torah Aura Producation, 2009) h. 64.
5. Desak Putu Mariati, I Gede Raga, Ketut Pudjawan, *The Application of direct instruction models assisted with the media of paper folding to improve children's fine motor skills, shanti kumara iii sempidi*. e-Journal PG-PAUD Universitas Pendidikan Ganesha Jurusan Pendidikan Guru Pendidikan Anak Usia Dini (Volume 2 No 1 Tahun 2014). h. 4.
6. Friska Oktaviana W.C., Suratno, Sulifah Aprilya H, (Implementation of Eksperiment Method and Rotating Trio Exchange Strategy in Improving Activity and Learning Result of Biology Science (Class VIII SMP Negeri 1 Jelbuk Jember Student Academic Year 2014/2015), jurnal edukasi unej 2015, ii (1): 5-10, h.6
7. Gavin Reid, *Learning Styles and Inclusion.* (P.C.P; 2005), h. 3
8. James L. McGaugh, Richard F. Thompson, Thomas O. Nelson, *Psychology I: An Experimental Approach*, (California: Albion Publishing Company: 1977), hh. 198,
9. Howard Gardner, *Frames of Mind the Theory of multiple Intelligences*, (New york, Basic Books, 2004) hal, 239
10. Melvin. L. Silberman, *Active Learning*, (Bandung: Nuansa, 2006), h.103
11. Malvin Silberman, *101 Ways to make training active (57 metodes to enlivenyour class* (Publish by: Pfeiffer Production, 2011) h. 92.
12. Muhammad yaumi, *Multiple intelligences based learning*, (Jakarta, Dian Rakyat, 2012), hal 21-22
13. Rizhaly B. Maandig, Laila S. Lomibao, Charita A. Luna, "Structured Content Reading Instruction vs. Direct Instruction: Their Implication on Students' Achievement, Reading Comprehension and Critical Thinking in Mathematics" *American Journal of Educational Research*. 2017, 5(5), 574-578. DOI: 10.12691/education-5-5-16, Published online: June 07, 2017. h.1
14. Ronald R. Sims and Serbrenia J. Sims, *The Importance of Learning Styles: Understanding The Implications for Learning*, (Westport: Greenwood Press, 2009), h.2.
15. Rita C. Richey, James D. Klein, Monica W. Tracey, *The Instructional Design Knowledge Base: Theory, Research, and Practice*. (New York: Routledge, 2011), h.61.
16. Reigeluth, Charles M, *Instructional Design Theories and Models, An Overview of Their Current Status* (London: Lawrence Erlbaum Associates, 2013)., h.31.
17. Malvin L Silberman, *Active Learning*, (Bandung: Nuansa, 2006), 103.
18. Slameto, *Learning and the Affecting Factors* (Jakarta: Rineka Cipta, 2006), h. 2
19. Septian Kurnianto1), Kuswadi2), Lies Lestari3). "Increased Understanding of the Concept of Summation and Reduction of Fraction Numbers Through Cooperative Model Type Rotating Exchange (RTE)" *Jurnal PGSD FKIP Universitas Sebelas Maret*, Jalan Slamet Riyadi 449 Surakarta 57126. h.2 diunggah pada tanggal 2 November 2016
20. Thomas R Hoer, Sally Bogeman dan Christina Wallach, *Celebeiting Every Leaner, Activities and Metodees for Creating a Multiple Intelligences Classroom*, (San Fransisco, Jasley Bass Published, 2010), h.8
21. Susan Baum, Julie Viens, dan Barbara Slatin, *Multiple Intelligence In The Elementary Classroom A Teacher's Tolkit*, (New York; Teacher's College Press, 2005), h.17
22. Wina Sanjaya, *Learning Strategy Oriented to Educational Process Standards* (Jakarta: Kencana Prenada Media, 2008), h. 179

685-691

Authors: Sa'odah Ahmad, Mohammad Arif Johari, Rojanah Kahar, Muslihah Hasbullah

Paper Title: Predictors of Intention to Provide Halal Maintenance

Abstract: This study examined the relationship between attitude, subjective norms and perceived behavioral control with the intention to provide halal maintenance to the family among Muslim fathers in Malaysia. The participants comprised of 353 Muslim fathers. The data were collected via a self-administered questionnaire. Findings from the study showed that there was a positive relationship between attitude, subjective norms and perceived behavioral control with the father's intention to provide halal maintenance for the family. In addition, the subjective norm is proven to be the most significant predictor of the intention to provide halal maintenance for the family.

Keyword: Attitude, Subjective Norms, Perceived Behavioral Control, Intention, Halal Maintenance.

References:

1. Hadith - The Book of Pilgrimage - Sahih Muslim - Sunnah.com - Sayings and Teachings of Prophet Muhammad S.A.W [Internet].

106.

692-696

- Sunnah.com. 2019 [cited 19 April 2019]. Available from: <https://sunnah.com/muslim/15/159>.
2. Najibah MZ, Nora AH, Azizah M, Normi AM, Norlia I, Roslina CSY et al. Islamic Family Law in Malaysia. Selangor: Sweet & Maxwell. 85 p.
 3. Ahmad I. Undang-undang Keluarga Islam di Malaysia. Kuala Lumpur: Malayan Law Journal Sdn Bhd; 1999. 180 p.
 4. Kamariah M. Family Law in Malaysia. Kuala Lumpur: Malayan Law Journal Sdn Bhd; 1999. 340 p.
 5. Ajzen I. The theory of planned behavior. *Organizational Behavior and Human Decision Processes*. 1991;50(2):179-211.
 6. Ajzen I, Fishbein M. The influence of attitudes on behavior. In: Albarracin D, Johnson BT, Zanna MP editors. *The Handbook of Attitudes*. NJ: Erlbaum; 2005. p.173-221.
 7. Umni Naiemah SA. Examining the relationship between attitude towards behaviour, subjective norms and entrepreneurial intention among engineering students [Internet]. 2018 [cited 18 April 2019]. Available from: https://www.mateconferences.org/articles/mateconf/pdf/2018/09/mateconf_mucet2018_05011.pdf.
 8. Noor AA, Farah LA, Aflah ID. Determinants of halal purchase intention: Case in Perlis. *IJBSR*. 2014, 4(5):118-123.
 9. Najibah MZ. Siri Perkembangan Undang-undang di Malaysia: Undang-undang keluarga (Islam). Kuala Lumpur: Dewan Bahasa dan Pustaka; 2007. 155 p.
 10. Zainoor RK. Hak Kanak-kanak dari aspek nafkah: Perintah mahkamah, pelaksanaan dan permasalahan. In Najibah MZ editor, *Undang-undang keluarga dan prosedur, Siri isu Mahkamah Syariah*. Gombak: Harun Hashim Law Centre, IIUM. 2009. p.149-161.
 11. Zaleha KR. A preliminary study on no-custodial father's contact with their children after divorce in Malaysia. *IKIM Law Journal*. 2005:177-200.
 12. Norasmaliah I. Hubungan bapa-anak selepas perceraian. [Undergraduate]. Universiti Putra Malaysia; 2000.
 13. Abdullah AM, Muhammad M, Ghazali A, Thurasamy R, Syed Ali F. Recycling intention and behavior among low-income households [Internet]. *Sustainability*. 2018 [cited 18 April 2019]. Available from: https://www.academia.edu/37176249/Recycling_Intention_and_Behavior_among_Low-Income_Households.
 14. Hayat MA, Ahmad NS, Zeeshan H. Factors affecting halal purchase intention - Evidence from Pakistan's halal food sector. *Management Research Review*. 2012; 38(6): 640-660.
 15. Haslenna H, Zuraini MI, Normala A, Kamaruzaman J. Purchasing decisions among Muslim consumers of processed halal food products. *Journal of Food Products Marketing*. 2013;19(1): 54-61.
 16. Nur HLA. Intention to purchase halal product among consumers [Internet]. *Etd.uum.edu.my*. 2011 [cited 18 April 2019]. Available from: http://etd.uum.edu.my/2790/2/1.Nur_Haslizatul_Liza_Ahmad.pdf.
 17. Farah MNA, Zainol B. Factors influencing zakat compliance behavior on saving. *IJBSR*. 2015;05(01):118-128.
 18. Nor Aini I, Mohd Ali MN. Analisis keprihatinan pengguna Muslim terhadap isu halal-haram produk melalui pembentukan Indeks Halal Haram. *Persidangan Kebangsaan Ekonomi Malaysia ke V111* [Internet]. Johor Bahru: UKM; 2013 [cited 18 April 2019]. p.1256. Available from: http://www.ukm.my/fep/perkem/pdf/perkemVIII/PKEM2013_4F5.pdf.

Authors: Syeda Aimen Naseem, Zeeshan Ahmed, Mehwish Faiz, Mehr Un Nisa, Syed M. Zia Uddin, Babar Khan

Paper Title: An Economical Design of Automatic Rice Grading using Image Processing

Abstract: Product quality inspection is a crucial step in the production line of rice industries. To maintain the quality and enhance the inspection methodology, the challenge is to scrutinize rice grain individually over entire batch for escalating the yield. The conventional method used in rice industries is to examine the quality of rice grains manually. The decisions made by human quality control inspectors may be affected by external influences like fatigue, exhaustion or stress which causes non uniformity in evaluation procedure and generate the high probability of errors. The major drawback of the manual inspection comprises high labor content and expenditures. This research paper provides a cost effective design solution to overcome the described limitations by developing a system which helps in sorting rice and eliminate the manual examination. For attaining the automatic grading of rice, the image processing technique is applied which help to sort defected rice grain from the entire batch of rice grains. The system has been developed on MATLAB which helps in the inspection process and its graphical user interface provides information of rice grains in three different quality based categories which sorted on the basis of size and colors. To identify the defected grains, the multilevel threshold method of image processing has been used. The proposed design also helps to determine the quantity of defected rice grains by evaluating the quantity of discolored grains and to identify the size of the rice grain, the geometrical features extracted for each individual rice grain are used to estimate the length.

Keyword: Rice grading; Image processing; MATLAB technique; Multilevel threshold.

References:

1. Zamir H. Pakistan rice exports register 27% growth 2018. Available from: <https://dunyanews.tv/en/Business/430819-Pakistan-rice-exports-growth-February>.
2. Daniel Workman. 2019. Available from: <http://www.worldstopeports.com/rice-exports-country/>.
3. Vidya Patil VSM. Quality Analysis and Grading of Rice Grain Images. *International Journal of Innovative Research in Computer and Communication Engineering*. 2015;3(6).
4. Jagdeep Singh Aulakh DVKB. GRADING OF RICE GRAINS BY IMAGE PROCESSING. *International Journal of Engineering Research & Technology (IJERT)*. 2012;1(4).
5. G.Ajay MS, K.Kiran Kumar, P.Siva Prasad. Quality Evaluation of Rice Grains Using Morphological Methods. *International Journal of Soft Computing and Engineering (IJSCE)*. 2013;2(6).
6. Sukhvir Kaur DS. Geometric Feature Extraction of Selected Rice Grains using Image Processing Techniques *International Journal of Computer Applications* 2010;124(8).
7. Guang-rong L. Rice Color Inspection Based on Image Processing Technique. *International Conference on Advances in Energy Engineering*. 2010.
8. Chris Solomon TB. *Fundamentals of Digital Image Processing*.
9. 2017-18 PES. *Agriculture*. 2018.
10. Dai Xiaopeng Ly. Research on the Rice Chalkiness Measurement Based on the Image Processing Technique. 2011.
11. Chakraborty R. *Fundamentals of Neural Networks* 2010. Available from: www.myreaders.info/html/artificial_intelligence.html.
12. Xu Lizhang LY. Multi-scale edge detection of rice internal damage based on computer vision. *Proceedings of the IEEE International Conference on Automation and Logistics*. 2008.
13. Christopher J.C. Burges. A Tutorial on Support Vector Machines for Pattern Recognition. *Data Mining and Knowledge Discovery*. 1998;2(2).
14. Sukhvir Kaur DS. Geometric Feature Extraction of Selected Rice Grains using Image Processing Techniques *International Journal of Computer Applications*. 2015;124(8).

15. Hobson DM, Carter RM, Yan Y, editors. Characterisation and Identification of Rice Grains through Digital Image Analysis. 2007 IEEE Instrumentation & Measurement Technology Conference IMTC 2007; 2007 1-3 May 2007.
16. Shanmugamani R, B R, M R. Unsupervised Shape Classification of Convexly Touching Coated Parts with Different Geometries. Computer-Aided Design and Applications. 2014;11(3):312-7.
17. Mebatsion HK, Paliwal J. A Fourier analysis based algorithm to separate touching kernels in digital images 2011. 66-74 p.
18. Pabamalie LAI, Premaratne HL, editors. A grain quality classification system. 2010 International Conference on Information Society; 2010 28-30 June 2010.
19. Harish S Gujjar DMS. A Method for Identification of Basmati Rice grain of India and Its Quality Using Pattern Classification. International Journal of Engineering Research and Applications (IJERA). 2013;3(1).
20. Zheng Zhou Sida Agriculture Equipment Co. L. 2018. Available from: <https://m.made-in-china.com/product/New-Rice-Grading-Machine-846511065.html>.

Authors: Nurul Shida, Sharifah Osman, Abdul Halim Abdullah

Paper Title: Students' Perceptions of the Use of Asynchronous Discussion Forums, Quizzes, and Uploaded Resources

Abstract: This research inspects students' perceptions of the utilisation of asynchronous discussion forums, quizzes, and uploaded resources in platform CIDOS LMS among polytechnic students. There has been an expansion in the utilisation of LMS in many levels of education in polytechnic institutions. CIDOS LMS has variety tools examples assignments, video, scorm, and tutorial. Purposive sampling was used to choose the research participants for this study. The participants consisted of 60 diploma students from Polytechnic Sultan Ibrahim who are enrolled in a Mathematics course. The Cronbach's alpha of the instruments is 0.899. The questionnaire was divided into four categories. The categories addressed students' perceptions of CIDOS LMS tools, namely the discussion forums, quizzes, and the utilisation of uploaded resources. Likert scale rated from strongly disagree to strongly agree. All the data were analysed using IBM Statistical to obtain the percentages, frequencies, means, standard deviations, independent sample t-test, and Pearson correlation. The results of this study show that the practice of CIDOS LMS among engineering students at Polytechnic Sultan Ibrahim is at a high level during the learning process. Further research would explore the educators' need to figure out the best ways in CIDOS LMS to engage students as the millennial generation continues to dominate the workforce.

Keyword: Asynchronous Discussion Forums; Quizzes; Uploaded Resources; Polytechnic; CIDOS LMS.

References:

1. Kim, J. H., Park, Y., Song, J., & Jo, I. (2014). Predicting students' learning performance by using online behavior patterns in blended learning environments: Comparison of two cases on linear and non-linear model. International Conference on Educational Data Mining, (July 2015), 407-408. <https://doi.org/10.13140/2.1.4840.7040>
2. Fyntanoglou, D., & Kartaloglou, E. (2015). Improving the Interaction and Communication through the LMS Open eClass in Blended Learning, 122.
3. Elena, P. (2015). Technology acceptance in blended learning: The case of Jönköping International Business School.
4. George, R., Morin, D., & Thomas, J. D. E. (2012). Computers in Human Behavior Critical thinking in E-learning environments. <https://doi.org/10.1016/j.chb.2012.03.025>
5. Hand, K. G. (2015). Descriptive Post Titles as Advance Organizer: Effects on Critical Thinking and Cognitive Load in Asynchronous Thread-ed Discussions.
6. Zafar, S., Safdar, S., & Malik, B. (2015). Online behaviour of students in a new blended learning course: An experience report. Proceedings of IEEE International Conference on Teaching, Assessment and Learning for Engineering: Learning for the Future Now, TALE 2014, (December), 387-394
7. Haghparast, M., Nasaruddin, F. H., & Abdullah, N. (2014). Cultivating Critical Thinking Through E-learning Environment and Tools: A Re-view. Procedia - Social and Behavioral Sciences, 129, 527-535. <https://doi.org/10.1016/j.sbspro.2014.03.710>
8. Pektas, S., & Gurel, M. (2014). Blended learning in design education: An analysis of students' experiences within the disciplinary differences framework. Australasian Journal of Educational Technology, 30(1), 31-44. Retrieved from <http://ascilite.org.au/ajet/submission/index.php/AJET/article/view/372>
10. Lestari, I., & Hendradjaya, B. (2014). The application model of learning management system quality in asynchronous blended learning system. Proceedings of 2014 International Conference on Electrical Engineering and Computer Science, ICEECS 2014, (November), 223-228. <https://doi.org/10.1109/ICEECS.2014.7045251>
11. Prohorets, E., & Plekhanova, M. (2015). Interaction intensity levels in blended learning environment. Procedia - Social and Behavioral Sciences, 174(3822), 3818-3823. <https://doi.org/10.1016/j.sbspro.2015.01.1119>
12. MacMillan, T., Forte, M., & Grant, C. (2014). Thematic analysis of the "games" students play in asynchronous learning environments. Journal of Asynchronous Learning Network, 18(1).
13. Sayed, M., & Baker, F. (2014). Blended Learning Barriers: An Investigation, Exposition and Solutions, 5(6), 81-85
14. Khan, Z. R. (2014). Using Innovative Tools to Teach Computer Application to Business Students - A Hawthorne Effect or Successful Implementation Here to Stay, 11(1).
15. Morton, C. E., Saleh, S. N., Smith, S. F., Hemani, A., Ameen, A., Ben-nie, T. D., & Toro-Troconis, M. (2016). Blended learning: how can we optimise undergraduate student engagement? BMC Med Educ, 16, 195. <https://doi.org/10.1186/s12909-016-0716-z>
16. Napier, N. P., Dekhane, S., & Smith, S. (2011). Transitioning to blended learning: Understanding student and faculty perceptions. Journal of Asynchronous Learning Network, 15(1), 20-32. <https://doi.org/10.1177/009155218701500207>
17. Van Der Westhuizen, M. E. (2016). Reconstructing English Studies in South Africa through Blended Learning, (December).
18. Mohammadi, E., & Mirdehghan, S. S. (2014). A CMC Approach to Teaching Phrasal-verbs to Iranian EFL Senior High School Students: The Case of Blended Learning. Procedia - Social and Behavioral Sciences, 98, 1174-1178. <https://doi.org/10.1016/j.sbspro.2014.03.531>
19. García-Sánchez, S. (2016). Ubiquitous interaction for ESP distance and blended learners. Journal of Applied Research in Higher Education, 8(4), 489-503. <https://doi.org/10.1108/JARHE-04-2014-0052>
20. Thibaut, P., Curwood, J. S., Carvalho, L., & Simpson, A. (2014). Moving across physical and online spaces: a case study in a blended primary classroom. Learning, Media and Technology, 40(4), 458-479. <https://doi.org/10.1080/17439884.2014.959971>
21. Naidoo, K. (2016). Integration of Learning Analytics in Blended Learning Course At a University of Technology, 4-6.
22. Dias, S. B., Hadjileontiadis, L. J., & Diniz, J. A. (2014). On enhancing blended-learning scenarios through fuzzy logic-based modeling of users' LMS quality of interaction the rare & contemporary dance paradigms, 2, 765-772. Retrieved from http://ieeexplore.ieee.org/xpls/abs_all.jsp?arnumber=7295017&context=7295017&tag=1
23. Krasnova, T., & Demeshko, M. (2015). Tutor-mediated Support in Blended Learning. Procedia - Social and Behavioral Sciences, 166, 404-

24. <https://doi.org/10.1016/j.sbspro.2014.12.544>
25. Pye, G., Holt, D., Salzman, S., Bellucci, E., & Lombardi, L. (2015). En-gaging diverse student audiences in contemporary blended learning environments in Australian higher business education: Implications for design and practice. *Australasian Journal of Information Systems*, 19, 1–
26. Siyanda Ntlabathi. (2014). Exploring Lecturer Experiences of the Use of Ict in Blended, (November).
27. Khlaisang, J., & Likhitamrongkiat, M. (2015). E-learning System in Blended Learning Environment to Enhance Cognitive Skills for Learners in Higher Education. *Procedia-Social and Behavioral Sciences*, 174, 759–767. <https://doi.org/10.1016/j.sbspro.2015.01.612>
28. Parycek, P., Sachs, M., & Schossböck, J. (2012). Interactive Technology and Smart Education Article information: *Interactive Technology and Smart Education*, 8(3), 161–171. <https://doi.org/ITSE-02-2015-0001>
29. Jafarian, S., & Omar, Z. (2014). Influence of Quality of Interpersonal Interaction on Learner's Critical Thinking Disposition In Blended Learning Environment In Malaysia, 1–21.
30. Perrow, M. (2017). Strengthening the Conversation in Blended and Face-to Face Courses: Connecting Online and In-Person Learning with Crossover Protocols. *College Teaching*, 65(3), 97–105. <https://doi.org/10.1080/87567555.2017.1300869>
31. Beckmann, J., & Weber, P. (2015). Cognitive Presence In Virtual Collaborative Learning: Assessing And Improving Critical Thinking In Online Discussion Forums, (2000), 51–58.
32. Peter, E. E. (2012). Critical thinking: Essence for teaching mathematics and mathematics problem solving skills. *African Journal of Mathematics and Computer Science Research*, 5(3), 39–43. <https://doi.org/10.5897/AJMCSR11.161>
33. Schmitt, C. P. (2016). Effects of Elearning and Blended Instruction on Student Learning.
34. Hewitt, A. (2015). Can you learn to lawyer online? A blended learning environment case study. *The Law Teacher*, 49(1), 92–121. <https://doi.org/10.1080/03069400.2014.991484>
35. Quint, C. L. (2015). A Study of the Efficacy of the Flipped Classroom Model in a University Mathematics Class.
36. Spanjers, I. A. E., Könings, K. D., Leppink, J., Verstegen, D. M. L., de
37. Jong, N., Czabanowska, K., ... Van, J. J. G. (2015). The promised land of blended learning: Quizzes as a moderator. *Educational Research Review*, 15(May), 59–74. <https://doi.org/10.1016/j.edurev.2015.05.001>
38. Wong, K. T., Hamzah, M. S. G., Goh, P. S. C., & Yeop, M. A. B. (2016). Blended E-learning acceptance as smart pedagogical tools: An initial study in Malaysia. *Turkish Online Journal of Educational Technology*, 15(4), 25–31.
39. Weil, S., De Silva, T.-A., & Ward, M. (2014). Blended learning in accounting: a New Zealand case. *Meditari Accountancy Research*, 22(2), 224–244. <https://doi.org/10.1108/MEDAR-10-2013-0044>
40. Mirriahi, N., Alonzo, D., & Fox, B. (2015). A blended learning framework for curriculum design and professional development. *Research in Learning Technology*, 23(April). <https://doi.org/10.3402/rlt.v23.28451>
41. Glahn, C., Gruber, M. R., & Tartakovski, O. (2015). Beyond Delivery Modes and Apps: A Case Study on Mobile Blended Learning in Higher Education. *L*, 9307, 127–140. <https://doi.org/10.1007/978-3-319-24258->
42. Hashim, H., & Harun, Z. (2016). Students' Feedback on Implementing Blended Learning in Semiconductor Devices, 153–157.
43. Atef, H., & Medhat, M. (2015). Blended Learning Possibilities in Enhancing Education, Training and Development in Developing Countries: A Case Study in Graphic Design Courses, 4(4), 358–365.
44. Freeman, C. L. (2015). Technologies for Formative Assessment: Can Web-Based Applications Transform the Allied Health Science Classroom and Improve Summative Assessment Outcome, 1–18.
45. Irfan, A., Rasli, A., Sami, A., & Liaquat, H. (2017). Role of Social Media in Promoting Education Tourism. *Advanced Science Letters*, 23(9), 8728-8731
46. Kintu, M. J., & Zhu, C. (2016). Student Characteristics and Learning Outcomes in a Blended Learning Environment Intervention in a Ugandan University, 14(3), 181–195.
47. Mwalongo, A. I. (2014). Student Teacher and Lecturer Perceptions of the Use of Asynchronous Discussion Forums, Quizzes and Uploaded Resources for Promoting Critical Thinking.
48. Protsiv, M., Rosales-Klantz, S., Bwanga, F., Zwarenstein, M., & Atkins, S. (2016). Blended learning across universities in a South-North-South collaboration: a case study. *Health Research Policy and Systems*, 14(1), <https://doi.org/10.1186/s12961-016-0136-x>
49. Junus, K., Sadita, L., & Heru Suhartanto. (2014). Social, Cognitive, Teaching, and Metacognitive Presence in General and Focus Group
50. Discussion: Case Study in Blended e-Learning Linear Algebra Class.
51. Denning, S. (2007). *The Secret Language of Leadership: How Leaders Inspire Action Through Narrative*. San Francisco, California: Jossey Bass, John Wiley & Sons.
52. Deresky, H. (2017). *International Business Management: Managing Across Borders, Texts and Cases*. New York: Pearson.

Authors: Analyzing the Impact of Information and Communication Technology (ICT) on Restructuring of Public Service in Nigeria.

Paper Title: Aminu Mohammed Lawan, Razlini Mohd Ramli, Siti Zuliha Razali

Abstract: The purpose of this paper is to examine the impact of Information and Communication Technology (ICT) on restructuring of public service in Nigeria. The globalization policy asserts that the public service of the developing countries must be restructured to comply with new technology i.e. the information and communication technology for efficiency and productivity. This is to say that the public servants must have a basic knowledge of ICT usage in their organization or otherwise they will lose their job and be replaced by high skilled employees. This study conducted a systematic review of relevant literature on ICT and public service restructuring and came up with methodological results. The findings show that the idea of new public management (NPM) was introduced. This gives emphasis on engagement of highly skilled workers that are ICT compliant will be retained into the public service to replace low skilled and manual employees. Finally, the paper recommends the need to improve service quality in the public sector through the training and retraining of employees in line with new technology.

Keyword: Information and Communication Technology (ICT), Public Service, Restructuring, Public Servant, Nigeria. **709-711**

References:

1. Anders, G. (2008). The Normativity of Numbers: World Bank and IMF Conditionality. *PolAR: Political and Legal Anthropology Review*, 31(2), 187-202.
2. Autor, D. H., Levy, F., & Murnane, R. J. (2003). The skill content of recent technological change: An empirical exploration. *The Quarterly Journal of Economics*, 118(4), 1279-1333.
3. Avgerou, C. (2010). Discourses on ICT and development. *Information Technologies & International Development*, 6(3), pp. 1-18.
4. Bangura, Y. (2000). Public sector restructuring: the institutional and social effects of fiscal, managerial and capacity-building reforms. Retrieved from Geneva:
5. Gilhooly, D. (2005). Innovation and investment. *I-WAYS, Digest of Electronic Commerce Policy and Regulation*, 28(3), 181-189.
6. Kleine, D., & Unwin, T. (2009). Technological Revolution, Evolution and New Dependencies: what's new about ict4d? *Third World Quarterly*, 30(5), 1045-1067.

7. Madon, S. (2004). Evaluating the developmental impact of e-governance initiatives: an exploratory framework. *The Electronic Journal of Information Systems in Developing Countries*, 20(1), 1-13.
8. Mann, A. E., Purvis, R. E., Mastrototaro, J. J., Causey, J. D., Henke, J., Hong, P., . . . Hite, B. T. (2004). Telemetered characteristic monitor system and method of using the same: Google Patents.
9. Osagie, R. (2011). Globalization and human resource development in Nigeria. *American Journal of Social and Management Sciences*, 217-219.
10. Pantea, S., Sabadash, A., & Biagi, F. (2017). Are ICT displacing workers in the short run? Evidence from seven European countries. *Information Economics and Policy*, 39, 36-44.
11. Vivarelli, M. (2014). Innovation, employment and skills in advanced and developing countries: A survey of economic literature. *Journal of Economic Issues*, 48(1), 123-154.
12. Walsham, G., Robey, D., & Sahay, S. (2007). Foreword: Special issue on information systems in developing countries. *Mis Quarterly*, 317-326.
13. Walsham, G., & Sahay, S. (2006). Research on information systems in developing countries: Current landscape and future prospects. *Information technology for development*, 12(1), 7-24.

Authors: Zairina Ibrahim, Normy Rafida Abdul Rahman, Md Gapar Md Johar

Paper Title: A Job Satisfaction of Emotional Intelligence, Leadership, Employee Performance with Information Technology

Abstract: To the business overall, the discoveries and consequences of the investigation will give an increasingly solid top to bottom comprehension of the elements that influence worker fulfillment and to help shape the future strategy definition of the business, in this way encouraging tremendously the accomplishments of the destinations of the Malaysian government in upgrading the unwavering quality and proficiency of the arrangement of the administrations of information will help observing the association accomplishment towards the thousand years objectives just as vision 2020 targets. Job satisfaction make sure that the right employees are recruited and retained in an organization. It also maintains productivity by keeping the workforce constantly engaged and motivated. It has also been proven that job satisfaction controls the ill effects of role problems and job induced stress, besides decreases labor turnover for better employees.

Keyword: Emotional Intelligence; Leadership, Employee Performance; Information Technology; Job Satisfaction.

References:

1. Abraham, R. 2000. The Role of Job Control as a Moderator of Emotional Dissonance and Emotional Intelligence - Outcome Relationships. *The Journal of Psychology*. 134(2), 169 – 184.
2. Allan, A. J. & Randy, L. J. 2005. *Writing the Winning Thesis or Dissertation. A Step-by-Step Guide*, Corwin Press, California.
3. Aronson, K. R., Sieveking, N., Laurenceau, J. P. and Bellet, W. 2003. Job satisfaction of psychiatric hospital employees: a new measure of an old concern. *Adm. Policy Ment. Health*. 30(5), pp. 437 - 52.
4. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
5. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
6. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
7. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
8. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
9. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
10. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
11. Bar-On, R. (1997a). The Emotional Quotient Inventory (EQ-i): A test of emotional
12. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
13. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
14. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
15. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
16. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
17. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
18. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
19. Bar-On, R. (1997b). The Emotional Quotient Inventory (EQ-i): Technical manual.
20. Bar-On, R. 1997a. The Emotional Quotient Inventory (EQ-i): A test of emotional intelligence. Toronto, Canada: Multi-Health Systems, Inc.
21. Bar-On, R. 1997b. The Emotional Quotient Inventory (EQ-i): Technical manual. Toronto, Canada: Multi-Health Systems, Inc.
22. Berson, Y. and Linton, J. D. 2005. An examination of the relationships between leadership style, quality, and employee satisfaction in R&D versus administrative environments. *R&D Management*. 35, pp. 51 - 60.
23. Brown, R. B. 2006. *Doing Your Dissertation in Business and Management: The Reality of Research and Writing*, Sage Publications.
24. Caldwell, D. F. & O'Reilly, C. A. 1990. Measuring person-job fit with a profile-comparison process. *Journal of Applied Psychology*. 75(6), 648 - 657.
25. Causes, and Consequences. California: SAGE Publications,
26. Chiok Foong Loke, J. 2001. Leadership behaviours: effects on job satisfaction, productivity and organizational commitment. *Journal of Nursing Management*. 9(4), pp. 191 - 204.
27. Chiva, R. & Alegre, J. 2007. Emotional International and Job Satisfaction the Role of Organizational Learning Capability. Emerald Group Publishing Limited.
28. Clark, A. & Oswald, A. 1995. Satisfaction and comparison of Income.
29. Clark, A. 1993. Job satisfaction and Gender: Why are women so happy at work, ESRC Research Centre on micro - social change? University of Essex, London.
30. Cohen, L., Manion, L., Morrison, K. & Morrison, R.B. 2007. *Research Methods in Education*, Routledge.
31. Cranny, C. J., Smith, P. C., & Stone, E. F. 1992. *Job Satisfaction: How People Feel about their Jobs and How it Affects their Performance*. Lexington Books: New York.
32. Crossman, A. & Abou-Zaki, B. 2003. Job satisfaction and employee performance of Lebanese banking staff. *Journal of Managerial Psychology*, Vol. 18(4), pp. 368-376.
33. Dunham-Taylor, J. 2000. Nurse executive transformational leadership found in participative organizations. *Journal of Nursing Administration*. 30(5), pp. 241 - 50.
34. Euske, K. J., Jackson, D. W. & Reif, W. E. 1980. Performance and satisfaction of bank managers. *Journal of Bank Research*. 11(1), pp.36 - 42.
35. Ganzach, Y. 1998. Intelligence and job satisfaction. *Academy of Management Journal*, 41, 526 – 539
36. Goleman, D. 1998a. *Working with emotional intelligence*. New York: Bantam Books.

37. Goleman, D. 1998b. What makes a leader? *Harvard Business Review*, November - December.
38. Goleman, D. 2000b. Leadership that gets results. *Harvard Business Review*. March - April.
39. Hackman J.R. & Oldham G.R. (1980). *Work Redesign*.
40. Hackman J.R. & Oldham G.R. (1980). *Work Redesign*.
41. Hackman, J. R. & Oldham, G. R. 1980. *Work Redesign*. Philippines: Addison-Wesley.
42. Herzberg, F. 1966. *Work and the nature of man*. Cleveland: World Publishing Company.
43. Hespanhol, A., Pereira, A. C. and Pinto, A. S. 1999. Job satisfaction in Portuguese physicians in general medicine. *Aten Primaria*. 24, pp. 456 - 61.
44. Hickson, C. & Oshagbimi, T. 1999. The effect of age on the satisfaction of academics with teaching and research. *International Journal of Social Economics*. 26(4) pp. 537 – 544.
45. Hoy, W. K., & Miskel, C. G. 1996. *Educational administration: Theory, research, and practice*. New York: McGraw-Hill.
46. Iaffaldano, M. T., & Muchinsky, E. M. 1985. Job satisfaction and job performance: A meta-analysis. *Psychological Bulletin*. 97, 251 - 273.
47. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
48. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
49. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
50. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
51. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
52. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
53. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
54. intelligence. Toronto, Canada: Multi-Health Systems, Inc.
55. Jonghak, S. 2017. The effect of information technology on IT-facilitated coordination, IT-facilitated autonomy, and decision-makings at the individual level. *Applied Economics* 49(2), pp. 138 - 155.
56. Kreitner, R. 1995. *Management*. 6th ed. Houghton Mifflin, Boston, MA.
57. Ling-Hsing Chang, C., Chen, V., Klein, G. & Jiang, J. J. 2011. Information system personnel career anchor changes leading to career changes. *European Journal of Information Systems*. 20(1), pp 103 - 117.
58. Locke, E. A., & Latham, G. P. 1990a. A theory of goal setting and task performance. Englewood Cliffs, NJ: PrenticeHall.
59. Locke, E. A., & Latham, G. P. 1990b. Work motivation and satisfaction: Light at the end of the tunnel. *Psychological Science*. 4, 240 - 246.
60. Lowe, K. B., Kroeck, K. G. and Sivasubramaniam, N. 1996. Effectiveness correlates of transformational and transactional leadership: a meta-analytic review. *The Leadership Quarterly*. 7, pp. 385 - 425.
61. Martin, B. J. 1990. A successful approach to absenteeism. *Nursing Management*. 21, pp. 45 - 8.
62. Mayer, J. D., & Cobb, C. D. 2000. Educational policy on emotional intelligence: Does it make sense? *Educational Psychology Review*. 12, 163 - 183.
63. Mayer, J. D., DiPaolo, M. T., & Salovey, P. 1990. Perceiving affective content in ambiguous visual stimuli: A component of emotional intelligence. *Journal of Personality Assessment*, 54, 772-781.
64. McMurtrey, M. E., Zeltmann, S. M., Downey, J. P. & McGaughey, R. E. 2011. Seniors and Technology: Results from a Field Study. *Journal of Computer Information Systems*. 51(4), pp 22 - 30.
65. Morrison, R. S., Jones, L. and Fuller, B. 1997. The relation between leadership style and empowerment on job satisfaction of nurses. *Journal of Nursing Administration*. 27(5), pp. 27 – 34.
66. Mosadegh Rad, A. M. & Yarmohammadian, M. H. 2006. A study of relationship between managers' leadership style and employees' job satisfaction. *International journal of health care quality assurance incorporating Leadership in health services*, 19(2), pp. 11-28.
67. Mosadeghrad, A. M. 2003a. The role of participative management (suggestion system) in hospital effectiveness and efficiency. *Research in Medical Sciences*. 8(3), pp. 85 - 9.
68. Mosadeghrad, A. M. 2003b. *Principles of Health Care Administration*. Dibagran Tehran, Tehran.
69. Mosadeghrad, A. M. and Tahery, H. 2004. Managers' Knowledge about Leadership Styles in Isfahan Medical University Hospitals. Isfahan, Iran. Grant.
70. Muchinsky, P. M. & Iaffaldano, M. T. 1985. Job satisfaction and job performance: A meta-analysis. *Psychological Bulletin*, 97(2), 251 - 273.
71. Mugenda, O. M. & Mugenda, A. G. 2003. *Research methods: Qualitative and Quantitative Approaches*. Nairobi: Acts Press.
72. O'Leary, Z. 2004. *The essential guide to doing research*. Sage Publications.
73. O'Reilly, C., Chatman, J., & Caldwell, D. F. 1991. People and organizational culture: A profile comparison approach to assessing person-organization fit. *Academy of Management Journal*. 34, 487-516.
74. Oshagbemi, T. 1998. The impact of age on the job satisfaction of University teachers, *Research in Education*. 59(1), pp. 55 - 108.
75. Petty, M. M., McGee, G. W., & Cavender, J. W. 1984. A meta-analysis of the relationship between individual job satisfaction and individual performance. *Academy of Management Review*. 9, 712 - 721.
76. Philippines : Addison- Wesley
77. Philippines : Addison- Wesley
78. Quarstein, V. A., McAfee R. B. and Glassman, M. 1992. The Situational Occurrences Theory of Job Satisfaction. *Human Relations*. 45(8), 859 - 873.
79. Rowden, R.W. 2002. The Relationship between Workplace Learning and Job Satisfaction in U.S. Small To midsize businesses. *Human Resource Development Quarterly*, 13(4), 407- 425.
80. Saonee S., Munson, C. L., Suprateek, S. & Suranjan C. 2009. Assessing the relative contribution of the facets of agility to distributed systems development success: an Analytic Hierarchy Process approach. *European Journal of Information Systems*. 18(4) pp 285 - 299.
81. Saunders, M., Lewis, P. and Thornhill, A. 2009. *Research Methods for Business Students*. Pearson, New York.
82. Seo, Y., Ko, J. and Price, J. L. 2004. The determinants of job satisfaction among hospital nurses: a model estimation in Korea. *International Journal of Nursing Studies*. 41, pp. 437-46.
83. Skansi, D. 2000. Relation of managerial efficiency and leadership styles - empirical study in Hrvatska elektroprivreda. *Management*. 5 (2), pp. 51-67.
84. Smith, P. C., Kendall, L. M., & Hulin, C. L. 1969. *The measurement of satisfaction in work and retirement*. Chicago: Rand McNally.
85. Spector, P. E. 1997. *Job Satisfaction: Application, Assessment, Causes, and Consequences*. California. Sage Publications, Inc.
86. Stewart, D. M. 1994. *Handbook of Management Skills*. 2nd ed., Gower Publishing Co., Aldershot.
87. Stordeur, S., Vandenberghe, C. and D'hoore, W. 2000. Leadership styles across hierarchical levels in nursing departments. *Nursing Research*. 49(1), pp. 37 - 43.
88. Toronto, Canada: Multi-Health Systems, Inc.
89. Toronto, Canada: Multi-Health Systems, Inc.
90. Toronto, Canada: Multi-Health Systems, Inc.
91. Toronto, Canada: Multi-Health Systems, Inc.
92. Toronto, Canada: Multi-Health Systems, Inc.
93. Toronto, Canada: Multi-Health Systems, Inc.
94. Toronto, Canada: Multi-Health Systems, Inc.
95. Toronto, Canada: Multi-Health Systems, Inc.
96. Vance, C. and Larson, E. 2002. Leadership research in business and health care. *Journal Nurse Scholash*. 34(2), pp. 165 - 71.
97. Walliman, N. S. & Walliman N. 2011. *Research methods: the basics*. Taylor and Francis Group.
98. Wanous, J. P., Reichers, A. E. & Hudy, M. J. 1997. Overall Job Satisfaction: How Good Are Single Item Measure? *Journal of Applied*

Authors: Leonardus W Wasono Mihardjo, Sasmoko, Elidjen, Riza A.N. Rukmana
Paper Title: Developing Co-creation-driven Innovation: the role of Customer Experience Orientation and Organizational Agility

Abstract: This paper explores the concept of the ‘co-creation-driven innovation’ as part of the service dominant (S-D) logic concept in the digital ICT industry. The platform service becomes critical in order to collaborate and innovate based on organizational agility and customer experience. Co-creation-driven innovation is considered as part of the service dominant development, where a dynamic organization model and customer experience feedback are required in the shaping of business model innovations within the digital ecosystem. The study was performed with a sample size of 175 respondents representing Indonesian telecommunication firms. Smart PLS was used as the statistical tool for analyses. Findings demonstrate that customer experience orientation and organizational agility has a direct impact on digital co-creation and business model innovation. Simultaneous testing of hypotheses shows that customer experience orientation has an indirect influence on business model innovation through co-creation strategy. However, organizational agility does not have any indirect impacts. The study has some limitations in terms of the time period and sample size, therefore suggestions for future studies are included in the paper

Keyword: customer experience orientation, organizational agility, digital co-creation, business model innovation, service dominant logic

References:

1. Arbussa, A., Bikfalvi, A., & Marquès, P. (2017). Strategic agility-driven business model renewal: the case of an SME. *Management Decision*, 55(2), 271–293. <https://doi.org/10.1108/MD-05-2016-0355>
2. Basceanu, L. (2014). Business Model Innovation and Value Co-Creation - based on a single case study on Liz Claiborne -. Retrieved from http://studenttheses.cbs.dk/bitstream/handle/10417/4570/lelia_ecaterina_basceanupdf.pdf?sequence=1
3. Brochado, A., Troilo, M., & Shah, A. (2017). Airbnb customer experience: Evidence of convergence across three countries. *Annals of Tourism Research*, 63(2017), 210–212. <https://doi.org/10.1016/j.annals.2017.01.001>
4. Camarinha-Matos, L. M. (2007). Collaborative Networked Organizations in Manufacturing. In *IFAC Proceedings Volumes* (Vol. 40, pp. 187–198). <https://doi.org/10.3182/20071002-MX-4-3906.00032>
5. Chesbrough, H. (2010). Business model innovation: Opportunities and barriers. *Long Range Planning*, 43(2–3), 354–363. <https://doi.org/10.1016/j.lrp.2009.07.010>
6. Cohen, J. (1992). Quantitative Methods in psychology: A Power Primer. *Psychological Bulletin*, 112(1), 155–159. <https://doi.org/10.1016/j.jorganchem.2011.01.025>
7. Crocitto, M., & Youssef, M. (2003). The human side of organizational agility. *Industrial Management and Data Systems*, 103(6), 388–397. <https://doi.org/10.1108/02635570310479963>
8. Ercsey, I. (2017). The Role of Customers’ Involvement in Value Co-creation Behaviour is Value Co-creation the Source of Competitive Advantage? *Journal of Competitiveness*, 9(3), 51–66. <https://doi.org/10.7441/joc.2017.03.04>
9. Fornell, C. and Cha, J. (1994). *Partial Least Squares in Advanced Methods of Marketing Research*. Edited by R.P. Bagozzi. Cambridge, USA, Blackwell Publishers, p.52-78.
10. Frow, P., Nenonen, S., Payne, A., & Storbacka, K. (2015). Managing Co-creation Design: A Strategic Approach to Innovation. *British Journal of Management*, 26(3), 463–483. <https://doi.org/10.1111/1467-8551.12087>
11. Gassmann, O., Frankenberger, K., & Csik, M. (2014). Revolutionizing the Business Model - St. Gallen Business Model Navigator. *Management of the Fuzzy Front End of Innovation* (Vol. 18). https://doi.org/10.1007/978-3-319-01056-4_7
12. Hair, J. F., Ringle, C. M., Sarstedt, M., & Vinzi, E. (2014). Editorial Partial Least Squares Structural Equation Modeling : Rigorous Applications , Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1109/MCSE.2008.47>
13. Kodama, M. (2018). Service Innovation Through Collaborative Dynamic Capabilities: A Systems Approach. In M. Kodama (Ed.), *Collaborative Dynamic Capabilities for Service Innovation* (2018th ed., pp. 47–90). London, New York & Shanghai: Palgrave Macmillan. <https://doi.org/10.1007/978-3-319-77240-0>
14. Lemon, K. N., & Verhoef, P. C. (2016). Understanding Customer Experience Throughout the Customer Journey. *Journal of Marketing*, 80(6), 69–96. <https://doi.org/10.1509/jm.15.0420>
15. Loss, L., & Crave, S. (2011). Agile Business Models: an Approach to support collaborative networks. *Production Planning & Control*, 22(5–6), 571–580.
16. Meyer, C., & Schwager, A. A. (2007). Understanding customer experience. *Harvard Business Review*. <https://doi.org/10.1108/00242539410067746>
17. Mihardjo, L. W. W., Alamsjah, F., Elidjen, E., & Sasmoko, S. (2018). Digital Transformation in the Age of Industry 4.0 : Acceleration of Transformational Performance through Business Model Innovation and Co-Creation Strategy in Indonesian ICT Firms. *Transformación digital en la era de la industria 4.0 : Aceleración del. Opcion*, 86(86), 2145–2159.
18. Mihardjo, L. W. W., Sasmoko, S., Alamsjah, F., & Elidjen, E. (2018). The Role of Distinctive Organisational Capability in Formulating Co-Creation Strategy and Business Model Innovation. *Polish Journal of Management Studies*, 18(2), 197–208. <https://doi.org/10.17512/pjms.2018.18.2.16>
19. Nold, H., & Michel, L. (2013). The Performance Triangle: A Model for Corporate Agility. Retrieved from <https://www.agilityinsights.net/media/archive1/downloads/AgilityInsights-ThePerformanceTriangle.pdf>
20. Osterwalder, A., & Pigneur, Y. (2010). *Business Model Generation*. John Wiley & Sons, Inc., Hoboken, New Jersey (Vol. 1). <https://doi.org/10.1523/JNEUROSCI.0307-10.2010>
21. Pallant, J. (2005). *SPSS survival manual*. Maidenhead, United Kingdom: Open University Press.
22. Palmer, A. (2010). Customer experience management: A critical review of an emerging idea. *Journal of Services Marketing*, 24(3), 196–208. <https://doi.org/10.1108/08876041011040604>
23. Ramaswamy, V. (2008). Co-creating value through customers’ experiences: The Nike case. *Strategy and Leadership*, 36(5), 9–14. <https://doi.org/10.1108/10878570810902068>
24. Ramaswamy, V. (2011). It’s about human experiences...and beyond, to co-creation. *Industrial Marketing Management*, 40(2), 195–196. <https://doi.org/10.1016/j.indmarman.2010.06.030>
25. Richter, S., Trier, M., & Richter, A. (2017). Value co-creation in the digital factory – The empowered role of shop floor workers. In *Australian conference on information systems* (Vol. 28, pp. 1–12). Retrieved from https://www.acis2017.org/wp-content/uploads/2017/11/ACIS2017_paper_144_FULL.pdf
26. Romero, D., & Molina, A. (2011). Collaborative networked organisations and customer communities: Value co-creation and co-innovation in the networking era. *Production Planning and Control*, 22(5–6), 447–472. <https://doi.org/10.1080/09537287.2010.536619>
27. Roser, T., DedFillippi, R., Samson, A. (2013). Managing your co-creation mix: co-creation Ventures in distinctive Contexts. *European Business Review*, 25(1), 20–41. <https://doi.org/10.1108/EL-01-2017-0019>

28. Seethamraju, R., & Krishna Sundar, D. (2013). Influence of ERP systems on business process agility. *IIMB Management Review*, 25(3), 137–149. <https://doi.org/10.1016/j.iimb.2013.05.001>
29. Seppanen, M., & Laukkanen, I. (2015). Business model innovation: Focus on customer experience. In 2015 IEEE International Conference on Engineering, Technology and Innovation/ International Technology Management Conference, ICE/ITMC (pp. 1–9). <https://doi.org/10.1109/ICE.2015.7438657>
30. Sharma, S., Conduit, J., & Hill, S. R. (2014). Organisational capabilities for customer participation in health care service innovation. *Australasian Marketing Journal*, 22(3), 179–188. <https://doi.org/10.1016/j.ausmj.2014.08.002>
31. Shrivastava, P. (2016). Effect of Co-Creation on Customer Experience, Trust and Brand Loyalty. *International Journal of Sales & Marketing Management Research and Development (IJSMRD)*, 6(6), 1–14. Retrieved from <http://www.tjprc.org/view-archives.php>
32. Sjödin, C., & Kristensson, P. (2012). Customers' experiences of co-creation during service innovation. *International Journal of Quality and Service Sciences*, 4(2), 189–204. <https://doi.org/10.1108/17566691211232918>
33. Teece, D., Peteratd, M., & Leih, S. (2016). Dynamic Capabilities and Organizational Agility. *California Management Review*, 58(4), 4–9. <https://doi.org/10.1525/cmr.2016.58.4.13>
34. Trinh-Phuong, T., Molla, A., & Peszynski, K. (2010). Enterprise systems and organisational agility: Conceptualizing the link. In *ACIS 2010 Proceedings - 21st Australasian Conference on Information Systems* (pp. 1–4). Retrieved from <http://www.scopus.com/inward/record.url?eid=2-s2.0-84870387687&partnerID=40&md5=ae17d0013c85ef2e21e7d4d50d257dc6>
35. Vargo, S. L., & Lusch, R. F. (2004). Evolving to a New Dominant Logic for Marketing. *Journal of Marketing*, 68(1), 1–17. <https://doi.org/10.1509/jmkg.68.1.1.24036>
36. Vargo, S. L., & Lusch, R. F. (2016). Institutions and axioms: an extension and update of service-dominant logic. *Journal of the Academy of Marketing Science*, 44(1), 5–23. <https://doi.org/10.1007/s11747-015-0456-3>
37. Wirtz, B. W., Pistoia, A., Ullrich, S., & Göttel, V. (2016). Business Models: Origin, Development and Future Research Perspectives. *Long Range Planning*, 49(1), 36–54. <https://doi.org/10.1016/j.lrp.2015.04.001>
38. Xie, K., Wu, Y., Xiao, J., & Hu, Q. (2016). Value co-creation between firms and customers: The role of big data-based cooperative assets. *Information and Management*, 53(8). <https://doi.org/10.1016/j.im.2016.06.003>
39. Zott, C., & Amit, R. (2017). Business Model Innovation: How to Create Value in a Digital World. *GfK Marketing Intelligence Review*, 9(1), 18–23. <https://doi.org/10.1515/gfkmir-2017-0003>

Authors:	Leonardus W Wasono Mihardjo, Sasmoko, Firdaus Alamsjah, Riza A.N. Rukmana
Paper Title:	Transforming into Sustainable Innovation-driven Digital Co-creation: The Role of Experience, Community and Agility

Abstract: Sustainability is a critical element in creating long-term values for service creation, especially for in-service providers in the Information Communication and Technology (ICT) industry. Sustainable values through co-creation involve crucial stakeholders, especially customers, organizations, and social communities to maximise the captured total value. Past studies have explored the concept, system and role of those stakeholders, however the sustainability of co-creation in the digital era has not been covered. Therefore, this paper aims to provide an understanding of the key concepts and models that would support practitioners in building sustainable innovation-driven digital co-creation. The study was conducted using 195 samples representing Indonesian ICT firms. Findings demonstrate that digital co-creation plays a significant role as an intervening variable in the relationship between customer experience orientation, social community, and organization agility and transformational performance.

Keyword: organizational agility, social community, customer experience orientation, digital co-creation, sustainability.

References:

1. Chincholle, D., Lachize, S., Backstrom, C., & Eriksson, C. (2013). Crafting UX - designing the user experience beyond the interface. *Ericsson Review*, 7(2013), 1–8. Retrieved from https://www.ericsson.com/res/thecompany/docs/publications/ericsson_review/2013/crafting-ux.pdf
2. Arbussa, A., Bikfalvi, A., & Marquès, P. (2017). Strategic agility-driven business model renewal : the case of an SME. *Management Decision*, 55(2), 271–293. <https://doi.org/10.1108/MD-05-2016-0355>
3. Carvalho, A. M., Sampaio, P., Rebentisch, E., Carvalho, J. Á., & Saraiva, P. (2017). Operational excellence, organisational culture and agility: the missing link? *Total Quality Management and Business Excellence*, 4(2017), 1–20. <https://doi.org/10.1080/14783363.2017.1374833>
4. Chakravarty, A., Grewal, R., & Sambamurthy, V. (2013). Information technology competencies, organizational agility, and firm performance. *Information Systems Research*, 24(4), 976–997. <https://doi.org/10.1287/isre.2013.0500>
5. Cohen, J. (1992). Quantitative Methods in psychology: A Power Primer. *Psychological Bulletin*, 112(1), 155–159. <https://doi.org/10.1016/j.jorganchem.2011.01.025>
6. Crocitto, M., & Youssef, M. (2003). The human side of organizational agility. *Industrial Management and Data Systems*, 103(6), 388–397. <https://doi.org/10.1108/02635570310479963>
7. Fatma, S. (2014). Antecedents and Consequences of Customer Experience Management- A Literature Review and Research Agenda. *International Journal of Business and Commerce*, 3(6), 32–49.
8. Felipe, C. M., & Rold, L. (2017). Impact of Organizational Culture Values on Organizational Agility. <https://doi.org/10.3390/su9122354>
9. Fuller, J. (2010). Refining Virtual Co-creation from a Consumer Perspective. *California Management Review*, 52(2), 98–122. <https://doi.org/https://doi.org/10.1525/cmr.2010.52.2.98>
10. Füller, J., Bartl, M., Ernst, H., & Mühlbacher, H. (2006). Community based innovation: How to integrate members of virtual communities into new product development. *Electronic Commerce Research*, 6(1), 57–73. <https://doi.org/10.1007/s10660-006-5988-7>
11. Hair, J. F., Ringle, C. M., Sarstedt, M., & Vinzi, E. (2014). Editorial Partial Least Squares Structural Equation Modeling: Rigorous Applications , Better Results and Higher Acceptance. *Long Range Planning*, 46(1–2), 1–12. <https://doi.org/10.1109/MCSE.2008.47>
12. Hamidi, F., & Shams Gharneh, N. (2017). Impact of co-creation on innovation capability and firm performance: a structural equation modeling. *AD-Minister*, (june), 73–90. <https://doi.org/10.17230/ad-minister.30.4>
13. Latham, J. R. (2013). A framework for leading the transformation to performance excellence part I: CEO perspectives on forces, facilitators, and strategic leadership systems. *Quality Management Journal*, 20(2), 12–33. <https://doi.org/10.1080/10686967.2013.11918095>
14. Lemon, K. N., & Verhoef, P. C. (2016). Understanding Customer Experience Throughout the Customer Journey. *Journal of Marketing*, 80(6), 69–96. <https://doi.org/10.1509/jm.15.0420>
15. Loucks, J., Bradley, J., Macaulay, J., Noronha, A., & Wade, M. (2015). Digital Vortex: How Digital Disruption is Redefining Industries. *Global Center for Digital Business Transformation*, (June), 1–24.
16. Lu, Y., & Ramamurthy, K. (2011). Understanding the Link between Information Technology Capability and Organizational Agility: An Empirical Examination. *Management Information Systems Quarterly*, 35(4), 931–954.
17. Mittal, S. (2014). Relationship of Value Co-Creation with Customer Experience and Customer Engagement for Online Fashion Portals in India.

