

ISSN: 2622-0989 (Print)  
ISSN: 2621-993X (Online)

**JICP**  
2022

13<sup>th</sup> International Conference of Project Management (ICPM)

# JOURNAL OF INTERNATIONAL CONFERENCE PROCEEDINGS

Preparing for the unexpected :  
lessons learned from Covid-19 Pandemi (Multidisciplinary perspectives)

Published by:  
Association of International Business & Professional Management (AIBPM)

Vol.5 No 1 2022

ISSN: 2621-993X (Online)

ISSN: 2622-0989 (Print)

## **Journal of International Conference Proceedings (JICP)**

**Theme:**

**“Preparing for the Unexpected: Lessons Learned from Covid-19 Pandemic (Multidisciplinary Perspectives)”**

Malang, April 23<sup>rd</sup>, 2022

**Keynote Speakers:**

1. Dr. Miguel Ignacio Córdova Espinoza (Pontificia Universidad Católica del Perú, Peru)
2. Prof. Iwan Triuwono, SE., M.Ec., Ak., Ph.D. (Brawijaya University, Indonesia)
3. Prof. Majdi Anwar Quttainah, Ph.D (Kuwait University, Kuwait)
4. Dr. Zazli Lily Wisker (Wellington Institute of Technology, New Zealand)
5. Mr. Meng Kui, Hu (Managing Consultant, Business Researcher, Author & Speaker, Malaysia)
6. Adjunct Professor Dato' 'Aliyah Karen (University Graduate School UNITAR International, Malaysia)

**Association of International Business & Professional Management (AIBPM)  
Malang, Indonesia**

## **PREFACE**

It is a great privilege for us to present the proceedings of 2022 Malang ICPM to the authors and delegates of the event. We hope that you will find it useful, exciting and inspiring. 2022 Malang ICPM is a prestigious event organized with a motivation to provide an excellent international platform for the academicians, researchers, industrial participants and students around the world to share their research findings with the international business expert. 2022 Malang ICPM aims to provide opportunity for the global participants to share their ideas and experiences in person with their peer expected to join from different parts on the world. In addition, this gathering will help the delegates to establish research or business relations as well as to find international linkage for future collaborations in their career path.

The 2022 Malang ICPM outcomes will lead to significant contributions to the knowledge base in these up-to date business and management fields in scope. Therefore, on the day of completion of this journey, we are delighted with a high level of satisfaction and aspiration. The responses to the call-for-papers had been overwhelming – both from Indonesia and from overseas. We would like to express our gratitude and appreciation for all of the reviewers who helped us maintain the high quality of manuscripts included in the proceedings. We would also like to extend our thanks to the members of the organizing team for their hard work. We are now optimistic and full of hope about getting the proceedings of 2022 Malang ICPM.

We appreciate that the authors of 2022 Malang ICPM may want to maximize the popularity of their papers and we will try our best to support them in their endeavors. Let us wish that all the participants of 2022 Malang ICPM will have a wonderful and fruitful time at the conference.

Conference Chair

Liem Gai Sin, Ph.D on behalf of the 2022 Malang ICPM Committees

April 23<sup>rd</sup>, 2022

Malang, Indonesia

## 2022 Malang ICPM Steering Committees

1. Dr. Miguel Ignacio Córdova Espinoza (Pontificia Universidad Católica del Perú, Peru)
2. Prof. Iwan Triyuwono, SE., M.Ec., Ak., Ph.D. (Brawijaya University, Indonesia)
3. Prof. Majdi Anwar Quttainah, Ph.D (Kuwait University, Kuwait)
4. Dr Zazli Lily Wisker (Wellington Institute of Technology, New Zealand)
5. Mr. Meng Kui, Hu (Managing Consultant, Business Researcher, Author & Speaker, Malaysia)
6. Adjunct Professor Dato' 'Aliyah Karen (University Graduate School UNITAR International, Malaysia)
7. Liem Gai Sin, Ph.D, Association of International Business & Professional Management (AIBPM), Indonesia
8. Aulia Herdiani, Universitas Negeri Malang, Indonesia
9. Kadek Indah Kusuma Dewi, Universitas Mahasaraswati Denpasar, Indonesia
10. Dr. Ronel T. Pacubat, Cagayan State University-Lasam Campus, Philippines
11. Dr. Teoh Kok Ban, Sentral College Penang, Malaysia
12. Indu Yadav, Greater Noida Institute of Technology (MBA Institute), India
13. Dwi Nita Aryani, STIE Malangkucecwara, Indonesia
14. Lok Yee Huei, Peninsula College, Malaysia
15. Dr Vikniswari Vija Kumaran, Universiti Tunku Abdul Rahman (UTAR), Malaysia
16. Nidhi Jain, Prestige Institute of Management & Research, Gwalior, India
17. Anak Agung Gde Satia Utama, Universitas Airlangga, Indonesia
18. Oh Zi Jian, Batu Lanchang Vocational College, Malaysia
19. Choong Yuen Onn, Universiti Tunku Abdul Rahman, Malaysia
20. Arunima, Greater Noida Institute of Technology (MBA INSTITUTE), India
21. Dr. Garima Srivastava, GNIOT, Greater Noida, INDIA
22. Khor Saw Chin, Universiti Tunku Abdul Rahman (UTAR), Malaysia
23. Rudresh Pandey, GNIOT MBA Institute, India
24. Irum Abdul Khalique, University of Karachi, Pakistan
25. Dr Firdous Ahmad Malik, Jindal Centre for Global South, Op.Jindal Global University Sonipat Haryana, India
26. Chanda Gulati, Prestige Institute of Management and Research, Gwalior, India
27. Kuek Thiam Yong, Universiti Tunku Abdul Rahman, Malaysia
28. Dr. Ragif Huseynov, Azerbaijan Technological University, Azerbaijan
29. Marina Rahman, Tun Hussein Onn Vocational College, Malaysia
30. Aizza Anwar, Universiti Sains Malaysia, Malaysia
31. Dr. Aparna J. Varma, GSSSIETW, Mysore, India
32. Dr. Karshima Suvarna Desai, Jindal Centre for Global South, Op.Jindal Global University Sonipat Haryana, India

## Table of Contents

Storyboard Visualization for Designing Educational Gamification of Deaf Students Using Octalysis Approach.....	1
<b>Aisyah Ayu Mustikasari<sup>1</sup>, Munawir Yusuf<sup>2</sup>, Triana Rejekiningsih<sup>3</sup></b> .....	1
The Role of Work Meaningfulness in Mediation the Effect of Empowering Leadership and Self-efficacy on Employees' work Engagement.....	2
<b>Achmad Mohyi</b> .....	2
Local Government Management System Design in South Sumatera, Indonesia.....	3
<b>Luis Marnisah<sup>1</sup>, Herri Setyawan<sup>2</sup>, John Roni Coyanda<sup>3</sup></b> .....	3
Strategy for developing excellent tourist destination (A case study of Gurabunga Village, Tidore Island Municipality, North Maluku).....	4
<b>Johan Fahri<sup>1</sup>, Rueda Abubakar<sup>2</sup>, Fadhliah M. Alhadar<sup>3</sup></b> .....	4
Risk Evaluation Model in Food Supply Chain Using Integration Grey- Dematel-ISM.....	5
<b>Hendrik Vicarlo Saragih Manihuruk<sup>1</sup>, Iwan Vanany<sup>2</sup></b> .....	5
Hots- based two-tier Multiple-choice Instruments to improve student's concept understanding .....	6
<b>Arif Rahmat Hidayatullah<sup>1</sup>, Sri Yaminah<sup>2</sup>, Mohammad Masykuri<sup>3</sup></b> .....	6
Information Sharing, Informal Contracts, and Supply Chain Performance of SMEs in Gunung Kidul Regency, Indonesia .....	7
<b>Yuli Liestyana<sup>1</sup>, Hadi Oetomo<sup>2</sup>, Tri Wahyuningsih<sup>3</sup>, Muhamad Kiki Ariyanto<sup>4</sup></b> ..	7
The Effect of Co-Creation Strategy and Leadership on The Sustainable Business Performance of the Creative Digital Companies in Java .....	8
<b>Dedy Edward<sup>1</sup>, Mts. Arief<sup>2</sup>, Gatot Soepriyanto<sup>3</sup>, Toto Rusmanto<sup>4</sup></b> .....	8
The Effects on Monetary and Fiscal Policies on Output-Gap in Indonesia .....	9
<b>Regina Niken Wilantari<sup>1</sup>, Muhammad Hisyam Alfrian<sup>2</sup>, Suryaning Bawono<sup>3</sup>, Muhammad Birrul Alim<sup>4</sup></b> .....	9
Comparison and Simulation of Riba-free Investment with Riba-based Investment on Real Sector Productivity in Indonesia .....	10
<b>Sebastiana Viphindartin<sup>1</sup>, Eny Lestari Widarni<sup>2</sup>, Aulia Pamasa Setiyantono<sup>3</sup></b> .....	10
Multi-Criteria Decision-Making Model Applying an Analytic Hierarchy Process (AHP) on the Business Strategy in PT Energi Abadi .....	11
<b>Bella Friska Sirait</b> .....	11
Professionalism level of Agricultural Extension in Karo and Samosir District.....	12
<b>Helena Thatcher Pakpahan<sup>1</sup>, Ravik Karsidi<sup>2</sup>, Sugihardjo<sup>3</sup>, Sapja Anantayu<sup>4</sup></b> ....	12
Identification of Phytochemicals, Antioxidant activity using DPPH method1.1= <i>Diphenyl-2-Picrylhydrazyl</i> ), Toxicity using Brine Shrimp Lethality test of <i>Diplazium esculentum</i> TEA .....	13
<b>Habibi<sup>1</sup>, Suryani As'ad<sup>2</sup>, Armyn Nurdin<sup>3</sup>, Agussalim Bukhari<sup>4</sup></b> .....	13

Physicochemical Trigona Honey (Tetragonula Biroi) Soppeng District, South Sulawesi, Indonesia .....	14
<b>Andi Sitti Rahma<sup>1</sup>, Veni Hadju<sup>2</sup>, Agussalim Bukhari<sup>3</sup>, Firdaus Hamid<sup>4</sup></b> .....	14
The Mystery of the Impact of SMEs on Unemployment, Poverty, and Job Participation in Indonesia.....	15
<b>Bambang Hadi Prabowo<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Suryaning Bawono<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup>, Suci Nurul Zakiah<sup>5</sup></b> .....	15
Relationship of Mother's Factors to Basic Immunization Completeness in Toddlers in the City of Ternate.....	16
<b>Marheani Hasan<sup>1</sup>, Fera The<sup>2</sup></b> .....	16
Military Management in the Mid-Early Kingdoms of Viet People: Archaeology of Knowledge .	17
<b>Antonio Andrew Imanuel</b> .....	17
The Relationship of Mom Factors with Exclusive Breast Milk in the City of Ternate.....	18
<b>Fera The<sup>1</sup>, Marheani Hasan<sup>2</sup></b> .....	18
Circular Economy Role in Industry and Environmental Sustainability: Qualitative Content Analysis Approach .....	19
<b>Sri Harnani<sup>1</sup>, Suryaning Bawono<sup>2</sup>, Mirta Wahyu Wulandari<sup>3</sup></b> .....	19
Impact of China Private Higher Education Institutions' Blended Learning Service Quality in the Post-COVID-19 Era .....	20
<b>Lijun Li<sup>1</sup>, Teh Sin Yin<sup>2</sup>, Marini Nurbanum Mohamad<sup>3</sup></b> .....	20
Digital Marketing Impact on Purchase Intention by Mediating Customer Satisfaction and Customer Engagement.....	21
<b>Aditya Wijaya<sup>1</sup>, Annisa Ivana<sup>2</sup>, Irca Adelonika<sup>3</sup>, Nur Damayanti<sup>4</sup></b> .....	21
The Concept of Information and Communication Technology on Human Capital Development: Content Analysis Method Approach .....	22
<b>Diah Rusminingsih<sup>1</sup>, Sri Harnani<sup>2</sup>, Lina Damayanti<sup>3</sup></b> .....	22
The Use Mobile Learning Game on Students' Self-Regulated Learning in Vocational High School .....	23
<b>Alla' Junia Nurdin<sup>1</sup>, Triana Rejekiingsih<sup>2</sup>, Sri Sumaryati<sup>3</sup></b> .....	23
Development of Higher Education in Providing Excelent Human Resources in the Society 5.0 Era.....	24
<b>Amaliyah<sup>1</sup>, Gugus Wijonarko<sup>2</sup>, Aminatus Zakhra<sup>3</sup>, Muhammad Iqbal Arrasyid<sup>4</sup></b> .....	24
MLM Firm Performance, Network Externality and Digital Technology Support .....	25
<b>Thamrin Selamat<sup>1</sup>, Tirta Nugraha Murstitama<sup>2</sup>, Asnan Furinto<sup>3</sup>, Pantri Heriyati<sup>4</sup></b> .....	25
The Role of Entrepreneurship motivation in Improving MSME Performance During the Covid-19 Pandemic in Ternate City. ....	26
<b>Nurlaila</b> .....	26

Impact of Communication and Information Technology on Finance and Human Capital in Government Systems .....	27
<b>Eddy Priyanto<sup>1</sup>, Ema Sulisningrum<sup>2</sup>, Murniati<sup>3</sup></b> .....	27
Impact of Economic Growth on Human Capital, Work Participation, and Emission Reductions: Case Study in Indonesia .....	28
<b>Ema Sulisningrum<sup>1</sup>, Eddy Priyanto<sup>2</sup>, Murniati<sup>3</sup></b> .....	28
Visual analysis of the research hotspots, frontiers and trends of Chinese opera from 2011 to 2020 .....	29
<b>Wu Heng<sup>1</sup>, Loo Fung Chiat<sup>2</sup>, Chan Cheong Jan<sup>3</sup></b> .....	29
Human Capital Concept in Health, Education, Pollution, and Economics: Content Analysis Systematic Literature Review Approach .....	30
<b>Cahya Budi Irawan<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Ana Castellano<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup></b> .....	30
The Mediation of Tourist Engagement on The Effect of Destination Quality on Tourist Loyalty	31
<b>Dhea Radika Putri<sup>1</sup>, Ahmad Zamheri<sup>2</sup>, Sari Lestari Zainal Ridho<sup>3</sup>, Paisal<sup>4</sup>, Fernando Africano<sup>5</sup></b> .....	31
Waqf Management: Case Study on Waqf Field Gontor .....	32
<b>Mulyono Jamal<sup>1</sup> Muhammad Shulthoni<sup>2</sup> Yunita Wulandari<sup>3</sup> Hendri Setiyo Wibowo<sup>4</sup></b> .....	32
Investigation of educational psychology systems, self-efficacy, and student performance: Thematic Content Analysis.....	33
<b>Sri Harnani<sup>1</sup>, Cahya Budi Irawan<sup>2</sup>, Imro'atul Husna Afriani<sup>3</sup></b> .....	33
The Role of English and Technology on Human Performance in International Business.....	34
<b>Cahya Budi Irawan<sup>1</sup>, Budi Sasongko<sup>2</sup>, Imro'atul Husna Afriani<sup>3</sup></b> .....	34
English Education System in International Marketing Based on Digital Marketing .....	35
<b>Meinarti Puspaningtyas<sup>1</sup>, Cahya Budi Irawan<sup>2</sup>, Ana Castellano<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup></b> .....	35
The Implementation of Online Field Experience Practice (PPL) during the Covid-19 Pandemic Period In-Service Teacher Professional Education Program (PPG) for Kindergarten Class Teacher in 2020 during the Covid-19 Pandemic.....	36
<b>Dina Karismawati Kurnia<sup>1</sup>, Yeni Rachmawati<sup>2</sup></b> .....	36
The Blessings Behind the Covid-19 Outbreak: The Sustainability of MSMEs for Organic Products .....	37
<b>Sri Muljaningsih<sup>1</sup>, Firman Rosjadi Djoemadi<sup>2</sup>, Dien Amalina Nur Astrofi<sup>3</sup>, Nova Rhyesa Gita Harianja<sup>4</sup></b> .....	37
New Business Venture Motivation: Comparative analysis between Chinese and Indonesian Postgraduate Students.....	38
<b>Sri Palupi Prabandari</b> .....	38
Good Corporate Governance, Corporate Social Responsibility and Fraud Detection of Finance Statements.....	39
<b>Wuryan Andayani<sup>1</sup>, Maharani Wuryantoro<sup>2</sup></b> .....	39

Innovative Baitul Maal Wat Tamwil (BMT): Promotes Better and Sustainable Inclusive Empowerment .....	40
<b>Asfi Manzilati<sup>1</sup>, Tsumma Lazuardini Imamia<sup>2</sup></b> .....	40
A Behavioral Study on Not-for-profit Microfinance: Case Study on “Blessing Revolving Fund” Microfinance .....	41
<b>Ali Zainal Abidin<sup>1</sup>, Dwi Prasetyani<sup>2</sup></b> .....	41
Earnings Quality: Analyzing the Moderate Effect of Corporate Governance on the Indonesia Stock Exchange .....	42
<b>Ida Ayu Nyoman Yuliasuti<sup>1</sup>, I Gede Cahyadi Putra<sup>2</sup></b> .....	42
Reviewing Factors affecting the Implementation of FAS-EWPA in Small and Medium Enterprises in Denpasar City .....	43
<b>Ni Luh Nyoman Sherina Devi<sup>1</sup>, Ida Ayu Ratih Manuari<sup>2</sup>, Yura Karlinda Wiasa Putri<sup>3</sup></b> .....	43
The Effect of Public Ownership on Timeliness of Financial Reporting.....	44
<b>Sagung Oka Pradnyawati<sup>1</sup>, Kadek Indah Kusuma Dewi<sup>2</sup>, Ida Ayu Rayhita Santhi<sup>3</sup></b> .....	44
Obedience Pressure, Time Budget Pressure, Task Complexity on Audit Judgment .....	45
<b>Luh Pande Eka Setiawati<sup>1</sup>, Anak Agung Sagung Istri Pramanaswari<sup>2</sup>, M Doni Permana Putra<sup>3</sup></b> .....	45
Predicting Millennials E-Loyalty Through Compatibility and Innovativeness on E-Commerce...46	
<b>I Putu Wahyu Dwinata JS<sup>1</sup>, Made Pradnyan Permana Usadi<sup>2</sup>, I Wayan Sucipta Wibawa<sup>3</sup></b> .....	46
The Influence of Tri Hita Karana Culture on Corporate Governance in the Implementation of Accounting Information Systems at Village Credit Institutions in Bali .....	47
<b>I Gede Cahyadi Putra<sup>1</sup>, Putu Kepramareni<sup>2</sup>, Luh Gde Novitasari<sup>3</sup></b> .....	47
Moderating Competency on the Effect of Owner’s IQ, EQ, and SQ on MSME Performance in Denpasar City .....	48
<b>Luh Putri Mas Mirayani<sup>1</sup>, RR. Maria Yulia Dwi Rengganis<sup>2</sup>, Putu Ayu Anggya Agustina<sup>3</sup></b> .....	48
Dissecting of BUMDesa Transparency Based on Governance Principles.....	49
<b>Desak Made Mya Yudia Sari<sup>1</sup>, Ida Ayu Nirma Prameswari<sup>2</sup></b> .....	49
Does The Dividend Policy Affect the Stock Price? .....	50
<b>I Komang Oka Permadi<sup>1</sup>, I Kadek Bagiana<sup>2</sup>, Putu Ayu Diah Widari Putri<sup>3</sup></b> .....	50
Effect of Communication, Emotional Intelligence and work Climate on Employee Performance at Mercure Sanur Resort Bali .....	51
<b>I Komang Suryadnya Diputra<sup>1</sup>, I Nyoman Mustika<sup>2</sup></b> .....	51
How Investment Motivation and Digital Literacy Affect Investment Interest Among University Students .....	52
<b>Ni Made Indah Mentari<sup>1</sup>, Tiara Carina<sup>2</sup>, I Dewa Made Arik Permana Putra<sup>3</sup></b> .....	52



The Influence of Transformational Leadership and Workplace Spirituality on Employee Performance Mediated by Organizational Commitment .....	53
<b>Ni Kadek Nonik Rasminingsih<sup>1</sup>, I Made Aditya Wardana<sup>2</sup>, Putu Ari Pertiwi Sanjiwani<sup>3</sup></b> .....	53
Philosophy Tri Kaya Parisudha as Moderators the Effect of Love of Money and Self Efficacy on Ethical Behavior of Tax Consultant.....	54
<b>I Gusti Putu Eka Rustiana Dewi<sup>1</sup>, I Gede Cahyadi Putra<sup>2</sup></b> .....	54
Are the Migrant Worker Empowerment Program's Objectives Effective? .....	55
<b>Ferdinand Nababan<sup>1</sup>, Matin<sup>2</sup>, Suryadi<sup>3</sup></b> .....	55
The Effect of Instagram Advertisements on Customers' Purchase Intention .....	56
<b>Firyal Azizah<sup>1</sup>, Jezzy Dela Puspita<sup>2</sup>, Sonia Bianto Putri<sup>3</sup>, Nur Damayanti<sup>4</sup></b> .....	56
Influence of Mental Health and Psychological Disorders on Society and Education .....	57
<b>Eny Lestari Widarni<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Dashen Allen<sup>3</sup></b> .....	57
The Application of Positive Psychology in Improving The Quality of Human Resources .....	58
<b>Eny Lestari Widarni<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Dashen Allen<sup>3</sup></b> .....	58
Evaluation of the Procurement Process for Construction Services for Groundwater Well Drilling Work Packages at The Directorate General of Water Resources, Ministry of Public Works and Housing, Risk-Based to Improve Procurement Performance .....	59
<b>Okta Firdaus Tanjung</b> .....	59
The Influence of Customer Requirement on the Development of Value Creation and the Implication on Customer Loyalty (A Study at Islamic Bank in Jakarta) .....	60
<b>Finorita Fauzi</b> .....	60
The Risk Factors (Dietary Pattern, Exclusive Breast Feeding, History of Infectious Diseases and Income) of Stunting (The Risk Factors of Stunting) .....	61
<b>Ari Nofitasari<sup>1</sup>, Lisnawati<sup>2</sup>, Wa Ode Aisa Zoahira<sup>3</sup>, Leniarti Ali<sup>4</sup>, Ridia Utami Kasih<sup>5</sup></b> .....	61
The Construction of Psychological Instrument Measuring Team Building Competences Using Situational Judgement Test Model.....	62
<b>Angela Oktavia Suryani<sup>1</sup>, Alia Natakusuma<sup>2,3</sup>, Richard Nitihardja<sup>3</sup></b> .....	62
Inclusive Leadership and Work Accident Reduction at a Printer Manufacturing Company: Case of PT.XYX .....	63
<b>Sandra Megasari<sup>1</sup>, Maria Jacinta Arquisola<sup>2</sup></b> .....	63
Management of Procurement of Raw Materials for Processing Cash Nuts in CV Husakasari Semesta in Muna Regency .....	64
<b>La Sinaini</b> .....	64
Increasing the Agribusiness Competence of Pepper Farmer in the border Area of West Kalimantan .....	65
<b>Komariyati<sup>1</sup>, Endang Siti Rahayu<sup>2</sup>, Mulyanto<sup>3</sup>, Joko Sutrisno<sup>4</sup></b> .....	65
Community Empowerment in the Economic Field of Fish Farmers in the Corporate Social Responsibility Program .....	66
<b>Rudy Kurniawan<sup>1</sup>, Ravik Karsidi<sup>2</sup>, Sapja Anantanyu<sup>3</sup>, Sugihardjo<sup>4</sup></b> .....	66

Analysis of the Effect of Competence on the Performance of Village Planner Through the Utilization of Information Technology .....	67
<b>Catur Subandi<sup>1</sup>, Yanuar Bachtiar<sup>2</sup>, Gemi Ruwanti<sup>3</sup>, Nadila Deryza Syofrin<sup>4</sup>, Juliandi<sup>5</sup></b> .....	67
Collaboration as Innovation Strategic of Business Resilience Handicraft Industry in Central Java Indonesia.....	68
<b>Intan Shaferi<sup>1</sup>, Rio Dhani Laksana<sup>2</sup>, Muliastari Pinilih<sup>3</sup></b> .....	68
Compliance Determinants Reporting Mandatory to Report Employment in the Company with the Theory of Planned Behavior and Institutional Theory .....	69
<b>Kamelia Madania Hamdie<sup>1</sup>, Tri Ramaraya Koroy<sup>2</sup>, Zainal Arifin<sup>3</sup>, Muslim<sup>4</sup>, Tommi Naviri<sup>5</sup></b> .....	69
Word of Mouth Mediates the Effect of Marketing Mix on Student Decisions to Choose Sabikal Muhtadin Islamic High School Banjarmasin .....	70
<b>Muhammad Ridhonia<sup>1</sup>, Muhammad Maladi<sup>2</sup>, Ibrahim Daud<sup>3</sup>, Muhammad Isra Anwar<sup>4</sup>, Surya Firdaus<sup>5</sup></b> .....	70
Effect of Work Environment and Leadership on Employee Performance through Work Motivation During the Covid-19 Pandemic .....	71
<b>Prawira Aditya Rahman<sup>1</sup>, Zainal Arifin<sup>2</sup>, Iqbal Firdausi<sup>3</sup>, Safri<sup>4</sup>, Kevin Cherly Tanujaya<sup>5</sup></b> .....	71
The Role of Giri Swara Radio in Suppressing Covid-19 in Wonogiri Regency .....	72
<b>Mami Eva Novayani<sup>1</sup>, Pawito<sup>2</sup>, Agung Satyawan<sup>3</sup></b> .....	72
The Influence of Competence, Compensation and Motivation on the Performance of Non-Permanent Employees .....	73
<b>Syaifullah<sup>1</sup>, Saifhul Anuar Syahdan<sup>2</sup>, Riswan Yudhi Fahrianta<sup>3</sup>, Rahmi Yatun<sup>4</sup>, Christian Mukti Tama .S<sup>5</sup></b> .....	73
Effect of Rebon Shrimp-Based Supplementary Feeding on Height of Stunted Children .....	74
<b>Sri Sulistyawati Anton<sup>1,2</sup>, Agussalim Bukhari<sup>3</sup>, Aidah Juliaty A Baso<sup>4</sup>, Kadek Ayu Erika<sup>5</sup></b> .....	74
The Utilization of Smartphones in The Digital Era as Interactive Learning Tools for Sociology Lessons in High School .....	75
<b>Fathan Syuhada Kurniawan<sup>1</sup>, Sariyatun<sup>2</sup>, Herry Widayastono<sup>3</sup></b> .....	75
Risk-Based Evaluation of Large-Span Roof Building Structure using Roll Forming Construction Method to Increase Project Performance .....	76
<b>Batara Arifin Sirait<sup>1</sup>, Yusuf Latief<sup>2</sup></b> .....	76
The Hotspots and Future Trends of Technological Innovation.....	77
<b>Yubo Shi<sup>1</sup>, T. Ramayah<sup>1,2,3,4</sup>, Hongmei Luo<sup>1</sup></b> .....	77
Identification of Project Construction Delay Factors in Depok City, West Java (Study in Department of Housing and Settlement, Depok City).....	78
<b>Ama Muttahizi Ahadan Auhan<sup>1</sup>, Ayomi Dita Rarasati<sup>2</sup></b> .....	78
The Effect of Psychology on Economic Change .....	79
<b>Eny Lestari Widarni<sup>1</sup>, Rahma Febiyana<sup>2</sup>, Suryaning Bawono<sup>3</sup></b> .....	79

Seven Jump Problem-Based Learning to Correlate Contemporary Problems to field of Sciences .....	80
<b>Shubhi Mahmashony Harimurti</b> .....	80
Challenges Faced by the Indian Pharma Sector While Operating in International Markets .....	81
<b>Yashpal Dhangar<sup>1</sup>, Reem Meshal R. A. Aljuwaisri<sup>2</sup>, Ali Hamed Ali Al Omran<sup>3</sup>, Danah M. S. M. Alkhurainej<sup>4</sup>, Shahad A. A. H. Alqattan<sup>5</sup>, Rajesh Nair<sup>6</sup></b> .....	81
Digital Marketing in Spimaco Pharma Company .....	82
<b>Deema A. S. A. M. Alsanusi<sup>1</sup>, Manar M. S. Y. Abdullah<sup>2</sup>, Abdurahman M. M. SH Almajdali<sup>3</sup>, Bader N. Alenezi<sup>4</sup>, Norah Almutairi<sup>5</sup>, Quttainah, Majdi<sup>6</sup>, Nair, Rajesh<sup>7</sup>, Gai Sin, Liem<sup>8</sup></b> .....	82
Tackling a Toxic Work Environment, The Case of Sun Pharmaceuticals .....	83
<b>Hayat Alzawawi<sup>1</sup>, Mohammed Almutairi<sup>2</sup>, Mubarak Alzaid<sup>3</sup>, Sayed Albehbehani<sup>4</sup>, Quttainah, Majdi<sup>5</sup></b> .....	83
Tabuk Pharmaceutical .....	84
<b>Waleed KH. E. A. Alansari<sup>1</sup>, Abdulrazzaq E. A. M. S. Alothamn<sup>2</sup>, Fahad GH. F. E. Almutawaa<sup>3</sup>, Abdulrahman T. Albeshir<sup>4</sup>, Danah A. Y. S. Althuwaikh<sup>5</sup>, Daisy Mui Hung Kee<sup>6</sup></b> .....	84
Kuwait Saudi Pharmaceutical Industries Company .....	85
<b>Saud D. Z. KH. Almutairi<sup>1</sup>, Saood B. H. A. Almesbah<sup>2</sup>, Lama B. H. A. J. Aba Alsafi<sup>3</sup>, Reem KH. S. A. Almutairi<sup>4</sup>, Hdeel Al Hadib<sup>5</sup>, Daisy Mui Hung Kee<sup>6</sup></b> ....	85
Sultan Center .....	86
<b>Sarah Alsubaei<sup>1</sup>, Anwar Albarazy<sup>2</sup>, Munirah Alghanem<sup>3</sup>, Abdulmuhsin Alenezi<sup>3</sup>, Omar Fakhrou<sup>4</sup>, Jorge A. Wise<sup>5</sup></b> .....	86
Kuwait Saudi Pharmaceutical Industry Company .....	87
<b>Maryam Alarfaj<sup>1</sup>, Waad Alenezi<sup>2</sup>, Hamed Alshammri<sup>3</sup>, Mohammed Alnashi<sup>3</sup>, Badrya Alawadh<sup>4</sup>, Jorge A. Wise<sup>5</sup></b> .....	87
Weyay Digital Bank, Kuwait .....	88
<b>Mody Yassin Alnasrallah<sup>1</sup>, Rahaf Salah Almutairi<sup>2</sup>, Haneen Harbi Aldaihani<sup>3</sup>, Hend M. M. A. Altuwais<sup>4</sup>, Manar KH. S. A. Alomran<sup>5</sup>, Qutainah, Majdi<sup>6</sup>, Ranjith P.V<sup>7</sup></b> .....	88
Takeda Pharmaceutical Company Limited .....	89
<b>Monerah A. H. A. Alotaibi<sup>1</sup>, Fatmah Y. KH. A. F. Alsallal<sup>2</sup>, Amirah KH. F. F. Alrashidi<sup>3</sup>, Dalal T. A. A. Alfarhan<sup>4</sup>, Yaqoub Y. T. Y. Alsaegh<sup>5</sup>, Fatma Al Qallaf<sup>6</sup>, Gai Sin, Liem<sup>7</sup>, Cyrus Munyua<sup>8</sup></b> .....	89
Increased Intake of Vitamin-D Supplements During the COVID-19 .....	90
<b>Kunal Mudakanawar<sup>1</sup>, Apurwa Singh<sup>2</sup>, Dipika Kanodia<sup>3</sup>, Poonam Karwa<sup>4</sup>, Albdaryi Alrashidi<sup>5</sup>, Asha Bhanushali<sup>6</sup>, Gai Sin, Liem<sup>7</sup></b> .....	90
A Study to Understand Parents' Perceptions and Societal Attitudes On COVID-19 Vaccines for Children .....	91
<b>Akanksha Nadkarni<sup>1</sup>, Ishu Sharma<sup>2</sup>, Sonali Kudale<sup>3</sup>, Shubham Shetye<sup>4</sup>, Rajesh Kumar Nair<sup>5</sup>, Elton Rayan<sup>6</sup>, Modhi Aljuaid<sup>7</sup>, Quttainah, Majdi<sup>8</sup>, Gai Sin, Liem<sup>9</sup></b> .....	91

Employee Counterproductive Work Behavior Influenced by Employee Behavior in Using Social Media and Knowledge Dissemination.....	92
<b>Noermijati<sup>1</sup>, Ema Zahra Firdaus<sup>2</sup>, Muhammad Ronaldi Bahri Yugo<sup>3</sup></b> .....	92
The Relationship Between Agricultural Value Added, Investment and Consumption: Vector Error Correction Model Approach.....	93
<b>Budi Sasongko<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Suryaning Bawono<sup>3</sup></b> .....	93
Value-added Agriculture, Investment, and Infrastructure Development in the Indonesian Economy: VECM Approach .....	94
<b>Budi Sasongko<sup>1</sup>, Sri Harnani<sup>2</sup>, Suryaning Bawono<sup>3</sup></b> .....	94
The Effectiveness of <i>Trichoderma harzianum</i> and Effective microorganisms as Bioactivators in Making Organic Fertilizer of Vegetable Waste Biomass from Traditional Market .....	95
<b>Nyimas Yanqoritha<sup>1</sup>, Sulhatun<sup>2</sup></b> .....	95
How Does Career Shock Moderate The Employee Career Establishment Process? .....	96
<b>Evi Yulia<sup>1</sup>, Budhi Haryanto<sup>2</sup>, Ratna Handayati<sup>3</sup></b> .....	96
Formulation of Onggok Composite Flour Snack Bar ( <i>Manihot esculenta</i> ) as Emergency Food Source of Protein .....	97
<b>Murdiani<sup>1</sup>, Nurbani Kalsum<sup>2</sup>, Sarono<sup>3</sup></b> .....	97
Podcasts As a Distance Learning Platform (PJJ) Alternative During Covid 19 Pandemic .....	98
<b>Wiratri Anindhita<sup>1</sup>, Fauzi Abdillah<sup>2</sup>, Ahmad Fahrul Muchtar Affandi<sup>3</sup>, Wina Nurhayati Praja<sup>4</sup>, Dwi Linda Kusuma<sup>5</sup></b> .....	98
Profile and Factors Influencing Students' Scientific Literacy .....	99
<b>Astin Putri Setyowati<sup>1</sup>, Gunarhadi<sup>2</sup>, Akhmad Arif Musadad<sup>3</sup></b> .....	99
The Construction of Organizational Well Being Inventory .....	100
<b>Puji Tania<sup>1</sup>, Angela Oktavia Suryani<sup>2</sup>, Rayini Dahesihsari<sup>3</sup></b> .....	100
Local Medicinal Plants for Improving Public Health and Increasing Village Resiliency; and Its Integration in Village Enterprises: A Case Study from Jabung Village .....	101
<b>Moeljadi<sup>1</sup>, Risna Wijayanti<sup>2</sup>, Wahdiyati Moko<sup>3</sup></b> .....	101
Pandemic and Language Education: Lessons for Literacy Learning in Elementary School .....	102
<b>Liana Mumrikoh<sup>1</sup>, Djono<sup>2</sup>, Nur Arifah Draji<sup>3</sup></b> .....	102
Improving the Quality of Human Resources through the Application of Good Psychology and Human Capital.....	103
<b>Eny Lestari Widarni<sup>1</sup>, Suryaning Bawono<sup>2</sup></b> .....	103
Antecedents of Consumer Negativity Behaviour towards traditional foods in Indonesia: Moderating Role of Age .....	104
<b>Sulthan Misbahul Ghifaari</b> .....	104
Analysis of Acceptability and Lycopene Content of Tomato Juice ( <i>Solanum Lycopersicum</i> ) as Obesity Therapy .....	105
<b>Florentinus Nurtitus<sup>1</sup>, Agung Susanto<sup>2</sup>, Tonang Dwi Ardyanto<sup>3</sup></b> .....	105

