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SURAT TUGAS

Nomor: 398/ST/FT UPI Y.A.I/XII/2021

Yang bertanda tangan dibawah ini Dekan Fakultas Teknik Universitas Persada Indonesia Y.A.I, dengan ini menugaskan kepada:

Nama : Dr. Nurlaelah., ST. MT
Jabatan : Dosen Program Magister Teknik Sipil
Fakultas Teknik - Universitas Persada Indonesia Y.A.I

Sebagai Pemakalah pada kegiatan *International Conference on Multidisciplinary Research for Sustainable Innovation (ICMRSI)* dengan Judul: **The Detailed Description Of Construction Waste In Low-Cost Housing Project In Indonesia** yang akan diselenggarakan secara virtual pada tanggal 14 - 15 Februari 2022.

Demikian Surat Tugas ini disampaikan, untuk dapat dilaksanakan sebagaimana mestinya.

Jakarta, 15 Desember 2021

Fakultas Teknik
Universitas Persada Indonesia Y.A.I
Dekan,



Dr. Ir. Fitri Suryani, MT

ARTICLE DETAILS

| | |
|--------------|--|
| Title | The Detailed Description of Construction Waste in Low-Cost Housing Projects in Indonesia |
| Field | HUMANITIES |

ABSTRACT REVIEW FORM

| Criteria | Excellent | Good | Fair | Poor | Comments |
|--------------------------------------|-----------|------|------|------|--|
| Background | | √ | | | The problem statement is clear provide in background section |
| Purpose | | √ | | | The purpose also clear |
| Design/ Methodology Approach | | | √ | | Could you please to share the more detail method such as what the criteria of the contractor etc and what kind of data analysis used in this research. |
| Findings | | √ | | | The finding is interesting |
| Research Limitations | | √ | | | The research limitation could be explain the ideal condition of full process of investigation consist of some stage. However the research only conduct in specific site due to limitation (financial and non financial limitation) |
| Originality of Value | | | √ | | Could you provide why the seven form of waste is the originality of value in this research? Have you identify those seven waste in previous research? |
| Readability and Writing Style | | √ | | | Good |
| Quality of English Language | | √ | | | Good |

| | | | | |
|-------------------|----------|-------------------|----------------|----------|
| Topic Suitability | Relevant | Somewhat Relevant | No (Off-Topic) | |
| | √ | | | Relevant |

PAPER ACCEPTANCE

| Decision | Accept | Accept (with minor revision) | Accept (with major revision) | Reject |
|-------------------------|------------------------------|------------------------------|------------------------------|--------|
| | | √ | | |
| Reviewer Recommendation | Please see my comments above | | | |

Thank you, in advance, for your efforts and contributions toward yet another successful RSF International Conference.

ACCEPTANCE LETTER

January 23, 2022

Dear **Nurlaelah**,

Submission ID : **MSI22198**
Manuscript Title : **The Detailed Description of Construction Waste in Low-Cost Housing
Projects in Indonesia**
Author(s) : **Nurlaelah, Arman Jayady**

Congratulation!

Based on systematic double blind peer review process and recommendations of the reviewers and the program committee, we are pleased to inform you that your paper has been **Accepted for virtual presentation** at **International Conference on Multidisciplinary Research for Sustainable Innovation (ICMRSI)** which will be held virtually on **February 14 - 15, 2022**. Your **abstract** will be automatically included in the conference proceeding in the form online publication on the conference website. Meanwhile, **the full paper** will be reviewed and published in the international journal indexed by SCOPUS, WOS, Copernicus, DOAJ, Google Scholar, and more (depend on quality, content, and context of the paper).

You are cordially invited to share your academic research and findings with the participants of this event at the date of conference. As a presenter you are requested to send power point presentation of your research before **February 9, 2022**. To see your registration progress, edit details, payment confirmation, and upload full paper, please log in to your account and continue the process by visit below link: <https://scholarvein.com/process/index.php/Main/login>

In case **your paper is multi-authors** and more than one author will attend the conference, **each of attending author needs to register as attendee** through link: <https://scholarvein.com/process/index.php/Main/login>

We look forward to seeing you virtually on **February 14 - 15, 2022**. Should you need any further assistance, please contact the conference secretariat at info@icmr.si.com.

Sincerely yours,



Prof. Ir. Sri Astuti Indriyati, MS., Ph.D.
Conference chair
ICMRSI 2021

Attachment:

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All the abstract of article submitted to conference website and reviewed by Research Synergy Scientific review committee. After conference, all manuscript should be perform in scientific publishing process consist of: Plagiarism check (using Turnitin under 20%), content review (aligned with journal's aim and scope) and language review (cohesion, grammar and vocabulary). All manuscript which perform on those criteria will be recommended to Research Synergy journal affiliations (author should follow journal's submission process).

The Detailed Description of Construction Waste in Low-Cost Housing Projects in Indonesia

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Abstract

Developers construct low-cost housing specifically for the low-income demographic. While the number of people interested in this sort of home is growing in Indonesia, in practice, there is sometimes a delay in the development process due to waste. The goal of this research is to identify and describe the waste that occurs during the construction of low-cost dwellings. Field observations and interviews with 17 contractors working on four low-cost housing projects were used to gather data. The findings of the analysis demonstrate that various wastes arise throughout the construction process' flow, including waste Overproduction, Inventory, Defect, Motion, Transportation, Processing, and Waiting in each job, all of which stymie the development process. This study was not conducted at the level of the developer or material supplier, but rather at the project site, specifically on every job in the process of constructing a consumer's home. This study uses seven forms of waste that exist in a succession of manufacturing processes, namely Overproduction, Inventory, Defect, Motion, Transportation, Processing, and Waiting, which are rarely employed in construction projects.

Keywords: *Low Cost Housing, Construction Waste*

INTRODUCTION

Low-cost housing is a type of housing that is typically allocated for persons with limited purchasing power and low incomes. Because the developer cannot increase the selling price of structures and operational support facilities, unlike middle and luxury housing, where the cost of housing facilities and infrastructure is paid by customers, this form of housing offers little amenities. Low-cost housing is frequently found outside of the city limits. Because the cost of land in the inner city is prohibitively high, it cannot be passed on to consumers (Suparno et al, 2006). Affordable Housing Development is carried out for an area of no more than 5 (five) hectares and at least 5 (five) hectares in the Republic of Indonesia Government Regulation No. 64 of 2016 addressing the development of low-income community housing. A house that is affordable for low- and middle-income persons is known as an affordable dwelling. Low-income people will be able to live in a non-tiered house that is cheap.

However, there are significant issues that arise throughout the construction process, such as the delay, which is a delay in the start of work that causes the project to be completed late and in violation of the contract. According to the Indonesian Consumers Foundation, the development process was the most common complaint in the housing sector in 2018, accounting for 60 (sixty) complaints. The issue with the development process at hand is the construction of houses, which has an uncertain completion date. There have also been accusations that the development process has been delayed for an extended period of time and has failed to meet the developer's promises.

A project delay is defined as an event that causes the project's overall or partial completion to be delayed (D Chan, 2002). It indicates a loss of income for the owner due to underused facilities. Delays result in increased overhead expenses for contractors because a longer service life means higher material and labor costs (Assaf, 2006). Because of the longer service life, delays result in greater overhead expenses, higher material costs, and an increase in labor costs (Megha Desai, 2013). This delay is caused by the discovery of waste during the construction process.

In the context of lean thinking, the term waste refers to non-value-added (NVA) activities (PE Josephson, 2007). NVA is a component of the production flow, as well as activities that create value (Value Added / VA) (S Sarhan, 2013). Poor/inadequate product quality, rework, excess and waste materials, material handling, materials in stock, and working in less-than-ideal conditions are all examples of construction waste, according to (Koskela, 2013). Koskela associates waste with activities/businesses in building production that are related to time and money but do not generate added value. "Waste" is defined as "the use of more than is required, or unwanted consequences" throughout the manufacturing process, and not in agreement with the customer's wishes. Waste has been recognized as one of the issues that has a detrimental impact on design variants in the building industry. As a result, waste reduction efforts are extremely important opportunities for construction stakeholders to pursue (F Emuze, 2014). As a result, efforts are needed to determine the types of waste generated during the construction process, as well as when and where it occurs.

Based on the facts and figures presented above, a comprehensive approach to the waste problem is required. As a first stage, we can identify and describe the project in detail so that future projects can be anticipated.

LITERATURE REVIEW

1) Waste on Construction Projects

Waste is an obligation or activity that has no added value (NVA), and approximately 70% of design and construction activities have no additional value (Pinch, 2005). It's difficult to quantify waste. Several studies from various nations show that waste in building projects is significant in percentage, affecting project costs. The excessive amount of waste has an impact on the project's overall performance, so substantial steps must be taken to improve it (Goit, 2016).

Waste has a negative impact on construction productivity. NVA waste could account for up to 49.6% of construction activity time. Even overtime, which appears to be a common practice in the construction business, has a detrimental influence on productivity and can lead to increased weariness, incidents, and accidents, all of which raise the cost and duration of building projects. If left uncontrolled, this waste can have a significant influence on organizational competitiveness and industrial productivity growth (Abdulrazig, 2015).

The NVA wastes detected at the design stage (unnecessary redesign, poor design management, and insufficient design briefings) not only waste resources, but also have an impact on the construction supply chain's downstream activities (A O Ralph, 2012). As a result, waste reduction operations represent a huge potential for construction stakeholders to take advantage of (F Emuze, 2014). Eliminating waste will be one of the most effective strategies to boost earnings in any company. Profits can be enhanced while expenditures are reduced due to the removal of unneeded waste (Tersine, 2004).

2) Type of Construction Waste Adopted from Ohno's Idea

According to Ohno, the creator of the Toyota Production System philosophy (in (C Hicks, 2004) in a succession of manufacturing operations, there are seven categories of waste:

1. Excessive output of finished or semi-finished commodities is known as overproduction.
2. Waiting time (delay) is the time spent waiting for non-value-added materials, information, tools, and equipment to arrive.
3. Excessive transportation, which includes the movement of materials, information, equipment, and equipment that adds no value but incurs expenditures.