18. Nold, H., & Michel, L. (2013). The Performance Triangle: A Model for Corporate Agility. Retrieved from <https://www.agilityinsights.net/media/archive1/downloads/AgilityInsights-ThePerformanceTriangle.pdf>
19. Pérez, L., Dos Santos Paulino, V., & Cambra-Fierro, J. (2017). Taking advantage of disruptive innovation through changes in value networks: insights from the space industry. *Supply Chain Management: An International Journal*, 22(2), 97–106. <https://doi.org/10.1108/SCM-01-2017-0017>
20. Pradhan, R. P., Mallik, G., & Bagchi, T. P. (2018). Information communication technology (ICT) infrastructure and economic growth: A causality evinced by cross-country panel data. *IIMB Management Review*, 30(1), 91–103. <https://doi.org/10.1016/j.iimb.2018.01.001>
21. Ramaswamy, V. (2009). Leading the transformation to co-creation of value. *Strategy and Leadership*, 37(2), 32–37. <https://doi.org/10.1108/10878570910941208>
22. Ramaswamy, V. (2011). It's about human experiences...and beyond, to co-creation. *Industrial Marketing Management*, 40(2), 195–196. <https://doi.org/10.1016/j.indmarman.2010.06.030>
23. Restuccia, M. (2009). Value Co-Creation Orientation: Conceptualization, Measurement and Impact on Firm Performance. Doctoral Workshop Naples Forum on Services, 1(514), 1–16.
24. Richter, S., Trier, M., & Richter, A. (2017). Value co-creation in the digital factory – The empowered role of shop floor workers. In Australian conference on information systems (Vol. 28, pp. 1–12). Retrieved from https://www.acis2017.org/wp-content/uploads/2017/11/ACIS2017_paper_144_FULL.pdf
25. Romero, D., & Molina, A. (2009). Value co-creation and co-innovation: Linking networked organisations and customer communities. *IFIP Advances in Information and Communication Technology*, 307, 401–412. https://doi.org/10.1007/978-3-642-04568-4_42
26. Sasmoko, M, L.W, W, Alamsjah, F., & Elidjen, E. (2019). The influence of digital customer experience and electronic word of mouth on brand image and supply chain sustainable performance. *Uncertain Supply Chain Management*, 7(2019), 691–702. <https://doi.org/10.5267/j.uscm.2019.4.001>
27. Sasmoko, M, L.W, W., Alamsjah, F., Elidjen, E., & Sasmoko, S. (2018). Digital Transformation in the Age of Industry 4.0: Acceleration of Transformational Performance through Business Model Innovation and Co-Creation Strategy in Indonesian ICT Firms. *Transformación digital en la era de la industria 4.0: Aceleración del. Opcion*, 86(86), 2145–2159.
28. Sawhney, O., Verona, G., & Prandelli, E. (2005). Collaborating to Create: The Internet as Platform for Customer Engagement in Product innovation. *Journal of Interactive Marketing*, 19(4), 1–14. <https://doi.org/10.1002/dir>
29. Seethamraju, R., & Krishna Sundar, D. (2013). Influence of ERP systems on business process agility. *IIMB Management Review*, 25(3), 137–149. <https://doi.org/10.1016/j.iimb.2013.05.001>
30. Sharma, S., Conduit, J., & Rao Hill, S. (2014). Organisational capabilities for customer participation in health care service innovation. *Australasian Marketing Journal*, 22(3), 179–188. <https://doi.org/10.1016/j.ausmj.2014.08.002>
31. Shrivastava, P. (2016). Effect of Co-Creation on Customer Experience, Trust and Brand Loyalty. *International Journal of Sales & Marketing Management Research and Development (IJSMMRD)*, 6(6), 1–14. Retrieved from <http://www.tjprc.org/view-archives.php>
32. Sjödin, C., & Kristensson, P. (2012). Customers' experiences of co-creation during service innovation. *International Journal of Quality and Service Sciences*, 4(2), 189–204. <https://doi.org/10.1108/17566691211232918>
33. Teece, D., Peteratd, M., & Leih, S. (2016). Dynamic Capabilities and Organizational Agility. *California Management Review*, 58(4), 4–9. <https://doi.org/10.1525/cmr.2016.58.4.13>
34. Trencher, G., Nagao, M., Chen, C., Ichiki, K., Sadayoshi, T., Kinai, M., ... Yarime, M. (2017). Implementing sustainability co-creation between universities and society: A typology-based understanding. *Sustainability (Switzerland)*, 9(4). <https://doi.org/10.3390/su9040594>
35. Trinh-Phuong, T., Molla, A., & Peszynski, K. (2010). Enterprise systems and organisational agility: Conceptualizing the link. In *ACIS 2010 Proceedings - 21st Australasian Conference on Information Systems* (pp. 1–4). Retrieved from <http://www.scopus.com/inward/record.url?eid=2-s2.0-84870387687&partnerID=40&md5=ae17d0013c85ef2e21e7d4d50d257dc6>
36. Valdez-de-leon, O. (2016). A Digital Maturity Model for Telecommunications Service Providers A Digital Maturity Model for Telecommunications Service Providers, 6(8), 19–32.
37. Vincenza Ciasullo, M., Troisi, O., & Cosimato, S. (2018). How Digital Platforms Can Trigger Cultural Value Co-Creation?—A Proposed Model. *Journal of Service Science and Management*, 11(02), 161–181. <https://doi.org/10.4236/jssm.2018.112013>
38. Wei, Z., & Xuexun, H. (2010). A research on the relationship between innovation culture, transformational capabilities and transformational performance. In *IEEE Explore on 2010 International Conference on Management and Service Science* (pp. 1–4). <https://doi.org/10.1109/ICMSS.2010.5576400>
39. Wüstenhagen, R., Sharma, S., Starik, M., & Wuebker, R. (2008). Sustainable Innovation and Entrepreneurship: introduction to the volume. In R. Wüstenhagen, J. Hamschmidt, S. Shara, & M. Starik (Eds.), *Sustainable Innovation and Entrepreneurship* (1st Editio, pp. 1–21). Cheltenham, UK; Massachusetts, USA: Edward Elgar Publishing Limited. <https://doi.org/10.4337/9781848441552>

Authors:

Leonardus W Wasono Mihardjo, Sasmoko, Firdaus Alamsyah, Elidjen

Paper Title:

Boosting the Firm Transformation in Industry 5.0: Experience-Agility Innovation Model

Abstract:

Industry 5.0 brings collaborative and automatic environment, thus creating a new paradigm for companies in doing business. The way organizations manage resources and capability, especially in relationship with people, culture and process in creating new business models have changed. Previous studies on developing innovation based on customer experience and agility of organization focus on the concept, relationship among variables and the implication. However, in the context of industry 5.0, the study on those topics has not been revealing. Hence, this study aims to assess the concept of experience-agility innovation model to support transformation in the context of digital transformation to face Industry 5.0. The proposed model was assessed with 195 Indonesia ICT firms using SEM-PLS statistical tools. The findings demonstrate that the firm that offers compelling value proposition from customer experience while concurrently developing agility in the organization to create business model innovation could boost the transformational performance. For further researches, the study can be enhanced through expanding the model, sample, and time.

Keyword:

customer experience, organizational agility, business model innovation, transformational performance, industry 5.0

References:

1. Amit, R., & Zott, C. (2010). *Business Model Innovation: Creating Value in Times of Change*. *Universia Business Review* (Vol. 3). <https://doi.org/10.2139/ssrn.1701660>
2. Arbussa, A., Bikfalvi, A., & Marquès, P. (2017). Strategic agility-driven business model renewal: the case of an SME. *Management Decision*, 55(2), 271–293. <https://doi.org/10.1108/MD-05-2016-0355>
3. Bansal, S. (2018). *Industry 5.0 – Next Generation Customer Experience Redefined?* Retrieved from <https://www.thedigitaltransformationpeople.com/channels/customer-engagement/industry-5-0-next-generation-customer-experience-redefined/>
4. Banu Ozkeser. (2018). Lean Innovation Approach in Industry 5.0. In *the Eurasia Proceedings of Science* (Vol. 2, pp. 422–428). Retrieved from www.isres.org

113.

735-742

5. Basceanu, L. (2014). *Business Model Innovation and Value Co-Creation - based on a single case study on Liz Claiborne* -. Retrieved from http://studenttheses.cbs.dk/bitstream/handle/10417/4570/lelia_ecaterina_basceanupdf.pdf?sequence=1
6. Bashir, M., & Verma, R. (2017). Why Business Model Innovation Is The New Competitive Advantage. *The IUP Journal of Business Strategy*, XIV(1), 7–18. Retrieved from <https://search.proquest.com/docview/1891339723/fulltextPDF/ED6D5CF800FE42FBPQ/1?accountid=8155>
7. Berglund, H., & Sandström, C. (2013). Business model innovation from an open systems perspective: structural challenges and managerial solutions. *International Journal of Product Development*, 18(3/4), 274. <https://doi.org/10.1504/IJPD.2013.055011>
8. Bolton, R. N. (2016). *Service excellence: Creating customer experiences that build relationships*. (N. Maholtra, Ed.). New York: Business Expert Press, LLC. Retrieved from http://www.ruthnbolton.com/Webinar160915_Bolton.pdf
9. Boons, F., & Lüdeke-Freund, F. (2013). Business models for sustainable innovation: State-of-the-art and steps towards a research agenda. *Journal of Cleaner Production*, 45, 9–19. <https://doi.org/10.1016/j.jclepro.2012.07.007>
10. Brochado, A., Trilo, M., & Shah, A. (2017). Airbnb customer experience: Evidence of convergence across three countries. *Annals of Tourism Research*, 63(2017), 210–212. <https://doi.org/10.1016/j.annals.2017.01.001>
11. Carvalho, A. M., Sampaio, P., Rebentisch, E., Carvalho, J. Á., & Saraiva, P. (2017). Operational excellence, organisational culture and agility: the missing link? *Total Quality Management and Business Excellence*, 4(2017), 1–20. <https://doi.org/10.1080/14783363.2017.1374833>
12. Chandola, V. (2015). *Digital Transformation and Sustainability Study and Analysis*. Cambridge, Massachusetts.
13. Chesbrough, H. (2012). Open Innovation: Where We've Been and Where We're Going. *Research-Technology Management*, 55(4), 20–27. <https://doi.org/10.5437/08956308X5504085>
14. Chesbrough, H., & Rosenbloom, R. S. (2002). The role of the business model in capturing value from innovation : evidence from Xerox Corporation 's technology spin-off companies. *Industrial and Corporate Change*, 11(3), 529–555. <https://doi.org/10.1093/icc/11.3.529>
15. Cohen, J. (1992). Quantitative Methods in psychology: A Power Primer. *Psychological Bulletin*, 112(1), 155–159. <https://doi.org/10.1016/j.jorganchem.2011.01.025>
16. Crocitto, M., & Youssef, M. (2003). The human side of organizational agility. *Industrial Management and Data Systems*, 103(6), 388–397. <https://doi.org/10.1108/02635570310479963>
17. Cucculelli, M., & Bettinelli, C. (2015). Business models, intangibles and firm performance: evidence on corporate entrepreneurship from Italian manufacturing SMEs. *Small Business Economics*, 45(2), 329–350. <https://doi.org/10.1007/s11187-015-9631-7>
18. Doz, Y. L., & Kosonen, M. (2010). Embedding Strategic Agility A Leadership Agenda for Accelerating Business Model Renewal. *Long Range Planning*, 43(2010), 370–382. <https://doi.org/10.1016/j.lrp.2009.07.006>
19. Fatma, S. (2014). Antecedents and Consequences of Customer Experience Management- A Literature Review and Research Agenda. *International Journal of Business and Commerce*, 3(6), 32–49.
20. Fujii, T., Guo, T., & Kamoshida, A. (2018). A Consideration of Service Strategy of Japanese Electric Manufacturers to Realize Super Smart Society (SOCIETY 5.0). In *Knowledge Management in Organization* (pp. 634–645). Switzerland: Springer International Publishing. <https://doi.org/10.1109/ICAICT.2011.6110900>
21. Hugos, M. H. (2009). *business agility: sustainable prosperity in relentlessly competitive world* (1st ed.). New Jersey: John Wiley & Sons, Inc.
22. Inigo, E. A., Albareda, L., & Ritala, P. (2017). Business model innovation for sustainability: exploring evolutionary and radical approaches through dynamic capabilities. *Industry and Innovation*, 24(5), 515–542. <https://doi.org/10.1080/13662716.2017.1310034>
23. Lemon, K. N., & Verhoef, P. C. (2016). Understanding Customer Experience Throughout the Customer Journey. *Journal of Marketing*, 80(6), 69–96. <https://doi.org/10.1509/jm.15.0420>
24. Loss, L., & Crave, S. (2011). Agile Business Models: An approach to support collaborative networks. *Production Planning and Control*, 22(5–6), 571–580. <https://doi.org/10.1080/09537287.2010.536646>
25. Mayumi Fukuyama. (2018). Society 5.0: Aiming for a New Human-centered Society. *Japan SPOTLIGHT*, 27(July / August 2018), 8–13.
26. Meyer, C., & Schwager, A. A. (2007). Understanding customer experience. *Harvard Business Review*. <https://doi.org/10.1108/00242539410067746>
27. Mihardjo, Leonardus W Wasono, Sasmoko, Alamsjah, F., & Elidjen, E. (2019). The influence of digital customer experience and electronic word of mouth on brand image and supply chain sustainable performance. *Uncertain Supply Chain Management*, 7(2019), 691–702. <https://doi.org/10.5267/j.uscm.2019.4.001>
28. Mihardjo, Leonardus Wahyu Wasono, Alamsjah, F., Elidjen, E., & Sasmoko, S. (2018). Digital Transformation in the Age of Industry 4 . 0 : Acceleration of Transformational Performance through Business Model Innovation and Co-Creation Strategy in Indonesian ICT Firms Transformación digital en la era de la industria 4 . 0 : Aceleración del. *Opcion*, 86(86), 2145–2159.
29. Nenonen, S., & Storbacka, K. (2010). Business model design: conceptualizing networked value co-creation. *International Journal of Quality and Service Sciences*, 2(1), 43–59. <https://doi.org/10.1108/17566691011026595>
30. Onday, O. (2019). Japan's Society 5.0: Going Beyond Industry 4.0. *Business and Economics Journal*, 10(2), 1–6. <https://doi.org/10.1001/jama.1958.02990280024007>
31. Osterwalder, A., & Pigneur, Y. (2010). *Business Model Generation*. John Wiley & Sons, Inc., Hoboken, New Jersey (Vol. 1). <https://doi.org/10.1523/JNEUROSCI.0307-10.2010>
32. Özdemir, V., & Hekim, N. (2018). Birth of Industry 5.0: Making Sense of Big Data with Artificial Intelligence, “The Internet of Things” and Next-Generation Technology Policy. *OMICS: A Journal of Integrative Biology*, 22(1), 65–76. <https://doi.org/10.1089/omi.2017.0194>
33. Palmer, A. (2010). Customer experience management: A critical review of an emerging idea. *Journal of Services Marketing*, 24(3), 196–208. <https://doi.org/10.1108/08876041011040604>
34. Parise, S., Guinan, P. J., & Kafka, R. (2016). Solving the crisis of immediacy: How digital technology can transform the customer experience. *Business Horizons*, 59(4), 411–420. <https://doi.org/10.1016/j.bushor.2016.03.004>
35. Paschek, D., Mocan, A., & Draghici, A. (2019). Industry 5 . 0 – The Expected Impact of Next Industrial Revolution. In *managment knowledge learning international conference* (pp. 125–132).
36. Priyanka Shrivastava. (2016). Effect of Co-Creation on Customer Experience, Trust and Brand Loyalty. *International Journal of Sales & Marketing Management Research and Development (IJSMMRD)*, 6(6), 1–14. Retrieved from <http://www.tjprc.org/view-archives.php>
37. Ramaswamy, V. (2008). Co-creating value through customers' experiences: The Nike case. *Strategy and Leadership*, 36(5), 9–14. <https://doi.org/10.1108/10878570810902068>
38. Ramaswamy, V. (2011). It's about human experiences...and beyond, to co-creation. *Industrial Marketing Management*, 40(2), 195–196. <https://doi.org/10.1016/j.indmarman.2010.06.030>
39. Seppanen, M., & Laukkanen, I. (2015). Business model innovation: Focus on customer experience. In 2015 IEEE International Conference on *Engineering, Technology and Innovation/ International Technology Management Conference, ICE/ITMC* (pp. 1–9). <https://doi.org/10.1109/ICE.2015.7438657>
40. Situmorang, S. H., Rini, E. S., & Muda, I. (2017). Customer Experience, Net Emotional Value and Net Promoter Score on muslim middle class women in Medan. *International Journal of Economic Research*, 14(20), 269–283.
41. Sjödin, C., & Kristensson, P. (2012). Customers' experiences of co-creation during service innovation. *International Journal of Quality and Service Sciences*, 4(2), 189–204. <https://doi.org/10.1108/17566691211232918>
42. Stuart, F. I., & Tax, S. (2004). Toward an integrative approach to designing service experiences Lessons learned from the theatre. *Journal of Operations Management*, 22(6), 609–627. <https://doi.org/10.1016/j.jom.2004.07.002>
43. Teece, D. J., & Linden, G. (2017). Business models , value capture , and the digital enterprise. <https://doi.org/10.1186/s41469-017-0018-x>
44. Vokurka, R. J., & Flidner, G. (1998). The journey toward agility. *Industrial Management and Data Systems*, 98(4), 165–171. <https://doi.org/10.1108/02635579810219336>

45. Wang, F. Y., Yuan, Y., Wang, X., & Qin, R. (2018). Societies 5.0: A New Paradigm for Computational Social Systems Research. *IEEE Transactions on Computational Social Systems*, 5(1), 2–8. <https://doi.org/10.1109/TCSS.2018.2797598>
46. Zhang, Y., Wen, J., Qiuli, Q. I. N., Hao, Y. U., Leminen, S., Rajahonka, M., ... Chan, H. C. Y. (2015). How Smart, Connected Products Are Transforming Companies. *Blog.Proccess.Com*, 4(4), 5–14. <https://doi.org/10.1007/978-3-642-19157-2>
47. Zott, C., & Amit, R. (2010). Business model design: An activity system perspective. *Long Range Planning*, 43(2–3), 216–226. <https://doi.org/10.1016/j.lrp.2009.07.004>
48. Zott, C., & Amit, R. (2017). Business Model Innovation: How to Create Value in a Digital World. *GfK Marketing Intelligence Review*, 9(1), 18–23. <https://doi.org/10.1515/gfkmir-2017-0003>

Authors: Leonardus W Wasono Mihardjo, Sasmoko, Riza A.N. Rukmana

Paper Title: Fostering Net Promoter Score: Crafting User Experience in Difference Cultural Ecosystem

Abstract: The customer research in terms of usability, usefulness and branding on User Experience (UX) design is a critical part of the success in application implementation on Information communication technology (ICT) industry. The study on impact of cultural system with similar target market into designing UX in correlation with net promoter score (NPS) has not been revealed as part of important factor, for designing and evaluation of application design. Hence, this paper has objective to assess the effect of user experience (UX) in difference cultural ecosystem in relation with NPS for Indonesia diaspora. The case of prepaid product Kartu As 2in1 was investigated. The survey done through discussion with 20 respondents of Indonesia diaspora, with 10 respondents in Indonesia and Malaysia respectively. The result found that there is some similarity pattern of customer characteristics. However, some variations due to cultural ecosystem difference is found, that the Indonesia diaspora living in Malaysia mostly focused on the easiness of the use, but in Indonesia, they focused on the functionality

Keyword: user experience, cultural ecosystem, net promoter score, Indonesia diaspora, Telin

References:

1. Chincholle, D., Lachize, S., Backstrom, C., & Eriksson, C. (2013). Crafting UX - designing the user experience beyond the interface. *Ericsson Review*, 7(2013), 1–8. Retrieved from https://www.ericsson.com/res/thecompany/docs/publications/ericsson_review/2013/er-crafting-ux.pdf
2. Fisher, N. I., & Kordupleski, R. E. (2018). *What 's Wrong with Net-Promoter Score ?*
3. Følstad, A., & Kvale, K. (2018). Using the Net Promoter Score to support service design: Digging for gold in customer free-text reports. In *Service Design Proof of Concept* (pp. 512–527).
4. Hapsari, C., Stoffers, J., & Gunawan, A. (2017). International Review of Management and Marketing The Influence of Perceived Cultural and Business Distance on International Marketing Strategy Decisions; A Case Study of Telkom Indonesia International. *International Review of Management and Marketing*, 7(3), 238–245. Retrieved from <http://www.econjournals.com>
5. Hussain, M. (2013). *Collaborative Innovation and User Experience Control- Strategies for Monetization of QoS of Data by Cellular Operators*. Massachusetts institute of Technology.
6. Kastanakis, M. N., & Voyer, B. G. (2014). The effect of culture on perception and cognition: A conceptual framework. *Journal of Business Research*, 67(4), 425–433. <https://doi.org/10.1016/j.jbusres.2013.03.028>
7. Keiningham, T. L., Cooil, B., Andreassen, T. W., & Aksoy, L. (2007). A Longitudinal Examination of Net Promoter and Firm Revenue Growth. *Journal of Marketing*, 71(3), 39–51. <https://doi.org/10.1509/jmkg.71.3.39>
8. Konstantakis, M., Michalakakis, K., Aliprantis, J., Kalatha, E., & Caridakis, G. (2017). Formalising and evaluating Cultural User Experience. *Proceedings - 12th International Workshop on Semantic and Social Media Adaptation and Personalization, SMAP 2017*, 90–94. <https://doi.org/10.1109/SMAP.2017.8022675>
9. Lubis, Z. (2017). The comparison between Indonesia and Malaysia Tourism Performance, Policies and Sources. *The Social Sciences*, 12(9), 1646–1657.
10. Malaysia Competitive Corporation. (2018). *Malaysian in the Global Competitive Report 2018*.
11. Nielsen, J. (2012). Usability 101 : Introduction to Usability Why Usability is Important.
12. Rajasekaran, M. N., & Dinesh, M. N. (2018). How Net Promoter Score Relates To Organizational Growth. *International Journal of Creative Research Thoughts*, 6(2), 2320–2882. Retrieved from [www.ijcrt.org](http://www.ijcrt.org/www.ijcrt.org)
13. Romeo, P., Karreman, J., Pietro Romeo, U., & Li, Q. (2017). *Cross-Cultural HCI and UX Design: A Comparison of Chinese and Western User Interfaces*. *Cross-Cultural HCI and UX Design: A Comparison of Chinese and Western User Interfaces Investigating cultural factors behind WeChat and its Western counterparts*. <https://doi.org/10.13140/RG.2.2.18547.63525>
14. Santoso, H., Schrepp, M., Hinderks, A., & Thomaschewski, J. (2017). Cultural Differences in the Perception of user experience. *Korean Publishing Science Society*, 77(September), 267–271. <https://doi.org/10.21732/skps.2017.77.111>
15. Telin. (2019). *Annual Report Telin 2018: Securing the rebound through Business innovations, infrastructure expansion and Transformation towards Global Digital Hub*.
16. Thompson, E. C., Thianthai, C., & Hidayana, I. (2007). Culture and international imagination in Southeast Asia. *Political Geography*, 26(3), 268–288. <https://doi.org/10.1016/j.polgeo.2006.10.011>
17. Vincenza Ciasullo, M., Troisi, O., & Cosimato, S. (2018). How Digital Platforms Can Trigger Cultural Value Co-Creation?—A Proposed Model. *Journal of Service Science and Management*, 11(02), 161–181. <https://doi.org/10.4236/jssm.2018.112013>

114.

743-747

Authors: Lai Foong Yip, Nor Hasniza Ibrahim, Johari Surif

Paper Title: Effect of Pro-iCo Module towards Students' Achievements on Chemical Bonding

Abstract: The deterioration of Malaysian students' achievements in Science subject is an alarming issue. Malaysian students' enrolment in STEM at upper secondary schools has gradually declining. Effective STEM teaching materials developed by using appropriate teaching approach for improving students' achievements in STEM field, particularly Chemistry is urgently needed. Thus, the purpose of this study was to determine the effects of the teaching module towards students' achievements on chemical bonding. Pro-iCo Module was designed and developed by the researcher based on STEM-5E learning cycle constructivist approach via ADDIE model. This study used a One-Group Pretest-Posttest Design.. A total of 30 form four Chemistry students were selected purposively from one of the secondary schools in Johor Bahru. The instruments used in this research were (i) Pro-iCo Module Evaluation Questionnaire (Pro-iCo MEQ) (ii) Chemical Bonding Achievement Test (CBAT). Descriptive analysis and inferential analysis (Paired Sample T- test) were used in analysing the data collected. Based on the findings of the Pro-iCo MEQ, the teachers agreed that the Pro-iCo Module has fulfilled all the criteria of evaluation aspects. The findings of

115.

748-756

CBAT revealed a significant difference (with the value of 22.57) between the mean of pre-test score and the mean of post-test score. The statistical analysis of Paired Sample T-test indicated that students scored significantly higher ($p < 0.05$) in the post-test than in the pre-test. It can be concluded that the implementation of Pro-iCo Module has significant positive impact on students achievements in chemical bonding. Hence, Pro-iCo Module could be used as an appropriate teaching module by teachers in implementing STEM approach at schools for enhancing students' achievement in chemistry.

Keyword: teaching module; chemical bonding concepts; STEM-5E Learning Cycle

References:

1. N. Z. N. Kar and S. Saleh, "Kesan Pendekatan Inkuiri Penemuan Terhadap Pencapaian Pelajar Dalam Mata Pelajaran Kimia," *Asia Pacific J. Educ. Educ.*, vol. 27, pp. 159–174, 2012.
2. Ministry of Education Malaysia, "Malaysia Education Blueprint 2013 - 2025." Ministry of Education Malaysia, Putrajaya Malaysia, 2012.
3. Curriculum Development Division Ministry of Education Malaysia, "Sharing Malaysian Experience in Participation of Girls in Stem Education," 2016.
4. E. Enawaty and R. P. Sartika, "Description of Students' Misconception in Chemical Bonding," in *Proceeding of International Conference On Research, Implementation And Education Of Mathematics And Sciences 2015*, 2015.
5. T. Woldeamanuel, M. M., Atagana, H., & Engida, "What makes chemistry difficult?," *African J. Chem. Educ.*, vol. 4, no. 2, pp. 31–43, 2014.
6. V. Gafoor, K. A., & Shilna, "Perceived Difficulty of Chemistry Units in Std IX for Students in Kerala Stream Calls for Further Innovations," 2013.
7. H. S. Dhindsa and D. F. Treagust, "Prospective Pedagogy for Teaching Chemical Bonding for Smart and Sustainable Learning," *Chem. Educ. Res. Pr.*, vol. 15, no. 4, pp. 435–446, 2014.
8. N. T. Levy, R. Mamlok-Naaman, A. Hofstein, and K. S. Taber, "Teaching and Learning The Concept of Chemical Bonding," *Stud. Sci. Educ.*, vol. 46, no. 2, pp. 179–207, 2010.
9. B. M. Naah and M. J. Sanger, "Student Misconceptions in Writing Balanced Equations for Dissolving Ionic Compounds in water," *Chem. Educ. Res. Pract.*, vol. 13, no. 3, pp. 186–194, 2012.
10. F. F. K. Victoria and A. E. Paul, "Enhancing Students' Achievement, Interest and Retention in Chemistry through an Integrated Teaching / Learning Approach," *Br. J. Educ. Soc. Behav. Sci.*, vol. 4, no. 12, pp. 1653–1663, 2014.
11. Curriculum Development Centre of Ministry of Education Malaysia, *Science Form 4: Integrated Curriculum for Secondary School: Curriculum Specifications*, First. Ministry of Education Malaysia, 2005.
12. M. Y. Arshad and H. Othman, "Kefahaman Pelajar Tingkatan Empat Sekolah Menengah Mengenai Ikatan Kimia." Universiti Teknologi Malaysia, Skudai, 2008.
13. H. Özmen, H. Demircioğlu, and G. Demircioğlu, "The Effects of Conceptual Change Texts Accompanied with Animations on Overcoming 11th Grade Students' Alternative Conceptions of Chemical Bonding," *Comput. Educ.*, vol. 52, no. 3, pp. 681–695, 2009.
14. E. S. Pianfetti, G. C. Reese, and T. Education, "Transforming Education," in *Fostering Human Development Through Engineering and Technology Education*, M. Barak and M. Hacker, Ed. Sense Publishers, 2011, pp. 281–293.
15. R. M. Capraro, M. M. Capraro, and J. R. Morgan, Eds., *STEM Project-based Learning An Integrated Science, Technology, Engineering, and Mathematics (STEM) Approach.*, 2nd Editio. The Netherlands: Sense Publishers, 2013.
16. R. Christensen, G. Knezek, and T. Tyler-Wood, "Alignment of Hands-on STEM Engagement Activities with pPstive STEM Dispositions in Secondary School Students," *J. Sci. Educ. Technol.*, vol. 24, no. 6, pp. 898–909, 2015.
17. A. G. Harrison and D. F. Treagust, "Learning about Atoms, Molecules, and Chemical Bonds: A Case Study of Multiple-Model Use in Grade 11 Chemistry," *Sci. Educ.*, vol. 84, no. 3, pp. 352–381, 2000.
18. N. L. Burrows and S. R. Mooring, "Using Concept Mapping to Uncover Students' Knowledge Structures of Chemical Bonding Concepts," *Chem. Educ. Res. Pract.*, vol. 16, no. 1, pp. 53–66, 2015.
19. G. Eymur and Ö. Geban, "The Collaboration of Cooperative Learning and Conceptual Change: Enhancing the Students' Understanding of Chemical Bonding Concepts," *Int. J. Sci. Math. Educ.*, 2016.
20. M. Frailich, M. Kesner, and A. Hofstein, "Enhancing students' understanding of the concept of chemical bonding by using activities provided on an interactive website," *J. Res. Sci. Teach.*, vol. 46, no. 3, pp. 289–310, 2009.
21. N. Mustafa, Z. Ismail, Z. Tasir, and M. N. H. Mohamad Said, "A Meta-Analysis on Effective Strategies for Integrated STEM Education," *Adv. Sci. Lett.*, vol. 22, no. 12, pp. 4225–4288, 2016.
22. N. M. Siew, N. Amir, and C. L. Chong, "The Perceptions of Pre-service and In-service Teachers Regarding A Project-based STEM Approach to Teaching Science," *Springerplus*, vol. 4, no. 1, pp. 1–20, 2015.
23. W. Kurniawati and I. Wilujeng, "Need Assessment: The Development of 5E Learning Cycle based Students' Science Practicum Worksheet in Elementary School," *J. Pendidik. IPA Indones.*, vol. 5, no. 2, pp. 247–255, 2016.
24. A. C. Sugiarti, S. Suyatno, and I. G. M. Sanjaya, "The Development of Learning Material using Learning Cycle 5E Model based STEM to Improve Students' Learning Outcomes in Thermochemistry," *J. Phys. Conf. Ser.*, 2018.
25. N. K. Cakir, "Effect of 5E Learning Model on Academic Achievement, Attitude and Science Process Skills: Meta-Analysis Study Effect of 5E Learning Model on Academic Achievement, Attitude and Science Process Skills: Meta-analysis Study," *J. Educ. Train. Stud.*, vol. 5, no. 11, pp. 157–170, 2017.
26. G. U. Jack, "The Effect of Learning Cycle Constructivist-based Approach on Students Academic Achievement and Attitude towards Chemistry in Secondary Schools in North-eastern Part of Nigeria," *Educ. Res. Rev.*, vol. 12, no. 7, pp. 456–466, 2017.
27. S. Temel, "Use of the Learning Cycle Model in the Teaching of Chemical Bonding and an Investigation of Diverse Variables in Prediction of Achievement," *Int. J. Educ. Res.*, vol. 1, no. 5, pp. 1–14, 2013.
28. P. W. Felicia Opara, "Enhancing Students' Achievement in Chemistry through the Piagetian Model: The Learning Cycle," *Int. J. Cross-Disciplinary Subj. Educ.*, vol. 4, no. 4, pp. 1270–1278, 2013.
29. R. C. Kibos, S. W. Wachanga, and J. M. Changeiywo, "Effects of Constructivist Teaching Approach on Students' Achievement in Secondary School Chemistry in Baringo North Sub-county, Kenya," *Int. J. Adv. Res.*, vol. 3, no. 7, pp. 1037–1049, 2015.
30. O. P. Ajaja and O. Eravwoke, "Effects of 5E Learning Cycle on Students' Achievement in Biology and Chemistry," *Cypriot J. Educ. Sci.*, vol. 7, no. 3, pp. 244–262, 2012.
31. O. P. Ajaja, "Which Way Do We Go in The Teaching of Biology? Concept Mapping, Cooperative Learning or Learning Cycle?," *Int. J. Sci. Technol. Educ. Res.*, vol. 4, no. 2, pp. 18–29, 2013.
32. P. L. K. Chien and D. A. D. Lajium, "The Effectiveness of Science, Technology, Engineering and Mathematics (STEM) Learning Approach Among Secondary School Students," no. September, 2016.
33. J. W. Creswell, *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*, Fourth Edi. United Kingdom: SAGE Publications, Inc., 2013.
34. K. S. Bordens and B. B. Abbott, *Research Design and Methods: A Process Approach*, Eighth. New York: Mc Graw Hill, 2011.
35. G. Guthrie, *Basic Research Methods An Entry To Social Science Research*, First Edit. New Delhi: SAGE, 2011.
36. P. C. Cozby and S. C. Bates, *Methods in Behavioral Research*, 11th Editio. The McGraw-Hill Companies, Inc., 2012.
37. A. Rossett, *Training Needs Assessment*. Englewood Cliffs, NJ: Educational Technology Publications, 1987.
38. R. M. Branch, *Instructional Design: The ADDIE Approach*. New York: Springer, 2009.
39. R. W. Bybee, "The BSCS 5E Instructional Model: Personal Reflections and Contemporary Implications," *Sci. Child.*, vol. 51, no. 8, 2014.
40. G. M. Sullivan and R. Feinn, "Using Effect Size—or Why the P Value Is Not Enough," *J. Grad. Med. Educ.*, vol. 4, no. 3, pp. 279–282, 2012.

41. R. Hanson, "Assessment of Hands-on Activities on Students' Achievement and Attitudes towards Chemical Bonding," *Int. J. Innov. Res. Dev.*, vol. 7, no. 1, pp. 114–121, 2018.
42. Jamal, S.N., Nor Hasniza Ibrahim., Surif, J. (2019). Concept Cartoon in Problem-based Learning: A Systematic Literature Review Analysis. *Journal of Technology and Science Education*. Article number 9(1), pp. 51-58.
43. Intan Baizura A. Ghani, Nor Hasniza Ibrahim, Nor Affandi Yahaya & Johari Surif. (2017). Enhancing Students HOTS in Laboratory Educational Activity by Using Concept Map as an Alternative Assessment Tool. *Chemistry Education Research and Practice*. 18(4): 849-874.
44. Intan Baizura A. Ghani, Nor Hasniza Ibrahim, Nor Affandi Yahaya & Johari Surif. (2017). Enhancing Students HOTS in Laboratory Educational Activity by Using Concept Map as an Alternative Assessment Tool. *Chemistry Education Research and Practice*. 18(4): 849-874

Authors: **Nguyen Thuy Van, Hamdan Said, Faizah Mohamad Nor**

Paper Title: **Perceptions and Expectations of Students towards the Role of Academic Advisors in Malaysian Public Universities**

Abstract: Academic advising is affected by the expectations and perceptions of students towards the role of academic advisors. This study examines Malaysian public university students' perception and expectation towards the role of academic advisors. In this study, students' expectations refer to students' assumptions regarding the role of academic advisors upon their tertiary education registration while students' perceptions refer to the students' assumptions six months after registration for tertiary education. A self-developed questionnaire measuring students' perception and expectation towards academic advisors through academic, personnel, social and career development, was used for this study. The questionnaire was validated and piloted on randomly selected 40 undergraduate students. The reliability of the questionnaire using the alpha Cronbach was .809. A simple random sampling was used to select a total of 400 students from two Malaysian public universities to participate in this study. Data analysis revealed that at the early stage of tertiary education, students have high expectations towards the role of academic advisors but after six months of living on campus their perception towards the role of academic advisors decreases. The study provides several justifications for the decreasing towards the role of academic advisors.

Keyword: academic advising, students' expectations, Malaysian public universities, students' perceptions

References:

1. M. Dadgar, T. Nodine, K. R. Bracco, and A. Venezia, *Integrating Student Supports and Academic*. San Francisco, CA: West End, 2014.
2. W. R. Habley, and R. McClanahan, *What Works in Student Retention? All Survey Colleges*. Iowa City, IA: ACT, 2004.
3. H. Said, C. L. A. Pemberton, and I. Ahmad, "Effectiveness of leadership training programs in public universities of Malaysia in developing students' knowledge of leadership", *World Applied Sciences Journal*, vol 28(1), pp. 1-8, 2013.
4. H. Said, I. Ahmad, Z. Hassan, and Z. Awang, "Service-learning as critical pedagogy: Implications for students community awareness and citizenship development", *Mediterranean Journal of Social Sciences*, vol 6(2), pp. 471-478, 2015.
5. I. Ahmad, and H. Said, "Application of Astin's theory of students' involvement in service-learning at higher education", *Man in India*, vol 96(1-2), pp. 231-245, 2016.
6. I. Ahmad, H. Said, M. J. M. Janan, S. Sholihan, "Assessment of service-learning in higher education: Challenges and possibilities", *Man in India*, vol 96(6), pp. 1623-1633, 2016.
7. I. Ahmad, H. Said, S. S. S. Mansor, M. Mokhtar, and F. A. Ghani, "Role of reflection in moderating the relationship between service-learning and civic development", *Review of European Studies*, vol 6(3), pp. 74-80, 2014.
8. H. Said, I. Ahmad, S. S. S. Mansor, and Z. Awang, "Exploring different perspectives on limitations and promises of service-learning as an innovative pedagogy: Review of literature", *Mediterranean Journal of Social Sciences*, vol 6(4S1), pp. 311-317, 2105
9. H. Said, I. Ahmad, M. A. M. Yusof, & A. Jusoh, "Assessing the role of higher education in developing social entrepreneurship in Malaysia: A review of literature", *Mediterranean Journal of Social Sciences*, vol 6(2), pp. 583-587, 2015.
10. H. Said, I. Ahmad, M. S. Mustafa, and F. A. Ghani, "Role of campus leadership in managing change and challenges of internationalization of higher education.", *Mediterranean Journal of Social Sciences*, vol 6(4S1), pp. 82-88, 2015.
11. N. T. Van, H. Said, M. R. M. Rameli, N. A. Karim, N. Tajuddin, and T. T. Chai, "Role of academic advising in mitigating the challenges of ethnic minority students at Universiti Teknologi Malaysia", *International Education Studies*, vol 8(13), pp. 52-59, 2015.
12. N. T. Van, H. Said, Z. Awang, and A. Khan, "Student perspective on learning and development outcomes of academic advising at Universiti Teknologi Malaysia", *Man in India*, vol 96(1-2), pp. 675-688, 2016.
13. Y. He, and B. L. Hutson, "Appreciative assessment in academic advising", *The Review of Higher Education*, vol 39(2), pp. 213–240, 2016.
14. N. T. Van, H. Said, A. Khan, and F. A. Ghani, "Academic advising models and practices of two Asian universities", *Man in India*, vol 97(19), pp. 33-41, 2017.
15. J. S. Smith, "First-year student perceptions of academic advisement: A qualitative study and reality check", *NACADA Journal*, vol 22(2), pp. 39-49, 2002.
16. C. L. Smith, and J. M. Allen, "Essential functions of academic advising: What students want and get", *NACADA Journal*, vol 26(1), pp. 56-66, 2006.
17. N. T. Van, H. Said, and A. Khan, "Components of an academic advising program standard for Malaysian public universities", *Man in India*, vol 96(6), pp. 1691-1702, 2016.
18. N. T. Van, H. Said, M. R. Mohd Rameli, and A. Khan, "Item analysis for measuring student and academic advisor's perspective towards the function of academic advising in Malaysian public universities", *International Journal of Engineering and Technology (UAE)*, vol 7(3.30 Special Issue 30), pp. 269-273, 2018.
19. J. K. Drake, "The role of academic advising in student retention and persistence" *About Campus*, vol 16(3), pp. 8-12, 2011.
20. W. K. Paul, and C. Fitzpatrick, "Advising as servant leadership: Investigating student satisfaction", *NACADA Journal*, vol 35(2), pp. 28-35, 2015.
21. R. Y. S. Cheung, A. M. H. Siu, D. T. L. Shek, "Survey of needs and expectations for academic advising in a Hong Kong University", *NACADA Journal*, vol 37(2), pp. 21-31, 2017.
22. T. Christian, and J. Sprinkle, "College student perceptions and ideals of advising: An exploratory analysis", *College Student Journal*, vol 47(2), pp. 271-291, 2013.
23. P. L. Tan, "What academic advisors need to provide better student support – lessons from a Malaysian medical school." Unpublished Thesis of Master of Philosophy, Stellenbosch University, South Africa, 2011.
24. Stepina, G., "Communicating the story of an academic advising program", *Academic Advising Today*, 30(2). Retrieved from <https://www.nacada.ksu.edu/Resources/Academic-Advising-Today/View-Articles/Communicating-the-Story-of-an-Academic-Advising-Program.aspx>, 2007.
25. Schreiner, L. A., "Increasing retention on a college campus through at-risk student identification and faculty student contact". New Orleans: Paper presented at the Annual Meeting of the Southeastern Psychological Association. (ERIC Document Reproduction Service No. Ed 298 400), 1988.
26. N. Saba' Ayon, "Academic advising: Perceptions of students in a Lebanese university", *IJAEDU-International E-Journal of Advances in Education*, vol 1(2), pp. 118-126, 2015.

27. M. Suvedi, R. P. Ghimire, K. F. Millenbah, and K. Shrestha, "Undergraduate students' perceptions of academic advising", *NACTA Journal*, vol 59(3), 227-233, 2015.
28. M. Tavakol, and R. Dennick, "Making sense of Cronbach's alpha", *International Journal of Medical Education*, vol 2, pp. 53-55, 2011.
29. R. Robbins, and K. M. Zarges, "Assessment of academic advising: A summary of the process". Retrieved March 2019 from NACADA Clearinghouse of Academic Advising Resources Web site <http://www.nacada.ksu.edu/Resources/Clearinghouse/View-Articles/Assessment-of-academic-advising.aspx>, 2011.
30. E. Harrison, "What constitutes good academic advising? Nursing students' perceptions of academic advising", *Journal of Nursing Education*, vol 48(7), pp. 361-366, 2009.
31. C. Nutt, "Assessing student learning in academic advising", *Advising Today*, vol 27, pp. 5-6, 2004.
32. A. D. Young-Jones, T. D. Burt, S. Dixon, and M. J. Hawthorne, "Academic advising: Does it really impact student success?", *Quality Assurance in Education*, vol 21(1), pp. 7-19, 2013.
33. D. G. Creamer, and E. G. Creamer, "Practicing developmental advising: Theoretical contexts and functional applications", *NACADA Journal*, vol 14(2), pp. 17-24, 1994.
34. W. R. Habley, Integrating academic advising and career planning. In R. B. Winston, T. K. Miller, S. C. Ender, T. J. Grites, & Associates (Eds), *Developmental Academic Advising* (pp. 147-172). San Francisco: Jossey-Bass, 1984.

Authors: Parno, Edi Supriana, Lia Yuliati, Anula Ning Widarti, Marlina Ali, Umi Azizah

Paper Title: The Influence of STEM-Based 7E Learning Cycle on Students Critical and Creative Thinking Skills in Physics

Abstract: Critical and creative thinking is important skills to students in the era of 21st century. This study aims to identify the effect of teaching approach called STEM-7E learning cycle on critical thinking skills and creative thinking skills. The study was carried out at two different schools in Indonesia. This study employed quantitative study using quasi experimental approach. The participants were divided into two groups which called experimental and control group. Two instrument were used in this study which were Critical Thinking Skills Test and Creative Thinking Skills Test. The Critical Thinking Test consists of three constructs which were interpretation, analysis and inference. The alpha Cronbach of critical thinking instrument is .937. The other instrument for this study is Creative Thinking Skills Test which consists of four construct; creative fluency, flexibility, originality, and elaboration. The alpha Cronbach's creative thinking skill test is .803. Both study were analysed by using mean, t-test, ANCOVA, N-gain, and effect size. As a conclusion, this study shows that the use of STEM-7E learning cycle show significance differences in increasing student critical thinking skill. On the other hand, there was significance differences between STEM-7E learning cycle and 7E learning cycle in increasing students' creative thinking.

Keyword: fluid statics, Temperature and Heat, critical thinking skills, creative thinking skills, STEM, 7E learning cycle

References:

1. Young H D and Freedman R A 2016 *Sears and Zemansky's University Physics with Modern Physics* (San Francisco: Pearson Addison Wesley)
2. Wijaya P C, Koes S and Muhardjito 2016 The Diagnosis of Senior High School Class X Mia B Students Misconceptions about Hydrostatic Pressure Concept Using Three-Tier *Jurnal Pendidikan IPA Indonesia* 5 1 14—21
3. Pratiwi A and Wasis 2013 Pembelajaran dengan praktikum sederhana untuk mereduksi miskonsepsi siswa pada materi fluida statis di kelas XI SMA Negeri 2 Tuban *Jurnal Inovasi Pendidikan Fisika* 2 3 117-120
4. Goszewski M, Moyer A, Zachary B and Wagner D J 2012 Exploring student difficulties with pressure in a fluid *AIP Conference Proceedings* 1513, 154 (2013)
5. Loverude M E, Heron P R L and Kautz C H 2010 Identifying and Addressing Student Difficulties with Hydrostatic Pressure *American Journal of Physics* 78 (2010), 75.
6. Giancoli D C 2014 *Physics: Principles with Applications* (Boston: Pearson)
7. Zuhri M S and Jatmiko B 2014 Penerapan Model Pembelajaran Inkuiri (Inquiry Learning) menggunakan Phet Simulation untuk Menurunkan Miskonsepsi Siswa Kelas XI pada Materi Fluida Statis di SMAN Kesamben Jombang *Jurnal Inovasi Pendidikan Fisika* 3 3 103—107.
8. Chen Y, Irving P W and Sayre E C 2013 Epistemic game for answer making in learning about hydrostatics *Physical Review Special Topics - Physics Education Research* 9 (1).
9. Yusrizal 2016 Analysis of Difficulty Level of Physics National Examination's Questions *Jurnal Pendidikan IPA Indonesia* 5 1 140—149.
10. Baser M 2006 Effect of Conceptual Change Oriented Instruction on Students' Understanding of Heat and Temperature Concepts *Journal of Maltese Education Research* 4 1 64—79
11. Alwan A A 2011 Misconception of heat and temperature Among physics students *Procedia - Social and Behavioral Sciences* 1 2 600—614
12. Chiou G L and Anderson O R 2010 A study of undergraduate physics students' understanding of heat conduction based on mental model theory and an ontology—process analysis *Science Education* 94 5 825—854
13. Hafizah E, Arif H and Muhardjito 2014 Pengaruh model pembelajaran anchored instruction terhadap penguasaan konsep dan kemampuan pemecahan masalah fisika siswa kelas X *Jurnal Fisika Indonesia* 52 18 8-12
14. Wulandari A Y R 2014 Correlation between critical thinking and conceptual understanding of student's learning outcome in mechanics concept *AIP Conference Proceedings* 2014 (1):020028.
15. Puspita I, Kaniawati I and Suwarma I R 2017 Analysis of Critical Thinking Skills on The Topic of Static Fluid *Journal of Physics: Conference Series* 895 (2017) 12100.
16. Bahr N 2010 Thinking Critically about Critical Thinking in Higher Education *International Journal for the Scholarship of Teaching and Learning* 4 2 Article 9
17. Desinta F, Bukit N and Ginting E M 2017 The Effect of Project Based Learning (PjBL) and Self Regulated Learning toward Students' Critical Thinking Skill in Senior High *IOSR Journal of Research & Method in Education* 7 4 59—63.
18. Ennis R 2011 The nature of critical thinking: An outline of critical thinking dispositions and abilities. Paper was presented at the Sixth International Conference on Thinking at MIT. Cambridge
19. Rabari J A, Indoshi F C and Okwach T 2011 Correlates of divergent thinking among secondary school physics students *International Research Journal* 2 3 982-996
20. Dwijananti P 2010 Pengembangan kemampuan berpikir kritis mahasiswa melalui Pembelajaran problem based instruction pada mata kuliah Fisika lingkungan *Jurnal Pendidikan Fisika Indonesia*, 6 1 108-114
21. Torrance, E. (1967). Torrance Tests of Creative Thinking. *J. Educ. Measure.* 4, 191–192
22. Boyaci Ş D B and Atalay N 2016 A scale development for 21st century skills of primary school students: A validity and reliability study *International Journal of Instruction* 9 1 133-135
23. Piirto J 2011 Creativity for 21st century skills: How to embed creativity into the curriculum (Rotterdam: Sense Publ.)
24. Athifah D and Syafriani 2019 Analysis of students creative thinking ability in physics learning *IOP Conf. Series: Journal of Physics: Conf. Series* 1185 (2019) 012116

25. Prani A I K, Parno, Hidayat A 2017 Penelitian Eksplanatori: Keterampilan Berpikir Kritis Siswa SMA Pada Materi Fluida Statis. Prosiding Seminar Pendidikan IPA PPs UM Vol. 2 Th. 2017
26. Sundari P D, Parno and Kusairi S 2016 Hubungan antara efi kasidiri dan kemampuan berpikir kritis siswa Makalah dipresentasikan pada Semnas Pend IPA PPs UM. Malang
27. Zhou Q, Wang X and Yao L 2007 A preliminary investigation into critical thinking of urban Xián high school students *Front Educ China* 2 3 447-468.
28. Rahmawati I, Hidayat A and Rahayu S 2016 Analisis keterampilan berpikir kritis siswa SMP pada materi gaya dan penerapannya Makalah dipresentasikan pada Semnas Pend IPA PPs UM. Malang
29. Brookhart S M 2010 How to Assess Higher-Order Thinking Skill in Your Classroom (Virginia USA: ASCD Alexandria)
30. Redhana I W 2012 Model Pembelajaran Berbasis Masalah dan Pertanyaan Socratic untuk Meningkatkan Keterampilan Berpikir Kritis Siswa *Cakrawala Pendidikan* 31 3 351-365
31. Ritter S M and Mostert N 2017 Enhancement of Creative Thinking Skills Using a Cognitive-Based Creativity Training *J Cogn Enhanc* 1 3 243-253
32. Taufiq M and Hidayani N 2016 Upaya Meningkatkan Keterampilan Berpikir Kreatif Siswa Melalui Model Pembelajaran Generatif Pada Kelas X SMA Negeri 1 Peusangan Selatan Konsep Perpindahan Kalor *Jurnal Pendidikan Almuslim* 4 2 48-53
33. Sriatun S, Ellianawati E, Hardyanto W and Milah I L 2018 Analisis Kemampuan Berfikir Kreatif Siswa pada Praktikum Asas Black Berbasis Problem Based Learning dan Berbantuan Makromedia Flash *Physics Communication* 2 1 70-75
34. Wartono, Hudha M N and Batlolona J R 2018 How are the physics critical thinking skills of the students taught by using inquiry-discovery through empirical and theoretical overview? *Eurasia Journal of Mathematics, Science and Technology Education* 14 2 691-697
35. Sundari P D, Parno, Kusairi S 2018 Students' Critical Thinking Ability in Integrated Learning Model *Jurnal Kependidikan: Penelitian Inovasi Pembelajaran* 2 2 348-360
36. Yenilmez and Ersoy 2008 Opinions of Mathematics Teacher Candidates Toward Applying 7E Instructinal Model on Computer Aided Instruction Invironments *International Journal of Instruction* 1 1 49-60
37. Sornsakda S, Suksringarm P and Singseewo A 2009 Effects of Learning Environmental Education Using the 7E-Learning Cycle with Metacognitive Techniques and the Teacher's Handbook Approaches on Learning Achievement, Integrated Science Process Skills and Critical Thinking of Mathayomsuksa 5 Students with Different Learning Achievement *Pakistan Journal of Social Sciences* 6 Issue: 5 297-303
38. Dewi N P S R, Wibawa I M C dan Devi N L P L 2017 Kemampuan Berpikir Kritis dan Keterampilan Proses dalam Pembelajaran Siklus Belajar 7E Berbasis Kearifan Lokal *Jurnal Pendidikan Indonesia* 6 1 125-133
39. Eisenkraft A 2003 Expanding the 5E Model *Science Teacher* 70 6 56-59
40. Eisenkraft A 2003 Expanding the 5E Model *The Sciences Teacher* 70 6 56-59
41. Ceylan S and Ozdilek Z 2015 Improving a Sample Lesson Plan for Secondary Science Courses within the STEM Education *Procedia - Social and Behavioral Sciences* 177, 223-228
42. Dass P M 2015 Teaching STEM Effectively with the Learning Cycle Approach. *K-12 STEM Education* 1 1 5-12
43. Creswell J W 2012 *Educational research: planning, conducting, and evaluating quantitative and qualitative research* (Boston: Pearson Education, Inc.)
44. Siswono T Y E 2011 Level of student's creative thinking in classroom mathematics *Educational Research and Review* 6 7 548-553
45. Paul R W and Elder L 2009 *The miniature guide to critical thinking concepts & tools* (6thed) (CA: The Foundation for Critical Thinking)
46. Morgan G A, Leech N L, Gloeckner G W and Barrett K C 2004 *SPSS for Introductory Statistics Use and Interpretation* (London: Lawrence Erlbaum Associates)
47. Hake R 1998 Interactive-engagement vs traditional methods: a six-thousand-student survey of mechanics test data for introductory physics courses *Am. J. Phys.* 66 1 64-74
48. Leech N G; Barrett K C and Morgan G A 2005 *SPSS for intermediate statistics: Use and interpretation* 2nd edition (London: Lawrence Erlbaum Associates)
49. Teevasuthonsakul C, Yuvanatheeme V, Sriput V, Suwandecha S 2017 Design Steps for Physic STEM Education Learning in Secondary School *IOP Conf. Series: Journal of Physics: Conf. Series* 901 (2017) 012118
50. Sornsakda S, Suksringarm P, and Singseewo A 2009 *Pak J Sosial Sci* 6 297
51. Hartono 2013 Learning Cycle-7e Model to Increase Student's Critical Thinking on Science *Jurnal Pendidikan Fisika Indonesia* 9 1 58-66
52. Widyanyingsih E, Waluya S B and Kurniasih A W 2018 Analysis of critical thinking ability of VII grade students based on the mathematical anxiety level through learning cycle 7E model *J. Phys.: Conf. Ser.* 983 012117
53. Torlakson T 2014 *INNOVATE: A Blueprint for Science, Technology, Engineering, and Mathematics in California Public Education* (California: California Department of Education)
54. Nichols M, Cator K and Torres M 2016 *Challenge Based Learner User Guide* (Redwood City, CA: Digital Promise)
55. Guthrie J T, Allan W and Clare V 2000 Effects of integrated instruction on motivation and strategy use in reading *Journal of Educational Psychology* 92 2 331-41
56. Sari Y S, Selisne M and Ramli R 2019 Role of students worksheet in STEM approach to achieve competence of physics learning *IOP Conf. Series: Journal of Physics: Conf. Series* 1185 (2019) 012096
57. Selisne M, Sari Y S and Ramli R 2019 Role of learning module in STEM approach to achieve competence of physics learning *IOP Conf. Series: Journal of Physics: Conf. Series* 1185 (2019) 012100
58. Stohlmann M, Moore T J and Roehrig G H 2012 Considerations for teaching integrated STEM education *Journal of Pre-College Engineering Education Research (J-PEER)* 2 2 1-28
59. Jackson J, Dukerich L and Hestenes D 2008 Modeling instruction: an effective model for science education *Science Educator* 17 1 10-17
60. Firdaus 2015 Developing Critical Thinking Skills of Students in Mathematics Learning. *Journal of Education and Learning* 9 3 226-236
61. National STEM Education Center 2014 *STEM education network manual* (Bangkok: The Institute for the Promotion of Teaching Science and Technology)
62. Torlakson T 2014 *INNOVATE: A Blueprint for Science, Technology, Engineering, and Mathematics in California Public Education* (California: California Department of Education)
63. Guthrie J T, Allan W and Clare V 2000 Effects of integrated instruction on motivation and strategy use in reading *Journal of Educational Psychology* 92 2 331-41
64. Stohlmann M, Moore T J and Roehrig G H 2012 Considerations for teaching integrated STEM education *Journal of Pre-College Engineering Education Research (J-PEER)* 2 2 1-28
65. Mathiphatikul T, Bongkotphet T and Dangudom K 2019 Learning management through engineering design process based on STEM education for developing creative thinking in equilibrium topic for 10th grade students *IOP Conf. Series: Journal of Physics: Conf. Series* 1157 (2019) 032015
66. Prakoso A S, Suwarma I R and Purwanto 2016 Profil Keterampilan Berpikir Kreatif Siswa pada Pembelajaran IPA Berbasis STEM *PROSIDING SNIPS* 2016. 6. 21-22 Juli 2016
67. Kelley T R and Knowles J G 2016 A conceptual framework for integrated STEM education *International Journal of STEM Education* 3 11 1-11
68. Han S, Capraro R and Capraro M M 2015 How science, technology, engineering, and mathematics (STEM) project-based learning (PBL) affects high, middle, and low achievers differently: The impact of student factors on achievement *International Journal of Science and Mathematics Education* 13 5 1089-1113.
69. Hung W and Jonassen D H 2006 Conceptual Understanding of Causal Reasoning in Physics *International Journal of Science Education* 28 13 1601-1621
70. Saputro E H, Rahayu Y S and Hidayat M T 2016 Pengembangan Perangkat Pembelajaran IPA Berbasis 5E Learning Cycle untuk Melatih Kemampuan Berpikir Kreatif Siswa SMP JPPS (*Jurnal Penelitian Pendidikan Sains*) 5 2 1001-1008
71. Sarkar P and Chakrabarti A 2011 Assessing design creativity *Design Studies* 32 4 348-383

72. Kocakaya S and Gonen S 2010 The Effects Of Computer-Assisted Instruction Designed According To 7e Model Of Constructivist Learning On Physics Student Teachers' Achievement, Concept Learning, Self-Efficacy Perceptions And Attitudes Turkish Online Journal of Distance Education 11 3 206–224
73. Thomaz M F, Malaquias I M, Valente M C and Antunes M J 1995 An attempt to overcome alternative conceptions related to heat and temperature Physics Education 30 1 19–26
74. Mokaram A A K, Al-Shabatat A M, Fong S F and Andaleeb A A 2011 Enhancing Creative Thinking through Designing Electronic Slides International Education Studies 4 1 39-43
75. Teevasuthonsakul C, Yuwanatheeme V, Sriput V and Suwandecha S 2017 Design Steps for Physic STEM Education Learning in Secondary School IOP Conf. Series: Journal of Physics: Conf. Series 901 (2017) 012118
76. Moore, T., Stohlmann, M., Wang, H., Tank, K., Glancy, A., & Roehrig, G. (2014). Implementation and integration of engineering in K-12 STEM education. In S. Purzer, J. Strobel, & M. Cardella (Eds.), *Engineering in Pre-College Settings: Synthesizing Research, Policy, and Practices* (pp. 35–60). West Lafayette: Purdue University Press.

Authors: Kew Si Na, Ong Chan Kwan

Paper Title: Introducing a New Teaching Information System through Workshop: Experiences of Participants

Abstract: As the information and communications technology becomes more advanced, various new information and education systems are implemented in universities. Hence, universities often conduct workshops to introduce on how to use the new systems. In this respect, one challenge might be faced by universities is how a workshop can be conducted effectively to ensure that participants master the new teaching information systems. Thus, this paper aims to share (i) the ways of an instructor introducing a new system, and (ii) the experiences of participants to learn a new system in the workshop. A total of 13 participants attended the workshop, but only 9 of them voluntarily filled in the questionnaire form. The result shows that participants agreed that the workshop content is useful for them and they learned how to use the new system.