Global Competitive Readiness Models: A systematic Literature Review of Model Dimensions .....	106
<b>Novita Ratna Satiti</b> .....	106
Analysis of Acceptability and Isoflavone Content of Supromin Formula as Nutritional Support for Stroke Patients .....	107
<b>Sri Sulistiyarningsih<sup>1</sup>, BudiYanti Wiboworini<sup>2</sup>, Ida Nurwati<sup>3</sup></b> .....	107
Is Inflation Affected by the Amount of the money Circulation, Interest rate and Exchange rate?: Study in North Maluku .....	108
<b>Prince Charles Heston Runtuuwu</b> .....	108
Arema FC APPS:Islamic Football Fintech Innovation as an effort to strengthen SMES in Malang Raya Based on Islamic Economic Pillantrophy to restore the national economy Post-Covid 19 Pandemic .....	109
<b>Muhammad Haidar Hafizh</b> .....	109
Digitalization of MSMEs Based on the Orange Economy as Empowerment of Subsistence Groups to Achieve SDGs 2030 (Studies Subsistence Group in Kendal, Central Java, Indonesia) .....	110
<b>Rifqi Aqil Asyrof</b> .....	110
Waqf in the 21 <sup>st</sup> Century: The Implementation of Blockchain and Smart Contract Technology .....	111
<b>Muhammad Dandy Alif Wildana<sup>1</sup>, Tsumma Lazuardini Imamia<sup>2</sup></b> .....	111
The Role of Digital Marketing on Exports and Imports in Indonesia .....	112
<b>Meinarti Puspaningtyas<sup>1</sup>, Budi sasongko<sup>2</sup>, Muhamad Mukhlis<sup>3</sup></b> .....	112
The Role Of Digital Marketing On Economic Growth And Investment With Consumption And Internet Users As Control Variables .....	113
<b>Sri Harnani<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Muhamad Mukhlis<sup>3</sup></b> .....	113
The Construction of Decision-Making Styles Inventory.....	114
<b>Alia Natakusuma<sup>1,2</sup>, Angela Oktavia Suryani<sup>3</sup>, Richard Nitihardja<sup>2</sup></b> .....	114
The Effect of Customer Relationship Management on Marketing Performance Mediated by Competitive Advantage and Innovation (Study on Area Managers of Pharmaceutical Companies in East Java during the COVID-19 Pandemic).....	115
<b>Moh. Alim Musonnafa<sup>1</sup>,Sumiati<sup>2</sup>, Atim Djazuli<sup>3</sup></b> .....	115
The Influence of Physico Chemical Parameters Using Bioactivators on Organic Fertilizer Production from Biomass of Traditional Market Vegetable Waste.....	116
<b>Nyimas Yanqoritha<sup>1</sup>, Sulhatun<sup>2</sup></b> .....	116
BUSINESS ANALYSIS RED ONION IN PRINGSEWU DISTRICT.....	117
<b>Maryusuf Achmad<sup>1</sup>, Fitriani<sup>2</sup>, Henry Kurniawan<sup>3</sup></b> .....	117
Determinants of Employee Performance: The Mediating Role of Transformational Leadership of Islamic Bank Employees in Indonesia.....	118
<b>Diana<sup>1</sup>, I. Ketut R. Sudiarditha<sup>2</sup>, Mardi<sup>3</sup></b> .....	118
Application of herbal Ingredients in Drinking Water Towards Productivity of Broiler Chicken	119
<b>Mutia Rizkia Shaffira<sup>1</sup>, DD Putri<sup>2</sup>, and Nurhayati<sup>3</sup></b> .....	119

Conceptual Model of Technology Acceptance Model Modification on Robo Advisor Acceptance in Indonesia.....	120
<b>Arief Fahruri<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup></b> .....	120
The Role of Digital Innovation and Collaboration Strategy to Improve the Performance of Internet Service Provider Companies in Indonesia .....	121
<b>Saiful Hidayat<sup>1</sup>, Margono Setiawan<sup>2</sup>, Fatchur Rohman<sup>3</sup>, Ananda Sabil Hussein<sup>4</sup></b> .....	121
The Effectiveness of Tourism Attractions in Increasing Tourist Visits .....	122
<b>Erika Revida<sup>1</sup>, Hadriana Marhaeni Munthe<sup>2</sup>, Sukarman Purba<sup>3</sup></b> .....	122
The Construction of Leadership Styles Inventory for Millenials .....	123
<b>Richard Nitihardja<sup>1</sup>, Alia Natakusuma<sup>1,2</sup>, Angela Oktavia Suryani<sup>3</sup></b> .....	123
Proportion and Factors Associated with the Degree of Primary Dysmenorrhea in Adolescents Age 13-15 Years .....	124
<b>Sely Marcelina Tamu Ina Kale<sup>1</sup>, Ari Natalia Probandari<sup>2</sup>, Lilik Retna Kartikasari<sup>3</sup></b> .....	124
Antecedent of Trust in Understanding the Impact of Social Media Marketing (SMM) on Brand Equity and Brand Loyalty: Frozen Food Fiesta .....	125
<b>Laurensia Natalia<sup>1</sup>, Yokie Radnan Kristiyono<sup>2</sup></b> .....	125
The Mediating Role of Debtor Satisfaction in the Banking Industry in Indonesia .....	126
<b>Danny Dewanto<sup>1</sup>, Septio Adjie Binawanputra<sup>2</sup>, Yokie<sup>3</sup>, Nur Damayanti<sup>4</sup></b> .....	126
Collaborative Governance in the Banking Industry .....	127
<b>Ichwan Riadini<sup>1</sup>, Otto Randa Payangan<sup>2</sup>, Ria Mardiana Yusuf<sup>3</sup>, Musran Munizuf<sup>4</sup>, Hartina Fattah<sup>5</sup></b> .....	127
Kuwait Saudi Pharmaceutical Industries Co .....	128
<b>Rashed Alhajri<sup>1</sup>, Mubarak AIOtaibi<sup>2</sup>, Talal AIQashout<sup>3</sup>, Rawan AIRaqam<sup>4</sup>, Ranjith P.V<sup>5</sup></b> .....	128
Impact of the quality of tourist Attraction and Promotion on tourist Loyalty with visiting decision as intervening Variables .....	129
<b>Muhammad A'an Auliq<sup>1</sup>, Raden Andi Sularso<sup>2</sup>, Andriyansah<sup>3</sup>, Endi Isnarno<sup>4</sup></b> .....	129
The Effect of Work From Home (WFH) and Work Dicipline on Employee Performance through work-life balance (WLB) in the Covid-19 Pandemic: Explanatory study at BPKAD office, Bondowoso Regency .....	130
<b>Novita Ekasari<sup>1</sup>, Meirani Harsasi<sup>2</sup>, Rini Yayuk Priyati<sup>3</sup>, Nurul Qomariah<sup>4</sup></b> .....	130
The Nexus between ICT Diffusion, Education, and Poverty: Evidence from the Regional Analysis of a Regency .....	131
<b>Muhammad Amrullah<sup>1</sup>, M. Pudjihadjo<sup>2</sup>, Iswan Noor<sup>3</sup>, Setyo Tri Wahyudi<sup>4</sup></b> .....	131
Local Government Accountability based on Transformational Leadership, Community Empowerment, and Mapalus Culture on the performance of Village Fund Management in the Tompaso Sub-district, Indonesia .....	132
<b>Victor P.K. Lengkong<sup>1</sup>, Fredrik G. Worang<sup>2</sup>, Olivia S. Nelawan<sup>3</sup>, Femmy O. Montang<sup>4</sup></b> .....	132

The Influence of Talent Management and Integrity Zones on Organizational Performance at the BPKP Representative Office of Riau Islands Province).....	133
<b>Mindarto Totok Oktaruna<sup>1</sup>, Lijan Poltak Sinambela<sup>2</sup>, Zainur Hidayah<sup>3</sup>, Martino Wibowo<sup>4</sup></b> .....	133
Adaptation of Industry Attractiveness and Development of Unique Capabilities to Business Performance at Large State Plantations in West Java Province and Banten Province, Indonesia .....	134
<b>Moehamad Irwan Maulana<sup>1</sup>, Sucherly<sup>2</sup>, Kurniawan Saefullah<sup>3</sup>, Martha Fani Cahyandito<sup>4</sup></b> .....	134
Study in Indonesia: A New Perspective and Conceptual Framework for Increasing Customer E-Loyalty in E-Commerce .....	135
<b>Eko Yuliawan<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup></b> .....	135
The Effect of Health Education using Audiovisual Media on Increasing Knowledge about Care of Childhood with Acute Respiratory Tract Infection in the King Area of Konda PHC South Konawe District.....	136
<b>Sari Arie Lestari B<sup>1</sup>, Wa Ode Aisa Zoahira<sup>2</sup>, Dwi Wuladari Ningtias Purnama<sup>3</sup></b> .....	136
Literature Review: The Beneficial Effects of Pumpkin Extract ( <i>Curcubita moschata Duch</i> ) for Diabetes Mellitus Therapy .....	137
<b>Ma'rifatul Khoiriyah Ayda<sup>1</sup>, Muthmainah<sup>2</sup>, Ratih Puspita Febrinasari<sup>3</sup></b> .....	137
Regional Assets Inventorying: SAM Integration Dilemmas in Bontang City .....	138
<b>Lilik Purwanti<sup>1</sup>, Iwan Triyuwono<sup>2</sup>, Soelchan Arief Effendi<sup>3</sup>, Dian Surya Ayu Fatmawati<sup>4</sup></b> .....	138
Transformational Leadership in Government Organizations The Role of Team Empowerment and Organizational Climate .....	139
<b>Robiyati Podugge<sup>1</sup>, Margono Setiawan<sup>2</sup>, Achmad Sudiro<sup>3</sup>, Mintarti Rahayu<sup>4</sup></b> .....	139
Internal Factors Affecting the Performance of Accounting Information Systems at the People Credit Bank (Study in Abiansema Bali) .....	140
<b>Putu Kepramareni<sup>1</sup>, Sagung Oka Pradnyawati<sup>2</sup>, Ni Putu Sri Savitri<sup>3</sup></b> .....	140
Ginger Farmers Empowerment by Agromakmur Through PT. Jamu Mancur CSR Program .....	141
<b>Soelaiman Budi Sunarto</b> .....	141
Social Media as Trigger to Fear-of-missing-out Motivation in Tourism: A Conceptual Framework .....	142
<b>Dian E. Harahap<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup></b> .....	142
Analysis of the Impact of Work Interaction, OSH culture, and motivation on employee performance (a case study on a mining company) .....	143
<b>Rudy Suprpto, Isti Fadah<sup>2</sup>, Rini Yayuk Priyati<sup>3</sup>, Indrianawati Usman<sup>4</sup></b> .....	143
<b>Daniel Sanjaya<sup>1</sup>, Rano Kartono<sup>2</sup>, Asnan Furinto<sup>3</sup>, Mohammad Hamsal<sup>4</sup></b> .....	144
An Empirical Study of Determinant External Debt in Indonesia: VAR Approach .....	145
<b>Sabirin</b> .....	145

<b>Nur Damayanti<sup>1</sup>, Khulida Kirana Yahya<sup>2</sup>, Tan Fee Yean<sup>3</sup>, Donny Abdul Latief Puspowidjojo<sup>4</sup>, Setyo Tri Wahyudi<sup>5</sup></b> .....	146
Development of Interactive Learning Media Based on Adobe Flash CS6 To Improve Students' Representation Skill and Learning Interest .....	147
<b>Amalia Safaatin<sup>1</sup>, Yuyun Yunarti<sup>2</sup>, Pika Merliza<sup>3</sup>, Henry Kurniawan<sup>4</sup></b> .....	147
The Relationship of Intellectual Capital, Financial Health Performance, and Firm Value: A Systematic Literature Review .....	148
<b>Sumiati<sup>1</sup>, Risna Wijayanti<sup>2</sup>, Cicik Retno Wati<sup>3</sup></b> .....	148
AstraZeneca .....	149
<b>Rakan Alajmi<sup>1</sup>, Rawan Alawadhi<sup>2</sup>, Shaikhah Albaseri<sup>3</sup>, Hala Alhabashi<sup>4</sup>, Alka Maurya<sup>5</sup></b> .....	149
Corporate Governance as a Moderator of the Effect of Intangible Assets, Multinationality, and Tax Havens on Transfer Pricing Aggresiveness in Indonesia and Malaysia.....	150
<b>Sutrisno T.<sup>1</sup>, Dimas Eko Wahyudi<sup>2</sup></b> .....	150
The Effect of Tax Penalty, Perceptions of Fairness, and Tax Knowledge on Tax Compliance on MSME Taxpayers in Agricultural Sector .....	151
<b>Evi Yuniarti<sup>1</sup>, Artie Arditha<sup>2</sup>, Dian Nirmala Dewi<sup>3</sup>, Henry Kurniawan<sup>4</sup>, Irwandi<sup>5</sup></b> .....	151
Considering the Organizational Effectiveness of Maritime Sector SMEs in Indonesia from the Perspective of Knowledge Management, Entrepreneurship Orientation, and Organizational Learning .....	152
<b>Bayu Ilham Pradana<sup>1</sup>, Rini Safitri<sup>2</sup></b> .....	152
The Role of Leaders in Implementation of Priorities for the Use of Village Funds in the Frame of Accountability in Karamat District, Buol Regency .....	153
<b>Victor P.K. Lengkong<sup>1</sup>, Fredrik G. Worang<sup>2</sup>, Olivia S. Nelawan<sup>3</sup>, Femmy O. Montang<sup>4</sup></b> .....	153
Human Capital Concept in Health, Education, Pollution, and Economics: Content Analysis Systematic Literature Review Approach .....	154
<b>Diah Rusminingsih<sup>1</sup>, Sri Harnani<sup>2</sup>, Lina Damayanti<sup>3</sup></b> .....	154
The Effect of Capital Structure on Company Performance and the Impact of the Stock Market Value of the Manufacturing Industry Listed on the Indonesia Stock Exchange.....	155
<b>Masno Marjohan<sup>1</sup>, Hadi Supratikta<sup>2</sup></b> .....	155



## **Storyboard Visualization for Designing Educational Gamification of Deaf Students Using Octalysis Approach**

**Aisyah Ayu Mustikasari<sup>1</sup>, Munawir Yusuf<sup>2</sup>, Triana Rejekiningsih<sup>3</sup>**

Universitas Sebelas Maret<sup>1,2,3</sup>

Correspondence Email: aisyaham75@gmail.com

### **ABSTRACT**

Deafness is a condition of deafness that makes it impossible to perceive various sound stimuli. Therefore, for the education of hearing-impaired students, it is necessary to develop special methods for the learning process, especially with regard to personality learning. In this digital age, the use of digital media and technology is a very suitable solution, especially in the field of education. The purpose of this study is digitizing by prioritizing visual elements in a way that hearing-impaired students can see and understand, that is, by creating gaming for hearing-impaired students that call gamification. Gamification aims to support the process of education and learning for hearing-impaired students. Gamification has a framework called octalysis. Octalysis is a tool for strategic and visual analysis of gamification. The way to design a gamification is to create a visualization in the form of a storyboard based on the gamification framework. Storyboards can be used as the basis for developing gamification, allowing you to focus more and convey the material presented. As a result, by creating a good storyboard, you can create the right gamification visualizations for hearing-impaired students to motivate them and capture the power of learning offered at school.

**Keywords:** Deafness, Gamification, Octalysis, Storyboard, Education

**The Role of Work Meaningfulness in Mediation the Effect of  
Empowering Leadership and Self-efficacy on Employees'  
work Engagement**

**Achmad Mohyi**

Universitas Muhammadiyah Malang  
Correspondence email: mohyi@umm.ac.id

**ABSTRACT**

This study aims to analyze and prove whether there is an influence of empowering leadership and self-efficacy on employees' work engagement with work meaningfulness as a mediating variable on employees of PT Kutai Timber Indonesia particle board division. This type of research uses explanatory research, survey methods and quantitative approaches are used and data is collected using a questionnaire to 165 employees of PT Kutai Timber Indonesia particle board division. The data that has been collected is then tested using the Structural Equation Model (SEM) method on the SmartPLS 3 program application. The results showed that empowering leadership had no significant effect on work engagement, while self-efficacy and work meaningfulness had a positive and significant effect on work engagement. Empowering leadership and self-efficacy also have a positive and significant effect on work meaningfulness. As a mediating variable, work meaningfulness is able to mediate the influence of empowering leadership and self-efficacy on work engagement in a positive and significant way.

**Keywords:** Work meaningfulness, empowering leadership, self-efficacy, work engagement.

## **Local Government Management System Design in South Sumatera, Indonesia**

**Luis Marnisah<sup>1</sup>, Herri Setyawan<sup>2</sup>, John Roni Coyanda<sup>3</sup>**

Universitas Indo Global Mandiri Palembang<sup>1,2,3</sup>

Correspondence email: Luismarnisah@uigm.ac.id

### **ABSTRACT**

The management information system in the village government aims to provide information in the form of a collection of data obtained from the village government, which has been systematical, complete, accurate, and integrated into the administration of government. One of the local government agencies that do not yet have an integrated information system is the villages in Martapura District, Ogan Komering Ulu Timur Regency, South Sumatra Province, Indonesia. The difficulty of obtaining information from the government in the village causes limited access for people outside the region. Based on these problems, a system is needed to manage data and information for villages in Martapura District. In this study, an information system will be designed for data management in the village government in Martapura District using a website-based Command Management System (CMS). So that by using a CMS the management of government systems can be well integrated and the information system built can be used by the government and the community to provide and obtain information related to resources in villages in Martapura District.

**Keywords:** Information System, Data Management, CMS, Models.

**Strategy for developing excellent tourist destination (A  
case study of Gurabunga Village, Tidore Island  
Municipality, North Maluku)**

**Johan Fahri<sup>1</sup>, Rueda Abubakar<sup>2</sup>, Fadhliah M. Alhadar<sup>3</sup>**

Universitas Khairun<sup>1,2,3</sup>

Jl. Jusuf Abdulrahman, Kampus II, Gambesi, Ternate 97719, Indonesia

Correspondence email: johan.fahri@unkhair.ac.id

**ABSTRACT**

Tourism has been one of Indonesia's most significant income contributors over the last few years. Tourism has opportunities that can prospectively be profitable, yet it requires a conducive climate to ensure the continuity of tourism activities and open investment opportunities. This contribution includes overcoming poverty and unemployment in rural areas, including villagers. This study aimed to identify and analyze the development strategy of Gurabunga Village, Tidore Islands City, the Province of North Maluku. This study explored the villagers' perspectives on the strategy for developing their village as a tourist village (*Desa wisata*). This study was qualitative research and used a case study approach to unveil the strategy that should be taken to realize their expectations. Using a purposive sampling technique, this study involved eight main informants who explained how Gurabunga should be a tourist village. The results strengthened that Gurabunga has been expected to be an excellent tourist destination due to three distinct elements coming in one place—location (749 m above sea level), culture (an essential region in the Tidore Kingdom), and culinary (traditional and cultural ceremonies). The results answered two research questions—where the first question concerns how to formulate strategies for developers-Gurabunga village as a community-based tourism village, and the last research question related to efforts to establish the village as a world-class tourist destination. Two main themes were derived from the first questions, while five main themes for the last question. As a qualitative study, this current research only reached its internal generalizability. Future studies should be using those eight identified themes to examine their fitness at different tourist villages.

**Keywords:** tourist village, development strategy, villagers empowerment

## **Risk Evaluation Model in Food Supply Chain Using Integration Grey- Dematel-ISM**

**Hendrik Vicarlo Saragih Manihuruk<sup>1</sup>, Iwan Vanany<sup>2</sup>**

Institut Teknologi Sepuluh Nopember<sup>1,2</sup>

Kampus ITS Sukolilo-Surabaya 60111, Indonesia

Correspondence Email: vicarlo.hendrik@gmail.com

### **ABSTRACT**

The food supply chain has a complex structure because it involves many stakeholders and is a perishable product. Due to this complexity, the food supply chain will face several types of risks. This study aims to develop a risk assessment model in the food supply chain. Pareto analysis was conducted to identify risks based on the responses of 5 experts from companies and academics in the food sector. Then, the Decision-Making Trial and Evaluation Laboratory (DEMATEL) method based on grey system theory was used to assess the causal relationship between identified risks in the food supply chain. The five critical risks include COVID-19 risk, legal and regulatory, lack of skilled labor, capacity, and demand. Furthermore, the grey-DEMATEL method was developed by combining it with the Interpretive Structural Modeling (ISM) method which can compile and visualize the relationship between risks into a graphic diagram. By integrating the three methods, three critical risks are found is lack of skilled labor, legal and regulatory, and communication failures. Risk mitigation strategies for these risks are also provided in this study. The results of this study can help the company to formulate a mitigation strategy to reduce the identified risks, which will minimize the risk of the food supply chain. This research can be expanded by verifying the data statistically using the system dynamics modeling (SDM) method or other statistical methods.

**Keywords:** Decision-Making Trial and Evaluation Laboratory (DEMATEL), Food Risk, Grey system theory, Interpretive Structural Modeling (ISM), Supply Chain Risk

## **Hots- based two-tier Multiple-choice Instruments to improve student's concept understanding**

**Arif Rahmat Hidayatullah<sup>1</sup>, Sri Yamtinah<sup>2</sup>, Mohammad Masykuri<sup>3</sup>**

Universitas Sebelas Maret<sup>1,2,3</sup>

Jalan Ir. Sutami 36A Ketingan Surakarta, 57126, Indonesia.

Correspondence Email: rahmatarif565@gmail.com

ORCID ID: <https://orcid.org/0000-0001-5616-4897>

### **ABSTRACT**

This study aims to improve students' understanding of concepts to be applied in daily life on acid-base and salt material. This research produces a two-tier multiple-choice test instrument based on HOTS to improve students' understanding of the concept of acid-base and salt. This type of research is a descriptive quantitative R & D research to develop test instruments. Test the validity and reliability with the Aiken'V formula. This research was conducted in three schools, namely SMPN 2, SMPN 7, SMPN 11, Kota Bima, West Nusa Tenggara, Indonesia. The results of the product trial obtained 30 questions for as many as 120 students with reliability of 0.721 in the first tier while 0.672 in the tier. In understanding the concept of students, there are three categories: high 77.41%, 72.77%, and low 60%. So, The Two-Tier Multiple Choice, HOTS test instrument that was developed is feasible to use and is valid to improve the understanding of the concepts of SMPN students/students on acid-base and salt-based materials that can be widely applied in schools.

**Keywords:** Two-Tier Multiple-Choice Instrument, HOTS, Concept Understanding

## **Information Sharing, Informal Contracts, and Supply Chain Performance of SMEs in Gunung Kidul Regency, Indonesia**

**Yuli Liestyana<sup>1</sup>, Hadi Oetomo<sup>2</sup>, Tri Wahyuningsih<sup>3</sup>, Muhamad Kiki Ariyanto<sup>4</sup>**  
UPN Veteran Yogyakarta<sup>1,2,3,4</sup>

Jl. SWK No.104, Ngropoh, Condongcatur, Kec. Depok, Kab.Sleman, DIY 55283

Correspondence Email: [hadi.utomo@upnyk.ac.id](mailto:hadi.utomo@upnyk.ac.id)

ORCID ID: <https://orcid.org/0000-0002-9450-6429>

### **ABSTRACT**

Supply chain performance refers to the supply chain activities to meet the end customer's requirements. The purpose of the study was to analyze the effect of information sharing and informal contracts on supply chain performance with trust as a mediating variable in silver-making SMEs in Pelemgede, Sodo, Paliyan, Gunung Kidul Regency, Special Region of Yogyakarta, Indonesia. Data were collected using a questionnaire. This study used PLS with SmartPLS 3.0 software to analyze the hypothesis. The results of the survey where information sharing has a positive effect on trust, informal contracts have a positive impact on trust, trusts have a positive impact on supply chain performance, trusts mediate the impact of information sharing on supply chain performance, and trust mediates the effects of informal contracts on supply chain performance. Advanced research can be done by applying the study in other SMEs fields. It may need to add hypotheses about the direct effects of information sharing and informal contracts on supply chain performance.

**Keywords:** information sharing, informal contracts, supply chain performance, trust, SMEs

## **The Effect of Co-Creation Strategy and Leadership on The Sustainable Business Performance of the Creative Digital Companies in Java**

**Dedy Edward<sup>1</sup>, Mts. Arief<sup>2</sup>, Gatot Soepriyanto<sup>3</sup>, Toto Rusmanto<sup>4</sup>**

Bina Nusantara University<sup>1,2,3,4</sup>

Jakarta, 11480, Indonesia

Correspondence Email: marief@binus.edu

### **ABSTRACT**

This study aims to examine the effect of co-creation strategy and leadership style on the sustainable business performance of digital creative industry companies in Java. The type of this research is verification. The unit of analysis in this study is a digital creative industry company in Java and the unit of observation is the management of the companies. Samples were taken as many as 100 respondents. Quantitative analysis was carried out using the Partial Least Square (PLS) approach. The research data were collected in a cross-sectional period, in 2022. The results of hypothesis testing prove that co-creation strategy and leadership style have a significant effect on sustainable business performance. Co-creation strategy has a greater influence than leadership. The results of this study provide managerial implications for the management of digital creative industry companies in Java that the development of co-creation strategy and leadership style needs to be prioritized to achieve sustainable business performance. The development of co-creation strategy is emphasized in the aspects of engaging actor, engagement platform, level of engagement, co-creation motive, co-creation form, and duration of the engagement. The development of leadership style needs to be emphasized in terms of envisioning, disruptive innovation, engaging, digital orientation, and governing.

**Keywords:** co-creation strategy, creative digital industry, leadership style, sustainable business performance.



## **The Effects on Monetary and Fiscal Policies on Output-Gap in Indonesia**

**Regina Niken Wilantari<sup>1</sup>, Muhammad Hisyam Alfrian<sup>2</sup>, Suryaning Bawono<sup>3</sup>,  
Muhammad Birrul Alim<sup>4</sup>**

University of Jember<sup>1,2,4</sup>

STIE Jaya Negara Tamansiswa Malang<sup>3</sup>

Correspondence Email: reginanikenw.feb@unej.ac.id

ORCID ID: <https://orcid.org/0000-0001-9591-9420>

### **ABSTRACT**

This study uses secondary data in the form of time data from the period 1988-2018 and the data source used is the World Bank. This study uses ECM to process data and solve problems in the formulation of the problem, namely looking at the long-term and short-term effects of fiscal and monetary policies on the middle-income trap. We found that The government's role in fiscal policy can be said to be appropriate in that government spending has an effect on the middle-income trap with the Indonesian government now orienting towards infrastructure development which results in increased government spending responding to economic growth in the long term and in foreign direct investment, the government's role can stimulate foreign investors by changing regulations to make it easier for investors to invest in the country or abroad. Meanwhile, in the monetary policy of Bank Indonesia as the central bank, the money supply has no effect because the money supply is due to an increased inflation rate that can reduce the rate of economic growth which has an influence on the middle-income trap and the depreciating rupiah exchange rate.

**Keywords:** Output gap; Foreign direct investment; Money supply, Interest rates.

## **Comparison and Simulation of Riba-free Investment with Riba-based Investment on Real Sector Productivity in Indonesia**

**Sebastiana Viphindartin<sup>1</sup>, Eny Lestari Widarni<sup>2</sup>, Aulia Pamasa Setiyantono<sup>3</sup>**  
University of Jember<sup>1,3</sup>

STIE Jaya Negara Tamansiswa Malang<sup>2</sup>

Correspondence Email: aulia@gmail.com

ORCID ID: <https://orcid.org/0000-0002-6571-1554>

### **ABSTRACT**

This study tries to stimulate economic growth by using the interest rate as the calculated variable and without the interest rate as the calculated variable. In this study, two calculations were carried out where the first calculation was carried out by regression of Gross Domestic Real Gross as the dependent variable. Investment, consumption, and interest rates as independent variables. The second calculation is the same as the first calculation but omitted the interest rate. From the results of comparing the forecasting results from the threshold autoregressive when the interest rate is entered and when the interest rate is not entered, it can be indicated that the interest that is used as the cost of capital has an impact on the instability of the real sector. And based on the results of the vector analysis of interest rates in a negative direction in the real sector and vice versa. So, it can be concluded that the concept of Islamic banks that do not recognize interest rates as the cost of capital is indicated to be more stable in maintaining the real sector and more able to encourage the conventional financial system which makes interest as a cost of capital.

**Keywords:** Islamic Finance, Investment, Vector Analysis, Threshold Autoregressive, Indonesia.

## **Multi-Criteria Decision-Making Model Applying an Analytic Hierarchy Process (AHP) on the Business Strategy in PT Energi Abadi**

**Bella Friska Sirait**

Institut Teknologi Bandung

Jl. Ganesha No. 10, Bandung 40132, Jawa Barat, Indonesia

Correspondence Email: bella\_sirait@sbm-itb.ac.id

### **ABSTRACT**

The decreasing production is fall on to the most oil and gas companies in Indonesia. This challenge is also occurred in PT Energi Abadi which eventually impacted to its cash availability for settling the payment of the Company's financial obligations. In order to respond such condition, PT Energi Abadi shall take the extraordinary action in developing its business strategy. This study is aim to offer the solving of the problem to PT Energi Abadi by applying Analytic Hierarchy Process (AHP) method as one of the Multi Criteria Decision Making (MCDM). The development of AHP method is conducted by literature review, brainstorming and surveying to the experts consisting of management and the key roles of employees commonly participated in the developing of Company's business strategy. As the result, there are there (3) criteria among others Production, Financial, Market and eight (8) sub-criteria composing Well Program, Reserves Replacement Ratio, Inorganic Growth, Revenue, Direct Cost, Financial Risk, Supply Capability and Market Reputation which lead the Company to has three (3) alternatives which are Optimization, Stand Still and Growing. Optimization is the combination plans between divestment and organic growth on the existing assets, whereas Stand Still is the plan to maximize the existing assets without undertaking the divestment, and the latest is Growing which the combination plans between divestment and inorganic growth by taking over the new assets for replacing the divested ones. By analyzing with AHP method, the best alternative for the Company in this time is Optimization provided that several challenges that the Company should take notice.

**Keywords:** Oil and Gas, Business Strategy, Production, Revenue, AHP, MCDM

## **Professionalism level of Agricultural Extension in Karo and Samosir District**

**Helena Tatcher Pakpahan<sup>1</sup>, Ravik Karsidi<sup>2</sup>, Sugihardjo<sup>3</sup>, Sapja Anantayu<sup>4</sup>**

Sebelas Maret University, Surakarta, Indonesia<sup>1,2,3,4</sup>

Correspondence email: helenapakpahan@yahoo.co.id

ORCID ID: <https://orcid.org/0000-0001-6948-3512>

### **ABSTRACT**

Professionalism is a person competent at work, trusted, has character, is ethical, communicative, and can work together. Professional agricultural extension is required to have good abilities, namely character, conceptual, technical, contextual, communication, adaptive, anticipatory, and cooperative. The aim is to determine the level of professionalism of agricultural extension workers. The professionalism of agricultural instructors from four perspectives, namely (1) philosophical orientation; (2) development orientation; (3) characteristic orientation and (4) non-traditional orientation. The research sample was agricultural extension workers in Karo and Samosir districts. The number of research samples is 174 extension workers. The data is presented in a frequency and percentage table with categories 1 to 3. Categorization is based on the value of the mean interval and standard deviation of each sub-variable, namely: low category, medium category and high category. The result is that the level of professionalism of the extension workers is (1) the philosophical orientation sub-variable has a value in the high category of 44.3%; (2) the development orientation sub variable has a moderate category value of 46%; (3) the characteristic orientation sub variable has a low category value of 45%, and (4) the non-traditional orientation sub-variable has a low category value of 47%.

**Keywords:** Agricultural, Agricultural extension, Karo districts, Samosir districts, Professionalism

**Identification of Phytochemicals, Antioxidant activity using  
DPPH method 1.1=*Diphenyl-2-Picrylhydrazyl*), Toxicity  
using Brine Shrimp Lethality test of *Diplazium esculentum*  
TEA**

**Habibi<sup>1</sup>, Suryani As'ad<sup>2</sup>, Armyn Nurdin<sup>3</sup>, Agussalim Bukhari<sup>4</sup>**

Hasanuddin University, Makassar<sup>1,2,3</sup>

Universitas Islam Negeri Alauddin<sup>4</sup>

Corresponding Email: habibi.abdulkarim@uin-alauddin.ac.id

ORCHID ID:0000-0001-7024-0542

**ABSTRACT**

Vegetable fern/pakis/paku (*Diplazium esculentum*) contains active compounds such as total phenols, steroids, triterpenoids, flavone amino acids, and flavonoids, which are rich sources of medically necessary phytochemicals. This study aimed to determine the potential antioxidant content of pakis (*Diplazium esculentum*) tea. The research methods used included the antioxidant test procedure (IC<sub>50</sub>), DPPH method, phytochemical procedure, and BSLT procedure. The results of the phytochemical test showed a positive (+) value on the alkaloid, flavonoid, saponin, and phenolic test. The DPPH test showed 130.38468, 131.1340, 131.5681 ppm with an average value of 131.0289 ppm; meanwhile, moderate antioxidant activity and BSLT testing showed LC<sub>50</sub> of 9817.479 ppm, where the tea was found not toxic since the LC<sub>50</sub> value <1000 ppm. Based on the findings, the brewed vegetable fern/pakis (*Diplazium esculentum*) contains alkaloids, flavonoids, saponins, and phenolics based on phytochemical testing, potential as a non-toxic antioxidant source according to DPPH and BSLT tests. *Diplazium esculentum* is a vegetable that contains antioxidants and is safe for consumption.