4. Inappropriate processing, i.e., activities that are not in accordance with the process/method of production operations owing to the use of instruments that are not in line with the functions or errors in procedures or operating systems.
5. Excess inventory, which refers to a stockpile of completed goods or raw materials in a warehouse.
6. Unnecessary motion is non-ergonomic movement caused by improper workstation design or work procedures.
7. Defect, the incidence of product flaws that necessitate rework, a large number of scraps, and repair.

Ohno's concept of identifying the above-mentioned waste kinds came to be introduced and embraced in the building sector over time. Excessive checks on the project site (Hamzah Abdul R, 2012), waiting for equipment repair, delays in starting activity, and handling excessive material (A O Ralph, 2012), poor vehicle and truck movements and excess material in project location (F Emuze, 2014), unnecessary and excessive material orders (J Arleroth, 2011) and excessive supervision (Modegh, 2013) are all examples of NVA waste, according to some researchers.

RESEARCH METHOD

The following criteria were used to perform this study in four low-cost housing projects (housing I, II, III, and IV):

1. Setting an aim of constructing a subsidized, affordable home.
2. To create several dwelling units at simultaneously, the development process is carried out utilizing a system per work item.
3. The same labor sequence, beginning with excavation and ending with completion.
4. There are no works that have been subcontracted.

To characterize the current situation of a low-cost housing complex, data collection methods included observation and interview. In this study, observation meant watching construction workers in the four housing locations that were the subject of the study (housing I, II, III, and IV) every day from 8 a.m. to 17 a.m. WIB, from the first work (soil excavation) to the final work (finishing), for 3 to 6 months. In addition, 22 research respondents (17 foreman and 5 field supervisors) who were accountable for and regarded knowledgeable about the house construction process were interviewed. According to observations and interviews, there is waste in the development process.

FINDINGS AND DISCUSSION

Based on observations in the field, Housing I built 35 units, Housing II 17 units, Housing III 26 units and Housing IV 21 units during the 2018/2019 period. Six contractors are participating in the construction of housing I, three contractors in housing II, four contractors in housing III, and four contractors in housing IV. All contractors follow the processes outlined in Figure 1 while constructing a house.

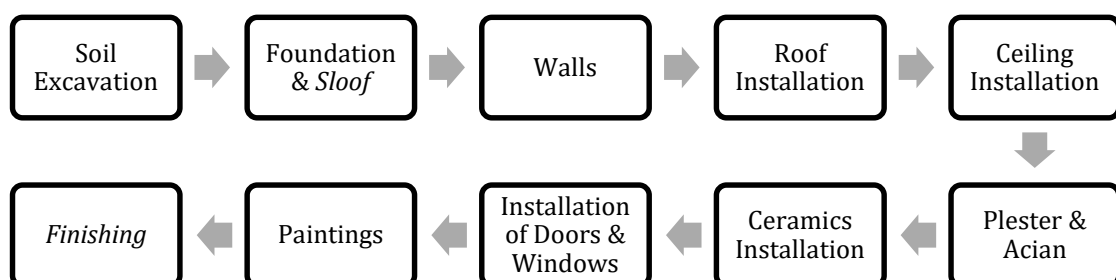


Figure 1. Sequence of House Construction Work in Low-Cost Housing

Figure 1 depicts a typical contractor's work flow, commencing with excavation and ending with finishing work. When a contractor is given a project with ten dwelling units, the process is carried out by employees excavating from the first to the tenth house. Workers also do foundation and roof work, from the first to the last house, and so on, until the final step is completed (finishing).

Data is collected in the form of delay data for each work that occurs early in the process at this stage. While the delay is a postponement in the completion of work caused by waste indicators such as defects (poor work results that need to be repaired and reworked), waiting (waiting for material to arrive from suppliers/ storage warehouses and waiting for previous work to be completed), motion (slow labor movement to complete work), and transportation (removal of construction materials that are not supported by adequate facilities, such as carts, so that transportation can take place) (long work processes because workers involved are less skilled and experienced).

Furthermore, it is clear that there are two main obstacles to a smooth growth process including delays and construction waste as shown in Figure 2.

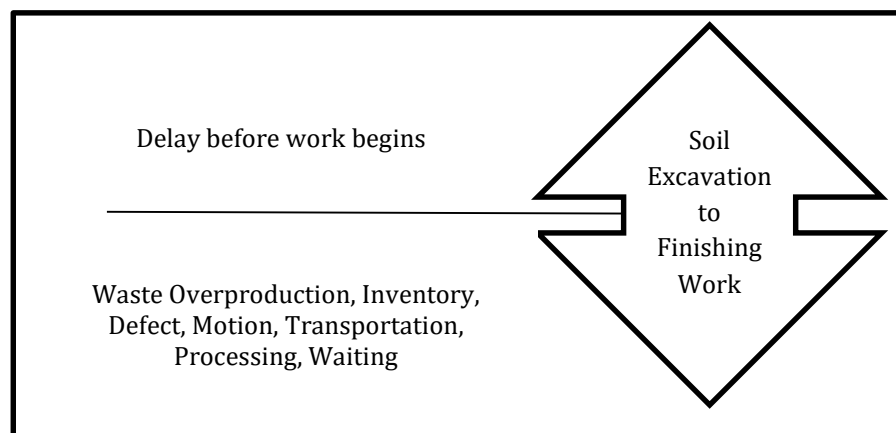


Figure 2. Two Main Issues in Low Cost Housing Projects

According to Figure 2, it can be explained that,

1) Delay before work begins.

There is a pause before each stage of the project begins (from soil excavation to finishing) caused by:

1. The foreman has not yet received an order to start work from the contractor.
2. The contractor does not have sufficient beginning cash to use for material purchases and other operating costs.

Tables 1,2,3, and 4 below show the delay data for each housing.

Table 1. Housing I has been delayed by six contractors

| No | Work Item | Contractor Delays (Days) | | | | | | Average |
|---------------------------|---------------------------------|--------------------------|----|----|----|----|----|---------|
| | | A | B | C | D | E | F | |
| 1 | Soil Excavation | 2 | 1 | 1 | 3 | 3 | 2 | 2 |
| 2 | Foundation & Sloof | 3 | 2 | 2 | 4 | 3 | 4 | 3 |
| 3 | Wallas | 6 | 7 | 6 | 6 | 6 | 5 | 6 |
| 4 | Roof Installation | 8 | 6 | 6 | 8 | 7 | 7 | 7 |
| 5 | Ceiling Installation | 4 | 5 | 5 | 6 | 6 | 4 | 5 |
| 6 | Plester & acian | 5 | 4 | 4 | 6 | 4 | 6 | 5 |
| 7 | Ceramics Installation | 7 | 6 | 6 | 5 | 6 | 6 | 6 |
| 8 | Installation of Doors & Windows | 6 | 7 | 7 | 7 | 7 | 7 | 7 |
| 9 | Paintings | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 10 | Finishing | 2 | 1 | 1 | 3 | 2 | 2 | 2 |
| Sum | | 48 | 43 | 43 | 53 | 49 | 48 | 48 |
| Constructed Housing Units | | 6 | 8 | 5 | 7 | 4 | 5 | |
| Total Houses Observed | | 35 | | | | | | |

Contractor B, with 5.375 days per dwelling unit (43/8), has the shortest delay/waiting time duration, followed by contractor D with 7.57 days (53/7) and contractor A with 8 days (48/6), according to Table 1. Meanwhile, contractor F has been delayed for 9.6 days (48/5) and contractor E has been delayed for 12.25 days (49/4), the largest delay/waiting period among the other contractors.

Table 2. Housing II has been delayed by three contractors

| No | Work Item | Contractor Delays (Days) | | | |
|---------------------------|---------------------------------|--------------------------|----|----|---------|
| | | G | H | I | Average |
| 1 | Soil Excavation | 2 | 2 | 2 | 2 |
| 2 | Foundation & Sloof | 2 | 2 | 2 | 2 |
| 3 | Wallas | 3 | 3 | 2 | 3 |
| 4 | Roof Installation | 3 | 3 | 3 | 3 |
| 5 | Ceiling Installation | 3 | 3 | 3 | 3 |
| 6 | Plester & acian | 2 | 2 | 2 | 2 |
| 7 | Ceramics Installation | 5 | 6 | 4 | 5 |
| 8 | Installation of Doors & Windows | 2 | 3 | 3 | 3 |
| 9 | Paintings | 3 | 4 | 2 | 3 |
| 10 | Finishing | 2 | 2 | 2 | 2 |
| Sum | | 27 | 30 | 25 | 28 |
| Constructed Housing Units | | 6 | 8 | 5 | |
| Total Houses Observed | | 17 | | | |

From Table 2, it can be seen that contractor I has a smaller delay/waiting time duration of 3.8 days per housing unit (25/7), followed by contractor G for 4.5 days (27/6) and the last is contractor H 7.5 days (30/4).

Table 3. Housing III has been delayed by four contractors

| No | Work Item | Contractor Delays (Days) | | | | Average |
|---------------------------|--------------------------------|--------------------------|----|----|----|---------|
| | | J | K | L | M | |
| 1 | Soil Excavation | 1 | 1 | 1 | 1 | 1 |
| 2 | Foundation & Sloof | 1 | 3 | 3 | 1 | 2 |
| 3 | Wallas | 3 | 3 | 2 | 5 | 3 |
| 4 | Roof Installation | 4 | 4 | 5 | 2 | 4 |
| 5 | Ceiling Installation | 3 | 3 | 3 | 4 | 3 |
| 6 | Plester & acian | 2 | 2 | 1 | 4 | 2 |
| 7 | Ceramics Installation | 2 | 5 | 3 | 6 | 4 |
| 8 | Installation of Doors& Windows | 3 | 2 | 3 | 3 | 3 |
| 9 | Paintings | 2 | 4 | 3 | 3 | 3 |
| 10 | Finishing | 2 | 1 | 1 | 1 | 1 |
| Sum | | 23 | 28 | 25 | 30 | 26 |
| Constructed Housing Units | | 5 | 8 | 7 | 6 | |
| Total Houses Observed | | 26 | | | | |

Contractor K has a shorter delay/waiting time than the other contractors, as shown in Table 3, with 3.5 days (28/8) per home unit, followed by contractor L with 3.6 days (25/7). Contractor J worked for 4.6 days (on the 23rd). Contractor M, on the other hand, is the most time-consuming, taking 5 days (30/6) each house unit.