Keyword: Information and Education System, Teaching Data, Workshop

118. References:

1. K. Bhakta, and N. Dutta, (2016). "Impact of information technology on teaching-learning", International Research Journal of Interdisciplinary & Multidisciplinary Studies, 2 (11), pp131-138.
2. G. Naved, (2015). "Information technology in higher education teaching much ado about nothing?", in Proceedings of the 7th International Conference on Computer Supported Education (CSEDU-2015), pages 450-454.
3. L. Everist, E.W.N. Bernroider, and J. Choudrie, (2016). "The impact of social information system governance, utilization, and capabilities on absorptive capacity and innovation: a case of Austrian SMEs", Inf. Manage, 10(5), pp380–397.
4. S. N. Kew, and Z. Tasir. "A systematic review of learning analytics intervention contributing to student success in online learning." International Conference on Learning and Teaching in Computing and Engineering (LaTICE). IEEE, 2017.
5. D.T. Croasdell, (2001). "IT's role in organizational memory and learning", Inf. Syst. Manage, pp8–11.
6. S. A. Vannoy, and A.F. Salam, (2010). "Managerial interpretations of the role of information systems in competitive actions and firm performance: a grounded theory investigation", Inf. Syst. Res, 21(3), pp496–515.
7. S. Sufi, A. Nenadic, R. Silva, B. Duckles, I. Simeria, J. A. de Beyer, C. Struthers, T. Nurmikko-Fuller, L. Bellis, W. Miah, et al. (2018). Ten simple rules for measuring the impact of workshops. PLoS Comput. Biol, 14.
8. M. Christodoulou, S. Kachrilas, A. Dina, A. Bourdounis, J. Masood, N. Buchholz, and A. Papatsoris. (2014). "How to conduct a successful workshop: The trainees' perspective", Arab Journal of Urology, 12(1), pp12-14.
9. Sample workshop evaluation questionnaire. Retrieved from http://enhancinged.wgbh.org/pdfs/wkshop_evaluation.pdf.
10. Portfolio development participant feedback form. (2015). Retrieved from <https://www.locs.on.ca/wp-content/uploads/2015/10/Workshop-portfolio-feedback.pdf>

770-773

Authors: Nina Oktarina, Joko Widodo, M. Murwatiningsih, S. Sriyanto

Paper Title: Dual Archive Record System (DARS) for Increasing Evidence from School Accountability

Abstract: The objective of the study was to develop a Dual Archive Record System (DARS) for increasing evidence from school accountability. Now, archive management in private schools at Indonesia was not effective because the archive process only uses a manual system or technology system. The impact of using this system is not accurate for supporting physical and legal evidence. Therefore, Dual Archive Record System (DARS) was developed to overcome these problems. The research approach uses research and development (R&D). The subject of this study is all of the private high school in Indonesia. The data were collected through observation, interview, documentation, and questionnaire. Then; the data were analyzed quantitatively; it was using a t-test on the paired data to know the difference of the actual and the new model. Besides that, analysis of data also uses qualitative approach through the data triangulation. The results showed that dual archive record system (DARS) can increase evidence of school accountability. Therefore; it was suggested for school to implement DAR for increasing evidence from school accountability because DARS has a significant contribution to evidence from school accountability.

Keyword: Dual Archive Record System (DARS), Archive Management, Evidence, School Accountability.

119. References:

1. Alabi, Amos Oyetunde. 2017. Records Keeping for Effective Administration of Secondary Schools. Journal of Public Administration and Governance. Volume 7. Page 66-74. <http://jpag.macrothink.org>
2. Albert, Meijer. 2001. Accountability in an Information Age: Opportunities and Risks for Records Management. Netherland: Kluwer Academic Publisher.
3. Borg, R Walter & Gall, Meredith D. 1989. Educational Research an Introduction Fifth Edition. New York: Longman.
4. Burcak Senturk. 2013. The Use of Archives in Education: Examples From Abroad. International on New Trends in Education and Their Implication. Volume 4. Page 108-114.
5. Dorcas, Omaha Fatu. 2013. Management of School Records in Secondary Schools in Otukpo Education Zone. Thesis. Nsukka: University of Nigeria.
6. Hanushek and Raymond. 2004. The Effect of School Accountability Systems on The Level and Distribution of Student Achievement. Journal of the European Economic Association, 2 (2): 406 - 415.

774-778

7. Ibara, E.C. (2010). Perspectives in Educational Administration. Port Harcourt, Nigeria: Rodi Printing and Publishing
8. Kemoni H., Wamukoya J. 2000. Preparing for the management of electronic records at Moi Kenned Jay & Cheryl Schauder (1998). Records Management: A Guide to Corporate Record Keeping. Melbourne: Longman.
9. Jalal, F. (2011). Indonesian Paradigm. Jakarta, Gramedia.
10. Lyons, Robert. 2004. The Influence of Socioeconomic Factors on Kentucky's Public School Accountability System: Does Poverty Impact School Effectiveness? EPPA Journal, 12 (37) : 1-32.
11. Philip Usman Akor and Julie Udensi. 2014. An Assessment of Record Mangement System in Establishment Division of Two Universities in Nigeria. International Letters of Social and Humanistic Sciences. Volume 13. Page 97-109. <https://doi.org/10.10852/www.scipress.com/ILSHS.13.97>
12. Oktarina, N. (2016). Archive Management in Private High School in Central Java. Semarang, Universitas Negeri Semarang.
13. Oktarina, N, & Pramusinto, H. (2016). School Accountability based on E-Archives at High School in Semarang. International Journal of the Computer, the Internet and Management, 24-26.
14. Rosemarie (2013). "Accountability as an Effort to Improve Education Quality." Journal of Economics and Business 2(14).
15. Seniwoliba, A.J., Mahma, A.V., and Abilla, B.J. 2017. Challenges of records management in higher education in Ghana: The case of University for Development Studies. International Journal of Educational Policy Research and Review. Volume 4. Page 29-41. <https://doi.org/10.15739/IJEPRR.17.005>
16. Sugiyono. 2012. Qualitative, Quantitative, and R&D Research. Bandung: Alfabeta.

Authors:

Diniatik, Anis Kusumawati, Agus Siswanto, Zaim Firdaus imtihan, Aji Wahyudi

Paper Title:

Formulation of Nanoparticles of Ethanol Extract of *Garcinia mangostana* L. Leaves as Antioxidant with Pectin as Cross-Linker and Chitosan Variation as Polymer

Abstract:

G. mangostana leaves contained xanthone substances, it could be used as antioxidants. Ethanolic extract of G. mangostana leaves were formulated into nanoparticles compound which were made available into nano size through ionic gelation method. G. mangostana leaves were extracted by using maceration method with 50% ethanol as solvent, then were continued with evaporation until thick extract were formed. The nanoparticle formulas were made by mixing G. mangostana extract in ethanol, a solution of chitosan in glacial acetic acid as a polymer, and pectin as a cross-linker solution. There were three formulas (1,2,3) used, with the difference in pectin concentration which were 0.005; 0.01; and 0.02. Characterization of the three formulas include transmittance values were used spectrophotometric method and particle sizes by using particle size analysis (PSA). The results of this research showed that the transmittance of formulations 1, 2 and 3 were 95.9%; 97.7% and 97.3%. The highest transmittance value was formula 3, then were analysed its particle size and zeta potential were 2280 nm and -20.6 mV.

Keyword:

G. mangostana leaves, antioxidants, chitosan, pectin.

References:

1. Winarsi, H. 2007. Antioksidan Alami & Radikal Bebas. Kanisius. Yogyakarta: 11-20, 79-82, 147-161.
2. Rismana, E., Kusumaningrum, S., Bunga, O., Nizar, and Marhamah. 2014. Pengujian Aktivitas Antiacne Nanopartikel Kitosan – Ekstrak Kulit Buah Manggis (*Garcinia mangostana*). Media Litbangkes, 24(1): 19-27.
3. Izzati, N.N, Diniatik, and Rahayu S.R. 2012. Aktivitas Antioksidan Ekstrak Perasan Daun Manggis (*Garcinia mangostana* L.) Berdasarkan Metode DPPH (2,2 Diphenyl-1-phyrcryl hidrazil). Jurnal Fakultas Farmasi, Universitas Muhammadiyah Purwokerto, 9(3): 111-120.
4. Mardawati, Filiantiy F., Marta, H. 2010. Jurnal Kajian Aktivitas Antioksidan Ekstrak Kulit manggis (*Garcinia mangostana* L.) Dalam Rangka Pemanfaatan Limbah Kulit Manggis Di Kecamatan Puspahiang Kabupaten Tasikmalaya. Bandung: Universitas Padjajaran.
5. Diniatik, Suparman, Anggraeni D., Amar I. 2016. Uji Antioksidan Ekstrak Etanol Daun Dan Kulit Batang Manggis (*Garcinia mangostana* L.). Pharmacia, 6(1): 21-30.
6. Tatang, W., Sugiyana D., and Helmy Q. 2011. Sistesis Nanopartikel Perak dan Uji Aktivitasnya terhadap Bakteri E.Coli dan S.aureus. Bandung: Balai Besar Tekstil.
7. Zuhra, C.F., Tarigan, J.B., and Sihotang, H. 2008. Aktivitas Antioksidan Senyawa Flavonoid dari Daun Katuk (*Sauropus androgunus* (L) Merr.). Jurnal Biologi Sumatra, 3(1): 10-13.
8. Martien, R., Adhyatmika, Iramie D.K.I., Farida, V., and Dian P.S. 2012. Perkembangan Teknologi Nanopartikel sebagai Sistem Penghantaran Obat. Majalah Farmaseutik, 8(1): 133-144.
9. Kurniasari, D. 2016. Pembuatan Dan Karakterisasi Nanopartikel Ekstrak Etanol Temu Kunci (*Boesenbergia pandurata*) Pada Berbagai Variasi Komposisi Kitosan. Skripsi. Yogyakarta. Fakultas Matematika dan Ilmu Pengetahuan Alam Universitas Negeri Yogyakarta.
10. Agnihotri SA, Nadagounda N, Mallikarjuna, Tejraj M, Aminabhavi. 2004. Recent advances on chitosan based micro and nanoparticles in drug delivery. J.Control. Release, 100:5-28.
11. Fatchurozak, Suranto dan Sugiyarto. 2013. Pengaruh Ketinggian Tempat Terhadap Kandungan Vitamin C dan Zat Antioksidan pada Buah *Carica pubescens* di Dataran Tinggi Dieng. Surakarta. Jurnal Pasca UNS 1(1): 24-31.
12. Indrasuari, A.A.A; N.P.A.D, Wijayanti; I G.N.A, Dewantara,. 2014 Standarisasi Mutu Simplisia Kulit Buah Manggis (*Garcinia mangostana* L.). Jurnal Farmasi Udayana, ISSN 2301-7716, 99-101.
13. Saputra, G., Purwanti, N.U., and Taurina, W. 2016. Karakterisasi Nanoenkapsulasi Kitosan-Ekstrak Etanol 70% Daun Sirih (*Piper Betle* Linn) Dengan Metode Gelasi Ionik. Naskah Publikasi. Pontianak: Studi Farmasi, Fakultas Kedokteran, Universitas Tanjungpura.
14. [DepKes RI] Departemen Kesehatan Republik Indonesia. 2000. Parameter Standar Umum Ekstrak Tumbuhan Obat. Jakarta: Departemen Kesehatan Republik Indonesia. Page 3-30.
15. Murdock, R.C., Braydich-Stole, L., Schrand, A.M., Schlager, J.J., Hussain, S.M. 2008. Characterization of Nanoparticle Dispersion in Solution Prior to In Vitro Exposure using Dynamic Light Scattering Tehnique. Toxicol, Sci, 101: 239-253.
16. Jahanshahi, M. and Babaei, Z. 2008. Protein Nanopartikel: A Unique system as Drug Delivery Vehicle. J. Biotechnology, 7(25): 4926-4934.
17. NanoComposix. 2012. Nanocomposix's Guide To Dynamic Light Scattering Measurement And Analysis. San Diego : NanoComposix. 1(3).
18. Dinger, D. D. 2010. Practical Pointers for Ceramist vol 2. C B Dinger halaman 68
19. Asmarani, C. F. Iis Wahyuningsih. 2015. Pengaruh variasi Konsentrasi Tween 80 dan Sorbitol terhadap Aktivitas Antioksidan Minyak Zaitun (*Oleum olivae*) dalam Formulasi Nanoemulsi. Farmasains. Yogyakarta. 2(5).
20. Nakorn, P.N. 2008. Chitin Nanowhisker and Chitosan Nanoparticles in Protein Immobilization for Biosensor Applications. J. of Metals, Materials and Minerals. 18(2): 73-77.
21. Erdawati, 2008. Kapasitas adsorpsi kitosan dan nanomagnetik kitosan terhadap ion Ni (II). Prosiding, Seminar Nasional Sains dan Teknologi II, Universitas Lampung. (3): 248-256.
22. Obolskiy D, Pischel I, Siriwatanametanon N, Heinrich M. *Garcinia mangostana* L.: A phytochemical and pharmacological review. Phytotherapy Research 2009, 23(8): 1047-1065.r

120.

779-783

121.

Authors:

Erda Wati Bakar, Ahmad Fahimi Amir

	<p>Paper Title: The Use of Ideological Becoming in English Literature as a Means to Stimulate Students' Readiness to Speak</p>	<p>Abstract: This study explores the relationship between ideological becoming and students' readiness to speak using English Literature. Learning literature can be daunting and intimidating for students. Moreover, some view the incorporation of literature in language learning is only to serve the need to impart culture and aesthetic values in students without significantly contributing to the aims of teaching and learning and students' communicative competence. In addition, some instructors find literature to be complex, thus unsuitable to be adopted in the language learning syllabus. During language learning, speaking poses the most challenging skill to master as the students have reservations and experience anxiety in expressing themselves freely and openly in sharing their thoughts. In order to promote speaking skill among the students in a literature classroom, they need to be engaged actively with activities that would facilitate and accelerate their motivation to speak. With this in view, the researcher finds Bakhtin's notion on ideological becoming may help students to be more expressive in sharing their views during lessons. Ideological becoming is a process of learning by positioning one's voice with other voices. Through this process, students are required to get their voices heard and recognized while interacting with others. Thus, this article aims to review the following, first, how is literature used in class to promote speaking skill, and second, how the notion of ideological becoming can be a useful tool in learning literature. The state of ideological becoming brings positive implication for the teaching of literature as students are encouraged to be critical and assertive in defending and justifying their responses toward any literary texts.</p> <p>Keyword: English Literature, Ideological Becoming, Motivation, Speaking Skills, Voice.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Murat Hişmanoğlu. Journal of Language and Linguistic Studies Vol.1, No.1, April 2005 Teaching English Through Literature Murat Hişmanoğlu. English [Internet]. 2005;1(1):53–66. Available from: http://www.doaj.org/doi/func=abstract&id=817621 2. Obeidat MM. Language vs. Literature in English Departments in the Arab World. 19 [Internet]. 1997;(January):30. Available from: http://dosfan.lib.uic.edu/usia/E-USIA/forum/vols/vol35/no1/p30.htm 3. Custodio B, Sutton M. Literature-Based ESL for Secondary School Students. TESOL J. 1998;7(5):19–23. 4. Hall G. Literature in Language Education. New York: Palgrave Macmillan; 2015. 5. Carter R. Literature and language teaching 1986-2006: A review. Int J Appl Linguist. 2007;17(1):3–13. 6. Elliot R. Encouraging reader-response to literature in esl situations. ELT J. 1990;44(3):191–8. 7. Donato R, Brooks FB. Literary Discussions and Advanced Speaking Functions: Researching the (Dis) Connection. Foreign Lang Ann. 2004;37(2):183–99. 8. Kramsch C, Kramsch O. The avatars of literature in language study. Mod Lang J. 2000;84(4):553–73. 9. Mohamed A. A Review on Literature and its Place in Malaysia's Education. In: Bakar E, Abd Rahman E, editors. Current Trends, Issues and Challenges of Education and Language Studies. Kuala Lumpur: UPM Press; 2019. p. 172–90. 10. Kaur P, Mahmor N. Examining the Role of the English Literature Component in the Malaysian English Curriculum. Procedia - Soc Behav Sci [Internet]. 2014;134(May):119–24. Available from: http://dx.doi.org/10.1016/j.sbspro.2014.04.229 11. Razmjoo SA, Ardekani SG. A Model of Speaking Strategies for EFL Learners. J Teach Lang Ski. 2011;3(3):115–42. 12. Bueno A, Madrid D, McLaren N. TEFL in Secondary Education. Granada: Editorial Universidad de Granada; 2006. 13. Leong L-M, Ahmadi SM. An Analysis of Factors Influencing Learners' English Speaking Skill. Int J Res English Educ. 2017;2(1):34–41. 14. Boonkit K. Enhancing the development of speaking skills for non-native speakers of English. Procedia - Soc Behav Sci [Internet]. 2010;2(2):1305–9. Available from: http://dx.doi.org/10.1016/j.sbspro.2010.03.191 15. Saborit JAP, Fernández-Río J, Cecchini Estrada JA, Méndez-Giménez A, Alonso DM. Teachers' attitude and perception towards cooperative learning implementation: Influence of continuing training. Teach Teach Educ. 2016;59(February 2018):438–45. 16. Al-Jamal DA, Al-Jamal GA. An investigation of the difficulties faced by EFL undergraduates in speaking skills. English Lang Teach. 2013;7(1):19–27. 17. Brown H. Teaching by Principles: An Interactive Approach to Language Pedagogy. San Francisco: Pearson; 2000. 18. Terrell TD, Brown HD. Principles of Language Learning and Teaching. Vol. 57, Language. 2006. 781 p. 19. Oradee T. Developing Speaking Skills Using Three Communicative Activities (Discussion, Problem-Solving, and Role-Playing). Int J Soc Sci Humanit. 2013;2(6):533–5. 20. Atas M. The Reduction of Speaking Anxiety in EFL Learners through Drama Techniques. Procedia - Soc Behav Sci. 2015; 21. Freedman SW, Ball AF. Ideological becoming: Bakhtinian concepts to guide the study of language, literacy, and learning. Bakhtinian Perspect Lang Literacy, Learn. 2004;(April):3–33. 22. Aggarwal G. Mikhail Bakhtin and His Response to Authoritative Discourse. Contemp Educ Dialogue. 2015;12(1):87–109. 23. Matusov E. Applying Bakhtin Scholarship on Discourse in Education: A Critical Review Essay. Educ Theory. 2007;57(2):215–37. 24. Soo WL, Hassett D. The Multiple modes of Ideological Becoming: An Analysis of Kindergarteners' Appropriation of School Language and Literary Discourses. 2017;25(3):462–75. 25. Tappan MB. Domination, subordination and the dialogical self: Identity development and the politics of "Ideological becoming." Cult Psychol. 2005;11(1):47–75. 26. Bakhtin M. The Dialogic Imagination: Four Essays. Austin: University of Texas; 1981. 27. Scott PH, Mortimer EF, Aguiar OG. The tension between authoritative and dialogic discourse: A fundamental characteristic of meaning making interactions in high school. Sci Educ. 2006;90(4):605–31. 28. Wertsch J. Voices of the Mind. Boston: Harvard University Press; 1991.
	<p>Authors: Zahara Tussoleha Rony</p>	<p>Paper Title: Generation Y Challenges in Becoming Innovative Leaders at Organization in the 21st Century</p> <p>Abstract: This paper aims to analyze and describe the dominant traits that are typical Gen-Y and innovative leadership models of the 21st century and to develop applicative recommendations on innovative leadership approaches to the Gen-Y. Gen-Y is increasingly inevitable and has taken a 50% portion in several large companies in Indonesia. This description explains the characteristics of Gen-Y and innovative leadership models. Data were obtained from secondary resource reviews, reputable journals, documents and company records that have relevance to the topic of this paper as well as from the results of interviews and observations on some companies. Gen-Y is the generation of innovating, open-mind. They are expected to be effective leaders in the 21st century. Innovative leadership becomes one of the effective leadership to be understood and implemented by Gen-Y in leading the</p>
122.		<p style="text-align: right;">784-788</p> <p style="text-align: right;">789-794</p>

Keyword: Gen-Y, Innovative Leader, Organization.

References:

1. Anantatmula, V. S., & Shrivastav, B. (2012). Evolution of project teams for Generation Y workforce. *International Journal of Managing Projects in Business*. <https://doi.org/10.1108/17538371211192874>
2. Balda, J. B., & Mora, F. (2011). ADAPTING LEADERSHIP THEORY AND PRACTICE FOR THE NETWORKED , M I L L E N N I A L G E N E R A T I O N , 5(3), 13–24. <https://doi.org/10.1002/jls>
3. Bass, B. M., & Riggio, R. E. (2006). Transformational leadership (2nd ed.). *Transformational Leadership (2nd Ed.)*. [https://doi.org/10.1002/1521-3773\(20010316\)40:6<9823::AID-ANIE9823>3.3.CO;2-C](https://doi.org/10.1002/1521-3773(20010316)40:6<9823::AID-ANIE9823>3.3.CO;2-C)
4. Bassett, B. (2008). Working with generation Y. *Office Pro*, 68(2), 16–19.
5. Bolton, R. N., Parasuraman, A., Hoefnagels, A., Migchels, N., Kabadayi, S., Gruber, T., ... Solnet, D. (2013). Understanding Generation Y and their use of social media : a review and research agenda, 24(3), 245–267. <https://doi.org/10.1108/09564231311326987>
6. Boyce, L. A., Zaccaro, S. J., & Zazanis, M. (2010). Propensity for self-development of leadership attributes : Understanding , predicting , and supporting performance of leader self-development. *The Leadership Quarterly*, 21(1), 159–178. <https://doi.org/10.1016/j.leaqua.2009.10.012>
7. BPS. (2016). *Tingkat Pengangguran Terbuka (TPT)*. Bps.
8. Brown, M. (2008). *The Innovative Leader: How to Inspire your Team and Drive Creativity*. Library Review. <https://doi.org/10.1108/00242530810875258>
9. Cahill, T. F., & Sedrak, M. (2012). Leading a multigenerational workforce: strategies for attracting and retaining millennials. *Frontiers of Health Services Management*. <https://doi.org/10.1097/01974520-201207000-00002>
10. Cekada, T. L. (2012). *Training a Multigenerational Workforce*. Professional Safety.
11. Chen, M. H. (2007). Entrepreneurial leadership and new ventures: Creativity in entrepreneurial teams. *Creativity and Innovation Management*. <https://doi.org/10.1111/j.1467-8691.2007.00439.x>
12. Cole, G., Lucas, L., & Smith, R. (2002). The debut of Generation Y in the American workforce. *Journal of Business Administration Online*.
13. Concours, B. S. G. (2007). *Engaging Today’s Young Employees*. Results Research Project YE.
14. Cruz, C. S. (2007). Gen Y: How boomer babies are changing the workplace. *Hawaii Business*, 52(11), 38.
15. De Jong, J. P. J., & Den Hartog, D. N. (2007). How leaders influence employees’ innovative behaviour. *European Journal of Innovation Management*. <https://doi.org/10.1097/SPV.0b013e3182a331a9>
16. DuBrin, A. J. (2011). *Impression management in the workplace: Research, theory, and practice*. *Impression Management in the Workplace: Research, Theory, and Practice*. <https://doi.org/10.4324/9780203865712>
17. Eren, E. (2012). Innovative Leadership for the Twenty-First Century. *Procedia Social and Behavioral Science*, 41, 1–14. <https://doi.org/10.1016/j.sbspro.2012.04.001>
18. Erickson, T. (2008). *Plugged in: The generation Y guide to thriving at work*. Harvard Business Review Press.
19. Howe, N., Strauss, W., Shaw, S., & Fairhurst, D. (2000). *Millennials Rising: The Next Greatest Generation*. Education + Training.
20. Hunter, S. T., & Cushenbery, L. (2011). Leading for innovation: Direct and indirect influences. *Advances in Developing Human Resources*. <https://doi.org/10.1177/1523422311424263>
21. Jalal, M. O. (2012). *Manajemen Mengenal Siapa Itu Generasi Y*, 1–10. Retrieved from <https://manajemenppm.wordpress.com/2013/07/08/mengenal-siapa-itu-generasi-y/>
22. JAPINDO, P. M. T. K. (2019). Perusahaan Besar Ini Didominasi Karyawan Millennial. *S.M.L Journal*, 2019(X), 1–7. Retrieved from <http://xsmfashion.com/tab/984/5-perusahaan-besar-ini-didominasi-karyawan-millennial>
23. Jex, S. M., & Britt, T. W. (2008). *Organizational Psychology: A Scientist-Practitioner Approach 2nd Edition*. John Wiley & Sons, Inc. <https://doi.org/10.1016/j.jpainsymman.2010.06.024>
24. Kirana, K., Fee, T., Johari, J., & Ain, N. (2015). The Perception of Gen Y on Organizational Culture , Religiosity and Corruption in Malaysian Public Organizations. *Procedia Economics and Finance*, 31(15), 251–261. [https://doi.org/10.1016/S2212-5671\(15\)01227-7](https://doi.org/10.1016/S2212-5671(15)01227-7)
25. Kristensen, J. (2008). *Recruiting and Retaining Generation Y*. Msc. International Business Economics, Aalborg University.
26. Lebrasseur, R., Whissell, R., & Ojha, A. (2002). Organisational Learning, Transformational Leadership and Implementation of Continuous Quality Improvement in Canadian Hospitals. *Australian Journal of Management*. <https://doi.org/10.1177/031289620202700203>
27. Luscombe, J., Lewis, I., & Biggs, H. C. (2013). Essential elements for recruitment and retention: Generation Y. *Education and Training*. <https://doi.org/10.1108/00400911311309323>
28. Meister, J. (2012). *The Future Of Work: Job Hopping Is the “New Normal” for Millennials*.
29. Oster, G. (n.d.). *Emergent Innovation : A New Strategic Paradigm*.
30. Raytehon. (2013). *Generational Differences In Workplace Ethics*. Ethics Resource Cente. Retrieved from www.ethics.org/nbes.
31. Rony, Z. T. (2015). KESIAPAN LULUSAN PERGURUAN TINGGI MENETAPKAN AWAL PEMILIHAN KARIER DENGAN MODEL COACHING. *PARAMETER: Jurnal Pendidikan Universitas Negeri Jakarta*, 26(1), 107–117.
32. Rony, Z. T. (2017). THE IMPACT OF COACHING AND MENTORING ACTIVITIES TOWARDS DECREASING CREATIVE IDEAS OF GEN Y EMPLOYEES IN MEDIA COMPANY. *Journal, Indonesian Review, Educational*, 4(1), 179–191.
33. Samad, S., & Abdullah, Z. (2012). The influence of leadership styles on organizational performance of logistics companies. *International Business Management*. <https://doi.org/10.3923/ibm.2012.374.383>
34. Sattayaraksa, T., & Boon-Itt, S. (2012). Leadership as a determinant of product innovation: A systematic review of the literature. In *IEEE International Conference on Industrial Engineering and Engineering Management*. <https://doi.org/10.1109/IEEM.2012.6837825>
35. Seltzer, J., & Bass, B. M. (1990). Transformational Leadership: Beyond Initiation and Consideration. *Journal of Management*. <https://doi.org/10.1177/014920639001600403>
36. Zenger, J., & Folkman, J. (2014). *Research : 10 Traits of Innovative Leaders, 2014–2017*.
37. Zopiatis, A., Krambia-Kapardis, M., & Varnavas, A. (2012). Y-ers, X-ers and Boomers: Investigating the multigenerational (mis)perceptions in the hospitality workplace. *Tourism and Hospitality Research*. <https://doi.org/10.1177/1467358412466668>

Authors: Susanto, Suwarno Hadisusanto

Paper Title: Fish Community and Mining Activity in Serayu River Banyumas Residency

123.

Abstract: The purpose of this research is to reveal and describe the quality of river waters and the fish community in Serayu river of Banyumas regency. The study was conducted using a survey method, with purposive random sampling technique. The study was conducted in Serayu river of Banyumas regency where three major rivers lead to it, namely Klawing river, Logawa river, and Tajum river. Fish sampled by spreaded net and handweb, with ten times sampling of each peripheral in each sampling point. Sampled fishes identified based on Kottelat et al. (1993) and verified on Biology Research Center, LIPI Cibinong and www.FishBase.org. Fish community structure analyzed by: Diverse, Cluster, and Multi Dimensional Scalling (MDS) of (Clarke and Warwick, 2001). The study found that water quality of physical and chemical parameters are in good condition. It includes temperature, flowrate, clarity, dissolved

oxygen level, pH, and plankton species variation in Serayu River Banyumas Residency. Most species and individual number on Serayu River Banyumas Residency are from Cyprinidae Family. Species diversity are in low condition but there are no dominancies found. Fish abundance are higher in downstream area than in upstream area, but fish species diversity are lower in downstream area than in upstream area of Serayu River Banyumas Residency. Long period of mining activity could badly affect river fish's life.

Keyword: Abundance, Diversity, Fish Community, Mining Activity, Serayu River

References:

1. Anonymous. 2009. *Konsep Peraturan Gubernur Peruntukan Air dan Pengelolaan Kualitas Air Sungai Serayu. Provinsi Jawa Tengah: Peraturan Gubernur Provinsi Jawa Tengah.* www.blh.jawatengah.go.id.
2. Anonymous. 2013. *Sungai Serayu : Curah Hujan dan Debit Air.* Balai Pengelolaan Sumber Daya Air Serayu Citanduy. Dinas Pengelolaan Air Provinsi Jawa Tengah.
3. Clarke, K.R. and R.M. Warwick. 2001. *Changes in Marine Communities : an Approach to Statistical Analysis and Interpretation*, 2nd edition, PRIMER-E: Plymouth, London.
4. Kottelat, M., J.A. Whitten, S.N. Kartikasari, Wirjoatmojo. 1993. *Ikan Air Tawar Indonesia Bagian Barat dan Sulawesi*. Edisi Dwibahasa Inggris - Indonesia. Periplus Edition. Jakarta.
5. Krebs C. J. 2009. *Ecology, the Experimental Analysis of Distribution and Abundance.* Harper and Row Publisher. New York.
6. Morán-López, R., J. L. Pérez-Bote, E. Da Silva, A. B. P. Casildo. 2012. Hierarchical large-scale to lokal-scale influence of abiotic factors in summer-fragmented Mediterranean rivers: structuring effects on fish distributions, assemblage composition and species richness. *Hydrobiologia*, 696 : 137 - 158.
7. Muslih, Khoiril, Enam M. Adiwilaga and Soeryo Adiwibowo. 2014. Karakteristik Habitat dan Keanekaragaman Ikan Air Tawar Sungai Menduk yang Mendapat Pengaruh Penambangan Timah di Kabupaten Bangka. *Akuatik*. 8 (2) : 17-23.
8. Muthmainnah, D. 2010. *Komposisi Jenis Ikan di Sepanjang Aliran Sungai Musi.* Prosiding Seminar Nasional Biologi : Biodiversitas dan Bioteknologi Sumberdaya Akuatik. R.E. Prabowo, E.R. Ardli, M.H. Sastranegara, W. Lestari, G. Wijayanti, A. Nuryanto (Ed). Fakultas Biologi Universitas Jenderal Soedirman. Purwokerto.
9. PPRI (Peraturan Pemerintah Republik Indonesia). 2001. Nomor 82 Tahun 2001 tentang: *Pengelolaan Kualitas Air dan Pengendalian Pencemaran Air.* Sekretariat Negara Replublik Indonesia. Jakarta.
10. Samitra, D. dan Rozi, Z. F. 2018. Keanekaragaman Ikan di Sungai Kelingi Kota Lubuk Linggau. *Jurnal Biota*. 4 (1) : 1-6.
11. Susanto. 2017. *Ekologi : Konservasi Sumberdaya Hayati.* UMP Press. Purwokerto.
12. Susanto. 2018. *Ikan dan Ekosistem Sungai (Komunitas Ikan di Sungai Serayu Wilayah Kabupaten Banyumas).* Pustaka Belajar. Yogyakarta.
13. Wahyuni, T. T. and Zakaria, A. 2018. Keanekaragaman Ikan di Sungai Luk Ulo Kabupaten Kebumen. *Biosfer*. 35 (1) : 23-28.

Authors: Niloofar Joneyd, Farhana Diana Deris

Paper Title: Using Student-Generated Web Comics on Pixton as a Tool for Learning Shakespearean Drama

Abstract: The study examined the effectiveness of using student-generated web comics on Pixton as a tool for enhancing students' performance in meaning making and learning Shakespearean drama among tertiary level students in university. This study explored students' attitudes towards generating web comics in learning Shakespearean drama. This study was conducted on 35 students who were studying English literature in one of the universities in Iran. This study employed a true experimental of posttest-only control-group research design with a mixed-method approach. The students were chosen based on purposive sampling and were randomly allocated into control group and experimental group. The control group had undergone conventional approach of learning the drama while the experimental group experienced learning through generating web comics in order to learn and construct the meaning of the drama. The instruments used to gather data in this research were post-test and a questionnaire on students' attitudes. The students were given a post-test after learning the Hamlet play written by W. Shakespeare. The questionnaire was distributed to the students in experimental group after conducting the treatment and post-test. Quantitative data derived from the analysis of post-test were tabulated in descriptive statistics and an Independent T-test. Students' answers in post-test were also analysed qualitatively. The results of the questionnaire were coded as numerical scores of frequency and percentage for statistical analysis. The findings of the study revealed that the students who used generating web comics attained a better performance and higher academic achievement in meaning making and learning Shakespearean drama compared to the students who were exposed to conventional learning method. The students also developed strongly positive attitudes towards use of student-generated web comics in learning the drama. This study will help teachers and students to create a new positive environment in the classroom with integration of technology, in which they can feel the enjoyment in effective teaching and learning process of Shakespearean drama.

Keyword: English proficiency, LINUS 2.0 LBI programme, Phonological awareness, Teachers' readiness

References:

1. Arnone, M. P., Small, R. V., Chauncey, S. A., & McKenna, H. P. (2011). Curiosity, interest and engagement in technology-pervasive learning environments: a new research agenda. *Educational Technology Research & Development* 59:181-198. DOI 10.1007/s11423-011-9190-9
2. Azman, F. N., Zaibon, S. B., & Shiratuddin, N. (2015). *Exploring digital comics as an edutainment tool: an overview.*
3. Azman, F. N., Zaibon, S. B., & Shiratuddin, N. (2016). A Study on User's Perception towards Learner-generated Comics. *International Review of Management and Marketing*, 6(8S).
4. Azman, F. N. Z., Syamsul Bahrin ; Norshuhada Shiratuddin. (2016). A Study on User's Perception towards Learner-generated Comics. *International Review of Management and Marketing*, Vol 6. Adapted from Coetzee, M. & Jansen, C. (2007).
5. Bright, Amy. (2012). "Writing Homer, Reading Riordan: Intertextual Study in Contemporary Adolescent Literature." *The Journal of Children's Literature*. 37.1 (2011): 38-48. ERIC. Web. 21 Oct.
6. Cortsen, R. P. (2015). Teaching with Comics. *Oulu Comics Magazine*.
7. Engler, S., Christopher, H. & Payne, S. (2008). Computer-produced comics as a means of summarising academic readings in EAP programs. *International Journal of Pedagogies and Learning*, 4, 4, 19-33.
8. Flintoff, K. (2005). Drama and technology: Teacher attitudes and perceptions.

9. Choo, Y. B., Nawi, A. M., & Abdullah, T. (2016). Facebook: A Tool to Engage Students in Meaning Making Of Shakespearean drama. *Man In India*, 96(6), 1891-1902.
10. Creswell, J. W. (2013). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications.
11. Gibson, R. (2000). *Teaching Shakespeare*. New York: Cambridge University Press.
12. Horton, S. (2008). *Webcomics 2.0: An Insider's Guide to Writing, Drawing, and Promoting Your Own Webcomics*: Nelson Education.
13. Hunt, Russell A. and Douglas Vipond (1985), 'Crash testing a transactional model of literary reading', *Reader*, 14, pp.23_39.
14. Howland, Jane, David Jonassen, and Rose Marra. *Meaningful Learning with Technology*. Upper Saddle River: Pearson, 2012. Prin
15. Kermode, F. (2000). *Shakespeare's language*. New York: Farrar, Straus & Giroux.
16. Kilickaya, F. and Krajka, J. (2012) 'Can the use of web-based comic strip creation tool facilitate EFL learners' grammar and sentence writing?', *British Journal of Educational Technology*, Vol. 43, No. 6, pp. 161-165.
17. Krech, D.; Crutchfield, R.S. (1948). *Theory and Problems of Social Psychology*; McGraw-Hill: New York, NY, USA.
18. Lobo, A. G. (2013). Reader-Response Theory: A Path Towards Wolfgang Iser (La teoría de la recepción: una ruta hacia Wolfgang Iser). *Letras*, 2(54), 13-30.
19. McConnell, R. H. (2014). *Graphic Drama: Reading Shakespeare in the Comics Medium*. The University of Western Ontario.
20. Means, B. (1993). *Using technology to support education reform*: ERIC.
21. Megawati, F., & Anugerahwati, M. (2012). Comic Strips: a study on the teaching of writing narrative texts to Indonesian EFL students. *Teflin Journal*, 23(2), 183.
22. Morrison, T. G., Bryan, G., & Chilcoat, G. W. (2002). Using student-generated comic books in the classroom. *Journal of Adolescent & Adult Literacy*, 45(8), 758-767.
23. Rosenblatt, L. M. (1982). The literary transaction: Evocation and response. *Theory into practice*, 21(4), 268-277.
24. Rosenblatt, L. M. (2005). Literature--SOS! *Voices from the Middle*, 12(3), 34-38.
25. Rostika, D., & Windayana, H. (2016). The Use of Comic Strip Worksheet In Enhancing Elementary School Students' Learning Achievement in Mathematic.
26. Smith, A. (2006). *Teaching with Comics*.
27. Versaci, R. (2001). How comic books can change the way our students see literature: One teacher's perspective. *English Journal*, 91 (2), 61-67.
28. Young, R. (2008). Using technology tools in the public school classroom. *University of Wisconsin: Unpublished Master's Thesis*.
29. Yunus, M. M., Salehi, H., Tarmizi, A., Syed, S., & Balaraman, S. (2011). Using digital comics in teaching ESL writing. *Research Journal of Applied Sciences, Engineering and Technology*, 4(18), 3462-3469.

Authors:

Rohani Othman

Paper Title:

Developing Engineering Communicative Competency through Effective Assessment Methods

Abstract:

A great importance of engineering education over the last decade has been on the development of some very specific non-technical attributes which included communication skills, the ability to function in teams, knowledge of societal and contemporary issues, development of global perspective, and ethics awareness. These non-technical skills complement a strong technical foundation to produce well-rounded engineering graduates who are flexible and adaptable to suit the constantly developing and changing requirements of the workplace. The industry as well as the international and local accreditation bodies have repeatedly highlighted the importance of strong communication skills for engineers entering the workplace [1] – [7]. Industries require a greater number of communication and interpersonal skills for entry-level engineers [8], yet, graduate engineers still lack the required standard of communication skills [9]. Engineering communication competency, especially in the English language is essential for an engineer who aspires to carry out his/her professional practice in the global economy. Similarly, the challenges faced by graduates are to focus on the development of the professional skills in the undergraduate engineering program in order to meet the demands from industries. As such the Malaysian higher education system must produce graduates who can communicate effectively in English. Otherwise, it would lose one of its vital selling points for foreign investors to ensure that the skilled labor forces are sufficient to support internationally competitive commerce and industry and to provide individuals with opportunities to optimize their potentials [10], [11].

Keyword:

Assessing communication skills, Engineering accreditation bodies, Engineering communication competency, Engineering education.

References:

1. ABET, Accreditation Board for Engineering and Technology, *Criteria for Accrediting Engineering Programs*. 2007, ABET., Engineering Accreditation Commission.
2. BEM, Board of Engineers Malaysia, *Engineering Programme Accreditation Manual*, T.I.o.E. IEM, Malaysia, Editor. 2007, IEM.
3. IEA, The Institution of Engineering Australia, *Engineers Australia National Generic Competency Standards - Stage 1 Competency Standards for Professional Engineers*. Education Programs at the Level of Professional Engineer, ed. A.M. System. 2005.
4. IEM, The Institution of Engineers Malaysia. *Accreditation*. 2008 [cited 2008 18 September, 2008]; Available from: www.iem.org.my.
5. McKenzie, L.J., et al., *Capstone Design Courses and Assessment: A National Study*, in *American Society of Engineering Education Annual Conference & Exposition*, A. American Society for Engineering Education, Editor. 2004, ASEE: Salt Lake City, UT.
6. Paretto, M.C., *Teaching Communication in Capstone Design: The Role of the Instructor in Situated Learning*. *Journal of Engineering Education*, 2008. 97(4): p. 13.
7. Sageev, P. and C.J. Romanowski, *A Message from Recent Engineering Graduates in the Workplace: Results of a Survey on Technical Communication Skills*. *Journal of Engineering Education*, 2001: p. 9.
8. Azami, Z. *A Gap Study between Employers' Perception and Expectation of Engineering Graduates in Malaysia*. in *5th WSEAS / IASME International Conference on ENGINEERING EDUCATION 2008*. Heraklion, Greece.
9. Forbes, S., *Report on The First University-Industry Dialogue (1stUID) Group work discussion*, T.M.I.C.o.C.a. Industry, Editor. 2005: Kuala Lumpur, Malaysia.
10. Muhammad Rashid Rajuddin, Prof., Dr. . *Keynote Address on Technical and Vocational Education in Malaysia*. in *Conference on Technical and Vocational Education in Malaysia*. 2006. Hotel Sofitel, Senai, Johor. UTM.
11. Riemer, M.J., *English and Communication Skills for the Global Engineer*. *Global Journal of Engineering Education*, 2002. 6(1): p. 91 – 100.
12. IPPTN, The National Higher Education Research Institute, *University Curriculum: An Evaluation on Preparing Graduates for Employment*. IPPTN, National Higher Education Research Institute, 2006.
13. Riemer, M.J., *Communication Skills for the 21st Century Engineer*. *Global Journal of Engineering Education*, 2007. 11(1): p. 1 - 12.
14. Wilk, R.D. and A.M. Anderson. *Development of Communication Skills Across the Engineering Curriculum*. in *American Society for Engineering Education Annual Conference & Exposition*. 2002.

15. Accord, W., *The Washington Accord*. 2007.
16. ABET, Accreditation Board for Engineering and Technology, *ABET Engineering Criteria*. 2000, Accreditation Board for Engineering and Technology, Inc.
17. UTM, Universiti Teknologi Malaysia, *Seven Attributes of UTM Graduates*. 2008: UTM Skudai, Johor.
18. IEEE, Institute for Electrical and Electronics Engineers *Report on Curricular Guideline for Undergraduate Engineering Program*. 2004, IEEE-CS.
19. Agoki, G.S., B.C. Ng, and R.L. Johnson. *Development of Communication Skills and Teamwork amongst Undergraduate Engineering Students*. in *37th ASEE/IEEE Frontiers in Education Conference*. 2007. Milwaukee: ASEE.
20. ABET, Accreditation Board for Engineering and Technology, *Criteria for accrediting engineering programs: Effective for evaluations during the 2002–2003 accreditation cycle* 2003.
21. Felder, R.M. and R. Brent, *Designing and Teaching Courses to Satisfy the ABET Engineering Criteria*. Journal of Engineering Education, 2003.
22. Lang, C.R. and H. Gurocak. *Assessment Methods for the Upcoming ABET Accreditation Criteria for Computer Science*. in *38th ASEE/IEEE Frontiers in Education Conference*. 2008. Saratoga Springs, NY: ASEE/IEEE.
23. McGourty, J., M. Besterfield-Sacre, and L. Shuman. *ABET's Eleven Student Learning Outcomes (a-k): Have We Considered The Implications?* in *ASEE*. 1999a. Charlotte, North Carolina ASEE.
24. McGourty, J., et al., *Preparing for ABET EC 2000: Research-Based Assessment Methods and Processes*. International Journal of Engineering Education, 2002. **18**(2): p. 157-167.
25. Mickelson, S.K., et al. *Development of Workplace Competencies Sufficient to Measure ABET Outcomes*. in *ASEE Annual Conference & Exposition*. 2001. ASEE.
26. Shuman, L.J., M. Besterfield-Sacre, and J. McGourty, The ABET "Professional Skills" - Can They Be Taught? Can They Be Assessed? Journal of Engineering Education, 2005. 94(1): p. 41.
27. Tooley, M.S. and K.D. Hall. Using a capstone design to facilitate ABET 2000 Program Outcomes. in *ASEE Annual Conference of Engineering Education: Education to Serve the World*. 1999. Charlotte, NC: ASEE.
28. Williams, J.M. Transformations in technical communication pedagogy: engineering, writing, and the ABET Engineering Criteria 2000 in *Technology & Teamwork*. 2000.
29. Miller, R.L. and B.M. Olds. Performance Assessment of EC-2000 Student Outcomes in the Unit Operations Laboratory in *ASEE Annual Conference & Exposition*. 1999. Charlotte, North Carolina: ASEE.
30. Scales, K., et al., Preparing for Program Accreditation Review Under ABET Engineering Criteria 2000: Choosing Outcome Indicators. Journal of Engineering Education, 1998. 87(3).
31. Duff, J.M. and T.E. Schildgen. Establishing Outcomes for Senior Capstone Projects In Industrial Technology. in *2005 American Society for Engineering Education Annual Conference & Exposition*. 2005. American Society for Engineering Education.
32. Othman, R., ASSESSING ORAL COMMUNICATION SKILLS IN THE FINAL YEAR ENGINEERING DESIGN PROJECT, in *Language Academy*. 2016, Universiti Teknologi Malaysia: Johor Baru.
33. Shahrir, A., et al. Implementing Continual Review of Programme Educational Objectives and Outcomes for OBE Curriculum Based on Stakeholders' Input. in *7th WSEAS International Conference on EDUCATION and EDUCATIONAL TECHNOLOGY*. 2008.
34. Adams, R.S., et al., Assessment of an International Freshmen Research and Design Experience: A Triangulation Study. International Journal of Engineering Education, 2002. 18(2): p. 180-192.
35. McGourty, J., Four Strategies to Integrate Assessment into the Engineering Educational Environment. Journal of Engineering Education, 1999b: p. 391 - 395.
36. Riza Atiq, O.K.R., et al., Capstone Project to Satisfy EAC Criteria, in *Seminar Pengajaran dan Pembelajaran Berkesan 2005*, UKM, Editor. 2005.
37. Racicot, K. and C. Pezeshki. Active Assessment in Engineering Design Using a Systems Approach. in *ASEE Annual Conference and Exposition 2007*. 2007. Honolulu, Hawaii: ASEE.

Authors: Dwi Fitri Puspa, Listiana Srimulatsih, Zaitul

Paper Title: Properties of Accounting Income in Indonesia: Net Income and Total Comprehensive Income

Abstract: This study aims to investigate the quality of net income and total comprehensive earnings from four properties or characteristics. The characteristics in question are persistence, variability, predictability and value relevance. The samples of the research are manufacturing companies listed in Indonesian Stock Exchange in 2012. By employing sampling technique based on the criteria, 24 companies were selected as samples with period of data collection from 2012 to 2014. There are six hypotheses tested by using regression technique. The results of the research show some findings, namely that net income is more persistent than total comprehensive income, there is no significant difference in the variability between total comprehensive income and net income, net income has the ability to predict cash flow and net income for the upcoming year is better than the total comprehensive income and the relevance of net income is different from the total comprehensive income both by applying price and return model. IFRS convergence financial accounting standards require companies that have public accountability in Indonesia to present a comprehensive income statement that includes the presentation of net income, other comprehensive income and total comprehensive income. The results of the research on the characteristics of net income and total comprehensive income benefit for various parties such as investors, financial analysts and creditors concerned with the quality of profit that is characterized from 4 perspectives mentioned before. For the financial accounting standards setter, results of this study provide information about the quality of comprehensive earnings.

Keyword: Net Income, Total Comprehensive Income, Persistence, Variability, Predictive Ability, Value Relevance.

References:

1. Humayun Kabir M, Laswad F. Properties of net income and total comprehensive income: New Zealand evidence. *Accounting Research Journal*. 2011;24(3):268-89.
2. Dechow P, Ge W, Schrand C. Understanding earnings quality: A review of the proxies, their determinants and their consequences. *Journal of Accounting and Economics*. 2010;50(2-3):344-401.
3. Barton J, Hansen TB, Pownall G. Which Performance Measures Do Investors Around the World Value the Most—and Why? *The Accounting Review*. 2010;85(3):753-89.
4. [Chambers D, Linsmeier AETJ, Shakespeare AEC. An evaluation of SFAS No. 130 comprehensive income disclosures. *Review of Accounting Studies*. 2007;12(130):557-93.
5. Courtenay SM. Value Relevance of Mandated Comprehensive Income Disclosure Value Relevance of Mandated Comprehensive Income Disclosures. 2000(June 2016).

126.

810-816

6. Dhaliwal D, Subramanyam KR, Trezevant R. Is comprehensive income superior to net income as a measure of firm performance ? *Journal of Accounting and Economics*. 1999;26:43-67.
7. Hanlon JFO, Pope PF. THE VALUE-RELEVANCE OF UK DIRTY SURPLUS ACCOUNTING FLOWS. *British Accounting Review*. 1999;31:459-82.
8. Dechow P, Ge W, Schrand C. Understanding earnings quality: A review of the proxies, their determinants and their consequences. *Journal of accounting and economics*. 2010;50(2):344-401.
9. Barth ME, Landsman WR, Wahlen JM. Fair value accounting: Effects on banks earnings volatility , regulatory capital , and value of contractual cash flows. *Journal of Banking & Finance*. 1995;19:577-605.
10. Elliott JA, Hanna JD. Repeated accounting write-offs and the information content of earnings. *Journal of accounting research*. 1996:135-55.
11. Penman SH, Zhang X-j. the Quality of Earnings , and Stock Returns. *The Accounting Review*. 2002;77(2):237-64.
12. Ohlson JA. On Transitory Earnings. *Review of Accounting Studies*. 1999;4:145-62.
13. Hodder LD, Hopkins PE, Wahlen JM. Risk-relevance of fair-value income measures for commercial banks. *The Accounting Review*. 2006;81(2):337-75
14. Barth ME, Beaver WH, Landsman WR. The relevance of the value relevance literature for financial accounting standard setting: Another view. *Journal of Accounting and Economics*. 2001;31(1-3):77-104.
15. [Barth ME, Cram DP, Nelson KK. Accruals and the Prediction of Future Cash Flows in Hong Kong. *The Accounting Review*. 2001;76(April):27-58.
16. Chen CJP, Chen S, Su X. Is accounting information value-relevant in the emerging Chinese stock market ? *Journal of International Accounting Auditing & Taxation*. 2001;10:1-22.
17. Nilsson H. Essays on the value relevance of financial statement information. 2003.
18. Francis J, Schipper K. Have Financial Statements Lost Their Relevance? *Journal of Accounting Research Journal of Accounting Research*. 1999;37(2):319-52.
19. Marton J. Accounting and stock markets: A study of swedish accounting for international investors and analysts Vol. 35, No. 2, 2000. *International Journal Of Accounting*. 1998;35(2):302-3.
20. Alford A, Jones J, Leftwich R, Zmijewski M. The Relative Informativeness of Accounting Disclosures in Different Countries. *Journal of Accounting Research*. 1993;31:183-223.
21. Amir E, Harris TS, Venuti EK. A comparison of the value- relevance of U. S. versus Non-U. S. GAAP accounting measures using Form 20-F reconciliations. *Journal of Accounting Research*. 1993;31(1993):230-64.
22. Amir E, Lev B. Value relevance of nonfinancial information: the wireless communications industry. *Journal of Accounting & Economics*. 1996;22:3-30.
23. Harris S, Coenenberg A, Diehl U, Edwards F, Kuhne E, Mueller G, et al. The Value Relevance of German Accounting Measures : An Empirical Analysis. *Journal of Accounting Research*. 1994;32(2):187-209.
24. Lev B, Zarowin P. The boundaries of financial reporting and how to extend them. *Journal of Accounting Research*. 1999;37(2):353-.
25. Kormendi R, Lipe R. Earnings Innovations , Earnings Persistence , and Stock Returns *. *Journal of Business*. 1987;60(3):323-45.
26. Ramakrishnan RTS, Thomas JK. *Journal of Accounting, Auditing & Finance*. *Journal of Accounting, Auditing & Finance*. 1998;13(301):1-37.
27. Zarowin.P AA. and The Role of Earnings Levels in Annual Earnings>Returns Studies. *Journal of Accounting Research*. 1992;30(2 Autumn):286-96.
28. Lipe R. The Information Contained in the Components of Earnings. *Journal of Accounting Research*. 1986;24:37-64.
29. Goncharov I, Hodgson A. Comprehensive income in Europe: valuation, prediction and conservative issues. *Annales Universitatis Apulensis Series Oeconomica*. 2008;1(10).
30. Devalle A, Onali E, Magarini R. Assessing the value relevance of accounting data after the introduction of IFRS in Europe. *Journal of international financial management & accounting*. 2010;21(2):85-119.
31. Dechow PM. Accounting earnings and cash flows as measures of firm performance: The role of accounting accruals. *Journal of accounting and economics*. 1994;18(1):3-42.
32. Kothari SP, Zimmerman JL. Price and return models. *Journal of Accounting & Economics*. 1995;20:155-92.

Authors:

Christina Esti Susanti

Paper Title:

The Effect of Brand Awareness and Brand Image on Repurchase Intention through Brand Loyalty in Beach Tourism in East Java, Indonesia

Abstract:

This research was conducted to test and analyze the influence of brand awareness and brand image on repurchase intention through brand loyalty on beach tourism in East Java, Indonesia. The sampling technique in this study uses sampling quota and sample characteristics are consumers who have visited one of the beaches that are generally known in East Java, Indonesia and a minimum age of 21 years. The sampling technique used is non probability sampling. The sample studied was 200 respondents. The analytical tool used is SEM analysis. This study proves all the hypotheses proposed in this study , namely: Brand awareness has a significant effect on brand loyalty, Brand image has a significant effect on brand loyalty, Brand loyalty has a significant effect on repurchase intention, Brand awareness has a significant effect on repurchase intention through brand loyalty, and Brand image has a significant effect on repurchase intention through brand loyalty, are accepted. Academic advice is proposed for future research on the influence of brand awareness, brand image, brand loyalty, and repurchase intention. It is recommended to be tested on different objects to test the firmness of these theories. While practical advice is submitted to beach tourism managers especially those who are the object of this research should pay attention to information conveyed through: television, newspapers, magazines, and the internet, the annual routine festival agenda, unique image, popularity, environmental sustainability, because based on research results it has a positive and significant effect on loyalty and intention to repeat visits.

Keyword: Brand Awareness, Brand Image, Brand Loyalty, Repurchase Intention

References:

1. Aaker, David, *Manajemen Ekuitas Merek*, Jakarta: Spektrum, 1997.
2. Aaker, A. David, *Manajemen Ekuitas Merek*, Alih bahasa oleh Aris Ananda, Jakarta: Mitra Utama, 2008.
3. Chi, H.K., Yeh, H.R., & Yang, Y.T, The Impact of Brand Awareness on Consumer Purchase Intention: The Mediating Effect of Perceived Quality and Brand Loyalty, *The Journal of International Management Studies*, Vol. 4, No. 1, 2009, pp. 135-144.
4. Durianto, Darmadi, Strategi Menaklukkan Pasar Melalui Riset Ekuisitas dan Perilaku Merek, Jakarta, Gramedia, 2004
5. Hellier, Phillip K., Geursen, Gus M., Carr, Rodney., and Rickard, John A, Customer Repurchase Intention: A General Structural Equation Model, *European Journal of Marketing*, 37 (11/12), 2003, pp. 1762-1800.
6. Jing, Z., Pitsaphol, C., & Shabbir, R, *The Influence Of Brand Awareness, Brand Image And Perceived Quality on Brand Loyalty: A Case Study Of Oppo Brand In Thailand*, Wuhan, China, 2014.

7. Khan, Afaq Ahmed., Jadoon, Saneela., and Tareen, Naqash A.K, Impact of Advertising on Brand Awareness and Commitment in Female Apparel Industry, *International Journal of Academic Research in Business and Social Sciences*; Vol. 6, No. 3, 2016.
8. Kim, Hwa-Kyung., & Timothy J. Lee, Brand Equity of a Tourist Destination, *Sustainability*, Vol. 10, 2018, pp. 1–21.
9. Kotler, Phillip & Gary Amstrong, Principles of Marketing. 8th ed, Pearson Education (US), 2001.
10. Kotler, P, *Marketing Management*, 11th ed., New Jersey: Prentice Hall, 2003.
11. Lau, G., & Lee, S, Consumers Trust In A Brand And Link To Brand Loyalty, *Journal of Market Focused Management*, 1999.
12. Mehdi I, Jalali Seyyed., Khadem Mojgan., & Javidani Masoud, Investigation of the Effective Factors on Brand Loyalty and Repurchase Intention (Case study: Iranian Consumers), *Research Journal of Recent Sciences*, Vol. 2(2), 2013, pp. 10-17.
13. Rangkuti, F., *The Power of Brand*. Jakarta, PT Gramedia Pustaka Utama, 2004.
14. Roy, Biplab & Rajidul Hoque, Building a Strong Brand Image of Cox's Bazar as a Tourist Destination: An Empirical Analysis on Cox's Bazar, *American Journal of Tourism Management*, 4(2), 2015, pp. 27-34.
15. Sarvari, Neda Gholizadeh, Destination Brand Equity, Satisfaction And Revisit Intention: An Application In TRNC As a Tourism Destination, *Thesis*, Institute of Graduate Studies and Research. Eastern Mediterranean University. Gazimağusa, North Cyprus, 2012.
16. Schiffman, I.G., & Leslie L. Kanuk, Consumer Behavior, Englewood Cliffs, New Jersey: Prentice Hall, 2004.
17. Tjiptono, Fandy, *Brand Management & Strategy*, Yogyakarta, Andi Offset, 2005.
18. Yun-Tsuo, Huang., Kuo-Wei, Lee. & Wen-Yuan, Chan, An Empirical Study of Consumer's Repurchase Intention of Tablet PC, 2011.
19. Zeng, F.,Zuohao H., Rong C., & Zhilin Y, Determinants of Online Service Satisfaction and Their Impacts on Behavioral Intentions, *Total Quality Management & Business Excellence*, 20 (8), . 2009, pp. 953-969.

Authors: Zaitul, Muhammad Ridwan, Hanna Pratiwi

Paper Title: Dividend Policy in Indonesian Companies: Does Corporate Governance Matter?

Abstract: This study investigates whether corporate governance matters with regards to the dividend policy in Indonesian companies. Previous studies on this subject have mostly been done in developed countries, which have adopted the common law, such as in the US and the UK. This study uses 26 companies operating in the finance industry. Secondary data is used from several sources, such as the annual report and financial statement and related websites. This study uses an independent sample t-test to analyse the data. Corporate governance matters for dividend policy in Indonesian companies. It is evidenced by the fact that there is a significant difference in managerial ownership and board size between dividend paid and dividend not paid. Profitability also differs between dividend paid and dividend not paid companies; companies with higher profitability tend to pay dividend. This study provides empirical evidence that corporate governance matters for dividend policy in Indonesian companies. There are two contributions of this study: the result confirms the resource dependence theory and the convergence governance hypothesis.

Keyword: Corporate Governance, Dividend Policy, Indonesia.