**Keywords:** Phytochemicals, antioxidant activity, DPPH, BSLT, *Diplazium esculentum*

**Physicochemical Trigona Honey (Tetragonula Biroi)  
Soppeng District, South Sulawesi, Indonesia**

**Andi Sitti Rahma<sup>1</sup>, Veni Hadju<sup>2</sup>, Agussalim Bukhari<sup>3</sup>, Firdaus Hamid<sup>4</sup>**  
Hasanuddin University<sup>1,2,3,4</sup> Makassar, Indonesia  
Correspondence Email: andisittirahma@yahoo.co.id  
ORCID ID : 0000-0003-1233-3737

**ABSTRACT**

Indonesia is a country with a tropical climate that is rich in biodiversity, so many types of bees can live there, including the trigona bee. Trigona honey has many health benefits. The purpose of this study was to examine the chemical composition of Trigona honey from Soppeng (THS) district, South Sulawesi, Indonesia. THS is taken directly from the nest, manual extortion, filtration and storage is then taken to the Food Chemistry Laboratory, Faculty of Animal Husbandry, Hasanuddin University, Makassar for examination. The results of this study are THS's pH is 4.5, vitamin C 196.97 mg/kg, beta caroten 7.93 mg/kg, calcium 301.12 mg/kg, magnesium 237.71 mg/kg, zink 7.42 mg/kg. It also has water content is 26.67%, glucose 6.99 % w/w, fructose 12.96% w/w, Fructose/Glucose ratio 1.85. The conclusions of this study are THS has a low pH, with a high vitamin C content compared to other vitamins, calcium minerals higher than magnesium and zinc, high polyphenols, contains flavonoids and antioxidants. The water content is in accordance with Indonesian honey SNI standards. This research is expected to be the basis for further in vitro and in vivo research using Trigona honey from Soppeng.

**Keywords:** Compound, Nutritional, Physicochemical, Stingless Bee Honey, Trigona Honey.

## **The Mystery of the Impact of SMEs on Unemployment, Poverty, and Job Participation in Indonesia**

**Bambang Hadi Prabowo<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Suryaning Bawono<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup>, Suci Nurul Zakiah<sup>5</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,3</sup>

University Of Jember<sup>2,4,5</sup>

Correspondence Email: snz.nurul23@gmail.com.

### **ABSTRACT**

The lack of studies on SMEs and economic growth and their influence on unemployment and community work participation in Indonesia highlights the SMEs' Economic Importance and their impact on unemployment and community work participation. This research took 21 years, from 2000 to 2020, by modeling "autoregressive vectors". The World Bank, Kementerian Koperasi dan Usaha Kecil dan Menengah (KemenkopUKM), and the Badan Pusat Statistik (BPS) provided secondary data for this study. We use the variables of the number of SMEs in Indonesia, economic growth, poverty alleviation, and unemployment reduction in Indonesia. We found that the increasing number of SMEs will reduce the unemployment rate, but when the unemployment rate decreases, SMEs will be lower, this happens because when unemployment is high, people in Indonesia open SMEs only as an alternative to lost jobs, but when the unemployment rate decreases SME will be abandoned. The increase in SME is also followed by an increase in poverty, as evidenced by the relationship between SME and economic growth, but this study also has a limitation, namely SME represents "the number of SME's, not SME turnover, so the suggestion in future research is to include SME turnover to link it with the poverty alleviation indicator.

**Keywords:** SMEs, Poverty, Unemployment, and Indonesia.

## **Relationship of Mother's Factors to Basic Immunization Completeness in Toddlers in the City of Ternate**

**Marheani Hasan<sup>1</sup>, Fera The<sup>2</sup>**

Universitas Khairun<sup>1,2</sup>

Jl. Jusuf Abdulrahman, Campus II, Gambesi, Ternate, North Maluku Indonesia

Corresponding Email: marhaeni@unkhair.ac.id

### **ABSTRACT**

Immunization is an effort to actively generate or increase a person's immunity to a disease, so that if one day they are exposed to the disease, they will not get sick or only experience mild illness. Based on data from the Ministry of Health analysis, it shows that during the COVID-19 pandemic there has been a decline in both immunization coverage and PD3I surveillance performance because most surveillance officers are more focused on COVID-19 surveillance. This study aims to determine the impact of the Covid 19 pandemic on basic immunization visits at the Integrated Service Post (Posyandu) in Ternate City. This type of research is cross-sectional using univariate and bivariate analysis. Samples were taken by cluster random sampling technique. This research was conducted at the Posyandu at Community Health Centre (Puskesmas) in the area of Ternate City. The data collection tool was in the form of a questionnaire with structured questions. The results showed that there was no relationship between education and immunization visits. There was also no relationship between maternal age and the level of immunization visits. There was no relationship between mother's occupation and the level of immunization visits. There is a relationship between the level of knowledge with immunization visits. There was no relationship between attitude and level of immunization visits.

**Keywords:** Covid-19 Pandemic, Immunization, Mother's Factor



## **Military Management in the Mid-Early Kingdoms of Viet People: Archaeology of Knowledge**

**Antonio Andrew Imanuel**

STIESIA Surabaya

Jl. Menur Pumpungan No. 30, Sukolilo, Surabaya, Jawa Timur, 60118, Indonesia

Correspondence Email: antonio.a.imaanuel@gmail.com

### **ABSTRACT**

The constant military pressure and foreign threats over Viet people in the age of Imperial China – Qin, Han, Tang, Song, Yuan, Ming and Qing –, encourages researcher to find out how Viet people implemented military management. Researcher uses archaeology of knowledge as knife analysis to dig into the time of resistance against Ming Dynasty and as early as into the time of resistance against Qin Dynasty. In military management, guerrilla warfare has been practiced at the time of Le Thai To in facing Ai Lao by stalking them from the mountains and forests of Thanh Hoa, and in facing Ming Dynasty, that the Viet guerrillas forced the Ming Dynasty troops to retreat in year 1427. Guerrilla warfare also has been practiced as early as at the time of An Duong Vuong in facing Qin Dynasty, the Viet people were in the forest with animals, no one allowed themselves to be captured by the Qin army. Implementing of guerrilla warfare gave a fruitful result, the Viet people managed to killed General Do Thu and destroyed the Qin army. This research concludes that guerrilla warfare was used by Viet people as the main part of military management, specifically in facing constant military pressure and foreign threats. Such military management played a vital role in achieving important milestones in the history of Viet people.

**Keywords:** Archaeology of knowledge, military management, guerrilla warfare, Viet.

## **The Relationship of Mom Factors with Exclusive Breast Milk in the City of Ternate**

**Fera The<sup>1</sup>, Marheani Hasan<sup>2</sup>**

Universitas Khairun<sup>1,2</sup>

Jl. Jusuf Abdulrahman, Campus II, Gambesi, Ternate, North Maluku Indonesia

Corresponding Email: fera.the@unkhair.ac.id

### **ABSTRACT**

Exclusive breastfeeding is one of the efforts to get a good baby growth and development. Breast milk contains important nutrients needed for baby's growth and development and contains antibodies that function to increase the baby's immune system. According to data from the Ternate City Health Office taken from 11 Community Health Centers (Puskesmas) in the last 3 years (2017-2019), the percentage of exclusive breastfeeding in the city of Ternate is above 60%. Exclusive breastfeeding can be caused by several factors. This study aims to determine the relationship between maternal factors and exclusive breastfeeding in Ternate City. This type of research is cross-sectional using univariate and bivariate analysis to determine the relationship of factors with exclusive breastfeeding. The sample was selected through a cluster random sampling technique. The data collection tool is in the form of a questionnaire with structured questions. This research was conducted on mothers who have toddlers in the Puskesmas area of Ternate City, totaling 294 respondents. The results of this study showed that there was no significant relationship between age and exclusive breastfeeding. There was no significant relationship between education and exclusive breastfeeding. The p value allows a conclusion that there is a significant relationship between work and exclusive breastfeeding. There was no significant relationship between parity and exclusive breastfeeding. There was a significant relationship between the type of delivery and exclusive breastfeeding. There was no significant relationship between knowledge and exclusive breastfeeding.

**Keywords:** Exclusive Breastfeeding, Mother's factor

## **Circular Economy Role in Industry and Environmental Sustainability: Qualitative Content Analysis Approach**

**Sri Harnani<sup>1</sup>, Suryaning Bawono<sup>2</sup>, Mirta Wahyu Wulandari<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2,3</sup>

Correspondence Email: mirtawhulandary@gmail.com

### **ABSTRACT**

Our research employs the qualitative research approach, and the outcome of our investigation is a hypothesis based on the findings of prior studies. We conducted an analysis starting from the influence of forests on various sectors and their interrelationships. We will investigate forest research systems and the principle of the circular economy. Naturally, forests and the circular economy are closely associated with industrial expansion. We identified four main topics in our initial research to understand the future potential benefits of a circular economy: Forests, Industry and Environmental Sustainability, Circular Economy, and pollution. Each subject is developable based on our study of thousands of research articles discovered using direct scientific search, emerald, and Google Scholar. Forests play a role as a supporter and an indicator of the success of sustainable economic development in industrial revolution 4 and circular economics. Industry and environmental sustainability are at the center of the concept of circular economics. Circular financial play a significant role in addressing ecological improvements—pollution results from industrial activities that threaten the environment and must be recycled or minimized.

**Keywords:** Economic Circular, Forest, Industry, Environmental Sustainability, Pollution.

## **Impact of China Private Higher Education Institutions' Blended Learning Service Quality in the Post-COVID-19 Era**

**Lijun Li<sup>1</sup>, Teh Sin Yin<sup>2</sup>, Marini Nurbanum Mohamad<sup>3</sup>**

University Sains of Malaysia<sup>1</sup> & Guizhou University of Finance and Economics<sup>2</sup>

Universiti Malaya<sup>3</sup>

Correspondence Email: [tehsyin@usm.my](mailto:tehsyin@usm.my)

ORCID ID: 0000-0001-9439-4407

### **ABSTRACT**

In August 2021, China adopted a new strategy called "Dynamic COVID-zero" to balance the prevention and control of COVID with socioeconomic stability. To minimize the impact of epidemic on education, China Private Higher Education Institutions (CPHEIs) started blended learning in large scale. This study examines the CPHEIs' blended learning service quality (BLSQ) in the post-COVID-19 era. The SERVQUAL model namely tangible, reliability, responsiveness, assurance, empathy, is modified to include two new dimensions such as course website, and post-COVID-19 era awareness. Self-report questionnaires were distributed to undergraduate students from the Business College of Guizhou University of Finance and Economics using a simple random sampling approach. This resulted in 215 usable questionnaires. Statistical analysis is conducted using STATA v16 software. The gap analysis revealed that all perception scores for BLSQ are higher than expected, in ascending order as follows: post-epidemic era awareness (-0.145), empathy (-0.115), reliability (-0.113), course website (-0.077), responsiveness (-0.073), assurance (-0.045), and tangible (-0.017). This finding implies that all dimensions can be improved. Based on the results, students' awareness of the post-COVID-19 era should be improved, teachers should pay more attention to students' needs, and performs teaching services in a professional manner in order to improve the BLSQ.

**Keywords:** Blended Learning, China Private Higher Education Institutions, Course Website, Dynamic COVID-zero, Post-COVID-19 Era Awareness, Service Quality, SERVQUAL.

**Digital Marketing Impact on Purchase Intention by  
Mediating Customer Satisfaction and Customer  
Engagement**

**Aditya Wijaya<sup>1</sup>, Annisa Ivana<sup>2</sup>, Irca Adelonika<sup>3</sup>, Nur Damayanti<sup>4</sup>**

Universitas Bina Nusantara, Jakarta<sup>1,2,3</sup>

Correspondence Email: irca.adelonika@binus.ac.id

**ABSTRACT**

The purpose of this research is to seek how digital marketing, customer satisfaction, and customer engagement can impact the online purchase intention for customers in Jabodetabek. In this unit, the total population in Jabodetabek is around 30,000,000; meanwhile, the sample size in this research would be 400 respondents by employing the convenience of non-probability sampling technique. The data was collected by using a questionnaire which was then analyzed using SPSS software. In addition, the result of this research indicated that digital marketing with the mediation of customer satisfaction and customer engagement significantly affects the purchase intention in Jabodetabek.

**Keywords:** Digital Marketing, Purchase Intention, Customer Satisfaction, Customer Engagement, SPSS, Jabodetabek, Mediation

**The Concept of Information and Communication  
Technology on Human Capital Development: Content  
Analysis Method Approach**

**Diah Rusminingsih<sup>1</sup>, Sri Harnani<sup>2</sup>, Lina Damayanti<sup>3</sup>**  
STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2,3</sup>  
Correspondence Email: linastiekn@gmail.com

**ABSTRACT**

Our aim is to investigate the concept in previous research regarding human capital through Information Communication Technology (ICT). We use a collect scientific articles from emerald as well as books written by experts in the field of Information Communication Technology (ICT) and human capital. Three crucial components of human resources in Industry 4.0 are workforce architecture with new interactions, embracing future human resources, and topologies that generate competencies anticipated by human resources. This Information Communication Technology study will analyze the notion of information technology. AI is one of the most widely used information and communication technologies (ICT) in Industry 4.0. The artificial intelligence (AI) generated by ICT is essential in implementing current and future ICT projects. ICT professionals should also consider their work environment as a pleasant work environment that substantially affects performance and results. The advantages of information communication technology, or ICT, in communicating and interacting effectively. ICT is very important to fulfill all human needs. Communication science and the quality of human resources are closely related. This is why developing country governments must incorporate information and communication technology into their operations. Important education and well-targeted information communication technology skills will have a substantial effect on economic growth. By embracing the digital era, developing countries are trying to become developed countries.

**Keyword:** ICT, Human Capital, Content Analysis, Digital Era

## **The Use Mobile Learning Game on Students' Self-Regulated Learning in Vocational High School**

**Alla' Junia Nurdin<sup>1</sup>, Triana Rejekiningsih<sup>2</sup>, Sri Sumaryati<sup>3</sup>**

Sebelas Maret University<sup>1,2,3</sup>

Jl. Ir. Sutami No.36 A, Surakarta, Jawa Tengah, 57126, Indonesia

Correspondence Email: juniaalla@student.uns.ac.id

### **ABSTRACT**

Facilitating self-regulated learning for students has become a concern in the current covid pandemic. The digital platform is a learning solution that educational institutions currently use. This paper focuses on using mobile-based games for students' self-regulated learning. The application has been tested on media experts, materials, and media trials for students. An effectiveness test was carried out to determine the effect of games on students' self-regulated abilities. The findings showed that mobile-based games positively affected students' self-regulated learning. The analysis found a significant difference between the students' pretest and posttest scores. This finding also shows that mobile games can improve students' self-regulated learning.

**Keywords:** Mobile learning game, Self-regulated learning, Vocational high school.

## **Development of Higher Education in Providing Excellent Human Resources in the Society 5.0 Era**

**Amaliyah<sup>1</sup>, Gugus Wijonarko<sup>2</sup>, Aminatus Zakhra<sup>3</sup>, Muhammad Iqbal Arrasyid<sup>4</sup>**

Universitas Airlangga<sup>1</sup>

STIAMAK Barunawati<sup>2</sup>

Universitas Islam Madura<sup>3</sup>

Politeknik Tempo<sup>4</sup>

Correspondence Email: [gugus.wijonarko@stiamak.ac.id](mailto:gugus.wijonarko@stiamak.ac.id)

### **ABSTRACT**

Information technology, which is the core of the industrial revolution 4.0, determines the interaction pattern in society, encourages lifestyle changes and affects the relationship between citizens and their government. However, humans are complacent in changes driven by information technology which will later experience destruction for human civilisation. The Japanese state developed its country's growth strategy that made humans the centre of culture, known as society 5.0. This study aims to identify educators' readiness in welcoming the era of society 5.0 so that learning places humans as the centre of civilisation. This research method uses a descriptive qualitative approach. The research data were collected by distributing 346 questionnaires spread across Java, Sumatra, Kalimantan, and Sulawesi. The study results indicate that higher education personnel are still not ready to enter the era of Society 5. There is still much that needs to be prepared to start from policies, facilities and infrastructure, teacher competencies, and basic abilities such as HOTS (Higher, Order, Thinking, Skills), namely the ability to solve complex problems, critical thinking, and creativity in the learning process.

**Keywords:** Development of higher education, Excellent human resources, Society 5.0



## **MLM Firm Performance, Network Externality and Digital Technology Support**

**Thamrin Selamat<sup>1</sup>, Tirta Nugraha Murstitama<sup>2</sup>, Asnan Furinto<sup>3</sup>, Pantri Heriyati<sup>4</sup>**  
Bina Nusantara University<sup>1,2,3,4</sup>

Correspondence Email: [thamrin.selamet@binus.ac.id](mailto:thamrin.selamet@binus.ac.id)

### **ABSTRACT**

Today's growth and development of digital technology has had an impact on a variety of businesses and industries. As a result, the MLM industry must likewise embrace digital technologies. Network externality are a crucial component in increasing MLM business performance, as is the capability to adopt digital technology. With sample of 184 MLM companies in Indonesia, this quantitative study was conducted to examine the relationship between network externality, digital adoption capability, and MLM firm performance. According to the study's findings, the ability to adopt digital does not necessarily directly improve firm performance, and instead must be mediated by network externality in terms of improving firm performance. Although turbulent technology has less influence on this industry, it should be considered during the strategy development process. The findings of the research are projected to make a significant contribution to the growth of the network marketing business, as well as to marketing management.

**Keywords:** Network Marketing, Multilevel Marketing, Network Externality, Digital Adoption, Technology Turbulence

## **The Role of Entrepreneurship motivation in Improving MSME Performance During the Covid-19 Pandemic in Ternate City.**

**Nurlaila**

Universitas Terbuka

Jl. Pemuda. Kel Toboleu, North Ternate City. 97726. Indonesia

Correspondence Email: lelafekon04@gmail.com

### **ABSTRACT**

Study this aim for uncover role motivation Entrepreneur in increase the performance of MSMEs during the COVID-19 pandemic and revealing how SMEs in develop his business during the Covid 19 pandemic. During the ongoing Covid 19 pandemic from 2020 to 2021 and beyond enter almost stable condition. However, moment this appear with wave to two that is omicron, of course influence motivation perpetrator existing business. This thing no just happening in areas Java, Sumatra, etc. in the city of Ternate also have impact will treat implementation of health protocols. Ternate City is one of the cities in North Maluku province which has source power natural overflow like fruit nutmeg, cloves, coconut, walnuts, bananas and others. MSME development is sufficient seen, since 2001 to moment this with 14,210 MSME developments the dominated by role sector secondary and tertiary. MSMEs that are developing in Ternate City are: type Small MSMEs and houses stairs, though type existing MSMEs part big scale small but enough capable absorb power work so that can reduce number unemployment in Ternate City. Type MSMEs that are developing in Ternate City are: SMEs in the field of food, field chemicals and materials building, field clothing, leather and crafts general, as well SME sector metal. Study this more focused on MSME types food in the City of South Ternate, because development perpetrator business type this is very visible progress and much activity participating competitions and promotions representing the City of Ternate to foreign countries. Use approach qualitative with type study phenomenology. Based on interview to 6 (six) informants who provided results interview that by general motivation entrepreneurship, informants started from self alone, develop passion, see existing opportunities, add income and fulfill style live. MSME performance of the informants have level growth turnover that is not stable caused by the COVID-19 pandemic where sale depending on the order that comes, for that role government really urgent in maintain motivation SMEs entrepreneurs so that performance permanent maintained.

**Keywords:** motivation, entrepreneurship, MSME performance.

## **Impact of Communication and Information Technology on Finance and Human Capital in Government Systems**

**Eddy Priyanto<sup>1</sup>, Ema Sulisnaningrum<sup>2</sup>, Murniati<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2</sup>

Bina Nusantara University Malang<sup>3</sup>

Correspondence Email: [murniati@binus.ac.id](mailto:murniati@binus.ac.id)

### **ABSTRACT**

Our aim is to investigate the concept in previous research regarding human capital through ICT. We use a Content Analysis to collect scientific articles from emerald and Korean science as well as books written by experts in the field of Information ICT and Finance. The government system has an impact on government regulations and policies, related to the financial system, the government system affects the operational process and development of financial technology. Not only that but also the government system also determines the education system which has an impact on the development of the quality of human resources. Technology and information play a very critical role both in economic growth, financing, and human needs, so they become very important in human life, including in finance and human capital development. The ability of information and communication technology (ICT) today and in the future is very much needed by the community to be productive in today's world of work. The application of technology to e-finance and the emergence of e-finance can be applied in banking and in the financial services business. Information and technology communication involves the active online social of rural and urban families, which encourages them to participate in digital finance. In addition, the importance of social connections in the online world is an alternative way to complement the role of offline social interactions in terms of increasing digital financial engagement.

**Keyword:** Information Communication Technology, Finance, Government, Human capital

## **Impact of Economic Growth on Human Capital, Work Participation, and Emission Reductions: Case Study in Indonesia**

**Ema Sulisnaningrum<sup>1</sup>, Eddy Priyanto<sup>2</sup>, Murniati<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2</sup>

Bina Nusantara University Malang<sup>3</sup>

Correspondence Email: [murniati@binus.ac.id](mailto:murniati@binus.ac.id)

### **ABSTRACT**

The lack of studies on human capital and investment and their effect on education and job participation in Indonesia highlights the importance of human capital and its impact on economic growth and emission reductions. With mixed correlations in the results of previous studies, the demand for studies on economic growth, human capital, labor participation, and emission reductions increases. This study uses a time period of 21 years, from 2000 to 2020, by modeling "autoregressive vectors" to understand causal relationships between variables. The World Bank, Ministry of Environment and Forestry of Indonesia (KLHK) provided secondary data for this research. We use the variables of economic growth, labor participation, education, investment, and emission reductions. We find that economic development encourages an increase in education levels in Indonesia, an increase in economic growth will also increase the labor participation rate, but with an increase in economic growth the investment climate in Indonesia will decrease, and an increase in economic growth will also lead to a decrease in emissions, labor participation will also decrease. grow as investment declines. This study has a weakness that investment reflects "foreign investment" not the total amount of investment, so the idea in future research is to correlate total investment with a measure of labor participation in Indonesia.

**Keywords:** Economic Growth, Labor Participation, Human Capital, Emission Reduction.

**Visual analysis of the research hotspots, frontiers and trends of Chinese opera from 2011 to 2020**

**Wu Heng<sup>1</sup>, Loo Fung Chiat<sup>2</sup>, Chan Cheong Jan<sup>3</sup>**

Universiti Putra Malaysia<sup>1,2,3</sup>

43400 UPM Serdang, Selangor, Malaysia

Correspondence Email: 674342693@qq.com

**ABSTRACT**

Chinese opera is one of the three primary theater cultures globally, and sorting out its research hotspots and development trends has essential reference significance for the subsequent practical exploration and theoretical research of Chinese opera. This paper applies the CiteSpace visualization software to conduct a scientific quantitative analysis of 5315 articles on Chinese opera in the CSSCI database from 2011 to 2020. The study finds that the core authors' research fields significantly influence the hotspots and trends in Chinese opera research by analyzing the knowledge structure graph. The core institutions are mainly concentrated in universities and art research centers. However, the cooperation between scholars is relatively weak, and the collaboration between institutions also needs to be strengthened. In the past ten years, the hotspots of Chinese opera research can be roughly summarized as the art of opera, traditional opera, opera performer Mei Lanfang, the transmission and protection of opera. While the frontier of Chinese opera research is modern opera, the latest trend is Qing Dynasty, modern opera, and opera education.

**Keywords:** Chinese opera, CiteSpace, hot spots, trends, scientific quantification

## **Human Capital Concept in Health, Education, Pollution, and Economics: Content Analysis Systematic Literature Review Approach**

**Cahya Budi Irawan<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Ana Castellano<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2</sup>.

School of Life and Wellness, Spain<sup>3</sup>.

University of Muhammadiyah Jember, Indonesia<sup>4</sup>.

Correspondence Email: fajardanangdwi@gmail.com

ORCID : <https://orcid.org/0000-0003-2089-6628>

### **ABSTRACT**

We aim to investigate previous research hypotheses about the relationship between English language education and the international community, especially international business. We compile scientific papers from Science Direct, Emerald, and Google Scholar, as well as books published by experts in education, English, and international business through a systematic literature review. We collect scientific publications in an organized manner, from selection to analysis, using a systematic literature research approach. We use content analysis to analyze our research journals. Our study is qualitative in nature, and as a consequence, the product of our study is a hypothesis based on the findings of previous studies. We conduct research starting with the conceptualization of English and international business. After that, we investigate the relationship between the English education system, international business, the international community. We found that English is not only used as a teaching material to increase labor productivity in the international world, English can also be used as feedback and contribution to anti-racist research. Improved English skills also have an impact on the wider choice of workers to work, especially in multinational companies.

**Keywords:** English; Education; Marketing; Teaching.

## **The Mediation of Tourist Engagement on The Effect of Destination Quality on Tourist Loyalty**

**Dhea Radika Putri<sup>1</sup>, Ahmad Zamheri<sup>2</sup>, Sari Lestari Zainal Ridho<sup>3</sup>, Paisal<sup>4</sup>,  
Fernando Africano<sup>5</sup>**

Politeknik Negeri Sriwijaya<sup>1,2,3,4,5</sup>

Srijaya Negara Bukit Besar Palembang 30139, Indonesia

Correspondence Email: fernando.africano@polsri.ac.id

ORCHID ID: <https://orchid.org/0000-0003-3496-2761>

### **ABSTRACT**

This study aims to examine and analyze: The effect of destination quality on tourist engagement, the effect of destination quality on tourist loyalty, the effect of tourist engagement on tourist loyalty and the effect of destination quality on tourist loyalty mediated with tourist engagement. The data analysis method uses a structural equation model. The research sample is tourists who have visited natural tourist destinations in South Sumatra totaling 320 respondents. The results of this study prove that the destination quality affects tourist engagement. Destination quality affects tourist loyalty. Tourist engagement affect tourist loyalty. Tourist engagement mediates the effect of destination quality on tourist loyalty. The implication of this finding explains that tourist engagement driven by destination quality will be able to increase tourist loyalty.

**Keywords:** Destination Quality, Tourist Engagement, Tourist Loyalty

## **Waqf Management: Case Study on Waqf Field Gontor**

**Mulyono Jamal<sup>1</sup> Muhammad Shulthoni<sup>2</sup> Yunita Wulandari<sup>3</sup> Hendri Setiyo Wibowo<sup>4</sup>**

University of Darussalam Gontor<sup>1,3,4</sup>

IAIN Pekalongan<sup>2</sup>

Correspondence Email: [yunita.wulan@unida.gontor.ac.id](mailto:yunita.wulan@unida.gontor.ac.id)

### **ABSTRACT**

This study aims to determine the management of waqf in Gontor, especially in the waqf field. Pondok Modern Darussalam Gontor (PMDG) is one of the educational institutions in Indonesia that was donated in 1958. Gontor has a number of waqf land that continues to grow every year. Its management is very important to know so that it can be imitated by those who need it. The Foundation of Maintenance and Expansion of Gontor Waqf (YPPWPM) manages Gontor's waqf assets in all its management. PMDG has a land area of 16.258.598 m<sup>2</sup> or about 1.626 ha spread throughout Indonesia. Included in the agricultural sector, fields have the largest portion of their utilization. This research is a descriptive study data from interviews and literature related to the Gontor waqf. The results showed that the management of the fields owned by Gontor was managed by a profit-sharing and rental system (ijarah). The fields in the areas of Ponorogo, Madiun, Kediri, Nganjuk and Jember are managed by a rental system, for fields in the Mantingan area, which are managed by a profit-sharing system. Hopefully, this research adds to the literature on waqf land management to be productive.

**Keywords:** Gontor, Ijarah, Profit-sharing, Waqf management, Waqf field, YPPWPM.



**Investigation of educational psychology systems, self-  
efficacy, and student performance: Thematic Content  
Analysis**

**Sri Harnani<sup>1</sup>, Cahya Budi Irawan<sup>2</sup>, Imro'atul Husna Afriani<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2</sup>

Universitas 17 Agustus Banyuwangi<sup>3</sup>

Correspondence Email: evibwi00@gmail.com

**ABSTRACT**

Teachers' education has been examined in the literature on educational psychology. Educational psychology is component of the theory, research, and application of pieces of knowledge. We investigated whether the predictions of previous studies regarding the relationship between educational psychology and student performance, particularly performance and working memory, could be confirmed. Through a thorough literature review, we compile scientific publications from Science Direct, Google Scholar, and Emerald, as well as books written by education and psychology experts. Using a systematic literature research strategy, we collect scientific papers in order, from selection to analysis. Our research articles were analyzed using content analysis. Because our research is qualitative, the final result is a hypothesis based on the results of previous studies. We conduct research starting with the conceptualization of educational psychology and student work performance. After that, we investigated the relationship between educational psychology systems, self-efficacy, and student performance. After that, we investigated the relationship between educational psychology, self-efficacy, student work performance, and working memory.

**Keyword** : Educational Psychology system, Self-Efficacy, Working memory

## **The Role of English and Technology on Human Performance in International Business**

**Cahya Budi Irawan<sup>1</sup>, Budi Sasongko<sup>2</sup>, Imro'atul Husna Afriani<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2</sup>

Universitas 17 Agustus Banyuwangi<sup>3</sup>

Correspondence Email: cahyabudiirawanmalang@gmail.com

### **ABSTRACT**

Our aim is to investigate concepts in previous research regarding English Language Education through Human Performance and International Business. We used Content Analysis to compile scientific articles from Emerald, Science Direct and Korea Science as well as books written by experts in the field of English Education. We find that teachers and students alike must acquire sensitivity, emotional awareness, understanding of the teaching and learning process, and understanding of practical learning experiences. English can improve students' academic achievement and can improve their job prospects after graduation. English can also have a social and cultural impact. Culture can play an important role in life in various disciplines, not only in education but also in the world of work; culture has a significant direct impact on work motivation and performance of human resources. English also plays an important role in international business relations because English is an international language. Improving the quality of education, international business and human performance can also be affected by technology. One of these technologies is Artificial Intelligence helps the need for translation of English into the mother tongue used by teachers and students in learning English. Artificial intelligence has a significant impact on business performance.

**Keyword:** English, Education, Human Performance, International Business.

## **English Education System in International Marketing Based on Digital Marketing**

**Meinarti Puspaningtyas<sup>1</sup>, Cahya Budi Irawan<sup>2</sup>, Ana Castellano<sup>3</sup>, Danang Dwi Gusti Fajar Yanto<sup>4</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2</sup>.

School of Life and Wellness, Spain<sup>3</sup>.

University of Muhammadiyah Jember, Indonesia<sup>4</sup>.

Correspondence Email: fajardanangdwi@gmail.com

ORCID : <https://orcid.org/0000-0003-2089-6628>

### **ABSTRACT**

Our aim is to investigate the concept in previous research on English Language Education towards digital-based marketing. We use Content Analysis to compile scientific articles from Emerald, Science Direct, and Korean Science as well as books written by experts in the field of English Education and Marketing. Digitalization is very important for companies and society to adapt. This digitalization is forcing organizations to explore new possibilities while continuing to use existing technologies in established companies. Companies need a marketing system to support the business. The ethical marketing system adopts an attitude that is consistent with the ethical and sustainable marketing concept and demonstrates courteous and ethical behavior to increase sales. English as an international language also plays an important role in supporting international marketing. The English education system has an impact on increasing the ability of students to use English. In the field of marketing, human resources that support marketing who are educated in English are better able to succeed in managing digital marketing, especially in building international marketing communications.

**Keywords:** English; Education; Marketing; Teaching.

**The Implementation of Online Field Experience Practice (PPL) during the Covid-19 Pandemic Period In-Service Teacher Professional Education Program (PPG) for Kindergarten Class Teacher in 2020 during the Covid-19 Pandemic**

**Dina Karismawati Kurnia<sup>1</sup>, Yeni Rachmawati<sup>2</sup>**

Universitas Pendidikan Indonesia<sup>1,2</sup>

Jl. Setiabudi Number 229 Bandung, Indonesia

Correspondence Email: dinakarismawati@upi.edu

**ABSTRACT**

This research was aimed to the implementation of Online Field Experience Practice (PPL) during the Covid-19 Pandemic Period In-Service Teacher Professional Education Program (PPG) for Kindergarten Class Teacher in 2020. This research focuses on implementing online PPL which includes preparation, implementation, guidance, reporting, as well as obstacles and solutions carried out by PPG In-Service participants in 2020. Qualitative research method with interview data collection to eight informants. The results showed that in the preparation period the informants made plans in the form of learning media, indicators and learning guidelines. At the implementation stage, the realization of the planning that has been prepared is in the form of teaching and learning process activities. In the process of mentoring and monitoring carried out by the supervising lecturer or tutor teacher. Reports related to PPL are done by making videos with a duration of 7-10 minutes that are informative. signal is one of the obstacles faced by the participants in the PPL.

**Keywords:** Implementation, Field Experience Practice, Online, Professional Education Program

## **The Blessings Behind the Covid-19 Outbreak: The Sustainability of MSMEs for Organic Products**

**Sri Muljaningsih<sup>1</sup>, Firman Rosjadi Djoemadi<sup>2</sup>, Dien Amalina Nur Astrofi<sup>3</sup>, Nova Rhyesa Gita Harianja<sup>4</sup>**

Universitas Brawijaya<sup>1,2,3,4</sup>

Corresponding Email: muljaningsih@ub.ac.id

### **ABSTRACT**

The Covid-19 outbreak is a risk. The concept of risk is defined as the probability of an unwanted event occurring or not occurring. Risk has a correlation between opportunities and consequences. The occurrence of the COVID-19 outbreak in general has a negative impact on health and the economy. However, from a business perspective, it can provide opportunities for MSMEs with organic products. During the COVID-19 outbreak, there was an increase in demand for organic products. This phenomenon provides business opportunities for special organic products related to consumer needs related to Covid-19. Thus, this study aims to identify organic products that have sustainability prospects for these SMEs. The analytical method used is descriptive based on quantitative and qualitative data. The object of research is MSME organic products in Malang Raya. The basic concept used is the sustainability livelihood approach (SLA). The SLA concept examines various assets (pentagon assets), which include aspects of capital: human, social, physical, environmental and financial. Based on the results of the identification of MSMEs, organic products that are successful are organic agricultural products to meet the needs of healthy food (food safety). The results of the market survey during the Covid-19 pandemic also showed a trend of public interest in consuming organic food, so that there were opportunities for MSMEs for organic products in Malang Raya to seize this opportunity. Even though the condition of MSMEs for organic products in Malang Raya shows a decline in turnover due to several reasons such as customers dying due to Covid-19 or not buying the products offered. In this study, it is possible to determine the condition of the assets owned by MSME organic products based on the SLA concept. The assets owned by MSMEs can be used to capture these opportunities. Thus, it can be said that behind the Covid-19 outbreak there is a blessing for MSMEs for organic products.