Table 4. Housing IV has been delayed by four contractors

| No | Work Item | Contractor Delays (Days) | | | | Average |
|---------------------------|--------------------------------|--------------------------|----|----|----|---------|
| | | N | O | P | Q | |
| 1 | Soil Excavation | 1 | 1 | 1 | 1 | 1 |
| 2 | Foundation & Sloof | 5 | 5 | 6 | 4 | 5 |
| 3 | Wallas | 8 | 7 | 7 | 10 | 8 |
| 4 | Roof Installation | 11 | 11 | 9 | 9 | 10 |
| 5 | Ceiling Installation | 5 | 4 | 6 | 5 | 5 |
| 6 | Plester & acian | 9 | 7 | 10 | 7 | 8 |
| 7 | Ceramics Installation | 6 | 6 | 6 | 6 | 6 |
| 8 | Installation of Doors& Windows | 4 | 6 | 5 | 5 | 5 |
| 9 | Paintings | 6 | 4 | 4 | 6 | 5 |
| 10 | Finishing | 1 | 1 | 1 | 1 | 1 |
| Sum | | 56 | 52 | 55 | 54 | 54 |
| Constructed Housing Units | | 4 | 7 | 6 | 4 | |
| Total Houses Observed | | 21 | | | | |

Contractor O has the shortest delay/waiting time, with 7.43 days (52/7) per dwelling unit, followed by contractor P with 9.2 days (55/6) and contractor Q with 13.5,5 days (54/4), as shown in Table 4. Contractor N, on the other hand, has the longest delay/waiting period, at 14 days per dwelling unit (56/4).

All delays cause delays in the execution of the following stage of construction work, causing delays in the completion of consumer home construction. As a result, the handover procedure will almost certainly be reversed.

2) Waste that occurs in each item of construction work

At this stage waste is classified into seven categories: overproduction (O), inventory (I), defect (D), motion (M), transportation (T), processing (P), and waiting (W), and it occurs during the course of a work process.

1. Overproduction occurs when a product's supply exceeds demand, such as too much mortar and sand, too much iron for sloofs or columns / poles, and so on. Because material things are not cleanly stored, inventory builds up in a storage facility. Due to insufficient storage systems and storage conditions, this can result in material damage or a drop in material quality. As a result, if low-quality materials are still being utilized, the structure will suffer, necessitating repairs and rework.
2. Because there are no logistical operators in charge of the stuff available, inventory occurs. Regulation of material entry and exit to the housing unit to be built, checking the amount and condition of material originating from the supplier, regulation of material in the storage warehouse, checking the availability of material in the storage warehouse, and providing adequate facilities are just a few examples (carts). Furthermore, the logistics officer must communicate the availability of material to the contractor on a regular basis so that they can reorder if the material runs out and the work process can begin quickly.
3. Unexpected construction processes, such as broken walls, leaking roofs, peeling paint, and so on, result in defects. This occurs when the work techniques and materials employed do not fulfill the required parameters. As a result, employees must repair and rework so that the length of time work in process (WIP) for each phase can be reduced.
4. Because of the quality of workers who are less trained and experienced, motion is a slow movement of workers. As a result, the ongoing project is taking longer.
5. Transportation, on the other hand, is the action of transporting materials from insufficient storage warehouses. This is due to a lack of personnel and carts for transporting materials, as well as poor road conditions (muddy roads) surrounding the project site.
6. Processing is a work activity that does not meet the standards, such as manufacturing a cement and sand mixture with an incorrect composition, installing ceramic tiles that have not been immersed before being installed, excavating with insufficient depth, and so on. As a result, it will have an impact on building faults, necessitating additional repair and rework.
7. Both waiting for material from a storage warehouse to be used in a residential unit and waiting for material from a supplier are waiting activities. While the activity is awaiting the commencement of work, this is frequently due to a delay in the prior phase. All of this waste results in a longer cycle time, which causes work to be completed in a manner that is not in accordance with the contract.

The details of the types of waste in the low-cost housing construction process are listed in Table 5.

Table 5. Details of Types of Waste in the Low-Cost Housing Development

| No | Projects | Overproduction (O) | Inventory (I) | Defect (D) | Motion (M) | Transportation (T) | Processing (P) | Waiting (W) |
|----|---------------------|---|--|--|---|--|---|--|
| 1 | Soil Excavation | - | Stacking up excavated soil in several corners which makes the project location not arranged neatly | <ul style="list-style-type: none"> • Soil excavation is slanted. • The excavation depth for septic tank is only 1 m (should be 2 m) • Septic tank wall is not plastered | Slow movement of workers to dig soil and make septic tank | The transfer of ex-excavated land to other places is hampered because the number of wagons is lacking. | Excavation of foundation & septic tank soil not properly measured | Workers are waiting for direction for excavation from the foreman. |
| 2 | Foundations & Sloof | <ul style="list-style-type: none"> • Many pieces of iron for sloof are wasted • Wasted soil, mix cement for pair foundation | Stacking up of unorganized foundation & sloof material: <ul style="list-style-type: none"> ✓ Cement in the warehouse. ✓ Sand, gravel, concrete brick outside the warehouse. | <ul style="list-style-type: none"> • Sloping foundation & sloof • Foundation depth only 40 cm | Workers rest for too long, play phone while working | The transfer of foundation & sloof materials (brick, cement, sand, gravel, iron) is hampered because the number of wagons and logistical workers is absent | <ul style="list-style-type: none"> • No measurements of the length of foundation & sloof. • Using rusty iron material. • Incorrect technique of mixing cement, sand & gravel. • Using bricks for foundation | <ul style="list-style-type: none"> • Workers await the foundation & sloof work instructions from the foreman. • Workers are waiting for foundation & sloof material from the storage warehouse |

Table 5. Details of Types of Waste in the Low-cost Housing Development Process (Continuation)

| No | Projects | Overproduction (O) | Inventory (I) | Defect (D) | Motion (M) | Transportation (T) | Processing (P) | Waiting (W) |
|----|-------------------|---|---|--|---|--|--|--|
| 3 | Walls | <ul style="list-style-type: none"> • Stir in the cement & sand to attach the wasted bricks. • Pieces of iron for wall poles / columns are wasted. | Stacking up materials: <ul style="list-style-type: none"> ✓ Cement inside the warehouse. ✓ Sand, gravel, concrete brick outside the warehouse. | <ul style="list-style-type: none"> • Sloping wall & not elbow | Workers rest for too long, play phone while working | The transfer of wall material (brick, cement, sand, gravel, iron) is hampered because the number of carts and logistics workers is not available | <ul style="list-style-type: none"> • Does not make the wasterpass to be straight and flat against the wall. • Not using centilever for the corner of the room so as not to tilt. • No accurate measurements are taken to make a wall pole / column. | <ul style="list-style-type: none"> • Workers are waiting for work directions from the foreman wall. • Workers are waiting for wall material from the storage warehouse |
| 4 | Roof Installation | - | Stacking materials for lightweight steel roofs is unorganized neatly outside the warehouse | Leaning | Workers rest for too long, playing mobile while working | The transfer of lightweight steel roof material is hampered because the vehicle and logistic workers are limited | Not using cantilever/ elbows | <ul style="list-style-type: none"> • Workers are waiting for light steel roof work instructions from the foreman. • Workers are waiting for lightweight steel roof material from the storage warehouse |

Table 5. Details of Types of Waste in the Low-cost Housing Development Process (Continuation)

| No | Projects | Overproduction (O) | Inventory (I) | Defect (D) | Motion (M) | Transportation (T) | Processing (P) | Waiting (W) |
|----|----------------------|---|---|--|---|--|---|---|
| 5 | Ceiling Installation | Pieces of rafters and plywood for wasted ceiling. | Stacking up of unorganized ceiling material: ✓ 4x6 plywood, nails in the warehouse | Perforated ceiling | Workers rest for too long, play phone while working | The transfer of ceiling material (wood rafters and plywood) is hampered because the number of wagons and logistical workers is not available | <ul style="list-style-type: none"> • No accurate measurements are carried out on the rafters and plywood to be used. • Do not use compound for ceiling grout. | <ul style="list-style-type: none"> • Workers are waiting for ceiling work instructions from the foreman. • Workers are waiting for ceiling material from the storage warehouse |
| 6 | Plaster & Acian | Stir in wasted cement & sand. | Stacking up of neatly arranged plaster & accesible material: ✓ Cement inside the warehouse. ✓ Sand outside the warehouse. | <ul style="list-style-type: none"> • Fracture | Workers rest for too long, play phone while working | Transfer of plaster and acian material (cement & sand) is hampered because the number of carts and logistics workers is absent | <ul style="list-style-type: none"> • Does not make the waterpass so that it does not tilt. • Wrong technique of making mortar & sand. • Making acian with the wrong composition of cement and water. | <ul style="list-style-type: none"> • Workers are waiting for the direction of plaster work & the guidance from the foreman. • Workers are waiting for plaster material & acian from the storage warehouse |