References:

1. Mehdi M, Sahut J-M, Teulon F. Do corporate governance and ownership structure impact dividend policy in emerging market during financial crisis? *J Appl Account Res* [Internet]. 2017;18(3):274–97. Available from: <http://www.emeraldinsight.com/doi/10.1108/JAAR-07-2014-0079>.
2. Miller MH, Modigliani F. Dividend policy, growth, and the valuation of shares. *J Bus*. 1961;34(4):411–33.
3. Yarram SR, Dollery B. Corporate governance and financial policies: Influence of board characteristics on the dividend policy of Australian firms. *Manag Financ*. 2015;41(3):267–85.
4. Bhattacharya S. Imperfect Information, Dividend Policy, and “The bird in the hand” Fallacy. *Bell J Econ*. 1979;10(1):259–70.
5. John K, Williams J. Dividends, dilution, and taxes: A signalling equilibrium. *J Finance*. 1985;40(4):1053–70.
6. Miller MH, Rock K. Dividend Policy under Asymmetric Information. *J Finance*. 1985;40(4):1031–51.
7. Jensen M, Meckling W. Theory of the firm: managerial behavior, agency costs, and ownership structure. *J financ econ* [Internet]. 1976;3(4):305–60. Available from: <http://ebooks.cambridge.org/ref/id/CBO9780511817410A032>
8. Jensen MC. Agency costs of free cash flow, corporate finance, and takeovers. *Am Econ Rev* [Internet]. 1986;76(2):323–9. Available from: <http://www.jstor.org/stable/1818789>
9. Easterbrook FH. Two Agency-Cost Explanations of Dividends. *AmEcon Rev*. 1984;74(4):650–9.
10. Rozeff MS. Growth, Beta and Agency Costs As Determinants of Dividend Payout Ratios. Vol. 5, *Journal of Financial Research*. 1982. p. 249–59.
11. La Porta R, Lopez-de-Silanes F, Shleifer A, Vishny R. Investor Protection and Corporate Governance. *J financ econ*. 2000;58:3–27.
12. John K, Knyazeva A. Payout Policy, Agency Conflicts, and Corporate Governance [Internet]. SSRN Electronic Journal. 2006. Available from: <http://www.ssrn.com/abstract=841064>
13. Al-Najjar B, Kilincarslan E. Corporate dividend decisions and dividend smoothing. *Int J Manag Financ* [Internet]. 2017;13(3):304–31. Available from: <http://www.emeraldinsight.com/doi/10.1108/IJMF-10-2016-0191>.
14. Nazri SNFSM, Smith M, Ismail Z. The impact of ethnicity on auditor choice: Malaysian evidence. *Asian Rev Account*. 2012;20(3):198–221.
15. Adjaoud F, Ben-amar W. Corporate Governance and Dividend Policy: Shareholders' Protection or Expropriation? *J Bus Financ Account*. 2010;37(5&6):648–67.
16. Brown P, Beekes W, Verhoeven P. Corporate governance, accounting and finance: A review. *Account Financ*. 2011;51(1):96–172.
17. Baker HK, Powell GE. Dividend policy in Indonesia: survey evidence from executives. *J Asia Bus Stud*. 2012;6(1):79–92.
18. Hasan T, Kadapakkam P-R, Kumar PC. Firm Investments and Corporate Governance in Asian Emerging Markets'. *Multinatl Financ J*. 2008;12(1):21–44.
19. Ilona D. Directors' Diversity, Ownership Concentration and company performance in Indonesia listed companies. *Universiti Utara Malaysia*; 2015.
20. Gordon MJ. Optimal investment and financing policy. *J Finance*. 1963;18(2):1963.
21. Lintner J. Dividends, Earnings, Leverage, Stock Prices and the Supply of Capital to Corporations. *Rev Econ Stat*. 1962;44(3):243–69.
22. Adjaoud F, Hermassi N. the Impact of Corporate Governance Mechanisms on the Dividend Policy of Canadian Firms: Empirical Study. *Int J Business, Accounting, Financ*. 2017;11(1):90–106.
23. Elmagghi MH, Ntim CG, Crossley RM, Malagila JK, Fosu S, Vu T V. Corporate governance and dividend pay-out policy in UK listed SMEs. *Int J Account Inf Manag* [Internet]. 2017;25(4):459–83. Available from: <http://www.emeraldinsight.com/doi/10.1108/IJAIM-02-2017-0020>
24. Brockman P, Unlu E. Dividend policy, creditor rights, and the agency costs of debt. *J financ econ*. 2009;92(2):276–99.
25. Renneboog L, Trojanowski G. Control structures and payout policy. *Manag Financ*. 2007;33(1):43–64.

26. Fenn GW, Liang N. Corporate payout policy and managerial stock incentives. *J financ econ.* 2001;60(1):45–72.
27. Gan J, Lemmon M, Wang M. Can firms build capital-market reputation to substitute for poor investor protection? Evidence from dividend policies, Working paper. 2011.
28. Berle AA, Means GC. *The modern corporation and private property.* Macmillan, New York, NY; 1932.
29. Fukuyama F. Social Capital and the Global Economy. *Foreign Aff.* 1995;74(5):89–103.
30. Denis DK. Twenty-five years of corporate governance research... and counting. *Rev Financ Stud.* 2001;10(3):191–212.
31. Fama EF, Jensen MC. Separation of Ownership and Control Separation of Ownership and Control. *J law Econ.* 1983;26(2):301–25.
32. Li M, Roberts H. Does mandated independence improve firm performance? Evidence from New Zealand. *Pacific Account Rev.* 2018;30(1).
33. Pfeffer J. Size and Composition of Corporate Boards of Directors: The Organization and its Environment. *Adm Sci Q [Internet].* 1972;17(2):218–28. Available from: <http://www.jstor.org/stable/2393956%5Cnhttp://about.jstor.org/terms>
34. Zahra SA, Pearce JA. Boards of directors and corporate financial performance: A review and integrative model. *J Manage.* 1989;15(2):291–334.
35. Yermack D. Higher market valuation of companies with a small board of directors. *J financ econ.* 1996;40:185–211.
36. Abor J, Fiador V. Does corporate governance explain dividend policy in Sub-Saharan Africa? *Int J Law Manag.* 2013;55(3):201–25.
37. Benjamin SJ, Zain MM. Corporate governance and dividends payout : are they substitutes or complementary ? *J Asia Bus Stud.* 2015;9(2):177–149.
38. Jensen MC. The Modern Industrial Revolution , Exit , and the Failure of Internal Control Systems. *J Finance.* 1993;48(3):831–80.
39. Jung K, Kwon SY. Ownership structure and earnings informativeness: Evidence from Korea. *Int J Account.* 2002;37(3):301–25.
40. Morck R, Shleifer A, Vishny RW. Management Ownership and Marekt Valuation: and empirical analysis. *J financ econ.* 1988;20:293–315.
41. Short H, Keasey K, Duxbury D. Capital Structure , Management Ownership and Large External Shareholders : A UK Analysis. *Int J Econ Bus.* 2002;9(3):375–99.
42. Bozec R. Boards of Directors , Market Discipline and Firm Performance. *J Bus Financ Account.* 2005;32(9):1921–60.
43. Cheng S. Board size and the variability of corporate performance. *J financ econ.* 2008;87(1):157–76.
44. Lefort F, Urzúa F. Board independence, firm performance and ownership concentration: Evidence from Chile. *J Bus Res.* 2008;61(6):615–22.
45. Colpan AM, Yoshikawa T. Performance Sensitivity of Executive Pay: The Role of Foreign Investors and Affiliated Directors in Japan. *Corp Gov An Int Rev.* 2012;20(6):547–61.
46. Zaitul, Iona D. Gender in Audit Committee and Financial Reporting Timeliness : the Case of Unique Continental European Model. *Int J Eng Technol.* 2018;7(2.29):436–42.
47. Arosa B, Iturralde T, Maseda A. Ownership structure and firm performance in non-listed firms: Evidence from Spain. *J Fam Bus Strateg [Internet].* 2010;1(2):88–96. Available from: <http://dx.doi.org/10.1016/j.jfbs.2010.03.001>
48. Mak YT, Kusnadi Y. Size really matters: Further evidence on the negative relationship between board size and firm value. *Pacific Basin Financ J.* 2005;13(3):301–18.
49. Foong S-Y, Idris R. Leverage, product diversity and performance of general insurers in Malaysia. *J Risk Financ.* 2012;13(4):347–61.

Authors:

Siti Sarawati

Paper Title:

Human Governance: The Art of Emotional Intelligence of Leader through the Model of Spirituality

Abstract: This paper is a concept paper which is focused on the discussion about the emotional intelligence of leader in the human governance elements at the workplace from the perspectives of the spirituality model. These are the claims of reality the management application which is based of religion and science as well as browse the dimension of emotional in organizations today. This discussion encompasses the conceptual of emotional intelligence, human governance and spirituality model; application needs; challenges and hopes. In line with the demands of human capital development, supposed the physical development and materially advanced with that momentum growing over the years in tandem with human development. We not only want the country to have a first-class facility, but most important are the mentality, spiritual and behaviour first class which is oriented of human capital. The synonyms here, each employee in any organization as a human entity are should be the ideal capacity of human capital in terms of emotional intelligence to produce the quality work and have a strong human governance. To that end, leaders in the workplace should have a high level of emotional intelligence to form a positive culture among employees and create practices that are consistent so that it can become a habit that is conducive to all parties in the working environment. The end of this paper will demonstrate the need for all leaders to have the emotional intelligence with spiritual strength and lead a more meaningful behaviour. It would also allow employees to perform a dynamic human capital and thus able to establish a framework of a major platform in the management and human governance characterized by spirituality trait in their work.

Keyword: Emotional Intelligence, Leader, Human Governance, Spirituality Model.

References:

1. Al-Ghazali (1988). *Ihya' Ulumuddin.* Jilid 1&2. Edisi Ke 3. Translated by Ismail Yakub. Singapura. Pustaka Nasional Pte. Ltd.
2. Al-Ghazali (1974). *Mishkat Al-Anwar.* Terjemahan Abdul Majid Khatib. Kelantan:Pustaka Aman Pr.
3. Aminudin Mansor Ph.D (2009). *Konsep 'Akal Budi' dalam Sastera Melayu.* Jurnal ASWARA (Akademi Seni Budaya dan Warisan Kebangsaan). Bab 2.
4. Arfah Salleh & Aziuddin Ahmad (2009). *Human Governance : A Paradigm Shift in Governing Corporations.* Kuala Lumpur : MPH Publishing.
5. Goleman, D. (1995). *Emotional Intelligence : Why It Can Matter More Than IQ.* New York : Bantam Book.
6. Mayer, J. D., & Salovey, P. (1993). What is Emotional Intelligence? In P. Salovey, & D. Sluyter (Eds.).
7. Mohd. Azhar Abd. Hamid, Editor (2009). *Panduan Meningkatkan Kecerdasan Emosi.* Kuala Lumpur: PTS Professional.
8. Noor Shakirah Mat Akhir (2008). *Al-Ghazali and His Theory of the Soul : A Comparative Study.* Pulau Pinang : Penerbit Universiti Sains Malaysia.
9. *Oxford Advanced Learner's Dictionary of Current English* (2000). Oxford: Oxford University Press.
10. Sa'id Hawwa (2008). *Kajian Lengkap Penyucian Jiwa:Tazkiyatun Nafs.* Intisari Ihya'Ulumuddin. Jakarta: Pena Pundi Aksara.
11. *The Oxford American Dictionary of Current English* (1999). Oxford: Oxford University Press.
12. Thorndike, E.L. (1920). A Constant Error In Physical Ratings. *Journal of Applied Psychology,* 4, 25.

13. Zaini Said dan Syed Muhammad S.A. (2010). *Pemikiran al-Ghazali (450H-505H) in the field of Islamic Psychology*. Universiti Sains Malaysia. Papers presented at the 2010 convention of the National Counselling. City: Universiti Malaysia Terengganu.

Authors: Zairina Ibrahim, Md Gapar Md Johar, Che Ku Nurul Hasmaria Che Ku Yahaya, Normy Rafida Abdul Rahman

Paper Title: An Internet of Things: The Next Expansion of Mobile Education

Abstract: This paper aims to mobile education. This is focus on using a mobile application during session of lesson. Therefore, they need to understand the flow of application with schedule class by a week on times. The class will be on the online distance learning for the students and instructors to conducted. The Internet of Things (IoT) is a new design in the world for the internet devices to connected life in new environment of networking. In fact, there are need to develop a smart network for the new technology in world to enhance the knowledge of digital technology. However, the paper was improved the application used in the mobile education for students and instructors in University. Thus, current research on software development on mobile application for educator is limited to readiness and awareness. This research extends the need for empirical findings from system analyst and top management of software development to enhance the education concept of digital contents to the online distance learning for enriching future technology in mobile education.

Keyword: Internet of Things, Mobile, Education, Digital Contents.

References:

1. Benisch, M., Kelley, P. G., Sadeh, N. & Cranor, L. F. 2011. Capturing location-privacy preferences: quantifying accuracy and user-burden tradeoffs. *Personal Ubiquitous Computing*, 15, 679-694.
2. Berzowska, J. 2005. Memory rich clothing: second skins that communicate physical memory. In *Proc. of C&C*, ACM Press, 32-40.
3. Brush, A. J. B., Lee, B., Mahajan, R., Agarwal, S., Saroiu, S. & Dixon, C. 2011. Home Automation in the Wild: Challenges and Opportunities. In *Proc. CHI*.
5. Cafaro, F., Panella, A., Lyons, L., Roberts, J. & Radinsky, J. 2013. I See You There! Developing Identity- Preserving Embodied Interaction for Museum Exhibits. In *Proc. ACM Press*, 1911-1920.
6. Carretero, J. & García, J. D. 2013. The Internet of Things: connecting the world. *Personal Ubiquitous Computing*.
7. Davidoff, S., Zimmerman, J. and Dey, A.K. 2010. How Routine Learners can Support Family Coordination. In *Proc. CHI, ACM Press*, 2461-2470.
9. Erickson, T., Li, M., Kim, Y., Deshpande, A., Sahu, S., Chao, T., Sukaviriya, P. & Naphade, M. 2013. The Dubuque Electricity Portal: Evaluation of a City-Scale Residential Electricity Consumption Feedback System. In *Proc. CHI, ACM Press*, 1203-1212.
10. Gaver, W. W., Bowers, J., Boehner, K., Boucher, A., Cameron, D. W. T., Hauenstein, M., Jarvis, N. & Pennington, S. 2013. Indoor Weather Stations: Investigating a Ludic Approach to Environmental HCI Through Batch Prototyping. In *Proc. CHI, ACM Press*, 3451-3460.
11. Grosse-Puppenthal, T., Braun, A., Kamieth, F. & Kuijper, A. 2013. Swiss-Cheese Extended: An Object
12. Recognition Method for Ubiquitous Interfaces based on Capacitive Proximity Sensing. In *Proc. CHI, ACM Press*, 1401-1410.
13. Mekael, C. 2007. *Planning Design Automation: A Structured Method and Supporting Tools*. School of Engineering, Chalmers University of Technology.
14. Harrison, C., Tan, D. & Morris, D. *Skinput: Appropriating the Body as an Input Surface*. In *Proc. CHI, ACM Press*, 453-462.
15. Hong, X. & Nugent, C. D. 2013. Segmenting sensor data for activity monitoring in smart environments. *Personal Ubiquitous Computing*, 17, 545-559.
16. Hynes, M., Wang, H., McCarrick, E. & Kilmartin, L. 2011. Accurate monitoring of human physical activity levels for medical diagnosis and monitoring using off-the-shelf cellular handsets. *Personal Ubiquitous Computing*, 15, 667-678.

130.

838-841

Authors: Zairina Ibrahim, Normy Rafida Abdul Rahman, Md Gapar Md Johar

Paper Title: Factors Affecting Students Decision Making In Accommodation Process of University

Abstract: The hostels accommodation assumes a critical job in the hotel business all through the world and even in a few areas in Malaysia. Be that as it may, in numerous spots in Malaysian hostels have yet to be presented. They can possibly offer spending lodging accommodation, yet inns and motels remain the most prevalent types of cabin. A center gathering was utilized to pick up understanding into students' impression of hostels and helped in the advancement of a composed study. It was sent to a haphazardly chosen test of 215 university students. There was a reaction rate of 8% (n=401). Respondents thought about hostels and were ready to remain in them. Therefore, a factor investigation was led on 31 attributes of hostels that may be imperative to hostel clients and it was confirmed that these things could be decreased to three factors: Safety and Amenities ($\alpha=.92$), Area and Socializing ($\alpha=.91$), and Accommodations ($\alpha=.60$). In fact, well-being and Amenities had the most elevated mean scores for individual things in the factor while Accommodations had the least. The various straight relapse was utilized to decide whether the three factors would foresee university students 'plan to remain in a hostel. The relapse demonstrate was huge ($p \leq .000$) and every one of the three factors were noteworthy. The model had a R Square of .31. A t-test was utilized to decide whether guys and females contrasted in goal to remain in a hostel, Protection issue, Room Sharing, Security, Cleanliness Issue and Freedom. However, females had higher mean scores for Room Sharing than guys. This examination demonstrated that undergrads would remain in a hostel. The hostel proprietors/administrators what's more, hostel associations can utilize this data to more readily showcase their hostel and it will help them to figure out which luxuries they should need to meet client requests. Research ought to be led with a bigger and all the more geologically various example to decide whether the results can be summed up past university students. Nonetheless, research with genuine hostel clients will help to decide qualities they believe are essential and to contrast results and this examination.

Keyword: Decision Making, Accommodation Process, Factor Investigation, Factor Affection.

References:

1. Alnajem, O.M., and Mohamad. N. 2018. *Hostel Front Desk Employees' Perception*.

131.

842-847

2. Angell, E., Maureen, B., Stoner, Julia, and Shelden, L., Debra. 2009. Trust in Education Professionals: Perspectives of Mothers of Children With Disabilities. Remedial and Special Education.
3. Backflies, E. 2018. A Survey of UK.
4. Baraldi, E., and Bocconcelli, R. 2001. The Quantitative Journey in a Qualitative Landscape: Developing a Data Collection Model and a Quantitative Methodology in Business Network Studies. Uppsala University and University of Urbino. Management Decision. 39(7), 564-577.
5. Bougie, R., and Sekaran, U. 2016. Research Method for Business: A Skill Building Approach.
6. Clarkson, M., Wanie, Emmanuel, E.E., Oben, J. M. M., and Ivo, T. T. 2001. Youth Advocacy for Efficient Hostel Management and Affordable University Students' Housing in Buea, Cameroon. International Journal of Housing Markets and Analysis. 10(1), 81-111.
7. Chitty, B., Ward, Steven., and Chua, C. 2007. An application of the ECSI model as a predictor of satisfaction and loyalty for backpacker hostels. Marketing Intelligence & Planning. 25(6), 563-580.
8. Costa, M. V., and Carlos. 2018. Do Hostels Play a Role in Pleasing.
9. Doughty, K. 2018. The Role of Digital Technologies in Outcome-based Commissioning. Univeristy of Cumbria. Director of The i-Centre for Usable Home Technology (iCUHTec).
10. Hollebeek, L., Juric, B. and Tang, W. 2017. Virtual brand community engagement practices: A refined typology and model. Journal of Services Marketing. 31(3), 204-217.
11. Hynes, G. E. 2012. Improving Employees' Interpersonal Communication Competencies: A Qualitative Study. Business Communication Quarterly, 75(4), 466-475.
12. Kajimo-Shakantu, K., Opawole, A., and Alao, O. O., and Ogbaje, C. P. 2018. Risk Factors Associated with Procuring University Hostel Facilities through Build-Operate-Transfer Model. Journal of Engineering, Design and Technology. 17(1), 136-154.
13. Kan, C.W., and Lau, M. P. 2018. Effects of Sampling Methods on Detection of Yarn Quality. Research Journal of Textile and Apparel. 11(4), 71-79.
14. Karban, K., Paley, C., and Willcock, K. 2018. Towards Support: Evaluating a Move to Independent Living. University of Bradford.
15. McCreddie, C. 2018. No Secrets: guidance in England for the protection of vulnerable adults from abuse. The Journal of Adult Protection. 2(3), 4-16.
16. Muggleton, T. H., and Ruthven, I. 2012. Homelessness and access to the informational mainstream. Journal of Documentation. 68(2), 218-237.
17. National University of Malaysia (UKM). 2018. Retrieved from <http://www.ukm.my/ptsl/?s=hostel+issue>
18. Opawole, A., Fernando, S., Kajimo-Shakantu, K., and Ogbaje, C. P. 2018. Exploring public private partnership as an alternative housing delivery model in Namibia.
19. Perera, T., and Liyanage, K. 2018. Methodology for Rapid Identification and Collection of Input Data in The Simulation of Manufacturing Systems. Simulation Practice and Theory. 7, 645-656.
20. Shurrab, M., Ghaleb Abbasi, Razan A. K. 2018. Evaluating the effect of motivational dimensions on the construction project managers in Jordan. Engineering, Construction and Architectural Management. 25(3), 412-424.
21. Stoner, J. B. 2018. Qualitative research in education: Other methods of seeking knowledge.
22. Yang, Yefei, & Lau, Antonio, and Lee, K.C., Peter, and Yeung, C.L., Andy and Cheng, T. C. E. 2018. Efficacy of China's strategic environmental management in its institutional environment. International Journal of Operations & Production Management. 39.
23. Weerasinghe, I.M.S., Lalitha, R., and Fernando, S. 201. University Facilities and Student Satisfaction in Sri Lanka. International Journal of Educational Management. 32(5), 866-880.

Authors: Zairina Ibrahim, Md Gapar Md Johar, Che Ku Nurul Hasmaria Che Ku Yahaya, Normy Rafida Abdul Rahman

Paper Title: The Characteristics of Big Data in Successful of Software Development Life Cycle for Mobile Application

Abstract: This paper aims to software development life cycle for big data, software development and mobile application for the new environment of the real world. The big data is a new design in the world for the Internet devices to connected life in new environment. The paper reviews 6Vs such as (Volume, Variety, Velocity, Variability, Veracity and Value) for big data an environment application used in the mobile application for students and instructors in university. In fact, for the digital content is to efficiency and effectively for accessed the contents with anytime and everywhere to capture the speeding and capacity data. Current research on software development on application for students and instructors is limited to readiness and awareness. This research extends the need for empirical findings from system analyst and top management of digital contents for big data approach.

Keyword: Big Data, 6 Vs, Software Development Life Cycle, Digital Content.

References:

1. Brown, M. S. 2014. Big Data, Mining, and Analytics. Components of Strategic Decision Making. In S. Kudyba (Ed.), Big Data, Mining, and Analytics. Components of Strategic Decision Making (pp. 211-230). Boca Raton: CRC Press Taylor & Francis Group.
2. Butler, D. 2008. Web Data Predict Flu. Nature, 456 (7220), 287-288. doi:10.1038/456287a
3. Caragliu, A., Del Bo, C., & Nijkamp, P. 2011. Smart Cities in Europe. Journal of Urban Technology, 18(2), 65-82. doi:10.1080/10630732.2011.601117
4. Cavoukian, A., and J. Jonas. 2012. Privacy by Design in the Age of Big Data. Information and Privacy Commissioner of Ontario, Canada. Accessed December 3 2015. https://privacybydesign.ca/content/uploads/2012/06/pbd-big_data.pdf.
5. Chan, J. O. 2016. Big Data Customer Knowledge Management. Communications of the IIMA, 14 (3), 5.
6. Chaudhuri, S., Dayal, U., and Narasayya, V. 2011. "An Overview of Business Intelligence Technology," Communications of the ACM (54:8), pp. 88-98.
7. Chaowei Yang, Qunying Huang, Zhenlong Li, Kai Liu & Fei Hu. 2017. Big Data and cloud computing: innovation opportunities and challenges, International Journal of Digital Earth, 10:1, 13-53.
8. Chen, J., Tao, Y., Wang, H., & Chen, T. 2015. Big Data Based Fraud Risk Management at Alibaba. The Journal of Finance and Data Science, 1(1), 1-10. Chen, M., S. Mao, Y. Zhang, and V. C. Leung. 2014a. Chapter 1, Big Data: Related Technologies, Challenges and Future Prospects .Heidelberg: Springer.
9. Chen, Z. K., S. Q. Yang, S. Tan, H. Zhao, L. He, G. Zhang, and H. Y. Yang. 2014b. The Data Allocation Strategy Based on Load in NoSQL Database. Applied Mechanics and Materials. 513-517: 1464-1469.
10. Coppersmith, D. 1994. The Data Encryption Standard (DES) and Its Strength Against Attacks. IBM Journal of Research and Development 38 (3): 243-250.
11. Crush, M. Monitoring the PACE of student Learning: Analytics at Rio Salado Community College.
12. Campus Technology (December 14, 2011).
13. De Cnudde, S., & Martens, D. 2015. Loyal to Your City? A Data Mining Analysis of a Public Service Loyalty Program. Decision Support Systems, 73, 74-84. doi:10.1016/j.dss.2015.03.004.
14. Fan, S., Lau, R. Y. K., & Zhao, J. L. 2015. Demystifying Big Data Analytics for Business Intelligence Through the Lens of Marketing

17. Mix. Special Issue on Computation, Business, and Health Science,
18. 2(1), 28-32. doi:10.1016/j.bdr.2015.02.006
19. Fuchs, M., Hopken, W., & Lexhagen, M. (2014). Big data analytics for knowledge generation in tourism destinations – A case from Sweden. *Journal of Destination Marketing & Management*, 3(4), 198-209.
20. Gelfand, A. 2011/2012. "Privacy and Biomedical Research: Building a Trust Infrastructure—An Exploration of Data-Driven and Process-Driven Approaches to Data Privacy," *Biomedical Computation Review*, Winter, pp. 23-28 (available at <http://biomedicalcomputationreview.org/content/privacy-and-biomedical-research-building-trust-infrastructure>, accessed August 2, 2012).
21. Henschen, D. 2011. "Why All the Hadoopla?" *Information Week*, November 14, pp. 19-26.
22. Helbing, D., & Baliatti, S. (2011). From social data mining to forecasting socio-economic crises. *The European Physical Journal Special Topics*, 195(1), 3-68. doi:10.1140/epjst/e2011-01401-8
23. Kaufman, L. M. 2009. Data Security in the World of Cloud Computing. *IEEE Security & Privacy Magazine* 7 (4): 61–64.
24. Nadeem, A., and M. Y. Javed. 2005. A Performance Comparison of Data Encryption Algorithms. In *ICICT 2005. First International Conference on Information and Communication Technologies*, 2005, 84–89.
25. Patterson, D. A. 2008. "Technical Perspective: The Data Center Is the Computer," *Communications of the ACM* (51:1), p. 105.
26. Redlich, R. M., and M. A. Nemzow. 2006. U.S. Patent No. 7,103,915. Washington, DC: U.S. Patent and Trademark Office.
27. Sukumar, S. R., & Ferrell, R. K. (2013). 'Big Data' Collaboration: Exploring, Recording and Sharing Enterprise Knowledge. *Information Services & Use*, 33(4), 257-270. doi:10.3233/ISU-130712
28. Xiang, Z., Schwartz, Z., Gerdes Jr, J. H., & Uysal, M. (2015). What Can Big Data and Text Analytics Tell Us about Hotel Guest Experience and Satisfaction? *International Journal of Hospitality Management*, 44, 120-130.
29. Van Der Aalst, W. 2012. "Process Mining: Overview and Opportunities," *ACM Transactions on Management Information Systems* (3:2), pp. 7:1-7:17.
31. Villars, R. L., C. W. Olofson, and M. Eastwood. 2011. *Big Data: What It Is and Why You Should Care*. White Paper, IDC.
32. Wu, X., Kumar, V., Quinlan, J. R., Ghosh, J., Yang, Q., Motoda, H., McLachlan, G. J., Ng, A., Liu, B., Yu, P.S., Zhou, Z.-H., Steinbach, M., Hand, D. J., and Steinberg, D. 2007. "Top 10 Algorithms in Data Mining," *Knowledge and Information Systems* (14:1), pp. 1-37.

Authors: Zairina Ibrahim, Normy Rafida Abdul Rahman, Md Gapar Md Johar

Paper Title: To Understand the Team Cohesiveness, Teamwork Quality and Team Performance in Employee Performance in University

Abstract: The purpose of this research is to seek and identify the impact teamwork has on organizational performance. The research to understand the teamwork quality, team cohesiveness and team performance in employee performance, identify the positive or negative effects of teamwork on employees and to examine the impact of teamwork on organization performance. Therefore, it is to determine how teamwork could effect and improve University employee's performance within the organization. In fact, it is also to understand on how methods like teamwork quality, team cohesiveness, and teamwork performance have could be used to have positive effects in employee overall performance. The research study used correlation techniques in order to analyze the relationship between two variables that was Teamwork and Organization Performance. In many of the journals and article that was collected, there was clear evidence that teamwork and other measures of team performance are positively related with organization performance. The study of the research shown that there was a significant positive impact of teamwork on organizational performance and employee's overall performance.

Keyword: Team Cohesiveness, Teamwork Quality, Team Performance, Employee Performance.

References:

1. Annalena Welp, A. J. 2017. The Importance of reflecting on practice: How personal professional development activities affect perceived teamwork and performance.
2. Bacon, N., and Blyton, P. 2006. The Impact of Teamwork on Skills: Employee Perceptions of Who Gains and Who Loses. *Human Resource Management Journal*. 13, 3 - 29.
3. Baiden, B., and Price, A. 2011. The Effect of Integration on Project Delivery Team Effectiveness. *International Journal of Project Management*, 29(2), 29 - 136.
4. Belbin, R. M. 1981. *Management Teams. Why They Succeed or Fail*. London: *Butterworth-Heinem*
5. Boakye, E. O. 2015. The Impact of Teamwork on Employee Performance.
6. Bravo G. R., Catalan G. S., and Pina P. J. M. 2017. Analysing Teamwork in Higher Education: An Empirical Study on The Antecedent and Consequences of Team Cohesiveness. *XXIX Congreso De Marketing Aemark*.
7. Dotun, A., and Dennis, K. 2001. An evaluation of factors influencing teamwork and customer focus. *International Journal of Managing Service Quality*. 11(1), 49-56.
8. Griffin, M. A. 2007. A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal*.
9. Hisam, S. S. 2018. The Impact of Teamwork on Work Performance of Employees.
10. Karma, S. T. 2004. Employee Performance Management Method and System.
11. Koslowsky, S. S. 2006. Leadership Team Cohesiveness and Team Performance. *International Journal of Manpower*.
12. Kothari, C. R. 2004. *Research Methodology: Methods and Technique*. New Age International (P) Ltd. New Delhi.
13. Mahmood, M. Z. 2012. The Relationship between Group Cohesiveness and Performance: An Empirical Study of Cooperatives Movement in Malaysia. *International Journal of Cooperative Studies*.
14. Marks, M., Mathieu, and Zaccaro. 2001. A Temporary Based Framework and Taxonomy of Team Processes.
15. Marshall, L. 2003. The relationship between efficacy, teamwork skills, effort and patient satisfaction. *Unpublished Doctoral Dissertation, University of Southern California, Los Angeles*.
16. Matthew, S. P., Matthew, I. B., Goswami, A., and Christiansen, N. D. 2016. Effects of Team Personality Composition on Member Performance. *Group and Organization Management*. 43.
17. MYTO, 2018. Retrieved from <http://library.utm.my/digital-resources-2/digital-theses/>
18. Loyal, S. A. M. 2017. Impact of Teamwork on Employees Performance. *International Journal of Education and Social Science*.
19. Oseiboakye. 2014. Employee Perceptions of Corporate Social Responsibility And Organizational Citizenship Behaviours: A Comparative Ghanaian Study.
20. Pavitt, S. S. 2014. Predicting Top Management Approval and Team Performance in Technology Industry. Moderating Effects of Work Exhaustion.
21. Pavel, C., John, M. S., and Christopher, J. B. 2003. Assessing teamwork development to improve organizational performance. *Measuring Business Excellence*. 7(4), 29-36.
22. Philips, J. L., and Devine, D. J. 2001. Do Smarter Team Do Better: A Meta-Analysis of Cognitive Ability and Team Performance. *Small*

Group Research. 32(5), 507-532.

23. Pramlal, A. 2004. The Influence of Team Cohesiveness on Team Effectiveness. *Univeristy of KwaZulu-Natal*.
24. Rahi, S. 2017. Research Design and Methods: A Systematic Review of Research Paradigms, Sampling Issues and Instruments Development. *International Journal of Economics & Management Sciences*.
25. Rivai, V. 2004. Human Resource Management in Companies 7th edition, Raja Grafindo Pustaka, Jakarta.
26. Rosh, L., Offermann, R. L., and Van, D. R. 2012. Too Close for Comfort? Distinguishing Between Team Intimacy and Team Cohesion. *Human Resource Management Review*. 22, 116-127.
27. Shouvik, S., and Hisam, M. 2018. The Impact of Teamwork on Work Performance of Employees: A Study of Faculty Members in Dhofar University.
28. Salas, E., Sims, D. E., and Burke, C. S. 2005. Is there a Big Five in Teamwork? *Small Group Research*. 36(5), 555-599.
29. Sekaran, U. (2003). *Research Methods for Business: A Skill-Building Approach*. (Eds) 4th. New York, NY: John Wiley & Sons.
30. Sihat Sihombing, E. A. 2018. The Effect of Servant Leadership on Rewards, Organizational Culture and Its Implication for Employee Performance. *Journal of Law and Management*.
31. Simons, T. L., and Peterson, R. S. 2000. Task conflict and relationship conflict in top management teams: The pivotal role of intragroup trust. *Journal of Applied Psychology*. 85(1), 102-111.
32. Stone, A. A., Turkkan, J. S., Bachrach, C. A., Jobe, J. B., Kurtzman, H. S., and Cain, V. S. 2000. The science of self-report: Implications for research and practice. Mahwah, NJ, US: Lawrence Erlbaum Associates Publishers.
33. Thompson, B. M., Paul, H., and Borges, N. J., Carchedi, L. R., Roman, B. J. B. 2015. Team Cohesiveness, Team Size and Team Performance in Team-Based Learning Teams. *6 Mark H Townsend, 7 Agata P Butler, 8 David B Swanson, 9 Michael P Anderson10 & Ruth E Levine Medical Education*. 49, 379-385.
34. Walid, A. S. and Zubair, H. 2016. Impact of Efective Teamwork on Employee Performance. *International Journal of Accounting & Business Management*.
35. Wang, X. H., and Howell, J. M. 2010. Exploring The Dual Level Effects of Transforamtional Leadership on Follower. *The Journal of Applied Psychology* , 95(6), 1134 – 1144.
36. Wu, M. C., and Chen, Y. H. 2014. A Factor Analysis on Teamwork Performance : An Empirical Study of Inter Instituted Collaboration. *Eurasium Journal of Educational Research*.

Authors: Linayati Lestari, Siti Sarawati Johar

Paper Title: The Effect of Brand Personality and Social Media to Voting Behavior of Indonesia Presiden 2014

Abstract: The purpose of this study was to analyze the effect of brand personality of Jokowi and social media to voting behaviour of Indonesia president 2014. The methods of this research conducted with quantitative methods. This research uses quantitative method. In this study also built on a review of the theory and results of previous studies. The population of this study are students faculty of social science and political science at Riau Kepulauan university force 2011-2015 users of social media twitter and facebook. Based on sample drawing technique Krejcie and Morgan obtained sample of 165 samples and the scale used is likert. Hypothesis testing is done by using multiple regression with the help of computer software SPSS 19.0. This study looks at the influence of five dimensions of Jokowi brand personality, sincerity, excitement, competence, sophistication, and ruggednes. Furthermore, this study also aims to identify the influence of social media twitter and facebook, and three dimensions of voting behavior that is sociological, psychological, and rational choice. The results of this study show the brand personality Jokowi in general categorized well with the dimension of brand personality the highest score is sincerity. Student voter behavior is generally categorized well with the rational choice dimension that has the highest score. Brand personality has a positive influence on voter behavior. Social media contribute significantly to voting behavior. In other words brand personality and social media together give influence to PP equal to 23.1% while the rest 63.9% voting behavior influenced by other factor which not discussed in this research.

Keyword: Brand Personality; Jokowi; President Election; Voting Behavior; Social Media.

References:

1. A. Azoulay dan J. Kapferer (2007), "Do Brand Personality Really Measure Brand Personality?", *Journal of Brand Management*, (Vol. 2 No. 11, 2003), 143, www.jstor.org, diunduh pada tanggal 11 Desember 2007.
2. Firmanzah. (2008). *Marketing politik: antara pemahaman dan realitas*. Jakarta: Yayasan Obor Indonesia.
3. James F. Engel, Roger D. Blackwell, and Paul W. Miniard (1994), terj. Budiyanto, *Perilaku Konsumen*, Jilid Pertama, Jakarta : Binarupa Aksara, 373.
4. Kevin L. Keller. 1998. *Strategic Brand Management: Building, Measuring, and Managing Brand Equity*, New Jersey: Prentice Hall, 59.
5. Khang, H., Ki, Eyun & Ye, Lan. (2012, March). *Social media research in advertising, aomunication, marketing, and public relations, 1997-2010*. Retrived May 5, 2013, from <http://jmq.sagepub.com/content/89/2/279>.
6. McNair, B. (2010). *An introduction to political communication*. Oxon, Canada: Routledge.
7. O'Saughnessy, N. (2001). The Marketing of Political Marketing. *European Journal of Marketing* Vol 35, No. 9/10. Special Issue Summer 2001, pp. 1047-1057.
8. Setiadi, Elly M. dan Usman Kolip. (2011). *Pengantar Sosiologi Pemahaman, Fakta dan Gejala Permasalahan Sosial: Teori, Aplikasi dan Pemecahannya*. Jakarta: Kencana.
9. Zhang Mengxia (2007). *Impact of Brand Personality on PALI: A Comparative Research Between Two Different Brands*. *International Management Review* (Vol. 3 No. 3).
10. Zeithaml, V. A., Berry, L. L. and Parasuraman, A. (1996b). The behavioral consequences of service quality. *Journal of marketing*, 60(2).
11. Zhang, Y. (2015). The Impact of Brand Image on Consumer Behavior: A Literature Review. *Open Journal of Business and Management*, 3(01), 58.

Authors: Zaitul, Desi Ilona

Paper Title: Gender in Audit Committee and Financial Reporting Timeliness: The Case of Unique Continental European Model

Abstract: The goal of the current research is to identify whether or not the gender of Audit Committee members affects the timeliness of financial reporting. Unlike several studies which have focused on gender in the Board of Directors, the current study more specifically discusses gender in the Audit Committee in a country which adopts a Continental European System. This study employs panel data analysis for 370 observations of 185 Indonesian listed companies in the 2014-2015 period. This research reports that gender of the

134.

859-863

135.

864-871

Audit Committee members is still debatable with regards to their role in improving the timeliness of financial reporting. Further, size, independence, expertise, and Audit Committee activities have an insignificant impact on the timeliness of financial reporting.

Keyword: Gender in Audit Committee; Financial Reporting Timeliness; Indonesia.

References:

1. Abbott, L. J., Parker, S., & Peters, G. F. (2004). Audit committee characteristics and restatements. *Auditing: A Journal of Practice & Theory*, 23(1), 69–87.
2. Abdelsalam, O. H., & Street, D. L. (2007). Corporate governance and the timeliness of corporate internet reporting by U.K. listed companies. *Journal of International Accounting, Auditing and Taxation*, 16, 111–130. <https://doi.org/10.1016/j.intaccudtax.2007.06.001>
3. Abdullah, S. N. (2014). The causes of gender diversity in Malaysia- an large firms. *Journal of Management & Governance*, 18(4), 1137–1159.
4. Abernathy, J. L., Beyer, B., Masli, A., & Stefaniak, C. (2014). The association between characteristics of audit committee accounting experts, audit committee chairs, and financial reporting timeliness. *Advances in Accounting, Incorporating Advances in International Accounting*, 30(2), 283–297. <https://doi.org/10.1016/j.adiac.2014.09.001>
5. Abernathy, J. L., Beyer, B., Masli, A., & Stefaniak, C. M. (2015). How the Source of Audit Committee Accounting Expertise Influences Financial Reporting Timeliness. *Current Issues in Auditing*, 9(1), 1–9. <https://doi.org/10.2308/ciaa-51030>
6. Adams, R. B., & Ferreira, D. (2009). Women in the boardroom and their impact on governance and performance. *Journal of Financial Economics*, 94(2), 291–309. <https://doi.org/10.1016/j.jfineco.2008.10.007>
7. Ahmad-Zaluki, N. A. (2012). The pre- and post-IPOs gender composition of board of directors in Malaysia. *Gender in Management: An International Journal*, 27(7), 449–462. <https://doi.org/10.1108/17542411211273441>
8. Al-Shaer, H., Salama, A., & Toms, S. (2017). Audit committees and financial reporting quality. *Journal of Applied Accounting Research*, 18(1), 2–21. <https://doi.org/10.1108/JAAR-10-2014-0114>
9. Alfraih, M. M. (2016). Corporate governance mechanisms and audit delay in a joint audit regulation. *Journal of Financial Regulation and Compliance*, 24(3), 292–316. <https://doi.org/10.1108/JFRC-09-2015-0054>
10. Alkhatib, K., & Marji, Q. (2012). Audit reports timeliness : Empirical evidence from Jordan. In *Procedia- social and Behavioural Sciences* (Vol. 62, pp. 1342–1349). <https://doi.org/10.1016/j.sbspro.2012.09.229>
11. Ammer, M. A., & Ahmad-zaluki, N. A. (2017). The role of the gender diversity of audit committees in modelling the quality of management earnings forecasts of initial public offers in Malaysia. *Gender in Management: An International Journal*, 32(6), 420–440.
12. Anderson, D. R., Sweeney, D. J., & Williams, T. A. (1996). *Statistics for business and economics*. Minneapolis: West Publishing.
13. Appiah, K. O., & Amon, C. (2017). Board audit committee and corporate insolvency. *Journal of Applied Accounting Research*, 18(3), 298–316. <https://doi.org/10.1108/JAAR-03-2015-0024>
14. Arayssi, M., Dah, M., & Jizi, M. (2016). Women on boards, sustainability reporting and firm performance. *Sustainability Accounting, Management and Policy Journal*, 7(3), 376–401.
15. Ashton, R. H., Graul, P. R., & Newton, J. D. (1989). Audit delay and the timeliness of corporate reporting. *Contemporary Accounting Research*, 5(2), 657–673.
16. Baatwah, S. R., Salleh, Z., & Ahmad, N. (2013). Whether Audit Committee Financial Expertise Is the Only Relevant Expertise : A Review of Audit Committee Expertise and Timeliness of Financial Reporting. *Issues in Social and Environmental Accounting*, 7(2), 86–101.
17. Baatwah, S. R., Salleh, Z., & Ahmad, N. (2015). CEO characteristics and audit report timeliness: do CEO tenure and financial expertise matter? *Managerial Auditing Journal*, 30(8/9), 998–1022.
18. Barnett, V., & Lewis, T. (1994). *Outlier in Statistical Data* (3rd ed.). New York: Wiley.
19. Beekes, W., Pope, P., & Young, S. (2004). The Link Between Earnings Timeliness , Earnings Conservatism and Board Composition : evidence from the UK. *CORPORATE GOVERNANCE*, 12(1), 47–60.
20. Betz, M., O'Connell, L., & Shepard, J. M. (1989). Gender differences in proclivity for unethical behavior. *Journal of Business Ethics*, 8(5), 321–324.
21. Bin-Ghanem, H., & Ariff, A. M. (2016). The effect of board of directors and audit committee effectiveness on internet financial reporting: Evidence from gulf co-operation council countries. *Journal of Accounting in Emerging Economies*, 6(4), 429–448.
22. Carslaw, C. A. P. N., & Kaplan, S. E. (1991). An Examination of Audit Delay : Further Evidence from New Zealand. *Accounting and Business Research*, 22(85), 21–32.
23. Carter, D. A., D'Souza, F., Simkins, B. J., & Simpson, W. G. (2010). The gender and ethnic diversity of US boards and board committees and firm financial performance. *Corporate Governance*, 18(5), 396–414. <https://doi.org/10.1111/j.1467-8683.2010.00809.x>
24. Carter, D., Simkins, B., & Simpson, W. (2003). Corporate Governance, Board Diversity, and Firm Value. *The Financial Review, Wiley Online Library*, 38(1), 33–53. <https://doi.org/10.1111/1540-6288.00034>
25. Chambers, A. E., & Penman, S. H. (1984). Timeliness of Reporting and the Stock Price Reaction to Earnings Announcements. *Journal of Accounting Research*, 22(1), 21–47.
26. Chandar, N., Chang, H., & Zheng, X. (2012). Does overlapping membership on audit and compensation committees improve a firm's financial reporting quality? *Review of Accounting and Finance*, 11(2), 141–165. <https://doi.org/10.1108/14757701211228192>
27. Cohen, J., Krishnamoorthy, G., & Wright, A. (2004). THE CORPORATE GOVERNANCE MOSAIC AND FINANCIAL REPORTING QUALITY. *Journal of Accounting Literature*, 23, 87–152.
28. Cooper, E. (2017). Corporate social responsibility, gender, and CEO turnover. *Managerial Finance*, 43(5), 528–544. <https://doi.org/10.1108/MF-02-2016-0049>
29. Cullinan, C. P. (2003). Competing size theories and audit lag : Evidence from mutual fund audits. *Journal of American Academy of Business*, 3(1/2), 183–189.
30. Daily, C. M., Certo, S. T., & Dalton, D. R. (2000). The future of corporate women: Progress toward the executive suite and the boardroom? In *Women on corporate boards of directors: International challenges and opportunities* (pp. 11–23). Netherlands: Kluwer Academic Publishers.
31. Dalton, D. R., & Dalton, C. M. (2010). Women and corporate boards of directors: The promise of increased, and substantive, participation in the post Sarbanes-Oxley era. *Business Horizons*, 53(3), 257–268. <https://doi.org/10.1016/j.bushor.2009.12.004>
32. DAVIES, B., & WHITTRED, G. P. (1980). The Association Between Selected Corporate: Attributes and Timeliness in Corporate: Reporting: Further Analysis. *Abacus*, 16(1), 48–60. <https://doi.org/10.1111/j.1467-6281.1980.tb00085.x>
33. Defond, M. L., Hann, R. N., Xuesong, H. U., & Engel, E. (2005). Does the market value financial expertise on audit committees of boards of directors? *Journal of Accounting Research*, 43(2), 153–204. <https://doi.org/10.1111/j.1475-679x.2005.00166.x>
34. Dezoort, F. T. (1998). An analysis of experience effects on audit committee members' oversight judgments. *Accounting, Organizations and Society*, 23(1), 1–21. [https://doi.org/10.1016/S0361-3682\(97\)00029-9](https://doi.org/10.1016/S0361-3682(97)00029-9)
35. Erhardt, N. L., Werbel, J. D., & Shrader, C. B. (2003). Board of Director Diversity and Firm Financial Performance. *CORPORATE GOVERNANCE*, 11(2), 102–111.
36. Fama, E. F., & Jensen, M. C. (1983). Separation of ownership and control. *Journal of Law and Economics*, 26(June), 32.
37. Francoeur, C., Labelle, R., & Sinclair-Desgagné, B. (2008). Gender diversity in corporate governance and top management. *Journal of Business Ethics*, 81(1), 83–95. <https://doi.org/10.1007/s10551-007-9482-5>
38. Gavious, I., Segev, E., & Yosef, R. (2012). Female directors and earnings management in high-technology firms. *Pacific Accounting*

- Review (Vol. 24). <https://doi.org/10.1108/01140581211221533>
39. Givoly, D., & Palmon, D. (1984). Timeliness of annual earnings announcements: some empirical evidence. *The Accounting Review*, 57(3), 486–507.
 40. Grubbs, F. F. (1969). *Procedures for Detecting Outlying Observations in Samples*. Tachometric (Vol. 11).
 41. Gujarati, D. (1995). *Basic Econometric*. Singapore: McGraw-Hill.
 42. Gul, F. A., Srinidhi, B., & Ng, A. C. (2011). Does board gender diversity improve the informativeness of stock prices. *Journal of Accounting and Economics*, 51, 314–338.
 43. Hair, J. F., William, C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate Data Analysis* (7th Edition). Pearson Education Limited.
 44. Hakanson, N. H. (1977). Interim Disclosure and Public Forecasts: An Economic Analysis and a Framework for Choice. In *The Accounting Review* (Vol. 52, pp. 396–426).
 45. Hausman, J. A. (1978). Specification Tests in Econometrics. *Econometrica*, 46(6), 1251–1271.
 46. Hawarden, R. J., & Marsland, S. (2011). Locating women board members in gendered director networks. *Gender in Management: An International Journal*, 26(8), 532–549. <https://doi.org/10.1108/17542411111183866>
 47. Hsu, H. (2007). *Boards of directors and audit committees in initial public offerings*. DBA Dissertation. Nova Southeastern University.
 48. Huse, M., Nielsen, S. T., & Hagen, I. M. (2009). Women and employee-elected board members, and their contributions to board control tasks. *Journal of Business Ethics*, 89(4), 581–597. <https://doi.org/10.1007/s10551-008-0018-4>
 49. Hyde, J. S., & Kling, K. C. (2001). Women, motivation, and Achievement. *Psychology of Women Quarterly*, 25, 364–378.
 50. Ika, S. R., & Ghazali, N. A. M. (2015). Audit committee effectiveness and timeliness of reporting: Indonesian evidence. *Managerial Auditing Journal*, 27(4), 403–424. <https://doi.org/10.1108/MBE-09-2016-0047>
 51. Ilona, D. (2015). *Directors' Diversity, Ownership Concentration and company performance in Indonesia listed companies*. Universiti Utara Malaysia.
 52. Jaggi, B., & Tsui, J. (1999). Determinants of audit report lag: further evidence from Hong Kong. *Accounting and Business Research*, 30(1), 17–28.
 53. Jeffrey M. Wooldridge. (2003). *Introductory Econometrics*.
 54. Jensen, M., & Meckling, W. (1976). Theory of the firm: managerial behavior, agency costs, and ownership structure. *Journal of Financial Economics*, 3(4), 305–360. <https://doi.org/10.1017/CBO9780511817410.023>
 55. Jin, Z., Song, S., & Yang, X. (2014). The role of female directors in corporate governance investment in China. *China Journal of Accounting Studies*, 2(4), 323–344.
 56. Joecks, J., Pull, K., & Vetter, K. (2013). Gender Diversity in the Boardroom and Firm Performance: What Exactly Constitutes a “Critical Mass”? *Journal of Business Ethics*, 118(1), 61–72.
 57. Kallamu, B. S., & Saat, N. A. M. (2015). Audit committee attributes and firm performance: evidence from Malaysian finance companies. *Asian Review of Accounting*, 23(3), 206–221.
 58. Kaplan, S., Pany, K., Samuels, J., & Zhang, J. (2009). An examination of the association between gender and reporting intentions for fraudulent financial reporting. *Journal of Business Ethics*, 87, 5–30.
 59. Klein, A. (2002). Audit committee, board of director characteristics, and earnings management. *Journal of Accounting and Economics*, 33(3 SRC-GoogleScholar), 375–400.
 60. Kleinbaum, D. G., Kupper, L. L., Muller, K. E., & Nizam, A. (1998). *Applied Regression Analysis and Other Multivariate Methods* (3rd edition). Pacific Grove: Duxbury Press.
 61. Kross, W., & Schroeder, D. A. (1984). An Empirical Investigation of the Effect of Quarterly Earnings Announcement Timing on Stock Returns. *Journal of Accounting Research*, 22(1), 153–176.
 62. Lenard, M. J., Yu, B., York, E. A., & Wu, S. (2014). Impact of board gender diversity on firm risk. *Managerial Finance*, 40(8), 787–803. <https://doi.org/10.1108/MBE-09-2016-0047>
 63. Lin, J. W., Li, J. F., & Yang, J. S. (2006). The effect of audit committee performance on earnings quality. *Managerial Auditing Journal*, 21(9), 921–933. <https://doi.org/10.1108/02686900610705019>
 64. Manning, M. L., & Munro, D. (2004). *The business survey researcher's SPSS cookbook*. New South Wales.
 65. McMullen, D. A. (1996). Audit committee performance: An investigation of the Consequences associated with audit committee. *Auditing: A Journal of Practice & Theory*, 15(1), 87–96.
 66. Miethé, T. D., & Rothschild, J. (1994). Whistleblowing and the Control of Organizational Misconduct. *Sociological Inquiry*, 64(3), 322–347.
 67. Moore, D. S., & McCabe, G. P. (1999). *Introduction to the Practice of Statistics* (3rd ed.). New York: W. H. Freeman.
 68. Morrison, A. M., Randall, P. W., & Van, E. V. (2004). *The Center for Creative Leadership, Breaking the Glass Ceiling*. Boston, MA.: Addison-Wesley.
 69. Nielsen, S., & Huse, M. (2010). The contribution of women on boards of directors: Going beyond the surface. *Corporate Governance*, 18(2), 136–148. <https://doi.org/10.1111/j.1467-8683.2010.00784.x>
 70. Niu, F. F. (2006). Corporate governance and the quality of accounting earnings: a Canadian perspective. *International Journal of Managerial Finance*, 2(4), 302–327. <https://doi.org/10.1108/17439130610705508>
 71. Norusis, M. J. (1998). *Guide to Data Analysis, SPSS 8.0*. Upper Saddle River, New Jersey: Prentice-Hall, Inc.
 72. Offerman, L. R., & Armitage, M. A. (1993). Stress and the woman manager: sources, health outcomes, and interventions. In *Women in Management 4: Women and Work*, Sage, Thousand Oaks (pp. 107–121).
 73. Owusu-ansah, S. (2000). Timeliness of corporate financial reporting in emerging capital markets: empirical evidence from the Zimbabwe Stock Exchange. *Accounting and Business Research*, 30(3), 241–254.
 74. Owusu-Ansah, S., & Leventis, S. (2006). Timeliness of Corporate Annual Financial Reporting in Greece. *European Accounting Review*, 15(2), 273–287.
 75. Pallant, J. (2007). *SPSS Survival Manual: A Step by Step Guide to Data Analysis using SPSS for Windows (3rd edition,)* (3rd ed). New York: Open University Press.
 76. Pelled, L. H. (1996). Demographic Diversity, Conflict, and Work Group Outcomes: An Intervening Process Theory. *Organization Science*, 7(6), 615–631. <https://doi.org/10.1287/orsc.7.6.615>
 77. Ren, T., & Wang, Z. (2011). Female participation in TMT and firm performance: evidence from Chinese private enterprises. *Nankai Business Review International*, 2(2), 140–157. <https://doi.org/10.1108/20408741111139918>
 78. Rhee, K. S., & Sigler, T. H. (2015). Untangling the relationship between gender and leadership. *Gender in Management: An International Journal*, 30(2), 109–134. <https://doi.org/10.1108/GM-09-2013-0114>
 79. Samaha, K., & Khlif, H. (2017). Audit-related attributes, regulatory reforms and timely disclosure. *Journal of Financial Reporting and Accounting*, 15(2), 158–179. <https://doi.org/10.1108/JFRA-08-2015-0077>
 80. Schmidt, J., & Wilkins, M. S. (2013). Bringing Darkness to Light: The Influence of Auditor Quality and Audit Committee Expertise on the Timeliness of Financial Statement Restatement Disclosures. *Auditing: A Journal of Practice & Theory*, 32(1), 221–244. <https://doi.org/10.2308/ajpt-50307>
 81. Srinidhi, B. I. N., Gul, F. A., & Tsui, J. (2011). Female Directors and Earnings Quality. *Contemporary Accounting Research*, 28(5), 1610–1644. <https://doi.org/10.1111/j.1911-3846.2011.01071.x>
 82. Sulaiman, N. A. (2017). Oversight of audit quality in the UK: insights into audit committee conduct. *Meditari Accountancy Research*, 25(3), 351–367. <https://doi.org/10.1108/MEDAR-08-2016-0074>
 83. Tabacknick, B. G., & Fidell, L. S. (1996). *Using multivariate statistics* (3rd ed.). New York: Harpourt collings collers publishers.
 84. Terjesen, S., Sealy, R., & Singh, V. (2009). Women Directors on Corporate Boards: A Review and Research Agenda. *Corporate Governance: An International Review*, 17(3), 320–337. <https://doi.org/10.1111/j.1467-8683.2009.00742.x>
 85. Thiruvadi, S. (2012). Gender differences and audit committee diligence. *Gender in Management: An International Journal*, 27(6), 366–379. <https://doi.org/10.1108/17542411211269310>

86. Vanasco, R. R. (1994). The Audit Committee: An International Perspective. *Managerial Auditing Journal*, 9(8), 18–42. <https://doi.org/10.1108/02686909410071151>
87. Zahra, S. A., & Pearce, J. A. (1989). Boards of directors and corporate financial performance: A review and integrative model. *Journal of Management*, 15(2), 291–334. <https://doi.org/0803973233>

Authors: Nor Hidayah Abd Radzaz, Nina Diana Nawi, Fatin Aliah Phang, Aerma Nurazalina Musa

Paper Title: Student Self-Development through Cooperative Problem Based Learning (CPBL)

Abstract: Cooperative Problem Based Learning (CPBL) is a highly student-centred approach of learning specifically suited to cater the millennial students. In this study, CPBL was conducted at 12 selected class in Johor secondary schools for the students at the age of 14 years old. Low Carbon Society (LCS) was used as the core theme by integrating STEM subjects where the students were exposed to technology, teamwork, peer-to-peer learning, presentation and critical thinking processes. Three phases of CPBL were executed to shift the teachers and students from highly teacher-centred paradigm to student-centred paradigm. The reflections of the students were collected to analyse the development of the students on their cognitive, psychological and self-development. During the first phase, the students encountered the trauma cycle before they moved to the next phase that developed their cognitive, psychological and self-development. It was found that upon entering the third phase of CPBL, the students have improved self development and skills specifically on interpersonal skills, self-esteem, skills development. The study revealed that through the designated environment learning process of CPBL, the students involved actively in grasping the low carbon concepts. Most importantly, the external motivation and pressure given enabled them to embrace the concept and awareness which ultimately gave significant impact for the student's self development and skills.

Keyword: Cooperative Learning, Problem Based-Learning, Self-Development.