**Keywords:** Covid-19 outbreak, MSME organic products, SLA concept

## **New Business Venture Motivation: Comparative analysis between Chinese and Indonesian Postgraduate Students**

**Sri Palupi Prabandari**

Universitas Brawijaya

Correnspondence Email: palupia@ub.ac.id

### **ABSTRACT**

By combining Theory of Planned behavior (Ajzen, 1991) and Entrepreneurial Education (ED), this study explores the complex comparative study aimed to explain Entrepreneurial Intention (EI) of Postgraduate students in Indonesia and China via structural equation modeling. Using online and face to face questionnaire, 480 postgraduate students was selected on consideration: who are studying postgraduate program, take an entrepreneurship seminar/training, and who have ever worked. Results showed, when compared to Indonesia, ED system in China likely more to prepare and facilitate graduate students to be able to start a new venture. The lack of any significant direct effect on students in Indonesia in the ED to EI is possible for students think that ED they get is too theoretical and teachers did not give concrete advice or assistance to start or run their businesses. Subjective Norms are important factors that significantly affect EI on the sample in Indonesia. This provides useful inputs to facilitate ED program in both countries.

**Keywords:** Theory of Planned Behavior, Entrepreneurial Intention, Entrepreneurship Education

## **Good Corporate Governance, Corporate Social Responsibility and Fraud Detection of Finance Statements**

**Wuryan Andayani<sup>1</sup>, Maharani Wuryantoro<sup>2</sup>**

Universitas Brawijaya<sup>1,2</sup>

Correspondence Email: andayani@ub.ac.id

### **ABSTRACT**

The purpose of this study is to provide an overview of the role of good corporate governance, corporate social responsibility, and fraud detection of financial statements to reduce fraudulent financial statements. The research method used is qualitative content analysis from the publication of scientific articles. The findings obtained are that good governance, social responsibility, and detection of financial statement fraud have a role in reducing financial statement fraud. But not only that, prevention and detection efforts need to be equipped with ethical morals and an organizational culture that supports and contributes to reducing fraudulent financial statements. Overall, the role of governance, social responsibility, and fraud detection in financial statements can be generalized.

**Keywords:** Good Corporate Governance, Corporate Social Responsibility, Financial Statement fraud

## **Innovative Baitul Maal Wat Tamwil (BMT): Promotes Better and Sustainable Inclusive Empowerment**

**Asfi Manzilati<sup>1</sup>, Tsumma Lazuardini Imamia<sup>2</sup>**

Brawijaya University<sup>1,2</sup>

Correspondence Email: asfi@ub.ac.id

### **ABSTRACT**

The main principle of closeness that arises between mustahiq and BMT is based on mutual trust. The principle of trust and flexibility of BMT is a solution for micro-businesses to access finance when they cannot reach the collateral needed by banks. This study aimed to encourage the development of sustainable microfinance institutions from the Start-up (social dimension) to Expansion (commercial dimension) models. A literature review was used by the researchers to answer problems by finding a common thread within the BMT (Baitul Maal wa Tamwil) business practices. At least two models have the suitability in improving the sustainability of the BMT business. The first is an initial financing scheme, involving BMT and Mustahiq by utilizing Grant fund, coming from Zakat, Infaq, and Sadaqah (ZIS). The second one is based on the Waqf scheme (commercial). From the success of the first scheme, the use of grant funds was able to turn mustahiq into muzakki. The fund returning to BMT indicates that the financial condition of Mustahiq has improved so that the management can redistribute it to other Mustahiqs. This paper implies that with the two models developed in this study, both sides of the BMT and the empowerment target can grow together.

**Keywords:** Islamic Financing Model, Baitul Maal wa Tamwil (BMT), SMEs Financing



## **A Behavioral Study on Not-for-profit Microfinance: Case Study on “Blessing Revolving Fund” Microfinance**

**Ali Zainal Abidin<sup>1</sup>, Dwi Prasetyani<sup>2</sup>**  
Muhammadiyah Surakarta University<sup>1</sup>  
Sebelas Maret University<sup>2</sup>  
Correspondence Email: aza200@ums.ac.id

### **ABSTRACT**

This research aims to gather information on not-for-profit microcredit named Blessing Revolving Fund, especially its actors' behavioural patterns. This paper used a case study approach with data collection through interviews and document analysis. The samples are selected using the purposive sampling technique. The results showed that the Blessing Revolving Fund was purely not-for-profit microcredit with donations as its financial source. They give credits without collateral, without interest, and profit-sharing. There are three parties within the activity as the managers, donors, and members. The desire to help others, ease of mechanism, satisfaction, comfort, and inner peace are a few reasons these actors participate. They also did not expect a reciprocity issue between performance and rewards. These results are inversely proportional to Vroom's theory of motivation. It also indicates a tendency towards philanthropic behaviour in Blessing Revolving Fund activities.

**Keywords:** Not-for-profit, microfinance, behaviour, Blessing Revolving Fund, motivation.

## **Earnings Quality: Analyzing the Moderate Effect of Corporate Governance on the Indonesia Stock Exchange**

**Ida Ayu Nyoman Yuliasuti<sup>1</sup>, I Gede Cahyadi Putra<sup>2</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2</sup>

Jl. Kamboja 11 A, Denpasar, 80233, Bali, Indonesia

Correspondence Email: ia.yuliasuti@unmas.ac.id

ORCID ID: <https://orcid.org/0000-0002-2878-2505>

### **ABSTRACT**

This study plans to break down the control of corporate governance on the connection between speculation opportunity sets, influence and liquidity on earning quality in assembling organizations on the Indonesia Stock Exchange (IDX). With purposive testing strategy, acquired an example of 13 organizations and increased by 3 years of perception so how much information examined is 39, utilizing the Moderated Regression Analysis (MRA) examination procedure. The outcomes showed that influence contrarily affected earning quality, while venture opportunity set and liquidity meaningfully affected earning quality. The corporate governance variable can direct the connection between speculations opportunity set, influence and liquidity on earning quality in assembling organizations recorded on the Indonesia Stock Exchange (IDX). This shows that the corporate governance variable can direct the connection between speculation opportunity set and liquidity, which at first affected earning quality. Corporate governance can further develop oversight and checking of monetary announcing arrangements did by the executives. This makes the administration will be more cautious in revealing the organization's funds, and obviously will affect the nature of profit.

**Keywords:** corporate governance, earnings quality, influence, liquidity speculation opportunity sets

## **Reviewing Factors affecting the Implementation of FAS- EWPA in Small and Medium Enterprises in Denpasar City**

**Ni Luh Nyoman Sherina Devi<sup>1</sup>, Ida Ayu Ratih Manuari<sup>2</sup>, Yura Karlinda Wiasa Putri<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>

Jl. Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: sherinadevi@unmas.ac.id

### **ABSTRACT**

Small and Medium Enterprises (SMEs) play a role and contribute to the economy in Indonesia. To obtain additional capital from bank and non-bank financial institutions, SMEs are required to include financial statements as a condition for applying for loans. Financial Accounting Standards for Entities without Public Accountability (FAS-EWPA, in bahasa Indonesia known as *SAK-ETAP*) is a standard that is intended for business entities that do not have public accountability such as SME entities. This study aims to analyze the effect of providing information and socialization, entrepreneur education, length of business, business size, and perceptions of SME entrepreneurs on the implementation of FAS-EWPA. The research population is SME entrepreneurs who are located and registered with the Denpasar City Cooperatives and Micro, Small, and Medium Enterprises Service. The results showed that the provision of information and socialization, the perception of SME entrepreneurs had a positive effect on the implementation of FAS-EWPA. Meanwhile, entrepreneur education, length of business, and business size have no effect on the implementation of FAS-EWPA. It can be suggested that the role of related parties such as the government needs to be increased in providing socialization about the understanding of FAS-EWPA.

**Keywords:** FAS-EWPA, Financial Reporting, SMEs.

## **The Effect of Public Ownership on Timeliness of Financial Reporting**

**Sagung Oka Pradnyawati<sup>1</sup>, Kadek Indah Kusuma Dewi<sup>2</sup>, Ida Ayu Rayhita Santhi<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>

Jalan Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: indahkusumadewi@unmas.ac.id

ORCID ID: <https://orcid.org/0000-0002-3874-9178>

### **ABSTRACT**

Timeliness of financial statement publication is important because it becomes the qualitative characteristics of useful information in supporting the relevance of the information. Besides how quickly a company publishes its financial statements will tend to affect the trust of financial statement users. This research aims to find the effect of public ownership on timeliness of financial reporting. Total samples are 39 of *property and real estate* companies listed on the Indonesia Stock Exchange (IDX) in a period of 2018-2020 and analyzed by Statistical Package for the Social Sciences (SPSS). This research finds that public ownership has no effect on timeliness of financial reporting. The value of public ownership is low so that the public is not able to affect company policy, especially in the quality of a financial statements.

**Keywords:** timeliness, public ownership, financial statements.

## **Obedience Pressure, Time Budget Pressure, Task Complexity on Audit Judgment**

**Luh Pande Eka Setiawati<sup>1</sup>, Anak Agung Sagung Istri Pramanaswari<sup>2</sup>, M Doni Permana Putra<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>  
Jalan Kamboja No.11A Denpasar 80232, Indonesia  
Correspondence Email: setyapande@unmas.ac.id

### **ABSTRACT**

The audited financial statements must reflect the belief in the opinion and the quality of any information produced, therefore, in order to respond to the information related to the responsibilities and audit risks faced by the auditor, Judgment is needed. This study aims to determine the effect of obedience pressure, time budget pressure, and task complexity on audit judgment. The population in this study are all auditors who work at the Public Accounting Firm which are members of the Indonesian Institute of Certified Public Accountants (IAP1) in the Bali area contained in the 2021 Directory and the sample used is 74 respondents. The data analysis technique used in this research is multiple linear regression, coefficient of determination, t test and F test. Based on the results of the study, it can be seen that: Obedience pressure has significant no negative effect on audit judgment, Time budget pressure has a significant negative effect on audit judgment and task complexity has a significant positive effect on audit judgment. Suggestions that can be given by researchers are further researchers, so that they can examine more deeply other factors not examined in this study that can affect audit judgment.

**Keywords:** Audit judgment, Obedience pressure, Task complexity, Time budget pressure.

## **Predicting Millennials E-Loyalty Through Compatibility and Innovativeness on E-Commerce**

**I Putu Wahyu Dwinata JS<sup>1</sup>, Made Pradnyan Permana Usadi<sup>2</sup>, I Wayan Sucipta Wibawa<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>  
Jl. Kamboja No. 11A Denpasar, 80233, Indonesia  
Correspondence Email: mdpradnyan@unmas.ac.id

### **ABSTRACT**

Millennials have dominated the use of e-commerce. They tend to have characters with lower levels of loyalty to products or services. This will be a problem if e-commerce company is unable to read the personal characteristics of its users. Millennials users are known to have innovativeness which is explained in their enjoyment of learning new systems. This perception also reflected through their assumptions about ease of use and usefulness of an e-commerce platforms. This study aims to explain the effect of perceived compatibility and perceived innovativeness to e-loyalty through perceived ease of use and perceived usefulness on millennials e-commerce users. Data are collected from 217 millennial customer's using purposive sampling method. Path analysis were done using SPSS Statistics 22. The results revealed both of perceived compatibility and perceived innovativeness affected e-loyalty significantly through perceived usefulness. The results of this study shows that ease of use does not necessarily make users loyal, because there are several other important factors such as price, promotion, service quality.

**Keywords:** Compatibility, E-Loyalty, Innovativeness, Technology Acceptance Model

## **The Influence of Tri Hita Karana Culture on Corporate Governance in the Implementation of Accounting Information Systems at Village Credit Institutions in Bali**

**I Gede Cahyadi Putra<sup>1</sup>, Putu Kepramareni<sup>2</sup>, Luh Gde Novitasari<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>

Jalan Kamboja 11A Denpasar, 80233, Indonesia

Correspondence Email: [gdcahyadi@unmas.ac.id](mailto:gdcahyadi@unmas.ac.id)

ORCID ID: <https://orcid.org/0000-0002-0665-8802>

### **ABSTRACT**

The Village Credit Institution is one of the institutions which aims to strengthen the resilience of traditional villages in preserving and developing the noble values of Balinese customs and culture imbued with Hindu religious. The role of information technology is also very important in order to survive in business competition, especially with other financial institutions such as rural banks, cooperatives, commercial banks and other non-bank financial institutions. The role of Balinese culture in the management of Village Credit Institutions is an important thing to be able to implement an accounting information system properly. The purpose of this study was to examine the influence of the Tri Hita Karana culture in the management of the Village Credit Institution and its impact on the Implementation of the Accounting Information System at the Village Credit Institution. The research was conducted at 100 Village Credit Institutions in Bali. The analytical technique used to test the research hypothesis is SEM PLS. The results of the study show that the Tri Hita Karana culture is positively able to encourage Village Credit Institution Governance and this encourages the Implementation of the Accounting Information System implemented by the Village Credit Institution to run effectively and efficiently.

**Keywords:** Tri Hita Karana Culture, Corporate Governance, Accounting Information Systems, Village Credit Institutions

**Moderating Competency on the Effect of Owner's IQ, EQ,  
and SQ on MSME Performance in Denpasar City**

**Luh Putri Mas Mirayani<sup>1</sup>, RR. Maria Yulia Dwi Rengganis<sup>2</sup>, Putu Ayu Anggya  
Agustina<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>  
Jl. Kamboja No. 11A Denpasar, 80233, Indonesia  
Correspondence Email: putrimasmirayani@unmas.ac.id

**ABSTRACT**

National development of a nation includes economic development and Micro, Small and Medium Enterprises (MSMEs). The performance of MSMEs needs to be investigated because the contribution of the MSME sector to Gross Domestic Product (GDP) has increased from 57.84% to 60.34% in the last 5 years. This study aims to determine the effect of IQ, EQ, and SQ on the performance of Micro, Small and Medium Enterprises moderated by competence. The object of research is the performance of MSMEs in Denpasar City. The sampling technique used in this study is Probably sampling using a simple random technique. There are 100 MSMEs as a sample with a total of 77 statements. Based on the results of research analysis (1) competence weakens the positive influence of IQ and SQ on the performance of MSMEs in Denpasar City; and (2) competence is not able to moderate the effect of EQ on the performance of MSMEs in Denpasar City. Suggestions for further research are to develop research objects and develop research instruments by conducting personal interviews with respondents.

**Keywords:** IQ, EQ, SQ, Competence, Performance.



## **Dissecting of BUMDesa Transparency Based on Governance Principles**

**Desak Made Mya Yudia Sari<sup>1</sup>, Ida Ayu Nirma Prameswari<sup>2</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2</sup>

Jl. Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: myayudiasari@unmas.ac.id

### **ABSTRACT**

The purpose of this study is to convey in-depth information on the phenomenon of the concept of transparency regarding minimizing irregularities in the use of funds, preventing public distrust and achieving organizational goals. Observational data, interviews and documentation were used as the basis for collecting qualitative data. An interpretive descriptive approach is used as a research methodology with the Yin of case study. Disclosure of the concept of transparency in the accountability and reporting of BUMDesa Wija Sari Samsam Village shows a system of openness, clear and easy-to-understand standardization, the principle of prudence, honesty, timeliness and announcements of policies regarding income, financial and asset management. The theoretical and practical implications of research are that it can be used as a reference and contributes to management and stakeholders in implementing the concept of transparency. As a highly regulated organization, the key to successful BUMDesa transparency has great potential to be replicated by other BUMDesa. The limitation of this research is that the researcher only uses informants who are the main key in BUMDesa transparency.

**Keywords:** Transparency, BUMDesa, Accountability, Reporting

## **Does The Dividend Policy Affect the Stock Price?**

**I Komang Oka Permadi<sup>1</sup>, I Kadek Bagiana<sup>2</sup>, Putu Ayu Diah Widari Putri<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>

Jl. Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: ikadekbagiana@unmas.ac.id

ORCID ID: <https://orcid.org/0000-0003-3528-005X>

### **ABSTRACT**

Stock prices have long been a fascinating topic for researchers, especially in the financial industry, in this digital era. Stock price fluctuations are caused by a variety of variables, one of which is corporate dividend distribution. Dividends are not only a source of income for investors, but they also serve as a barometer of a company's performance. Companies with a bigger market capitalization are better equipped to pay dividends than companies with a smaller market capitalization, hence this will affect the stock price. With firm size as the moderating variable, the goal of this study is to re-examine and confirm the effect of dividend policy on stock prices. In this study, the population is manufacturing enterprises that will be listed on the Indonesia Stock Exchange in 2020. The sample was determined using a non-probability method and purposive sampling technique, and a total of 72 companies were collected. Path analysis is the analytical technique utilized. SmartPLS software version 3.3.6 was used to analyze the data in this investigation. The findings of this study show that dividend policy has a positive impact on stock prices, and that firm size has no effect on dividend policy's impact on stock prices.

**Keywords:** dividend policy, stock price, firm size, manufacturing company.

**Effect of Communication, Emotional Intelligence and work  
Climate on Employee Performance at Mercure Sanur  
Resort Bali**

**I Komang Suryadnya Diputra<sup>1</sup>, I Nyoman Mustika<sup>2</sup>**  
Universitas Mahasaraswati Denpasar<sup>1,2</sup>  
Jl. Kamboja No. 11A Denpasar, 80233, Indonesia  
Correspondence Email: suryadnyadiputra@unmas.ac.id

**ABSTRACT**

Competition in the accommodation service business is increasingly complex, in order to realize the company's success in achieving its goals. An indicator of success that must be considered in business implementation is the realization of high performance. This study aims to determine the effect of communication on employee performance, to determine the effect of emotional intelligence on employee performance, and to determine the effect of work climate on employee performance at Mercure Resort Sanur Bali. This research was conducted at Mercure Resort Sanur Bali. The background for choosing this location was because there were problems related to communication, emotional intelligence and work climate in an effort to improve employee performance at Mercure Resort Sanur Bali. The number of samples in this study were 70 respondents and the data analysis method used in this study was using multiple linear regression analysis techniques, coefficient of determination test, and statistical t test. with the analysis program, namely SPSS version 25.0 for windows. The results of the analysis show that partially and simultaneously Communication, Emotional Intelligence and Work Climate have a positive and significant effect on Employee Performance at Mercure Resort Sanur Bali.

**Keywords:** Communication, Emotional Intelligence, Work Climate and Performance Employee.

## **How Investment Motivation and Digital Literacy Affect Investment Interest Among University Students**

**Ni Made Indah Mentari<sup>1</sup>, Tiara Carina<sup>2</sup>, I Dewa Made Arik Permana Putra<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>

Jl. Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: indahmentari@unmas.ac.id

### **ABSTRACT**

Restrictions on social activities during the Covid-19 pandemic have made students have more free time at home. To fill their free time, students become more diligent in seeking information digitally, one of which is about investment and stocks. Digital literacy and investment motivation make students have an interest in investing. The awareness of students as the younger generation to invest arises because they see that most people struggle not to have investment funds when they lose their jobs during the pandemic. This research aims to determine the effect of investment motivation and digital literacy on investment interest among university students. The samples were 380 students of the Faculty of Economics and Business, Universitas Mahasaraswati Denpasar, were obtained using the stratified random sampling method. Data were analyzed using Multiple Linear Regression Analysis. The result showed that investment motivation and digital literacy significantly affected investment interest (sig. 0.00;  $R^2 = 0.478$ ). According to the result, investment interest will be increased if students have higher investment motivation and digital literacy.

**Keywords:** Investment Motivation, Investment Interest, Digital Literacy

**The Influence of Transformational Leadership and  
Workplace Spirituality on Employee Performance Mediated  
by Organizational Commitment**

**Ni Kadek Nonik Rasminingsih<sup>1</sup>, I Made Aditya Wardana<sup>2</sup>, Putu Ari Pertiwi  
Sanjiwani<sup>3</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2,3</sup>  
Jalan Kamboja No. 11A Denpasar, 80223, Indonesia  
Correspondence Email: nonikrasminingsih@unmas.ac.id

**ABSTRACT**

Nowadays, competition in business industries is very tight that makes Human Resource is the most important factor for a company in order to maintain as well as to keep survive. The subject of this research are 160 employees of LPD that located in Kecamatan Denpasar Timur. Purposive sampling method and PLS (Partial Least Square) analysis technique used in this research. The result of the study showing that transformational leadership and workplace spirituality has a positive and significant effect on the employee's performance. Transformational leadership and workplace spirituality leadership has a positive and significant effect on the organizational commitment. Organizational commitment has a positive and significant effect on employee's performance. Organizational commitment as a mediator of transformational leadership has a positive and significant effect on employee's performance. Organizational commitment as a mediator of workplace spirituality has a positive and significant effect on employee's performance. The purpose of the research show that this research can be used as an input to the organization to pay attention to the factors that can improve the employee's performance such as transformational leadership and workplace spirituality which have been shown to significant affect to the employee's performance.

**Keywords:** Transformational leadership, Workplace spirituality, Organizational commitment, Employee's performance

**Philosophy Tri Kaya Parisudha as Moderators the Effect of  
Love of Money and Self Efficacy on Ethical Behavior of Tax  
Consultant**

**I Gusti Putu Eka Rustiana Dewi<sup>1</sup>, I Gede Cahyadi Putra<sup>2</sup>**

Universitas Mahasaraswati Denpasar<sup>1,2</sup>

Jl. Kamboja No. 11A Denpasar, 80233, Indonesia

Correspondence Email: rustiana\_dewi@unmas.ac.id

ORCID ID: <https://orcid.org/0000-0002-0665-8802>

**ABSTRACT**

The study aims to examine the effect of love of money and self-efficacy on ethical behavior of tax consultant, as well as to examine whether philosophy of tri kaya parisudha which known as Balinese local wisdom will be able to weaken the effect love of money and to strengthen self-efficacy on tax consultant's behavior. The research conducted because of the phenomenon of bribery cases which were involving tax consultants, tax payer and government tax officer whereas this already added to the list of corruption cases in Indonesia. Data collection in the research using survey method with questionnaire and the samples are registered tax consultants in Bali. The result shows that love of money has negative significant effect and self-efficacy has positive significant effect on tax consultant's ethical behavior, while the philosophy of tri kaya parisudha has an ability to weaken the effect of love of money and ability to strengthen the effect of self-efficacy on tax consultant's ethical behavior.

**Keywords:** ethical behavior, love of money, self-efficacy, philosophy tri kaya parisudha.

## **Are the Migrant Worker Empowerment Program's Objectives Effective?**

**Ferdinand Nababan<sup>1</sup>, Matin<sup>2</sup>, Suryadi<sup>3</sup>**

Universitas Negeri Jakarta<sup>1,2,3</sup>

Email: nababanbro@gmail.com

### **ABSTRACT**

Due to the difficulties of obtaining work in Indonesia and the low level of education, some people have been forced to seek employment overseas. However, a good wage outside of Indonesia does not ensure that when they return to Indonesia, they would be self-sufficient with the money they have earned and will not have to work as migrant workers afterwards. The purpose of this study is to assess BPPPTKI Serang's empowerment program for Indonesian migrant workers. This research employs a qualitative approach as well as an evaluation approach. CIPP was employed as the evaluation model (Contexts, Input, Process and Product). This article focuses solely on the product and impact of this empowerment program, and it does not cover other aspects of CIPP. The study's findings revealed that, while the program's idea was excellent, the results were not. The majority of Indonesian migrant workers who return to work overseas demonstrate this. This, of course, goes against the program's stated goal of producing independent migrant workers once they've worked as migrant workers. In terms of concept, this program still has to be improved upon, particularly in the form of a post-program control procedure to encourage migrant workers to be more productive.

**Keywords:** migrant workers, CIPP, empowerment program, productive.

## **The Effect of Instagram Advertisements on Customers' Purchase Intention**

**Firyal Azizah<sup>1</sup>, Jezzy Dela Puspita<sup>2</sup>, Sonia Bianto Putri<sup>3</sup>, Nur Damayanti<sup>4</sup>**  
Bina Nusantara University<sup>1,2,3,4</sup>

The Joseph Wibowo Center Hang Lekir I No. 6, Senayan Jakarta 10270, Indonesia.

Correspondence Email: [firyal.azizah@binus.ac.id](mailto:firyal.azizah@binus.ac.id)

ORCID ID: 0000-0002-5034-5547

### **ABSTRACT**

This study examines the effect of Instagram advertisements on customers' purchase intention, which influenced by the variables: personalization, informative message on the advertising, an entertaining advertising, as well as how the customers attitude on those advertisements, and at the end to rise purchase intention, on a sample of Instagram users in DKI Jakarta province of Indonesia. This study wants to find out the determinants of attitudes towards advertisements on Instagram that result in customers' purchase intention. To test the hypothesis, a survey questionnaire conducted among 417 Instagram users who live in DKI Jakarta between 18-34 years old, and already have their own income. The result of hypothesis testing was conducted by Smart PLS 3.0. It was conducted by observing direct and indirect effects. The current study provides analysis results of direct effects that exogenous variables (personalization, informative, and entertainment) had a positive and significant effect on the endogenous variable (purchase intention). Additionally, in the analysis results of specific indirect effects, attitude towards advertisements had a significant and mediating effect on exogenous variables on endogenous variables. This study determines crucial variables that became the factors in an advertisements success and improved the purchase intention with responsive and positive attitudes. Researchers expect on further study to conduct research nationally or across Indonesia to discover the effect of Instagram advertisements on a more complex and varied level to acquire answers that represent Indonesia rather than only in DKI Jakarta.

**Keywords:** Advertising, Customers' Attitudes, Entertainment, Informativeness, Instagram, Personalization, Purchase Intention



## **Influence of Mental Health and Psychological Disorders on Society and Education**

**Eny Lestari Widarni<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Dashen Allen<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1</sup>

University of Jember, Indonesia<sup>2</sup>

School of Life and Wellness, United Kingdom<sup>3</sup>

Correspondence Email: dashenallen@gmail.com

### **ABSTRACT**

We aim to investigate concepts in previous research on the impact of psychological disorders and mental health on education and life in society and the world of education. We use Content Analysis to compile scientific articles from Emerald, Science Direct, Sciendo and Korean Science, as well as books written by Psychology and Mental Health experts. Mental health is an aspect of health that often appears in physical, psychological, and social well-being. In treating mental or psychological health disorders, there are clinical methods that are effective in treating and recovering those who suffer from emotional illnesses. Thus, mental disorders can be treated. In society, this psychological disorder can also reduce the quality of workers, those with mental health disorders tend to find it challenging to find work, and this has a very critical impact on the progress of an economy in the life of every individual who experiences it. The fields of psychology and mental health are essential in education. The world of education is vital in the growth and development of children and future successors of the nation who need to be appropriately educated according to their talents, interests, and psychological conditions.

**Keywords:** Psychology, Mental Health, Student, Society.

## **The Application of Positive Psychology in Improving The Quality of Human Resources**

**Eny Lestari Widarni<sup>1</sup>, Muhammad Birrul Alim<sup>2</sup>, Dashen Allen<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1</sup>

University of Jember, Indonesia<sup>2</sup>

School of Life and Wellness, United Kingdom<sup>3</sup>

Correspondence Email: birrulalim94@gmail.com

### **ABSTRACT**

The goal of this research is to conduct an examination the themes explored in earlier research on the Impact of Psychology on Human Resources. We employ content analysis to assemble scientific papers from Emerald, Science Direct, and Korean science, as well as books produced by Psychology and Human Resources. Positive psychology has the advantage that it can support patients with psychological disorders to improve their relapse prevention abilities, besides that positive psychology can also improve the performance of company or organizational employees. The employees of the company or organization must have a psychological contract such as guarantees of a suitable salary and a good work environment, of course this is useful to increase a sense of comfort and security when working. Workers must have positive psychological traits such as hope, optimism, and resilience at work in order to create quality human resources. The importance of positive psychology is also needed in the business world, because positive psychology can affect the readiness of business people and when designing business strategies it will be more accurate and strategic. The right human resource policies can also help businesses overcome the negative effects of difficult times when starting a business and facing business challenges.

**Keywords:** Psychology, Human Resource, Organization, Management

**Evaluation of the Procurement Process for Construction Services for Groundwater Well Drilling Work Packages at The Directorate General of Water Resources, Ministry of Public Works and Housing, Risk-Based to Improve Procurement Performance**

**Okta Firdaus Tanjung**

University of Indonesia

Correspondence Email: oktatanjung@gmail.com

**ABSTRACT**

Water is a basic need of human life, groundwater well drilling has been carried out at the Directorate General of Water Resources, Ministry of Public Works and Public Housing (PUPR) to meet the community's need for clean water. The procurement process for the groundwater well drilling work package at the Ministry of PUPR has been carried out with the Electronic Procurement Service (LPSE) in a transparent and informative manner. Based on data on the procurement of groundwater wells for the Fiscal Year 2020-2021, 9% of the work packages were cancelled and 45% were re-tendered, therefore further research is needed by collecting statistical data, questionnaires, and using the risk probability and impact assessment method. risk factors at the procurement stage. The purpose of this study is to analyze any risk factors in the procurement process that affect the performance of well drilling procurement, analyze preventive and corrective responses to anticipate risks in the procurement process in terms of improving the quality performance and time of procurement of well drilling work.

**Keywords:** Groundwater Well, Procurement, Risk

**The Influence of Customer Requirement on the  
Development of Value Creation and the Implication on  
Customer Loyalty (A Study at Islamic Bank in Jakarta)**

**Finorita Fauzi**

Bank Syariah Indonesia

Jl Taman Marinir Selatan Blok AF/5 Jakarta, 13450, Indonesia

Correspondence Email: finorita.fauzi@yahoo.com

**ABSTRACT**

The purpose of the study is to examine the effect of customer requirements on value creation and its implications for customer loyalty at Islamic Banks in Jakarta. This research was carried out based on a quantitative approach. Observations were made on a cross-sectional/one-shot time coverage, in 2022. Islamic Bank in Jakarta is the unit of analysis in this study, with the unit of observation is the customer of Islamic Bank in DKI Jakarta. Causality analysis to answer the research objectives using PLS-SEM. This study took a sample of 100. The sampling technique used is stratified proportional random sampling. The test results support the hypothesis that customer requirements and value creation affect customer loyalty. This research produces managerial implications for the management of Islamic banks in DKI Jakarta that to increase customer loyalty, it is necessary to develop value creation which is supported by a better understanding of customer requirements. Value creation needs to be prioritized on efforts to strengthen relationships with business partners.

**Keywords:** customer loyalty, customer requirements, value creation.

**The Risk Factors (Dietary Pattern, Exclusive Breast Feeding, History of Infectious Diseases and Income) of Stunting (The Risk Factors of Stunting)**

**Ari Nofitasari<sup>1</sup>, Lisnawati<sup>2</sup>, Wa Ode Aisa Zoahira<sup>3</sup>, Leniarti Ali<sup>4</sup>, Ridia Utami Kasih<sup>5</sup>**  
Universitas Mandala Waluya<sup>1,2,3,4,5</sup>  
Correspondence Email: nofitasariari@gmail.com

**ABSTRACT**

Data from the South Konawe District Health Office shows that in 2021 there are 2536 children under five who experience stunting. The purpose of this study was to determine the risk factors for stunting in children under five in Konawe Selatan Regency. The method of the study was a Case Control Study design, which consisted for case group of 110 respondents and a control group of 110 respondents with a total sampling technique. The statistical test used was Chi Square. The results showed that there was a risk of dietary patterns on the Stunting events in children under five years (OR=2,200>1 ; X<sup>2</sup> count=5,455 ;  $\varphi$ =0,411), there was a risk of exclusive breastfeeding on the Stunting events in children under five years (OR=2,242>1 ; X<sup>2</sup> count=6,787 ;  $\varphi$ =0,359), there was a risk of a history of infection with the Stunting events in children under five years (OR=4,257>1 ; X<sup>2</sup> count=6,310 ;  $\varphi$ =0,472), there was an income risk of Stunting events in children under five years (OR=3,438>1 ; X<sup>2</sup> count=5,443 ;  $\varphi$ =0,256). Dietary patterns, exclusive breastfeeding, a history infectious disease, income, are risk factors for Stunting in children under five years, and it is recommended that parents pay attention to diet and modify the food that children under five years consume to avoid Stunting.

**Keywords:** Stunting, Dietary patterns, exclusive breastfeeding, a history of infectious diseases, income

## **The Construction of Psychological Instrument Measuring Team Building Competences Using Situational Judgement Test Model**

**Angela Oktavia Suryani<sup>1</sup>, Alia Natakusuma<sup>2,3</sup>, Richard Nitihardja<sup>3</sup>**

Atma Jaya Catholic University of Indonesia<sup>1</sup>

Universitas Pembangunan Jaya<sup>2</sup>

FonBright Indonesia<sup>3</sup>

Correspondence Email: [angela.suryani@atmajaya.ac.id](mailto:angela.suryani@atmajaya.ac.id)

### **ABSTRACT**

This study aimed to construct a psychological instrument to measure team-building competence. We defined team building as a set of competence of a leader to build a team through four dimensions: interpersonal relations, the ability to problem-solving, role clarification, and goal setting. Interpersonal relations competence involves interacting with other members based on trust, mutual support, accommodative communication, and sharing feelings. The ability to problem-solving comprises the ability to identify problems, make decisions confidently, control situations, and build an excellent problem-solving process. In the role clarification, a leader should classify and clarify the role of each member, share responsibility, and put the role expectation on each member. Next, a leader should be able to define and specify the objective and set milestones to achieve the team's goal. The instrument consists of twenty-four items written in a situational judgment test. The scoring for participants' responses employs three types: zero (irrelevant to the cases), one (relevant to the situation but less effective), and two (suitable and adequate to the problem). We recruited 148 employees (18-65 years old) from private companies using the purposive sampling method. The validity analysis implemented corrected item-total correlation revealed 16 items valid measuring team-building competencies (from  $r = 0.14$  to  $r = 0.48$ ). The reliability testing showed an adequate reliability with Cronbach's Alpha 0.67. The advantages and limitations of the study are discussed.