Table 5. Details of Types of Waste in the Low-Cost Housing Development Process (Continuation)

| No | Projects | Overproduction (O) | Inventory (I) | Defect (D) | Motion (M) | Transportation (T) | Processing (P) | Waiting (W) |
|----|---------------------------------|---|---|---|---|--|--|---|
| 7 | Ceramics Installation | <ul style="list-style-type: none"> Mix cement & sand to remove wasted ceramics | <p>Stacking of ceramic materials that are not arranged neatly:</p> <p>✓ 30x30 cement & ceramics inside the warehouse. Sand outside the warehouse.</p> | <ul style="list-style-type: none"> Ceramics broke Ceramics lifted | Workers rest for too long, play phone while working | The transfer of ceramic materials (ceramics 30x30 uk, cement & sand) is hampered because the number of carts and logistics workers is absent | <ul style="list-style-type: none"> Ceramic tiles are not soaked first. Do not use waterpass to flatten tiles. There is no even filling of grout. | <ul style="list-style-type: none"> Workers are waiting for work instructions on installing ceramics from the foreman. Workers are waiting for ceramic mounting materials from the storage warehouse |
| 8 | Installation of Doors & Windows | - | Stacking wooden door and window piles and doors and accessories in a neatly arranged warehouse | <ul style="list-style-type: none"> Doors and windows drag Doors and windows tilt Door & window accessories broke | Workers rest for too long, play phone while working | The transfer of wooden door frames and doors is blocked because the number of carts and logistical workers is absent | Installation of door and window frames does not use waterpass. | <ul style="list-style-type: none"> Workers are waiting for work directions on the installation of doors & windows from the foreman. Workers are waiting for door frames and doors & windows from the storage shed |

Table 5. Details of Types of Waste in the Low-cost Housing Development Process (Continuation)

| No | Projects | Overproduction (O) | Inventory (I) | Defect (D) | Motion (M) | Transportation (T) | Processing (P) | Waiting (W) |
|----|--|---|---|--|---|---|---|---|
| 9 | Painting & Installation | • - | Stacking of paint material, electric cables, NCB, etc.) untidily in a warehouse | <ul style="list-style-type: none"> • The paint is peeled and bubbled. • Paint has water spots. • Installation of a wall outlet, an untidy switch. | Workers rest for too long, play phone while working | The transfer of paint & installation materials (paint, cables, sockets, NCB, etc.) is hampered because the number of carts and logistics workers is not there | <ul style="list-style-type: none"> • Do repainting with a fast duration of time. • The wall is not cleaned before painting. Do not use electric pipes to plant cables in the walls. | <ul style="list-style-type: none"> • Workers are waiting for work instructions on painting & installation from the foreman. • Workers are waiting for paint & installation materials from the storage warehouse |
| 10 | Finishing (Paving the front yard of the house) | • Pour the cement & sand for the pavement of the wasted front yard. | Stacking of finishing materials (cement & sand) in a neatly arranged warehouse | Pavement of the yard is not neat | Workers rest for too long, play mobile | The transfer of finishing material (cement & sand) is delayed because the carrier and the logistic workers are unavailable | Wrong technique of mixing cement and sand | <ul style="list-style-type: none"> • Workers are waiting for the direction of finishing work from the foreman. • Workers are waiting for pavement material for the yard (cement and sand) from the storage warehouse |

Table 5 shows that not all types of waste are present in all building activity items. There is no overproduction waste for soil excavation, roof installation, door and window installation, and painting and installation tasks, as can be shown. However, there are various sorts of trash generated by all construction projects (Inventory, Defect, Motion, Transportation, Processing and Waiting).

According to the findings of a study done by researchers using the Waste Assessment Model (WAM), Defects faults are the most common type of waste. This occurs owing to two factors: 1. the use of low-quality construction materials that do not satisfy specifications, and 2. insufficient construction worker abilities. Contractors are attempting to minimize the cost of the consumer house construction process in each of these ways. This has a negative impact on the quality of this low-cost dwelling, making it less appropriate for habitation. Consumers typically modify the homes that they have acquired.

CONCLUSION

In the process of creating Low Cost Housing in housing I,II,III, and IV, there are two major issues: a. Delays that occur before each step of construction work, and b. Waste Overproduction, Inventory, Defect, Motion, Transportation, Processing, Waiting that occurs during each stage of construction work. Both have a significant impact on the time it takes to create modest residences for consumers. From the standpoint of the consumer, it will have an impact on the handover process, which is currently experiencing delays. Meanwhile, from the developer's standpoint, this will lead to a loss of consumer confidence and a halt in the construction of houses elsewhere. Meanwhile, it will have an impact on the expenditures incurred by the contractor, particularly labor costs. As a result, efforts to identify and classify building debris are critical. Contractors, foremen, and field supervisors will be able to use it as input. So that preventative actions can be implemented to ensure that all sorts of waste are avoided or minimized in the future.

Preventive steps can be implemented in a variety of methods, beginning with analyzing the work that has been completed and determining why delays and waste may arise through regular observations by field supervisors. This preventive measure must be made by the developer as part of an effort to improve the quality of consumer home development in order for them to have a positive image and their property items to sell successfully in the market.

LIMITATION & FURTHER RESEARCH

This study was not conducted at the level of the developer or material supplier, but rather at the project site, specifically on every job in the process of constructing a consumer's home. Although this study is limited to the process of contractors performing construction work on the site, it can be utilized as a resource for developers, particularly those who would create consumer homes, both low-cost and luxury.

Furthermore, this research can be utilized as an input for the central government, allowing it to be evaluated and turned into a legislation that governs the development of low-income housing.

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FOREWORD

Universitas Persada Indonesia Y.A.I was founded in 1985 as one of the institutions under *Yayasan Administrasi Indonesia (Y.A.I)*, which was founded in 1972 and is distinguished by all campuses being located in the heart of Jakarta, making them very convenient and easily accessible. *Universitas Persada Indonesia Y.A.I* (abbreviated as UPI Y.A.I) offers 18 majors in Business and Management, Psychology, Communication Science, and Engineering and Technology. UPI Y.A.I offers two doctorate programs – one in management and one in psychology – as well as four master's programs – master of management, master of psychology, master of communication science, and master of civil engineering. In addition, UPI Y.A.I holds a Master of Professional Psychology degree. UPI Y.A.I offers ten undergraduate programs, including Bachelor of Accounting, Bachelor of Management, Bachelor of Psychology, Bachelor of Communication Science, Bachelor of Visual Design Communication, Bachelor of Informatics, Bachelor of Information System, Bachelor of Industrial Engineering, Bachelor of Architecture, and Bachelor of Civil Engineering, as well as one - three-year diploma program in management.

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Centre in Berlin. All International programs are available to support Lecturers and Student Creativity and Performance, including those for Research Developments, Community Services, and Creativity Student Programs, and which are now heavily focused on internationalization as a new agenda – one is the International Conference on Multidisciplinary Research for Sustainable Innovation 2022 (ICMRSI) today.

UPI YA.I invites International Institutions, lecturers, faculty, scholars, and students to participate and collaborate in a variety of programs. Today's ICMRSI 2022 event is an opportunity for UPI Y.A.I to warmly welcome and follow up on any academic and student collaborations with other University, Professional Associations, and Industries worldwide.



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Vision is towards a leading university that is quality and competitive at the national level and is considered international in 2018, who can carry out the Tri Dharma of Higher Education, can produce quality and highly competent alumni, with global insight, have an entrepreneurial orientation and are optimally capable of utilizing information and communication technology, so that they can make a real contribution to the interests and progress of the nation and state.

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1. Organizing quality and professionally managed education and teaching.
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3. Play a role in producing a religious, nationalist, modern, moderate, and upholding integrity society.

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Prof. Dr. Ismuhadjar, M.M – Universitas
Persada Indonesia Y.A.I

Dr. Yosandi Yulius, S.E., M.M –
Universitas Persada Indonesia Y.A.I

Dr. Ayu Dwi Nindyati – Universitas
Pancasila, Indonesia

Dr. Tareq Hashem – Isra University

Dr. Jo-Ting Wei – Providence University,
Taiwan

Dr. Fajri Adrianto – Andalas University,
Indonesia

Dr. Wilma Silalahi – The Constitutional
Court of the Republic of Indonesia

Dr. Manotar Tampubolon – Christian
University of Indonesia (UKI), Indonesia

Dr. Tan Ming Kuang – Universitas Kristen
Maranatha, Indonesia

Dr. Shumaila Zeb – Shaheed Zulfikar ALi
Bhutto Institute of Science and
Technology

Dr. Ranawaka Arachchige Ravin
Sachindra De Alwis – University of
Kelaniya, Kelaniya, Sri Lanka

Prof. Mohamed Battour – USIM, Malaysia

Prof. Chabbita Rachid – Faculty of Legal,
Economic and Social Sciences, Hassan II
University, Morocco

Dr. Alalddin Tawfiq Al-Tarawneh – Zarqa
University, Jordan

Dr. Supachart Iamratanakul – Kasetsart
Business School, Thailand

Dr. Nuru-Deen Mohammed – Walden
University, United States of America

Dr. Rehab Rayan – Alexandria University,
Egypt

Dr. Nithya N – Sona College of
Technology, India

Dr. Jennifer H. Operio – Holy Angel
University, Phillipines

Prof. Sutinah Made – University of
Hasanuddin, Indonesia

Dr. Tan Fee Yean – Universiti Utara
Malaysia, Malaysia

Prof. Jessie I. Quierrez – Polytechnic
University of the Philippines, Philippines

CONFERENCE CHAIR MESSAGE

We are delighted to welcome you to **International Conference on Multidisciplinary Research for Sustainable Innovation (ICMRSI)** by Universitas Persada Indonesia Y.A.I, Indonesia and Research Synergy Foundation (RSF) that held virtually on February 14-15, 2022.

This conference not only give you global forum to share and exchange idea, research, and work. But also, provide wider network and research ecosystem for further collaboration and projects. We are glad to share these good opportunities in the scientific community, that will be offered only for all participants who participate in the conference.