References:

1. Adi, F.M., Phang, F.A., and Yusof, K.M. (2012). Student perceptions change in a chemical engineering class using cooperative problem based learning (CPBL). *Procedia-Social and Behavioral Sciences*, 56, 2012. pp.627-635.
2. Phang, F. A., Yusof, K. M., Abd Aziz, A., Nawi, N.D. and Musa, A.N.. "Cooperative problem-based learning to develop 21st century skills among secondary school students through STEM education." *IEEE 2017 7th World Engineering Education Forum (WEEF)*, 2017. pp. 405-409
3. Husin, Wan Nor Fadzilah Wan, Nurazidawati Mohamad Arsad, Oziah Othman, Lilia Halim, Mohamad Sattar Rasul, Kamisah Osman, and Zanaton Iksan. "Fostering students' 21st century skills through Project Oriented Problem Based Learning (POPBL) in integrated STEM education program." In *Asia-Pacific Forum on Science Learning and Teaching*, vol. 17, no. 1, pp. 1-18. The Education University of Hong Kong, Department of Science and Environmental Studies, 2016.
4. Mohd-Yusof, Khairiyah, Fatin Aliah Phang, Mohd Johari Kamaruddin, Mimi Haryani Hassim, Haslenda Hashim et al. "Inculcating sustainable development among engineering students, part 1: designing problems and learning environments with impact." *Proceedings Engineering Education for Sustainable Development* .2013. pp 20-22.
5. Peen, Tan Yin, and Mohammad Yusof Arshad. "Teacher and student questions: A case study in Malaysian secondary school problem-based learning." *Asian Social Science* 10, no. 4. 2014.174.
6. Barrows, H. S., and A. C. Kelson. "Problem-based learning in secondary education and the problem-based learning institute." *Springfield, IL: Problem-Based Learning Institute* 1, no. 1. 1995. pp 1-5.
7. Hmelo-Silver, Cindy E. "Problem-based learning: What and how do students learn?" *Educational psychology review* 16, no. 3. 2004. pp 235-266.
8. Mohd-Yusof, Khairiyah, Fatin Aliah Phang, and Syed Ahmad Helmi. "How to develop engineering students' problem solving skills using cooperative problem based learning (CPBL)." In *Engineering Leaders World Congress on Engineering Education 2013*, vol. 2014, no. 3, p. 30.
9. Penfield, Wilder. *Mystery of the mind: A critical study of consciousness and the human brain*. Princeton University Press, 2015
10. Yusof, K. Mohd, Aziatul Niza Sadikin, Fatin Aliah Phang, and A. Abdul Aziz. "Instilling professional skills and sustainable development through Problem-Based Learning (PBL) among first year engineering students." *International Journal of Engineering Education* 32, no. 1. 2016. pp 333-347.
11. Yusof, Khairiyah Mohd, Syed Ahmad Helmi Syed Hassan, Mohammad Zamry Jamaludin, and Nor Farida Harun. "Cooperative problem-based learning (CPBL): Framework for integrating cooperative learning and problem-based learning." *Procedia-Social and Behavioral Sciences* 56. 2012. pp 223-232.
12. Braun, Virginia, and Victoria Clarke. "Using thematic analysis in psychology." *Qualitative research in psychology* 3, no. 2 .2006). pp 77-101.
13. Phang, F. A., Wong, W. Y., Ho, C. S., Fujino, J., Aerma Nurazalina Musa, & Suda, M. (2016). Iskandar Malaysia Ecolife Challenge: Low carbon education for teachers and students. *Clean Technologies and Environmental Policy*, 18(8), 2525-2532.

136.

872-877

Authors: Noor Zainab binti Abdul Razak, Ameen Akeem, Mohd Khairul Affendy bin Ahmad

Paper Title: Malaysian Students' Experience and Motivation using Web-Based Activities to Learn English Language Vocabulary

Abstract: The place of technology in teaching and learning is established. However, there is the need to consider motivational variables in the use of technology as relating to language learning. This paper thus explored the Malaysian students' experience and motivation using web-based activities in learning English vocabulary. Questionnaire was administered on the selected sample of the pupils and the data were analyzed using simple percentage. Finding revealed that the students had adequate experience using technology and felt motivated using web-based activities in learning vocabulary. These findings show that Malaysian's status in terms of using technology to solve classroom problem. It was this concluded that the use of technology related activities and applications should be encouraged.

Keyword: Motivation, Vocabulary, Web-Based Activities

137.

878-881

References:

1. Adam, M. H. & Nor Zairah, A. (2014). The influence of social networking sites on students' academic performance in Malaysia. *International journal of electronic commerce studies* vol.5, no.2, pp.247-254.
2. Al-Hazemi, H. (2000). Lexical Attrition of Some Arabic Speakers of English as a Foreign Language: a Study of WordLoss. *Internet TESL J* [Serial online] Available from: <http://iteslj.org/Articles/Al-Hazemi-Attrition/>
3. Alizadeh, M. (2016). The Impact of Motivation on English Language Learning. *International Journal of Research in English Education*, 1(1).
4. Allen, M. W. (2016). *Michael Allen's guide to e-learning: Building interactive, fun, and effective learning programs for any company*. John Wiley & Sons.
5. Al-Otaibi, G. (2004). *Language Learning Strategy Use among Saudi EFL Students and Its Relationship to Language Proficiency Level, Gender, and Motivation* [PhD Dissertation]. Indiana (PA): Indiana University of Pennsylvania.
6. Batane, T., & Mafote, S. (2007). The Impact of WebCT On Learning: A Students' perspective. *Educatio*: 51(5).
7. Dovedan, Z; Seljan, S; Vučković, K. (2002). *Multimedia in Foreign Language Learning*, MIPRO: Opatija, 72-75.
8. Jacobsen, A. D., Eggen, P. & Kauchak, D. 2009. *Method for Teaching: Promoting Student Learning in K-12 Classroom* (8th Ed.). USA: Pearson Publication.
9. Maro, N (2014). The Use of Computers in Public and Private Primary Schools in Tanzania: A Digital Divide. *International Journal of Computer Applications*. 103(15) 14-19.
10. Mohd Khairul Affendy Bin Ahmad (2018). *ESL learners' attitude and motivation towards using web-based activities to learn English language vocabulary*. Thesis submitted to Universiti Teknologi Malaysia.
11. Moskovsky, C. G., & Arabai, F. A. (2009). Intrinsic Motivation in Saudi Learners of English as a Foreign Language. *The Open Applied Linguistics Journal*, 21-10.
12. Noor Zainab, A. R. (2004). *The Internet and Its Benefits in an ESL Classroom*. In Mukudan, J. et al (eds). *ELT Matters 1., Issues in English Language Learning and teaching*: University Technology Malaysia.
13. Yuen, A. H., Law, N., & Wong, K. C. (2003). ICT implementation and school leadership: Case studies of ICT integration in teaching and learning. *Journal of Educational Administration*, 41(2), 158-170.
14. Kreutz, J., Rhodin, N. (2016). *The Influence of ICT on Learners' Motivation towards Learning English*. Degree Project in English and Learning (Malmö Högskola Fakulteten för Lärande och Samhälle). Retrieved from: <https://muep.mau.se/bitstream/handle/2043/20747/Degree%20Project%20Josefin%20%20Natalie.pdf?sequence=2>.

Authors:**Ihat Hatimah, Lili Adi Wibowo, Dadang Yunus Lutfiansyah****Paper Title:****Society Empowerment through the Business of Fishbone Chips and Meat Shredded Fish Roaster****Abstract:**

Society empowerment is required as an effort to create an independent society by putting into actual the potential abilities possessed by society. The society empowerment has become one of the most important policy pillars to overcome poverty. It is also considered as an effective way to overcome the problem since the results last long. The approach has always been suitable to solve sources of poverty issues. Likewise, entrepreneurship also plays an important role for society, especially for the development of regional economy through the initiation of small-middle micro business in order to reduce unemployment level in society. Therefore, society empowerment through entrepreneurship program is required to improve life quality, independence, and prosperity. The method used in this study is descriptive analysis, expected to be able to give explanation of empowerment society through the entrepreneurship program. The findings show that knowledge and skill of society in the Regencies of Indramayu, Cirebon, and Subang are improved after participating in the entrepreneurship program of fishbone chips and shredded fish roaster.

Keyword:

Entrepreneurship, Society Empowerment, Independence

References:

1. Saha, B., & Sangwan, N. Credit where credit's due: The enabling effects of empowerment in Indian microfinance. *World Development*. 2019. 122, 537–551. doi:10.1016/j.worlddev.2019.06.009
2. Putra, C. K., Pratiwi, R. N., & Suwondo. *Pengelolaan Alokasi Dana Desa dalam Pemberdayaan Masyarakat Desa*. *Jurnal Administrasi Publik*, 2. 2014.
3. Bhuiyan, M. F., & Ivlevs, A. Micro-entrepreneurship and subjective well-being: Evidence from rural Bangladesh. *Journal of Business Venturing*. 2018. doi:10.1016/j.jbusvent.2018.09.005
4. Sutter, C., Bruton, G.D., Chen, J. Entrepreneurship as a solution to extreme poverty_ a review and future research directions. *J. Bus. Ventur.* 2019. 34 (1), 197–214.
5. Kusnandi. *Pendidikan Keaksaraan; Filosofi, Strategi dan Implementasi*. Jakarta: Departemen Pendidikan Nasional. 2005.
6. Mustanir, A., & Lubis, S. Participatory Rural Appraisal in Deliberations of Development Planning. In *International Conference On Democracy, Accountability, and Governance*. 2017. 163, 299.
7. Sunartiningih, A. *Pemberdayaan Masyarakat Desa melalui Institusi Lokal*. Yogyakarta: Aditya Media. 2009.
8. Mustanir, A. *Pemberdayaan Masyarakat Kewirausahaan Entrepreneurship Community Empowerment*. 2019.
9. Ife, J. *Community Development*. New York: Macmillan Publishing Company. (1998).
10. Alma, B. *Kewirausahaan*. Bandung : Alfa Beta. 2005.
11. Durieux, M.B & Stebbins, R.A.. *Social Entrepreneurship for Dummies*. Indianapolis: Wiley Publishing, Inc. 2010
12. Sugiyono. *Metode Penelitian Kuantitatif dan R&D*. Bandung: Alfabeta. 2008.
13. Sudjana. *Manajemen Program Pendidikan*. Bandung: Untuk pendidikan luar sekolah dan Pengembangan Sumber Daya Manusia.: Falah Production. 2010.
14. Sudjana. *Pendidikan Luar Sekolah: Wawasan, Sejarah Perkembangan, falsafah, teori pendukung, azas*. Bandung: Falah Production. 2010.
15. Abdulhak. *Metodologi Pembelajaran Orang Dewasa*. Bandung: Andira. 2000.
16. Irmawita. *Buku Panduan Untuk Tutor Model Pengelolaan Program Pendidikan Keaksaraan Fungsional Berbasis Kebutuhan Belajar Masyarakat*. Padang: Universitas Negeri Padang. 2015.
17. Knowles, Malcolm *The Adult Learning* (third Edition), Houston, Paris, London, Tokyo: Gulf Publishing Company. 1979.
18. Walter, S. G., Parboteeah, K. P., & Walter, A. University departments and selfemployment intentions of business students: A cross-level analysis. *Entrepreneurship Theory and Practice*. 2013. 37(2), 175–200
19. Bae, T. J., Qian, S., Miao, C., & Fiet, J. O. The relationship between entrepreneurship education and entrepreneurial intentions: A meta-analytic review. *Entrepreneurship Theory and Practice*. 2014. 38(2), 217–254
20. Suryana. *Kewirausahaan Pedoman Praktis ; Kiat dan Proses Menuju Sukses, Edisi Ketiga*, Jakarta : Penerbit Salemba. 2006.
21. Sudjana. *Manajemen Program Pendidikan*. Bandung: Untuk pendidikan luar sekolah dan Pengembangan Sumber Daya Manusia.: Falah Production. 2010.

22. Mueller, S. Increasing entrepreneurial intention: effective entrepreneurship course characteristics. *International Journal of Entrepreneurship and Small Business*. 2011. 13(1), 55. doi:10.1504/ijesb.2011.040416
23. Ahmadi, Abu. *Psikologi Sosial*. Jakarta; Rineka Cipta. 2007.

Authors: Rita Kustari Koesma, Achmad Hufad, Ihat Hatimah, Ace Suryadi, Dadang Yunus Lutfiansyah

Paper Title: Determinative Factors of Students' Reading Interest at Community Education Units in Bandung

Abstract: This research based on Indonesian Act about National Education System, UU RI No.20 Tahun 2003 article 26 section (4): non-formal education units consist of courses, training organizations, learning communities, community learning centre, majelis taklim, and so forth. The general objective of this research was to observe the factors determining the students' reading interest at community education units in Bandung. Quantitative and qualitative approach or mix method was applied to this research. Qualitative approach was used to describe the empiric condition and the program implementation. The quantitative approach was applied to find out the determinative factors of students' reading interest. The data were collected from observation, interview, questionnaire, and documentation study which were applied to 267 data sources. The result showed that some units have used computer-based system, such as SLIMS, INLIST, OPAC, blog, and website. The implementation of the system increased the numbers of visitor. The determinative factors affecting the reading interest are divided into two, which are internal factor (motivation, interest) and internal factor (jobs, group, environment, and interpersonal relationship). Similar jobs create similar goals, so the learning community is created.

Keyword: community education unit, reading interest, determinative factor.

References:

1. Abdulhak, I. *Metodologi Pembelajaran Orang Dewasa*, Bandung:Andira. 2000
2. Abin Syamsudin Makmun, *Psikologi Kependidikan*, Jakarta: Remaja Rosda Karya. 2001
3. Ahmadi, Abu. *Psikologi Sosial*. Jakarta: PT. Rineka Cipta. 2009
4. Baderi, H. A. Meningkatkan Minat Baca Masyarakat melalui Suatu Kelembagaan Nasional, Wacana ke Arah Pembentukan Sebuah Lembaga Nasional Pembudayaan Masyarakat Membaca. Orasi Ilmiah Pengukuhan Pustakawan Utama. Jakarta: Perpustakaan Nasional Republik Indonesia. 2005.
5. Budi, Taufiq. *Pedoman Pembudayaan Kegemaran Membaca*. Bandung: Dinas Perpustakaan dan Kearsipan Daerah Provinsi Jawa Barat. . 2018
6. Djuju, Sudjana S.. *Pendidikan Luar Sekolah: Wawasan, Sejarah Perkembangan, Falsafa & Teori Pendukung*. Bandung: Falah Production. 2001
7. Faisal, S. *Paradigma Baru Pendidikan Keaksaraan, Tawaran Bagi Pengembangan Program Keaksaraan di Indonesia*. Jakarta: Dirjen PLS, Depdiknas. 2006
8. *Harian Umum Kompas*. Pengembangan Minat Baca, TanggungjawabOrang tua. Jakarta: *Harian Umum Kompas* tanggal 4 Nopember 1996.
9. Hatimah, I., *Pembelajaran Berwawasan Kemasyarakatan*, Jakarta:Universitas Terbuka. 2008.
10. Kalida, Muhsin dkk. *TBM di PKBM: Model dan Strategi Pengembangannya*. Yogyakarta: Cakruk Publishing. 2014
11. Kamil, M. *Pusat Budaya dan Belajar Masyarakat, PKBM (Indonesia) dan Kominkan (Jepang)*. Bandung: Penerbit Dewa Ruchi. 2008
12. Karmidah dkk. *Model Taman Bacaan Masyarakat : Pusat Penelitian Kebijakan dan Inovasi Pendidikan Badan Penelitian dan Pengembangan Kemendiknas Jakarta*. 2009.
13. Kartono, K. *Pengantar Metode Riset Sosial*, Bandung: Mandar Maju. 1996.
14. Kirchner, E., & Moster, M.L. Aspects of the reading motivation and reading activity of Namibian primary school readers. *Cogent Education*. . 2017.
15. Kusnadi. *Pendidikan Keaksaraan, Filosofi, Strategi, dan Implementasi*. Jakarta: Dirjen PLS, Depdiknas. 2005.
16. Lasa. *Manajemen Perpustakaan Sekolah*. Yogyakarta: Pinus. 2007.
17. Meichati, S. *Motivasi Pembaca*. Yogyakarta : Universitas Gadjah Mada. 1978
18. Moleong. *Metode Penelitian Kualitatif*. Bandung: Remaja Rosdakarya. 2002.
19. Nurrohmah, Oom. *Pedoman Pembudayaan Kegemaran Membaca*. Bandung: Dinas Perpustakaan dan Kearsipan Daerah. 2018.
20. *Pemerintah Propinsi Jawa Barat. Rencana Strategik Bapusda. Propinsi Jawa Barat tahun 2003– 2008*.Bandung: Bapusda Propinsi Jawa Barat. 2003.
21. *Perpustakaan Nasional RI. Panduan Koleksi Perpustakaan Khusus*. Jakarta: Perpustakaan Nasional RI. 1992.
22. edyowati, Edi. *Promosi Gemar Membaca*. Jakarta: Menneg Koordinator. Bidang Politik dan Keamanan RI. 1994.
23. Shahab, Ali. *Apresiasi Masyarakat Terhadap Perpustakaan*. Jakarta: Centra Focus. 2003.
24. Sondang P. Siagian. *Teori Motivasi dan Aplikasinya*. Jakarta: PT. Rineka Cipta. 2004.
25. Sugiono. *Metode Penelitian Kualitatif dan Kuantitatif*. Bandung: CV. Alfabeta. 2011.
26. Suherman. *Perpustakaan sebagai Jantung Sekolah: referensi pengelolaan sekolah*. Bandung: MQS Publishing. 2009.
27. Sutarno NS. *Perpustakaan dan Masyarakat*. Jakarta: Sagung Seto. 2006.
28. Suyono, A.,H. *Memupuk Minat Baca Anak*. Intisari Mei 1998, halaman 106-113.
29. Tarigan, Henry Guntur. *Membaca sebagai Suatu Keterampilan Berbahasa*. Bandung: Angkasa. 1979.*Jounal Source*:
30. Demokrawati. F. A. Analisis Quick Count dengan Menggunakan Metode Stratified Random Sampling (Studi Kasus Pemilu Walikota Bandung 2013). *Universitas Pendidikan Indonesia*, 1. 2014.
31. Hamjah, Salasiah H, dkk. *Methods of Increasing Learning Motivation among Students*. 2010. 138-147
32. Hubackova, S., & Semradova, I. *Research Study on Motivation in Adult Education*. *Procedia - Social and Behavioral Science*. 2014. 159, 396–400. doi:10.1016/j.sbspro.2014.12.395
33. Leorke, D., Wyatt, D., & McQuire, S. "More than just a library": Public libraries in the "smart city." *City, Culture and Society*. 2018. doi:10.1016/j.ccs.2018.05.002
34. Martínez-Guido, S. L., González-Campos, J. B., & Ponce-Ortega, J. M. *Strategic Planning to Improve the Human Development Index in Disenfranchised Communities through Satisfying Food, Water and Energy Needs*. *Food and Bioproducts Processing*. 2019. doi:10.1016/j.fbp.2019.06.007
35. Miller, R. *Learning to love reading: A self-study on fostering students' reading motivation in small groups*, *Studying Teacher Education*. 2015. 11:2, 103-123, DOI: 10.1080/17425964.2015.1045771
36. Pezoa, J. P., Mendive, S., & Strasser, K. *Reading interest and family literacy practices from prekindergarten to kindergarten: Contributions from a cross-lagged analysis*. *Early Childhood Research Quarterly*. 2019. 47, 284–295. doi:10.1016/j.ecresq.2018.12.014
37. Schutte, N.S. & Malouff, J.F. *Dimensions of reading motivation: Development of an adult reading motivation scale*, *Reading Psychology*. 2007. 28:5, 469-489, DOI: 10.1080/02702710701568991
38. *Organisation For Economic Co-operation And Development Unesco Insititute For Statitics (OECD). Literacy Skills For The World Of Tomorrow: Further Results*. 2000. 1-23
39. Sardjunani, Nina. *Increasing Literacy In Indonesia* . 2005. 1-21

40. Kusuma, Chusnu Syarifa D. Counteract Hoax Through Reading Interest Motivation. 2017. 34-54
41. Karyono, Hari. Menumbuhkan Minat Baca Sejak Usia Dini. 2012. 1-12
42. Saepudin, Encang. Tingkat Budaya Membaca Masyarakat: Studi Kasus Pada Masyarakat Di Kabupaten Bandung. Vol.3/No.2. 2015. 271-282
43. Sofyan, Hamzah. Meningkatkan Motivasi Membaca. Vol 09/No.2. 2015. 17-27
44. Hiemstra, Roger. The Community School (the informal education archives). Diakses [online] http://infed.org/archives/e-texts/hiemstra_community_school.htm. 2019.
45. Peraturan Daerah Pemerintah Propinsi Jawa Barat nomor 1 tahun 2003 .Tentang Rencana Strategik Pemerintah Propinsi Jawa Barat tahun 2003 – 2008.
46. Peraturan Daerah Kota Bandung No. 13 Tahun 2015 tentang Penyelenggaraan Perpustakaan
47. Undang-undang Republik Indonesia No. 43 Tahun 2007 Tentang Perpustakaan

Authors: Wasmin, Achmad Hufad, Ace Suryadi, Oong Komar, Dadang Yunus Lutfiansyah

Paper Title: Hypnoparenting Training in Improving Parent’s Ability About Parenting

Abstract: Hypnoparenting is an alternative model of parenting aiming directly to the subconsciousness which is the centre of emotion obstacles felt by parents. This research aimed to obtain concrete description of hypnoparenting training, started from the planning, implementation, evaluation, and participant assistance pattern after the training. This research applied qualitative descriptive method. The data were collected through observation, interview and documentation study to six respondents which were participant, committee, parents, and training manager. The result of this research showed that (1) the planning did not conduct fully as it has to. The planning was handled by resource person. (2) Resource person was the key role to the implementation of TANDUR (Tumbuhkan-Growing, Alami - Experiencing, Namai - Naming, Demonstrasikan - Demonstrating, Ulangi - Repeating, Rayakan – Celebrating) model. (3) Evaluation, this training was lack of content and context, and only a participants’ testimony. (4) The assistance after the training was good based on GROW (Goal, Reality, Option, and Will) pattern.

Keyword: Training, Hypnoparenting, Parenting

References:

1. Undang-Undang No 20 Tahun 2003 tentang Sistem Pendidikan Nasional
2. Ath-Thabrani, S.A.. *Al-Mu'jam al-Kabir. al Mushil*: Maktabah al Ulum wa al-Hikam.1983
3. Sirait, A.M. *Waspada, Jumlah Anak Stres Semakin Meningkat. [Online]*. Diakses dari <http://www.psiologizone.com>, 2012.
4. Mushaf Al-Qur'anulkarim, *Miracle The Reference*. Bandung: PT Sygma Examedia Arkanleema, 2010.
5. Lickona, T.. *Characeter Matters: Persoalan karakter*. Jakarta: PT. Bumi Aksara. 2012
6. Greenberg, M. *Worst Mistakes Parents Make When Talking to Kids. [Online]*. Diakses dari <http://www.psychologytoday.com>. 2012.
7. Spooky. *Hypno-Parenting – How One Hypnotherapist Uses Hypnosis to Manage Her Kids'Behavior*. Obtained on 20th November, 2017 from <http://www.odditycentral.com/news/hypno-parenting-how-one-hypnotherapist-uses-hypnosis-to-manage-her-kids-behavior.html>, By Spooky on July 29th, 2016 Category: News.
8. Wehbe J, Safar Y. *Hypnosis and Physiotherapy*. Kinesither Rev (2015), <http://dx.doi.org/10.1016/j.kine.2015.06.007>
9. Eslinger MR. Hypnosis principles and applications: an adjunct to health care. *CRNA* 2000;11:190–6. 2005.
10. Newmark TS, (2005). Bogacki DF. *The use of relaxation, hypnosis, and imagery in sport psychiatry*. *Clin Sports Med* 2005;24:973–7 [xi]. 2005
11. Dr Ran D.Anbar, (2006). *Journal Of Pediatric* : Hypnosis “An Important Multifaceted Therapy”. Department of Pediatrics, SUNY Upstate Medical University, 750 E. Adams St., Syracuse, NY 13210. E-mail: anbar@upstate.edu. *Journal of Pediatr* 2006;149:438-9
12. Ariesandi, S. *Hypnoparenting*. Jakarta: PT. Gramedia. 2006.
13. Sugiono. *Metode Penelitian Kualitatif dan Kuantitatif*. Bandung: CV. Alfabeta. 2011.
14. Creswell W. J. *Qualitative Inquiry And Reseach Design Choosing Among Five Traditions*. London, New Delhi: Sage Publications. 2010.
15. Sudjana, D. *Pendidikan Luar Sekolah, Wawasan Sejarah Perkembangan Falsafah Teori Pendukung Asas*. Bandung: Falah Production. 2004
16. Goad, W. T. *Delivering Effective Training*. San Diago California: University Associates.1996.
17. DePorter, B, dkk. *Quantum Teaching: Mempraktikkan Quantum Learning di Ruang-Ruang Kelas*. Jakarta: kaifa (Mizan Group). 2010.
18. Rimm, S. *Mendidik dan Menerapkan Disiplin pada Anak Prasekolah*. Jakarta: PT. Gramedia Pustaka Utama. 2003.
19. Steel, S. M. *Contemporary Approaches to Program Evaluation*. Washington: Capital Publication.1977.
20. Knox, A.B.. *Developing, Administering, and Evaluating Adult Education*. Sans Francisco: Jossey-Bass Publishers. 1980.

898-901

Authors: Alhaji Ali Tijjani, Mohd Norfian Alifiah and Gana Kafiya Wakil

Paper Title: The Impact of Dividend Policy on the Shareholders Value of Listed Firms in the Nigerian Petroleum Marketing Industry

Abstract: Dividend policy is directed towards establishing the proportion of current income that should be retained in the firm and the proportion that should be distributed among its shareholders. This study, therefore, assessed the impact of dividend policy on the value of listed firms in the Nigerian petroleum marketing industry. six firms, out of eight that are quoted on the Nigerian Stock Exchange (NSE) were selected as sample for the study. Data were collected from secondary sources. Annual reports and accounts of the selected firms, daily official lists and facts books of the NSE for the period of 2008-2017 form the source of the data. egression was used in analyzing the data. The findings revealed that payment of dividend by petroleum marketing firms in Nigeria positively influence the market price of their shares. Based on these findings, the study concluded that dividend policy of petroleum marketing firms in Nigeria affects the value of the firms. Based on this conclusion, the study recommends that management need to identify the shareholder’s interest in setting up a dividend policy that would balance their needs and retention for recapitalization to maximize value of the firms.

Keyword: Dividend, Dividend policy, Investment, Market price, Shareholders value.

References:

1. Adefila, J. J., Oladipo, J. A., & Adoeti, J. O. (2000). The Effect of Dividend Policy on the Market Price of Shares in Nigeria: Case Study of Fifteen Quoted Companies. *Journal of Accounting and Finance*, 2(4), 1–10.

902-905

140.

141.

2. Aggarwal, R., Cao, J., & Chen, F. (2012). Information Environment, Dividend Changes, and Signaling: Evidence from ADR Firms. *Contemporary Accounting Research*, 29(2), 403–431.
3. Ahmed, S., & Murtaza, H. (2015). Critical Analysis of the Factors Affecting the Dividend Payout: Evidence from Pakistan. *International Journal of Economics, Finance and Management Sciences*, 3(3), 204–212.
4. Al-ghazali, A. M. (2014). The Economic and Behavioural Factors Affecting Corporate Dividend Policy: Theory and Evidence. Ph.D. Thesis. University of Bath, Claverton Down, United Kingdom.
5. Al-Kuwari, D. (2009). Determinants of the dividend policy in emerging stock exchanges: The case of GCC countries. *Global Economy & Finance Journal*, 2(2), 38–63.
6. Al-Malkawi, H.-A. N. (2007). Determinants of Corporate Dividend Policy in Jordan: An Application of the Tobit Model. *Journal of Economic & Administrative Sciences*, 23(2), 44–70.
7. Al-Malkawi, H. N., Rafferty, M., & Pillai, R. (2010). Dividend Policy: A Review of Theories and Empirical Evidence. *International Bulletin of Business Administration*, 9(9), 171–200.
8. Al-Twaijry, A. A. (2007). Dividend Policy and Payout Ratio: Evidence from the Kuala Lumpur Stock Exchange. *The Journal of Risk Finance*, 8(4), 349–363.
9. Arko, A. C., Abor, J., Adjasi, C. K. D., & Amidu, M. (2014). What influence dividend decisions of firms in Sub-Saharan African? *Journal of Accounting in Emerging Economies*, 4(1), 57–78.
10. Baker, H. K., & Imad, J. (2017). How Moroccan Institutional Investors View Dividend Policy. *Managerial Finance*, 45(2), 227–241.
11. Baker, H. K., & Kapoor, S. (2015). Dividend policy in India: New survey evidence. *Managerial Finance*, 41(2), 182–204.
12. Baker, H. K., Kilincarslan, E., & Arsal, A. H. (2018). Dividend policy in Turkey: Survey evidence from Borsa Istanbul firms. *Global Finance Journal*, 35, 43–57.
13. Baker, H. K., & Powell, G. E. (2000). Determinants of Corporate Dividend Policy: A Survey of NYSE Firms. *Financial Practice & Education*, 10(1), 29–41.
14. Baker, H. K., & Powell, G. E. (2012). Dividend policy in Indonesia: Survey evidence from executives. *Journal of Asia Business Studies*, 6(1), 79–92.
15. Baker, H. K., Veit, E. T., & Powell, G. E. (2001). Factors Influencing Dividend Policy Decisions of NASDAQ Firms. *The Financial Review*, 36(3), 19–37.
16. Baker, M., & Wurgler, J. (2004). A catering theory of dividends. *Journal of Finance*, 59(3), 1125–1165.
17. Bhattacharya, S. (1979). Imperfect Information, Dividend Policy, and “The Bird in the Hand” Fallacy. *The Bell Journal of Economics*, 10(1), 259–270.
18. Bishop, S. R., Harvey, R. C., Robert, W. F., & Garry, J. T. (2000). *Corporate Finance*. Prentice Hall Inc., Sydney.
19. Bradford, W., Chen, C., & Zhu, S. (2013). Cash dividend policy, corporate pyramids, and ownership structure: Evidence from China. *International Review of Economics and Finance*, 27, 445–464.
20. Bulan, L. T., & Narayanan, S. (2009). The Firm Life Cycle Theory of Dividends. In *Dividends and Dividend Policy* (pp. 201–213).
21. Celsing, W. (2017). Share Price Reaction to Dividend Announcements. MSc Thesis. Lund University.
22. Chekole, D. Y. (2016). Internal Determinants of Dividend Payout in Private Commercial Banks in Ethiopia. MSc Thesis. Addis Ababa University.
23. Chelimo, J. K., & Kiprop, S. K. (2017). Effect of Dividend Policy on Share Price Performance: A Case of Listed Insurance Companies at the Nairobi Securities Exchange, Kenya. *International Journal of Accounting, Finance and Risk Management*, 2(3), 98–106.
24. Deangelo, H., & Deangelo, L. (2006). Dividend policy and the earned / contributed capital mix : a test of the life-cycle theory, 81, 227–254.
25. Denis, D. J., & Osobov, I. (2008). Why do firms pay dividends? International evidence on the determinants of dividend policy. *Journal of Financial Economics*, 89(1), 62–82.
26. Dhaliwal, D. S., Merle, E., & Robert, T. (1999). A Test of the Theory of Tax Clienteles for Dividend Policies. *National Tax Journal*, 52, 179–194.
27. Easterbrook, F. H. (1984). Two Agency-Cost Explanations of Dividends. *The American Economic Review*, 74(4), 650–659.
28. Edwin, J. E., & Martin, J. G. (1970). Marginal Stockholder Tax Rates and the Clientele Effect. *The Review of Economics and Statistics*, 52(1), 68–74.
29. Fairchild, R., Guney, Y., & Thanatawee, Y. (2014). Corporate dividend policy in Thailand: Theory and evidence. *International Review of Financial Analysis*, 31, 129–151.
30. Fama, E. F., & French, K. R. (2001). Disappearing dividends: Changing firm characteristics or lower propensity to pay? *Journal of Financial Economics*, 60(1), 3–43.
31. Fama, E. F., & Jensen, M. C. (1983). Separation of Ownership and Control. *Journal of Law and Economics*, 26(2), 301–325.
32. Ferris, S. P., Jayaraman, N., & Sabherwal, S. (2009). Catering effects in corporate dividend policy: The international evidence. *Journal of Banking & Finance*, 33(9), 1730–1738.
33. Firth, M., Gao, J., Shen, J., & Zhang, Y. (2016). Institutional stock ownership and firms’ cash dividend policies: Evidence from China. *Journal of Banking and Finance*, 65, 91–107.
34. Gonzalez, M., Molina, C. A., Pablo, E., & Rosso, J. W. (2017). The effect of ownership concentration and composition on dividends: Evidence from Latin America. *Emerging Markets Review*, 30, 1–18.
35. Gordon, M. J. (1963). Optimal Investment and Financing Policy. *The Journal of Finance*, 18(2), 264–272.
36. He, W. (2012). Agency Problems, Product Market Competition and Dividend Policies in Japan. *Journal of Accounting & Finance*, 52, 873–901.
37. Hendra, W., Tandililin, E., Mudjilah, R., & Hermeindito. (2016). Intellectual Capital and Agency Conflict. *Indian Journal of Finance*, 10(12), 39–55.
38. Jabbouri, I. (2016). Determinants of corporate dividend policy in emerging markets: Evidence from MENA stock markets. *Research in International Business and Finance*, 37, 283–298.
39. Jensen, M. C. (1986). Agency Costs of Free Cash Flow, Corporate Finance, and Takeovers. *The American Economic Review*, 76(2), 323–329.
40. Jensen, M. C., & Meckling, W. H. (1976). Theory of the firm: Managerial behavior, agency costs and ownership structure. *Journal of Financial Economics*, 3(4), 305–360.
41. Khan, H. (2015). A Comprehensive Examination on the Decomposition of the Dividend Puzzle in the Malaysian Stock Market. Ph.D. Thesis. Universiti Teknologi Malaysia.
42. Koussis, N., Martzoukos, S. H., & Trigeorgis, L. (2017). Corporate liquidity and dividend policy under uncertainty. *Journal of Banking and Finance*, 75, 200–214.
43. Kuo, J. M., Philip, D., & Zhang, Q. (2013). What drives the disappearing dividends phenomenon? *Journal of Banking and Finance*, 37(9), 3499–3514.
44. Lang, L. H. P., & Litzenberger, R. H. (1989). Dividend announcements. Cash flow signalling vs. free cash flow hypothesis? *Journal of Financial Economics*, 24(1), 181–191.
45. Livoreka, B., Hetemi, A., Shala, A., Hoti, A., & Asllanaj, R. (2014). Theories on Dividend Policy: Empirical Research in Joint Stock Companies in Kosovo. *Procedia Economics and Finance*, 14(14), 387–396.
46. Masum, A. A. (2014). Dividend Policy and Its Impact on Stock Price: A Study on Commercial Banks Listed in Dhaka Stock Exchange. *Global Disclosure of Economics and Business*, 3(1), 9–20.
47. Michelle, R. C., Martin, S. F., & George, H. T. (2012). *Corporate Finance: A Practical Approach*. (2nd Editio). Hoboken, USA: John Wiley & Sons.
48. Miller, M. H., & Modigliani, F. (1961). Dividend Policy, Growth, and the Valuation of Shares. *The Journal of Business*, 34(4), 411–433.
49. Miller, M., & Rock, K. (1985). Dividend Policy under Asymmetric Information. *The Journal of Finance*, 40(4), 1031–1051.

50. Mukhtar, M. B. (2015). Ownership Structure and Dividend Policy: An Analysis of Consumer Goods Industry In Nigeria. In 17th International Academic Conference, Vienna (pp. 25–38).
51. Olang, M. A., Akenga, G. M., & Mwangi, J. K. (2015). Effect of Liquidity on the Dividend Payout by Firms Listed at the Nairobi Securities Exchange. *Science Journal of Business and Management*, 3(5), 196–208.
52. Oliver, C. E., Iniviei, S. E., & Etori, S. D. (2016). Effect of Dividend Policy on the Value of Firms (Emperical Study of Quoted Firms in Nigeria Stock Exchange). *Research Journal of Finance and Accounting*, 7(3), 17–24.
53. Oyedeko, Y. O., & Adeneye, Y. B. (2017). Determinants of Dividend Policy : Controlling for Political Stability in Pre-crisis, Crisis and Post-Crisis Periods. *American Journal of Business, Economics and Management*, 5(5), 58–67.
54. Pandey, N. S., & Ashvini, N. (2016). A Study on Determinants of Dividend Policy: Empirical Evidence from FMCG Sector in India. *Pacific Business Review International*, 1(1), 135–141.
55. Rozeff, M. S. (1982). Growth, Beta and Agency Costs as Determinants of Divided Payout Ratios. *Journal of Financial Research*, V(3), 249–259.
56. Sa'adu, A. H., & Abdu, J. B. (2016). Mediating Effect of Liquidity on Firm Performance and Dividend Payout of Listed Manufacturing Companies in Nigeria. *Journal of Economic Development, Management, IT, Finance and Marketing*, 8(March), 15–35.
57. Shao, L., Kwok, C. C. Y., & Guedhami, O. (2013). Dividend Policy: Balancing Shareholders'and Creditors'Interests. *Journal of Financial Research*, XXXVI(1), 43–66.
58. Stulz, R. M. (2000). Merton Miller and Modern Finance. *Financial Management*, 29(4), 119–131.
59. Tadele, T. (2017). Determinants of dividend policy In Ethiopian private banks. MSc Thesis. Addis Ababa University.
60. Teresiah, C. (2014). The Relationship between Dividend Payout and Financial Performance: A study of Listed Companies in Kenya. MSc Thesis. University of Nairobi.
61. Tse, C.-B. (2005). Use Dividends to Signal or Not: An Examination of the UK Dividend Payout Patterns. *Managerial Finance*, 31(4), 12–33.
62. Van Horne, J. C., & Wachowicz, J. M. J. (2005). *Instructor's Manual Fundamentals of Financial Management (20th Editi)*. England: Pearson Education Limited.
63. Walter, J. E. (1967). Corporate Dividend Policy. *Journal of Business*, 40(4), 550–551.
64. Zakaria, Z., Muhammad, J., & Zulkifli, A. H. (2012). The Impact of Dividend Policy on the Share Price Volatility: Malaysian Construction and Material Companies. *International Journal of Economics and Management Sciences*, 2(5), 1–8.

Authors: Maryam Hafeez, Siti Aisyah Panatik, Azra Ayue Abdul Rahman, Azizah Rajab, Suaibah Abu Bakar, Irmawati Norazman

Paper Title: Ambidextrous Leadership and Innovative Work Behavior: Mediating Role of Emotional Intelligence

Abstract: The purpose of this paper is to study the mediating role of emotional intelligence on the relationship between ambidextrous leadership and innovative work behavior. A total of 130 participants from IT industry of Pakistan filled out the questionnaire. Results revealed that emotional intelligence mediated the relationship between ambidextrous leadership and IWB. The research established that ambidextrous leadership positively influences IWB which includes idea generation as well as idea implementation. Suggestions for future research and practical implications are derived from the results, such as that opening and closing leadership behaviors should be trained to foster IWB.

Keyword: Ambidextrous leadership, Emotional intelligence Innovative Work Behavior.

References:

1. Anderson, N., De Dreu, C. K., & Nijstad, B. A. (2004). The routinization of innovation research: A constructively critical review of the state-of-the-science. *Journal of organizational Behavior*, 25(2), 147-173.
2. Antonakis, J., Ashkanasy, N. M., & Dasborough, M. T. (2009). Does leadership need emotional intelligence? *The leadership quarterly*, 20(2), 247-261.
3. Afsar, B., F. Badir, Y., & Bin Saeed, B. (2014). Transformational leadership and innovative work behavior. *Industrial Management & Data Systems*, 114(8), 1270-1300.
4. Bruni, R. A., Laupacis, A., Levinson, W., & Martin, D. K. (2010). Public views on a wait time management initiative: a matter of communication. *BMC health services research*, 10(1), 228.
5. Benner, M. J., & Tushman, M. L. (2003). Exploitation, exploration, and process management: The productivity dilemma revisited. *Academy of Management Review*, 28(2), 238–256
6. De Vries, H., Bekkers, V., & Tummers, L. (2016). Innovation in the public sector: A systematic review and future research agenda. *Public administration*, 94(1), 146-166.
7. De Jong, J. (2006). Individual innovation: the connection between leadership and employees' innovative work behavior (No. R200604). *EIM Business and Policy Research*
8. De Jong, J. P., & Den Hartog, D. N. (2008). Innovative work behavior: Measurement and validation. *EIM Business and Policy Research*, 8(1), 1-27.
9. Dincer, H., Gencer, G., Orhan, N., & Sahinbas, K. (2011). The significance of emotional intelligence on the innovative work behavior of managers as strategic decision-makers. *Procedia-Social and Behavioral Sciences*, 24, 909-919.
10. Farr, J. L., & West, M. A. (Eds.). (1990). *Innovation and creativity at work: Psychological and organizational strategies*. Wiley
11. Gumusluoglu, L., & Ilsev, A. (2009). Transformational leadership, creativity, and organizational innovation. *Journal of business research*, 62(4), 461-473.
12. Gibson, C. B., & Birkinshaw, J. (2004). The antecedents, consequences, and mediating role of organizational ambidexterity. *Academy of Management Journal*, 47(2), 209–226
13. Higgs, M., & Aitken, P. (2003). An exploration of the relationship between emotional intelligence and leadership potential. *Journal of Managerial psychology*, 18(8), 814-823.
14. Imran, R., Saeed, T., Anis-Ul-Haq, M., & Fatima, A. (2010). Organizational climate as a predictor of innovative work behavior. *African Journal of Business Management*, 4(15), 3337-3343.
15. Jung, D. I., Chow, C., & Wu, A. (2003). The role of transformational leadership in enhancing organizational innovation: Hypotheses and some preliminary findings. *The leadership quarterly*, 14(4-5), 525-544.
16. Kerr, R., Garvin, J., Heaton, N., & Boyle, E. (2006). Emotional intelligence and leadership effectiveness. *Leadership & Organization Development Journal*, 27(4), 265-279.
17. King, N., & Anderson, N. (2002). *Managing innovation and change: A critical guide for organizations*. Cengage Learning EMEA.
18. Karim, J., & Weisz, R. (2011). Emotional intelligence as a moderator of affectivity/emotional labor and emotional labor/psychological distress relationships. *Psychological studies*, 56(4), 348.
19. Mayer, J. D., & Salovey, P. (1993). The intelligence of emotional intelligence.
20. March, J.G. (1991), "Exploration and exploitation in organizational learning", *Organization Science*, Vol. 2 No. 1, pp. 71-87.
21. Mathew, M., & Gupta, K. S. (2015). Transformational leadership: Emotional intelligence. *SCMS Journal of Indian Management*, 12(2), 75.

22. Messmann, G., & Mulder, R. H. (2012). Development of a measurement instrument for innovative work behaviour as a dynamic and context-bound construct. *Human Resource Development International*, 15(1), 43-59.
23. Palmer, B., Donaldson, C., & Stough, C. (2002). Emotional intelligence and life satisfaction. *Personality and Individual Differences*, 33(7), 1091-1100.
24. Pieterse, A. N., Van Knippenberg, D., Schippers, M., & Stam, D. (2010). Transformational and transactional leadership and innovative behavior: The moderating role of psychological empowerment. *Journal of organizational behavior*, 31(4), 609-623
25. Rosing, K., Frese, M., & Bausch, A. (2011). Explaining the heterogeneity of the leadership-innovation relationship.
26. Ruhnke, M., & Mulder, R. H. *Ambidextrous Leadership and Innovative Work Behavior*
27. Salovey, P., & Mayer, J. D. (1990). Emotional intelligence. *Imagination, cognition and personality*, 9(3), 185-211.
28. Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behaviour: A path model of individual innovation in the work place. *Academy of management journal*, 37(3).
29. Sharifirad, M. S. (2013). Transformational leadership, innovative work behavior, and employee well-being. *Global Business Perspectives*, 1(3), 198-225.
30. Wong, C. S., & Law, K. S. (2002). The effects of leader and follower emotional intelligence on performance and attitude: An exploratory study. *The leadership quarterly*, 13(3), 243-274.
31. Zacher, H., & Rosing, K. (2015). Ambidextrous leadership and team innovation. *Leadership & Organization Development Journal*, 36(1), 54-68.
32. Zacher, H., Robinson, A. J., & Rosing, K. (2016). Ambidextrous leadership and employees' self-reported innovative performance: The role of exploration and exploitation behaviors. *The Journal of Creative Behavior*, 50(1), 24-46.
33. Zineldin, M., & Hytter, A. (2012). Leaders' negative emotions and leadership styles influencing subordinates' well-being. *The International Journal of Human Resource Management*, 23(4), 748-758.

Authors: Mohd Zolkifli Abd Hamid, Mohd Safarin Nordin, Yusri Kamin, Aede Hatib Mustamal

Paper Title: Paving Sustainable Development through Generic Green Skills Based on Desk Research

Abstract: Generic skills are complementary to technical skills that enable potential employees to secure a place in the job market. A myriad of studies have been conducted on generic skills, and in Malaysia's 'greening' development process, generic green skills have begun to attract many academics and industry players. This paper reviews several articles on generic green skills associated with the green technology industry. Document analysis was conducted to scrutinise initial information extracted from electronic databases viz Google Scholar, ResearchGate, Science Direct, Academia and EBCOHost. The findings showed that endeavours to acquire sustainable development in Malaysia are flourishing and prolific. Government agencies were seen as playing a notable role in strengthening generic green skills among employees in the green technology industry alongside international organisations and regional partners to ensure that development is compatible with maintaining the quality of the environment. In the near future, generic green skills are expected to receive solemn attention from academics and researchers, as well as become key criteria by employers in hiring new employees. Hence, further studies are needed to refine the generic green skills in balancing the development process with environmental sustainability.

Keyword: Generic Green Skill, Environmental Sustainability, Education and Training, Green Technology Industry, Green Jobs

References:

1. Abd Hamid, M. Z., Kamin, Y., Awang, Z. & Hashim, S. S., (2018). "Understanding of Generic Green Skills From the Perspective of Academics". paper presented at the 6th ASEAN Human Resources Conference 2018, at Le Meridien Hotel, Kuala Lumpur. 27 Nov. 2018.
2. Abdul Karim, Z. I., & Maat, S. M., (2019). Employability Skills Model for Engineering Technology Students. *Journal of Technical Education and Training*. Vol.11 (2), 079-087.
3. Ahmad, E., Jailani, M. Y. dan Fadhilah M. A. (2011). The Implementation of Generic Skills at Technical Schools: Comparative analysis in different platform. *Journal of Techno-Social*, 3 (2), pg. 23 – 41.
4. Alias, R., Mohd Hamzah, M. I. & Yahya, N., (2013). Generic Skill Requirements: Between Employer's Aspiration and the Need of Professional Employees. *Jurnal Pengurusan*, 37(2013), pg. 105 - 114.
5. ASEAN (2018). *ASEAN Leaders Commit to Promote Green Jobs*. <https://asean.org/asean-leaders-commit-promote-green-jobs/> (Retrieved on 21 July 2019)
6. Asnami, R. & Djatmiko, I. W. (2015). A Challenge of Vocational Education for Preparing Green Employment. *The International Journal of Technical and Vocational Education (Invotec)*, Vol. XI (2), August, pg. 154-160.
7. Brown, M., (2012). *Developing Green Skills Through TAFE Across Victoria*. AVETRA, Canberra.
8. Buntat, Y., (2004). *Integrasi Kemahiran Employability Dalam Program Pendidikan Vokasional Pertanian Dan Industri di Malaysia*. Unpublished Ph.D thesis, University Teknologi Malaysia.
9. Buntat, Y., Othman, M., Saud, M. S., Mustafa, M. S. & Syed Mansor, S. M. S., (2013). Integration of Green Soft Skills in Malaysian Technical Education. *Advanced Science Letters*, 19 (12), pg. 3718-3720.
10. CEDEFOP, (2010). *Skills for Green Job: Developing a Low-Carbon Economy Depends on Improving Existing Skills Rather Than Specialised Green Skills*. Briefing Note – 9024 EN. Thessaloniki, Greece.
11. Chareonwongsak, K. (2008). Enhancing Graduate Employability: Shaping Thai Vocational Education to Enhance Thailand's Competitiveness. *Asia Pacific Technical HRD Conference and Career Expo '08*, 6 – 7 Ogos 2008, Kuching, Sarawak.
12. Fraser-Thill, R. (2019). *Domains in Human Development*. <https://www.verywellfamily.com/definition-of-domain-3288323> (Retrieved 11th July 2019)
13. Ghazalan, M. S., Ab Halim, F., Hamidon, N. I., Ahmad Hariri, T. I. A., Sallehuddin, S. A., Bahrol, K., Zakaria, N. & Roddin, R., (2019). Engineering Students' Generic Skills After Industrial Training: Employers' Perception. *Journal of Technical Education and Training*. Vol 11(2). pg. 058-067.
14. ILO (2011). *Skills for Green Jobs: A Global View (Synthesis Report Based on 21 Country Studies)*. International Labor Organization, Geneva.
15. ILO (2014). *Green Jobs Mapping Study in Malaysia*. Bangkok: ILO Regional Office for Asia and the Pacific.
16. Junus, L. (2009a). Teknologi Hijau: Apa dan Kenapa? *Estidotmy* (edisi 20), Utusan Malaysia. Pg. 6-7.
17. Junus, L. (2009b). Pelancaran Dasar Teknologi Hijau Buka Lembaran Baru. *Estidotmy* (edisi 20), Utusan Malaysia pg. 4–5.
18. Kamin, Y., Hamza, S., Musta'amal, A. H. & Abd Hamid, M. Z., (2018). "The Interconnectedness of the Concepts: Sustainability, Sustainable Development and Green Skills in the Paradigm of Building Technology Education". paper presented at the 6th ASEAN Human Resources Conference 2018, at Le Meridien Hotel, Kuala Lumpur. 27 Nov. 2018.
19. Kamis, A., Alwi, A., Ismail, B. L., Zakaria, N. & Nur Yunus, F. A., (2017). Integration of Green Skills in Sustainable Development in Technical and Vocational Education. *International Journal of Engineering Research and Application*. Vol. 7 (12), pg. 08-12.
20. Kamis, A., Mustapha, R., Abdul Wahab, N. & Ismail, B. L., (2016). Green Skills as an Added-Value Element in Producing Competent

- Students. *International Journal of Engineering Research and Application*. Vol. 6 (11), pg. 12-21.
21. Madar, A. R., & Buntat, Y., (2011). Elements of Employability Skills Among Students From Community Colleges Malaysia, *Journal of Technical, Vocational & Engineering Education*, Vol. 4, pg. 1-11.
 22. McKeown, R. (2002). *The Education for Sustainable Toolkit*. (<http://www.esdtoolkit.org>)
 23. Meerah, S. M., Hanim, L., Othman, N. & Aziz, Z., (2005). Pembangunan Lestari Melalui Pendidikan Guru. *Prosiding Seminar Pendidikan JPPG2005*, 28 – 30 Ogos 2005. Hotel Shangri-La, Pulau Pinang. Pg. 8 – 13.
 24. Ministry of Human Resource, (2011). *Occupational Structure: Green Technology Industry*, Jabatan Pembangunan Kemahiran, Bandar Baru Bangi, Selangor.
 25. Ministry of Science, Technology and the Environment, Malaysia, (2002). *National Policy on the Environment*. Putrajaya: Ministry of Science, Technology and the Environment, Malaysia.
 26. Ministry of Energy, Green Technology and Water, Malaysia. (2009). *National Green Technology Policy*. Putrajaya: Ministry of Energy, Green Technology and Water, Malaysia.
 27. Mohammad, A. W., (2009). Sistem Penilaian Kemahiran Generik (SPKG): Pengalaman Daripada Perspektif Fakulti. *Seminar Pendidikan Kejuruteraan Dan Alam Bina, Kongres Pengajaran dan Pembelajaran UKM*, 2009, pg. 25- 33.
 28. Mohd. Noor, N., (2006). *Kepentingan Kemahiran Generik Untuk Pekerjaan Di Industri Dan Faktor Pembangunannya Dalam Pendidikan Vokasional Di Sekolah Menengah Teknik*. Unpublished Ph.D thesis, University Teknologi Malaysia.
 29. Mokhtar, S. B., Rahman, S. & Husain, M. Y., (2016). *Pemerkasaan Kemahiran Generik Pelajar*. Bangi, Selangor: Penerbit Universiti Kebangsaan Malaysia.
 30. Mokhtar, S. B., Mokhtar, S. I., Mokhtar, S. L. & Mokhtar, S. W., (2018). Generic Green Skills Attributes and Delivery in Polytechnic Teaching and Learning Process. *International Journal of Academic Research in Business & Social Sciences*. Vol. 8 (12), pg. 2013-2022.
 31. Mustapha, R. B. (2015). Green and Sustainable Development for TVET in Asia. *The International Journal of Technical and Vocational Education (Invotec)*, Vol. XI (2), August, pg. 133-142.
 32. Nik Ismail, N. S., (2010). *Soft Skills: The What, The Why, The How*. Bangi, Selangor: Penerbit Universiti Kebangsaan Malaysia.
 33. Nordin, A.B., (1994). Pendidikan: Menghadapi Cabaran Tahun 2020. In *Reformasi Pendidikan Dalam Menghadapi Cabaran 2020*. Kuala Lumpur: Nurin Enterprise. pg. 241-273.
 34. Oмарdin, M. A. & Zainul Abidin, N. (2014). Konsep Dan Amalan Kesedaran Terhadap Isu-isu Alam Sekitar Di Peringkat Awalan Projek Pembinaan Melalui Fasa Pengurusan Nilai. *Social Sciences Postgraduate International Seminar (SSPIS)*, 2014). Dewan Persidangan Seminar, University Science Malaysia. 21 October 2014.
 35. Othman, M. Y., (2010). Media Dan Isu Alam Sekitar, *Jurnal Hadhari*, 2 (2), pg.1 – 17.
 36. Patricia, E.C. (2019). Generic Skills and Employability of TVET Graduates: The Role of Teachers in Nigeria. *The International Journal of Vocational Education and Training*. Vol. 25, Number 1, pg 43-51.
 37. Pavlova, M. (2012). Generic Green Skills: Can They be Addressed Through Technology Education? *Proceedings of the 7th Biennial International Conference on Technology Education*. 5 – 8 Dis. 2012. The Crowne Plaza Surfers Paradise, Australia, pg. 49 – 57.
 38. Pavlova, M. (2014). Green Skills in Formal TVET: A Reflection on International Studies. WFCP World Congress 2014, incorporating China Annual Conference for International Education. China National Convention Center, Beijing. 24-26 October 2014.
 39. Pavlova, M. (2018). *Education 2030 and the Significance of 21st Century Skills: Implications for TVET*. <https://www.cna-qatar.com/research/DohaDeclaration/Documents/04.17.2018%20TVET%202018%20-%20Dr.%20Margarita%20Pavlova%20Presentation.pdf> (Retrieved 11th. July 2019)
 40. Pesek, S. J., (2010). *Training for Green Jobs*. Federal Reserve Bank of Boston: Communities & Banking, Spring. 21(2).
 41. Rademaekers, K., Svatikova, K. & Yearwood, J. (2015). *Facilitating Green Skills And Jobs In Developing Countries*. Technical Report N°9 (2015). Paris, Agence Francaise & Development.
 42. Ramli, S., Rasul, M. S. & Mohd Affandi, H., (2018). Sustainable Development: Needs of Green Skills in the Fourth Industrial Revolution (4IR). *International Journal of Academic Research in Business & Social Sciences*. Vol. 8, No. 9, September, pg. 1082-1095.
 43. Rasul, M. S., Abdul Rauf, R. A. & Husain, M. Y., (2014). *Kemahiran Kebolehdapatan Kerja: Suatu Keperluan Pekerjaan*. Bangi, Selangor: Penerbit Universiti Kebangsaan Malaysia.
 44. Ratnata, I. W. (2015). Efforts to Enhance the TVET Teachers Competencies Through Apprenticeship Approach Pattern in Industry. *The International Journal of Technical and Vocational Education (Invotec)*, Vol. XI (2), August, pg. 124-132.
 45. Saari, H. A., & Mat Rashid, A., (2013). Competency Level of Employability Skills Among the Apprentices of the National Dual Training System: A Comparative Analysis of Industry Perception by Company Status. *International Journal of Education and Research Vol. 1 (11)*
 46. Saavedra, A. R. & Opfer, V. D. (2012). *Teaching and Learning 21st Century Skills: Lessons From the Learning Sciences*. RAND Corporation: Asia Society Partnership for Global Learning.
 47. Sern, L.C., Zaime, A. F. & Foong, L.M., (2018). Green Skills for Green Industry: A Review of Literature. *Journal of Physics: Conf. Series*. 1019. doi:10.1088/1742-6596/1019/1/012030
 48. Sodemann, K. (2008). Soft Skills: Important in the World of Work and How to Train Them. *Asia Pacific Technical HRD Conference and Career Expo '08*, 6 – 7 Ogos 2008, Kuching, Sarawak.
 49. Swinburne University of Technology (2014). Green Skills, Green Jobs - What's the Difference? www.swinburne.edu.au/ncs/efshub/greenskill.html (Retrieved 27 Jan. 2015)
 50. Syarina Ramli, Mohamad Sattar Rasul & Haryanti Mohd Affandi (2019). Challenges of Green Skills Development in Fourth Industrial Revolution (4IR). *The International Journal of Vocational Education & Training*. Vol. 25, No. 1, pg. 52-63.
 51. The Institute for Public Policy Research (2009). *The Future's Green*, Britain.
 52. Watch, D. D. (2010). *Research For the Global Good: Supporting a Better World For All*. Victoria, Australia: The Images Publishing Group Pty Ltd.
 53. Yusoff, S. & Surif, J. (2013). Pengetahuan Dan Sikap Pelajar Terhadap Masyarakat Rendah Karbon Dalam Kurikulum Sains Sekolah Menengah. *Buletin Persatuan Pendidikan Sains Dan Matematik Johor*, 23(1), pg. 9 – 21.

Authors: Do Thi Bich Loan, Nguyen Thuy Van, Nguyen Duc Trung

Paper Title: Factors Influencing the Career Decision Making Process in Secondary School in Vietnam

Abstract: The purpose of this study is to reveal the stages of career decision making process and emphasizes the influencing factors in each period of secondary students at the time of enrollment in Vocational and Technical Education Institutes (VTE). The analysis of documents reveals that career decision making process consists of four stages: (1) needs identification; (2) information search; (3) evaluation of alternatives; and (4) choices. Different factors impact each stage, such as personal interest, expectations & ability (self-motivated, academic performance; self-efficacy); family context (income/finance, geographical location, experiences); Schools' career ready (career counselor's orientation, teacher's recommendation, career aspirations); professional educational system (quality of VTE training and employments; career transition); social - economic (study fees, career prospects, career value; national trend of labor market; and the mass media). This study suggests that the above factors play a crucial role in designing suitable policies and career ready program for secondary students in the Vietnamese context.