**Keywords:** psychological test construction, team building competence, situational judgment test, validity, reliability

## **Inclusive Leadership and Work Accident Reduction at a Printer Manufacturing Company: Case of PT.XYX**

**Sandra Megasari<sup>1</sup>, Maria Jacinta Arquisola<sup>2</sup>**

School of Business, President University<sup>1,2</sup>

Jababeka Education Park, Jl. Ki Hajar Dewantara, Bekasi, Indonesia 17530

Correspondence Email: sandra.megasari@student.president.ac.id

ORCID ID: 0000-0002-8370-9909

### **ABSTRACT**

Labor-intensive assembly plants, shift work systems, and continuous working hours significantly influence the occurrence of accidents. According to the International Labor Organization (ILO), 2.3 million women and men die each year due to work-related accidents or diseases, equating to almost 6000 deaths every day. This master project aimed to determine the causes of the increased accident at PT. XYZ, to minimize the loss incurred by the company and the employee, XYZ determines the role of inclusive leadership as an organizational solution to decrease the number of accidents. "Loss Causation Model" and "Inclusive Leadership theory" guided this research. The research data came from a document review of accident data at PT. XYZ and Focus Group Discussion (FGD) also use content analysis of transcript data as a data analysis technique. The study found that the causes of accidents are a) employee unsafe behavior, b) low employee awareness of safety, c) insufficient information related to safety procedures, d) unclear safety standards, and e) accident information that superiors do not convey to their workers. The study also found that inclusive leadership of accessible, caring, and motivating leaders can be a good trigger for the workplace to prevent accidents. Safety committees also have an essential role in preventing accidents by working with the department manager. The implication of this research to the company is to reduce loss incurred by the company from suffering an accident by resolving the accident causes and standardized leadership types that match with the safety purpose.

**Keywords:** accidents; accident cause; inclusive leadership; labor-intensive assembly plants

**Management of Procurement of Raw Materials for  
Processing Cash Nuts in CV Husakasari Semesta in Muna  
Regency**

**La Sinaini**

National Research and Innovation Agency  
Email:la.sinaini@brin.go.id

**ABSTRACT**

Raw material procurement management is one of the most important activities in production activities. Production activities will stop if the availability of raw materials in the production process activities cannot be maintained by the company. CV Hukasari Semesta is one of the types of micro, small and medium enterprises (SMEs) that is quite developed in Muna Regency which prepares cashew nut products in the form of logs and ready-to-serve. CV Hukasari Semesta was founded in 1998 by relying on its own capital of Rp 20,000 and the skills of the business owner to process cashew nuts, has grown and currently employs 17 employees. The purpose of this study is to determine the management of raw material procurement by CV. Hukasari Semesta in the cashew nut processing business in Mabodo Village, Muna Regency. Sources of data used in this study are the results of interviews from business owners and direct observations in business activities. The data obtained were then analyzed descriptively qualitatively. The results showed that the management of raw material procurement carried out by CV. Hukasari Semesta in ensuring the availability of production raw materials, namely implementing the planning function of raw material procurement, raw material purchasing function, raw material transportation function, raw material sorting function, raw material quality control function, and raw material warehousing function. The implication of this research is that micro, small and medium enterprises (SMEs) in carrying out important business activities apply raw material procurement management to maintain the availability of raw materials during the production process and the quality of the products to be produced.

**Keywords:** management, product quality, raw materials, SMEs



## **Increasing the Agribusiness Competence of Pepper Farmer in the border Area of West Kalimantan**

**Komariyati<sup>1</sup>, Endang Siti Rahayu<sup>2</sup>, Mulyanto<sup>3</sup>, Joko Sutrisno<sup>4</sup>**

Sebelas Maret University<sup>1,2,3,4</sup>, Surakarta.

Correspondence E-mail: komariyati45@gmail.com

### **ABSTRACT**

This study aims to: (1) determine the agribusiness competence of pepper farmers in the border area of West Kalimantan; (2) Analyzing the factors that influence the learning process of pepper farmers in the border area of West Kalimantan; (3) Analyzing the factors that affect the agribusiness competence of pepper farmers in the border area of West Kalimantan; (4) Formulating an extension model for pepper farmers to improve agribusiness competence of pepper farmers in the border area of West Kalimantan.

The research method was quantitative research with the type of explanation. The research population was pepper farmers in 14 (fourteen) sub-districts in the border area of West Kalimantan. The sampling technique used proportional simple random sampling. The number of research samples was 160 pepper farmers. Data collection techniques used questionnaires and documentation. The data processing and analysis technique used Structural Equation Modeling (SEM). The results of the study conclude: (1) The agribusiness competence of pepper farmers in the border area of West Kalimantan was an average of 66.2% of the expected competencies (technical and managerial). The technical competence of pepper cultivation was 73.5% of the expected, and the managerial competence of the pepper business was 47.9% of the expected; (2) Farmers' participation factors in community institutions and access to information sources have a direct effect on the learning process (access to extension services and farmer groups); (3) The factors of formal education, learning process, access to capital sources, and access to agribusiness facilities have a direct effect on the competence of farmers; (4) Extension model for pepper farmers to improve agribusiness competence of pepper farmers: First, extension workers must pay attention to the farming experience that has been carried out by farmers, because business experience has a direct effect on farmers' motivation. Second, the extension workers pay attention to the level of motivation of farmers and farmers' formal education, because these two factors directly affect farmer participation. Third, extension workers pay attention to the level of farmer participation and access to information sources owned by farmers, because these two factors directly affect the learning process of farmers. Fifth, extension workers encourage farmers to be able to gain access to sources of capital, because this factor can directly affect access to agribusiness facilities and agribusiness competence of farmers. Sixth, extension workers pay attention to formal education, the learning process carried out by farmers, the ability to access capital sources and access to agribusiness facilities owned by farmers, because these factors can directly affect the competence of farmers' agribusiness.

**Keywords:** competence, learning process, education, experience, motivation, participation, access to facilities, access to capital, and access to information

## **Community Empowerment in the Economic Field of Fish Farmers in the Corporate Social Responsibility Program**

**Rudy Kurniawan<sup>1</sup>, Ravik Karsidi<sup>2</sup>, Sapja Anantanyu<sup>3</sup>, Sugihardjo<sup>4</sup>**

Sebelas Maret University<sup>1,2,3,4</sup>, Surakarta.

Correspondence Email: rudy33kurniawan@gmail.com

### **ABSTRACT**

This study aims to: (1) describe the Corporate Social Responsibility (CSR) concept of PT. Multi Dimensional Creation through microbubble generator innovation in fish farming farming communities; (2) Reviewing the implementation of the CSR program of PT. Multi-Dimensional Creation based on the perspective of community empowerment in the economic field of fish farmers; (3) Formulating a model for community empowerment of fish farmers in the CSR program of PT. Multi Dimensional Creation; (4) Assessing the success of community empowerment in the economic sector through the CSR program of PT Multi Dimensi Kreasi in fish farming communities in Bogesan Village, Yogyakarta. The research method is qualitative research. The objects and subjects of the research are: (1) the company, namely PT Multi Dimensi Kreasi as the owner of the CSR policy authority; (2) District and Village Governments. (3) Fish farming community in Bogesan Village, Yogyakarta. The sampling technique used was purposive sampling, snow ball sampling, and Forum Group Discussion (FGD). The number of informants was 13 informants. Data collection techniques used interviews, observation, and documentation. The data validation technique used method triangulation and source triangulation. The data analysis technique used an interactive model, including: reduction of data display data, as well as drawing conclusions and verification. The results of the study conclude: First, the CSR concept of PT. Multi-Dimensional Creation through microbubble generator innovation has advantages: producing more fish, innovation according to farmers' needs, simple technology, easy-to-test tools, and easy-to-observe tools by farmers. Second, the implementation of the CSR program of PT. Multi-Dimensional Creation based on the perspective of community empowerment in the economic field of fish farmer farmers is carried out with the principles: Integrated development, Human right, Sustainability, Empowerment, Self-reliance, Organic development, The integrity of process, Co-operation, and Participation. Third, the fish farmer community empowerment model in the CSR program of PT. Multi-Dimensional Creation, namely: (a) The focus of empowerment is the intensification of aquaculture with microbubble generator innovation; (b) Empowerment stages, including: awareness stage about the importance of fishery technology; capacity building by providing training on microbubble generators to improve farmer skills, and empowering farmer groups; and the empowerment stage, where farmers can apply the abilities and skills that have been given. Fourth, the success of community empowerment in the economic sector through PT Multi Dimensi Kreasi's CSR program for fish farming farming communities, is indicated by: increased production yields, increased income, increased environmental awareness, and increased independence of farmer groups.

**Keywords:** community empowerment, economics, corporate social responsibility, microbubble generator

## **Analysis of the Effect of Competence on the Performance of Village Planner Through the Utilization of Information Technology**

**Catur Subandi<sup>1</sup>, Yanuar Bachtiar<sup>2</sup>, Gemi Ruwanti<sup>3</sup>, Nadila Deryza Syofrin<sup>4</sup>,  
Juliandi<sup>5</sup>**

Sekolah Tinggi Ilmu Ekonomi Banjarmasin<sup>1,2,3,4,5</sup>, Indonesia  
Correspondence Email: zainal@stiei-kayutangi-bjm.ac.id

### **ABSTRACT**

The purpose of this study was to determine the effect of competence on the performance of village government officials through the use of village financial applications.

Research method: Quantitative using part analysis of 285 employees of the village financial system operator, village treasurer, and village planning in Pulang Pisau, Central Kalimantan. The results show that competence has a direct effect on employee performance and the use of information technology successfully mediates the relationship between competence and employee performance.

Implication: Employees need to improve their skills in using technology to maximize expertise in financial planning and reporting

**Keywords:** Competence, Utilization of Technology, and Employee Performance

## **Collaboration as Innovation Strategic of Business Resilience Handicraft Industry in Central Java Indonesia**

**Intan Shaferi<sup>1</sup>, Rio Dhani Laksana<sup>2</sup>, Muliastri Pinilih<sup>3</sup>**

Universitas Jenderal Soedirman<sup>1,2</sup>, Indonesia

Universitas Amikom Purwokerto<sup>3</sup>, Indonesia

Email: intan.shaferi@unsoed.ac.id

### **ABSTRACT**

The Covid-19 pandemic has had an impact on the handicraft sector, as efforts to promote it have stalled. Purchase intention is reduced and business is sluggish. This condition provides an idea to be able to innovate in order to maintain the existence of the handicraft business. Practically, the handicraft industry is heavily affected by the declining tourism effect because many of its consumers come from abroad. The traditional nuance is closely related to handicrafts, so many tourists like it. As a strategy for industry resilience, innovation supports these business people. This research examines how industry players collaborate with many parties? What innovations are being made to deal with the Covid-19 pandemic? What factors can encourage collaboration for business recovery and resilience in the handicraft industry? The research was conducted on thirty business people in the handicraft industry in 2021 in the Central Java region of Indonesia. The results show that innovation with collaboration has an impact on business resilience and gives management strength to be able to make recovery. Supported by government policies, the recovery better.

**Keywords:** innovation, business strategy, business resilience, handicraft industry.

## **Compliance Determinants Reporting Mandatory to Report Employment in the Company with the Theory of Planned Behavior and Institutional Theory**

**Kamelia Madania Hamdie<sup>1</sup>, Tri Ramaraya Koroy<sup>2</sup>, Zainal Arifin<sup>3</sup>, Muslim<sup>4</sup>, Tommi  
Naviri<sup>5</sup>**

Sekolah Tinggi Ilmu Ekonomi Banjarmasin<sup>1,2,3,4,5</sup>, Indonesia  
Correspondence Email: zainal@stiei-kayutangi-bjm.ac.id

### **ABSTRACT**

This research aims to analyze the determinants of company compliance in reporting WLKP by using theory of planned behavior and theory of institutional. The research method is explanatory research. The population in this research were companies in South Kalimantan Province that had been registered in the WLKP system by taking 135 samples based on the method purposive sampling. Data were analyzed using the Structural Equation Modeling (SEM) method based on Partial Least Square (PLS) with the Smart-PLS 02 program. The results showed that the attitude and perceived behavior control had a significant effect on the intention to comply. Normative pressure has a marginally significant effect on intention to comply and the intention to comply has a marginally significant effect on compliance behavior. The results also showed that subjective norms, coercive pressure, and mimetic pressure had no effect on the intention to comply, while perceived behavior control had no effect on compliance behavior.

**Keywords:** Compliance, Mandatory employment reports in the company, Theory of Planned Behavior, Institutional Theory

## **Word of Mouth Mediates the Effect of Marketing Mix on Student Decisions to Choose Sabilal Muhtadin Islamic High School Banjarmasin**

**Muhammad Ridhonie<sup>1</sup>, Muhammad Maladi<sup>2</sup>, Ibrahim Daud<sup>3</sup>, Muhammad Isra Anwar<sup>4</sup>, Surya Firdaus<sup>5</sup>**

Sekolah Tinggi Ilmu Ekonomi Banjarmasin<sup>1,2,3,4,5</sup>, Indonesia  
Correspondence Email: zainal@stiei-kayutangi-bjm.ac.id

### **ABSTRACT**

This study aims to analyze the effect of the marketing mix consisting of product, price, place, promotion on word of mouth. This study is also to examine the direct and indirect effects of the marketing mix consisting of product, price, place, promotion on student decisions, and finally the effect of word of mouth on student decisions. The population of this research is the students of SMA Islam Sabilal Muhtadin Banjarmasin. Samples were taken as many as 82 people who were selected as a whole through non-probability sampling. The data collected was analyzed by PLS-SEM (Partial Least Square-Structural Equation Modeling) analysis through the SmartPLS version 3.0 program. The results showed that only promotion has an effect on word of mouth while the influence of marketing mix on students' decisions to choose Sabilan Muhtadin Islamic High School was only for promotion and place. The latter is word of mouth does not mediate the influence of the marketing mix on students' decisions to choose this Islamic school. It is recommended that promotion is needed to create word of mouth and later will influence student's decision to choose the school. The place is also one of the considerations for students, so it should be maintained to last for a long time.

**Keywords:** marketing mix, product, price, place and promotion, WoM and students' decision

## **Effect of Work Environment and Leadership on Employee Performance through Work Motivation During the Covid-19 Pandemic**

**Prawira Aditya Rahman<sup>1</sup>, Zainal Arifin<sup>2</sup>, Iqbal Firdausi<sup>3</sup>, Safril<sup>4</sup>, Kevin Cherly Tanujaya<sup>5</sup>**

Sekolah Tinggi Ilmu Ekonomi Banjarmasin<sup>1,2,3,4,5</sup>, Indonesia  
Correspondence Email: zainal@stiei-kayutangi-bjm.ac.id

### **ABSTRACT**

This study aims to analyze (1) the effect of the work environment on employee performance, (2) the influence of leadership on employee performance, (3) the influence of work motivation on employee performance, (4) the influence of the work environment on work motivation, (5) the influence of leadership on employee performance, (6) the influence of the work environment on employee performance through work motivation, and (7) the influence of leadership on employee performance through work motivation. The research population is the employees of Balai Konservasi Sumber Daya alam Kalimantan Selatan. Samples were taken as many as 91 people who were selected randomly through proportional random sampling. The data were analyzed using PLS-SEM (Partial Least Square-Structural Equation Modeling) analysis through the SmartPLS version 3.0 program. The results of the study show that: (1) the work environment has no effect on employee performance, (2) leadership has an effect on employee performance, (3) work motivation has an effect on employee performance, (4) work environment has an effect on work motivation, (5) leadership has an effect on work motivation, (6) work environment affects employee performance through work motivation, (7) leadership affects employee performance through work motivation.

**Keywords:** Work Environment, Leadership, Work Motivation, Employee Performance

## **The Role of Giri Swara Radio in Suppressing Covid-19 in Wonogiri Regency**

**Mami Eva Novayani<sup>1</sup>, Pawito<sup>2</sup>, Agung Satyawan<sup>3</sup>**

Sebelas Maret University<sup>1,2,3</sup>

Correspondence Email: [evanovayani@gmail.com](mailto:evanovayani@gmail.com)

### **ABSTRACT**

The Covid-19 pandemic is still threatening all around us. Corona Virus Disease 2019 or COVID-19 is an infectious disease caused by SARS-CoV-2. The government is trying to educate the public to prevent and treat Covid-19 sufferers. One of the mass media to educate the public is through local public broadcasting radio (LPPL). Radio has an important role to convey information, educate, entertain and social control. This study formulates the role of Radio Giri Swara in suppressing Covid-19 in Wonogiri Regency. This research uses a qualitative approach. Researchers obtained primary data through interviews and field observations. While secondary data is collected through books, articles and websites. The results of the study explain that radio as a communication medium has an important role in educating the public through its various programs. These educational efforts also contributed to reducing the number of Covid-19 in Wonogiri. Several programs of Radio Giri Swara to educate the public include Health Talks and Family Talks.

**Keywords:** Role, Radio, Covid-19, Media



## **The Influence of Competence, Compensation and Motivation on the Performance of Non-Permanent Employees**

**Syaifullah<sup>1</sup>, Saifhul Anuar Syahdan<sup>2</sup>, Riswan Yudhi Fahrianta<sup>3</sup>, Rahmi Yatun<sup>4</sup>,  
Christian Mukti Tama .S<sup>5</sup>**

Sekolah Tinggi Ilmu Ekonomi Banjarmasin<sup>1,2,3,4,5</sup>, Indonesia  
Correspondence Email: saifhul@sstiei-kayutangi-bjm.ac.id

### **ABSTRACT**

The purpose of this study was to determine the effect of competence, compensation, and motivation on the performance of non-permanent employees. The research method used is explanatory which aims to test hypotheses about a causal relationship between the variables studied from 91 non-permanent employees at the Regional Secretariat of Tanah Laut Regency, South Kalimantan. The results show that competence does not affect the performance of temporary employees, compensation affects the performance of temporary employees, work motivation affects the performance of temporary employees, competence, compensation and work motivation simultaneously affect the performance of temporary employees.

**Keywords:** competence, compensation, motivation, non-permanent employee performance

## **Effect of Rebon Shrimp-Based Supplementary Feeding on Height of Stunted Children**

**Sri Sulistyawati Anton<sup>1,2</sup>, Agussalim Bukhari<sup>3</sup>, Aidah Juliaty A Baso<sup>4</sup>, Kadek Ayu Erika<sup>5</sup>**

Hasanuddin University, Makassar<sup>1,2,3,4,5</sup> & I Gusti Bagus Sugriwa Hindu State University of Denpasar<sup>1,2</sup>

Corresponding Email: srisulistyawatianton@gmail.com

ORCID ID: 0000-0001-8837-2842

### **ABSTRACT**

In Indonesia, as other developing countries, stunting is still prevalent especially in children. Stunting significantly affects person's development in future. Stunting occurs about 162 million children under 5 years worldwide. It is generally caused by insufficient nutritional intake mostly on children from underprivileged families. Rebon-shrimp is a nutritious and inexpensive local food, but its utilization is still low. It is potential to be an additional food for children. This study aims to determine the effectiveness of rebon-shrimp based supplementary feeding on weight and height in malnourished children aged 24-60 months. This study is a quasi-experimental design, involving 88 malnourished children, divided into 2 groups, intervention (n=44) and control (n=44). The intervention group received rebon-shrimp based supplementary food for 90 days, while the control group received a placebo. Height was assessed at baseline and monthly follow-ups until endline at Day 90. The results were analyzed by repeated-measures anova test. There was a statistical difference ( $p < 0.0001$ ) in height gain on both groups, but the increase in height of children who received rebon products (3.94cm) was greater than children who did not receive rebon products (2.92cm). It was concluded that supplementary food made from rebon-shrimp was beneficial for increasing height of stunted children.

**Keywords:** rebon-shrimp; supplementary food; stunted

## **The Utilization of Smartphones in The Digital Era as Interactive Learning Tools for Sociology Lessons in High School.**

**Fathan Syuhada Kurniawan<sup>1</sup>, Sariyatun<sup>2</sup>, Herry Widyastono<sup>3</sup>**

Sebelas Maret University Surakarta<sup>1,2,3</sup>, Indonesia

Correspondence Email: fathan97@gmail.com

ORCID ID: 0000-0003-1048-2421

### **ABSTRACT**

The development of Technology and Information encourages various living aspects to open up opportunities for the use of the internet in teaching and learning activities. However, the teachers have not been able to maximize the internet as a medium to deliver the material to support students' ability to adsorb and understand the lessons. This research uses a descriptive qualitative research method. This subject research is a social studies student in class XI High School with 149 students. Data collection for this research is survey and interviews using questionnaires and interviews guidelines as a research instrument. Data analysis is performed in four stages, which are data collection, data reduction, data presentation, and conclusions. The results of this research show that there are great opportunities for using smartphones in the digital era in learning, especially in sociology lessons in High School. These opportunities are the implementation of internet-based mobile learning. It is known that the entire students have also often used smartphones for social media, games, etc. The conclusion of this research is internet media is a great opportunity to use the smartphone in the digital era as an interactive learning tool for sociology lessons in high school.

**Keywords:** Digital learning, Internet media, Mobile learning, Sociology Learning, Utilization of Smartphones.

## **Risk-Based Evaluation of Large-Span Roof Building Structure using Roll Forming Construction Method to Increase Project Performance**

**Batara Arifin Sirait<sup>1</sup>, Yusuf Latief<sup>2</sup>**

University of Indonesia<sup>1,2</sup>

Jl. Salemba Raya No. 2, 10430, Central Jakarta, Jakarta, Indonesia

batara.arifin58@gmail.com

ORCID ID: 0000-0001-8430-4877

### **ABSTRACT**

The large-span roof that is applied to many buildings nowadays are having some unique structural components, seen from its construction concept and design concept. Because of its uniqueness, several obstacles need to be considered. The application of roll forming machine in the making of the roof sheets can be used as a solution for several disputes that can happen while installing the large-span roof. The purpose of this research is to identify risk factors in large-span roof construction projects using the roll forming method. This research recruited 43 respondents in 24 different contractor companies. Based on the result of the questionnaire validation, this research analyzed 40 sub-variables need to be proceed into the qualitative risk analysis. Based on the outcome of the risk index assessment, there are 2 levels that need further scrutiny. It is the very high level of risk and the high level of risk. Regarding the risk level, some suggested strategy to improve the construction is to appoint an appropriate consultant, contractor and construction management consultant, planning the detailed design and construction method, coordinate the roofing steel structure division, conduct some training for workers, and build a good collaboration between all stakeholders.

**Keywords:** Construction Method, Large-span Roof, Project Management, Roll Forming, Risk Management, Roof Structure

## **The Hotspots and Future Trends of Technological Innovation**

**Yubo Shi<sup>1</sup>, T. Ramayah<sup>1234</sup>, Hongmei Luo<sup>1</sup>**

Universiti Sains Malaysia<sup>1</sup>

University Business School (SUBS)<sup>2</sup>

Universiti Kebangsaan Malaysia (UKM)<sup>3</sup>

Universiti Malaysia Sarawak<sup>4</sup>

Correspondence Email: ramayah@usm.my

ORCID ID: 0000-0002-7580-7058

### **ABSTRACT**

The current status, hotspots and evolution trend of technological innovation are explored based on the data of the WoS database through the knowledge graph drawn by CiteSpace. The research shows that the research on technological innovation has increased significantly in recent years, it is a potential topic. China is the country that does more research on technological innovation, followed by the USA. The authoritative institution of technological innovation comes from China. The researchers of technological innovation have carried out research cooperation around the world, they have formed a certain research team. Business and Economics is the hottest discipline in technological innovation, followed by Environmental Sciences and Ecology, Management, and Engineering. The hotspots of technological innovation focus on performance, research and development, impact, model, management, innovation, system, knowledge, firm, policy, technology, strategy, economic growth, growth, industry, determinant, absorptive capacity, framework, dynamics. The forefront of technological innovation concentrated on green technology innovation, mathematical model, renewable energy consumption, porter hypothesis, total factor productivity, trade openness, nexus, human capital, co2emission, analytical model, forensics data identifier, environmental efficiency, influencing factor, digital transformation, internet of thing, task analysis, company, electric vehicle, machine learning, data model. Competitiveness is an important direction for technological innovation in the future.

**Keywords:** Technological Innovation, Innovation, CitesSpace, Knowledge Graph, Technology Management, Bibliometrics.

**Identification of Project Construction Delay Factors in  
Depok City, West Java (Study in Department of Housing  
and Settlement, Depok City)**

**Ama Muttahizi Ahadan Auhan<sup>1</sup>, Ayomi Dita Rarasati<sup>2</sup>**

Universitas Indonesia<sup>1,2</sup>

Depok, 16424, Indonesia

Correspondence Email: ahadanauhan@gmail.com

**ABSTRACT**

Depok is one of big city in West Java, and it is a buffer zone for the capital city of Indonesia, Jakarta. Hence, Depok city government is very active in developing the city, especially building housing and settlements. There are many projects handled by the government but are often delayed. To solve these problems, the purpose of this research is to identify the construction project delay factor. There are 5 variables studied in this study such as project owner factors, contractor factors, consultant factors, shared responsibility factors and external factors. This research is research with a qualitative approach by conducting a literature review and the results will be validated by experts in accordance with the provisions of the Project Management Institute. The results of the analysis show that 5 variables, namely project owner factors, contractor factors, consultant factors, shared responsibility factors and external factors are very valid in influencing construction project delays in Depok City. This research is expected to have positive implications and become a reference in mitigating the risk of delays by determining the control measures for future projects in Depok City and other cities.

**Keywords:** Delay, Delay Factor, Construction, Housing Project, Depok

## **The Effect of Psychology on Economic Change**

**Eny Lestari Widarni<sup>1</sup>, Rahma Febiyana<sup>2</sup>, Suryaning Bawono<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2,3</sup>

Correspondence Email: enylestariwidarnimalang@gmail.com

### **ABSTRACT**

The aim of this study is to investigate existing research ideas about the factors that contribute to positive psychology and their influence on economic transformation. We use Content Analysis to compile scientific papers from Emerald, Science Direct, Sciendo, and Korean science, as well as books produced by psychology and economics professionals. Adaptation, empowerment of human resources, a sense of hope, optimism, and fortitude are considered psychological assets that can be taken by workers when facing problems or obstacles in the workplace. Psychology also affects the economy of workers. In carrying out economic development, in this century there is a method called Information Economy. Information Communication Technology is driving this change process. The information economy emphasizes the importance of technological capital in humans. Changes in the Information Economy are largely determined by political influences (interests of state regulators) and financial factors (availability of the required volume of financial resources). The information economy can strike a balance in four main directions: The balance of infrastructure and its readiness for use in society and its impact on business; state regulation and market self-management; existing and new information; and external exchange of information. In building a balanced information economy, there are several obstacles, one of which is a resource deficit.

**Keywords:** Psychology, Economy, Information Communication Technology, Human Resources.

**Seven Jump Problem-Based Learning to Correlate  
Contemporary Problems to field of Sciences**

**Shubhi Mahmashony Harimurti**

Universitas Islam Indonesia

Correspondence Email: shubhi.mahmashony@uii.ac.id

**ABSTRACT**

Contemporary problems are often seen only from one side, while actually there are many aspects that can become the solution to the problems. The field of sciences that are available in a number of universities can also be correlated with the contemporary problems through their perspectives. This study aimed to facilitate and assist students in correlating contemporary problems to their field of sciences. This study offered Seven Jump Problem-Based Learning (PBL). This learning model emphasizes student engagement. The model is done by a tutorial in which students are divided into small groups and facilitated by a tutor. The study used the classroom action research and a qualitative and quantitative approach.

**Keywords:** Field of Science, Contemporary Problems, PBL, Seven Jump



## **Challenges Faced by the Indian Pharma Sector While Operating in International Markets**

**Yashpal Dhangar<sup>1</sup>, Reem Meshal R. A. Aljuwaisri<sup>2</sup>, Ali Hamed Ali Al Omran<sup>3</sup>,  
Danah M. S. M. Alkhurainej<sup>4</sup>, Shahad A. A. H. Alqattan<sup>5</sup>, Rajesh Nair<sup>6</sup>**

ITM Business School Kharghar Navi Mumbai<sup>1</sup>  
Kuwait University<sup>2,3,4,5</sup>

Sies School of Management Studies<sup>6</sup>

Correspondence Email: yashpaldhangar11@gmail.com

ORCID ID - 0000-0001-8545-0382

### **ABSTRACT**

Indian pharma is the one of the most growing sectors in the current period. India ranks 3rd in terms of pharmaceutical production by volume and 14th by value. Government companies and private companies are competing each other which creating a lack of complex pricing, data breached and decreasing the new innovation stability. Such culture focuses on profit maximisation does not complement research and scientific discovery. Our goal is to be make the strategy or suitable policy so that fast result of medicine and high production with in less time, better-skilled workforce from institutions through high-quality education programmes, establishing more testing centres to enable the faster completion of clinical trials, which results to increase in production, quality and attract the international market with the fast result. We find that customer expectation is rising day by day after the pandemic, Customers now want more offers, better medicines and lower-priced drugs. Patients want better treatments, therapies and medicines, at more affordable prices.

**Keywords:** Education, Innovation, Production, Price, Result.

## **Digital Marketing in Spimaco Pharma Company**

**Deema A. S. A. M. Alsanusi<sup>1</sup>, Manar M. S. Y. Abdullah<sup>2</sup>, Abdurahman M. M. SH  
Almajdali<sup>3</sup>, Bader N. Alenezi<sup>4</sup>, Norah Almutairi<sup>5</sup>, Quttainah, Majdi<sup>6</sup>, Nair, Rajesh<sup>7</sup>,  
Gai Sin, Liem<sup>8</sup>**

Kuwait University<sup>1,2,3,4,5,6</sup>

Sies School of Management Studies<sup>7</sup>

Association of International Business and Professional Management (AIBPM)<sup>8</sup>

Correspondence Email: deema.alsanusi@cba.ku.edu.kw

### **ABSTRACT**

The introduction of social media has revolutionized advertising in all sectors. More specifically, the pharmaceutical industry has been affected by digital media through changes in advertising. This study aims to investigate how Spimaco Pharma Company has implemented digital marketing and identify possible opportunities. This will involve examining the influence of digital media on pharma companies in Asia including analysis of social media marketing. The study will analyze digital media marketing on various social media platforms such as Twitter and Facebook and identify the benefits that could be accrued from such type of marketing. This will be accomplished by finding information about the company on these social media platforms. In addition, I will also evaluate information available from digital media including the company's website. Relevant literature review will be analyzed to identify insights related to the research topic. In addition, the study will also use content analysis as part of a research method. This will include analyzing content posted on social media platforms and identify their effectiveness in digital marketing. I will then discuss the result and recommend how the company may incorporate these ideas in their digital marketing.

**Keywords:** Digital Marketing, Spimaco Pharma Company, social media platforms, pharmaceutical industry

## **Tackling a Toxic Work Environment, The Case of Sun Pharmaceuticals**

**Hayat Alzawawi<sup>1</sup>, Mohammed Almutairi<sup>2</sup>, Mubarak Alzaid<sup>3</sup>, Sayed Albehbehani<sup>4</sup>,  
Quttainah, Majdi<sup>5</sup>**

Kuwait University<sup>1,2,3,4,5</sup>

Correspondence Email: hayat.alzawawi@cba.ku.edu.kw

### **ABSTRACT**

Sun Pharmaceutical Industries Ltd. (Sun Pharma) is amongst the world's largest generic pharmaceutical companies and is considered a leading company in India with a global revenue of over US\$4.5 billion. The company was founded in 1983 and with support from 40 manufacturing facilities, continues to provide high-quality, affordable medicine to its customers and patients in more than 100 countries. Our research focuses on tackling HR issues such as the micromanagement issues in the company, alongside its toxic work environment by providing employee-retention strategies and solutions. As attrition rates for pharmaceutical companies in India has gotten as high as 20% to 30%, Sun Pharma needs to take action in order to prevent further losses and retain their staff, especially as they are in need for more working power due to the current pandemic.

**Keywords:** Employee Retention, HR, India, Micromanagement, Pandemic, Sun Pharma, Strategies, Work Environment.

## **Tabuk Pharmaceutical**

**Waleed KH. E. A. Alansari<sup>1</sup>, Abdulrazzaq E. A. M. S. Alothamn<sup>2</sup>, Fahad GH. F. E. Almutawaa<sup>3</sup>, Abdulrahman T. Albeshir<sup>4</sup>, Danah A. Y. S. Althuwaikh<sup>5</sup>, Daisy Mui Hung Kee<sup>6</sup>**

Kuwait University<sup>1,2,3,4,5</sup>

Universiti Sains Malaysia<sup>6</sup>

Correspondence Email: waleed.alansari@cba.ku.edu.kw

### **ABSTRACT**

As a team, we decided to talk about the topic of the pharmaceutical industry about Asia, and many Asian and international companies appeared in the continent of Asia, but we wanted to shed light on the Gulf oil country, the Kingdom of Saudi Arabia, and the reason for choosing this country was to show the strength of its industry and the extent of its spread in the markets Local and continental, despite the lack of industrialization in this Arab region, and the reason is the abundance of oil and dependence on the export of oil and the import of materials from abroad The Tabuk Company for Pharmaceutical Industries was selected, which contributed greatly to supporting the health sector in the Kingdom of Saudi Arabia. Tabuk Company is considered a private sector, established in 1994 and the company's headquarters is in Riyadh. The company aims to strengthen its role as a reliable partner for the government health sector and private care providers. For patients and the development of treatment and health systems at the regional level and the general message that the company wants to convey to the community is to meet the needs of patients with high efficiency and to produce medicines with high quality, and the size of the company, in short, is a very large company for the region and has markets in the Middle East and North Africa, and they have more than 2,400 employees specialized in the pharmaceutical industries and spread Around 17 countries, the Tabuk company has 324 products, including tablets, ointments, and various products so that the company can meet the needs of the local market and the region.

**Keywords:** Pharmaceutical industry, Tabuk Company, government health sector, health systems

## **Kuwait Saudi Pharmaceutical Industries Company**

**Saud D. Z. KH. Almutairi<sup>1</sup>, Saood B. H. A. Almesbah<sup>2</sup>, Lama B. H. A. J. Aba Alsafi<sup>3</sup>,  
Reem KH. S. A. Almutairi<sup>4</sup>, Hdeel Al Hadib<sup>5</sup>, Daisy Mui Hung Kee<sup>6</sup>**

Kuwait University<sup>1,2,3,4,5</sup>

Universiti Sains Malaysia<sup>6</sup>

Correspondence Email: saood.almesbah@cba.ku.edu.kw

### **ABSTRACT**

The Kuwait Saudi Pharmaceutical Industries Company is a company specialized in the manufacture of pharmaceutical products and has many industrial facilities. It is the only company that manufactures medicine in Kuwait, based in Kuwait. It constantly seeks to expand the range of its products that it offers to customers. Consumer behavior helps organizations decide what products and services to manufacture or offer. So, we will talk about the KSP's manufacture, and the community's experience of medicines and much more. The growing customer needs lead organizations decide what products and services to manufacture. So, we will give a brief not about the KSP's "The Kuwait Saudi Pharmaceutical Industries Company ". The Company is a company specialized in the manufacture of pharmaceutical products and has many industrial facilities. Distributed to most of the Middle East. The Company provides customers with quality medicines at more affordable prices. KSPICO is still a leading pharmaceutical company specializing in the development, manufacture, and marketing of pharmaceutical products.