It has been our privilege to convene this conference. Our sincere thanks, to the conference organizing committee; to the Program Chairs for their wise advice and brilliant suggestion on organizing the technical program and to the Program Committee for their through and timely reviewing of the papers. Recognition should go to the Local Organizing Committee members who have all worked extremely hard for the details of important aspects of the conference programs and social activities.

We welcome you to this conference and hope that this year's conference will challenge and inspire you, and result in new knowledge, collaborations, and friendships.

Best regards,

Prof. Ir. Sri Astuti Indriyati, MS., Ph.D
Conference Chair of ICMRSI 2022

CONFERENCE CHAIR



Prof. Ir. Sri Astuti Indriyati, MS., Ph.D

Universitas Persada Indonesia Y.A.I, Indonesia

Prof. Ir. Sri Astuti Indriyati, MS., Ph.D is the Conference Chair for the International Conference of Multidisciplinary Research for Sustainable Innovation (ICMRSI) 2022, as well as the Rector of Universitas Persada Indonesia Y.A.I, a well-accredited higher-education institution in Jakarta, Indonesia.

She is a Professor of Architecture with nearly 28 years of teaching experience in the Architecture Program. Her international experience – she earned her Ph.D. from Curtin University of Technology in Australia and her Master's degree from the Royal Melbourne Institute of Technology in Australia – is driving her goal for The Universitas Persada Indonesia Y.A.I, which is to establish an international reputation through collaboration with numerous foreign institutions.

Her strong desire is to establish institutional research collaborations, joint scientific publications, and various other forms of collaboration with Overseas University and Industry partners worldwide. One of those intentions is now the implementation of the ICMRSI 2022, where hundreds of lecturers, faculty, researchers, scholars, and students from various National and International Universities, as well as public participants, are gathering and joining the conference to gain international insights, disseminate their research and publications, and create massive links and collaborations.

CO-CONFERENCE CHAIR



Dr. Hendrati Dwi Mulyaningsih

Founder & Chairperson of Research Synergy Foundation

Dr. Hendrati Dwi Mulyaningsih is the chairperson and founder of Research Synergy Foundation that has shown great commitment on creating Global Network and Research Ecosystem. This GNR ecosystem has been developing since 2017 up to the present and having increasing numbers of the member up to more than 15.000 from all around the globe. Her passion in how to create impact and co creation value among all the stake holder of RSF has made her focus on upholding integrity in the scientific process through enhancement of RSF's support-support system as like Reviewer track, Scholarvein, Research Synergy Institute and RSFPRESS. Thus, her work in this area has made her as the Nominee of Impactful Leadership Awards from Tallberg Foundation Sweden 2019.

As lecturer, she has been working in the University since 2008 – at present in Indonesia as assistant professor and she hold her Doctoral Science of Management graduated from School of Business and Management Institute of Technology Bandung (SBM-ITB) and she has strong interest to her research project as well as her research field in Social Entrepreneurship, Social Innovation and Knowledge Management.

As researcher, her work studies and research on this research field made her being invited as reviewer in many reputable Scopus and WOS indexed journals and also as keynote speaker in many International Conferences in Philippines, Thailand, Malaysia, Indonesia, Australia, Japan and US . She also has shown her great passion on writing her research study into some books chapter, papers and contemporary scientific articles that has already been published in Springer, Emerald, Taylor and Francis and in many reputable international journals. The terrific association between her professional experiences as researcher, lecturer, the certified Trainer & Coach combined with her wider horizon on networking in the research area made her establish the strong commitment on having global learning platform to accelerate knowledge through many workshops and research coaching in Research Synergy Institute as one of RSF's support system.

INVITED SPEAKERS



Professor Doctor Engineer Yudi Yulius, MBA

Foundation's President & Coordinator of the UPI Y.A.I

Graduate of Universitas Trisakti Indonesia Architectural major; Oklahoma City University USA Finance major; Universitas Padjadjaran Indonesia Management major. Starting his career in the education industry as the assistant Rector I of STIE Y.A.I, Rector of UPI Y.A.I, and is currently the Foundation's President & Coordinator of the Y.A.I Private Institution of Higher Education. Besides from the education industry, he is also active in other organizations.

Member of the Rector Forum Indonesia, Chairman of the IT Compartment for the organization of the Indonesian Chamber of Commerce and Industry, Head of the Indonesian Chamber of Commerce and Industry for Education and Human Resources; Central Honorary

Board Member of the Indonesian Young Entrepreneurs Association, General Treasurer of the Indonesian Private University Association; Member of the Indonesian Economics Bachelor Association, Responsible Person for the Partner Assistance Team of the Revolving Fund Management Institution; Exemplary Cooperative Commissioner 383, Secretary-General of the Central Indonesian Private University Association.



Dr. Choirul Anwar SE, MBA, MAFIS, MCIS, Ak, CA, CPA, CSRS, CSRA, CPI

Director of International Office for UPI Y.A.I

Dr. CHOIRUL ANWAR, SE, MBA, MAFIS, MCIS, Ak, CA, CPA, CSRS, CSRA, CPI is a lecturer at UPI YAI. He is also implementing his knowledge as a practitioner of accountant by joining with Drs. Heroe Pramono Registered Public Accountant as an Audit Partner. He was born at Jombang - East Java on October 4, 1969. He got bachelor degree majoring in accounting from STIE YAI on 1992.

After several years working experiences, on August 18, 1995, he decided to continue studying to United States for graduate degree. He got MBA degree on the month of December 1997 from Cleveland State University, the university that has been accredited by American Assembly Collegiate School of Business (AACSB). In the middle of his study, he got tuition waiver by working at International Office in related university. In the following years, he got free tuition cost and stipend by working at Computer Science Department of Cleveland State University to pursue another degree. On December 2000, he succeeded in completing his study and got Master of Accounting, and Financial Information System (MAFIS). In the month of May 2002, he got the third Master degree in the field of Computer Science along with degree of Master Computer Information Science (MCIS).

Soon after graduated from Cleveland State University, he develop his career in the USA by working at Robert Half Staffing, which is an agency that provides accounting and financial services. Finally, on March 2003, he decided to go back home to Indonesia for implementing his knowledge by Teaching in UPI YAI and joining with Drs. Heroe Pramono & Partner Registered Public accountant until now. He also earns doctoral degree of accounting from Brawijaya University in the year 2016.



Dr. Sularso Budilaksono, M.Kom

Head of OC ICMRSI 2022, UPI Y.A.I

Dr. Sularso Budilaksono is the Head of the Organizing Committee of the International Conference on Multidisciplinary Research of Sustainable Innovation (ICMRSI 2022). His educational background from bachelor degree in Computer Science from Universitas Gadjah Mada, a Master Degree in Computer Science from Universitas Indonesia and a Doctoral Degree in Education Technology from Universitas Negeri Jakarta. Currently, He is an Associate Professor in Informatics Engineering from Universitas Persada Indonesia YAI.



Dr. Euis Puspita Dewi , ST. M,Si

Vice of Head OC ICMRSI 2022, UPI Y.A.I

Dr. Euis Puspita Dewi, ST., MSi was born in Jakarta, October 25, 1975. She obtained her 'Sarjana Teknik' (ST) Degree in Architecture from Universitas Indonesia, took Master program in Architectural Landscape from IPB University and finished his Doktoral degree from Universitas Indonesia. Her research interest is about socio-cultural history and tradition of Indonesian architecture and urbanism, in relation to the context of colonialism and postcolonialism. In Universitas Persada Indonesia YAI, she is a lecturer (2000 until now) who teaches on Architectural Design Studio and History of Architecture. Since 2019, she serves as Assistant Deputy Director of LPPM UPI YAI in Research field.

KEYNOTE SPEAKERS



Dr. Sharifah Nurafizah Syed Annuar

Universiti Teknologi MARA Sabah Branch, Malaysia

Dr Sharifah Nurafizah Syed Annuar is a senior marketing lecturer in the Faculty of Business and Management in Universiti Teknologi MARA Sabah Branch. She is currently holding the position of Deputy Rector at Research, Industry Linkages, Community and Alumni Network Division in Universiti Teknologi MARA Sabah Branch. Her research interests are marketing communications, social and health marketing, digital marketing and entrepreneurship. She has involved in various research projects such as Kajian Impak 20 Tahun UiTM and Community Wellbeing Research with Lembaga Penduduk dan Pembangunan Keluarga Negara (LPPKN). In addition, her other consultancies are giving motivational talks to primary and secondary schools in Sabah, providing training for entrepreneurs and to name a few. Being a deputy rector, most of her tasks involving meeting new people in the industries and create collaborations for the benefits of the university. As for now, she has two PhD students, four Doctorate of Business Administration (DBA) students and three Master by Research students under her supervision. She has also been recently appointed as Chairman for Human Capital Development Technical Committee in the State Council for Technology and Innovation Development and Senior Associate & Consultant for a social media agency based in Brunei Darussalam.



Prof. Dr. Ir. Anoesyirwan Moeins, M.Si., M.M

Universitas Persada Indonesia Y.A.I, Indonesia

Is a Permanent Professor of the Doctoral Program in Management Sciences, Faculty of Economics and Business UPI Y.A.I, born in Padang Panjang, West Sumatra, in December 1950. After graduating from the Faculty of Agriculture, Andalas Padang University (IR), he continued to post-graduate IPB Bogor in the field of socio-economics (MSI) and so on by continuing his studies to the doctoral program at the State University of Jakarta (UNJ) in the field of education management. To add insight into knowledge in management, the author also studied in the Master of Management program at UPI Y.A.I Jakarta and graduated cum laude. The author's experience in teaching and the S1 and S2, and S3 programs in his campus and others. Besides that, he is also an external examiner from UNJ Jakarta and Pakuan Bogor University. The author is also active in grant research from the Directorate of Higher Education and writes a Scopus indexed journal. The author has also been a team of experts who helped make policies for the government, assisted Bappenas for two years, received training experience in the Philippines, and represented Indonesia in international seminars in Bangkok.