Keyword: career decision-making, Vietnamese secondary students

References:

1. Al-Fattal, A. (2010). Understanding student choice of university and marketing strategies in Syrian private higher education University. University of Leeds.
2. Al Yousef, H. (2009). 'They know nothing about university – neither of them went': The effect of parents' level of education on their involvement in their daughters' higher education choices. *Compare: A Journal of Comparative and International Education*, 39(6), 783-798.
3. Andrius, A & Palmira (2013). Educational factors behind the success of rational decision making when entering university studies. Summary of Doctoral Dissertation Social Sciences, Educational Science (07S) 2015, Kaunas
4. Bennett, D. (2009). Academy and the real world: Developing realistic notions of career in the performing arts. *Arts and humanities in higher education*, 8(3), 309-327.
5. Bottoms, G., Presson, A., & Han, L. (2004). Linking Career/Technical Studies to Broader High School Reform: What Can School Districts, States and the Nation Do to Get More High Schools to Implement Comprehensive High School Reform? Research Brief. Challenge to Lead. Southern Regional Education Board.
6. Bruyat, C., & Julien, P. A. (2001). Defining the field of research in entrepreneurship.
7. Briggs, S., & Wilson, A. (2007). Which university? A study of the influence of cost and information factors on Scottish undergraduate choice. *Journal of Higher Education Policy and Management*, 29(1), 57-72.
8. Chak-keung Wong, S., & Jing Liu, G. (2010). Will parental influences affect career choice? Evidence from hospitality and tourism management students in China. *International Journal of Contemporary Hospitality Management*, 22(1), 82-102.
9. Chimanikire, P., Mut, E., Gadzirayi, C. T., Muzondo, N., & Mut, B. (2007). Factors affecting job satisfaction among academic professionals in tertiary institutions in Zimbabwe. *African Journal of Business Management*, 1(6), 166-175
10. Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of counseling psychology*, 60(4), 557-568
11. Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of counseling psychology*, 47(1), 36-49.
12. Cosser, M., & Du Toit, J. (2002). From school to higher education?: Factors affecting the choices of grade 12 learners(Vol. 1). HSRC. Retrieved: <http://repository.hsrc.ac.za/handle/20.500.11910/8946>
13. Curry, J. R., Belsler, C. T., & Binns, I. C. (2013). Integrating postsecondary college and career options in the middle level curriculum: Middle level educators must find ways to integrate postsecondary education and career exploration throughout the curriculum. *Middle School Journal*, 44(3), 26-32.
14. Dalton, D. (2018). Post-Secondary Preparation Experiences of Students Enrolled in a Technical College (Doctoral dissertation, Northeastern University).
15. Drewes, T., & Michael, C. (2006). How do students choose a university?: an analysis of applications to universities in Ontario, Canada. *Research in Higher Education*, 47(7), 781-800.
16. Darling-Hammond, L., Wilhoit, G., & Pittenger, L. (2014). Accountability for college and career readiness: Developing a new paradigm. *education policy analysis archives*, 22, 86.
17. Eidimtas, A., & Juceviciene, P. (2014). Factors influencing school-leavers decision to enrol in higher education. *Procedia-Social and Behavioral Sciences*, 116, 3983-3988.
18. Fermin, B., & Pope, M. (2003). The perceptions of college students regarding the factors most influential in their decision to attend postsecondary education. *College and University*, 78(4), 19-25.
19. Gibbons, M. M., & Borders, L. D. (2010). Prospective first-generation college students: A social-cognitive perspective. *The Career Development Quarterly*, 58(3), 194-208.
20. Grundmann, O. (2013). Career Readiness: An Old Idea Revived?. *Journal of College Science Teaching*, 43(1), 8-9.
21. Guy, B. A., Sitlington, P. L., Larsen, M. D., & Frank, A. R. (2009). What are high schools offering as preparation for employment?. *Career Development for Exceptional Individuals*, 32(1), 30-41.
22. Hanushek, E. A. (2011). The economic value of higher teacher quality. *Economics of Education Review*, 30(3), 466-479.
23. Hossler, D., Hu, S., & Schmit, J. (1999). Predicting student sensitivity to tuition and financial aid. *Journal of Student Financial Aid*, 28(4), 17-33.
24. Hoang, V. N. (2001). Vocational and Technical Education and Training in Vietnam and Issues of School to Work Transition Paper presented at the 2001 KRIVET International Conference on Technical and Vocational Educational and Training, Korea.
25. Kern, C. W. K. (2000). College choice influences: Urban high school students respond. *Community College Journal of Research & Practice*, 24(6), 487-494.
26. Khuat, T. H. (1992). Thái độ của các nhóm cư dân ở một vùng nông thôn đối với học vấn và nghề nghiệp của con cái. From a rural area: Parents' attitudes toward their children's education and career. *Diễn đàn xã hội học tập, Tạp chí xã hội học số 1(37)*. *Sociology forum. Journal of Sociology*, 1(37).
27. Kim, K. N., & Passmore, D. L. (2016). The benefits of high school experiences on growth in occupational status in US. *International Journal for Educational and Vocational Guidance*, 16(1), 113-136.
28. Knight, J. L. (2015). Preparing elementary school counselors to promote career development: Recommendations for school counselor education programs. *Journal of Career Development (Sage Publications Inc.)*, 42(2), 75-85.
29. Lamb, T., Arceneaux, K., Cox-Moses, L., Sweat, T., & Owens Jr., E. (2013). Examining factors that impact african-american ninth grade male students enrollment in math and science college preparatory courses. *Journal of Technology Integration in the Classroom*, 5(1), 55-62.
30. Lanero, A., Vázquez, J. L., & Aza, C. L. (2016). Social cognitive determinants of entrepreneurial career choice in university students. *International Small Business Journal*, 34(8), 1053-1075.
31. Lent, R. W., Brown, S. D., & Hackett, G. (2000). Contextual supports and barriers to career choice: A social cognitive analysis. *Journal of counseling psychology*, 47(1), 36-49.
32. Loera, G., Nakamoto, J., Oh, Y. J., & Rueda, R. (2013). Factors that promote motivation and academic engagement in a career technical education context. *Career and Technical Education Research*, 38(3), 173-190.
33. Lent, R. W., & Brown, S. D. (2013). Social cognitive model of career self-management: Toward a unifying view of adaptive career behavior across the life span. *Journal of counseling psychology*, 60(4), 557.
34. Liguori, E. W., Bendickson, J. S., & McDowell, W. C. (2018). Revisiting entrepreneurial intentions: a social cognitive career theory approach. *International Entrepreneurship and Management Journal*, 14(1), 67-78.
35. Lan, H. (2007). Chương trình phân ban phá sản? Retrieved August 18, 2006
36. Loan, B. T. D & Van N. T. (2015). Career guidance in Secondary school – A literature review and Strategic solutions for Vietnamese Rural Areas, , 4(5), 135-143.
37. McMahon, M., & Watson, M. (2008). Introduction to the special section: Children's career development: Status quo and future directions. *The Career Development Quarterly*, 57(1), 4.
38. Moogan, Y. J., & Baron, S. (2003). An analysis of student characteristics within the student decision making process. *Journal of further and Higher Education*, 27(3), 271-287.
39. Ngo, Q. P. (2005). Các quyết định luận phía sau hành vi hướng nghiệp của người đi học và lao động tìm kiếm việc làm. Paper presented at the Kỳ yêu hội thảo Pháp – Á: Vấn đề và hướng đi cho giáo dục hướng nghiệp tại Việt Nam, Hà Nội, Việt Nam.
40. Nguyen, D. T. (2005). Một số vấn đề về hướng nghiệp. Paper presented at the conference “Đổi thoại và giải pháp: Vấn đề và hướng đi cho giáo dục hướng nghiệp Việt Nam”.
41. Nguyen, M. H. (2004). Sector development strategy-planning and priority program in Vietnam's socioeconomic development strategy to

the year 2010, orientation toward the year 2020 and the system of guiding document, (compiled book on Government document ed.). Hanoi: Statistic Publisher.

42. Rowan-Kenyon, H. T., Perna, L. W., & Swan, A. K. (2011). Structuring opportunity: The role of school context in shaping high school students' occupational aspirations. *The Career Development Quarterly*, 59(4), 330-344.
43. Rojewski, J. W., & Kim, H. (2003). Career choice patterns and behavior of work-bound youth during early adolescence. *Journal of Career Development*, 30(2), 89-108.
44. Saichaie, K., & Morphey, C. C. (2014). What college and university websites reveal about the purposes of higher education. *The Journal of higher education*, 85(4), 499-530.
45. Shane, S., Locke, E. A., & Collins, C. J. (2003). Entrepreneurial motivation. *Human resource management review*, 13(2), 257-279.
46. Shaver, K. G., & Scott, L. R. (1992). Person, process, choice: The psychology of new venture creation. *Entrepreneurship theory and practice*, 16(2), 23-46.
47. Strauss, K., Griffin, M. A., & Parker, S. K. (2012). Future work selves: How salient hoped-for identities motivate proactive career behaviors. *Journal of applied psychology*, 97(3), 580-598.
48. Taylor, J., Harris, M. B., & Taylor, S. (2004). Parents have their say... about their college-age children's career decisions. *Nace Journal*, 64(2), 15-21.
49. Thompson, M. N., & Dahling, J. J. (2012). Perceived social status and learning experiences in social cognitive career theory. *Journal of Vocational Behavior*, 80(2), 351-361.
50. Wood, C., & Kaszubowski, Y. (2008). The career development needs of rural elementary school students. *The Elementary School Journal*, 108(5), 431-444.

Authors: Muhammad Ali Chohan, Suresh Ramakrishnan, Saleh Ahmad Al-Harthi, Shamaila Butt

Paper Title: Firm Level Determinants and Dividend Policy in Pakistan

Abstract: Dividend policy is a challenge in the field of corporate finance. This paper finds out the important factors of dividend policy of Pakistani listed firms. The current paper aims to examine the impact of firm specific factors of dividend policy in Pakistan. The factors examine in this study are profitability, free cash flow, firm size, liquidity, financial leverage, investment opportunities and corporate tax. The data are collected from annual reports and Pakistan Stock Exchange. To accomplish the objective, financial data from 2000 to 2017 are collected and analyzed to examine the impact of firm level determinants on dividend payout. This paper used pooled ordinary least squares model and fixed effect model. The findings reveal that firm specific factors have significant influence on dividend policy in Pakistan. The profitability of firm and corporate tax has positive influence, whereas firm size and investment opportunities have negative impact on dividend payout. The implication of current research is useful for board of directors and managers to decide the appropriate dividend policy for firm. This study is also helpful for investors about investment decision. This research is a contribution to the existing body of knowledge about the determinants that influence dividend policy of Pakistani listed firms. Future researcher should use the same phenomenon in different emerging economies using the different approach to reduce the dividend puzzle in the field of corporate finance.

Keyword: Dividend Payout; Firms Specific; Dividend Puzzle

References:

1. J. Lintner, "<Distribution of Incomes of Corporations Among Dividends, Retained Earnings, and Taxes.pdf>," in *Papers and Proceedings of the Sixty-eighth Annual Meeting of the American Economic Association*, 1956, vol. 42, no. 2, pp. 97-113; *The American Economic Review*.
2. M. S. Rozeff, "<1982 Growth, Beta and Agency Costs as Determinants of Dividend Payout Ratios.pdf>," *The Journal of Financial Research*, vol. V, no. 3, 1982.
3. F. Black, "<The dividend puzzle>," *The Journal of Portfolio Management*, 1976.
4. R. A. Brealey, S. C. Myers, and F. Allen, *Principles of Corporate Finance* (McGraw-Hill, New York), 2005.
5. B. Al-Najjar, "<The inter-relationship between capital structure and dividend policy.pdf>," *International Review of Applied Economics*, vol. 25, no. 2, pp. 209-224, 2011.
6. T. Patra, S. Poshakwale, and K. Ow-Yong, "<Determinants of corporate dividend policy in Greece.pdf>," *Applied Financial Economics*, vol. 22, no. 13, pp. 1079-1087, 2012.
7. R. B. Kumar and K. Sujit, "Determinants of dividends among Indian firms—An empirical study," *Cogent Economics & Finance*, vol. 6, no. 1, p. 1423895, 2018.
8. Fatemi and R. Bildik, "Yes, dividends are disappearing: Worldwide evidence," *Journal of Banking & Finance*, vol. 36, no. 3, pp. 662-677, 2012.
9. N. B. Labhane, "<Disappearing and Reappearing Dividends in Emerging Markets.pdf>," *Journal of Asia-Pacific Business*, 2017.
10. N. Bhattacharyya, "Dividend policy: a review," *Managerial Finance*, vol. 33, no. 1, pp. 4-13, 2007.
11. H. K. Baker, P. H. Kent Baker, D. Rob Weigand, and R. Weigand, "Corporate dividend policy revisited," *Managerial Finance*, vol. 41, no. 2, pp. 126-144, 2015.
12. [12] N. Dewasiri and W. B. Yatiwella, "Why do companies pay dividends?: a comment," Dewasiri, NJ, Weerakoon Banda. YK, *Why Do Companies Pay Dividends*, pp. 443-453, 2016.
13. M. J. Gordon, "<Dividends, Earnings, and Stock Prices .pdf>," *The Review of Economics and Statistics*, vol. 41, no. 2, p. 99105, 1959.
14. M. H. Miller and F. Modigliani, "<Dividend Policy, Growth, and the Valuation of Shares.pdf>," *The Journal of Business*, vol. 34, no. 4, pp. 411-433, 1961.
15. M. A. Roberto, "Making difficult decisions in turbulent times," *Ivey Business Journal*, vol. 66, no. 3, pp. 14-20, 2002.
16. V. Aivazian, L. Booth, and S. Cleary, "<Dividend policy and the organization of capital markets>," *Journal of Multinational Financial Management*, vol. 13, p. 101 / 121, 2003.
17. M. Amidu and J. Abor, "<Determinants of dividend payout ratios in Ghana.pdf>," *The Journal of Risk Finance*, vol. 7, no. 2, pp. 136 - 145, 2006.
18. H. Ahmed and A. Y. Javid, "Dynamics and Determinants of Dividend Policy in Pakistan.pdf>," *Munich Personal RePEc Archive*, 2008.
19. K. Anil and S. Kapoor, "Determinants of dividend payout ratios-a study of Indian information technology sector," *International Research Journal of Finance and Economics*, vol. 15, no. 1, pp. 63-71, 2008.
20. D. Al-Kuwari, "<Determinants of the Dividend Policy of Companies Listed on Emerging Stock Exchanges: The Case of the Gulf Cooperation Council (GCC) Countries>," *Global Economy & Finance Journal*, vol. 2, no. 2, pp. 38-63, 2009.
 - a. Gupta and C. Banga, "<The Determinants of Corporate Dividend Policy.pdf>," vol. 37, no. 2, 2010.
21. M. Moradi, M. Salehi, and S. Honarmand, "Factors affecting dividend policy: Empirical evidence of Iran," *Business Excellence*, vol. 4, no. 1, p. 45, 2010.
22. T. Afza and H. H. Mirza, "<Ownership Structure and Cash Flows As Determinants of Corporate Dividend Policy in Pakistan>,"

International Business Research, vol. 3, no. 3, 2010.

23. N. J. Dewasiri, W. B. Y. Koralalage, A. A. Azeez, P. G. S. A. Jayarathne, and D. K. Weerasinghe, V.A. . "<Determinants of dividend policy evidence from an emerging and developing market.pdf>," Managerial Finance, vol. 45, no. 3, pp. 413-429, 2019.
24. H. K. Baker, N. J. Dewasiri, W. B. Y. Koralalage, and A. A. Azeez, "<Dividend policy determinants of Sri Lankan firms a triangulation approach.pdf>," Managerial Finance, vol. 45, no. 1, pp. 2-20, 2019.
25. H. K. Singla and P. K. Samanta, "<Determinants of dividend payout of construction companies a panel data analysis.pdf>," Journal of Financial Management of Property and Construction, vol. 24, no. 1, pp. 19-38, 2019.
26. R. E. W. Hudiwijono, S. Aisjah, and K. Ratnawati, "<Influence of Fundamental Factors on Dividend Payout Policy.pdf>," Wacana, vol. 21, no. 1, 2018.
27. R. Gangill and N. Nathani, "<Determinants_of_dividend_policy_A_study.pdf>," IOSR Journal of Business and Management, vol. 2, no. 1, pp. 40-46, 2018.
28. Y. Yusof and S. Ismail, "Determinants of dividend policy of public listed companies in Malaysia," Review of International Business and Strategy, vol. 26, no. 1, pp. 88-99, 2016.
29. C. Arko, J. Abor, C. K. D. Adjasi, and M. Amidu, "<What influence dividend decisions of firms in Sub-Saharan African.pdf>," Journal of Accounting in Emerging Economies, vol. 4, no. 1, pp. 57-78, 2014.
30. J. Abor and G. A. Bokpin, "<Investment opportunities, corporate finance, and dividend payout policy: Evidence from emerging markets.pdf>," Studies in Economics and Finance, vol. 27, no. 3, pp. 180 - 194, 2010.
31. H. A. N. Al-Malkawi, "<Determinants of Corporate Dividend Policy in Jordan An Application of the Tobit Model.pdf>," Journal of Economic and Administrative Sciences, vol. 23, no. 2, pp. 44-70, 2007.
32. N. A. Klevmarken, "Panel studies: what can we learn from them?," European Economic Review, vol. 33, pp. 523-529, 1989.
33. B. Baltagi, Econometric analysis of panel data. John Wiley & Sons, 2008.
34. G. A. Akerlof, "<The Market for Lemons Quality Uncertainty and the Market Mechanism.pdf>," The Quarterly Journal of Economics, vol. 84, no. 3, pp. 488-500, 1970.
35. S. Bhattacharya, "<Imperfect Information, Dividend Policy, and "The Bird in the Hand" Fallacy.pdf>," The Bell Journal of Economics, vol. 10, no. 1, pp. 259-270, 1979.
36. B. Brahmaiah, P. Srinivasan, and R. Sangeetha, "<DETERMINANTS OF CORPORATE DIVIDEND POLICY IN INDIA.pdf>," Academy of Accounting and Financial Studies Journal, vol. 22, no. 2, 2018.
37. A. Gill, N. Biger, and R. Tibrewala, "<Determinants of Dividend Payout Ratios Evidence from United States.pdf>," The Open Business Journal, vol. 3, no. 9, 2010.

Authors: Asmaripa Ainy, Misnaniarti, Fatmalina Febry, Dian Safriantini

Paper Title: Mother's Knowledge Regarding Local-Based Complementary Feeding for Supporting Healthy Indonesia Program with Family Method

Abstract: Undernutrition among children under five years is still the main problem in many developing countries. Healthy Indonesia program has been implemented across Indonesia by the government to improve health status and nutritional status of community through health effort and community empowerment. Growth monitoring of children is one of its indicators. The present study aimed at exploring the mother's knowledge regarding local-based complementary feeding practice for supporting healthy Indonesia program in selected communities at Banyuasin regency in Indonesia. It was a descriptive study with a qualitative approach. Using a semi-structured questionnaire, data was collected and thematic analysis was applied to analysis the data. Twenty four mothers of children aged 6-24 months were interviewed. Four main themes were identified including: (1) child growth, (2) balanced nutrition, (3) picky eating behavior, and (4) local-based complementary feeding recipes. Although willingness to provide a local-based complementary feeding was good among the mothers, this was not always reflected in its practices. This study provides information essential to enhanced health program management and has policy implications for the improvement of nutrition program for children aged 6-24 months in Banyuasin. It is suggested to encourage mothers to practice a healthy complementary feeding made of local foods to children aged 6-24 months.

146. Keyword: Knowledge; Mother; Complementary Feeding; Healthy Indonesia Program

References:

1. Udoh EE, Amodu, OK. Complementary feeding practices among mothers and nutritional status of infants in Akpabuyo Area, Cross River State Nigeria. Springer Plus. 2016: p.1-19.
2. Akinola OO, Opreh OP, Hammed IA. (2014). Formulation of local ingredient-based complementary food in South-west Nigeria. IOSR Journal of Nursing and Health Science (IOSR-JNHS). 2014. 3(6):p.57-61.
3. Susanto *et.al.* Local-food-based complementary feeding for the nutritional status of children ages 6-36 months in rural areas of Indonesia. Korean J Pediatr. 2017:p.320-326.
4. Health Profile of Banyuasin Regency 2016. 2017:p 3-7.
5. Aruldas K, Khan ME, Hazra A. Increasing appropriate complementary feeding in rural Uttar Pradesh. The Journal of Family Welfare. 2010:p.51-56
6. Khomsan A. 50 healthy menu for growth and development of children aged 6-24 months. PT Agromedia Pustaka Jakarta. 2008.
7. Krisnatuti. Preparation of complementary feeding. Puspa Swara Jakarta. 2007.
8. Siolimbona A, Ridwan ES, Hati FS. An overview of the level of knowledge of mothers about complementary feeding for children aged 6-24 months in Pedes, Bantul, Yogyakarta. Jurnal Gizi dan Dietetik Indonesia. 2016. 4(1):p.57-62.
9. Hemlata, Jana K. A Study to assess the knowledge and practice of complementary feeding among mothers of infants of a selected hospital. International Journal of Science and Research (IJSR). 2017. 6(4):p.709-711.
10. Sayed N, Schönfeldt HC. (2018): A review of complementary feeding practices in South Africa. South African Journal of Clinical Nutrition. 2018:p. 1-8
11. Stewart CP *et.al.* (2013). Contextualising complementary feeding in a broader framework for stunting prevention. John Wiley & Sons Ltd Maternal and Child Nutrition. 2013:p. 27-45.

930-933

Authors: Abdul Mutalib, M.R, Mahmud, M.I, Mohd Affandi H, Irawan, I, Che Rus R

Paper Title: Examination of Expert Validation on Developing a Factors Influencing Career Choice Malaysian Vocational College Teachers' Model

Abstract: Teaching profession is often seen as a non-rewarding career due to high burden duties that the teachers have to endure. Consequently, many teachers lose interest in teaching, which resulted in a lack of job satisfaction. However, this profession has been chosen due to intrinsic, extrinsic and altruistic motivation. In view of this, there are some factors that are not explored in depth in a teaching career at Vocational Colleges. Therefore, this

147.

934-938

paper intends to develop an instrument on the factors influencing career choice model among Malaysian Vocational College teachers. Using the five experts' consensus through the online questionnaires, Fleiss Kappa (K) is then used to evaluate the level of agreement between the raters. The development of the constructs are based on 114 literature review articles. There are six major key factors found: family influence, socio-cultural influence, individual, situational and spiritual. There are 130 items developed and the overall finding K value is 0.55. Nevertheless, the K value within six major key factors is 0.4 to 0.86. The expert panels agree that this questionnaire might be acceptable with some improvement based on their additional comments in the online form. Based on this validation process, this questionnaire can be used in selecting quality of Malaysian Vocational College teachers or TVET instructors. For the next step, this questionnaire will be conducted on 52 excellent teachers at Malaysian Vocational Colleges to understand in depth the key factors that significantly influence the decision of an individual to enter the vocational teaching profession in Malaysian Vocational Colleges. In future, the findings on this research will expose rich sources on the field of teaching and will be helpful to identify some high-quality TVET teachers in Malaysian Vocational College.

Keyword: vocational teachers; career choice; Malaysian Vocational College; validation

References:

1. Azman, N. (2013). European Journal of Teacher Education Choosing Teaching as A Career : Perspectives Of Male And Female Malaysian Student Teachers In Training, (November 2014), 37–41. <https://doi.org/10.1080/02619768.2012.678483>
2. Butt, G., Mackenzie, L., & Manning, R. (2010). Influences on British South Asian women's Choice of Teaching as A Career : “ You ’ Re Either A Career Person Or A Family Person ; Teaching Kind Of Fits In The Middle , ” (January 2010), 37–41. <https://doi.org/10.1080/00131910903519769>
3. Cohen, J. (1977). Statistical Power Analysis for the Behavioural Sciences (Second Edition). New York: Academic Press.
4. Cohen, J. (1988). Statistical Power Analysis for the Behavioral Sciences (2nd Edition). New York: Lawrence Erlbaum Associates, Publishers.
5. DeCastellarnau, A. (2018). A Classification of Response Scale Characteristics That Affect Data Quality: A Literature Review. Quality and Quantity, 52(4), 1523–1559. <https://doi.org/10.1007/s11135-017-0533-4>
6. Esmali Bari. (2017). Dasar Penempatan-Pertukaran, Kompetensi, Dan Tanggungan Tugas Dalam Perkhidmatan Guru. Universiti Malaya. Retrieved from http://studentsrepo.um.edu.my/7599/6/THESIS__FINAL_-_ESMALI_B._BARI_%2528PHA_120028%2529_COPY_3.pdf
7. Evans, J. L. (1997). Factors Influencing African Americans To Select Teaching Careers in Vocational Education and Experiences That Relate To Their Progress In Vocational Teacher Licensure Programs. Blacksburg, Virginia. Retrieved from <https://vtechworks.lib.vt.edu/handle/10919/30570>
8. Howitt, D., & Cramer, D. (2011). Introduction to Research Methods in Psychology Third Edition (3rd Edition). Essex, England: Pearson Education Limited.
9. Ling, W. Y. (2007). Kepuasan Kerja Guru-Guru Aliran Pendidikan Teknikal Dan Vokasional Di Sekolah-Sekolah Menengah Teknik Di Negeri Johor Darul Takzim. Thesis : Universiti Teknologi Malaysia.
10. McHugh, M. L. (2012). Lessons in biostatistics Interrater reliability : the kappa statistic. Biochemia Medica 2012, 22(3), 276–282.
11. Meirte, J., Van Daele, U., Maertens, K., Moortgat, P., Deleus, R., & Van Loey, N. E. (2017). Convergent and Discriminant Validity Of Quality Of Life Measures Used In Burn Populations. Burns, 43(1), 84–92. <https://doi.org/10.1016/j.burns.2016.07.001>
12. Mogra, I. (2013). A Faith Dimension on the Landscape of Teachers : Muslim Teachers on Recruitment , Retention and Career Advancement, 38(7).
13. Nadler, J. T., Weston, R., & Voyles, E. C. (2015). Stuck in the middle: The use and interpretation of mid-points in items on questionnaires. Journal of General Psychology, 142(2), 71–89. <https://doi.org/10.1080/00221309.2014.994590>
14. O'Neil, J. M., & et al. (1980). Factors, correlates, and problem areas affecting career decision making of a cross-sectional sample of students. Journal of Counseling Psychology, 27(6), 571–580. <https://doi.org/10.1037/0022-0167.27.6.571>
15. Powers, D. M. W. (2012). The Problem with Kappa, 345–355.
16. Rosnah, I., Noor Hassim, I., & Shafizah, A. S. (2013). A Systematic Translation and Cultural Adaptation Process for Three-Factor Eating Questionnaire (TFEQ-R21). Medical Journal of Malaysia, 68(5), 424–434.
17. Tomšik, R. (2016). Choosing Teaching as a Career : Importance of the Type of Motivation in Career Choices, TEM Journal-Technology Education Management Informatics, 5(3), 396–400. <https://doi.org/10.18421/TEM53-21>
18. Tomšik, R., & Gatjal, V. (2018). Choosing Teaching as a Profession : Influence of Big Five Personality Traits on Fallback Career, Problem of Education in the 21st Century, 76(1), 100-108.
19. Widhiarso, W. (2012). Aplikasi teori respons butir untuk mengidentifikasi kecenderungan responden memilih opsi tengah pada skala psikologi. Manuskrip Publikasi 2012, Fakultas Psikologi Universitas Gadjah Mada, 7(1), 33–43.
20. Wyatt-smith, C. (2017). Why chooses teaching ? A Matter of Choice : Evidence from the Field.
21. Zinbarg, R. E., Pinsof, W., Quirk, K., Kendall, A., Goldsmith, J., Hardy, N., ... Latta, T. (2018). Testing the Convergent and Discriminant Validity of The Systemic Therapy Inventory Of Change Initial Scales. Psychotherapy Research, 28(5), 734–749. <https://doi.org/10.1080/10503307.2017.1325022>

Authors:	Sheraz Khan, Pardis Moslemzadeh Tehrani
Paper Title:	Examination of Restriction of Free Speech under International Covenant on Civil and Political Rights (ICCPR) in Reference to Prevention of Electronic Crimes Act 2016, Pakistan

Abstract: This study aimed to explore the regime for the restriction of freedom of speech under ICCPR. Besides, it assesses the standards and level of freedom of speech restriction under technology law in Pakistan, PECA-2016. A through document analysis of ICCPR and cyber law depicts that at the standards for freedom of speech is far below then the criteria given in an Article 19(3). Furthermore, it appeals to the policy makers and legislators to bring the restriction of freedom of speech in technology law Pakistan at par with that of ICCPR. Nevertheless, it should be amended or repealed to improve the standards for the freedom of speech in the technology law in Pakistan (PECA-2016).

Keyword: Cyber Law; Freedom of Speech; ICCPR; PECA-2016

References:

1. Adnan, M., & Fatima, B. (2018). Political, Economic and Social Governance in Pakistan: Its Practices and Issues. Journal of the Research Society of Pakistan, 55(1).
2. Aswad, E. (2018). The Future of Freedom of Expression Online. Duke Law & Technology Review, Forthcoming.

3. Baloch, H. (2016). Internet Rights and Legislation in Pakistan: A Critique on Cyber Crime Bill, 2016. Accessed on 23rd June.
4. Carter, E. L. (2017). "Not to Disclose Information Sources": Journalistic Privilege Under Article 19 of ICCPR. *Communication Law and Policy*, 22(4), 399-426.
5. Cassidy, E. K. (2015). Restricting Rights? The Public Order and Public Morality Limitations on Free Speech and Religious Liberty in UN Human Rights Institutions. *The Review of Faith & International Affairs*, 13(1), 5-12.
6. Chen, A. K. (2017). Free Speech and the Confluence of National Security and Internet Exceptionalism. *Fordham L. Rev.*, 86, 379.
7. Conte, A., & Burchill, R. (2016). *Defining civil and political rights: The jurisprudence of the United Nations Human Rights Committee*: Routledge.
8. Cram, I. (2016). *Contested words: legal restrictions on freedom of speech in liberal democracies*: Routledge.
9. Dahr, J. M. (2016). An investigation of requirements traceability practices in software companies in Malaysia. *Universiti Utara Malaysia*.
10. Dembour, M.-B. (2015). *When humans become migrants: study of the European Court of Human Rights with an Inter-American counterpoint*: Oxford University Press, USA.
11. Durham, W. C., & Torfs, R. (2016). *International Human Rights Law and the Islamic Headscarf: A Short Note on the Positions of the European Court of Human Rights and the Human Rights Committee Islam, Europe and Emerging Legal Issues* (pp. 101-104): Routledge.
12. Enarsson, T., & Lindgren, S. (2019). Free speech or hate speech? A legal analysis of the discourse about Roma on Twitter. *Information & Communications Technology Law*, 28(1), 1-18.
13. Gagliardone, I., Gal, D., Alves, T., & Martinez, G. (2015). *Countering online hate speech*: Unesco Publishing.
14. Haggard, S., & You, J.-s. (2015). Freedom of expression in South Korea. *Journal of Contemporary Asia*, 45(1), 167-179.
15. Hammer, L. M. (2018). *The International Human Right to Freedom of Conscience: Some Suggestions for Its Development and Application: Some Suggestions for Its Development and Application*: Routledge.
16. Hogg, P. W., & Bushell, A. A. (2017). *The Charter Dialogue Between Courts and Legislatures* (Or Perhaps The Charter Of Rights Isn't Such A Bad Thing After All) Bills of Rights (pp. 187-236): Routledge.
17. Kelso, R. R. (2016). The Structure of Modern Free Speech Doctrine: Strict Scrutiny, Intermediate Review, and Reasonableness Balancing. *Elon L. Rev.*, 8, 291.
18. Koenig, M., Bolden, J., & Kymlicka, W. (2015). Governance of religious diversity at the European Court of Human Rights. *International approaches to governing ethnic diversity*, 51.
19. Kugelman, M. (2018). Pakistan in 2017: A Year of Domestic Turmoil. *Asian Survey*, 58(1), 100-109.
20. Liang, L. (2016). Free Speech and Expression The Oxford Handbook of the Indian Constitution.
21. Liaquat, S., Qaisrani, A., & Khokhar, E. N. (2016). Freedom of Expression in Pakistan: A myth or a reality.
22. Malik, A. U. (2018). Governing Abuse of Free Speech during Elections in Pakistan. *South Asian Studies*, 33(1), 239-251.
23. Matsuda, M. J. (2018). Public response to racist speech: Considering the victim's story Words that wound (pp. 17-51): Routledge.
24. Mendel, T. (2016). The Fiftieth Anniversary of the Freedom of Information Act: How it Measures up Against International Standards and Other Laws. *Communication Law and Policy*, 21(4), 465-491.
25. Mohammed, F. (2016). PECA 2015: A Critical Analysis of Pakistan's Proposed Cybercrime Bill. *UCLA J. Islamic & Near EL*, 15, 71.
26. Muntarhorn, V. (2017). *The International Covenant on Civil and Political Rights (ICCPR) and Thailand The Core Human Rights Treaties and Thailand* (pp. 141-194): Brill Nijhoff.
27. Newman, D. G. (2018). Interpreting Freedom of Thought in the Canadian Charter of Rights and Freedoms. *Forthcoming in* (2019), 85.
28. Raz, J. (2017). The rule of law and its virtue The Rule of Law and the Separation of Powers (pp. 77-94): Routledge.
29. Sandholtz, W. (2016). *Expanding Rights: Norm Innovation in the European and Inter-American Courts*.
30. Schabas, W. A. (2015). *The European convention on human rights: a commentary*: Oxford University Press.
31. Shepherd, A. (2017). Extremism, Free Speech and the Rule of Law: Evaluating the Compliance of Legislation Restricting Extremist Expressions within Article 19 ICCPR. *Utrecht J. Int'l & Eur. L.*, 33, 62.
32. Smit, D. (2015). Cyberbullying in South African and American schools: A legal comparative study. *South African Journal of Education*, 35(2), 1076.
33. Stahl, T. (2016). Indiscriminate mass surveillance and the public sphere. *Ethics and Information Technology*, 18(1), 33-39.

Authors:

Suyahman

Paper Title:

Examination of the Character Value of "Padusan Tradition" in Pengging Banyudono District, Boyolali Regency

Abstract: This study aims to describe the character values contained in the "tradition of padusan" in the Pengging bath in Banyudono Subdistrict, Boyolali Regency. This research includes qualitative research with a descriptive approach. The subjects of this study were the perpetrators of "traditional padusan" and street vendors around the Pengging bathing area, the object of the research was; character value and 'padusan tradition'. Data collection methods: observation, interviews and documentation. To find out the validity of the data, data triangulation and methods are used. Data analysis techniques using interactive analysis techniques consisting of 3 stages: data reduction, data display and data verification. The results of the study: based on the observations in the field that researchers did since May 2018 found the following: the padusan tradition is carried out every year, the implementation of padusan tradition 2 days before the fasting month, the padusan starting from children to adults, there is entertainment dangdut music with famous singers, ticket prices rose 100%, many traders around the padusan area in Pengging baths, parking of motorbikes and cars doubled with parking wages increasing by 50%, crowded atmosphere of padusan, discipline in the padusan participants dress modestly and neatly, the padusan participants cannot bring and consume, drugs, alcohol, the participants can choose the available swimming pool there are 4 swimming pool choices, and the padusan participants cannot do rituals. The results of interviews with the Padusan tradition actors were found as follows; the reason for joining the padusan is simply to follow in the footsteps of his friends, siblings and family, the purpose of following padusan to be clean and to practice fasting, follow the padusan looking for entertainment, following the padusan filling his spare time, following the padusan preserving the value of local wisdom, following the preservation customs. Interviews with the expert interpreters and street vendors obtained information that the "Padusan Tradition": bring income, padusan tradition fosters awareness, help help and work together with others, the padusan tradition encourages closeness to God Almighty. The conclusion: that the "padusan tradition" contains many character values including; religious, discipline, mutual cooperation, help.

Keyword: Character value and "Padusan Tradition".

References:

1. Andina, R. E., Ridwan, A., & Rahmawati, Y. (2019). Analisis Model Mental Siswa pada Materi Hidrolisis Garam di Klaten. *JRPK*:

Jurnal Riset Pendidikan Kimia. <https://doi.org/10.21009/jrpk.072.08>

2. Ariesto Hadi Sutopo dan Adrianus Arief, 2010. Judul : *Terampil Mengolah Data Kualitatif Dengan NVIVO*. Penerbit Prenada Media Group : Jakarta.
3. Budi (2018), Tradisi Padusan di Desa Pengging, Kecamatan Banyudono Kabupaten Boyolali dikaji dari aspek ekonomis, Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 27 nomor 2 tahun 2018.
4. Bunawan (2018) Penataan Kembali pelaksanaan tradisi padusan yang bernuansa Islami, Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 28 nomor 2 tahun 2018
5. Fery (2019) dampak Ekonomis Pelaksanaan tradisi padusan di Desa Pengging, Kecamatan Banyudono Kabupaten Boyolali dikaji dari aspek ekonomis, Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 27 nomor 3 tahun 2018
6. Francis Wahono, 2005. *Pangan, Kearifan Lokal dan Keaneekaragaman Hayati*. Yogyakarta: Penerbit Cindelarastika Pustaka Rakyat Cerdas
7. Ganug Nugroho Adi, *Tradisi Jawa yang Masih Tersisa*, <http://kabarsoloraya.com/2010/08/14/ny> (diunduh Desember 2011).
8. Kukuh (2018) Hubungan antara Mandi prosesi mandi Padusan dengan pelaksanaan ibadah puasa bagi warga masyarakat di Kecamatan banyudono Kabupaten Boyolali Tahun 2018. Hasil Penelitian yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 27 nomor 3 tahun 2018
9. Lexy, J. Moleong. 2011. *Metodologi Penelitian Kualitatif*. Bandung: Remaja Rosdakarya
10. Martadiastuti, V., Harijoko, A., Warmada, I. W., & Yonezu, K. (2018). Hydrogeochemical Characterization of Geothermal Water in Arjuno-Welirang, East Java, Indonesia. *Journal of Applied Geology*. <https://doi.org/10.22146/jag.39979>
11. Maryanto, S. (2017). Geo Techno Park potential at Arjuno-Welirang Volcano hosted geothermal area, Batu, East Java, Indonesia (Multi geophysical approach). *AIP Conference Proceedings*. <https://doi.org/10.1063/1.5012712>
12. Muhib al-Majdi, *Risalah Ramadhan*, <http://arrahmah.com> (diunduh Desember 2011).
13. Nababan, 1995. Kearifan Tradisional dan Pelestarian Lingkungan Di Indonesia. *Jurnal Analisis CSIS : Kebudayaan, Kearifan Tradisional dan Pelestarian Lingkungan*. Tahun XXIV No. 6 Tahun 1995
14. Nasruddin Anshoriy dan Sudarsono, 2008. *Kearifan Lingkuagan, Dalam Perspektif Budaya Jawa*. Yayasan Obor Indonesia
15. Nasruddin Anshoriy dan Sudarsono, 2008. *Kearifan Lingkuagan, Dalam Perspektif Budaya Jawa*. Yayasan Obor Indonesia
16. Syahrini (2018) Keterkaitan antara tradisi padusan dengan Kearifan Lokal di Kabupaten Boyolali Tahun 2018. Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 27 nomor 3 tahun 2018
17. Suryani (2016) , Mengkaji Berbagai tradisi di kabupaten Boyolali dalam konteks Kearifan Lokal, Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 28 nomor 1 tahun 2018
18. Sujarwo (2019) , Revitalisasi Tradisi padusan dalam perspektif Kearifan Lokal, Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 28 nomor 2 tahun 2018
19. Sukmadinata, Nana Syaodih. 2010. *Metode Penelitian Pendidikan*. Bandung: Remaja Rosdakarya
20. Suhartini. *Jurnal: Kajian Kearifan Lokal Masyarakat Dalam Pengelolaan Sumberdaya Alam Dan Lingkungan*. Jurusan Pedidikan Biologi FMIPA Universitas Negeri Yogyakarta
21. Sugiyono. 2011. *Metode Penelitian Kuantitatif dan Kualitatif dan R&D*. Bandung: Alfabeta, CV
22. Sutarno. 2008. *Pendidikan Multikultural*. Jakarta: Direktorat Jendral Pendidikan
23. wawan H (2017) Kepercayaan asli masyarakat jawa dalam kaitannya dengan Kearifan Lokal Artikel yang dimuat dalam Jurnal pendidikan, Univet Bantara Sukoharjo Volume 28 nomor 1 tahun 2018
24. Widhiyastuti, R. R., Daerobi, A., & Samudro, B. R. (2018). Community-Based Water Management: An Institutional Study In PAMDes Sumberagung, Bantul, DIY. *EKO-REGIONAL JURNAL PENGEMBANGAN EKONOMI WILAYAH*. <https://doi.org/10.20884/1.erjpe.2017.12.2.1138>

Authors:

Mohd Fadzly Wasriep, Denis Lajum

Paper Title:

21st Century Learning in Primary Science Subject via Flipped Classroom Method: A Teacher's Perspective

Abstract: The flipped classroom is one of the approaches used in 21st-century teaching practices. Contrary in primary education, various works of literature on the flipped classroom approach were studied in the secondary and tertiary education level. Thus, continuing the contribution to the body of knowledge, this preliminary research is done to explore the main themes in conducting a flipped classroom approach to promote 21st-century learning in primary school science. From the selection of a teacher, series of interviews, classroom observations and document reviews were analyzed systematically. The findings reveal three themes in primary science flipped classroom implementations including the affordances, assistance, and challenges. There are various aspects taken into consideration from the teacher and teaching surrounding for the flipped classroom settings to be conducive. The teacher realized that although flipped classroom helped her in many ways yet there are challenges that she needs to resolve. These findings provided a foundation for preliminary direction for the researcher to do further research planning.

Keyword: 21st Century learning, flipped classroom, primary education, science education.

References:

1. A. Rahman, A., Abdullah, Z., Mohammed, H., Mohd Zaid, N., & Aris, B. (2014). Flipped classroom : Reviving cognitive development among school students. 3rd International Seminar on Quality and Affordable Education, (November).
2. B Boholano, H. (2017). Smart Social Networking: 21st Century Teaching and Learning Skills. *Research in Pedagogy*, 7(1), 21–29. <http://doi.org/10.17810/2015.45>
3. Bandura, A. 1991. Social cognitive theory of self-regulation. *Organizational Behavior and Human Decision Processes*. [http://doi.org/10.1016/0749-5978\(91\)90022-L](http://doi.org/10.1016/0749-5978(91)90022-L) Barua, A., & Kumar Shiva Gubbiyappa, Hasnain Zafar Baloch, B. Das. (2014). Validation of Feedback Questionnaire on Flipped Classroom (FC) Activity. *Computer Science Education Research Conference (CSER '14)*, 4(3), 22–29.
4. Belawati, T. (2001). UNESCO Meta-survey on the Use of Technologies in Education, Malaysia: ICT use in Education. *Philosophy*. Chua, J. S. M., & Lateef, F. A. (2014). The Flipped Classroom: Viewpoints in Asian Universities. *Education in Medicine Journal*, 6(4), 20–26. <http://doi.org/10.5959/eimj.v6i4.316>
5. Clark, K. F., & Graves, M. F. (2005). Scaffolding Students' Comprehension of Text. *Reading Teacher*, 58(6), 570–580. <http://doi.org/10.1598/RT>
6. Creswell, J. W. (2013). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. Research design Qualitative quantitative and mixed methods approaches. <http://doi.org/10.1007/s13398-014-0173-7.2>
7. de Boer, H., Donker-Bergstra, A. S., Kostons, D. D. N. M., Korpershoek, H., & van der Werd, M. P. C. (2013). Effective Strategies for Self-regulated Learning: A Meta-Analysis. Retrieved from <http://gion.gmw.eldoc.ub.rug.nl/FILES/root/2013/EffectiveStrategies/EffectiveStrategies.pdf>
8. Dey, I. (2003). Qualitative data analysis: A user-friendly guide for social scientists. *Qualitative Data Analysis: A User-Friendly Guide for Social Scientists*. <http://doi.org/10.4324/9780203412497>
9. Fulton, K. (2012). Upside down and inside out : Flip your classroom to improve student learning. *Learning & Leading with Technology*, 39(8), 12–17. Retrieved from <http://eric.ed.gov/?id=EJ982840>

150.

952-959

10. Garba, S. A., Byabazaire, Y., & Busthami, A. H. (2015). Toward the Use of 21 st Century Teaching-Learning Approaches: The Trend of Development in Malaysian Schools within the Context of Asia Pacific. <http://doi.org/10.3991/ijet.v10i4.4717>
11. Gillies, R. M., Nichols, K., Burgh, G., & Haynes, M. (2013). Primary students' scientific reasoning and discourse during cooperative inquiry-based science activities. *International Journal of Educational Research*, 63, 127–140. <http://doi.org/10.1016/j.ijer.2013.01.001>
12. Gomez-Zwiep, S. (2008). Elementary teachers' understanding of students' science misconceptions: Implications for practice and teacher education. *Journal of Science Teacher Education*, 19(5), 437–454. <http://doi.org/10.1007/s10972-008-9102-y>
13. Groenewald, T. (2004). A phenomenological research design illustrated. *International Journal of Qualitative Methods*, 3(1), Retrieved from Article http://www.ualberta.ca/~iiqm/backissues/3_1/pdf/groenewald.pdf
14. Handcock, B., Ockleford, E., & Windridge, K. (2009). An Introduction to Qualitative Research (pp. 2–40). Retrieved from https://www.rds-yh.nihr.ac.uk/wp-content/uploads/2013/05/5_Introduction-to-qualitative-research-2009.pdf
15. Baptiste, I. (2001). *Qualitative Data Analysis: Common Phases, Strategic Differences*. 2(3), Pp.10-13 Retrieved from <http://www.qualitative-research.net/index.php/fqs/article/view/917/2002>
16. Krahenbuhl, K. S. (2016). Student-centered Education and Constructivism: Challenges, Concerns, and Clarity for Teachers. *The Clearing House: A Journal of Educational Strategies, Issues and Ideas*, 89(3), 97–105. <http://doi.org/10.1080/00098655.2016.1191311>
17. Koehler, M. J., & Mishra, P. (2009). What is Technological Pedagogical Content Knowledge (TPACK)? *Contemporary Issues in Technology and Teacher Education*, 9(1), 60–70. <http://doi.org/10.1016/j.compedu.2010.07.009>
18. Lage, M. J., Platt, G. J., & Treglia, M. (2000). Inverting the Classroom: A Gateway to Creating an Inclusive Learning Environment. *The Journal of Economic Education*, 31(1), 30–43. <http://doi.org/10.1080/00220480009596759>
19. Li, K. H., Lou, S. J., Tseng, K. H., & Huang, H. C. (2013). A preliminary study on the Facebook-based learning platform integrated with blended learning model and flip learning for online and classroom learning. *Lecture Notes in Computer Science (Including Subseries Lecture Notes in Artificial Intelligence and Lecture Notes in Bioinformatics)*, 8167 LNCS, 172–183. http://doi.org/10.1007/978-3-642-41175-5_18
20. Liu, C. C. (2010). Evolution Of Constructivism. *Contemporary Issues in Education Research*, 3(4), 63–66. Retrieved from <http://files.eric.ed.gov/fulltext/EJ1072608.pdf>
21. Lin, S. W., Liu, Y., Chen, S. F., Wang, J. R., & Kao, H. L. (2016). Elementary School Students' Science Talk Ability in Inquiry-Oriented Settings in Taiwan: Test Development, Verification, and Performance Benchmarks. *International Journal of Science and Mathematics Education*, 14(7), 1199–1214. <http://doi.org/10.1007/s10763-015-9663-0>
22. Martin-Hansen, L. (2002). Defining Inquiry. *The Science Teacher*, 69, 34–37. Retrieved from http://people.uncw.edu/kubaskod/SEC_406_506/documents/DefiningInquiry.pdf
23. Mazalah, A., Jamaludin, B., Ahmad Zamri, M., Aidah Abdul, K., & Fariza, K. (2015). Aplikasi Model Literasi ICT Abad Ke-21 Dalam Kalangan Guru Pelatih. *Prosiding Seminar Kebangsaan Pendidikan Negara Kali Ke-5*, (June 2016), 321–328.
24. Mihaladz, G., Duran, M., & Doğan, A. (2011). Examining primary school students' attitudes towards science in terms of gender, class level and income level. *Procedia - Social and Behavioral Sciences*, 15, 2582–2588. <http://doi.org/10.1016/j.sbspro.2011.04.150>
25. Rahman, A. A., Aris, B., Mohammed, H., Zaid, N. M., & Abdullah, Z. (2014). Flipped Classroom dalam konteks Malaysia. *Konvensyen Antarabangsa Jiwa Pendidik*, 7.
26. Ng Kee Chuan. (2014). Classroom in the Cloud. *Asian Education Action Research Journal (AEARJ)*, 3, 54–78. Retrieved from <http://harvardmagazine.com/2012/11/classroom-in-the-cloud>
27. Nilsson, P., & van Driel, J. (2010). Teaching together and learning together - Primary science student teachers' and their mentors' joint teaching and learning in the primary classroom. *Teaching and Teacher Education*, 26(6), 1309–1318. <http://doi.org/10.1016/j.tate.2010.03.009>
28. Osman, K. (2012). Primary science: Knowing about the world through science process skills. *Asian Social Science*, 8(16), 1–7. <http://doi.org/10.5539/ass.v8n16p1>
29. Osman, S. Z. M., Jamaludin, R., & Mokhtar, N. E. (2014). Flipped Classroom and Traditional Classroom: Lecturer and Student Perceptions between Two Learning Cultures, a Case Study at Malaysian Polytechnic. *International Education Research*, 2(4), 16–25. <http://doi.org/10.12735/ier.v2i4p16>
30. Panhwar, A. H., Ansari, S., & Ansari, K. (2016). Sociocultural Theory and its Role in the Development of Language Pedagogy. *Advances in Language and Literary Studies*, 7(6). <http://doi.org/10.7575/aiac.all.v.7n.6p.183>
31. Sandelowski, M. (2000). Whatever happened to qualitative description? *Research in Nursing & Health*, 23(4), 334–340. [http://doi.org/10.1002/1098-240X\(200008\)23:4<334::AID-NUR9>3.0.CO;2-G](http://doi.org/10.1002/1098-240X(200008)23:4<334::AID-NUR9>3.0.CO;2-G)
32. Savelsbergh, E. R., Prins, G. T., Rietbergen, C., Fechner, S., Vaessen, B. E., Draijer, J. M., & Bakker, A. (2016). Effects of innovative science and mathematics teaching on student attitudes and achievement: A meta-analytic study. *Educational Research Review*, 19, 158–172. <http://doi.org/10.1016/j.edurev.2016.07.003>
33. See, S., & Conry, J. M. (2014). Flip My Class! A faculty development demonstration of a flipped-classroom. *Currents in Pharmacy Teaching and Learning*, 6(4), 585–588. <http://doi.org/10.1016/j.cptl.2014.03.003>
34. Sipayung, H. D., Sani, R. A., & Bunawan, W. (2018). Collaborative Inquiry For 4C Skills. <http://doi.org/10.2991/aisteel-18.2018.95>
35. Smeets, E. (2005). Does ICT contribute to powerful learning environments in primary education? *Computers and Education*, 44(3), 343–355. <http://doi.org/10.1016/j.compedu.2004.04.003>
36. Sontag, M. (2009). A Learning Theory for 21st-Century Students A Learning Theory for 21st-Century Students, 5(4). <http://doi.org/10.1.1.186.4971>
37. Strayer, J. F. (2012). How learning in an inverted classroom influences cooperation, innovation and task orientation. *Learning Environments Research*, 15(2), 171–193. <http://doi.org/10.1007/s10984-012-9108-4>
38. Suduc, A.-M., Bizoi, M., & Gorghiu, G. (2015). Inquiry Based Science Learning in Primary Education. *Procedia - Social and Behavioral Sciences*, 205(May), 474–479. <http://doi.org/10.1016/j.sbspro.2015.09.044>
39. Taylor-Powell, E., & Marcus renner. (2003). Analyzing Qualitative Data. In *Program Development and Evaluation*. Retrieved from Learningstore.uwex.edu/assets/g3658-12.pdf
40. Tugurian, L. P., & Carrier, S. J. (2016). Children's environmental identity and the elementary science classroom. *The Journal of Environmental Education*, 1–11. <http://doi.org/10.1080/00958964.2016.1191415>
41. Turner, D. W. (2010). Qualitative interview design: A practical guide for novice investigators. *The Qualitative Report*, 15(3), 754–760. <http://doi.org/http://www.nova.edu/ssss/QR/QR15-3/qid.pdf>
42. Unruh, T., Peters, M. L., & Willis, J. (2016). Flip This Classroom: A Comparative Study. *Computers in the Schools*, 33(1), 38–58. <http://doi.org/10.1080/07380569.2016.1139988>
43. UNESCO. (2016). ICT in education statistics: Shifting from regional reporting to global monitoring: Progress made, challenges encountered, and the way forward.
44. Walker, D., & Myrick, F. (2011). Grounded theory: An exploration of process and procedure. *Qualitative Health Research*, 16(4), 547–559. <http://doi.org/10.1177/1049732305285972>
45. Zainuddin, Z., & Attaran, M. (2016). Malaysian students' perceptions of flipped classroom: a case study. *Innovations in Education and Teaching International*, 53(6), 660–670. <http://doi.org/10.1080/14703297.2015.1102079>

Authors: Nor Aishah Abdul Aziz, Mohd Zolkifli Abd Hamid, Ismail Saliyan

151. Paper Title: Methods to Overcome Disciplinary Problems in Southern Johore Giat Mara Center

Abstract: One of the primary challenges faced by Skill Training Institutions in Malaysia is finding appropriate cure for disciplinary problems among trainees. Therefore, the objective of this research is to identify disciplinary

problems in Skill Training Institutions, such as Giat MARA Center in the state of Johore and methods implemented by the trainers to address the problems. The research used a qualitative approach based on multiple case studies design. The samples for the study based on purposive sampling were selected trainers who have served 10 years or more. Data were gathered via episodes of in-depth interviews, direct observation during theoretical and practical teaching sessions of trainers and document review of trainees' wrong behaviors. Data were analyzed inductively by applying thematic analysis through open, axial and selective coding. Data showed that trainers implemented various methods such as being considerate, giving advice and motivation through value attributes and religious aspects and punishment method where necessary to address these problems. Further analysis of the findings produced themes that were used to develop several approaches based on religion, humanity and punishment method. The role of religion in moulding the characters and personalities is seen as an important resource with emphasis on programs that educate the soul to be obedient to God. Meanwhile, humanistic approach emphasizes the inculcation of moral values in the life of the trainees while the punishment approach is meant as an educational process to be more responsible for all offenses committed. The approaches can be used to aid trainers in overcoming the disciplinary problems among trainees of Johore Giat MARA Centers, in accordance with the nature of the problems.

Keyword: Skill Training Institutions, disciplinary problems, trainers, trainees

References:

1. N. F. Kamarulzaman, "Kekangan-kekangan Pusat Latihan Kemahiran Dalam Pengendalian Program Kemahiran," Universiti Tun Hussein Onn Malaysia, 2014.
2. A. D. Minghat, R. M. Yasin, K. Subari, and M. K. Noordina, "Strategi Kelasterian Pembangunan Pendidikan Teknikal dan Vokasional (PTV)," in 2nd International Seminar on Quality and Affordable Education (ISQAE 2013), 2013, pp. 493-504.
3. K. Alavi and R. M. Sail, "Tahap Penerimaan Masyarakat terhadap Latihan Kemahiran di Malaysia," e-Bangi, vol. 12, no. 1, 2015.
4. R. Ahmad and M. S. Mustaffa, "Kajian Punca, Risiko Merokok Dan Sumbangan Merokok Terhadap Penagihan Bahan. Satu Kajian Di Pusat Giat Mara Bukit Payong, Marang, Trengganu," presented at the Annual Conference on Teacher Education, Kota Kinabalu, Sabah, 6-8 Sept 2006, 2006.
5. M. H. Isa and A. Udin, "Faktor-faktor Yang Mempengaruhi Enrolmen Pelatih Di pusat Latihan Giatmara Negeri Johor," Master, Universiti Teknologi Malaysia, Johor, 2012.
6. T. A. Noordin and N. A. Dan, Pendidikan & pembangunan manusia pendekatan bersepadu. Bangi: As-Syabab Media, 2002.
7. T. S. T. M. Jiwa, Pembinaan model penerapan nilai di dalam pengajaran di Institusi Pengajian Tinggi (IPT). Malaysia: Universiti Kebangsaan Malaysia, 1997.
8. T. A. Noordin, Konsep Asas Pendidikan Sepadu. Kuala Lumpur: Nurin Enterprise, 1988.
9. H. Yahya, "Keberkesanan Pusat Giatmara Dalam Menyediakan Pekerja Mahir Tempatan di Sektor Pembinaan," BSc, Universiti Teknologi Malaysia, Johor, Malaysia, 2016.
10. J. P. Key, Research design in occupational education (Oklahoma State University). 1997.
11. [N. H. M. Haridi, "Program Agama Di Pusat Pemulihan Akhlak Jabatan Kebajikan Masyarakat (Jkm): Kajian Dari Aspek Pelaksanaan Dan Keberkesanan," PhD, Universiti Malaya, Malaysia, 2016.
12. A. Yahaya, S. Hashim, Y. Boon, J. Ramli, and N. E. Azizi, Penyelewengan Tingkah Laku Remaja: Punca Dan Rawatan. Universiti Teknologi Malaysia: Penerbit UTM Press, 2012.

Authors: Resista Vikaliana, Yuli Evitha

Paper Title: Enhancing Service Quality to Increase Customer Satisfaction: A Phenomenological Method of Low Cost Carrier Airlines Companies in Indonesia

Abstract: The air transportation service industry sector is growing rapidly in Indonesia. Various strategies are done by airlines. However, there are also various problems that impact on the decline in quality of service resulting in the decreased customer satisfaction. The research is carried out to know what the problems and challenges faced on service quality (SERVQUAL) in Low Cost Carrier (LCC) Airlines Companies. In-depth interviews were employed in this study, also the questionnaires to triangulate the instruments. The research proved that the Low Cost Carrier (LCC) Airlines Companies still need a lot of improvements for the sake of comfort and safety.