**Keywords:** Kuwait Saudi Pharmaceutical, pharmaceutical products, medicines, manufacture

## **Sultan Center**

**Sarah Alsubaei<sup>1</sup>, Anwar Albarazy<sup>2</sup>, Munirah Alghanem<sup>3</sup>, Abdulmuhsin Alenezi<sup>3</sup>,  
Omar Fakhrou<sup>4</sup>, Jorge A. Wise<sup>5</sup>**

Kuwait University<sup>1,2,3,4</sup>

CETYS Universidad<sup>5</sup>

Correspondence Email: sarah.alsubaei@cba.ku.edu.kw

### **ABSTRACT**

We will talk about the history of the sultan center and the strength and the weakness that the sultan center faced. Then we will talk about the sultan center website, and they have a low-quality system and they need a someone who are professional in information technology, and the problem that the sultan center faced in their stock, then we will discuss the customer service of the sultan center and There is no respond we have sent an email and there is no respond also in the social media like Instagram, then we will discuss the range of items in some branches. And their loyalty membership and the threat that the sultan center faced which is there is a lot of competitors. And the delivery time when we ordered from the sultan center. then we will talk about the differences in the pricing, and which is one of the weaknesses that the sultan center faced. Finally, we will define the strategic management that the sultan center use.

**Keywords:** Sultan Center, strength, weakness, membership, pricing, strategic management

## **Kuwait Saudi Pharmaceutical Industry Company**

**Maryam Alarfaj<sup>1</sup>, Waad Alenezi<sup>2</sup>, Hamed Alshammri<sup>3</sup>, Mohammed Alnashi<sup>3</sup>,  
Badrya Alawadh<sup>4</sup>, Jorge A. Wise<sup>5</sup>**

Kuwait University<sup>1,2,3,4</sup>

CETYS Universidad<sup>5</sup>

Correspondence Email: maryam.alarfaj@cba.ku.edu.kw

### **ABSTRACT**

To start with, the company we have chosen that we would like to consult with is a Kuwait based company called "Kuwait Saudi pharmaceutical industries". The reason we have chosen this company is because medicines is a huge and noble business which intrigued us and we think this field has great possibilities. We will initially study the vision and sales records of the company and find an issue or opportunity that we can help them with. We will thoroughly discuss the possible solutions that can be implemented for the problem or to achieve an opportunity. We will calculate risks for those solutions and opt out the best possible solution or idea that can be used successfully. We will present our ideas in a convincing way and be a consultant for the chosen company. At last, we will optimize the solution and conclude the project.

**Keywords:** Kuwait Saudi Pharmaceutical Industry Company, medicines, vision, sales records, solution

## **Weyay Digital Bank, Kuwait**

**Mody Yassin Alnasrallah<sup>1</sup>, Rahaf Salah Almutairi<sup>2</sup>, Haneen Harbi Aldaihani<sup>3</sup>, Hend M. M. A. Altuwais<sup>4</sup>, Manar KH. S. A. Alomran<sup>5</sup>, Qutainah, Majdi<sup>6</sup>, Ranjith P.V<sup>7</sup>**

Kuwait University<sup>1,2,3,4,5,6</sup>

CMS Business School, JAIN (Deemed-to-be University)<sup>7</sup>

Correspondence Email: [mody.alnasrallah@cba.ku.edu.kw](mailto:mody.alnasrallah@cba.ku.edu.kw)

### **ABSTRACT**

Kuwaiti National Bank has launched Weyay, the country's first digital-only bank for millennials. Those who want to test out the beta version of the software can sign up. The app will soon be available only to those who have been invited. The app's feature a digital account opening process, a user-friendly interface, and the most up-to-date security standards (including biometrics). NBK's younger members' thoughts and ideas will be given more consideration. The NBK surveyed young people between the ages of 15 and 24 to assist in constructing Weyay. According to research, 80% of young customers stated that they wanted to be able to set their own savings goals and maintain track of their finances. Many consumers used apps that were not part of their regular banking ecosystem to do the same objective. As part of its efforts to become a market leader in sustainable development, Kuwait's National Bank (NBK) has announced the launch of its Sustainable Financing Framework (SFF), which support the country's National Adaptation Plan (NAP) for climate change adaptation, according to the NBK, and help Kuwait deal with the effects of climate change. NBK conducted extensive research on teenagers and young adults ages 15 to 24. According to a recent study, in light of the independence and ambition of Kuwait's young people in the future, even the most advanced financial services will only be able to cover their most basic monetary demands.

**Keywords:** Weyay, digital-only bank, survey, Kuwait National Bank, finance



## **Takeda Pharmaceutical Company Limited**

**Monerah A. H. A. Alotaibi<sup>1</sup>, Fatmah Y. KH. A. F. Alsallal<sup>2</sup>, Amirah KH. F. F. Alrashidi<sup>3</sup>, Dalal T. A. A. Alfarhan<sup>4</sup>, Yaqoub Y. T. Y. Alsaegh<sup>5</sup>, Fatma Al Qallaf<sup>6</sup>, Gai Sin, Liem<sup>7</sup>, Cyrus Munyua<sup>8</sup>**

Kuwait University<sup>1,2,3,4,5,6</sup>

Association of International Business and Professional Management (AIBPM)<sup>7</sup>

Karatina University<sup>8</sup>

Correspondence Email: [alotaibi.monerah@cba.ku.edu.kw](mailto:alotaibi.monerah@cba.ku.edu.kw)

### **ABSTRACT**

Our team for has selected an Asian drug manufacturing company Nusantara project and the name of that company is Takeda Pharmaceutical Company Limited. It is a Japanese pharmaceutical company founded in 1781 and one of the top Asian companies. Chobei Takeda I is its founder and it's headquartered is at Nihonbashi, Chuo, Tokyo, Japan. Its vision is to "Find and convey life-changing medicines, directed by our obligation to patients, our kin and the planet" ([takeda.com](http://takeda.com)). Its founder started this business by selling Japanese & Chinese herbal medicines in Doshomachi in 1781 whereas now this company has become a global R&D-driven organization and celebrated its 240th anniversary in 2021. Its mission and goal are to discover research-based life changing treatments for its patients and to give them a better health & bright future through continuous innovation. Our goal for this research is to enhance our learning about the business affairs that we face in practice and to develop our consultancy skills by communicating & working with managers/leaders of Takeda and to implement that learning and skills in our real business or jobs in future.

**Keywords:** Takeda Pharmaceutical Company Limited, pharmaceutical company, vision, mission, business affairs

## **Increased Intake of Vitamin-D Supplements During the COVID-19**

**Kunal Mudakanawar<sup>1</sup>, Apurwa Singh<sup>2</sup>, Dipika Kanodia<sup>3</sup>, Poonam Karwa<sup>4</sup>,  
Albndaryi Alrashidi<sup>5</sup>, Asha Bhanushali<sup>6</sup>, Gai Sin, Liem<sup>7</sup>**

**SIES SCHOOL OF BUSINESS STUDIES<sup>1,2,3,4,5,6</sup>**

**Association of International Business and Professional Management (AIBPM)<sup>7</sup>**

**Correspondence Email: dipikakanodia@gmail.com**

### **ABSTRACT**

Vitamin D is a collection of cholesterol derivatives with a similar chemical structure. It is synthesized in the human body and goes through multiple phases. It has an impact on the immune, muscular, neurological, and cardiovascular systems. In children, the deficiency of vit-d causes rickets, while in adults, it causes osteomalacia and osteoporosis. Hypertension, multiple sclerosis, colon, prostate, breast, and ovarian cancers, as well as type 1 diabetes, have all been associated with chronic vitamin D deficiency so treating Vitamin D shortage is necessary not only in everyday life but also during the Covid - 19 pandemic to combat the virus, which is why it is one of the vitamins that doctors coupled with drugs to treat Covid-19 patients. The study's purpose is to learn more about increased vitamin-d supplement intake during COVID-19 using primary and secondary research, with a special focus on Covid-19 patients. The study will finish with the following conclusions: how does vitamin D help patients directly and indirectly, and if the next covid wave arrives, will there be an increase in the sale of vitamin D supplements or not, and if so, by what percentage? Included is advice on how to manage vitamin D insufficiency.

**Keywords:** COVID 19, Patients, Supplement, vitamin D, Vitamin D deficiency

## **A Study to Understand Parents' Perceptions and Societal Attitudes On COVID-19 Vaccines for Children.**

**Akanksha Nadkarni<sup>1</sup>, Ishu Sharma<sup>2</sup>, Sonali Kudale<sup>3</sup>, Shubham Shetye<sup>4</sup>, Rajesh Kumar Nair<sup>5</sup>, Elton Rayan<sup>6</sup>, Modhi Aljuaid<sup>7</sup>, Quttainah, Majdi<sup>8</sup>, Gai Sin, Liem<sup>9</sup>**

SIES School of Business Studies<sup>1,2,3,4,5,6</sup>  
Kuwait University<sup>7,8</sup>

Association of International Business and Professional Management (AIBPM)<sup>9</sup>  
Correspondence Email: ishu.sharma1999.is@gmail.com

### **ABSTRACT**

The recent COVID-19 pandemic has reshaped the perceptions of vaccines worldwide. Presently, vaccines are the most efficacious resource that holds the strength to reduce the risk of the disease. In contrast, public health authorities are concerned about vaccine apprehension among the general public. The distribution and consumption of these vaccines began by segregating the age groups. The eligibility of COVID-19 vaccines for children over 12 years of age makes it critical to investigate its credibility among the parents and public views regarding children receiving these vaccines. Moreover, limited information on public acceptability and trustable opinions contribute to vaccine hesitancy among parents. Consequently, the major deciding factors are getting accurate data about the vaccine's clinical trials, the persistence and nature of the child's immune response, and reassurance from society. This research study aims to learn more about parents' perspectives and societal attitudes towards immunity building in children by COVID-19 vaccines. The methodology adopted here leads to a precise understanding if there is any ambiguity or acceptance towards vaccines for children in the minds of the general public.

**Keywords:** COVID-19 Vaccine, Clinical Trials, Immunity, Children, Perception.

## **Employee Counterproductive Work Behavior Influenced by Employee Behavior in Using Social Media and Knowledge Dissemination**

**Noermijati<sup>1</sup>, Ema Zahra Firdaus<sup>2</sup>, Muhammad Ronaldi Bahri Yugo<sup>3</sup>**

University of Brawijaya<sup>1,3</sup>

University of Merdeka<sup>2</sup>

Correspondence Email: nurmi@ub.ac.id

### **ABSTRACT**

The purpose of this study was to examine the mediating role of knowledge dissemination variables on the effect of using social media on counterproductive work behavior of employees. This study also examines the direct effect of using social media and knowledge dissemination on counterproductive work behavior. Survey data collected from 228 employees of government organizations in Indonesia. The data were analyzed using Warp PLS to test the direct effect and a Sobel test was carried out to test the proposed mediation model. The results show that knowledge dissemination significantly mediates the effect of using social media on counterproductive work behavior. The direct effect test showed that the use of social media had no significant effect on counterproductive work behavior but had a significant direct effect on knowledge dissemination, and knowledge dissemination had a significant positive direct effect on counterproductive work behavior. This study places knowledge dissemination as a mediation of the influence of media use results on counterproductive work behavior. An important finding in this study shows that the use of social media by employees is not only for entertainment but the main thing is as a medium for employees to share important information and knowledge that supports the implementation of their work. In government organizations, the use of social media by employees does not have a negative impact, such as counterproductive work behavior.

**Keywords:** Counterproductive Work Behavior; Use of Social Media; Knowledge Dissemination

## **The Relationship Between Agricultural Value Added, Investment and Consumption: Vector Error Correction Model Approach**

**Budi Sasongko<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Suryaning Bawono<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2,3</sup>

Correspondence Email: budisasongkomalang@gmail.com

### **ABSTRACT**

The purpose of this study was to determine the impact of the relationship between agriculture on investment and consumption in Indonesia. This study uses data from a period of 36 years, from 1985 to 2020 by vector modeling to understand causal relationships between variables. This research is based on secondary data from the world bank. We use the variables of value-added agriculture, consumption, and investment in Indonesia. We find that macroeconomic variables such as agricultural value-added, consumption to GDP, and non-financial investment have a mutually influencing relationship. Changes that occur in one variable will affect other variables. With the decline in the value-added of agriculture, the level of consumption of the total GDP in Indonesia will increase. This happens because in Indonesia the decline in agricultural value-added can make consumption increase due to imports of agricultural products which increase along with it. However, an increase in consumption will also increase the value-added of agriculture, an increase in investment in the non-financial sector will increase the value-added of agriculture, and an increase in investment will increase consumption.

**Keywords:** Agriculture, investment, consumption, Indonesian.

## **Value-added Agriculture, Investment, and Infrastructure Development in the Indonesian Economy: VECM Approach**

**Budi Sasongko<sup>1</sup>, Sri Harnani<sup>2</sup>, Suryaning Bawono<sup>3</sup>**  
STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2,3</sup>  
Correspondence Email: ninobalmy@gmail.com

### **ABSTRACT**

The purpose of this study was to determine the impact of the relationship between agricultural value-added on investment and infrastructure development in Indonesia. This study uses data from a period of 36 years, from 1985 to 2020, with vector modeling to understand the causal relationship between variables. This research is based on secondary data from the world bank. We use the variables of value-added agriculture, investment, and infrastructure in Indonesia. The findings of this study indicate that macroeconomic factors such as value-added agriculture, non-financial investment, and infrastructure (percentage of government spending) are all interrelated. Changes in one variable will have an impact on other variables. As the value of agriculture declines, the Indonesian government will boost infrastructure spending. This happens because the decline in the value-added of agriculture in Indonesia can hamper infrastructure growth because the existing infrastructure is considered sufficient to support the needs of the agricultural sector. Increased investment, on the other hand, will increase the value-added of agriculture, which implies that agriculture is still receiving a sizeable investment and will continue to play a significant role in non-financial investment.

**Keywords:** Agriculture, investment, infrastructure, Indonesian.

**The Effectiveness of *Trichoderma harzianum* and Effective microorganisms as Bioactivators in Making Organic Fertilizer of Vegetable Waste Biomass from Traditional Market**

**Nyimas Yanqoritha<sup>1</sup>, Sulhatun<sup>2</sup>**

Universitas Prima Indonesia, Medan<sup>1</sup>

Universitas Malikussaleh, Kampus Bukit Indah, Lhokseumawe<sup>2</sup>

Correspondence Email: nyimasyanqoritha@unprimdn.ac.id

ORCID ID: <https://orcid.org/0000-0002-6864-4609>

**ABSTRACT**

Recycling organic vegetable waste from traditional markets can have successive impacts, namely producing bioenergy, reducing the use of inorganic fertilizers, increasing productivity by improving soil characteristics and simultaneously reducing the burden of environmental pollution. Composting organic matter can also reduce greenhouse gas emissions and produce economic value products in the form of compost and liquid fertilizer. This research used a method of recycling organic matter through solid media of biomass fermentation under controlled conditions. The decomposition performance of the fermentation process was assisted by the bioactivator *Trichoderma harzianum* and *Effective Microorganism 4*. The bioactivator in the bioreactor system converted organic matter, where the solid substrate returned nutrients to obtain high-quality compost. The bioactivator activity increased and the amount of N was sufficient so that the decomposition process of organic matter took place more quickly and effectively. The results of the analysis are obtained based on the point of optimization of the biomass decomposition process by microorganisms. This process occurred when the material has been mixed in the presence of oxygen. The results of the analysis were obtained based on the point of optimization of the biomass decomposition process by microorganisms. This process occurred when the materials have been mixed and there was the presence of oxygen. The decomposition process occurred when the temperature increased so that there was an active phase and a ripening phase. The optimal composting process at the optimum temperature, which is between 30-45 °C. After most of the material has decomposed, the temperature gradually decreased and the compost ripening process was complete.

**Keywords:** bioactivator, decomposition, optimization, substrate, composting, fertilizer

## **How Does Career Shock Moderate The Employee Career Establishment Process?**

**Evi Yulia<sup>1</sup>, Budhi Haryanto<sup>2</sup>, Ratna Handayati<sup>3</sup>**

Universitas Sebelas Maret<sup>1,2,3</sup>

Correspondence Email: eviyulia170290@student.uns.ac.id

### **ABSTRACT**

The purpose of this study is to predict the role of employee organization relationships in mediating the effects of competence development, empowering leadership on career success and role of career shock in moderating these relationships. Based on the results of the literature review, it is indicated that employee organization relationships mediate the positive influence of competence development, empowering leadership on career success. This means that the employee organization relationship is an effective stimulus to improve employee career formation. This study also indicates that competence development and empowering leadership have an indirect relationship to career success through EOR which is strengthened by career shock. These relationships will be stronger with increasing levels of positive career shock and weaker with increasing levels of negative career shock. Meanwhile, negative career shock can distract this relationship and positive career shock can strengthen this relationship. The implication of this study is that career shock has an important role in the process of forming an employee's career. Likewise, career shock encourages employees to reflect critically on future career opportunities. Employees who invest in competence development and receive organizational support tend to have better long-term career prospects but career shock can increase or decrease their role in career success. Eventually, future research should explore the concept of career shock and empirically examine the effect of career shock (quantity, frequency and intensity) on career success since career shock is a new concept that requires empirical evidence.

**Keywords:** competency development, empowering leadership, EOR, career shock, and career success



## **Formulation of Onggok Composite Flour Snack Bar (*Manihot esculenta*) as Emergency Food Source of Protein**

**Murdiani<sup>1</sup>, Nurbani Kalsum<sup>2</sup>, Saroni<sup>3</sup>**

Politeknik Negeri Lampung<sup>1,2,3</sup>  
Bandar Lampung, Lampung Indonesia

### **ABSTRACT**

Cassava production in 2018 was 19.341.233 tons, and Lampung Province with a production of 6.683.758 tons was the main producer of cassava in Indonesia (34.5%). Onggok is a solid waste of the tapioca industry with a percentage of about 60% of the cassava raw material. A by-product of the tapioca industry that is available in abundance and its main use until now is as animal feed (Kaewwongsa *et al.*, 2011). The aim of this study was to develop a snack bar product made from composite flour of onggok and tapioca as an alternative for emergency food source of protein, to develop a snack bar product made from composite onggok flour as a protein source, and to analyze the chemistry of a snack bar product made from onggok composite flour. The results of the proximate analysis showed that the protein of snack bar was 11.06%, the dietary fiber was 8.23%, the ash content was 1.24%, the moisture content was 3.27%. Based on organoleptic test, it showed that the preferred level of consumer satisfaction was F1 with a ratio of 50%: 50%, so that the onggok composite flour snack bar is good to use as an alternative high protein emergency food that deserves to be developed.

**Keywords:** Onggok Composite Flour, Snack bar, Emergency food

## **Podcasts As a Distance Learning Platform (PJJ) Alternative During Covid 19 Pandemic**

**Wiratri Anindhita<sup>1</sup>, Fauzi Abdillah<sup>2</sup>, Ahmad Fahrul Muchtar Affandi<sup>3</sup>, Wina  
Nurhayati Praja<sup>4</sup>, Dwi Linda Kusuma<sup>5</sup>**

Universitas Negeri Jakarta<sup>1,2</sup>, Universitas Pendidikan Indonesia<sup>3,4</sup>, Universitas Negeri  
Jakarta<sup>5</sup>

Jl. R.Mangun Muka Raya No.11, RT.11/RW.14, Rawamangun, Kec. Pulo Gadung,  
Kota Jakarta Timur, Daerah Khusus Ibukota Jakarta 13220

Correspondence Email: dhita.wiratri@gmail.com

### **ABSTRACT**

COVID-19 pandemic that requires people to do activities, work, worship and study from home, it causes educational institutions to generate some innovations Educators and students are expected to be able to adapt and take some beneficials of technology. This study aims to determine the benefits of innovation through podcasts as a media for distance teaching and learning during the COVID-19 pandemic. Podcast media as an additional alternative platform for distance teaching and learning innovation, so that it is not tedious and monotonous. The results of this study are 1) a podcast facilitates some students listen materials delivered by the teachers easier 2) Podcasts that is packaged in an attractive in terms of the teaching system, could generate students' enthusiasm and passion 3) Podcast caused students are more challenged to learn. Instead of some advantages above, there are some shortages of podcast: 1) Technical problems has been the main factor for PJJ, 2) It has been many students are not familiar with podcasts. and even they did not know how to listen to podcasts. In conclusion, the emergence of technology plays an important role in the development of education in particular, when all academic activities are online. Based on the evaluation it is stated that many fields of direct learning systems could not be replaced with, for example, how lecturers motivate students and some practices that require field tools directly or other activities that require direct communication.

**Keywords:** Podcast, Distance Learning, Platform, Covid 19, New Media

## **Profile and Factors Influencing Students' Scientific Literacy**

**Astin Putri Setyowati<sup>1</sup>, Gunarhadi<sup>2</sup>, Akhmad Arif Musadad<sup>3</sup>**  
Universitas Sebelas Maret<sup>1,2,3</sup>  
Jl. Ir. Sutami No. 36, Kentingan, Surakarta 57126  
Correspondence Email: astin.putrisetyowati@student.uns.ac.id

### **ABSTRACT**

The study aims to determine students' scientific literacy skills in biological teaching and to describe the factors that influence scientific literacy. The research subjects were high school students of class XI with a sample of 40 students. Students are given a test containing 10 scientific literacy questions in biology material based on indicators developed by Gormally. The results show there are skill categories denoting and analyzing the use of inquiring methods for which scientific knowledge is obtained results of 55.5% and skill categories related to organization, analytical, and interpretation of quantitative and information data of 50%. The average mastery of biological scientific literacy is 52.75% and is in the very low criteria. The factors that influence students' scientific literacy are learning processes, the enjoyment of science and students' interest in science. The implication of the findings obtained that in order to improve scientific literacy skill, it is necessary to prioritize constructivism learning activities.

**Keywords:** biological teaching, constructivism paradigm, enjoyment of science, interest in science, science learning, scientific literacy.

## **The Construction of Organizational Well Being Inventory**

**Puji Tania<sup>1</sup>, Angela Oktavia Suryani<sup>2</sup>, Rayini Dahesihsari<sup>3</sup>**

Universitas Katolik Indonesia Atma Jaya<sup>1,2,3</sup>

Correspondence Email: puji.tania@atmajaya.ac.id

### **ABSTRACT**

Organizational well-being has a broad definition and is multidimensional. The overall culture core of organizational process and practice raises togetherness in work and promotion, maintaining and enriching life and physical quality, and social and psychological well-being at work. Organizational well-being talks about the organization's ability to promote and support the physical, psychological, and social well-being of employees to achieve the company vision. Organizational well-being emphasizes the importance of happiness, life quality, and psychological well-being of individuals. This study aims to construct a valid and reliable organizational well-being (OWB) inventory. We investigated the literature to identify the indicator behaviors of the construct and write 75 items in the six-point summated rating scale (Likert-scale) model. Using the purposive sampling method, we recruited 161 Indonesian participants (age 23 – 60 years) from start-up entrepreneurs, local/national companies, and multinational companies. Exploratory factor analysis (EFA) revealed adequate results with KMO coefficient of 0.94 and Bartlett's test of 8826.85 ( $p < 0.001$ ). From this test, there are three factors formed, namely (F1) organizational culture that gives meaning to work (18 items), (F2) the existence of guarantees of security and self-development (16 items), and (F3) the presence of respect, empathy and recognition of employees (15 items). The reliability analysis showed excellent Cronbach's Alpha of these factors, namely 0.97, 0.95, and 0.95. The advantages and limitations of the study are discussed.

**Keywords:** organizational well-being, employee, exploratory factor analysis, validity, reliability

## **Local Medicinal Plants for Improving Public Health and Increasing Village Resiliency; and Its Integration in Village Enterprises: A Case Study from Jabung Village**

**Moeljadi<sup>1</sup>, Risna Wijayanti<sup>2</sup>, Wahdiyati Moko<sup>3</sup>**

University of Brawijaya<sup>1,2,3</sup>

Correspondence Email: moeljadi@ub.ac.id

### **ABSTRACT**

The pandemic situation provides a lesson that rural communities still depend a lot on the urban economy. This shows that this problem is related to rural communities that have not involved many value-adding activities in the natural wealth they manage. In contrast with the downside of the pandemic, the health sector has strengthened, making the health sector one of the prospects for helping economic recovery. Medicinal plants are local wisdom that have properties to prevent disease and increase body immunity but have not received much attention to be integrated with steps to increase village resilience. Jabung Village, Malang Regency has a low Covid-19 case, with a low mortality rate as well. The purpose of this study is to address the determinant factors in supporting resilient people in the village and then narrate it in a framework of thought relating to the use of medicinal plants as a village health resilience strategy that also offers economic value. This research uses a qualitative approach with case studies and meta-analysis. The research location was chosen by Jabung Malang Regency, because of the success can be learned from the resiliency within the village community, and has a lot of potential to integrate existing village businesses with the development of medicinal plant-based business commodities. The results of the study indicate that the determinant of the health resilience of rural communities is a healthy rural lifestyle supported by the use of medicinal plants. Environmentally friendly village social and economic life is the hallmark of a healthy community life. Busy community culture causes health to be out of control and prone to disease. Various kinds of traditional medicinal plants have been used by the people of Jabung village. Since long time ago, medicinal plants have been used so that local people have strong body resistance and live healthy lives for a long time. This research also provides input for the village of Jabung and subsequent research to integrate medicinal plants in an integrated village commodity business.

**Keywords:** Village resiliency, Medicinal plants, Collaboration in Village Development, Village Business Integration.

## **Pandemic and Language Education: Lessons for Literacy Learning in Elementary School**

**Liana Mumrikoh<sup>1</sup>, Djono<sup>2</sup>, Nur Arifah Draji<sup>3</sup>**

Sebelas Maret University<sup>1,2,3</sup>

Jl. Ir. Sutami No.36, Ketingan, Kec. Jebres, Kota Surakarta, Jawa Tengah 57126,  
Indonesia

Correspondence Email: [lianamumrikoh@student.uns.ac.id](mailto:lianamumrikoh@student.uns.ac.id)

### **ABSTRACT**

Distance learning is presently followed via way of means of instructional establishments global to offer college students with ongoing education for the duration of the COVID-19 pandemic. The impact of the pandemic was felt at all levels of society, including in elementary schools especially in the learning activities. This study aims to determine the use of teaching materials used before and during the pandemic, as well as changes in learning activities in elementary school students. Design of the research is descriptive qualitative research. The data were collected through online questioner, documentation and interviews. Participants in the survey were the teachers of elementary school in Indonesia. Using examples of curriculum changes, student surveys, and exemplary student responses, this study provided departmental scholars with the opportunity to reassess their education system online and offline and renew their role as teachers. The findings were analyzed using a structural equation model. This research contributes as an evaluation material in the learning system during a pandemic so that it can improve the quality of learning both offline and online.

**Keywords:** literacy learning, pandemic, elementary school

## **Improving the Quality of Human Resources through the Application of Good Psychology and Human Capital**

**Eny Lestari Widarni<sup>1</sup>, Suryaning Bawono<sup>2</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2</sup>, Indonesia

Correspondence Email: enylestariwidarnimalang@gmail.com

### **ABSTRACT**

We'd want to look at existing research ideas on the aspects that lead to positive psychology, as well as the advantages of boosting the quality of human resources and human capital for economic growth. We gather scientific publications from Emerald, Science Direct, Sciendo, and Korean science, as well as books written by psychologists and economists, using Content Analysis. Human capital is an important thing that always exists in life around the world, human capital must and can be measured in quality, but there are challenges in developing human capital, namely: lack of operational definitions and value assessment of human resources owned, process complexity, subjectivity in its application, and the inconsistent information needs of administrators. In a buying and selling business, there are also unique characteristics, namely the lack of structure, the importance of persuasion and the development and maintenance of good relationships, things like this greatly affect the performance of Human Resources. Another thing that can affect the quality of your Human Resources is psychology. Employees who have good psychology tend to find it easier to get a job and get a salary which results in the economic stability of each individual and a country.

**Keywords:** Human Capital, Economy, Psychology, Human Resources.

**Antecedents of Consumer Negativity Behaviour towards traditional foods in Indonesia: Moderating Role of Age**

**Sulthan Misbahul Ghifaari**

Universitas Sebelas Maret

Correspondence Email: misbahulghifaari@gmail.com

**ABSTRACT**

The purpose of the study is to investigate the impact of functional incongruity on brand hate toward traditional foods Indonesia. It also probes the moderating effect of age on the relationship. The authors collected data by online questionnaire, distributed among 159 consumers, randomly selected, the data are analyzed by employing Structural equation modeling based on AMOS. Results revealed that functional incongruity have positive impacts on brand hate and age significantly moderates these impacts. The study findings offer Academic and managerial implications, as well as the possibilities for further research.

**Keywords:** Brand Hate, SEC, Functional Incongruity, consumer behaviour



## **Analysis of Acceptability and Lycopene Content of Tomato Juice (*Solanum Lycopersicum*) as Obesity Therapy**

**Florentinus Nurtitus<sup>1</sup>, Agung Susanto<sup>2</sup>, Tonang Dwi Ardyanto<sup>3</sup>**

Universitas Sebelas Maret<sup>1</sup>

Dr. Moewardi General Hospital<sup>2</sup>

Universitas Sebelas Maret Hospital<sup>3</sup>

Correspondence Email: nurtitus@student.uns.ac.id

ORCID ID: 0000-0002-9671-8935

### **ABSTRACT**

Background: Obesity is a medical condition that indicates excess weight with a body mass index (BMI) of 30 kg/m<sup>2</sup>. The prevalence of obesity in adults aged > 18 years reaches 21.8%. Tomatoes are the most abundant source of lycopene in the diet which can reduce the risk of inflammation and chronic non-communicable diseases. Lycopene inhibits pro-inflammatory activity. Giving tomato juice is expected to increase the endogenous antioxidants and inhibit the fat mass in obesity. Method: This is experimental research by mixing 3 tomato juice formulas. The subjects in this study were nutritionists and staff at the Nutrition Installation of Elisabeth Hospital Semarang. Total sample 45 people for an acceptability test based on color, aroma, taste, viscosity, and overall. The subjects were 45 nutritionists in city of Salatiga for an acceptability test based on color, aroma, taste, viscosity, and overall. There were 9 scales used for the hedonic test. Spectrophotometer was used to analyze the lycopene content. The results were analyzed by the Kruskal Wallis test with  $\alpha \leq 0.05$ . Result: JT 001, JT 002, JT 003, and overall were acceptable to the panelists. Based on the organoleptic properties of taste was a significant difference in acceptability with p value 0.041 and the best formula by respondents like the JT 002 formula. The lycopene content is 4.66 g/lit or 1.17 g/250 ml per serving. Conclusion: The most preferred formula by the panelists is the JT 002 formula. Giving tomato juice twice a day can suffice the lycopene needs as recommended.

**Keywords:** Antioxidant, Lycopene, Obesity, Organoleptic, Tomato juice

## **Global Competitive Readiness Models: A systematic Literature Review of Model Dimensions**

**Novita Ratna Satiti**

Universitas Muhammadiyah Malang  
Correspondence Email: satiti@umm.ac.id

### **ABSTRACT**

It is vital for businesses to analyze their competitive readiness in order to survive and grow in today's global marketplace. Therefore, industries must conceptualize a worldwide competitive readiness based on the fundamental model dimensions. To review publications in peer-reviewed academic journals published between 2011 and 2021, this paper used a systematic literature review (SLR) approach along with the Preferred Reporting Items for Systematic Reviews and Meta Analyses (PRISMA) guidelines and a content analysis strategy. Based on The Global Competitiveness Index there are 12 pillars which are divided into three categories; key factor-driven economies, key efficiency-driven economies and key innovation-driven economies. The most crucial pillars for an organization to be ready for global competitiveness will be described in this SLR.

**Keywords:** Global competitive, global competitive readiness models, competitive industry, systematic literature review.

## **Analysis of Acceptability and Isoflavone Content of Supromin Formula as Nutritional Support for Stroke Patients**

**Sri Sulistiyarningsih<sup>1</sup>, Budiyantri Wiboworini<sup>2</sup>, Ida Nurwati<sup>3</sup>**

Universitas Sebelas Maret<sup>1,2,3</sup>

Jl. Ir Sutami 36A, Surakarta, Central Java, Indonesia 57126

Correspondence Email: srisulistiyarningsih8@gmail.com

ORCID ID: <https://orcid.org/0000-0001-9747-0567>

### **ABSTRACT**

Background: The prevalence of stroke in Central Java is increasing from year to year with the highest prevalence in the city of Salatiga at 17.3%. Protein-energy deficiency is found in the range of 16 to 50% in stroke patients. One of the causes is the patient's lack of food acceptability. Supromin formula is expected to increase food intake and albumin levels and improve blood lipid profile in stroke patients. Method: This study is based on experimental research design using a randomized block design with 5 formula substitution. Acceptability test based on color, aroma, taste, viscosity, and overall. There were 9 scales used for the hedonic test. The results were analyzed by the Kruskal Wallis test with  $\alpha \leq 0.05$ . The isoflavone content was analyzed using the High-Performance Liquid (HPLC) method. Result: There is a significant difference in acceptability of color, aroma, taste, viscosity, and overall, with p value < 0.001 with FS 001 formula being the most preferred formula. The value of the isoflavone content of FS 001 is 100.01 g/ml or 24.99 mg/250 ml per serving. Conclusion: The most preferred formula by the panelists is the FS001 formula. Giving Supromin formula given as much as 2 times per day can suffice the isoflavone requirement as suggested.

**Keywords:** Food intake, Formula, Isoflavonoid, Stroke, Supromin

**Is Inflation Affected by the Amount of the money  
Circulation, Interest rate and Exchange rate?: Study in  
North Maluku**

**Prince Charles Heston Runtuuwu**  
Khairun University  
Correspondence Email: princecharles@unkhair.ac.id

**ABSTRACT**

This study aims to determine the money supply, interest rates and exchange rates against inflation. This research data uses secondary data using the time series method obtained from the North Maluku Bank Indonesia (BI) and North Maluku Central Statistics Agency (BPS) from 2010-2019. The method used in this research is multiple linear regression. Based on the results of the study showed that simultaneous testing showed that of the three variables, there was no effect. Based on the above findings that inflation is mostly influenced by interest rates, if interest rates rise it will increase inflation. Because interest rates have the most dominant contribution in increasing inflation, therefore the monetary authority must try to maintain interest rates for inflation stability.