Joanna Vogeley (MPC, MRes, PhD)

Macquarie University, Australia

Dr. Joanna Vogeley is an impact investing and social entrepreneurship scholar and specialist. She has 18 years of industry and research experience across Australia, Germany, Poland, Singapore and Indonesia. Joanna’s research is cross-disciplinary, spanning impact measurement, technology, communication and implementation models for impact investing and social entrepreneurship practice. Her doctoral thesis was an empirical investigation into impact investing and social entrepreneurship, focusing on the interconnectedness of governments, businesses and communities. Joanna received the Carole Muller Award in 2021 to pursue research on Balinese social entrepreneurs in their culture-based system.

In 2014, Joanna co-founded a Balinese social enterprise to employ unemployed youth, and in 2019, she co-founded Prokompas.co. Prokompas aims to bring education on social entrepreneurship to Indonesian institutions and help international students to work in teams with Indonesian students towards social entrepreneurial solutions.



Atty. Ferdinand S. Nicolas

Northwestern University, Philippines

Atty. Ferdinand S. Nicolas is the current president of Northwestern University, a Deregulated and ISO-certified higher education institution in Laoag City, Ilocos Norte, Philippines. Pres. Nicolas joined the university as its Corporate Planning Director in 2005 and drafted the framework for its long-term plan entitled “Shining Forth”. He was admitted to the Philippine Bar in the same year and was appointed Assistant Corporate Secretary and Legal Officer of the institution. He then became Vice-President for Administration in 2008 until his election as President in 2014. Pres. Nicolas is also a law practitioner, focusing mainly on corporate, labor and contract law. He currently teaches in the Juris Doctor and Master in Business Administration programs of the university. Atty. Nicolas is also a servant-leader in Elim Catholic Communities and is a reserve officer of the Philippine Navy. He is married to Michelle Therese D. Nicolas and they have a 14-year old son named Isaiah.

SESSION CHAIRS



Dr. Saddam A. Hazaea

Yunan University of Finance and Economics, China

Saddam A. Hazaea is a researcher at Yunnan University of Finance and Economics, China. He has broad research interests and collaborations and his fruitful research publications spanning the fields of Accounting, Finance, Economics, International Business, and Management applying a variety of research methodologies. He has publications in journals indexing in (SCI/SSCI, ABS and Scopus) such as ; Environmental Science and Pollution Research, Sustainability, Corporate Governance, and Cogent Business and Management. His current research focuses include auditing, sustainability, governance and green purchasing. He has also one book in Amazon with title of “Audit Committees in Commercial Banks ; Evidence from Yemen”. He is reviewer in many journals such as SAGE OPEN, Cogent Business and Management.



A Dr. Yeo Sook Fern

Multimedia University, Malaysia

Dr Yeo Sook Fern is a Lecturer at the Faculty of Business, Multimedia University, Melaka. She is currently holding the position as of the Deputy Dean for Research & Industrial Collaborations. She commenced her career as a lecturer, with 19 years of teaching experience. She teaches marketing for bachelor degree programmes as well as Master degree. She supervises BBA, MBA and PhD students. Apart from teaching, she is also active in research. She has secured international, national and university grants both as the principal researcher and project members for several researches. She has published 36 internationally refereed conference papers, 57 journal articles and 2 book chapters. Apart from her impressive list of published research work in international refereed journals, Dr. Sook Fern has also won many awards throughout her academic and career journey.

Dr Sook Fern can be contacted at: yeo.sook.fern@mmu.edu.my



Assoc. Prof. Rovena I. Dellova, DEM

Lyceum of the Philippines University

Dr. Wheng Dellova is a licensed teaching professional who is eager to provide education based on real-life examples and innovative learning styles. She is a Fulltime Faculty handling tourism and hospitality subjects at Lyceum of the Philippines University, Manila.

She is a graduate of Doctor in Education Management at Polytechnic University of the Philippines. She handled the Practicum placement for hospitality programs for eight (8) years in LPU and served as Operations Head at Palm Group of Hotels School for three (3) years, where she is hands-on in the placement of Interns. She also joined various food industry and businesses prior engaging in the teaching profession. Her Research endeavour covers education, management, and hospitality topics.



Assoc. Prof. Vinay Chamoli, Ph.D, CHE

Maharaja Agrasen University, India

Dr. Vinay Chamoli encompasses over 17 years in the Hospitality industry & Education, within this time he learnt the importance of guest focus & his passion for training. Vinay has progressively learnt every role in a restaurant, lounge & banquet setting whenever the opportunity presented itself. Graduating in 2000 from Institute of Hotel Management, Pusa, New Delhi, he also did his Masters in Human Resource Management in the year 2005 and Masters in Hotel

management in 2011. Later he achieved his Doctorate from Mahatma Gandhi University in 2017. His passion to mould individuals into highly committed, result oriented hospitality professionals encouraged his move into hospitality academics. He is also a Certified Hospitality Educator (CHE) from AH&LEI. To be good isn't good enough for vinay, he consistently strives to be the best in whatever situation he finds himself in.



Assistant Professor Dr. Aunkrisa Sangchumnong
Suan Dusit University, Thailand

Aunkrisa Sangchumnong obtained the Ph.D. in Hospitality and Tourism Management in 2018. My M.A. Tourism Industry Management received in 2002 and B.A. Tourism in 2000 under the government scholarships with the commitment to return as a civil service commission. My overall experience is almost 18 years in educational area as lecturer, researcher and administrator. In 2006 I was positioned as Deputy Dean in Research and Planning and year 2008 was in Deputy Dean in Administration for the Faculty of Humanity and Social Science of Suan Sunandha Rajabhat University. Aunkrisa joint with Suan Dusit University, Thailand in year 2015 where I was appointed to be Head of Hospitality Management International Program and current position is as a Head of Airline Business Program. Moreover, I am currently an Assistant Professor in the Department of Business Administration on Tourism and Hospitality Management. In 2016 I formed ASEAN Journal of Education with the team of Research and Development Institute under Suan Dusit University. I used to work with Department of Tourism, of the Ministry of Tourism and Sport of Thailand as a research consultant on the Thailand Tourism Standard Development Project. And being evaluator for the project of World Biotech Tour Thailand 2016 which hosted by ASTC, USA. My research interests are in sustainable tourism, cultural tourism, community-based tourism.



Assoc. Prof. Marilyn F. Isip, Ph.D
Polytechnic University of the Philippines

Associate Prof. Marilyn F. Isip is now the Head of the Academic Programs of the Polytechnic University of the Philippines Sta. Maria Bulacan Campus. Formerly one of the members as Research Coordinator from the Office of the Vice President for Research, Extension and Development where her enthusiasm to engage in the National and International paper presentations, research, and publication challenge her horizons and ultimately motivates her to finish her dissertation for her Doctor of Philosophy in Education major in Educational Management.

Her loyalty to the University gives her inspiration to be more persevere and resilient in everything she accomplished. Assisting colleagues and students to reach their dreams and professional goals is one of her major accomplishments. She is also a board passer of the Professional Board for Educational Teachers (PBET) license no.943355613.

She handles office practicum and student teaching practicum, research, management, and education subjects. While teaching, she loves to mingle and learn stories from the students and in return teach students life lessons to become academically productive and street smart to conquer the global world. Her philosophy in life, “Reaching for your dreams and become successful is always possible as long as you are physically and mentally able.”



Engr. Christopher C. Mira

Polytechnic University of the Philippines

Engr. Mira is a graduate of B.S. Industrial Engineering and has been a Master in Industrial Engineering and Management. He has been with the university as a fulltime assistant professor since November 2006 initially handling major Industrial Engineering subjects. Later in 2017, he has been given subjects in Quality Management for BS Accountancy and BS Business Administration Major in Human Resource Management. His involvement in research has been commended during his being a member of the University Research Group for Engineering, Architecture and Technology Colleges. He has presented various research papers in the local and international settings likewise, invited as panelist and session chair in various research presentations. He is also regularly invited by some business establishments reference to their quality and performance evaluation. He is presently the adviser of the Phil. Inst. of Ind'l. Engineers (PIIE) PUP Binan Chapter and former adviser of the Manila Innovators and Dev't. Society (MINDS). Engr. Mira is a member of several groups involving research peer evaluation, scholarly research.



Dr. Leong Choi Men

**Graduate Business School, UCSI University,
Malaysia**

Dr Leong Choi Meng is an Assistant Professor at Faculty of Business and Management, UCSI University, Malaysia. She has more than ten years teaching experience and her research interests are in financial economics, applied macroeconomics, behavioural studies, and information systems. She has published more than 10 Scopus journal articles and has received few research grants from Ministry and University for her research projects in Malaysia. Leong has also received various research awards such as Outstanding Paper Award at QS Subject Focus Summit Research Sharing Session in 2018; Best Paper Award at MAG Scholar Conference in Business, Marketing & Tourism (MAG 2019) held in Macau; and two Best Paper Awards at conferences held in Malaysia in 2019. She is currently the Managing Editor of Journal of Responsible Tourism Management (JRTM), a Ministry supported journal in Malaysia.



Dr. Silvia Catalan Ambag

Quezon City University

Dr. Silvia C. Ambag is a specialist in education, research, publications, and extension. Currently, he works as an Education Consultant at Quezon City University and as a Professor Lecturer 3 at Universidad de Manila and Laguna State Polytechnic University. Member of the Scientific Board of the Research Synergy Foundation in Indonesia, as well as the Editorial Board of the International Journal of Theory and Application in Elementary and Secondary School Education (IJTAESE) in Indonesia. Asia Pacific Consortium of Researchers and Educators Board Member and Finance Officer (APCORE).