Keyword: Service Quality; Customer Satisfaction; Low Cost Carrier (LCC)

References:

1. Azmarani, Adinda Wahyu. (2016). Analisis Kualitas Pelayanan Maskapai Penerbangan Low Cost Carrier (Studi Deskriptif Di PT. Citilink Indonesia Cabang Surabaya) . Kebijakan dan Manajemen Publik, Volume 4, Nomor 3, September - Desember 2016.
2. Alipour, Mehrdad and Mohammadi, Mohammad Hallaj (2011). The Effect Of Customer Relationship Management (CRM) On Achieving Competitive Advantage Of Manufacturing Tractor. Global Journal of Management and Business Research, Volume 11 Issue 5 Version 1.0 April 2011.
3. Ananth, A., Ramesh, R. and Prabakaran, B. (2011), Service Quality GAP Analysis in Private Sector Banks A Customer Perspective, Internationally Indexed Journal, Vol. II, Issue.1 pp., 245-252.
4. Anderson, E. W., Formelo, C., Lehmann, D. R. (1994). Customer Satisfaction, Market Share, and Profitability: Findings from Sweden. Journal of Marketing, Vol. 58, No. 3, p. 53-66.
5. Anton, J. (1996). Customer Relationship Management: Making Hard Decisions with Soft Numbers, Upper Saddle River, Prentice-Hall.
6. Creswell, J. W. (2008). Educational research: Planning, conducting, and evaluating quantitative and qualitative research (3rd ed.). Upper Saddle River, NJ: Pearson
7. Creswell, J. W. (2014). Research design: qualitative, quantitative, and mixed methods. Retrieved from <http://pustakapelajar.co.id/buku/research-design-pendekatan-kualitatif-kuantitatif-dan-mixed/>
8. Scott R. Swanson, J., Charlene, Davis. (2003) The relationship of differential loci with perceived quality and behavioral intentions, Journal of Services Marketing, Vol. 17 Issue: 2, pp.202-219, <https://doi.org/10.1108/08876040310467943>
9. Fitzsimmons, Jams, A & Fitzsimmons, Mona, J. (2001). Service Management : Operating Strategy and Information Technology. New York, London : McGraw Hill
10. Gilaninia, S., Shafiei, B., & Shadab R. (2013). The Effect of Internal Marketing on Customer Orientation. Universal Journal of Management and Social Sciences, Vol. 3, No.11.
11. Gronroos (1991). The Marketing Strategy Continuum: Towards a Marketing Concept for the 1990s. Management Decision, Vol. 29 Issue: 1, <https://doi.org/10.1108/00251749110139106>
12. Gronroos, C. (2000). Service Management and Marketing. John Wiley & sons Ltd.
13. Hayes, B. (1998). Measuring Customer Satisfaction. Milwaukee, WI: ASQ Quality Press.

14. ISO 9001: 2015 Certification from British Standard Institute (BSI).
15. Lehtinen, U., & Lehtinen, J.R. (1982). Service quality- a study of dimensions. Unpublished working paper, Service Management Institute, Helsinki, 439-460.
16. Johnston, R. (1997). Identify the critical determinants of service quality in retail banking: Importance and Effect. *International Journal of Bank Marketing*, 15(4), 111-116.
17. Kotler, Philip and Andreasen, Alan. (2002). *Strategic Marketing for Nonprofit Organizations*. Prentice Hall, 6th edition.
18. Kotler, Philip (2000). *Marketing Management Millenium Edition, Tenth Edition*, Prentice-Hall, Inc.
19. Layton, A. P., and G. H. Moore (1989). Leading Indicators for the Service Sector. *Journal of Business and Economic Statistics*, 7 (3, July), 379-386.
20. Lemon, Katherine N., White, Tiffany Barnett, & Winer, Russeil S. Winer (2002). Dynamic Customer Relationship Management : Incorporating Future Considerations Into the Service Retention Decision. *Journal of Marketing*, Vol. 66, January, 1-14.
21. Lewis, B.R. & Mitchell, V.W. (1990). Defining and measuring the quality of customer service, *Marketing Intelligence and Planning*, Vol. 8(6), p.11-17.
22. McColl-Kennedy, J., & Schneider, U. (2000). Measuring Customer Satisfaction Why, What and How *Total Quality Management*, 11, 883-889.
23. Minister of Transportation Regulation. Decree Number : PM. 89 of 2015 on flight delay management on Commercial Air Transport Agency in Indonesia. Jakarta: Ministry of Transportation of Republic of Indonesia
24. Minister of Transportation Regulation. Decree Number KM 26 of 2010 on Formulation Mechanism of Calculation And Stipulation Of Rate Limit For Passenger Of Economic Class of Domestic Air Transportation. Jakarta: Ministry of Transportation of Republic of Indonesia
25. Minister of Transportation Regulation. Decree Number 61 of 2015 on Air Facilitation (FAL). Jakarta: Ministry of Transportation of Republic of Indonesia.
26. Minister of Transportation Regulation. Decree Number 77 of 2011 on Responsibility of Air Transportation. Jakarta : Ministry of Transportation of Republic of Indonesia.
27. Mittal, V. & Kamakura W.A. (2001, February). Satisfaction, repurchase intent, and repurchase behavior: investigating the moderating effect of customer characteristics. *Journal of Marketing Research*, 38, 131-142.
28. Nejadjavad, Maryam, Gilaninia, Shahram. (2016). Assessing The Impact Of Service Quality On Customer. Loyalty Using Model Enhanced of Kitapci. *Arabian Journal of Business and Management Review (OMAN Chapter)*. Vol. 5, No.6; January 2016.
29. Newman, K. and Cowling, A. (1996). Service quality in retail banking: the experience of two British clearing banks. *International Journal of Bank Marketing*. Vol. 14, No. 6 pp. 3-11
30. Parasuraman, A. Zeithaml, V. A. Berry, L. L. (1985). A conceptual model of service quality and its implications for future research. *Journal of Marketing*, Vol. 49, Fall, pp. 41 –50.
31. Parasuraman, A., Zeithaml, V. & Berry, L (1988). SERVQUAL: A multiple item scale for measuring customer perceptions of service quality. *Journal of Retailing*, 64(1), 12-40.
32. Parasuraman, A., Zeithaml, V.A. and Malhotra, A. (2005) E-S-Qual—A Multiple Item Scale for Assessing Electronic Service Quality. *Journal of Marketing*, 7, 213-233.
33. Patton, M. (1990). *Qualitative evaluation and research methods*. (pp. 169-186). Beverly Hills, CA: Sage.
34. Payne, A. and Frow, P. (2005). A Strategic Framework for Customer Relationship Management, *Journal of Marketing*, (69:4):167-191.
35. Regulation of Director General of Civil Aviation SKEP 87/5/2010
36. Reichheld, F.F. & Sasser, Jr., W.E. (1990). Zero defections. Quality comes to services. *Harvard Business Review*, 68(5), 105-111.
37. Rosen, L. D. Karwan, K.R. Scribner, L.L. (2003), Service quality measurement and the disconfirmation model: taking care in interpretation. *Total Quality Management*, Vol. 14, No. 1, pp.314.
38. Schneider, B. & Bowen, D. (1985). Employee and customer perceptions of services in banks: replication and extension. *Journal of Applied Psychology*, Vol. 70, p. 423-433
39. Spohrer, J. and Maglio, P.P. (2008). The Emergence of Service Science: Toward Systematic Service Innovations to Accelerate Co-Creation of Value. IBM Almaden Research Center.
40. Surprenant and Solomon (1987) Surprenant, C.F. & Solomon, M.R. (1987). Predictability and Personalization in the Service Encounter. *Journal of Marketing*, Vol. 51, p. 86-96
41. Van der Weile, Ton, Van Iwaarden, Jos (2002). A Study on the Applicability of Servqual Dimensions of Web Sites. ERIM Report Series Reference No. ERS-2002-61-ORG. Erasmus Research Institute of Management (ERIM). Erasmus Universiteit Rotterdam.
42. Vilares & Coehlo, 2003; Vilares, M.J. and Coehlo, P.S. (2003), The employee-customer satisfaction chain in the ESCI model. *European Journal of Marketing*, Vol. 37, No. 11/12, pp. 1703-1722.
43. Voss, C. Roth, A.V. Rosenzweig, E.D. Blackmon, K. Chase, R.B. (2004), ‘A Tale of Two Countries’ Conservatism, Service Quality, and Feedback on Customer Satisfaction’, *Journal of Service Research*, Vol 6, No 3 pp. 212-23.
44. Wathen, Samuel and Anderson, John, C. (1995). Designing services: an information-processing approach. *International Journal of Service Industry Management*, Vol. 6 Issue: 1, pp.64-76,
45. Youssef, Mohammad, A.(1993). Computer-based technologies and their impact on manufacturing flexibility. *International Journal of Technology Management*, Vol , Issue 3-5.
46. Zammuto, R. F., & O’Connor, E. J. (1992). Gaining advanced manufacturing technology’s benefits: the roles of organization design and culture. *Academy of Management Review*, 17, 701-728.
47. Zamazalová, M. (2008). Spokojenost zákazníka. *Acta Oeconomica Pragensia*, Vol. 16, No. 4, p. 76-82.
48. Zeithaml, V.A., & Bitner, M.J. (2003). *Services Marketing, Integrating Customer Focus across the Firm*. New York: McGraw-Hill.
49. Zeithaml, Valerie A., Parasuraman, A. & Berry, Leonard L. (1990). *Delivering Quality Service*. The Free Press, New York, N.Y.
50. Zeithaml, V.A, Parasuraman, and Malhotra, A. (2002). Service quality delivery through web sites: A critical review of extant knowledge. *Journal of the Academy of Marketing Science*, Vol. 30 No. 4, pp. 362-375.

153.	Authors:	Ahmad Nurabadi, Sucipto, Juharyanto, Imam Gunawan
	Paper Title:	The Evaluation of School-Based Management Implementation in the Laboratory School of Universitas Negeri Malang: A Descriptive Examination
	Abstract:	This study aims to describe the results of standardized education management through school-based management implementation at the Laboratory of Universitas Negeri Malang (UM) from several components: (1) curriculum and instruction; (2) student components; (3) educators and staff; (4) finance; (5) facilities and infrastructure; (6) school and community relations; and (7) school environment culture. The research method used a descriptive quantitative approach. The results are the: (1) implementation of curriculum management and instruction were in a very high quality; (2) implementation of management of students were in a very high quality; (3) implementation of management of educators and staffs were in high quality; (4) finance management implementation were in a very high quality; (5) implementation of infrastructure management including were in high quality; (6) implementation of school and community relationship management were in medium quality; and (7) implementation of management of school culture and environment was in high quality.

Keyword: school-based management, laboratory school, standardized education

References:

1. Bandur A. School-based management developments and partnership: Evidence from Indonesia. *Int J Educ Dev.* 2012;
2. Gonzalez-Suarez C, Worley A, Grimmer-Somers K, Dones V. School-Based Interventions on Childhood Obesity. A Meta-Analysis. *Am J Prev Med.* 2009;
3. Fullan M, Watson N. School-Based Management: Reconceptualizing to Improve Learning Outcomes. *Sch Eff Sch Improv.* 2000;
4. Bandur A. School-based management developments: Challenges and impacts. *J Educ Adm.* 2012;
5. Vally GVS, Daud K. The Implementation of School Based Management Policy: An Exploration. *Procedia - Soc Behav Sci.* 2015;
6. Teguh Triwiyanto, Desi Eri Kusumaningrum J. Community Participation Deficits in the Implementation of School-Based Management in Indonesia. *J Educ Pract.* 2017;8(January 2017):67–74.
7. Ostrom E. Institutional rational choice: An assessment of the institutional analysis and development framework. In: *Theories of the Policy Processes.* 2016.
8. Bamber V, Anderson S. Evaluating learning and teaching: Institutional needs and individual practices. *Int J Acad Dev.* 2012;
9. Ottem R, Owens C, Rear IO. *Stats In Brief Teacher Professional Development.* Institute of Education Sciences; 2017.
10. Juharyanto. Kepemimpinan unggul Kepala Sekolah Dasar Daerah Terpencil (Studi Multisitus pada Sekolah Dasar di Kabupaten Bondowoso). *J Sekol Dasar [Internet].* 2017;1(Tahun 26). Available from: url: <http://jurnal.fip.um.ac.id/sekolahdasar>
11. Bafadal I. Strengthening School Governace Throught Preparation and Empowerment School Principal As the Instructional Leader. In: *The Challenges of Educational Management and Administration in Competitive Environment and The 4th Congress of ISMaPI.* Makasar: State University of Makassar; 2014.
12. McHugh ML. Descriptive statistics, Part II: Most commonly used descriptive statistics. *J Spec Pediatr Nurs.* 2003;
13. Amrhein V, Trafimow D, Greenland S. Inferential Statistics as Descriptive Statistics: There Is No Replication Crisis if We Don't Expect Replication. *Am Stat.* 2019;
14. Meier KJ, O'Toole LJ. Public Management and Organizational Performance: The Effect of Managerial Quality. *J Policy Anal Manag.* 2002;
15. Amanchukwu RN, Stanley GJ, Ololube NP, Amanchukwu RN, Stanley GJ, Ololube NP. A Review of Leadership Theories, Principles and Styles and Their Relevance to Educational Management. *Management.* 2015;
16. Muslihah E. School Based Management. *Al Qalam.* 2019;
17. Cheng ECK. Knowledge Management for School Education. 2015.
18. Bouchamma Y, Basque M, Marcotte C. School Management Competencies: Perceptions and Self-Efficacy Beliefs of School Principals. 2014;(May):580–9.
19. Nicolescu R. The Influences of Globalization on Educational Environment and Adjustment of National Systems. *Procedia - Soc Behav Sci.* 2015;
20. Marouli C, College T. Multicultural Environmental Education: Theory and Practice. *J Environ Educ.* 2002;
21. Mohebbi N, Akhlaghi F, Yarmohammadian MH, Khoshgam M. Application of CIPP model for evaluating the medical records education course at master of science level at Iranian medical sciences universities. In: *Procedia - Social and Behavioral Sciences.* 2011.
22. Dubrowski A, Morin MP. Evaluating pain education programs: An integrated approach. *Pain Research and Management.* 2011.
23. Farooq MS, Chaudhry AH, Shafiq M, Berhanu G. Factors affecting student' quality of academic performance: a case secondary school level. *Journal of Quality and Technology Management.* 2011.
24. Durlak JA, Weissberg RP, Dymnicki AB, Taylor RD, Schellinger KB. The Impact of Enhancing Students' Social and Emotional Learning: A Meta-Analysis of School-Based Universal Interventions. *Child Dev.* 2011;
25. Management AB, Costing AB. ABC – Activity Based Costing; ABM – Activity Based Management. *Burns.* 2000;

Authors:	S M Towhidur Rahman, Ahsanul Kabir
Paper Title:	Potential Cluster Regions for Manufacturing Small and Medium Enterprises in Khulna City of Bangladesh: A Spatial Examination

Abstract: Industrialization is considered as the main path towards urbanization and economic development. Small and medium enterprises (SMEs) are the major contributor to the industrialization in many countries across the world. Cluster approach has gained extensive acceptance among academics and policy makers as an effective development strategy both for an industry and a region. This study thus aims to identify the potential cluster regions (PCRs) for manufacturing SMEs in Khulna city of Bangladesh since such identification is an important first step for cluster-based development strategy. Locating and mapping key manufacturing SMEs and exploring their spatial pattern are the major objectives of the study. The study concentrates on applying geo-statistical analysis such average nearest neighbour index, kernel density plot and SME distribution mapping using GIS to find the spatial pattern of the industries in the study area. The study depicted a clustered spatial pattern and uneven distribution of the SMEs across different wards of the city.

Keyword: Bangladesh, Cluster, Nearest neighbour index, SME, Spatial analysis.

References:

1. K. K. Sahu, "Urbanization and Growth Linkages in China," *IOSR Journal of Humanities And Social Science*, vol. 8, no. 6, pp. 1-10, 2013.
2. M. Chen, H. Zhang, W. Liu, and W. Zhang, "The global pattern of urbanization and economic growth: evidence from the last three decades," *PloS one*, vol. 9, no. 8, p. e103799, 2014.
3. L. Narayan, "Urbanization and development," *International Journal of Research*, vol. 1, no. 8, pp. 901-908, 2014.
4. H. M. N. Nguyen, L.D., "The relationship between urbanization and economic growth: An empirical study on ASEAN countries," *International Journal of Social Economics*, vol. 45, no. 2, pp. 316-339, 2018.
5. M. E. Porter, "Clusters and the new economics of competition," *Harvard Business Review* vol. 76, no. 6, pp. 77-91, 1998.
6. A. Cumbers and D. MacKinnon, "Introduction: clusters in urban and regional development," *Urban Studies*, vol. 41, no. 5/6, pp. 959-969, May 2004.
7. P. Li and X. Chen, "The urbanization of Chinese Midland and the development of SME," *Chinese Business Review*, vol. 4, no. 4, pp. 16-21, 2005.
8. T. Tambunan, "Development of SME in ASEAN with Reference to Indonesia and Thailand," *Chulalongkorn Journal of Economics*, vol. 20, no. 1, pp. 53-83, 2008.
9. V. Navickas and A. Malakauskaite, "The impact of clusterization on the development of small and medium-sized enterprise (SME) sector," *Journal of Business Economics and Management*, vol. 10, no. 3, pp. 255-259, 2009.
10. B. Safavi and A. Bagheri, "The role of industrial cluster in order to create a competitive advantage for SMEs to achieve world-class manufacturing: The case of Khuzestan date cluster," *Academic journal of research in business and accounting*, vol. 2, pp. 11-13, 2014.
11. C. H. Ketels and O. Memedovic, "From clusters to cluster-based economic development," *International journal of technological*

learning, innovation and development, vol. 1, no. 3, pp. 375-392, 2008.

12. A. Mikhaylov, "Information Technology Cluster in Kaliningrad Region: An Eternal Initiative or Launch Pad?," *Social and Economic Geography*, vol. 1, no. 1, pp. 16-22, 2015.
13. N. Jote, B. Beshah, D. Kitaw, and A. Abraham, "AHP-based micro and small enterprises' cluster identification," in 2013 International Conference on Soft Computing and Pattern Recognition (SoCPaR), 2013, pp. 225-231.
14. N. Reid, M. C. Carroll, B. W. Smith, and J. P. Frizado, "GIS and economic development," in *Planning and Socioeconomic Applications, Geotechnologies and the Environment*, J. D. a. J. Gatrell, R. R., Ed., ed: C Springer Science+Business Media B.V, 2009, pp. 5-27.
15. M. M. Hassan, M. S. Alenezi, and R. Z. Good, "Spatial pattern analysis of manufacturing industries in Keraniganj, Dhaka, Bangladesh.," *GeoJournal*, pp. 1-15, 2019. doi:<https://doi.org/10.1007/s10708-018-9961-5>
16. Bangladesh Economic Review, ed: Economic Adviser's Wing, Finance Division, Ministry of Finance, Government of the People's Republic of Bangladesh 2018.
17. [General Economics Division, "Seventh five year plan FY 2016-2020: Accelerating growth, empowering citizens," B. P. C. GED, Ed., ed, 2015.
18. J. Swords, "Michael Porter's cluster theory as a local and regional development tool: The rise and fall of cluster policy in the UK," *Local Economy*, vol. 28, no. 4, pp. 369-383, 2013.
19. J. Cortright, *Making sense of clusters: Regional competitiveness and economic development*: Brookings Institution, Metropolitan Policy Program, 2006.
20. M. Albaladejo, *Determinants and policies to foster the competitiveness of SME clusters: Evidence from Latin America*: Queen Elizabeth House Oxford, 2001.
21. S. A. Rosenfeld, "Bringing business clusters into the mainstream of economic development," *European planning studies*, vol. 5, no. 1, pp. 3-23, 1997.
22. M. E. Porter, "Location, competition, and economic development: Local clusters in a global economy," *Economic development quarterly*, vol. 14, no. 1, pp. 15-34, 2000.
23. V. Prasannakumar, H. Vijith, R. Charutha, and N. Geetha, "Spatio-temporal clustering of road accidents: GIS based analysis and assessment," *Procedia-Social and Behavioral Sciences*, vol. 21, pp. 317-325, 2011.
24. D. Kim and H. Lee, "Crime trend analysis by changes of spatial autocorrelation and hot-spot," in *Proc. of the 2016 Int. Conf. on Industrial Engineering and Operations Management Kuala Lumpur, Malaysia, Mar. 6-10, 2016*, pp.1854-1865.
25. A. S. Mohaymany, M. Shahri, and B. Mirbagheri, "GIS-based method for detecting high-crash-risk road segments using network kernel density estimation," *Geo-spatial Information Science*, vol. 16, no. 2, pp. 113-119, 2013.
26. Bangladesh Bank, "Master circular on SME Financing (SMESPD 4)," SME and Special Programs Department, Bangladesh Bank, Dhaka2015.
27. ESRI. (2018). How Average Nearest Neighbor Distance (Spatial Statistics) works Available: <http://www.esri.com>
28. Khulna City Corporation. (No Date, February 20, 2019). Basic statistics. Available: www.khulnacity.org/Content/index.php?page=About_KCC&bGs&pid=30
29. BBS, "District Statistics 2011: Khulna," S. a. I. D. (SID), Ed., ed: Ministry of Planning Government of the People's Republic of Bangladesh 2013.
30. BBS, "Economic Census 2013: District Report Khulna," S. a. I. D. (SID), Ed., ed: Ministry of Planning Government of the People's Republic of Bangladesh, 2016.
31. E. Van Noort and I. Reijmer, *Location choice of SMEs: The most important determinants*: EIM, Small Business Research and Consultancy, 1999.
32. J. Martyniuk-Pęczek, O. Martyniuk, A. Gierusz, and G. Pęczek, "Determinants of SME location in a suburban area: Evidence from the Gdańsk-Gdynia-Sopot metropolitan area," *Urbani izziv*, vol. 28, pp. 122-134, 2017.
33. S. M. T. Rahman and A. Kabir, "Do manufacturing small and medium enterprises cluster geographically in Khulna city: - A spatial analysis", *Asia Proc. of Social Sciences*, vol. 4, no. 1, pp. 28-31, 2019.

Authors: Shamaila Butt, Suresh Ramakrishnan, Muhammad Ali Chohan, Suresh Kumar Punshi

Paper Title: Prediction of Malaysian Exchange Rate Using Microstructure Fundamental and Commodities Prices: A Machine Learning Method

Abstract: The key objective of this research is to investigate the short run dynamics of the exchange rate using commodity prices and microstructure market variables for developing economies, Malaysia. The analysis of the literature revealed different school of thought where one claims the strong correlation among the variables while other significantly reject the relationship. There is mixed results that support and reject the accurate forecasting of the exchange rate through different determinants. Therefore, in this study the machine learning approach is applied to perform the extensive experiments and investigate the relationship between the commodity prices, bid-ask spread and exchange rate. Three techniques were selected from the machine learning i.e. artificial neural network, RandomForest and support vector machine. The experimental results revealed that randomforest perform better than SVM and ANN, both in the performance and accuracy. Thus, the exchange rate can be predicted will reasonable accuracy using the commodity prices in the combination of the bid-ask spread. Thus, the policy maker can be utilized these results for strategies development, corporate planning and building investment plan.

155. **Keyword:** Exchange rate; Commodity Price; Bid-Ask spread; RandomForest; Support Vector Machine; Artificial Neural Network.

References:

1. R. A. Meese and K. Rogoff, "Empirical exchange rate models of the seventies: Do they fit out of sample?," *Journal of international economics*, vol. 14, no. 1-2, pp. 3-24, 1983.
2. R. A. Meese and A. K. Rose, "An empirical assessment of non-linearities in models of exchange rate determination," *The Review of Economic Studies*, vol. 58, no. 3, pp. 603-619, 1991.
3. M. D. Evans and R. K. Lyons, "Order flow and exchange rate dynamics," *Journal of political economy*, vol. 110, no. 1, pp. 170-180, 2002.
4. I. Mačėrinskienė and A. Balčiūnas, "eXChange rate foreCasting With information floW approaCh," *Business: Theory and Practice*, vol. 17, p. 109, 2016.
5. C. L. Osler, "Foreign exchange microstructure," *Encyclopedia of complexity and system science*, 2008.
6. H. Chen, L. Liu, Y. Wang, and Y. Zhu, "Oil price shocks and U.S. dollar exchange rates," *Energy*, vol. 112, pp. 1036-1048, 2016.
7. E. Kohlscheen, F. H. Avalos, and A. Schrimpf, "When the walk is not random: commodity prices and exchange rates," 2016.
8. D. Ferraro, K. Rogoff, and B. Rossi, "Can oil prices forecast exchange rates? An empirical analysis of the relationship between commodity prices and exchange rates," *Journal of International Money and Finance*, vol. 54, pp. 116-141, 2015.
9. E. Kohlscheen, "Long-Run Determinants Of The Brazilian Real: A Closer Look At Commodities," *International Journal of Finance & Economics*, vol. 19, no. 4, pp. 239-250, 2014.
10. H. Ögüt, M. M. Doğanay, N. B. Ceylan, and R. Aktaş, "Predicting Bank Financial Strength Ratings in an Emerging Economy: The Case

- of Turkey," 2012.
11. E. López-Rubio and R. M. Luque-Baena, "Stochastic approximation for background modelling," *Computer Vision and Image Understanding*, vol. 115, no. 6, pp. 735-749, 2011.
 12. V. Plakandaras, T. Papadimitriou, and P. Gogas, "Forecasting daily and monthly exchange rates with machine learning techniques," *Journal of Forecasting*, vol. 34, no. 7, pp. 560-573, 2015.
 13. B. Rossi, "Exchange rate predictability," *Journal of economic literature*, vol. 51, no. 4, pp. 1063-1119, 2013.
 14. M. D. Chinn and M. J. Moore, "Order flow and the monetary model of exchange rates: Evidence from a novel data set," *Journal of Money, Credit and Banking*, vol. 43, no. 8, pp. 1599-1624, 2011.
 15. B. Rossi, T. Sekhposyan, and M. Soupre, "Understanding the sources of macroeconomic uncertainty," 2016.
 16. A. Paukštė and A. Raudys, "Intraday forex bid/ask spread patterns-Analysis and forecasting," in 2013 IEEE Conference on Computational Intelligence for Financial Engineering & Economics (CIFER), 2013, pp. 118-121: IEEE.
 17. H. Demsetz, "The cost of transacting," *The quarterly journal of economics*, vol. 82, no. 1, pp. 33-53, 1968.
 18. W. Bagehot, "The only game in town," *Financial Analysts Journal*, vol. 27, no. 2, pp. 12-14, 1971.
 19. A. Barnea and D. E. Logue, "The effect of risk on the market maker's spread," *Financial Analysts Journal*, vol. 31, no. 6, pp. 45-49, 1975.
 20. Y.-W. Cheung and C. Y.-P. Wong, "A survey of market practitioners' views on exchange rate dynamics," *Journal of International Economics*, vol. 51, no. 2, pp. 401-419, 2000.
 21. S. Chen, C.-C. Chien, and M.-J. Chang, "Order flow, bid-ask spread and trading density in foreign exchange markets," *Journal of Banking & Finance*, vol. 36, no. 2, pp. 597-612, 2012.
 22. L. Katusiime, A. Shamsuddin, and F. W. Agbola, "Macroeconomic and market microstructure modelling of Ugandan exchange rate," *Economic Modelling*, vol. 45, pp. 175-186, 2015.
 23. T. M. Znaczk, "Forecasting Foreign Exchange Rates," 2013.
 24. C. K. Wambugu, "A Study of the Relationship Between Oil Prices, Exchange Rates and Maize Prices in Kenya," School of Business, University of Nairobi, 2012.
 25. A. Harri, L. Nalley, and D. Hudson, "The relationship between oil, exchange rates, and commodity prices," *Journal of Agricultural and Applied Economics*, vol. 41, no. 2, pp. 501-510, 2009.
 26. T. Koranchelian, "The equilibrium real exchange rate in a commodity exporting country: Algeria's Experience (no. 5-135). *International Monetary Fund*, 2005.
 27. M. J. Zalduendo, "Determinants of Venezuela's equilibrium real exchange rate (no. 6-74). *International Monetary Fund*, 2006.
 28. R. A. Lizardo and A. V. Mollick, "Oil price fluctuations and US dollar exchange rates," *Energy Economics*, vol. 32, no. 2, pp. 399-408, 2010.
 29. Q. F. Akram, "Oil prices and exchange rates: Norwegian evidence," *The Econometrics Journal*, vol. 7, no. 2, pp. 476-504, 2004.
 30. M. Hussain, G. F. Zebende, U. Bashir, and D. Donghong, "Oil price and exchange rate co-movements in Asian countries: Detrended cross-correlation approach," *Physica A: Statistical Mechanics and its Applications*, vol. 465, pp. 338-346, 2017.
 31. H. Aprina, "The Impact of Crude Palm Oil Price on Rupiah's Rate," *Buletin Ekonomi Moneter dan Perbankan*, vol. 16, no. 4, pp. 295-314, 2014.
 32. A. Shri Dewi, A. Ali, and M. Alias, "Impact of biodiesel blend mandate (B10) on the Malaysian palm oil industry," *Jurnal Ekonomi Malaysia*, vol. 48, no. 2, pp. 29-40, 2014.
 33. S. Ramakrishnan, S. Butt, M. A. Chohan, and H. Ahmad, "Forecasting Malaysian exchange rate using machine learning techniques based on commodities prices. 2017, pp. 1-5.

Authors: Hasnerita, Suyitno Muslim, Atwi Suparman

Paper Title: How to Develop a Learning Model with a Spiritual Method to Midwifery Diploma IV Students

Abstract: Pregnancy and childbirth are chain reactions that cannot be separated in the lives of normal women. Because they have prepared thoroughly starting from the physical, mind, and motivation and have had the awareness to return to the concept of giving birth naturally and paying attention to all aspects of the human body holistically. The aim of this study is to create a midwifery learning model with a spiritual approach for Midwifery Diploma IV students so that the process for pregnancy and childbirth natural. This research method is a development research known as R & D (Research and Development) developed by Borg and Gall with a qualitative approach. Formative evaluations consisted of expert reviews, one to one, small groups, and field trials. This research was conducted at the Ministry of Health Polytechnic III, the trial respondents were 29 midwifery D IV students in the Seventh Semester. Data was collected through interviews, questionnaires, and field observations. Data analysis using descriptive methods. The results of the study can be concluded that the value of product quality achieved on average starts from individual trials at the level of 4.30 or 86.11%, while the small group trials at the level of 4.34 or 87% and field trials are at the level at 4.45 or 89.14% with the overall average being at 4.37 or 87.42% in the excellent category. The conclusions of the spiritual midwifery learning model have been developed, it has been proven to be able to make students motivated, easy to understand, very interesting to learn because it includes exercises, examples, films and success stories from clients to clarify concepts and bring students to the real world and are easy to apply.

Keyword: Research Development, Spiritual Approach, Midwifery Learning Model

References:

1. Baldacchino, D. R. (2008). Teaching on the spiritual dimension in care to undergraduate nursing students: The content and teaching methods. *Nurse education today*, 28(5), 550-562.
2. Branch, K. L. G. a. R. M. (2002). *Survey of Instructional Development Models*. New York: Syracuse University.
3. Crowther, S., & Hall, J. (2015). Spirituality and spiritual care in and around childbirth. *Women and Birth*, 28(2), 173-178.
4. Gagne, R. M., & Briggs, L. J. (1974). *Principles of instructional design*: Holt, Rinehart & Winston.
5. Gredler, M. E. (2011). *Learning And Instruction Teori dan Aplikasi terjemahan Triwidodo*. Jakarta: Kencana Prenada Media.
6. Hall, J. (2016). Facilitating learning of spirituality in midwifery. *Spiritual Care*, 5(2), 81-88.
7. Jamaris, M. (2013). *Orientasi baru dalam psikologi pendidikan*. Bogor: Ghalia Indonesia.
8. Josephine, A., Donia, R., & Baldacchino, L. C. (2014). Nurses' and midwives' acquisition of competency in spiritual care: A focus on education. *Nurse Educ Today*.
9. Joyce, B., Weil, M., & Calhoun, E. (2009). *Models of Teaching*, Upper Saddle River New Jersey: Pearson Education, Inc.
10. Kostak, M. A., & Celikkalp, U. (2016). Nurses and Midwives Opinions about Spirituality and Spiritual Care. *International Journal of Caring Sciences*, 9(3).
11. Midwives, R., C. o. (Mey 2004). [Press release]
12. Molenda, M., & Januszewski, A. (2008). Educational technology: A definition with commentary. Association for Educational Communications and Technology (AECT).

13. Moloney, S., & Gair, S. (2015). Empathy and spiritual care in midwifery practice: Contributing to women's enhanced birth experiences. *Women and Birth*, 28(4), 323-328.
14. Mueller, P. S., Plevak, D. J., & Rummans, T. A. (2001). Religious involvement, spirituality, and medicine: implications for clinical practice. Paper presented at the Mayo clinic proceedings.
15. Reigeluth, C. M. (1999). A new paradigm of instructional theory: L. Erlbaum.
16. Reiser, R. A., & Dempsey, J. V. (2012). Trends and issues in instructional design and technology: Pearson Boston, MA.
17. Richey, R. C., & Klein, J. D. (2014). Design and development research: Methods, strategies, and issues: Routledge.
18. Ross, L., McSherry, W., Giske, T., van Leeuwen, R., Schep-Akerman, A., Koslander, T., . . . Jarvis, P. (2018). Nursing and midwifery students' perceptions of spirituality, spiritual care, and spiritual care competency: A prospective, longitudinal, correlational European study. *Nurse education today*, 67, 64-71.
19. Schunk, D. H. (2012). Learning theories an educational perspective sixth edition: Pearson.
20. Walter Dick, L. C., and James O.Carry. (2015). *Tre Systematic Design of Instruction Eighth Edition*. Baston: Library of Congress Cataloging in-Publication Data.

Authors: Farina Tazijan, Rofiza Aboo Bakar, Nor Fazlin Mohd Ramli

Paper Title: Exploring the Extrinsic and Intrinsic Reading Motivations among Malaysian ESL Undergraduates

Abstract: Purpose of Study: Reading for pleasure is scarce among today's undergraduates. It is believed that undergraduates read books because of their grades and reading not for pleasure. Undergraduates distinguish reading as a chore that they must take upon to excel academically. This paper sets out to conduct a preliminary study of reading motivations among Malaysian undergraduates of English as Second Language Learners.

Methodology: A survey was carried out among UiTM undergraduates using the Reading Motivation Questionnaire (RMQ) to investigate their reading motivation towards extensive reading narratives.

Results: Results revealed that there were 11 elements of reading motivation of the intrinsic and extrinsic motivation dimensions among young adults. Reading efficacy, reading challenge, reading curiosity, reading involvement, the importance of reading, reading work avoidance, competition in reading, recognition for reading. reading for grades and social reasons for reading and compliance were assessed. The results revealed the importance of reading motivation in second language learners

Implications/Applications: It is hoped by identifying the relationship of reading motivation will help in fostering a culture of reading among second language young adult readers.

Keyword: Reading Motivation, Young Adults' Engagement; Reading Motivation Questionnaire (RMQ), Intrinsic Motivation, Extrinsic Motivation, English As A Second Language.

References:

1. Zurina K. A Study of Students' Reading Interests in a Second Language. *International Education Studies*. 2013;6(11):160-70.
2. Martinez Marrero L. Reading attitudes, habits and performance of third grade ESL students participating in a reading challenge program 2009.
3. Tan D, Pandian A, Jaganathan P. Encouraging ESL/EFL reading among lower proficiency students at the tertiary level: The use of graded readers. *The Reading Matrix: An International Online Journal*. 2016;16(2):20-36.
4. Abidin MJZ, Pour-Mohammadi M, Alzwarri H. EFL students' attitudes towards learning English language: The case of Libyan secondary school students. *Asian social science*. 2012;8(2):119.
5. Shahrizia Abdul Karim N, Hasan A. Reading habits and attitude in the digital age: Analysis of gender and academic program differences in Malaysia. *The Electronic Library*. 2007;25(3):285-98.
6. Pandian A, editor A study on readership behaviour among multi-ethnic, multi-lingual Malaysian students. 7th International Literacy and Education Research Network (LERN) Conference on Learning, RMIT University, Melbourne, July; 2000.
7. Musa NC, Lie KY, Azman H. Exploring English language learning and teaching in Malaysia. *GEMA Online@ Journal of Language Studies*. 2012;12(1).
8. Nik YA, Zakaria F, Hamzah A, Hasbollah HR. Reading motivation and reading strategies employed by undergraduates in a public university in Malaysia. 2012.
9. Burns MK, Kwoka H, Lim B, Crone M, Haegele K, Parker DC, et al. Minimum reading fluency necessary for comprehension among second-grade students. *Psychology in the Schools*. 2011;48(2):124-32.
10. Ambigapathy P, Aniswal A. University curriculum: An evaluation on preparing graduates for employment. *Higher Education Research Monograph*. 2005;6:2005.
11. Rofiza AB, Hanani AZ, editors. What good is digital storytelling? The case of cognitive Reading Responses between Two Readers. *International Conference on Economics, Education and Humanities*, Bali, Indonesia; 2014.
12. Nor Fazlin MR, Darus S, Bakar NA. Metacognitive online reading strategies of adult ESL learners using a learning management system. *Theory and Practice in Language Studies*. 2011;1(3):195-204.
13. Guthrie JT, Hoa LW, Wigfield A, Tonks SM, Perencevich KC. From spark to fire: Can situational reading interest lead to long-term reading motivation? *Literacy Research and Instruction*. 2005;45(2):91-117.
14. Wigfield A, Guthrie JT. Engagement and motivation in reading. *Handbook of reading research*. 2000;3:403-22.
15. Crookes G, Schmidt RW. Motivation: Reopening the research agenda. *Language learning*. 1991;41(4):469-512.
16. Dörnyei Z. Motivation and motivating in the foreign language classroom. *The modern language journal*. 1994;78(3):273-84.
17. Keller JM. Development and use of the ARCS model of instructional design. *Journal of instructional development*. 1987;10(3):2.
18. Cox KE, Guthrie JT. Motivational and cognitive contributions to students' amount of reading. *Contemporary Educational Psychology*. 2001;26(1):116-31.
19. Matthew T. Extensive reading and the motivation to read: A pilot study. *Doshisha Studies in Language and Culture*. 2005;8(1):193-212.
20. Mori S. Redefining motivation to read in a foreign language. *Reading in a Foreign language*. 2002;14(2):91.
21. Mori S. Significant motivational predictors of the amount of reading by EFL learners in Japan. *RELC Journal*. 2004;35(1):63-81.
22. Lin D, Wong KK, McBride-Chang C. Reading motivation and reading comprehension in Chinese and English among bilingual students. *Reading and Writing*. 2012;25(3):717-37.
23. Wigfield A, Guthrie JT. Relations of children's motivation for reading to the amount and breadth of their reading. *Journal of educational psychology*. 1997;89(3):420.
24. Takase A, Otsuki K. New challenges to motivate remedial EFL students to read extensively. *Apples-Journal of Applied Language Studies*. 2012.
25. Komiyama R. Factors underlying second language reading motivation of adult EAP students. *Reading in a Foreign Language*. 2013;25(2):149-69.
26. Wigfield A, Guthrie JT. Motivation for reading: An overview. *Educational Psychologist*. 1997;32(2):57-8.

Authors: Recky H.E.Sendouwa, Apeles L.Lonto, Sam J.R.Saroinsong

Paper Title: Entrepreneurship Development Program in the Higher Education in Indonesia

Abstract: Since 2012 University of Manado (Unima) collaborates with Humber Business School Canada to develop an applied entrepreneurship education program. This program aims to change the existing entrepreneurship curriculum at University of Manado which has tended to focus on the theory to be more applicative. In addition to changing the curriculum of entrepreneurship courses, a student entrepreneurship center called Unima Humber Entrepreneurship Center (UHEC) is also created that helps entrepreneurial students in extra-curricular form by providing training, seminars and incubation of entrepreneurship, mentoring and coaching clinic, also conducting marketplace or expo. In the period of 2017-2019 Unima received three years grant from Ministry of Research and Higher Education through Entrepreneurship Development Program. By making use of qualitative approach, this study would like to analyze the impact of the program in the University of Manado. The results showed that more than 900 students applied to be the candidates of the Entrepreneurship Development Program training, 835 students involve in entrepreneurship expos, and 60 from 835 students elected as trainees and they are active in the Entrepreneurship Development training program. Twelve of 60 students now have been released from the business incubator and have been independent business start up. The conclusion of this research is Entrepreneurship Development Program have positive impact in Applied Entrepreneurship Development in Unima.

Keyword: Entrepreneurship Development Program; Higher Education, University of Manado, Ministry of Research and Higher Education.

References:

1. Bechard, J.-P., & Toulouse, J.-M. (1998). Validation of a didactic model for the analysis of training objectives in entrepreneurship. *Journal of Business Venturing*, 13(4), 317–332. [https://doi.org/10.1016/S0883-9026\(98\)80006-2](https://doi.org/10.1016/S0883-9026(98)80006-2)
2. Chen, C. C., Greene, P. G., & Crick, A. (1998). Does entrepreneurial self-efficacy distinguish entrepreneurs from managers? *Journal of Business Venturing*, 13(4), 295–316. [https://doi.org/10.1016/S0883-9026\(97\)00029-3](https://doi.org/10.1016/S0883-9026(97)00029-3)
3. Direktorat Jenderal Pembelajaran Dan Kemahasiswaan Kementerian Riset, Teknologi, Dan Pendidikan Tinggi. 2015. *Pedoman Program Mahasiswa Wirausaha (Pmw) Tahun 2015*. <https://belmawa.ristekdikti.go.id/dev/wp-content/uploads/2015/11/6.-Pedoman-PMW-2015.pdf>
4. Direktorat Riset dan Pengabdian Masyarakat Direktorat Jenderal Penguatan Riset dan Pengembangan Kementerian Riset, Teknologi, dan Pendidikan Tinggi. 2018. *Pedoman Penelitian dan Pengabdian Kepada Masyarakat*, Edisi XII. http://simlitabmas.ristekdikti.go.id/unduh_berkas/Buku%20Panduan%20Pelaksanaan%20Penelitian%20dan%20Pengabdian%20kepada%20Masyarakat%20Edisi%20XII.pdf
5. Draycott, M., & Rae, D. (2011). Enterprise education in schools and the role of competency frameworks. *International Journal of Entrepreneurial Behavior & Research*, 17(2), 127–145. <https://doi.org/10.1108/13552551111114905>
6. Fitzsimmons, J. R., Douglas, E. J., Antoncic, B., & Hisrich, R. D. (2005). Intrapreneurship in Australian firms. *Journal of Management and Organization*, 11(1), 17–27. <https://doi.org/10.5172/jmo.2005.11.1.17>
7. Hegarty, C. (2006). It's not an exact science: teaching entrepreneurship in Northern Ireland. *Education + Training*, 48(5), 322–335. <https://doi.org/10.1108/00400910610677036>
8. Heinonen, J., & Poikkijoki, S. (2006). An entrepreneurial-directed approach to entrepreneurship education: mission impossible? *Journal of Management Development*, 25(1), 80–94. <https://doi.org/10.1108/02621710610637981>
9. Jones, C. (2010). Entrepreneurship education: revisiting our role and its purpose. *Journal of Small Business and Enterprise Development*, 17(4), 500–513. <https://doi.org/10.1108/14626001011088697>
10. Jones, C., & English, J. (2004). A contemporary approach to entrepreneurship education. *Education + Training*, 46(8/9), 416–423. <https://doi.org/10.1108/00400910410569533>
11. Kolvereid, L., & Moen, Ø. (1997). Entrepreneurship among business graduates: does a major in entrepreneurship make a difference? *Journal of European Industrial Training*, 21(4), 154–160. <https://doi.org/10.1108/03090599710171404>
12. Kourilsky, M. L. Walstad, W. B. (1998) Entrepreneurship Female and youth: Knowledge, Attitude, gender differences, and Practices. *Journal of Business Venturing*. 13(1), 77-88.
13. Lahandalia, B. (2016) Jumlah Pengusaha di Indonesia baru 1.5 Persen dari Total Penduduk. Tersedia dari <https://m.suara.com/bisnis/2016/05/09>.
14. Liñán, F., & Fayolle, A. (2015). A systematic literature review on entrepreneurial intentions: citation, thematic analyses, and research agenda. *International Entrepreneurship and Management Journal*, 11(4), 907–933. <https://doi.org/10.1007/s11365-015-0356-5>
15. Lourenço, F., & Jayawarna, D. (2011). Enterprise education: The effect of creativity on training outcomes. *International Journal of Entrepreneurial Behaviour & Research*, 17(3), 224–244. <https://doi.org/10.1108/13552551111130691>
16. Lourenço, F., Taylor, T. G., & Taylor, D. W. (2013). Integrating “education for entrepreneurship” in multiple faculties in “half-the-time” to enhance graduate entrepreneurship. *Journal of Small Business and Enterprise Development*, 20(3), 503–525. <https://doi.org/10.1108/JSBED-04-2013-0052>
17. McKeown, J., Millman, C., Reddy Sursani, S., Smith, K., & Martin, L. M. (2006). Graduate entrepreneurship education in the United Kingdom. *Education + Training*, 48(8/9), 597–613. <https://doi.org/10.1108/00400910610710038>
18. Nabi, G., Walmsley, A., Liñán, F., Akhtar, I., & Neame, C. (2016). Does entrepreneurship education in the first year of higher education develop entrepreneurial intentions? The role of learning and inspiration. *Studies in Higher Education*, pp. 1–16. <https://doi.org/10.1080/03075079.2016.1177716>
19. Sendouw, R H E, Sisca B. Kairupan, Revolson A. Mege. (2018). Applied Entrepreneurship Education at University of Manado North Sulawesi Indonesia. *International Journal of Engineering & Technology*. 7(3.25) (2018) 282-285. <https://www.sciencepubco.com/index.php/ijet/article/view/17582>
20. Sendouw, R. H. E., Revolson A. Mege, Jeane Tuilan, Jeane Mantiri.(2018). Ipteks Bagi Mahasiswa Kewirausahaan Di Universitas Negeri Manado. *Majalah Aplikasi Ipteks NGAYAH* 9 (1), 138-147, <http://e-journal.unmas.ac.id/index.php/ngayah/article/view/21/18>
21. World Bank. (2016). *UKM yang dimiliki Wanita di Indonesia: Kesempatan Emas untuk Institusi Keuangan Lokal*. <http://documents.worldbank.org/curated/en/737221477568795492/pdf/109534-WP-BAHASA-SME-Indonesia-Final-Ind-PUBLIC.pdf>
22. Yu Cheng, M., Sei Chan, W., & Mahmood, A. (2009). The effectiveness of entrepreneurship education in Malaysia. *Education + Training*, 51(7), 555–566. <https://doi.org/10.1108/00400910910992754>
23. Zimmerer, T. W., Scabrough, N. M., Wilson, D. (2008) *Essentials of entrepreneurship and small business management* (5Th Edition). Diterjemahkan oleh Kwary D. A. dan D. Fitriasari. Kewirausahaan dan Manajemen Usaha Kecil. Jakarta: Salemba Empat.

158.

1006-1010

159.

Authors: Shinta Rukmi Budiastuti

Paper Title:	The Imposition of Sanctions that Govern Pancasila for Juvenile Delinquency		
Abstract:	<p>This study aims to look at the imposition of sanctions that govern Pancasila for juvenile delinquency. This study uses a historical approach on the grounds that there are changes and developments in the meaning and purpose of punishment from a view that was originally oriented towards traditional retributive views that saw criminal sanctions as punitive towards a more human or humanist conception of punishment by emphasizing the element of corrective action. crimes, namely children and a comparative juridical approach that is focused on the formulation of alternatives to child criminal sanctions in several KUHPs of foreign countries.</p> <p>The results showed that the strategy of developing sanctions against children who committed crimes had been carried out through the enactment of Law No. 11 of 2012 concerning the Child Criminal Justice System three principles of punishment recognized in UUSPPA, namely the principle of criminal responsibility, the principle of the best interes of the child and the ultimum principle remidium. The three principles of punishment are also the basis of the formation of UUSPPA so that two punitive conditions apply for children in conflict with the law, namely the terms of absolute punishment and the conditions for relative punishment. The imposition of sanctions that affect the Pancasila for children who commit criminal acts in the form of verbal sanctions is considered more humanistic because with children's verbal sanctions avoid negative stigma that can affect the future of the child.</p>		1011-1015
Keyword:	Imposition, Pancasila, Children, Juvenile Delinquency		
References:	<ol style="list-style-type: none"> 1. Arief, Gosita, 1985, The Problem of Victims of Crime. Akademika Pressindo, Jakarta, 2. Amiruddin dan H. Zainal Asikin, 200, Introduction to Legal Research Methods , PT Raja Grafindo Persada, Jakarta 3. Darwan Prinst. 1997. Indonesian Child Law, Citra Aditya Bakti Bandung 4. Teguh Prasetyo, 2013, Law and Legal System Based on Pancasila, Media Perkasa, Yogyakarta 5. Nasriana, 2011, Criminal Law Protection for Children in Indonesia , PT Raja Grafindo Persada, Jakarta 6. UU no. 11 of 2012, concerning the Child Criminal Justice System 7. Circular of the Republic of Indonesia Supreme Mahkamah (SEMA) No. 7 of 1985 concerning Implementation Guidelines for the Duty of Supervisory and Observing Judges 8. Circular of the Republic of Indonesia Supreme Mahkamah (SEMA) No. MA / Kumdil / 31 / I / 2005 dated 11 January 2005 concerning Appointment of Judges of Children 9. Court Decision No. 1 / PUU-VIII / 2010 concerning setting the age limit for children to protect children's constitutional rights, especially the right to protection and the right to grow and develop 10. Court Decision No. 1 / PUU-VIII / 2010 concerning setting the age limit for children to protect children's constitutional rights, especially the right to protection and the right to grow and develop 11. United Nations Standard Minimum Rules for Non-custodial Measures (Tokyo Rules) 12. Standart Minimum Rules for The Administration of Juvenilles Justice (the Beijing Rules) 		
Authors:	Agus Setyo Pranowo, Suryana, Disman		
Paper Title:	The Role of Indonesian Disability Entrepreneurial Empowerment on Product Quality and its Impact on Community Trust		
Abstract:	<p>In Indonesia, people with disabilities continue to increase, based on quotes from www.kemsos.go.id, the highest number of people with disabilities is in West Java Province (50.90%). Of the age group, ages 18-60 years occupy the highest position. The most experienced disabilities were leg defects (21.86%), mental retardation (15.41%) and speech (13.08%). Referring to the results of a study from the UB Disability Study and Service Center 2017, there were 1,835 people with disabilities in the city of Bandung who needed empowerment by both the government and non-governmental organizations. Empowerment is important to increase the self-confidence of persons with disabilities and a shift in social stigma towards disability, public trust plays an important role in building opportunities to work and work for disabilities the same as a non-governmental organization. This study examines how the quality can influence trust with product quality as a moderating variable, the approach used is quantitative, and the method used is descriptive with data collected by observing many subjects at the same point of time, From the populace of 200 consumers taken 67 samples using the Slovin formula, respondents taken were respondents who had bought disability products and were domiciled in Bandung, West Java. This study was tested using PLS Method run by XLSTAT software.</p>		
Keyword:	Disability, Entrepreneur, Product Quality, Trust, Empowerment.		
References:	<ol style="list-style-type: none"> 1. Aaker, David. A (1997), Manajemen Ekuitas Merek. Memanfaatkan Nilai Dari Suatu Merek, Mitra Utama, Jakarta. 2. Armstrong, Garry & Philip Kotler. Marketing an Introduction (Eight Edition). New Jersey: Pearson Prentice Hall. 2007. 3. Ali, Hasan. 2013. Marketing dan Kasus-Kasus Pilihan. Yogyakarta. CAPS (Center for Academic Publishing Service). 4. Buchari Alma, 2000. Manajemen Pemasaran dan Pemasaran Jasa. Penerbit Alfabet, Bandung. 5. Carver, R. 1994. The power of empowerment David Clutterbuck and Susan Kernaghan BCA/Kogan 256 pages. 6. Cronin, J. Joseph Jr., Brady, Michael. K., Hult, G. Tomas. M. (2000). Assessing the Effects of Quality, Value, and Customer Satisfaction on Consumer Behavioral Intentions in Service Environments. Journal of Retailing, 76(2). 7. Delgado M. R., Frank R. H., Phelps E. A. (2005a). Perceptions of Moral Character Modulate the Neural Systems of Reward During the Trust Game. Nat. Neurosci. 8, 1611–1618. doi:10.1038/nn1575. 8. Fandy Tjiptono, 2002, Manajemen Jasa, Penerbit Andi Yogyakarta. 9. Gede Riana, "Pengaruh Trust in a Brand terhadap Brand Loyalty pada Konsumen Air Minum Aqua di Kota Denpasar", Buletin Studi Ekonomi Volume 13 Nomor 2 Tahun 2008. 10. Jahanshahi, A. A., Gashti, M. Ali H., Mirdamadi, S. A., Nawaser, Khaled., Khaksar, Seyed M.S. (2011). Study the Effects of Customer Service and Product Quality on Customer Satisfaction and Loyalty. International Journal of Humanities and Social Science, 1(7). 11. Keller, K. L 2003, Strategic Brand Management: Building, Measuring, and Managing Brand Equity, 2nd Edition, Upper Saddle River (N.J.), Pearson Prentice Hall. 12. Keller, K.L. (2003). Strategic Brand Management, 2nd ed., Prentice Hall, New Jersey. 13. Kumar, Vikas., Luciano., Maull, Roger. (2011). The Impact of Operations Performance on Customer Loyalty. Service Science, 3(2). 		1016-1020

160.

14. Lasser, W., Mittal, B. and Sharna, A. (1995). "Measuring Customer-Based Brand Equity", Journal of Consumer Marketing, Vol.12, No.4.
15. Morgan, R.M., & Hunt, S. D. (1994). The commitment-trust theory of Relationship Marketing. Journal of Marketing, 58.
16. Norizan, Kassim., Abdullah, N.A. (2010). The effect of perceived service quality dimensions on customer satisfaction, trust, and loyalty in e-commerce settings A cross-cultural analysis. Asia Pacific Journal of Marketing and Logistics, 22
17. Rimawan, K. et al. 2017. The Influence of Product Quality, Service Quality, and Trust on Customer Satisfaction and Its Impact on Customer Loyalty (Case Study PT ABC Tbk). International Journal of Scientific & Engineering Research Volume 8, Issue 7, July-2017.
18. Thurik, R; Sander W. 2004. Entrepreneurship, small business, and economic growth. Journal of Small Business and Enterprise Development; 11, 1; ABI/INFORM Global pg. 140

Authors: K. M. Z Basriwijaya, W. Sumekar, T. Ekowati, D. Sunarti

Paper Title: Influence of Physical and Social Factors of Livestock on Duck Farmers' Income and Regional Development: A Case of Rokan Hulu Regency, Riau Indonesia

Abstract: Livestock sector plays an important role for regional economy. Physical and social planning is one strategy to spur economic growth, so it must be well planned. The aims for this research were: 1) to study physical and social planning of duck farmers' income; 2) to study development planning. The location of the research was determined purposively because the district was the center of duck farming in Riau. Sampling of 180 farmers was taken using Purposive Sampling. Physical factors consist of population and livestock production while livestock social factors consist of unemployment rate, population of poor people and Human Development Index (HDI). The positive influence of physical and social planning of livestock on the income of duck farmers and regional development was analyzed using path analysis. Based on the results of path analysis, 1. the planning of Human Development Index (HDI), population of poor people, unemployment rate, livestock production and total of duck population have a positive effect on the income of duck farmer 2. Farmer duck income, HDI, population of poor people, unemployment rate, duck production and rate of duck populations have a positive effect on the development of the area in Rokan Hulu. Based on the results of the research, it is recommended that the Rokan Hulu government makes efforts to empower duck farmers in order to increase duck farmer income, to improve the HDI, to reduce population of poor people and unemployed rate, to increase productivity of duck livestock, to absorb labor in the field of duck farming as one indicator of regional development and to make efforts to provide business capital for people's livestock in duck farming.

Keyword: physical and social planning, income of duck farmers, duck production, HDI.