**Keywords:** Inflation, Money Supply, Interest Rates and Exchange Rates

**Arema FC APPS: Islamic Football Fintech Innovation as an effort to strengthen SMES in Malang Raya Based on Islamic Economic Pillantrophy to restore the national economy Post-Covid 19 Pandemic**

**Muhammad Haidar Hafizh**

Universitas Brawijaya

Correspondence Email: haidarhafidz@student.ub.ac.id

**ABSTRACT**

This research and innovation began with the COVID-19 pandemic in Indonesia. As it is known that the pandemic has made the government provide various policies such as Large-Scale Social Restrictions (PSBB) which have an impact on decreasing mobility and the economy in the community. As a result, the national economy in 2020 experienced a recession due to the minus of the economy for two consecutive quarters. The existence of this recession also has an impact on increasing unemployment in Indonesia which reached 9.77 million people and 30 million SMEs went out of business. These problems at the national level also have an impact on economic problems in the local area, especially in the Malang City area. During this pandemic, there were around 1,600 SMEs that went out of business and 45,242 people who did not have jobs. Problems like this should be resolved immediately so that the national economic recovery program can be implemented. For this program to be implemented, the potential of Muslims in Indonesia, which reaches 229 million people, must be maximized to increase the Islamic economic philanthropy movement through zakat, infaq, alms, and waqf. Not only that but this potential must also be integrated with the fanatical supporters of the Arema FC football club, Aremania. In this case, the author makes a research-based innovation in the form of an application, namely Arema FC Apps which is an Islamic football fintech innovation as an effort to strengthen SMEs in Malang based on Islamic economic philanthropy to restore the national economy after the covid 19 pandemic. Later in this application, there are six own features: aremania donation, aremania e-wallet, arema transportation, arema food, arema store, and arema infographic. In its implementation, this innovation is very suitable to support the national economic recovery program with integration between Muslims and the Arema FC supporter group through this one application innovation.

**Keywords** : Arema FC, Islamic Economy Philanthropy, Restore National Economy, SMEs, Covid-19

**Digitalization of MSMEs Based on the Orange Economy as  
Empowerment of Subsistence Groups to Achieve SDGs  
2030 (Studies Subsistence Group in Kendal, Central Java,  
Indonesia)**

**Rifqi Aqil Asyrof**

Universitas Brawijaya Malang, Indonesia

Correspondence Email: rifqiaqilasyrof@student.ub.ac.id

**ABSTRACT**

This study tries to provide empirical innovation regarding the empowerment program for subsistence groups in Kendal, Central Java, Indonesia. By using the descriptive qualitative method, data collection is done through literature studies from books, scientific journals, and official government reports. Based on the research, an innovation was produced in the form of an empowerment program for subsistence groups through the digitization of SMEs based on the orange economy that seeks to optimize economic, social, and cultural potential simultaneously. The program is run through several stages of implementation, namely initiation, exploration, digitization, and innovation sustainability. In addition, this empowerment also collaborates with several stakeholders from various fields, namely academia, financial institutions, business, government, community, and media. Furthermore, the subsistence group empowerment program can be one of the accelerators in achieving SDGs 2030, especially at the eight-point, namely decent work and economic growth. Therefore, this study recommends empowering subsistence groups through the digitization of SMEs based on the orange economy to achieve inclusive and sustainable economic development.

**Keywords:** Digitizing MSMEs; subsistence group; orange economy; SDGs 2030

## **Waqf in the 21<sup>st</sup> Century: The Implementation of Blockchain and Smart Contract Technology**

**Muhammad Dandy Alif Wildana<sup>1</sup>, Tsumma Lazuardini Imamia<sup>2</sup>**

Universitas Brawijaya<sup>1,2</sup>

Correspondence Email: dandyalif.feb.ub.@ub.ac.id

### **ABSTRACT**

Waqf in its role as Islamic charitable institution has considerable role to sustainable economy, since the initiation of waqf itself started from muslim for the benefit for all people. Despite its important roles and promising potential, the waqf institution is facing problems which will potentially deprive itself of its full potential. One of the main problems faced by waqf and other charitable institutions is the problem of proper administration of its assets, especially when the contribution to the charitable institution came from various sources. Considering the importance of technology to the life of the 21st century, the same technology may be applied to the enhancement of Islamic charitable institutions such as waqf, in the area of supervise and utilization of waqf assets. This paper employs qualitative methods through literature review to identify the possibility and suitability of technology implementation into waqf institutions. This approach is necessary to explore the potential suitability and the extent of Blockchain and Smart Contracts technology are capable of in improving and enhancing waqf institutions. The possibility of these technologies to be applied to become panacea to the problems that are commonly faced by waqf institutions such as asset administration, transparency, accountability, and governance. The implementation of such technology that offers complete transparency is considered effective against transaction costs and to create efficiency in charitable work of waqf institutions. It is expected that the technology implementation may provide ample room for waqf institutions to evolve into modern Islamic charitable institutions which can answer and adapt to the challenge of the 21<sup>st</sup> century.

**Keywords:** Waqf, Blockchain, Smart Contracts, Waqf Institution, Governance

## **The Role of Digital Marketing on Exports and Imports in Indonesia**

**Meinarti Puspaningtyas<sup>1</sup>, Budi sasongko<sup>2</sup>, Muhamad Mukhlis<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2,3</sup>, Indonesia

Correspondence Email: muhamadmukhlis@stiekn.ac.id

### **ABSTRACT**

The purpose of this study is to examine the influence of digital marketing on the development of the Indonesian economy. To explore causal correlations between variables, this study uses 21 years of data, from 2000 to 2020, and models the "autoregressive vector". The World Bank and the Indonesian Central Bureau of Statistics provided secondary data for this study. We use the variables of economic growth, consumption, exports, imports and internet users. We find that an increase in economic growth will also increase the level of total consumption in Indonesia, an increase in economic growth will also increase the percentage of imports of goods and services, but a decrease in economic growth will lead to an increase in the number of internet users, and an increase in the level of exports along with a decrease in economic growth. This is evidenced by the existence of a significant negative relationship between the two which is also in line with the relationship between total final consumption and the percentage of internet users which are directly proportional to each other. This proves that digital marketing has a unidirectional relationship between consumption and internet users and has an impact on the Indonesian economy, but with increased consumption due to digital marketing it will also increase the import sector because most of what Indonesian people consume is imported goods and services. when compared to our exports of goods and services. The increasing growth of internet users actually does not make economic growth increase, this happens because in Indonesia an increase in the number of internet users will make consumption increase but it is not accompanied by an increase in economic growth. This is in line with the previous conclusion and shows that the level of domestic consumption driven by internet literacy is met by imported goods, which is indicated by the negative relationship between economic growth in Indonesia and increased consumption driven by growth in internet users, as a result of digital marketing activities.

**Keyword:** Digital Marketing, Economic Growth, Internet User, Export, Import.



## **The Role Of Digital Marketing On Economic Growth And Investment With Consumption And Internet Users As Control Variables**

**Sri Harnani<sup>1</sup>, Meinarti Puspaningtyas<sup>2</sup>, Muhamad Mukhlis<sup>3</sup>**

STIE Jaya Negara Tamansiswa Malang<sup>1,2,3</sup>, Indonesia

Correspondence Email: sriharnanimalang@gmail.com

### **ABSTRACT**

This study aims to investigate the impact of digital marketing on economic growth in Indonesia. This study uses 21 years of data, from 2000 to 2020, by modeling "autoregressive vectors" to understand causal relationships between variables. This study uses secondary data from the World Bank and the Indonesian Central Statistics Agency. We use the variables of economic growth, consumption, investment, and internet users. We find that an increase in economic growth will also increase the level of total consumption in Indonesia, an increase in economic growth also increases the percentage of investment in GDP, but a decrease in economic growth actually makes the level of internet users to the total population increase, this is evidenced by a significant negative relationship between the two. also in line with the relationship between total final consumption and the percentage of internet users which are directly proportional to each other. This proves that digital marketing as indicated by the unidirectional relationship between consumption and internet users has an impact on the Indonesian economy. The increasing growth of internet users actually does not make economic growth increase, this happens because in Indonesia an increase in the number of internet users will make consumption increase but it is not accompanied by an increase in economic growth. This shows that the level of domestic consumption driven by internet literacy is met by imported goods, which is indicated by the negative relationship between economic growth in Indonesia and the increase in consumption driven by the growth of internet users as a result of digital marketing activities.

**Keywords:** Digital Marketing, Economic Growth, Internet User, Investment.

## **The Construction of Decision-Making Styles Inventory**

**Alia Natakusuma<sup>1,2</sup>, Angela Oktavia Suryani<sup>3</sup>, Richard Nitihardja<sup>2</sup>**

Universitas Pembangunan Jaya<sup>1</sup>

FonBright Indonesia<sup>2</sup>

Atma Jaya Catholic University of Indonesia<sup>3</sup>

Correspondence Email: [angela.suryani@atmajaya.ac.id](mailto:angela.suryani@atmajaya.ac.id)

### **ABSTRACT**

This study aimed to construct a psychological inventory to identify individuals' decision-making styles. Decision-making is an act of choice wherein an executive concludes what must be done in a given situation. A decision represents behavior chosen from several alternatives. A leader or manager can arrive at certain conclusions through his individualistic style, experience, background, and abilities. We include four types of decision-making, namely analytical, directive, conceptual, and behavioral. An analytical style decision-maker prefers to communicate via writing, using complete and accurate data to decide, like challenges, and manage. A leader with a directive style tends to have a high need for power, control, and efficiency. This style puts practicality and speed as the approach to deciding because of a lack of data and information. S/he believes that proven specific facts in the past will work better than an uncertain new way. The conceptual decision-making leader is creative - interested in using new and unproven methods to solve problems. S/he thinks about a long-term goal, likes to brainstorm, is open in communication, flexible, and brave to take risks. The behavioral style emphasizes intuition rather than data for deciding and frequently finds it difficult to determine. The leader favors having comfortable relationships with the staff, and the orientation of decision-making tends to short-time. The instruments consist of sixteen items written in the forced choice model of scale; every item displays a particular situation followed by four decision-making styles. The participants only should choose one type of decision-making. The preferred type will be scored as one (1) for the correspondence type. This study recruited 134 participants working in private companies via a purposive sampling method. The validity analysis by implementing chisquare testing shows that 15 items are valid discriminating four types of decision-making styles. The reliability of each style is satisfying, with Cronbach Alpha between 0.74 and 0.93. The advantages and limitations of the study are discussed.

**Keywords:** psychological test construction, decision-making styles, forced-choice method, validity, reliability

**The Effect of Customer Relationship Management on  
Marketing Performance Mediated by Competitive  
Advantage and Innovation (Study on Area Managers of  
Pharmaceutical Companies in East Java during the COVID-  
19 Pandemic)**

**Moh. Alim Musonnafa<sup>1</sup>, Sumiati<sup>2</sup>, Atim Djazuli<sup>3</sup>**

Universitas Brawijaya<sup>1,2,3</sup>

Correspondence Email: a02.moh.alimmuson@gmail.com

**ABSTRACT**

The pharmaceutical industry is one of the industries that has experienced significant development in Indonesia. The growth of this sector can be seen from the increasing number of total market share from year to year. However, the pharmaceutical industry also has several challenges such as the high level of competition and a dynamic business situation. One of them is the COVID-19 pandemic which also affects the condition of the pharmaceutical industry in Indonesia. This study aims to examine and analyze the role of CRM on the marketing performance of the pharmaceutical industry through the mediation of competitive advantage and innovation. A total of 151 respondents were involved in this study and the data were processed through PLS analysis. The results found that CRM directly has significant effect on Competitive Advantage and Innovation. While CRM is not directly proven to have a significant effect on Marketing Performance. However, CRM has a significant influence indirectly through the mediation of Competitive Advantage and Innovation.

**Keywords:** CRM, Competitive Advantage, Innovation, Marketing Performance, Pharmaceutical Industry

## **The Influence of Physico Chemical Parameters Using Bioactivators on Organic Fertilizer Production from Biomass of Traditional Market Vegetable Waste**

**Nyimas Yanqoritha<sup>1</sup>, Sulhatun<sup>2</sup>**

Universitas Prima Indonesia, Medan<sup>1</sup>

Universitas Malikussaleh, Kampus Bukit Indah, Lhokseumawe<sup>2</sup>

Correspondence Email: [nyimasyanqoritha@unprimdn.ac.id](mailto:nyimasyanqoritha@unprimdn.ac.id)

ORCID ID: <https://orcid.org/0000-0002-6864-4609>

### **ABSTRACT**

Recycling organic vegetable waste from traditional markets can have successive impacts, namely producing bioenergy, reducing the use of inorganic fertilizers, and at the same time reducing the burden of environmental pollution. Composting organic matter can also reduce greenhouse gas emissions and produce economic value products in the form of compost and liquid fertilizer. The decomposition process was controlled by physico-chemical parameters such as temperature, pH, particle size, moisture content, aeration and CN ratio. The performance of the decomposition process was assisted by the bioactivator *Trichoderma harzianum* and Effective Microorganism<sup>4</sup>. The bioactivators in the bioreactor system converted organic matter, where the solid substrate returned nutrients to obtain high-quality compost. The bioactivator activity increased and the amount of N was sufficient so that the decomposition process of organic matter took place more quickly and effectively. The results of the analysis were obtained based on the point of optimization of the biomass decomposition process by microorganisms. This process occurred when the material had been mixed in the presence of aeration (oxygen). The decomposition process occurred when the temperature was raised so that the active phase and ripening phase occur. The composting process was optimal at the optimum temperature, which was between 30-45 °C. After most of the material decomposes, the temperature gradually decreased and the compost ripening process was completed.

**Keywords:** bioactivator, decomposition, optimization, substrate, composting, fertilizer

## **BUSINESS ANALYSIS RED ONION IN PRINGSEWU DISTRICT**

**Maryusuf Achmad<sup>1</sup>, Fitriani<sup>2</sup>, Henry Kurniawan<sup>3</sup>**

Politeknik Negeri Lampung<sup>1,2,3</sup>

Correspondence Email: pascasarjana@polinela.ac.id

### **ABSTRACT**

Onion red is wrong one commodity vegetables featured. Commodity vegetables this including into the group spice no substitute. Some of the problems that occur in shallots include the productivity of shallots in Indonesia is still low at an average of 9.24 tons/ha, still below the potential production of 20 tons/ha. The productivity of shallots in Pringsewu Regency is still low compared to the national level, in addition, the slow development of shallot farming and the small scale of cultivation have resulted in the productivity of shallots being relatively low. Objective study this is as following: (1) Analyzing cost structure, production, revenue and income of onion farming red in Regency Pringsewu. Method used \_ in study this that is method survey. Study this implemented in Regency Pringsewu. Time study will be implemented on month February until March 2022. Data used are primary data and secondary data. For now, level income farming onion red in Regency Pringsewu use analysis income. Based on the results of research and discussion, it can be concluded as follows: (1) fixed costs of Rp.71,925,510, - variable costs of Rp. 59,390,000, -. The total cost of farming shallots is Rp. 115,322,487, - per growing season. (2) The production of shallots received by respondent farmers is 15,000 Kg (15 tons/ha) with the price level of shallots on the market in Pringsewu Regency of Rp. 20,000, - per kilogram. The average income of shallot farmers is Rp. 298,000,000, - per hectare. (3) The average income received by shallot farmers in Pringsewu Regency is Rp. 182,677,513, -. (4) Based on the results of research in Pringsewu Regency for the feasibility of onion farming, it shows that the R/C ratio value is 2.6 and the B/C ratio value is 1.6

**Keywords:** Farming, Shallots, Pringsewu

**Determinants of Employee Performance: The Mediating  
Role of Transformational Leadership of Islamic Bank  
Employees in Indonesia**

**Diana<sup>1</sup>, I. Ketut R. Sudiarditha<sup>2</sup>, Mardi<sup>3</sup>**

Universitas Muhammadiyah Jakarta<sup>1</sup>,

Universitas Negeri Jakarta<sup>123</sup>

Correspondence Email: diana.hasan@umj.ac.id

**ABSTRACT**

This study aims to analyze the main determinants of employee performance, thus finding a new model as a reference for Islamic banking practitioners, especially in Indonesia. Data collection was carried out using a questionnaire, which was developed with Google Forms, and disseminated through online social media. The purposive technique was carried out on a population of 7 Islamic banks in Indonesia, by distributing questionnaires to 350 respondents and fulfilling the respondent's criteria. Then the data was tested using Structural Equation Modeling (SEM) Amos 25.0, which resulted in the finding that Work Motivation does not affect Employee Performance, and Transformational Leadership also does not affect Employee performance, but Transformational Leadership significantly and positively affects Cohesion with the highest path, and Cohesion also affect Employee Performance. This study concludes that Transformational Leadership to employees is very positive if mediated by Cohesion. The implications of this research are expected to be a reference model for Islamic Banking Directors in improving employee performance and banking performance, in order to pay attention to the Transformational Leadership Style factor, but not to ignore the Cohesion factor.

**Keywords:** Transformational Leadership; Work motivation; Cohesion; Employee performance; Islamic Banking.

## **Application of herbal Ingredients in Drinking Water Towards Productivity of Broiler Chicken**

**Mutia Rizkia Shaffira<sup>1</sup>, DD Putri<sup>2</sup>, and Nurhayati<sup>3</sup>**

Politeknik Negeri Lampung<sup>1,2,3</sup>

Jln. Soekarno Hatta No. 10 Rajabasa Bandar Lampung, 35144

Correspondence Email: rizkiashaffiraa@gmail.com

### **ABSTRACT**

This study aims to analyze the effect of using red ginger and brotowali either singly or in combination as herbal ingredients used in drinking water on broiler chicken productivity. This research was conducted at the Lampung State Polytechnic using a Completely Randomized Design (CRD) with 4 treatments and 5 replications and each replication consisted of 5 broiler chickens. The treatments consisted of: P0 = drinking water without the addition of red ginger and brotowali extract (control), P1 = drinking water + 1% red ginger extract, P2 = drinking water + 5.12 ml/kgbw of brotowali extract, P3 = drinking water + combination of red ginger extract and brotowali. The variables observed included ration consumption, body weight gain, ration conversion and mortality. The results showed that the addition of red ginger and brotowali extracts in drinking water, either singly or in combination, had a significant effect ( $P < 0.05$ ) on body weight gain, ration conversion and mortality, but had no significant effect on ration consumption. The conclusion of this study is that the application of herbal ingredients in drinking water can improve the productivity of broiler chickens.

**Keywords:** broiler, red ginger extract, brotowali extract, productivity.

## **Conceptual Model of Technology Acceptance Model Modification on Robo Advisor Acceptance in Indonesia**

**Arief Fahruri<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup>**

Binus University<sup>1,2,3,4</sup>

Corresponding Email: arief.fahruri@binus.ac.id

### **ABSTRACT**

The success factor in implementing new technology is the acceptance and use of the technology by users. Indonesia is a country with significant investor growth since 2018 with the presence of technology that makes it easier to open accounts and online transactions. Is the presence of Robo advisor technology in investment products also expected to be acceptable like existing online investment applications? This paper provides a conceptual TAM model by adding UI/UX and Security as the driver of Perceived Usefulness (PU) and Perceived Ease of Use (PEU). We also add Trust and Expected Return variables related to financial variables. So that the proposed model can be used as a basis for empirical research in the future to validate the context of accepting Robo advisors in Indonesia

**Keywords:** UI & UX, Security, Trust, Expected Return, Intention



## **The Role of Digital Innovation and Collaboration Strategy to Improve the Performance of Internet Service Provider Companies in Indonesia**

**Saiful Hidayat<sup>1</sup>, Margono Setiawan<sup>2</sup>, Fatchur Rohman<sup>3</sup>, Ananda Sabil Hussein<sup>4</sup>**  
Brawijaya University<sup>1,2,3,4</sup>

Correspondence Email: saifulhidayat@student.ub.ac.id

### **ABSTRACT**

This study aims to examine the impact of digital innovation and collaboration strategy on the performance of Internet Service Provider (ISP) companies in Indonesia. This study used a quantitative exploration approach. Observations using a cross section/one shot time horizon, in 2022. The study was conducted with a sample of 100 respondents. The results of hypothesis testing show that digital innovation and collaboration strategy affect the performance of ISP companies in Indonesia. The collaboration strategy plays a bigger role than digital innovation in achieving the performance of ISP companies in Indonesia. The findings of this study provide a managerial implication for ISP management in Indonesia that the development of collaboration strategy and digital innovation needs to be carried out in an effort to improve the performance of ISP companies. Collaboration strategy need to be prioritized in terms of partnerships with lateral parties, which are supported by strengthening partnerships with customers, suppliers, complementary and internal. These efforts need to be supported by the development of digital innovation with a priority on the improvisation aspect, which is supported by the development of customer experience, value proposition, skills, and digital evolution observation.

**Keywords:** collaboration strategy, company performance, digital innovation, improvement, management, internet service provider.

## **The Effectiveness of Tourism Attractions in Increasing Tourist Visits**

**Erika Revida<sup>1</sup>, Hadriana Marhaeni Munthe<sup>2</sup>, Sukarman Purba<sup>3</sup>**

Universitas Sumatera Utara, Indonesia<sup>1,2</sup>

Universitas Negeri Medan, Indonesia<sup>3</sup>

Correspondence Email: erikarevida@yahoo.com

### **ABSTRACT**

This study aims to analyze the effectiveness of tourism attractions in increasing tourist visits. This type of research is quantitative. The population of this research is the communities in the tourist village of Dokan Karo, and the tourists who came to visit Dokan Karo North Sumatera, while the sample of the research were 50 people taken by simple random sampling. Data collection techniques used were documentation studies, questionnaires, observations and interviews. The data analysis technique used is simple linear regression. The results of the study conclude that there is a positive and significant contribution between the effectiveness of tourism attractions and tourist visits in the tourism village of Dokan Karo, North Sumatra. Suggestions for this research need to be increased the quantity and quality of tourism attractions based on local culture that is Karo culture periodically and continuously such as festivals of songs, dances and Karo cultural arts so that attract tourist to visit in the Dokan Karo tourist village, North Sumatera.

**Keywords:** Effectiveness, tourism, tourism attractions, tourism village, and tourist visits.

## **The Construction of Leadership Styles Inventory for Millenials**

**Richard Nitihardja<sup>1</sup>, Alia Natakusuma<sup>1,2</sup>, Angela Oktavia Suryani<sup>3</sup>**

FonBright Indonesia<sup>1</sup>

Universitas Pembangunan Jaya<sup>2</sup>

Atma Jaya Catholic University of Indonesia<sup>3</sup>

Correspondence Email: [angela.suryani@atmajaya.ac.id](mailto:angela.suryani@atmajaya.ac.id)

### **ABSTRACT**

This study aims at the construction of a leadership styles inventory for millennials. Leadership is an individual's ability to influence others constructively to make cooperative efforts to achieve a goal. Each leader is obliged to give serious attention to promoting, organizing, and directing all potential employees in their environment to realize the work required towards the goal. Leadership style is a pattern of behavior of a leader that is carried out consistently by individuals in working with others. For Millenials, the challenge is demanding. New technology is invented almost every minute. The job is rapidly changing. The needs in society are also adaptive to this transformation. We identified three types of leadership, namely transformational, authoritarian, and agile leadership. The core of transformational leadership is to motivate others to go beyond their maximum capability and transform them to perform and be better individuals. Authoritarian leaders are leaders who take charge and set clear expectations for what, when, why, and how employees accomplish their tasks as technology evolves. Authoritarian leaders take sole responsibility for making decisions without input from others in the organization. In agile leadership, the leader can lead so that organizations can survive and thrive in a fast-paced, complex, and uncertain world, especially in the technology field, with a leadership image that accepts opinions and changes, accepts feedback, and has good internal and external communication skills. We provide 16 items written in the forced-choice model. The stimulus describes a situation a leader faces, followed by three alternative responses, representing three types of leadership. The participants should choose one that most describes their style. A score of one (1) will apply to the related styles. The validity testing of the instrument through chi-square analysis showed that 15 items were satisfying (chi-square = 22.854 to 106.150,  $p < 0.05$ ). The reliability testing by implementing Cronbach's Alpha method revealed that the transformational (0.61) and authoritarian styles (0.66) are sufficient; however, the agile leadership style still needs to be elaborate (0.50). The advantages and limitations of the study are discussed.

**Keywords:** leadership styles, transformational, agile, authoritarian, validity, reliability

## **Proportion and Factors Associated with the Degree of Primary Dysmenorrhea in Adolescents Age 13-15 Years**

**Sely Marcelina Tamu Ina Kale<sup>1</sup>, Ari Natalia Probandari<sup>2</sup>, Lilik Retna Kartikasari<sup>3</sup>**

Sebelas Maret University, Surakarta<sup>1,2,3</sup>, Indonesia

Correspondence Email: selykale1994@gmail.com

### **ABSTRACT**

Primary dysmenorrhea is defined as menstrual pain that occurs in women with normal pelvic anatomy, without any pathological conditions, and appears 6-12 months after menarche. This study aims to determine the proportion and factors associated with the degree of dysmenorrhea. This cross-sectional study was conducted on 120 girls aged 13-15 years at SMPN (30 people), SMPN 2 (30 people), and SMPN 3 (60 people) in Sleman Regency, D.I Yogyakarta Province. The sample was selected using a purpose sampling technique. Data were analyzed using bivariate analysis. The results of this study showed the proportion for dysmenorrhea in adolescent girls 13-15 years reached 44.2%. Several factors such as menstrual age ( $p = 0.016$ ) and consumption of pain reliever drugs ( $p = 0.008$ ) significantly affected the decrease in the degree of dysmenorrhea pain, while the onset of pain ( $p = 0.050$ ), menstrual duration ( $p = 0.114$ ), family dysmenorrhea ( $p = 0.050 = 0.629$ ), menstrual cycle interval (0.852) and duration of pain ( $p = 0.571$ ) had no significant effect. This study concludes that the proportion of dysmenorrhea in adolescent girls aged 13-15 years is quite high, and factors that influence the degree of dysmenorrhea include menstrual age and consumption of pain relievers.

**Keywords:** Primary dysmenorrhea, factor, menstruation, pain, proportion.

**Antecedent of Trust in Understanding the Impact of Social  
Media Marketing (SMM) on Brand Equity and Brand  
Loyalty: Frozen Food Fiesta**

**Laurensia Natalia<sup>1</sup>, Yokie Radnan Kristiyono<sup>2</sup>**

Pelita Harapan University<sup>1,2</sup>

Correspondence Email: laurenianatalia22@gmail.com

**ABSTRACT**

Digital technology is growing, promotional media are increasingly diverse, one of which is the emergence of social media, where social media is a marketing tool for a company. Social media are all forms of interactive communication media that encourage two-way interaction. This opportunity can be a strategy for businesspeople in marketing their products to be better known, and closer to consumers. This study aims to determine the effect of Social Media Marketing on Brand Loyalty through Brand Equity, and Brand Trust. This study uses a sampling technique using non-probability sampling, with a total of 283 respondents located in Indonesia. The results of hypothesis testing indicate that Social Media Marketing activities consist of entertainment, interaction, trendiness, customization, and word of mouth. And Social Media Marketing activities affect brand loyalty and affect brand equity which is mediated by brand trust.

**Keywords:** Social Media Marketing; Brand Equity; Brand Loyalty; Brand Trust; Entertainment; Interaction; Word of Mouth; Trendiness; Customization.

## **The Mediating Role of Debtor Satisfaction in the Banking Industry in Indonesia**

**Danny Dewanto<sup>1</sup>, Septio Adjie Binawanputra<sup>2</sup>, Yokie<sup>3</sup>, Nur Damayanti<sup>4</sup>**

BINUS Business School, Jakarta, Indonesia<sup>1,2,3,4</sup>

Correspondence Email: septio.binawanputra@binus.ac.id

### **ABSTRACT**

The competition in the banking industry is getting tighter nowadays, banks should develop the strategies which meet the needs of current debtors not only to achieve debtor satisfaction, but also to maintain debtor loyalty. This study aims to identify the factor that influence debtor satisfaction and loyalty in banking industry. Data were collected using the online questionnaire of 131 samples, the respondent should have a debtor status period of at least 2 years at the particular bank. This study uses multivariate employed PLS-SEM as an analytical tool. The result found a significant effect between debtor satisfaction and debtor loyalty. The direct relationship analysis result shows that price and service quality of marketing staff have a significant influence on debtor satisfaction and the indirect relationship shows that the relationship between price and service quality of marketing staff on debtor loyalty is mediated by debtor satisfaction. This study has implications for the banking sector, marketing and researchers to be able to add insight to the important variables which are factors in increasing debtor loyalty. For further research, it is expected that there will be development of other important variables.

**Keywords:** debtor loyalty; debtor satisfaction; price; service quality; marketing

## **Collaborative Governance in the Banking Industry**

**Ichwan Riodini<sup>1</sup>, Otto Randa Payangan<sup>2</sup>, Ria Mardiana Yusuf<sup>3</sup>, Musran Munizuf<sup>4</sup>,  
Hartina Fattah<sup>5</sup>**

Universitas Sulawesi Barat<sup>1</sup>

Universitas Hasanuddin<sup>2,3,4</sup>

STAI YAPNAS Jeneponto<sup>5</sup>

Correspondence Email: [ichwanriodini@gmail.com](mailto:ichwanriodini@gmail.com)

### **ABSTRACT**

Collaborative Governance is defined as governance by involving many stakeholders in the collective decision-making process, and aims to make or implement public policies or manage programs and public assets. The theory related to Collaborative Governance states that Conditions, Institutional design, Leadership and Collaborative Process influence the implementation of Collaborative Governance. This research is a case study that aims to explore collaborative governance on the service performance of employees in banks.

**Keywords:** Collaborative, Governance, Bank

## **Kuwait Saudi Pharmaceutical Industries Co**

**Rashed Alhajri<sup>1</sup>, Mubarak AIOtaibi<sup>2</sup>, Talal AIQashout<sup>3</sup>, Rawan AIRaqam<sup>4</sup>, Ranjith P.V<sup>5</sup>**

Kuwait University<sup>1,2,3,4</sup>

CMS Business School, JAIN (Deemed-to-be University)<sup>5</sup>

Correspondence Email: alhajri.rashed@cba.ku.edu.kw

### **ABSTRACT**

We will talk about the marketing of Kuwait Saudi Pharmaceutical and the strength and the weakness that the KSP faced. Firstly, the Activity: pharmaceutical industry, Chairman of the Board: Dr. Rashid Riyad Khazal, General Manager: Dr. Rashid Riyad Khazal, Year of foundation: 1994, Administration address: Qibla / Block 6 / Plot 11 / Floor 2 / Unit 5, Factory address: Sabhan - Block 4 - Street 103 - Plot3, Phone: 24745012/3, Website: hr@kspico.com, Email: www.kspico.net, and the Vision is the union aims to serve industry and industrialists, take care of their interests, improve performance, raise its level, and support the national economy, and the Mission is standardizing medicines and manufacturing them with the largest number of sick and needy people, and the Goal is to sell medicines organized under the supervision of the Ministry of Commerce without fraud.

**Keywords:** Kuwait Saudi Pharmaceutical, industry, medicines, Ministry of Commerce



**Impact of the quality of tourist Attraction and Promotion on  
tourist Loyalty with visiting decision as intervening  
Variables**

**Muhammad A'an Auliq<sup>1</sup>, Raden Andi Sularso<sup>2</sup>, Andriyansah<sup>3</sup>, Endi Isnarno<sup>4</sup>**

University of Muhammadiyah Jember<sup>1,2,3,4</sup>

State University Jember<sup>2</sup>

Universitas Terbuka<sup>1,2,3,4</sup>

STIE Semarang<sup>4</sup>

Correspondence Email: 530060481@ecampus.ac.id

**ABSTRACT**

The problem that occurs in the Ijen Crater Natural Park area is a decrease in the number of tourists both foreign and local visiting Ijen Crater during 2016-2018. The cause of the decline in tourist visits is due to the lack of tourist facilities, facilities and infrastructure such as restaurants, health posts and bathrooms, causing tourists to be less comfortable at the Ijen Crater location. The respondents of this study were 100 tourists who visited Ijen Crater in July 2019 both foreign tourists and local tourists. The data analysis technique uses the structural equation modeling (SEM) Warp PLS 5.0. The results showed that there was a positive and significant influence of tourist attraction on the decision to visit. There is a positive and significant influence of tourism promotion on the decision to visit. There is a positive and significant influence of tourist attraction on tourist loyalty. There is a positive and significant influence of tourism promotion on tourist loyalty. There is a positive and significant influence on the decision to visit tourists' loyalty. The results of the path analysis test show that there is a positive and significant indirect effect of tourist attraction on tourist loyalty through visiting decisions. And there is a positive and significant indirect effect of tourism promotion on visiting loyalty through visiting decisions.

**Keywords:** Quality of tourist attraction, promotion, decision to visit, tourist loyalty

**The Effect of Work From Home (WFH) and Work Dicipline  
on Employee Performance through work-life balance (WLB)  
in the Covid-19 Pandemic: Explanatory study at BPKAD  
office, Bondowoso Regency**

**Novita Ekasari<sup>1</sup>, Meirani Harsasi<sup>2</sup>, Rini Yayuk Priyati<sup>3</sup>, Nurul Qomariah<sup>4</sup>**

Universitas Terbuka<sup>1,2,3,4</sup>

STIE Dharma Nasional Jember<sup>1</sup>

Universitas Muhammadiyah Jember<sup>4</sup>

Correspondence Email: novitasariyunus@gmail.com

**ABSTRACT**

This study aims to empirically examine the effect of work from home and work discipline on employee performance through work-life balances during the COVID-19 pandemic. The population of this study was all employees of the Bondowoso Regency BPKAD. Collecting data using a questionnaire. The results showed an effect of work from home on employee performance. There is an influence of work discipline on employee performance. There is an effect of work from home on work-life balance. There is a disciplinary effect on work-life balance. There is an effect of work-life balance on employee performance. There is an effect of work from home and work discipline on employee performance through work-life balance.