Invitations to speak as an expert in research and education were extended. From 2018 to 2020, Dr. Ambag is a guest lecturer and speaker at Politeknik Piksi Ganesia and SEAMEO CECCEP in Bandung, Indonesia. She has also been published in various journals and has presented her research paper in countries such as Indonesia, Japan, Phuket, Bali, Indonesia, Bangkok, California, and Guam, USA



Dr. Ronielle B. Antonio




City College of Angeles, Philippines

Ronielle B. Antonio is currently the Program Coordinator of the Computer Science Program at City College of Angeles in Angeles City, Pampanga. He graduated with a degree Bachelor of Science in Computer Science with Area of Specialization in Systems Development in 2011 and a Master in Information Technology in 2014 from the Holy Angel University. He was formerly connected as faculty member at Christian Charismatic Ecumenical Ministries International (CCEMI) Academy and as a part-time Instructor at Holy Angel University. He handles courses such as Java, Python, and Web Programming as well as Thesis and Capstone Projects.

He has published and presented several research papers locally and internationally. He is a member of Philippine Society for Information Technology Educators – Region III (PSITE RIII), Computing Society of the Philippines (CSP), International Association of Computer Science and Information Technology (IACSIT), International Association of Applied Science and Engineering (IAASE) and Institute for Engineering Research and Publication (IFERP). His research interests include Security, Data Mining, and Analysis and Applications Development.

CONFERENCE PROGRAM




Monday, February 14th, 2022

| https://icmrsi.com/ | |    |
|---|-------------|---|
| CONFERENCE PROGRAM International Conference on Multidisciplinary Research for Sustainable Innovation (ICMRSI) VIRTUAL CONFERENCE: February 14-15, 2022 | | |
| <i>Monday, February 14, 2022</i> | | |
| <i>Time (UTC+7)</i> | <i>Dur'</i> | <i>Activity</i> |
| Main Room | | <u>Link Zoom for ICMRSI</u> <u>https://us06web.zoom.us/j/85306623070?pwd=K3M3OThsaDJpZ3BraThRSG1hYnBrZz09</u> <u>Meeting ID: 853 0662 3070</u> <u>Passcode: icmrsi</u> |
| 7:50 - 8:00 | 0:10 | Participant Login and Join Virtual Conference by ZOOM |
| 8:00 - 8:10 | 0:10 | Welcome Address and Conference Publication Announcement by MC |
| 8:10 - 8:30 | 0:20 | Welcome Remarks and Opening Speech Prof. Ir. Sri Astuti Indriyati, MS., Ph.D Conference Chair of ICMRSI Rector of Universitas Persada Indonesia Y.A.I |

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|--------------------------------------|---|-------|------|---|
| 8:30 | - | 8:40 | 0:10 | Opening Speech Professor Doctor Engineer Yudi Yulius, MBA Foundation's President & Coordinator of the Y.A.I Private Institution of Higher Education. |
| 8:40 | - | 9:00 | 0:20 | Global Research Ecosystem Introduction Dr. Hendrati Dwi Mulyaningsih Co-Conference Chair of ICMRSI Founder & Chairperson of Research Synergy Foundation |
| Keynote Speaker Session | | | | |
| 9:00 | - | 9:40 | 0:40 | Dr. Sharifah Nurafizah Syed Annuar Universiti Teknologi MARA Sabah Branch, Malaysia |
| 9:40 | - | 10:20 | 0:40 | Prof. Dr. Ir. Anoesyirwan Moeins, M.Si., M.M Permanent Professor of Management Science at Doctoral Program at FEB UPI Y.A.I. |
| 10:20 | - | 10:30 | 0:10 | E-Group Photo |
| 10:30 | - | 10:40 | 0:10 | Announcement and preparation of Online Parallel Presentation Session |
| Online Presentation Session 1 | | | | |
| 10:40 | - | 10:50 | 0:10 | Session Chair Introduction: Breakout Room 1: Dr. Saddam A. Hazaea - Yunan University of Finance and Economics, China Breakout Room 2: Dr. Yeo Sook Fern - Multimedia University, Malaysia Breakout Room 3: Assoc. Prof. Rovena I. Dellova, DEM - Lyceum of the Philippines University, Philippines |
| 10:50 | - | 12:50 | 2:00 | Online Presentation Session: 8 presenters 15 minutes/presenter |
| 12:50 | - | 13:00 | 0:10 | Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement |

| | | | | |
|--------------------------------------|---|-------|------|---|
| 13:00 | - | 13:45 | 0:45 | Short Break |
| Online Presentation Session 2 | | | | |
| 13:45 | - | 13:55 | 0:10 | Session Chair Introduction: Breakout Room 1: Assoc. Prof. Vinay Chamoli, Ph.D, CHE - Maharaja Agrasen University, India Breakout Room 2: Assistant Professor Dr. Aunkrisa Sangchumnong - Suan Dusit University, Thailand Breakout Room 3: Assoc. Prof. Marilyn F. Isip, Ph.D - Polytechnic University of the Philippines |
| 13:55 | - | 15:55 | 2:00 | Online Presentation Session: 8 presenters 15 minutes/presenter |
| 15:55 | - | 16:05 | 0:10 | Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement |
| 16:05 | - | 16:20 | 0:15 | Short Break |
| 16:20 | - | 16:35 | 0:15 | Awarding Ceremony Best Presentation Session Chair |
| 16:35 | - | 16:40 | 0:05 | Closing Speech Dr. Choirul Anwar SE, MBA, MAFIS, MCIS, Ak, CA, CPA, CSRS, CSRA, CPI Director of International Office of UPI Y.A.I |

Tuesday, February 15th, 2022

| https://icmrsi.com/ | |    | |
|---|-------------|---|--|
| <i>Tuesday, February 15, 2022</i> | | | |
| <i>Time (UTC+7)</i> | <i>Dur'</i> | <i>Activity</i> | |
| Main Room | | Link Zoom for ICMRSI https://us06web.zoom.us/j/85306623070?pwd=K3M3OThsaDJpZ3BraThRSG1hYnBrZz09 Meeting ID: 853 0662 3070 Passcode: icmrsi | |
| 7:50 - 8:00 | 0:10 | Participant Login and Join Virtual Conference by ZOOM | |
| 8:00 - 8:15 | 0:15 | Welcome Address and Conference Publication Announcement by MC | |
| 8:15 - 8:30 | 0:15 | Welcome Remarks and Introduction of the ICMRSI 2022 Dr. Sularso Budilaksono, M.Kom Head of OC ICMRSI 2022 | |
| Keynote Speaker Session | | | |
| 8:30 - 9:10 | 0:40 | Joanna Vogeley (MPC, MRes, Ph.D) Macquarie University, Australia | |
| 9:10 - 9:50 | 0:40 | Atty. Ferdinand S. Nicolas Northwestern University, Philippines | |

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|--------------------------------------|---|-------|------|---|
| 9:50 | - | 10:00 | 0:10 | E-Group Photo |
| 10:00 | - | 10:10 | 0:10 | Announcement and preparation of Online Parallel Presentation Session |
| Online Presentation Session 1 | | | | |
| 10:10 | - | 10:20 | 0:10 | Session Chair Introduction: Breakout Room 1: Engr. Christopher C. Mira - Polytechnic University of the Philippines Breakout Room 2: Dr. Leong Choi Meng - Graduate Business School, UCSI University, Malaysia Breakout Room 3: Assoc. Prof. Rovena I. Dellova, DEM - Lyceum of the Philippines University, Philippines |
| 10:20 | - | 12:50 | 2:30 | Online Presentation Session: 10 presenters 15 minutes/presenter |
| 12:50 | - | 13:00 | 0:10 | Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement |
| 13:00 | - | 13:45 | 0:45 | Short Break |
| Online Presentation Session 2 | | | | |
| 13:45 | - | 13:55 | 0:10 | Session Chair Introduction: Breakout Room 1: Assistant Professor Dr. Aunkrisa Sangchumnong - Suan Dusit University, Thailand Breakout Room 2: Dr. Silvia Catalan Ambag - Quezon City University, Philippines Breakout Room 3: Dr. Ronielle B. Antonio - City College of Angeles, Philippines |
| 13:55 | - | 15:55 | 2:00 | Online Presentation Session: 10 presenters 15 minutes/presenter |
| 15:55 | - | 16:05 | 0:10 | Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement |
| 16:05 | - | 16:20 | 0:15 | Short Break |

| | | | | |
|-------|---|-------|------|---|
| 16:20 | - | 16:35 | 0:15 | Awarding Ceremony Best Presentation Best Paper Session Chair |
| 16:35 | - | 16:40 | 0:05 | Closing Speech Dr. Euis Puspita Dewi , ST. M,Si Vice of Head OC ICMRSI 2022 |

List of Presenters

Monday, February 14, 2022

ICMRSI: Day 1 Session 1

Breakout Room 1

Session Chair: Dr. Saddam A. Hazaea - Yunan University of Finance and Economics, China

Track Accounting

| Paper ID | Presenter | Paper Title |
|----------|-----------------------|---|
| MSI22209 | Lydia Kurniawan | Factors that Influence the Behavior of Taxpayers in Tax Avoidance in Jakarta 2020-2021 |
| MSI22161 | Chelsea Olivia Ivanka | Financial Reporting of Banking Sector: An Empirical Analysis |
| MSI22212 | Syarief Fauzie | The Influence of Efficiency on Loan Interest Rate Loan in Indonesia Banking (Before and After The Implementation of Expected Credit Losses) |
| MSI22186 | Eva Herianti | FACTORS AFFECTING TAX COMPLIANCE; STUDY OF MSMES THAMRIN CITY JAKARTA INDONESIA |

Track Economics

| Paper ID | Presenter | Paper Title |
|----------|------------------------|---|
| MSI22193 | Dr. Edison | The Analysis of Replanting Model on Smallholders Oil Palm in Muaro Jambi District Jambi Province |
| MSI22166 | Sukanta | Effect of Stock Valuation on Investment Performance during the Covid-19 Pandemic using Panel Data Regression |
| MSI22123 | Maya Syafriana Effendi | A Comparative Analysis of Commercial Bank Based on Business Activities Listed on The Indonesia Stock Exchange |