References:

1. Abdurrahman, 2010. Hasil Evaluasi Program Pembangunan Peternakan Dan Tinjauan Masa Depan Melalui Perspective Analysis. Dinas pertanian dan kehutanan.
2. Ardi, A. 2016. Keragaman Sifat Kuantitatif Itik Pitalah di Kelompok Tani Syariah Terpadu Nagari Batipuh Baruah Kecamatan Batipuh Kabupaten Tanah Datar. Fakultas Peternakan Universitas Andalas. Badan Penerbit Universitas Andalas. Padang.
3. Basriwijaya, K. M. Z., W. Sumekar, T. Ekowati, and D. Sunarti. 2018. Correlation Between Motivation And Behavior of Pitalah Duck Farmer (Case Study in Rokan Hulu Regency Riau State) Proceeding of the 1st International Conference on Food and Agriculture. Bali.
4. BPS, Rokan Hulu Dalam Angka 2018. Rokan Hulu.
5. Ekowati, T., E. Prasetyo dan H. Oxtovianto. 2005. Manajemen Permodalan Pada Anggota KTTI "Maju Jaya" untuk Pengembangan Usaha Ternak Itik di Kecamatan Brebes Kabupaten Brebes. Prosiding Seminar Nasional dan Teknologi Peternakan.
6. Garson, D. 2003. Path Analysis. North Carolina State University <http://www.mitrariset.com/2009/04/analisis-jalur-path-analysis>
7. Halim, B. 2017. Potensi Dan Strategi Pengembangan Itik Pitalah Di Kabupaten Tanah Datar. Badan Penerbit Universitas Andalas. Padang.
8. Janiszewski, D. Hanzal, V. Gesek, M. Michalik, D. Dan M., Zawacka. 2018. Carcass characteristics, meat quality, and fatty acid composition of wild-living mallards (Anas platyrhynchos L.) Poultry Science, Vol 97, Februari 2018. Issue Pages 709-715.
9. Kasim, K, D Salman, A R Siregar, R A Nadja and A Ahmad. 2019. Vulnerability and adaptive strategies on duck breeder in Pinrang District, Indonesia, 1st International Conference on Global Issue for Infrastructure, Environment & Socio-Economic Development, Makassar, Indonesia
10. Nadra, U. 2018. Curahan Waktu Kerja Rumah Tangga Peternak Berdasarkan Dimensi Gender dalam Tradisi Batak Toba di Toba Samosir Sumatera Utara. Fakultas Ekonomi Universitas Diponegoro Semarang.
11. Satrio Y., S.I Santoso, dan A Setiadi. 2016. Analisis Pengembangan Usaha Ternak Itik Di Kecamatan Banyubiru Kabupaten Semarang. Animal Agriculture Journal. Fakultas Peternakan dan Pertanian Universitas Diponegoro. 4(2) :8-15
12. Sumekar, W., Isbandi U. Atmomarsono And I. Susilowati. 2013. Business Performance of Duck Farmers In Brebes Regency Central Java. Journal of the Indonesian Tropical Animal Agriculture. Faculty of Animal and Agricultural Sciences, Diponegoro University. [38 \(3\):1-18](#)
13. Yongky, D. 2016. Struktur Populasi Itik Pitalah Di Nagari Batipuh Baruah Kecamatan Batipuh Kabupaten Tanah Datar. Fakultas Peternakan Universitas Andalas. Badan Penerbit Universitas Andalas. Padang.
14. Welerubun, I. N., A. Setiadi dan T. Ekowati. 2016 Faktor-faktor yang mempengaruhi pendapatan peternak domba kisar di pulau Kisar Kabupaten Maluku Barat Daya. Jurnal Agromedia. 34 (2) : 54-64
15. Yotopoulos, P.A. and L.J. Lau. 1976. Introduction Food Research Institute Studies, Vol XVI, Wester Book- Journal Press, California.
16. Zurmiati, W. M. H. Abbas, M. E. Mahata dan R Fauzano. 2018. International Journal of Poultry Science 16 (4): 147-153

Authors: Hera Heru Sri Suryanti, Sri Hartini

Paper Title: Religious Based Responsive Counseling to Improve Students Life Skill

Abstract: This research was directed to solve problem on low life skill students, namely : ignorance attitude, dishonest to posent, dishonest in doing assigment from lectuter, and dishonest toward their own attitude. Life skill constitutes personal competent which must be mastered by student to life harmonic in their envirotnment. Students with low life skill can not be a creative and innovative toward their knowledge, attitude and skills. If this problems were not overcame, so it can hider their assignment goal and surely hider nett development. Guidance and conseling in university has a duty to prepare students to life indepently in society, so one at the conseling is which was appired to increase students life skill. Responsife conseling constitutes did conseling for students who hate need or problem urgent help.

161.

1021-1027

162.

1028-1034

The objectives at this study is increasing low life skill student to high life skill student. The method used to reach the objective is qualitative research (Guidance and Conseling Action Research). The subject at research is students teacher training and education faculty, meanwhile interview observation and test were applied to collect data. To get data validity, the reseacher used triangulation, college discussion and memberchecking. More over, interative analysis was used to analysis the data. The results showed that in cycle one and cycle two, religious based responsive conseling improve students life skill.

Keyword: Life Skill, Responsive Conseling, Religious Based.

References:

1. Corey. Theory and practice of group counseling (3, ed.), Pasific Grove, California: Brooks/Colr Publishing Company.1990.
2. Emzir. Metodologi Penelitian Kualitatif ANALISIS DATA, Jakarta: Raja Grafindo Persada. 2010.
3. Gantina, dkk. Asesmen Teknik Nontes dalam Perspektif BK Komprehensif, Jakarta: Indeks. 2011
4. H.B. Sutopo. Metodologi Penelitian Kualitatif, Dasar Teori dan Terapannya dalam Penelitian, Surakarta: Universitas Sebelas Maret.2006.
5. Yanti Hera, International Journal of Education Dewantara” The Problem-Based Entrepreneurship Learning Model Development to Improve The Life Skills of Teacher Training Students in Private Universities throughout Solo Raya. ISSN: 2302-2620, Number 1, Volume I. Web:Jurnal.fkip.uns.ac.id/index.php/dewantara/artikel/view/2242/1630
6. Yanti Hera, Online Internasional Interdisciplinary research Journal Model Development of Teenage Group Counseling Based on Comprehensive Intelligence to Increase Student Character (Research and Education Faculty in Solo Area, 214/215 Academic Year). Web: www.oijr.org/oijr/jan 2016-special-issue/04.pdf
7. Yanti hera, Online International Educational E-Journal. The effectiveness of emotional intelligence based group counseling to enhance students responsibility” ISSN: Vol-V, Issue-IV, Oct-Nov-Dec 2016
8. Lexy J. Moleong. Metodologi Penelitian Kualitatif, Bandung: Remaja Rosdakarya.2002.
9. Matthew B. Miles; A. Michael Huberman. Analisis data Kualitatif. Jakarta: Universitas Indonesia.1992.
10. Nasution. Metode Research, Jakarta: Bumi Aksara.2002.
11. Prayito dan Erman Anti. Dasar-Dasar bimbingan Konseling, Jakarta: Rineka Cipta.1999.
12. Syamsu Yusuf; Juntik Nurihsan. Landasan Bimbingan & Konseling, Bandung: Remaja Rosda Karya.2012
13. Rahmad Hidayat Dede, Aip Badrujaman,. Penelitian Tindakan Dalam Bimbingan Konseling, Jakarta: Indeks, 2012.
14. Sugiyono. Metode penelitian Kuantitatif, Kualitatif, Dan R&D. Bandung: Alfabeta.2010.
15. Suharsimi Arikunto. Prosedur Penelitian Suatu Pendekatan Praktek, Jakarta: Rineka Cipta.2002.

Authors: Sirajo Muhammad Gulubba, Azian Abd Aziz @ Ahmad, Hema Rosheny Mustafa

Paper Title: Scaffolding Language Development and Learning in Teacher-Student Interactions

Abstract: This paper is a review of empirical research on scaffolded teacher-student interactions in English as a Second Language (ESL) and English as a Foreign language (EFL) classrooms that covers two decades, from 2000 to 2019. Research articles were selected through different databases from Science Direct, Google Scholar, Scopus and Emerald. The review focuses on five key features of the articles, namely temporal distribution, location, research design, learning type scaffolded and level of education in which the studies were conducted. Findings of the review reveal that studies on teacher-student interactions in the ESL and EFL classrooms continue to be relevant. It was also found that scaffolding oral skills development was the most frequent pedagogic target of teacher-student interactions in the ESL and EFL classrooms. The review also revealed that the dominant research design used in these studies was the mixed mode method, with most of the studies conducted at the upper secondary and university levels. The review suggests that teacher-student scaffolded interactions in the ESL/EFL classrooms remain a potential means of helping students develop their English language communicative competence.

Keyword: Communicative competence, Language development, Learning, Scaffolding, Teacher-student interactions

References:

1. M.R. Abdul-Majeed and N.M. Muhammad. The effect of using scaffolding strategies on EFL students’ reading comprehension achievement. Al-Adab Journal. vol. 111, 2015, pp. 91-118.
2. A. Lefstein, D. Vedder-Weiss, I. Tabak and A. Segal. Learner agency in scaffolding: The case of coaching teacher leadership. International Journal of Educational Research. vol. 90, Jan 2018, pp. 209-22.
3. C.C. Goh. Research into practice: Scaffolding learning processes to improve speaking performance. Language Teaching. vol. 50, Apr 2017, pp. 247-60.
4. E. Arshavskaya. Analyzing mediation in dialogic exchanges in a pre-service second language (L2) teacher practicum blog: A sociocultural perspective. System. Vol. 45, Aug 2014, pp.129-37.
5. J. Smit, M. Gijssels, A. Hotze, and A. Bakker. Scaffolding primary teachers in designing and enacting language-oriented science lessons: Is handing over to independence a fata morgana?. Learning, Culture and Social Interaction. vol. 18, Sep 2018 Sep, pp.72-85.
6. R. Hermkes, H. Mach and G. Minnameier. Interaction-based coding of scaffolding processes. Learning and Instruction. vol. 54, Apr 2018, pp. 147-55.
7. A. Walqui. Scaffolding instruction for English language learners: A conceptual framework. International Journal of Bilingual Education and Bilingualism. vol. 9, Mar 2006, pp.159-80.
8. L. Van Lier. Interaction in the language curriculum: Awareness, autonomy and authenticity. Routledge, 2014.
9. J. van de Pol, M. Volman and J. Beishuizen. Promoting teacher scaffolding in small-group work: A contingency perspective. Teaching and Teacher Education. vol. 28, Feb 2012, pp.193-205.
10. R.M. Gillies. Dialogic interactions in the cooperative classroom. International Journal of Educational Research. vol. 76. Jan 2016, pp. 178-89.
11. L. Shamseer, D. Moher, M. Clarke, D. Ghersi, A. Liberati, M. Petticrew, P. Shekelle and L.A. Stewart. Preferred reporting items for systematic review and meta-analysis protocols (PRISMA-P) 2015: elaboration and explanation. Bmj. 349, g7647, Jan 2015.
12. O. Gerakopoulou. Scaffolding oral interaction in a CLIL context. Unpublished thesis. Spain: University of Madrid. 2011.
13. A.A. Tawfik, V. Law, X. Ge, W. Xing and K. Kim K. The effect of sustained vs. faded scaffolding on students’ argumentation in ill-structured problem solving. Computers in Human Behavior. Vol. 87, Oct 2018, pp. 436-49.
14. S. Khaliliaqdam. ZPD, scaffolding and basic speech development in EFL context. Procedia-Social and Behavioral Sciences. Vol. 98, May 2014, pp. 891-7.

15. S.R. Mahroof. Scaffolding interaction in English as a second language classroom: a socio-cultural analysis. 2017. Proceedings of 7th International Symposium, SEUSL, 7th & 8th December 2017
16. A. Dahlberg. Translanguaging as a scaffolding structure in a multilingual group studying English in Sweden. Retrieved from <http://www.diva-portal.org/smash/get/diva2:1083686/FULLTEXT01.pdf>
17. P. Birjandi and S. Jazebi. A comparative analysis of teachers' scaffolding practices. *International Journal of Language and Linguistics*, vol. 2, 2014, pp.154-64.
18. L. McNeil. Using talk to scaffold referential questions for English language learners. *Teaching and Teacher Education*, vol 28, Apr 2012, pp.396-404.
19. H. Muhonen, H. Rasku-Puttonen, E. Pakarinen, A.M. Poikkeus, M.K. Lerkkanen. Scaffolding through dialogic teaching in early school classrooms. *Teaching and Teacher Education*. vol. 55, Apr 2016, pp. 143-54.
20. T. de Jager. Scaffold lecturing methods to improve english second language science student teachers'academic performance. *International Journal of Arts & Sciences*. vol 6, Jan 2013, pp. 67.
21. S.Z. Zarandi and B. Rahbar. Enhancing speaking ability through intervening scaffolding strategies. *Theory and Practice in Language Studies*. vol 6, Nov 2016 , pp. 2191-5.
22. C. Midat, C. Malchy, S. Finfang, N. Dashe, and M. Awwal. Effects Of Multimedia And Scaffolding Strategies On The Perfomance Of Senior Secondary Schools Students In English Language Speaking Skills, Kaduna State, Nigeria. *International Journal of Advanced Research and Publications*, vol 2, 2018, pp. 16–18.
23. H. Asadollahfam, D. Kuhi, A. Salimi and S. Mirzaei, S. The Effect of Incidental Focus on Form and Scaffolding on SL Learners' Accuracy. *Procedia - Social and Behavioral Sciences*, vol 46, 2012, pp. 663–671.
24. A. Bhooth, H. Azman and K. Ismail. The role of the L1 as a scaffolding tool in the EFL reading classroom. *Procedia-Social and Behavioral Sciences*, vol 118, Mar 2014, pp. 76-84.
25. T.D. Mitchell and S. Pessoa. Scaffolding the writing development of the Argument genre in history: The case of two novice writers. *Journal of English for Academic Purposes*, vol 30, Nov, pp. 26-37.
26. S. Ahangari, M. Hejazi and L. Razmjou. The impact of scaffolding on content retention of Iranian post-elementary EFL learners' summary writing. *Procedia-Social and Behavioral Sciences*, vol 98, May 2014, pp. 83-9.
27. M. Engin. Questioning to scaffold: an exploration of questions in pre-service teacher training feedback sessions. *European Journal of Teacher Education*, vol. 36, Feb 2013, pp. 39-54.
28. M.H. Nguyen, C. Penry Williams. A preservice teacher's learning of instructional scaffolding in the EAL practicum. *Australian Journal of Language and Literacy*. (In press), 2019.
29. K. Wilson. Critical reading, critical thinking: Delicate scaffolding in English for Academic Purposes (EAP). *Thinking Skills and Creativity*, vol 22, Dec 2016, pp. 256-65.
30. M.G. San Martín. Scaffolding the Learning-to-Teach Process: A Study in an EFL Teacher Education Programme in Argentina. *Profile Issues in Teachers' Professional Development*. vol 21, Jun 2018 , pp.121-34.
31. L.D. McKenzie. Scaffolding English language learners' reading performance. *Walden Dissertations and Doctoral Studies Collection at ScholarWorks*. 2011
32. C. Dabarera, W.A. Renandya and L.J. Zhang. The impact of metacognitive scaffolding and monitoring on reading comprehension. *System*. Vol 42, Feb 2014., pp 462-73.
33. S. Karami and M. Zamanian. A Review of English Teaching Practices in the Philippines. *Journal of Language Sciences & Linguistics*. vol. 4, 2016, pp. 23-9.
34. B.B.Kachru. *The other tongue: English across cultures*. University of Illinois Press, 1992.
35. J. Creswell. *Education research: Planning, conducting and evaluating quantitative and qualitative research*. Boston, MA: Person Education.
36. M. Bygate. *Speaking*. Oxford University Press, Jun1987.
37. M. Canale and M. Swain. Theoretical bases of com-municative approaches to second language teaching and testing. *Applied linguistics*. vol. 1, 1980, pp.1-47

Authors: Ali Khaled Bawaneh

Paper Title: Science Teachers' Practice level of Active Teaching in Classrooms

Abstract: The study aimed to examine the level of active teaching practices used by science teachers in the classrooms. It sought to examine the potential alteration of these practices in terms of some variables, namely gender, and experience. The population consisted of all teachers of science in the Bani Kenana educational directorate, Jordan. A representative sample of 256 teachers participated in this research work. The study adopted a twenty-seven-item questionnaire for data collection, used the SPSS program for data analysis, and provided valid statistical measures. The results indicated that the degree of employment of active teaching practices by science teachers was somewhat low but also variable depending on the kind of questions raised. They also demonstrated that there were statistically significant differences at the level of ($\alpha = 0.05$) in the degree of employment of active teaching practices due to teachers' gender. However, the results showed that there were no statistically significant differences for the teachers' experience. Henceforth, the study recommended the urgent need of providing teachers with professional development programs for enhancing, helping, and raising teachers' awareness of the utility of active teaching practices.

Keyword: Teaching and Learning, Active Teaching Practices, Science Teaching, Science Teachers.

References:

1. Ababneh, E; Al-Twaissi, A; and Abu Lebda, Kh. (2017). Program for International Student Assessment (PISA2015): National Report. National Center for Human Resources Development (NCHRD), (1787 / 4 / 2017), Amman, Jordan.
2. Abu Lebda, Kh; Al-Twaissi, A; and Ababneh, E. (2017). Jordanian National Report of TIMSS, 2015 Study. National Report. National Center for Human Resources Development (NCHRD), (2017/8/3881), Amman, Jordan.
3. Abu-Sultan, A; and Abu Asker, M. (2017). The Active Practices of Science Teachers in the Upper Basic Stage in the northern Gaza. *Journal of Palestine University for Research and Studies*. 7(1), 1-27.
4. Al-Atrash, T. O. N. (2016). Effectiveness of a suggested program based on multiple intelligences in developing the skills of Active thinking and mathematical communication among ninth graders in Gaza. Master Dissertation. The Islamic University, Gaza.
5. Aljabber, J. (2013). The effectiveness of Active teaching tools in solving classroom management problems for science student teachers at Teachers' College in King Saud University. *International Journal of Educational Research*, Vol. 33, pp: 91-128. UAE.
6. Al-Kellani, A, Al-Shraifeen, N. (2011). Introduction to research in educational and social sciences. (3rd Ed), Dar Almaisarah for publishing, distribution and printing. Amman, Jordan.
7. Almorshid, Y. (2014). Levels of Active Thinking among Al-Jouf University Students: A Cross-sectional Study. In *Taiba University Journal of Educational Sciences*, 9/2: 163-184.
8. Al-qatraoui, A. (2010). The Effect of using 'Analogical Strategy' on developing science process and Active thinking skills in sciences among eighth graders Fundamental School. Magister Dissertation, Faculty of Education, Islamic Ghaza University.

164.

1041-1048

9. Al-Rashidi, F. (2018). The level of using the Active practices among secondary school teachers-from their points of view- in Baredah governorate. *Journal of Faculty for Basic Education in Educational and Human Sciences / Babel University*, April (38), 284-294.
10. Al-Rfou'a, M. (2017). The degree to which tenth grade students possess Active thinking skills and its relationship with their academic achievement. *Journal of the Faculty of Education, Al- Azhar University*, 174(1), 721-752.
11. Al-Sa'ydeh, N. M. (2016). Active thinking and its relationship with some demographic variables among gifted students in King Abdullah II Schools for Excellence in Jordan. *Studie in Educational Sciences, Jordan*, Vol. 43, No. 4: pp. 1747-1757.
13. Angel, G. (2015). PISA 2015 Results in Focus. Andreas Schleicher Andreas.Schleicher@oecd.org. Paper see also [online]. [Accessed 16 March 2019]. Available from the World Wide Web: <http://www.oecd.org/pisa/pisa-2015-results-in-focus.pdf>.
14. Brookfield, S. D. (1995). *Becoming a Critically Active Teacher*. San Francisco: Jossey-Bass, Brookfield, S. D. (1998). *Critically Active Practice*. *The Journal of Continuing Education in the Health Professions*, Volume 18, pp. 197–205. Printed in the U.S.A.
15. BuQhoos, K. (2017). Relationship between Active thinking and teaching performance of student teachers specialized in science and mathematics. *International Journal for Research in Education*. 41(1), 38-65.
16. Gay, L. R. and Airasian, P. W. (2003). *Educational research: Competencies for analysis and application*. (7th Ed), Prentice Hall. USA.
17. Hassan S. J. M. (2013). A Active teaching-based program for developing teaching skills in accordance with quality standards and improving the teaching theory of Arabic language and Islamic pre-service teachers in Egypt and Saudi Arabia. *International Journal of Education*, Vol. 2, No 7, pp: 652-682
18. Johnston, J. S. (2007). Review of John Dewey and the Art of Teaching: Toward Active and Imaginative Practice by Douglas J. Simpson, Michael P. Jackson, and Judy C. Aycock (2005). Thousand Oaks, CA: Sage Publications. *Paideusis*, Volume 16, No. 1, pp. 69-71
19. Martin, M. O., Mullis, I. V., Foy, P., Hooper, M. (2016). TIMSS 2015 International Results in Science. Publisher: TIMSS & PIRLS International Study Center, Lynch School of Education, Boston College, Boston College, Chestnut Hill, MA 02467, USA.
20. Mathew, Priya; Mathew Prasanth and Peechattu Prince, J. (2017). Active practices: A means to teacher development. *Asia Pacific Journal of Contemporary Education and Communication Technology*, Volume: 3, Issue: 1, pp. 126-131.
21. Obiedat, D. H; Kayed, A; & Adass, A. (2016). *Scientific research: understandable, tools and methods*. Dar Alfiker: Publishers and distributors. Amman, Jordan.
22. Olaya Mesa, M. L. (2018). Active teaching: An approach to enrich the English teaching professional practice. *HOW*, 25(2), 149-170. <https://doi.org/10.19183/how.25.2.386>.
23. Ostaz, M. (2011). The ability level of Active thinking of science teachers in basic stage in Gaza. *Journal of Al-Azhar University in Gaza, Series of Humanities*, 13(1B), 1329-1370.
24. Pacheco, A. Q. (2011). Active teaching and its impact on foreign language teaching. *Actualidades Investigativas en Educación* • DOI: 10.15517/aie.v5i3.9166 pp: 1-19.
25. Rayford, C. R. (2010). "Active practice: The teacher in the mirror" UNLV Theses, Dissertations, Professional Papers, and Capstones. 5. University of Nevada, Las Vegas
26. Richards, J. C. and Lockhart, C. (1996). *Active Teaching in Second Language Classrooms*. Cambridge: CUP.
27. Richert, A. (1990). Teaching teachers to reflect: A consideration of programme Structure. *Journal of Curriculum Studies*, 22 (6), 509-527.
28. Richardson, V. (1990). the evolution of Active teaching and teacher education. R. T. Clift, W. R. Houston, & M. C. Pugach, (Eds.), *Encouraging Active Practice in Education*, New York: Teachers College Press.
29. Ryan, A. (2014). The Degree of Active Practices of Mathematics Teachers in Hebron Directorates of Education & Its relationship with Teaching Self-Efficacy. *Manara Journal, AL-Bayt University*, 20 (1B), 143-173.
30. Schön, D. (1983). *the Active Practitioner*. New York: Basic Books, Inc.
31. Schön, D. (1987). educating the Active practitioner: Strengthening teachers' Active decision making. *Journal of Staff Development*, 9 (3), 18-27.
32. Tajik, L., & Pakzad, K. (2016). Designing a Active Teacher Education Course and its Contribution to ELT Teachers' Reflectivity. *Australian Journal of Teacher Education*, 41(9). <http://dx.doi.org/10.14221/ajte.2016v41n9.4>
33. Töman, U. (2017). Investigation of Active Teaching Practice Effect on Training Development Skills of the Pre-service Teachers. *Journal of Education and Training Studies*, Vol. 5, No. 6: 232-239.
34. Zalipour, A. (2015). Active practice: Teaching development unit. Retrieved from https://www.waikato.ac.nz/_data/assets/pdf_file/0006

Authors: Zahraa K. Taha, Mohammed Naser Alturfi, Baraa M. Albaker, Y. W. Abduljalel, H. A. Jasim, I. Majeed, A. J. Askir, A. A. Mhawish, R. R. Saady, M. A. Ahmed, A.S. Ali, M. G. Abbas

Paper Title: Robust and Secured Image Steganography using Improved LSB and RC4 Cryptography with Preprocessing Operation

Abstract: The security of the transmitted data over the internet has become one of the challenges sharing with data communication over computer network. In this paper, a new steganography system is developed using Improved Least Significant Bit (ILSB) with preprocessing operation for concealing data. The system mixes several technological rules to enhance the performance of concealing scheme. The original secret image is divided into several segments then rearranged to even and odd. Rivest Cipher 4 (RC4) algorithm is applied on preprocessed image before concealing it on the cover image using ILSB. The proposed systems are simulated using MATLAB software package. The experimental results show that our suggested method successes of concealing data according to PSNR ratio, correlation and elapsed time. Preprocessing operation provides flexibility and robustness to the overall system. Improved LSB is simple and strong method for concealing images. Finally, the proposed system is very active to hide the gray scale image inside the color image.

Keyword: Image Steganography; Cryptography; RC4 Algorithm; Concealing Data; Security of Data Transmission.

References:

1. Shinjit Kamal Borah and Surajit Borah, (2014), "Multilevel Encryption System Using RC4 and Steganography", *Research Journal of Information Technology*, Vol. 6, pp. 399-405.
2. A. M. Abdullah (2016), "New Approaches to Encrypt and Decrypt Data in Image using Cryptography and Steganography Algorithm", *International Journal of Computer Applications*, vol. 143, no. 4, pp. 11–17.
3. Ms.Vineeta Bassi (2014), "IMAGE STEGANOGRAPHY USING IMPROVED LSB AND EXOR ENCRYPTION ALGORITHM" MSc. *Dissertation in Computer Science and Applications*.
4. K. Hamdnaalla, A. Wahaballa, and O. Wahballa (2013), "Digital Image Confidentiality Depends upon Arnold Transformation and RC4 Algorithms", *International Journal of Video&Image Processing and Network Security*, Vol. 13, No. 04, pp.6-17.
5. B. H. Kamble (2012), "Robustness of RC4 against Differential attack", *International Journal of Advanced Research in Computer Engineering & Technology*, vol. 1, no. 4, pp. 661–665.
6. Online site: <https://www.geeksforgeeks.org/computer-network-rc4-encryption-algorithm/>
7. S. Rajendran and M. Doraipandian (2017), "Chaotic Map Based Random Image Steganography Using LSB Technique", *International Journal of Network Security*, vol. 19, no. 4, pp. 593–598.

	Authors:	Leonid Belkin, Julia Iurynets, Mark Belkin, Yuriy Pyvovar	
	Paper Title:	Using a Civil (Economic) Judicial Collateral Estoppel as a Means of Self-Defense for Entrepreneurs in Tax Disputes	
166.		<p>Abstract: In an environment where governments require more and more money to fulfill social obligations, and the business opportunity to pay taxes is decreasing, there are dangers of pressure from the authorities on business entities to increase payments. Therefore, the current state of relations between enterprises and the state is characterized by an increased level of state intervention in the affairs of enterprises, including control over their activities. This requires the development of protective preventive mechanisms in economic activity, which should be aimed at resolving issues of protecting the rights of business entities in relations with state bodies and preventing violations of these rights. The paper aims to clarify the develop protective preventive mechanisms in economic activity, which will be based on using a civil (economic) judicial collateral estoppel. Tasks of the study: a) determine the strategies, methods and techniques for the use of favorable court practice; b) to prepare recommendations on the use of favorable court practice. The methodic of research is based on the systematization of approaches to the consideration of tax disputes in courts, of ways and methods of effective use of favorable court practice for the implementation of protective preventive mechanisms in economic activity. When doing work studied and summarized Decisions of European Court of Human Rights, 3000 decisions of Ukrainian courts, and the authors' own court practice. The research results – it developed a methodology allowing to provide of effective use of favorable civil (economic) judicial practice for the implementation of protective and preventive mechanisms in the economic activities of taxpayers to prevent and decide tax disputes. The widespread use of these measures by entrepreneurs will ensure the formation of judicial practice in civil (economic) courts, which would confirm the legality of deals and, accordingly, their protection from modification in the interest of greater taxation, which would make it possible to show evidence of such legality of deals in administrative courts.</p> <p>Keyword: Administrative Justice; Civil Justice; Collateral Estoppel; Self-Defense; Tax Dispute</p> <p>References:</p> <ol style="list-style-type: none"> 1. Belkin, L.M. (2014). Ensuring Legality in the Activity of Executive Authorities. Administrative and Legal Measure. FOP Breza, Uzhgorod. 2. Belkin, M.L. (2012). ‘Simplification of Judicial Preludes as a Means of Protecting the Rights of Taxpayers in Administrative Proceedings’, Administrative law and process, 1, pp. 96-105. 3. Decision of European Court of Human Rights (ECHR) in the Case of «"BULVES" AD v. BULGARIA». http://docs.pravo.ru/document/view/19676037/ 4. Golovan, I.V. (2003). Legal Work and Defense of Entrepreneurs’ Rights. Yuho-Vostok, LTD, Donetsk. 5. Makutėnas, V., Krikštonaitienė, D. (2017). ‘Modeling of Tax Optimization Opportunities in Business Enterprises’, Management Theory and Studies for Rural Business and Infrastructure Development, Vol. 39. No. 3, pp. 303–314. 6. Nepryakhina, N. (2015). The SFS Continues to Tighten the Nuts of the Business. 21.09.2015. https://daily.rbc.ua/rus/show/gfs-prodolzhaet-zakruchivat-biznesu-nalogovy-1442863889.html 7. Sergeev, S.V. (2017). ‘Kontsepsiya Dolzhnoy Osmotritelnosti v Germanskom i Rossiyskom Prave’, Voprosy rossiyskogo i mezhdunarodnogo prava, Tom 7. No 2a, pp. 111-122. http://publishing-vak.ru/file/archive-law-2017-2/11-sergeev.pdf 8. VAT Gap. http://europa.eu/rapid/press-release_IP-17-3441_en.htm 	1053-1057
167.		<p>Authors: Nurulwahidah Fauzi, Rubayah Yakob</p> <p>Paper Title: The Influence of Demographic and Herbal Characteristics on Purchase Decisions of Zingiberacea Familia: An Exploration in Kota Bharu, Kelantan Societya</p> <p>Abstract: In Malaysia, for over a decade a product of Zingiberaceae familia especially ginger are coming as one of the famous product in Malaysian market. The study brings out green product from Zingiber Officianale Roscoe (Ginger) among 100 respondents in Kota Bharu, Kelantan with a primary objective to search a response from the customer’s either this product can be presumed to be environmentally safe should be preserved as a medicinal plant and commercialized within and outside the country. In regard to the fact that “Green Marketing” is developed as a products that are presumed to be environmentally safe. The objective of this research was to determine usage profiles and some variables that influence the purchase decision of herbal medicine in Kota Bharu Kelantan, and (2) to evaluate the consumer’s response on the development of Zingiberacea Familia Based Product, either it can be a symbol of herbs that can be lifted as a health and beauty product in the preservation and preservation of Malay culture. Primary data was collected from the survey tabulated within the Kota Bharu society, and secondary data was collected from the available literature sources. The core idea of the finding are a world view is also a two-way bridge: A respondent shows a positive reaction that Zingibearacea Familia product could be be a symbol of herbs that can be lifted as a health and beauty product in the preservation and preservation of Malay culture. On the other hand, only age characteristic showed significant influence on purchase decision of green product from Zingiberacea Familia, on the other hand races, level of education and job sector didn’t show positive influence</p> <p>Keyword: Influence, Demographic, Green product, Zingiberacea familia, Kota Bharu.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Belkin, L.M. (2014). Ensuring Legality in the Activity of Executive Authorities. Administrative and Legal Measure. FOP Breza, Uzhgorod. 2. Belkin, M.L. (2012). ‘Simplification of Judicial Preludes as a Means of Protecting the Rights of Taxpayers in Administrative Proceedings’, Administrative law and process, 1, pp. 96-105. 3. Decision of European Court of Human Rights (ECHR) in the Case of «"BULVES" AD v. BULGARIA». http://docs.pravo.ru/document/view/19676037/ 4. Golovan, I.V. (2003). Legal Work and Defense of Entrepreneurs’ Rights. Yuho-Vostok, LTD, Donetsk. 5. Makutėnas, V., Krikštonaitienė, D. (2017). ‘Modeling of Tax Optimization Opportunities in Business Enterprises’, Management Theory 	1058-1062

and Studies for Rural Business and Infrastructure Development, Vol. 39. No. 3, pp. 303–314.

6. Nepryakhina, N. (2015). The SFS Continues to Tighten the Nuts of the Business. 21.09.2015. <https://daily.rbc.ua/rus/show/gfs-prodolzhaet-zakruchivat-biznesu-nalogovye-1442863889.html>
7. Sergeev, S.V. (2017). 'Kontsepsiya Dolzhnoy Osmotritelnosti v Germanskom i Rossiyskom Prave', Voprosy rossiyskogo i mezhdunarodnogo prava, Tom 7. No 2a, pp. 111-122. <http://publishing-vak.ru/file/archive-law-2017-2/11-sergeev.pdf>
8. VAT Gap. http://europa.eu/rapid/press-release_IP-17-3441_en.htm

Innovation Design Development of Citizenship Education Model on Characters of Indonesian Communities in Digital Media Era and Technology Revolution

Anita Trisiana

Abstract: *Increasing independence and competitiveness of the nation is carried out in order to advance the Indonesian civilization. One of them is through the development of a national system of science, and technology in Citizenship Education. Citizenship Education is one of the subjects that shape the character of Indonesian society. The long-term goals to be achieved in this study are as follows: the researcher found a developmental design of Citizenship Education Learning Model to improve the character of Indonesian society in the era of digital media and the Revolution of Technology. The research method used research and development which is a research method used to yield certain products and to test the validity and the effectiveness of the products. This study used a procedural development model. The procedure in this study adapted the ADDIE model (Analyze, Design, Develop, Implement, and Evaluate). The sample in this study involved State and Private Universities in Indonesia. The results of the study show the following: First, doing a need analysis, identifying problems (needs), and performing task analysis; Second, Design, this design phase, formulated SMART learning objective; Third, Development was realizing blue-print with digital media innovation; Fourth, Implementation was a real step to implement the learning system that we were making; Fifth, Evaluation was a process to see whether the learning system being built was successful, in accordance with early expectations or not. The evaluation was the final way from the design model of the ADDIE learning system. Based on the instructional development model ADDIE, it was then adopted in the developmental stage of the Citizenship Education learning model, with the modification of "MPC" (Modification of Project Citizen) which has adopted the absorption of digital media and the technological revolution.*

Index Terms: *Design Development, Learning Models, Citizenship Education, Character, Digital Media, Technology Revolution.*

I. INTRODUCTION

The issue on moral decadence either in individual, social, national or political life has already taken much attention of all components of the Indonesian nation. They are concerned that the weakening of the national character may be the threat for the existence of the Indonesian nation. Changes in structure should be followed by the development in

education that may create the country's youth who are able to break the gap in social-economic structure. Education should be able to answer those strategic issues paradigmatically. Some practices in education in Indonesia to the present time are more focused on the development of skill and knowledge instead of on noble characters as well as nationalism. To the present time, it can be seen that the education in Indonesia tends to emphasize the intellectuality and neglect the morality.

Recently, a growing number of advanced digital technologies can be found easily. Development in digital technology brings some big changes to the world. People get some help in having some access to information through different channels and they can also access different facilities provided by digital technology liberally and deliberately. However, unfortunately, the more advanced the technology, the higher number of criminalism happens. Though digital revolution brings some big benefits to the society, some worries also come behind, particularly in the terms of the access towards information. The benefits are supported by the communication and information sharing that may develop the existing technology that may then lead to the rise of new technology that brings some potential for exploitation. Digital revolution helps the new era of mass surveillance to come, creating different civil and human right issues. Data reliability turns to be an issue since information can be replicated easily yet it is difficult to be diversified. Digital revolution allows facts, articles, and statistics to be searched and saved yet it leaves minutiae inadequate, to the present time.

Universities maintaining the character of Pancasila will enforce the character to the students. If the condition has been established, the universities may create the future generation possessing some characters required to build and prosper the nation. Character education is unique; it should take one's potentials into account to be an individual potential based education. Individual potential based character education is an education that not only guides but also trains students to have intellectual competence, mechanical, productive, and innovative skills as well as character building.

Revised Manuscript Received on September 22, 2019.

Anita Trisiana, Faculty of Teacher Training, Slamet Riyadi University Surakarta, Indonesia, anita.trisiana@gmail.com

The individual potential based character education is aimed at changing one’s attitude from counterproductive to be creative. The Ministry of Education and Culture. (2013).

The following discussion on studies on different character education approaches is based on different approaches studied and put into a clear typology by Superka, et. al. (1976). When Superka managed to accomplish his character education in his doctoral degree at the University of California, Berkeley, in 1973, he conducted a study and designed a typology as well as found different approaches in character education developed and used in education, particularly in high school level. His study reveals eight value education approaches derived from different literature in psychology, sociology, philosophy and education related to values. After some discussions with educators as well as practical reasons in its use in real field, those approaches are then simplified into five typology approaches including (1) inculcation approach, (2) cognitive moral development approach, (3) values analysis approach, (4) values clarification approach, and (5) action learning approach. (Superka, et. al 1976).

The efforts in establishing the implementation of the character education is in line with the technology revolution movement program. The movement is getting more relevant with the mental revolution movement for Indonesia which is facing three main national problems including: the decrease in national pride, the intolerance spreading widely as well as the weakening national economic aspects. It can clearly be seen in the following table:

Table I. The Implementation of Character Education in Universities

Activity	Feasibility Percentage	Digital Media	Technology Revolution
Freshman Orientation	40%	20%	20%
All Courses	20%	25%	30%
Scout	30%	30%	10%
Regulations	10%	25%	40%

Source: Trisiana, (2015)

Based on previous studies the researcher conducted under competitive grants as well as dissertation grant schemes (Trisiana, 2015), it is known that "universities have a strategic role in the implementation of character building, integrated in the implementation of teaching learning process." The studies show that there should be some follow ups in terms of teaching learning innovation, i.e. by developing character education based teaching learning model (Trisiana, 2016). Besides, the evaluation towards the implementation of General Education as the development unit for personalities in different universities discussed in Focus Group Discussion (February, 2017), shows that: First, Technical Executing Unit of General courses in each university should make some breakthrough in the development of teaching learning activities that can strengthen the character of the university. Second, pertaining to the implementation of the sustainable character

education, students joining the general courses still complained that almost 70% of the character education model the lecturers emphasized and delivered is still theoretical, which means that creativity, skills in citizenship and responsibility are still limited to knowledge aspect (text book), so that the achievement for Attitude aspect is about 30% which means that it is still low. Third, 73% of the Lecturers require some assistance in finding, implementing and evaluating nationalism based national character education model, it is expected that 27% of those who have implemented character education in universities can be more sharply improved to give some basic education, skill and learning experience that can build social integrity and create some national characters explored from many local wisdom values.

Technology revolution has changed one’s point of view in living his sophisticated life. Technology brings some big changes to the world. It either provides some helps in every single activity or creates some problems due to the inability in using sophisticated digital facility properly. Therefore, national independency and competitiveness can be reached in a condition that it is conducted to advance the Indonesian civilization. One of the efforts is through the development of national system of science and technology in Citizenship Education. Citizenship Education is one of the subjects that can build Indonesian characters. Long term objectives the study aimed to achieve is to find a development design in Citizenship Education teaching model in order to build Indonesian Characters in digital media and Technology Revolution Era.

II. LITERATURE REVIEW

The terms of instructional system development and instructional design are often overlapped or at least cannot be firmly distinguished in terms of the usage though there are some differences in their definition, i.e. the definitions of "design and "development". "Design" refers to the action in making a sketch or pattern or outline or prior plan. While "development" is growing something steadily to be bigger, better, more effective, etc (Harjanto, 2008 : 95). Instructional system development is a systematic and logic process in studying different teaching learning problems to have some solutions which are reliable and practical to do. Instructional System is all learning materials and methods which have been practically proven and prepared to reach different real objectives. In other words, it can be said that instructional system refers to the system used in teaching learning activities. It encompasses the need analysis process, the learning objectives and the development of teaching method as well as teaching materials used to meet the needs. It also includes the development of teaching learning package, teaching activities, test, revision and the evaluation towards learning outcome.



Instructional system design is a systematic approach in planning and developing media and resources taken in achieving the needs and instructional objectives. This entire system concept (objective, material, method, media, resources, and evaluation) is considered as a systematic regular unit. The effectivity of the components is previously tested before it is published. The development of the system is a process of deciding and creating a situation and conditions that can make students interact to some extent so that their attitudes may change (Joyce: 2009). Teaching learning design is a discipline related to the understanding and improvement towards an aspect in education, i.e. teaching learning process. The objective of composing a teaching learning design is to create optimum media used to reach the intended teaching learning objectives. Therefore, the discipline mainly relates to the development of teaching learning methods leading to some intended changes in students' knowledge and skills.

Mayer, RE (2008) States that education requires "linking science" between learning theories and the practice. Teaching learning design is taken as the link between the two aspects since it is the science that is used to develop teaching learning actions in achieving the teaching learning outcome. The design aspect covers two main areas including (1) psychology, particularly learning theories, and (2) media and communication. However, likely, media and communication give some principle and strategic contributions to the design discretely, unlike learning theories that may give an integrated model. Teaching learning design has more support from learning theories.

Rauner and Maclean (2008: 49) convey that model is "An alternative for a system which is actually aimed for an experiment". From the definition it can be concluded that model is a representative or abstraction of an object or actual situation showing either direct or indirect link as well as are ciprocal link in the term of cause effect. Teaching learning model is the basis for the teaching learning practice derived from educational psychology theories as well as learning theories developed based on the analysis towards the implementation of curriculum as well as its implication in the operational level, in a class.

Joyce, Weil & Calhoun (2011:31) say that : there are four model clusters including The Information Processing Models, Personal Models, Social Models and Behavioral Systems group. The four clusters above have the following aspects: 1) Syntax, steps in teaching that refer to the phases/steps to be carried out by teachers when they use a particular teaching learning model. For instance, deductive model may require a syntax different from that of inductive model; 2). Principles of Reaction, an activity pattern depicting how teachers should see and treat students, including how the teachers should give some response towards the students. These principles give some guidance on how a teacher should use the rules of game of any model; 3) The Social System, teacher student relationship pattern within teaching learning process (a situation or condition and prevailing norm swhich are in accordance with a certain teaching learning model); 4). Support System, all media,

material and resources required to support an optimum teaching learning process; and 5). Instructional Effect and Nurturant Effects, Jeannie, B. L. (1997). Instructional effect is the learning outcome achieved or related directly to teaching learning material while nurturant effect is the nurturant learning outcome ahieved as an effect of the use of a particular teaching learning model.

The vision of Citizenship Education in university is to be the source of values as well as guidelines in the development and the management of study program, to lead the students to establish their personality as human being. The mission is to help students to establish their personality, so that they can consistently realize the basic values of Pancasila, nationalism, and patriotism in mastering, implementing and developing sience, technology and arts with all responsibilities and moral standards. Therefore, citizenship education in Indonesia has also had some important contribution in supporting the objectives of Indonesia as a nation. Citizenship education systematically is the representation of the function and the objectives of national education under Pancasila and the National Constitution of the Republic of Indonesia 1945. Citizenship education relates to and supports the development of the life of people and nation.

Citizenship education is an integral part of the idea, instrumentation, and practice of social, national and political life of Indonesia (Udin Winataputra, 2008). Even, it is said that our national education basically is citizenship education aimed at having a qualified Indonesian in either social and national discipline, work performance, work productivity, intellectual and professional ability, social, national, and human responsibility, moral, character or personality (Soedijarto, 2008). Citizenship education is cross disciplinary field (Udin Winataputra, 2001) or multidimensional field (Sapriya, 2007). As a multidimensional field, citizenship education can cover a number of functions including the functions as political education, law education and value education (Numan Somantri, 2001); democratic education (Udin Winataputra, 2001); value, democratic, moral and Pancasila education (Suwama, 2006), state law and politic education in the citizenship of the country and nation of the Unitary State of the Republic of Indonesia (NKRI), as the education towards moral values of Pancasila and the Constitution of NKRI, citizenship education of NKRI and as civic education of NKRI (Kosasih Djahiri, 2007); and as democratic education, national character education, value and moral education, state defense education, political education, and law education (Sapriya, 2007). Those different functions are in line with the characteristics of "good citizens" to build.

Lickona, T. (2004:2) states that "character is made up of core etical values that incorporate ones thought process, emotion and action". Brown, Chamberland and Morris further state that there are 8 basic characters to develop including honesty, courage, respect, responsibility, perseverance, cooperation, self-control and citizenship.

The followings are the Character First agreed to be the minimum characters to be developed in the teaching and learning carried out in Indonesia. The 49 characters are as can be seen in Table II.

Table II. Minimum Characters to be developed in Teaching Learning Process

Character Quality			
Alertness,	Diligence,	Humility,	Security,
Attentiveness	Discernment,	Initiative,	Self-Control,
,	t,	Joyfulness,	Sensitivity,
Availability,	Discretion,	Justice,	Sincerity,
Benevolence,	Endurance,	Loyalty,	Thoroughness,
Boldness,	Enthusiasm,	Meekness,	s,
Cautiousness	Faith,	Obedience,	Thriftiness,
,	Flexibility,	Orderliness,	Tolerance,
Compassion,	Forgiveness	Patience,	Truthfulness,
Contentment,	,	Persuasiveness,	.
Creativity,	Generosity,	Punctuality,	Virtue,
Decisiveness	Gentleness,	Resourcefulness	Wisdom,
Deference,	Gratefulness,	s,	
Dependability,	s,	Responsibility,	
Determination	Honor,		
	Hospitality,		

Source: The Ministry of Education and Culture, (2013).

Digital media is media coded in a machine-readable form. Digital media use binary concept of 0 and 1 with discrete wave. Digital media can be made, seen, distributed, and modified as well as run in digital electronic devices. Digital processes use Algorithm logics. Computer and software programs like digital imaging, digital video; video games; web page and website, including social media; data and database; digital audio like mp3, mp4 and e-book are some of the digital media. Digital media is extremely different from analog media that rely on manual system like printed media, printed book, newspaper and magazine which are still traditional like picture, movie, tape audio, etc.

Modern era of the combination of internet and personal computation leads digital media to have some effects and be an issue in publishing, journalism, entertainment, education, trade and politics. Digital media has also caused some new challenges particularly for the law that protects copy right and the intellectual property in an open content movement where the content creator voluntarily gives all or some of their legal rights for their work. Digital media has now entered social life aspects and brought some effects to the society and it shows that digital media is the beginning of a new era in industrial history called as Information era leading to the paperless society where all information products found in media are produced and consumed in computer base. However, the challenge in entering the transition of digital media including some legal products regulating copy right, censor, and digital divide are some issues that should be faced towards the digital dark age where the older media cannot be either accessed to the new system or upgraded to the information system.

However, significant, varied and complex digital media has given some impacts to the society and the culture.

Revolution refers to the basic changes in different fields which run fast and relate to the social life basis or aspects. The speed level of the changes is relative since revolution also takes time. Revolution is aimed at breaking the old system to be a new one. However, technology is science or knowledge on useful skills. From the definition, it can be said that technology is born due to a condition insisting humans to meet a certain needs. Therefore, technology revolution is some drastic social changes in significant structures which run relatively fast as the result of the technological invention.

III. METHODOLOGY

This study was conducted in all state/private universities in Central Java. This study is a research & development study. Gall, Gall, and Borg (2007: 569) defines Educational R & D as follow: Educational Research and Development (Educational R & D) is an industry-based development model in which the findings of the research are used to design new products and procedures, which then are systematically field-tested, evaluated, and refined until they meet specified criteria of effectiveness, quality, or similar standard. It is described by Borg Gall (1989: 772) that the term of product is referred to not only the material objects like text book, teaching learning movie, etc. but also procedure and process like teaching learning method or the method for organizing teaching and learning process. Therefore, this Study is categorized as research & development study which refers to a study aimed at developing a model, either hardware or software.(Sukmadinata, Nana Syaodih: 2015).

The data collected are comprised by primary and secondary data. Primary data refer to the information on informant, site and event (through site inspection). The informant consists of citizenship education lecturers as well as the students taking the course in the even semester of 2018/ 2019. The data were collected using different methods including : participant observation; FGD (Focus Group Discussion); in-depth interview; documentary study. The sampling technique used in this study was purposive sampling. The analysis technique used in this qualitative study is based on the Interactive Analysis Model (Miles & Huberman, 1992). According to this model, in collecting data, researchers should at all times make some data reduction and perform the data continuously until they lead to a conclusion.

IV. RESULTS AND FINDINGS

Citizenship Education in universities has an important role in the education process where it can explore all individual potentials cleverly and effectively for the sake of a society financially and materially satisfied. Therefore, there should be some improvement/reformation in the concept and paradigm of Citizenship Education from a condition emphasizing the cognitive aspect to the condition emphasizing the development



of smart, democratic, and religious citizens with multi dimensional characteristics. Reformation in the teaching and learning process of citizenship education is expected that it can make students to be a smart, creative, participative, prospective and responsible young citizen so that they are able to give some recommendation towards public policies in their neighborhood. From the above explanation, it can be seen that to the present time, the teaching and learning process in Citizenship Education more emphasizes cognitive aspect instead of the affective one (Narvaez, Bock, Lies: 2004)

The teaching and learning process in Citizenship Education should cover three aspects of cognitive, affective, and psychomotor. Therefore, it requires some improvement in terms of value internalization and individual character. Preliminary study is aimed at describing the design for the development of citizenship education teaching learning model, the problems increased as well as the needs in teaching learning model design aimed at building the students' character and designing a draft for teaching learning model of character education. The draft is developed in reference to the model components which include: teaching learning step, teaching model, teaching learning principles, supporting system, as well as instructional and nurturant effects. The activities conducted in achieving the objectives include some literature studies as well as some small scale studies which are then reviewed in a meeting attended by experts. Literature study and field survey are used to compose an initial draft design which may further be reviewed in a meeting of experts. It is based on the meeting that the researcher further develops the draft for development design. The revised draft is then copied as needed.

Table III. Students' Comment on Character Education at Slamet Riyadi University, Surakarta

Component assessed	Score Average	Score Percentage Average
INTELLECTUAL ATTITUDE		
Attentiveness	3.15	63%
Analyticity	3.24	64.8%
Anticipative	3.41	68.2%
Cautiousness	3.35	67%
SPIRITUAL ATTITUDE		
Firmness and Confidence	3.65	73%
Availability	3.5	70%
Benevolence	3.53	70.6%
SOCIAL ATTITUDE		
Loving	3.41	68.2%
Courage	3.53	70.6%
Compassion	3.5	70%

The procedural steps taken by the researcher is the one with ADDIE (Analysis-Design-Develop-Implement-Evaluate). Designing is the second step of the MPC which includes: determining learning experience the students should have after the course, whether MPC teaching learning program can solve the problem of the gap in students' ability Students

are able to reach the 60% competence of the standard of competence, indicator, teaching learning condition, determined teaching material. Development is the third step in the implementation of MPC teaching learning model, including the activities of choosing, determining teaching learning method, media and strategy to be used in delivering materials and basic competence to achieve. The next step is the implementation or delivery of the teaching learning material which belongs to the forth step of the MPC teaching learning model, guiding students to reach their objective or competence. The next is ensuring the problem solving in bridging the gap in the students' learning outcome and the last is ensuring that at the end of the program, students should have some required knowledge, attitude and skill competences related to the character values in civic knowledge, civic skill and civic disposition aspects. Therefore, several steps are established including (Trisiana, 2015: 124) : (1) Explaining some information in reference to the basic competence (2) Identifying character value based problems (3) Determining a problem to be discussed by a class based on character values; (4) Collecting some information pertaining to the problem; (5) Developing value a class portfolio under the character value basis; (6) Presenting portofolio; (7) Doing some reflection towards learning experience under character value basis. The evaluation phase in the forth step is conducted through formative evaluation since it is aimed at meeting the need for revision. The evaluation towards MPC teaching learning program is aimed at finding the students' attitude towards teaching learning activities, the development of the students' competences, which is also the effect of the participation in the teaching learning program. The development of science and technology from the west brings some effects to the development of Indonesia. Indonesian society had once begun the movement to struggle for Indonesian independence and the use of science and technology in Indonesia brings some patriotism to the nation. They used the modern science and technology to find some recent information on the global condition. Thus, Indonesia was indeed helped by the development of science and technology (Nasrullah R.: 2016)

Under colonialism, the development of science and technology was not optimum. It was the colonial government who brings the development of the science and technology to Indonesia. The colonial government closed the access for science and technology from the west to Indonesia. They also forbid Indonesian to study science and technology. Consequently, Indonesia was far left behind from the neighboring countries. In general, the other reasons for the backwardness of Indonesia in science and technology are as follows : (a) Indonesian pursuing education particularly higher education were still low in number, (b) Indonesian occasionally involved directly in the development of science and technology, (c) The Dutch government and companies in Indonesia did the technology revolution, (d) Industrialization was still minimum, and (e) Indonesian



society was still lack of significant technological innovation. After the independence, science and technology developed very fast in Indonesia. It was supported by the access towards the science and technology for the Indonesian. The independence creates some justice and access to science and technology for the people.

It was due to knowledge that Indonesian then did some innovations and experiments in science and technology to develop the science in Indonesia. Life much changed from the past. Nowadays, distance and time are not a big problem for the economy, different applications are created to facilitate it. Economy of a country can be seen from its development in information and communication technology. The higher the information technology, the higher the development of economy in the country. However, the development of information technology has also some negative effects that a number of technological misuses happened and it was related to criminalism. Technological advancement is a condition that cannot be avoided in our life since the improvement will keep going following the development of science.

Innovation is created to give some positive benefits for human life. It gives some access and it is taken as a new way in doing something for human. In terms of technology, people have undeniably received a number of benefits brought by some innovations in the last decades. However, though it was initially created to bring some positive benefit, it is also possible to be used for negative things.

Table IV: Development of the Teaching Learning Model Modification of Project Citizen using ADDIE Model

Digital Media	Teaching Learning Activities	Technology and Characters developed
Information Search through Social Media	Reading, Listening, and observing (with or without devices) Source: Youtube; Facebook; WhatsApp; Instagram	Training determination, patience, thoroughness and ability in distinguishing general and specific information, analytic, critical, deductive and comprehensive thinking skill
	Asking for questions on some information they do not understand after some observation or for the ones required for having some additional information on the observed object (including factual and hypothetical questions): Students make some Instrument of guidance for interview and observation facilitated by lecturers in a class.	Developing creativity, curiosity, questioning ability in building critical minds required for smart life and long life learning

Reflection towards Digital Learning Experience	Digital Media Development	Digital Information Processing	Social Media Simulation
Lecturer along with students, and Stakeholders do some evaluation towards the reflection towards teaching learning outcome	Making and interview field note . Modifying, recomposing in finding some innovation, and finding some authentic innovation	Processing information that can broad or deepen the knowledge or the one for problem solving from different sources with different ideas. Presenting the report on observation, conclusion based on analysis either in spoken, written or using other media :	-Doing an experiment -Reading other sources, other than text books -observing object/event/activity -interview with resource person in accordance with respective location -Processing some information collected either from the collecting/experimenting activities or from observing and collecting information activities - Processing information that can broad or deepen the knowledge or the one for problem solving from different sources with different ideas.
Gaining some alternatives for having some draft of public policy in solving some problems in line with underlying themes by experts (education, law, social)	Developing the attitudes of honesty, thoroughness, tolerance, systematic thinking skill, giving some opinion effectively, and developing language skill properly	Developing the attitudes of honesty, thoroughness, discipline, obedience, and hardworking, inductive and deductive thinking skill in making some conclusion.	Developing the attitudes of thoroughness, honesty, and politeness, appreciating others' opinion, communication skill, implementing skills in collecting information through different ways studied, developing long life learning behavior.

V. CONCLUSION

The development design of Citizenship Education teaching learning model in developing the Characters of Indonesian in digital media era and Technology Revolution is carried out through Analyze, Design, Develop, Implement, Evaluation (ADDIE) covering: first Analysis, doing some need analysis, problem identification (need), and task analysis.



Second, designing. In this step, SMART teaching learning objectives are developed. Third, Development, the process in realizing the blue-print. Forth, Implementation, the real step to implement the teaching learning system created. Fifth, Evaluation, the process to see whether the teaching learning system was succeed, in accordance with the prior expectation or not. Evaluation is the last step of ADDIE teaching learning system design model. It is based on ADDIE instructional development model that the phases in the development of Project Citizen (PC) teaching learning model called as "MPC" (Modification of Project Citizen) developed. The competence of Citizenship Education, particularly civic virtue cannot be separated form technology revolution, i.e. in understanding and implementing character values responsibility in Industrial Revolution era.

Community. *Research Journal of Applied Sciences (RJAS)*, Volume 11 (9), pp. 879-883. 2016.

AUTHOR PROFILE

My Name is Anita Trisiana, working with Faculty of Teacher Training, Slamet Riyadi University Surakarta, Indonesia, my area of interest is education and training. anita.trisiana@gmail.com

ACKNOWLEDGMENT

The writer would like to thank Directorate General of Strengthening for Research and Development of the Ministry of Research, Technology and Higher Education through International Seminar Grant program in 2019.

REFERENCES

- [1] Harjanto. Lesson Plan (*Perencanaan Pengajaran*). Jakarta: Rineka Cipta, 2008.
- [2] Jeannie, B. L. Student mentality: intentionalist perspectives about the principal. *Journal of Educational Administration*, 35 (3), United Kingdom: MCB UP Limited, 1997. pp. 210-233.
- [3] Joyce, B & Weil M. *Model Of Teaching*. Prentice- Hall, Inc: New Jersey, 2009.
- [4] Joyce, Bruce, Marsha Weill, Emily Calhoun. *Model Of Teaching* (Alih Bahasa: Ahmad Fawaid dan Ateilla Mirza). Yogyakarta: Pustaka Pelajar, 2009.
- [5] Kementerian Pendidikan dan Kebudayaan (*The Ministry of Education and Culture*). *Policies in National Character Education (Kebijakan Pendidikan Karakter Bangsa)*. Jakarta: Kemendiknas, 2013.
- [6] Lickona, T. *Character Matters: How to Help Our Children Develop*. New York: Simon & Schuster, Inc, 2004.
- [7] Lickona, T. Eleven Principles of Effective Character Education. *Journal of Moral Education*, 25(1), 2003. pp. 93-100.
- [8] Mayer, RE. *Leraning and Instruction*. New Jersey: Pearson, 2008.
- [9] Miles, B.B., & A.M. Huberman. *Qualitative Data Analysis (Analisa Data Kualitatif)*. Jakarta: UI Pres, 1992.
- [10] Narvaez, Bock, Lies. *The Community Voieces And Character Education (CVCE) Project*. Journal of Research in Character Education, 2, Bern, Switzerland: Peter Lang, 2004. pp. 89-112.
- [11] Nasrullah R. *Social media in communication, culture, and sociotechnology perspective (Media sosial perspektif komunikasi, budaya, dan sosioteknologi)*, Bandung : Simbiosis Rekatama Media, 2016.
- [12] Sapriya, *Experts' Perspectives on Citizenship Education in Building the National Characters (Perspektif Pemikiran Pakar Tentang Pendidikan Kewarganegaraan Dalam Pembangunan Karakter Bangsa)*. Bandung: Universitas Pendidikan Indonesia, 2007.
- [13] Sukmadinata, Nana Syaodih. *Educational Research Method (Metode Penelitian Pendidikan)*. Bandung: Program Pascasarjana UPI dan PT Remaja Rosdakarya, 2015.
- [14] Superka, D.P. *A typology of valuing theories and values education approaches*. Doctor of Education Dissertation. University of California, Berkeley., 1973.
- [15] Suwarma. *Micro Teaching, Practical Approach in Preparing Professional Educators (Pengajaran Mikro, Pendekatan Praktis dalam Menyiapkan Pendidik Profesional)*. Yogyakarta: Tiara Wacana, 2006.
- [16] Trisiana, A. The Development Strategy Of Citizenship Education in Civic Education Using Project Citizen Model in Indonesia. *Journal of Psychological and Educational Research (JPER)*, 23 (2), 2015. pp. 111-124.
- [17] Trisiana, A. Analysis Of Character Education Policy In Indonesian School To Improve The Asean Economic