**Keywords:** Work from Home, Work discipline, Employee Performance, Work-Life Balance

## **The Nexus between ICT Diffusion, Education, and Poverty: Evidence from the Regional Analysis of a Regency**

**Muhammad Amrullah<sup>1</sup>, M. Pudjihardjo<sup>2</sup>, Iswan Noor<sup>3</sup>, Setyo Tri Wahyudi<sup>4</sup>**

Universitas Brawijaya<sup>1,2,3,4</sup>

Veteran Street, Ketawanggede, Lowokwaru, Malang City, 65145, Indonesia

Correspondence email: moh.amrullah826@gmail.com

ORCID ID: 0000-0003-0885-429X

### **ABSTRACT**

This paper aims to add to the literature on the diffusion of information and communication technology (ICT diffusion) and poverty by conducting a regional analysis in one of the areas that has the highest poverty level in Bali Province, namely Buleleng Regency. The independent variable in this study is ICT diffusion and education with poverty as the dependent variable. To perform the analysis, this study used an Autoregressive Distributed Lag (ARDL) Model for the period 2002 – 2021. The analysis found 2 main findings. First, in the short-term effect, this study finds a negative effect and significant relationship between ICT diffusion and poverty in Buleleng Regency. Furthermore, education has a positive effect and significant relationship towards poverty in Buleleng Regency. Second, in the long-term effect, independent variables have no significant relation to dependent variable, but ICT diffusion still has a negative relationship on poverty in Buleleng Regency. This finding has an important policy implication for local governments as policy makers to encourage the role of ICT as a key of triggering poverty reduction. Local governments can consider an equitable development of ICT infrastructure throughout Buleleng Regency, especially for secluded areas that have not maximized the benefits of ICT to reduce regional poverty in Buleleng Regency.

**Keywords:** ICT, Technology, Poverty, Autoregressive Distributed Lag, Buleleng

**Local Government Accountability based on  
Transformational Leadership, Community Empowerment,  
and Mapalus Culture on the performance of Village Fund  
Management in the Tompaso Sub-district, Indonesia**

**Victor P.K. Lengkong<sup>1</sup>, Fredrik G. Worang<sup>2</sup>, Olivia S. Nelawan<sup>3</sup>, Femmy O.  
Montang<sup>4</sup>**

Sam Ratulangi University<sup>1,2,3,4</sup>

Correspondence email: [vpk.lengkong@unsrat.ac.id](mailto:vpk.lengkong@unsrat.ac.id)

**ABSTRACT**

This research analyzed the effect of local government accountability based on transformational leadership, community empowerment, and Mapalus culture in improving the performance of village fund management. The results showed that the performance of village fund management is largely determined by community empowerment. Meanwhile, transformational leadership and Mapalus culture have no effect, proving that village fund management needs to involve the community as the subject of development. Mapalus culture is going extinct in each village, specifically in fund management in the agricultural sector. In fact, several cash-intensive programs were carried out during the COVID-19 pandemic, excluding the use of Mapalus system in each region.

**Keywords:** Leadership, Community Empowerment, Mapalus, Village Fund

**The Influence of Talent Management and Integrity Zones on  
Organizational Performance at the BPKP Representative  
Office of Riau Islands Province)**

**Mindarto Totok Oktaruna<sup>1</sup>, Lijan Poltak Sinambela<sup>2</sup>, Zainur Hidayah<sup>3</sup>, Martino  
Wibowo<sup>4</sup>**

Universitas Terbuka<sup>1,2,3,4</sup>

BPKP Representative Office of Riau Islands Province<sup>1</sup>

Universitas Nasional Indonesia<sup>2</sup>

Correspondence Email: 530059921@ecampus.ut.ac.id

**ABSTRACT**

This study aims to examine the effect of talent management and zone of integrity on organizational performance. This research was conducted at the Representative Office of the Financial and Development Supervisory Agency (BPKP) of the Riau Islands Province. The research population is all employees of the BPKP Representative Office of the Riau Islands Province. The research sample was 40 employees with the sampling technique was simple random sampling. The data collection technique used a questionnaire that was submitted online using a google form. The test results show that there is a positive and significant influence of talent management on organizational performance of 0.838 and a significant value of 0.000. The positive and significant influence of the integrity zone on organizational performance is 1.536 and a significant value is 0.000. The simultaneous influence of talent management and integrity zone is positive and significant on organizational performance of 23.376 and a significant value of 0.000. So that all research hypotheses have been tested.

**Keywords:** Talent Management, Integrity Zone, Organizational Performance.

**Adaptation of Industry Attractiveness and Development of  
Unique Capabilities to Business Performance at Large  
State Plantations in West Java Province and Banten  
Province, Indonesia**

**Moehamad Irwan Maulana<sup>1</sup>, Sucherly<sup>2</sup>, Kurniawan Saefullah<sup>3</sup>, Martha Fani  
Cahyandito<sup>4</sup>**

University of Padjadjaran<sup>1,2,3,4</sup>

Jl. Dipati Ukur No.35 Bandung 40132

Correspondence Email: moehamad20002@mail.unpad.ac.id

**ABSTRACT**

The COVID-19 pandemic has greatly impacted all aspects of economic life both on a national and global scale. The decline occurred in a number of economic sectors. When the total Gross Domestic Product (GDP) and many business fields experience a decline or slowdown, the Agricultural Business Field actually experiences an increase (Direktorat Jenderal Perkebunan, 2020, <https://ditjenbun.pertanian.go.id/2020>). The Plantation Crops Sector is the largest contributor to the Agriculture, Forestry and Fisheries Business Fields during 2016-2020, which are worth (Rp. billion) 428,783, 471,466, 489,186, 517,508 (Pendapatan Nasional Indonesia 2016-2020, Badan Pusat Statistik, 2021). However, in the 2015-2020 period, the State Large Plantations in West Java Province and Banten Province experienced fluctuating business performance and even losses. The purpose of this research is to determine the impact of industrial attractiveness and unique capabilities on the business performance of the State Large Plantation in West Java Province and Banten Province, Indonesia. This survey was conducted using a quantitative survey approach. The unit of analysis in this study is all of the State Large Plantations in West Java Province and Banten Province. The unit of observation was all the leaders of the State Large Plantations in West Java Province and Banten Province, totaling 38 respondents. Validation analysis was conducted to test the hypothesis by using structural equation modeling – partial least squares (SEM-PLS). The results of hypothesis testing indicate that industry attractiveness and unique capabilities have a significant impact on business performance. Industry attractiveness has a greater contribution than unique capabilities. The findings of this study have management implications for large state plantations, that efforts that can be made to improve performance are by prioritizing the development of industrial attractiveness supported by the development of unique capabilities.

**Keywords:** industry attractiveness, unique capabilities, business performance

**Study in Indonesia: A New Perspective and Conceptual Framework for Increasing Customer E-Loyalty in E-Commerce**

**Eko Yuliawan<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup>**

Universitas Bina Nusantara, Indonesia<sup>1,2,3,4</sup>

Coessponding Email: eko.yuliawan@binus.ac.id

**ABSTRACT**

**Objectives:** This paper aims to provide a new conceptual framework perspective on how to boost customer e-loyalty in e-commerce. **Methodology:** A literature review was performed in this study as an approach **Finding:** The findings of this study contribute to the development of a conceptual framework for the factors that influence customer e-loyalty in e-commerce. **Conclusion:** This study offers seven research propositions as well as recommendations for future empirical research.

**Keywords:** E-Service Quality, E-Recovery Service Quality, E-Trust, Perceived Enjoyment, E-Satisfaction, E-Loyalty

## **The Effect of Health Education using Audiovisual Media on Increasing Knowledge about Care of Childhood with Acute Respiratory Tract Infection in the King Area of Konda PHC South Konawe District**

**Sari Arie Lestari B<sup>1</sup>, Wa Ode Aisa Zoahira<sup>2</sup>, Dwi Wuladari Ningtias Purnama<sup>3</sup>**

Mandala Waluya University<sup>1,2,3</sup>

Correspondence Email: sariariel@gmail.com

### **ABSTRACT**

Upper respiratory tract infections, also known as acute respiratory infections. in Southeast Sulawesi Province is included in the top 10 diseases every year, and based on the percentage of incidence in all provincial districts, South Konawe Regency is the Regency that ranks first in the incidence of Acute Respiratory Infections. Data from the Health Office of South Konawe Regency on the incidence of Acute Respiratory Infections. in 2019 there were 3,689 cases with a total of 377 cases being children under five. Number of incidences of Acute Respiratory Infections. at the Konda Health Center itself in 2019 there were 1,530 cases with 115 cases in children. The reason is the public's understanding of Acute Respiratory Infections. itself still needs to be improved. The purpose of this study was to determine the effect of health education using audiovisual media on increasing family knowledge about care for children with acute respiratory infections. The independent variable in this study was health education and the dependent variable was family knowledge about children with acute respiratory infections. With a population of 115 people and the sample in this study as many as 38 people who meet the inclusion criteria in this study. This type of research is a quantitative study with a pre-experimental approach to the design of one group pre and post test design. To determine the effect of the results of the study, the data were analyzed using the paired T test. From the results of the data normality test using the Kolmogorov-Smirnov test, it was found that the data was not normally distributed so that the test used was a non-parametric statistical test, namely the Wilcoxon test. the test results about increasing knowledge before and after being given health education obtained P-Value = 0.000 so that  $H_a$  is accepted and  $H_0$  is rejected. This shows that there is an effect of health education on increasing family knowledge about the care of children under five with Acute Respiratory Tract Infections in the Work Area of the Konda Health Center, South Konawe Regency. Seeing the results of this study, it is hoped that families will be more active in seeking information and be able to apply knowledge in everyday life and for health agencies it is hoped that they can further improve performance by involving the community in disseminating information.

**Keywords:** Health Education, Knowledge, Acute Respiratory Infection



## **Literature Review: The Beneficial Effects of Pumpkin Extract (*Curcubita moschata Duch*) for Diabetes Mellitus Therapy**

**Ma'rifatul Khoiriyah Ayda<sup>1</sup>, Muthmainah<sup>2</sup>, Ratih Puspita Febrinasari<sup>3</sup>**

Universitas Sebelas Maret, Indonesia<sup>1,2,3</sup>

Jalan Ir. Sutami 36A, Surakarta, Central Java, Indonesia. Postal code: 57126

Correspondence Email: aydarifa40@gmail.com

### **ABSTRACT**

Background: Diabetes Mellitus is a metabolic disease characterized by an increase in blood glucose levels (hyperglycemia) caused by insufficient insulin in the body. In addition, there is an increase in oxidative stress and damage to pancreatic beta cells. Objective: This research aimed to analyze the evidence of the benefits of pumpkin extract as an alternative therapy for diabetes mellitus. Method: This research used a literature review method. Online data searches included *Google Scholar*, *ScienceDirect*, and *PubMed* using the keywords "*labu kuning*", "pumpkin", "extract of pumpkin *antidiabetes*", and "extract of pumpkin for diabetes mellitus" with the criteria of DOAJ, EBSCO, Scopus, EBSCO, and or Google Scholar indexed articles in 2015-2022. The search results obtained four articles that met the criteria. Results: Pumpkin extract contained bioactive compounds such as polysaccharides, protein, beta-carotene, flavonoids, and carotenoids. The literature review results showed that pumpkin extract reduced free radicals in the body, improved lipid peroxidation, lowered blood glucose levels, increased insulin levels, and protected a damaged pancreas. Conclusion: Pumpkin extract was able to have anti-diabetic effects. This research was expected to be used as an alternative basis for developing the use of pumpkin extract in the management of diabetes mellitus.

**Keywords:** *labu kuning*, pumpkin, pumpkin extract for anti-diabetic, pumpkin extract for diabetes mellitus, pumpkin extract

## **Regional Assets Inventorying: SAM Integration Dilemmas in Bontang City**

**Lilik Purwanti<sup>1</sup>, Iwan Triyuwono<sup>2</sup>, Soelchan Arief Effendi<sup>3</sup>, Dian Surya Ayu  
Fatmawati<sup>4</sup>**

Brawijaya University<sup>1,2,3,4</sup>

Correspondence Email: lilik@ub.ac.id

### **ABSTRACT**

This study aims to provide an overview of asset inventorying as a solution to some asset problems and the dilemmas. This research was conducted at BPKAD Bontang City and used a qualitative descriptive approach. Data collection using interviews with informants, observation and documentation. The research outcome is the implementation of the inventorying provided assets information that were valid and reliable. However, resistance occurred from some asset keepers because of lost assets and decreasing asset values on the balance sheet. In line with the reform of the SAM (State Asset Management) implemented by the government, it is expected that the government pays attention on the human resource aspects of the asset keeper to minimize asset problems.

**Keywords:** Asset, Inventorying, Qualitative Approach, SAM

## **Transformational Leadership in Government Organizations The Role of Team Empowerment and Organizational Climate**

**Robiyati Podugge<sup>1</sup>, Margono Setiawan<sup>2</sup>, Achmad Sudiro<sup>3</sup>, Mintarti Rahayu<sup>4</sup>**

Universitas Brawijaya, Malang<sup>1,2,3,4</sup>, Indonesia

Correspondence Email: robiyatipodungge@ung.ac.id

### **ABSTRACT**

This study aims to analyze the effect of transformational leadership on employee performance and how this influence is mediated by team empowerment and organizational climate. Previous studies that examined transformational leadership were more focused on business organizations and were very limited to public organizations, especially government organizations. The research approach used is quantitative with descriptive analysis method. This research was conducted on 252 employees at the Education office in Gorontalo Province through questionnaires and open interviews. The results obtained in this study contain information that within the organization a collaboration is needed in completing work with tasks and functions, so that superiors and subordinates do not only have a relationship as superiors and subordinates but as team work in completing work. In this case, transformational leadership in improving employee performance depends on a leader who leads them not only based on relationships in the organizational structure which will have an impact on non-optimal work results. Transformational leadership differs from other styles of leadership in that it assigns responsibilities and work to subordinates not only based on instructions, but also by behaving well with firmness and embracing them as friends or friends. As a result, subordinates feel at ease and consistently accomplish duties, and the leadership style will serve as a role model and example to subordinates, allowing them to increase employee performance.

**Keywords:** Transformational Leadership, Team Empowerment, Organizational Climate, Employee Performance

**Internal Factors Affecting the Performance of Accounting Information Systems at the People Credit Bank (Study in Abiansemal Bali)**

**Putu Kepramareni<sup>1</sup>, Sagung Oka Pradnyawati<sup>2</sup>, Ni Putu Sri Savitri<sup>3</sup>**

Mahasaraswati University Denpasar<sup>1,2,3</sup>

Correspondency Email: pkepramareni@unmas.ac.id

**ABSTRACT**

The performance of the accounting information system is the result of processing the information system used by the user as well as the appraiser and evaluation of the implementation of the accounting information system used by a company, especially banking, in achieving the company's goals. The performance of the accounting information system can be measured internally with indicators of satisfaction with the use of the system and the use of the system itself. This study uses internal factors in the accounting information system to analyze their effect on the resulting performance. The study was conducted in the rural banking sector in Abiansemal Bali and obtained a sample of 40 by purposive sampling. The researcher is a non-participant observation and analyzes the data obtained using multiple linear regression.

**Keywords:** accounting, information system, banking, Abiansemal, Bali

## **Ginger Farmers Empowerment by Agromakmur Through PT. Jamu Mancur CSR Program**

**Soelaiman Budi Sunarto**

Universitas Sebelas Maret

Correspondence Email: soelaimanbudisunarto@gmail.com

### **ABSTRACT**

This research was conducted in Karangpandan district, Karanganyar regency, Central Java mainly for ginger farmers living around the district where Agromakmur is located, starting from October to November 2021. This type of research uses a qualitative approach, the types of primary and secondary data and the sampling technique uses Snowball sampling. Data collecting was carried out through interviews with local farmers with the result of the study showed the following: 1) The age of the farmers in Karangpandan district varies widely, from the youngest of 20 years old to the elderly in their 60s. 2) Educational background is ranging from elementary school to university. 3) Planting areas are starting from 200 m<sup>2</sup> to 4000 m<sup>2</sup>. 4) Farmers are willing to implement CSR programs on condition that they are assisted regularly. 5) Productivity is still low at 5 tons/ha. 6) The selling price at the farm level is relatively low, namely Rp 6,000/kg; 7) Most of the harvest is sold to wholesalers.

**Keywords:** Empowerment, Ginger Farmers, Agromakmur

## **Social Media as Trigger to Fear-of-missing-out Motivation in Tourism: A Conceptual Framework**

**Dian E. Harahap<sup>1</sup>, Mohammad Hamsal<sup>2</sup>, Asnan Furinto<sup>3</sup>, Rano Kartono<sup>4</sup>**

Binus Business School<sup>1,2,3,4</sup>

Correspondence Email: dian.esperanza@binus.ac.id

### **ABSTRACT**

Fear-of-missing-out (FOMO) has become interesting topic to be discussed among scholars in many fields, including marketing and psychological behaviour. But no study has been related this phenomenon to tourism industry. The pandemic situation has forced digitalization in communication due to health protocols immergence. Conventional way to communicate to each other has shifted to many platforms of social media. Many social media users are using multiple platforms of social media for communication media. As the use of social media become daily routines to communicate to other individuals or social group, it creates anxiety that actually known as FOMO. The pandemic situation has decreased the tourism industry, social distancing on the health protocols for Covid-19 was one of the reasons. Natural destination became the solution for travelling location because it offering greater space among visitors. Many new hidden-gem natural travel destinations were exposed on social media and became viral among social media users. This study will discuss whether the motivation of tourist visiting the hidden-gem natural destination were affected by social media contents that triggered FOMO. Previous studies have confirmed that FOMO increasing purchasing motivation, this current study attempt to associates FOMO to travel motivation. The study conducted in conceptual research framework, by employing Maslow's hierarchy of needs as motivation theory.

**Keywords:** FOMO, social media, tourism, motivation

**Analysis of the Impact of Work Interaction, OSH culture,  
and motivation on employee performance (a case study on  
a mining company)**

**Rudy Suprpto, Isti Fadiah<sup>2</sup>, Rini Yayuk Priyati<sup>3</sup>, Indrianawati Usman<sup>4</sup>**  
Universitas Terbuka<sup>1,2,3,4</sup>

Correspondence Email: rudysuprpto6@gmail.com

**ABSTRACT**

Interactions between employees who have various backgrounds, employee motivation and safety culture are parts of a chain and integrated aspects to achieve a good employee performance. This study to analyze the effect of work interaction, safety culture and work motivation on employee performance at the Department of Underground Maintenance, PTFI, Papua, Indonesia. This research is explanatory research, that explains the causal relationship between the study variables and hypothesis testings. The study shows that there are significant and simultaneous effects of work interaction , OSH culture and work motivation on employee performance at the Department of Underground Maintenance. Moreover, work motivation variable gives dominant effect to performance within the department.

**Keywords:** Work Interaction, OSH/Safety Culture, Work Motivation, Employee Performance

**Role of User-Generated Content, Key Opinion Leader,  
Virtual Community, and Culture in Shaping Pro-  
Environmental Behavior: Propositions and Conceptual  
Framework**

**Daniel Sanjaya<sup>1</sup>, Rano Kartono<sup>2</sup>, Asnan Furinto<sup>3</sup>, Mohammad Hamsal<sup>4</sup>**

Binus Business School Jakarta<sup>1,2,3,4</sup>, Indonesia

Correspondence Email: daniel.sanjaya@binus.ac.id

**ABSTRACT**

This paper aims to provide a conceptual framework of how tourists' pro-environmental behavior is shaped by examining the role of User-Generated Content (UGC), Key Opinion Leader (KOL), virtual community, and culture. This framework is required, as the current literature mainly discusses about the role of KOL that influences consumer purchasing behavior in retail and health industry. There is lack of research that focuses on role of KOL and its supporting element (UGC and virtual community) to influence tourists' pro-environmental behavior. The method of this research uses literature review. From literature review, it finds that researchers proposed several antecedent variables to predict tourists' pro-environmental behavior. This paper also outlines nine research propositions and suggest methods for further research.

**Keywords:** user-generated content, key opinion leader, virtual community, culture, tourists' pro-environmental behavior.



## **An Empirical Study of Determinant External Debt in Indonesia: VAR Approach**

**Sabirin**

Universitas Brawijaya

Correspondence Email: [sabirin@ub.ac.id](mailto:sabirin@ub.ac.id)

### **ABSTRACT**

This study aims to identify macroeconomic variables that determine external debt in Indonesia, as a developing country. Exploring determining factor of funding and financing is desired for policymakers and government to upsurge economic growth. The VAR method is used to perceive the effect and response of the debt variable on occasion of movement in several macroeconomic variables, obtained from Bank Indonesia, International Financial Statistics, and the Indonesia Central Statistics Bureau. Using quarterly data period starts from 2008 to 2020, to address the moment of global financial crisis, in 2008 to 2009, and moreover Indonesia was aggressively carrying out infrastructure development in 2016 to 2020, where most of the funds came from external debt financing. The estimation results confirm that the exchange rate has a significant negative effect on external debt, while exports and imports have a significant positive effect on Indonesia's external debt. Even though inward investment shows a positive but not significant coefficient, GDP and government spending show a positive but not significant effect. This result denotes the importance of managing external debt that leads to the productive sector. Consequently, in the long term it can boost national production output.

**Keywords:** External debt, Macroeconomics, VAR

## **The Effect of Proactive Personality and Self-Efficacy on Career Commitment among Generation Y in the Banking Industry**

**Nur Damayanti<sup>1</sup>, Khulida Kirana Yahya<sup>2</sup>, Tan Fee Yean<sup>3</sup>, Donny Abdul Latief Puspowidjojo<sup>4</sup>, Setyo Tri Wahyudi<sup>5</sup>**

Universitas Bina Nusantara, Jakarta, Indonesia<sup>1</sup>

Universiti Utara, Malaysia<sup>2,3</sup>

Universitas Krisna Wipayana, Jakarta, Indonesia<sup>4</sup>

Universitas Brawijaya, Malang, Indonesia<sup>5</sup>

Correspondence Email: setyo.tw@ub.ac.id

### **ABSTRACT**

The present study examined the moderating effect of self-efficacy and the mediating effect of proactive personality on the relationship between work values, emotional intelligence, work environment, and career commitment of Gen Y bank employees. A survey was carried out among Generation Y employees of the banking sectors in Indonesia with a total of 386 sets questionnaire returned and utilized for data analysis, a response rate of 64%. Data were collected via questionnaires. PLS-SEM was used to analyze the data and test the hypotheses. Statistical results reveal that work values and emotional intelligence were not directly and not significantly related to career commitment. Work environment was found to be directly and significantly related to career commitment. Proactive personality was found to mediate the relationship between work values, emotional intelligence, work environment, and career commitment. Self-efficacy was also found to moderate the relationship between proactive personality and career commitment. For implications, the findings could assist the management of the banks in Indonesia to implement programs and strategies that could assist Gen Y employees in being more committed to their careers. It also highlights the limitations of the study and offers suggestions for future research. In future, research should consider other factors that could influence career commitment, such as employee communication, working conditions, and employee supervisor relationship to build a more holistic study.

**Keywords:** Career commitment, work values, emotional intelligence, proactive personality, self-efficacy, Generation Y

## **Development of Interactive Learning Media Based on Adobe Flash CS6 To Improve Students' Representation Skill and Learning Interest**

**Amalia Safaatin<sup>1</sup>, Yuyun Yunarti<sup>2</sup>, Pika Merliza<sup>3</sup>, Henry Kurniawan<sup>4</sup>**

IAIN Metro, Lampung, Indonesia<sup>1,2,3</sup>

Politeknik Negeri Lampung, Lampung, Indonesia<sup>4</sup>

Corresponding Email: yuyunyunarti300977@gmail.com

### **ABSTRACT**

This study aims to develop and produce an interactive mathematics learning media based on Adobe Flash CS6 that is valid, practical and effective in number pattern material for class VIII junior high school students. This type of research is research and development with the ADDIE development model which includes 5 stages, namely Analysis, Design, Development, Implementation, and Evaluation. The subject in this study was conducted on 10 students of class VIII.1 at SMP Negeri 5 Metro. The research instruments used were validation sheets, response questionnaire sheets, interest questionnaire sheets, and test question sheets. The results of this study are: (1) The results of developing interactive learning media based on Adobe Flash CS6 are included in the "very valid" category with an average value of 4.66, (2) Interactive learning media based on Adobe Flash CS6 is considered practical because it received a positive response from filling out student response questionnaires on aspects of media use with an average value of 3.88 which is included in the "practical" category, (3) Adobe Flash CS6-based interactive learning media is considered effective for improving mathematical representation skill, this can be seen from the percentage of students' mastery after using interactive learning media that is 90%, (4) Adobe Flash CS6-based interactive learning media is considered effective for increasing interest in learning, this can be seen from the average interest questionnaire score of 3.98 which is in the "good" category.

**Keywords:** Interactive Learning Media, Adobe Flash CS6, Mathematics

## **The Relationship of Intellectual Capital, Financial Health Performance, and Firm Value: A Systematic Literature Review**

**Sumiati<sup>1</sup>, Risna Wijayanti<sup>2</sup>, Cicik Retno Wati<sup>3</sup>**

Universitas Brawijaya<sup>1,2,3</sup>

Correspondent Author: risna@ub.ac.id

### **ABSTRACT**

This study aims to identify the relationship of intellectual capital, financial health performance, and firm value. This research also provides an overview of the quantitative research constructs that are formed from the description of the literature, and Give Details the role of financial health performance through. Data collection of the literature used a systematic literature review approach from 2000 until 2020. Inclusion and exclusion criteria were used to select data systematically. Standard questions are also used to assess and evaluate the quality of the selected literature. The results of this approach identify that there is a relationship between intellectual capital, financial health performance, and firm value, as well as financial health performance in future studies that may mediate in this model. This literature review study also found that free cash flow can be used as an indicator of financial health performance, where this indicator is rarely used to measure financial health performance.

**Keywords:** Intellectual Capital, Financial Health Performance, Firm Value, Free Cash Flow

## **AstraZeneca**

**Rakan Alajmi<sup>1</sup>, Rawan Alawadhi<sup>2</sup>, Shaikhah Albaseri<sup>3</sup>, Hala Alhabashi<sup>4</sup>, Alka  
Maurya<sup>5</sup>**

Kuwait University<sup>1,2,3,4</sup>

Amity University<sup>5</sup>

Correspondence Email: rakan.alajmi@cba.ku.edu.kw

### **ABSTRACT**

AstraZeneca Plc is a biopharmaceutical firm specializing in developing, manufacturing, and marketing prescription medications. It works on products for respiratory, cardiovascular, renal, and metabolic ailments and cancer, autoimmune, infection, and neurological diseases. Biologics, prescription medications, and vaccinations are among the company's products. AstraZeneca offers its drugs through local marketing businesses, distributors, and representative offices that the company wholly owns. S Primary car specialty care physicians and primary care are the target markets for the company's goods. AstraZeneca's COVID-19 vaccine was licensed for conditional marketing or emergency use. The firm serves Europe, Asia, the Americas, Africa, and Australasia. AstraZeneca is based in Cambridge, United Kingdom. This paper will analyze AstraZeneca's internal environment for its strengths and weaknesses and also its external environment for opportunities and threats. We will analyze the firm's structural dimensions and contextual dimensions. Also the firm's formalization, specialization, the hierarchy of authority, centralization, professionalism, and personnel ratios. After that analyze how efficient and effective the operations of AstraZeneca are and what areas require focusing on. The paper would also include the vision, mission, strategic goals, competitive advantage in the market, the core competencies that allow it to stand out in the market, and its marketing strategies.

**Keywords:** AstraZeneca, medication, vaccination, internal environment, marketing strategies

**Corporate Governance as a Moderator of the Effect of  
Intangible Assets, Multinationality, and Tax Havens on  
Transfer Pricing Aggressiveness in Indonesia and Malaysia**

**Sutrisno T.<sup>1</sup>, Dimas Eko Wahyudi<sup>2</sup>**  
Universitas Brawijaya, Indonesia<sup>1,2</sup>.  
Correspondence Email: sutrisnoub03@gmail.com

**ABSTRACT**

This study aimed to test and empirically prove the role of corporate governance in moderating the effect of intangible assets, multi-nationality, and tax havens on transfer pricing aggressiveness by observing 72 multinational companies listed on [www.idx.co.id](http://www.idx.co.id) and [www.bursamalaysia.com](http://www.bursamalaysia.com) 2018-2020. The researchers analyzed the data using multiple linear regression with moderated regression analysis (MRA). The analysis results showed that only multi-nationality and tax havens were the variables that positively affected transfer pricing aggressiveness. Corporate governance was found able to weaken this effect. These findings were expected to help the government increase state revenue through the taxation sector by showing the factors that affect transfer pricing aggressiveness that can harm the state.

**Keywords:** Transfer Pricing Aggressiveness, Multinational Companies, Indonesia, and Malaysia

## **The Effect of Tax Penalty, Perceptions of Fairness, and Tax Knowledge on Tax Compliance on MSME Taxpayers in Agricultural Sector**

**Evi Yuniarti<sup>1</sup>, Artie Arditha<sup>2</sup>, Dian Nirmala Dewi<sup>3</sup>, Henry Kurniawan<sup>4</sup>, Irwandi<sup>5</sup>**

Politeknik Negeri Lampung<sup>1,2,3,4</sup>

AMIK Dian Cipta Cindekia<sup>5</sup>

Correspondence Email: henry\_stk@polinela.ac.id

### **ABSTRACT**

The study of tax compliance has become an interesting area of research for recent years. The determinants have been proven and become the arguments that affect tax compliance. Several studies have tested these factors and found inconsistent results. The current study was conducted to re-examine the effect of tax penalty, perceptions of fairness, and tax knowledge on tax compliance on MSME taxpayers in the agricultural sector. Respondents in this study were 64 MSME taxpayers in the agricultural sector in Bandar Lampung. The questionnaire was designed to measure research variables and analyzed using multiple regression models. The results showed that there was a significant effect between tax penalty, perceptions of fairness, and tax knowledge on tax compliance.

**Keywords:** tax compliance, tax knowledge, taxpayers, agricultural sector

**Considering the Organizational Effectiveness of Maritime  
Sector SMEs in Indonesia from the Perspective of  
Knowledge Management, Entrepreneurship Orientation,  
and Organizational Learning**

**Bayu Ilham Pradana<sup>1</sup>, Rini Safitri<sup>2</sup>**

Universitas Brawijaya<sup>1</sup>

UIN Maulana Malik Ibrahim Malang<sup>2</sup>

bayuilham@ub.ac.id

**ABSTRACT**

This research is motivated by the fierce business competition in the maritime sector in Indonesia. In order to compete and grow, SMEs in the maritime sector need to manage knowledge management from the very beginning to learn their environment. Supported by an entrepreneurial orientation and organizational learning, SMEs that have good knowledge management are expected to become effective organizations in achieving their goals. This research belongs to the type of explanatory research using saturated samples in maritime business SMEs. The population comes from four different SMEs in Jakarta and Bandung from 4 SMEs engaged in the maritime sector. The data was processed using the Partial Least Square method due to the limited sample using STATCAL software. The results of this study are: There is a direct influence of Knowledge Management on Entrepreneurial Orientation. Knowledge Management effect on Organizational Learning. However, Knowledge Management does not have impact to the Organizational Effectiveness. And the last, Knowledge Management has an effect on Organizational Effectiveness through Entrepreneurial Orientation and Organizational Learning.

**Keywords:** Maritime Sector SMEs, Organizational Effectiveness, Knowledge Management, Entrepreneurship Orientation, Organizational Learning.



## **The Role of Leaders in Implementation of Priorities for the Use of Village Funds in the Frame of Accountability in Karamat District, Buol Regency**

**Victor P.K. Lengkong<sup>1</sup>, Fredrik G. Worang<sup>2</sup>, Olivia S. Nelawan<sup>3</sup>, Femmy O. Montang<sup>4</sup>**

Sam Ratulangi University<sup>1,2,3,4</sup>

Correspondence Email: vpk.lengkong@unsrat.ac.id

### **ABSTRACT**

Accountability is an important issue in terms of resources utilizations, as well as a form of responsibilities of the leaders to the society, whether they perform economically, effectively and efficiently in financial activities. This study seeks to find out the role of the leader which is described in 3 (three) independent variables, namely the Interpersonal Role, the Role of Information, and the Role of Decisions on the Implementation of Priority Use of Village Funds in Karamat District, Buol Regency. The results showed that simultaneously, the leader's role consisting of the Interpersonal Role, the Information Role, and the Decision Role had an influence on the Implementation of Village Fund Priorities. While partially, the Interpersonal Role has a significant effect on the Implementation of Village Fund Priorities; The role of information has no significant effect on the Implementation of Village Fund Priorities; and the role of the decision has no significant effect on the Implementation of Village Fund Priorities.

**Keywords:** Village Fund, Leader Role, Interpersonal Role, Informational Role, Decisional Role, Priority of Village Fund, Accountability, Buol Regency.

## **Human Capital Concept in Health, Education, Pollution, and Economics: Content Analysis Systematic Literature Review Approach**

**Diah Rusminingsih<sup>1</sup>, Sri Harnani<sup>2</sup>, Lina Damayanti<sup>3</sup>**  
STIE Jaya Negara Tamansiswa Malang, Indonesia<sup>1,2,3</sup>  
Correspondence Email: linastiekn@gmail.com

### **ABSTRACT**

Our objective was to validate a prior study's hypothesis about the link between human capital and various factors. We gather scientific papers from natural science, emerald, and google researchers, as well as books published by specialists in the disciplines of human capital, economics, and the environment, via a systematic examination of the literature. We do research beginning with a conceptualization of human capital and education. Following that, we investigate the relationship between the research system on education, economy, and the environment and the notion of human capital. We found that learning new things, acquiring experience, and using cutting-edge technology are all ways to boost human capital. Human capital is essential to economic growth in developing nations. It is detrimental to the economic growth of developing countries to improve their institutions and people. Pollution and the health consequences on children may alter the dynamics of family inequality. Assuming parental health care spending is ineffective, we propose an alternative policy mix that pays for additional medical expenses.

**Keywords:** Human Capital, Education, Environment, Economic.

**The Effect of Capital Structure on Company Performance  
and the Impact of the Stock Market Value of the  
Manufacturing Industry Listed on the Indonesia Stock  
Exchange**

**Masno Marjohan<sup>1</sup>, Hadi Supratikta<sup>2</sup>**  
Universitas Pamulang<sup>1,2</sup>  
Correspondence Email: dosen00124@unpam.ac.id

**ABSTRACT**

The survival of the company is highly dependent on the decisions of the management system. This study aims to determine the effect of capital structure on the performance of a company and influence of market price of the manufacturing industry listed on Indonesia Stock Exchange. The data were obtained from 2015-2019 company annual reports, descriptive analysis with the sampling method and the sampling method used by 10 companies with the targeted sampling method. The analytical tools used are: (1) Debt-to-cash ratio has a negative and insignificant effect on return on assets. (2) The increase in assets does not have a positive effect on return on assets. (3) Debt-to-cash ratio and asset growth together (simultaneously) have no significant effect on return on assets. (4) The return of the property hasn't affected on the book price. This research is expected to contribute to the development of the company, increase profits and maintain effective and efficient working capital so as to motivate investors to invest in the company. Future researchers can conduct similar research in small and medium-sized industries.

**Keywords:** Performance, Company Survival, Stock Market Value, Capital Structure



9 772622 098000

Supported by :



PONTIFICIA  
UNIVERSIDAD  
CATOLICA  
DEL PERU



horizon  
publisher



ATLANTIS  
PRESS