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ICMRSI: Day 1 Session 1

Breakout Room 2

Session Chair: Dr. Yeo Sook Fern - Multimedia University, Malaysia

Track Accounting

| Paper ID | Presenter | Paper Title |
|----------|-----------------------|--|
| MSI22107 | Arum Indrasari | Intellectual Capital, Corporate Value and Company Performance: Evidence from Indonesia and Malaysia Shariah Companies |
| MSI22144 | Ida Musdafiah Ibrahim | ARE THE HOTEL, RESTAURANT & TOURISM SUB-SECTOR INDUSTRY LISTED ON THE IDX AFFECTED BY FINANCIAL DISTRESS DUE TO THE COVID-19 PANDEMIC? |

Track Economics

| Paper ID | Presenter | Paper Title |
|----------|----------------------|---|
| MSI22138 | Eko Retno Indriyarti | Determinants of Satisfaction using Healthcare Application: A Study on Young Halodoc Users in Jakarta During the COVID-19 Pandemic |

Track Human Resources Management

| Paper ID | Presenter | Paper Title |
|----------|-----------------|--|
| MSI22195 | Rifa Herdian | Talent Management in Corporate Digital Transformation: A Systematic Literature Review |
| MSI22173 | Yuli Susilowati | The Influence of Meta Leadership, Organizational Culture, Work Autonomy, and Employee Engagement on Nurses' Innovative Work Behavior |
| MSI22192 | Robby Kurniawan | Analyses of the Factors Influencing Employee Involvement at Star Hotels in Batam |

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ICMRSI: Day 1 Session 1

Breakout Room 3

Session Chair: Assoc. Prof. Rovena I. Dellova, DEM - Lyceum of the Philippines University, Philippines

Track Human Resources Management

| Paper ID | Presenter | Paper Title |
|----------|-------------------------|---|
| MSI22206 | Joshua Bry Peralta Agag | Level of Motivation of Northwestern University Employees' |
| MSI22111 | Irma Salamah | Applying UTAUT Factors to Evaluate Student's Behavioral Intention to Use LMS During Pandemic COVID-19 |
| MSI22112 | Nina Nurhasanah | The Influence of Job Satisfaction, Psychological Well Being, Work Life Balance to Job Satisfaction at PT. JAS |
| MSI22113 | Billy Lazuardi | The Influence of Organizational Culture, Work Environment, and Motivation on Job Satisfaction at Badan Pengelola Aset Daerah Provinsi DKI Jakarta |

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ICMRSI: Day 1 Session 2

Breakout Room 1

Session Chair: Assoc. Prof. Vinay Chamoli, Ph.D, CHE - Maharaja Agrasen University, India

Track Human Resources Management

| Paper ID | Presenter | Paper Title |
|----------|-----------------------|---|
| MSI22141 | Rahayu Endang Suryani | The Influence of Emotional Intelligence and Workload on Work Life Quality and Its Implications for Job Satisfaction on Female Traders in Traditional Markets in The North Jakarta Area. |
| MSI22151 | Satriadi | Determination of Knowledge Management and Impact on Lecturers Performance in Tanjungpinang City |
| MSI22152 | Alex Zami | ORGANIZATIONAL CITIZENSHIP BEHAVIOR FACTORS FOR MSS GROUP EMPLOYEES IN JAKARTA |
| MSI22153 | Nursiti Nur Siti | Impact of Rewards and Punishment on Employee Performance in the Bekasi Region |

Track Management

| Paper ID | Presenter | Paper Title |
|----------|--------------------------------|--|
| MSI22215 | Octojaya Abriyoso | The Determinants of Financial Inclusion in Tanjungpinang City |
| MSI22201 | Nursyuhada Ain Binti Ali Husin | GAMIFIED DRIVERS ON CONSUMER LOYALTY IN ONLINE FOOD DELIVERY APPS |
| MSI22179 | Nurina | THE INFLUENCE OF THE 9 COMPONENTS IN THE CANVAS BUSINESS MODEL ON THE READINESS OF MICRO, SMALL AND MEDIUM ENTERPRISES DURING THE PANDEMIC |

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Breakout Room 2

Session Chair: Assistant Professor Dr. Aunkrisa Sangchumng - Suan Dusit University, Thailand

Track Management

| Paper ID | Presenter | Paper Title |
|----------|--------------------------|---|
| MSI22180 | Yasinta Indrianti | Entrepreneurial Mindset: Impact Behavioral implementation of strategy in improving organizational performance |
| MSI22156 | Nor Sheena Andon | SOCIAL MEDIA MARKETING ACTIVITIES AND ITS INFLUENCE TOWARDS THE PURCHASE INTENTION OF GREEN COSMETICS |
| MSI22210 | Grachiel Domingo Ancheta | EFFECTS OF INTERNET MARKETING TO CONSUMER BUYING BEHAVIOR OF FOOD BUSINESSES |
| MSI22185 | Verawaty | Analyze of Customer Satisfaction BSI Mobile PT. Bank Syariah Indonesia Tbk. |
| MSI22178 | Yandra Rivaldo | The Influence of Leadership and Organizational Culture Mediated by Work Climate on Governance at Islamic Religious Universities in Batam City |
| MSI22187 | Yandra Rivaldo | The Effect of Education, Training, Experience and Work Discipline on Employee Performance in the PT. Execelitas |

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Breakout Room 3

Session Chair: Assoc. Prof. Marilyn F. Isip, Ph.D - Polytechnic University of the Philippines

Track Management

| Paper ID | Presenter | Paper Title |
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| MSI22120 | Swesti Mahardini | AN ANALYSIS OF THE EFFECTS OF ONLINE BANKING ON BANK PERFORMANCE IN INDONESIA |

Track Visual Communication

| Paper ID | Presenter | Paper Title |
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| MSI22158 | Joachim David Magetanapuung | Augmented Reality As A New Perspective In Digital Marketing Transformation And Advantages |

Track Psychology

| Paper ID | Presenter | Paper Title |
|----------|----------------|--|
| MSI22174 | Rudy Sutadi | Effectiveness of Smart Applied Behavior Analysis Intervention in Teaching Non-Verbal Autism to Speak and Read |
| MSI22175 | Arneliza Anwar | Development of Discrete Trial Training (DTT) Procedure in Smart Applied Behavior Analysis (Smart ABA) for Autism |
| MSI22170 | Ida Saidah | Effect of Mastery Goal Orientation on Grit with Growth Mindset as Mediator |
| MSI22197 | Akhmad Baidun | The Effect of Religiosity, Psychological Well-Being and Demographic Factors on Dead Anxiety During the Covid-19 Pandemic |

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Breakout Room 1

Session Chair: Engr. Christopher C. Mira - Polytechnic University of the Philippines

Track Architecture and Design

| Paper ID | Presenter | Paper Title |
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| MSI22194 | Mohammad Daffa Ramaditya Aryo Bimo | Healthy Buildings in the Sanga Mandala Concept |
| MSI22160 | Prof. Dr. Ir. A. A. Ayu Oka Saraswati, MT | Material Artistic Acoustic Panel Recycled from Plastic Bottles and Waste of Sampyan, Sawdust, Husks, Straw |
| MSI22196 | Boogie | Revitalization Model of the Blauran Market in Klandasan, Balikpapan |

Track Management

| Paper ID | Presenter | Paper Title |
|----------|-------------------------|--|
| MSI22188 | Eddy Supriyatna Marizar | Creative Management Strategy in Creative Preneurship |

Track Civil engineering

| Paper ID | Presenter | Paper Title |
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| MSI22121 | Hari Nugraha Nurjaman | CASE STUDY PLANNING COMBINATION OF PRECAST SYSTEM WITH BASE ISOLATION AT 32-STORY PANCORAN RIVERSIDE II APARTMENT |
| MSI22122 | Dwi Dinariana | Life Cycle Cost (LCC) Model on Conventional Systems and Combination of Precast Systems with Base Isolation of High-rise Buildings |

| | | |
|-------------------------------------|------------------|--|
| MSI22140 | Suwito | Numerical Modeling of Precast Concrete Structural Elements |
| Track Industrial Engineering | | |
| Paper ID | Presenter | Paper Title |
| MSI22118 | Wawan Herwanta | Quality Improvement Service of Laboratory Occupational Health and Safety (OHS) Using Servqual and QFD Method |
| MSI22132 | Diah Pramestari | Employee Workload Assessment in the Service and Manufacturing Industry |

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Breakout Room 2

Session Chair: Dr. Leong Choi Meng - Graduate Business School, UCSI University, Malaysia

Track Clinical psychology

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| MSI22124 | Rilla Sovitriana | Attitudes Toward Infidelity in Couples Undergoing Long-distance Marriages |
| MSI22125 | Rilla Sovitriana | EFFECT OF RATIONAL EMOTIVE BEHAVIOR THERAPY (REBT) IN IMPROVING LIFE QUALITY OF DIABETES MELLITUS PATIENTS AT THE UPT HEALTH CLINIC OF SRIWIJAYA UNIVERSITY |

Track Education

| Paper ID | Presenter | Paper Title |
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| MSI22189 | Ayu Anindia Hizraini | CHARACTER EDUCATION IN THE STORYBOOK OF "THE CHAMPION WHO HAS A SOFT HEART" BY YUSMAN NASUTION AND THE RELEVANCE WITH LITERATURE LEARNING IN ELEMENTARY SCHOOL |
| MSI22181 | Rohita | SIPPKOM: A Media Of Learning Information Acquisition In The Digital Age |
| MSI22213 | Gigi Coloma Abbott | Academic Engagement of Criminology Students of Northwestern University |
| MSI22137 | Wulandari Desi | IMPACT OF COVID-19: EXPLORATION OF FULLNESS ON DISTANCE LEARNING IN ELEMENTARY SCHOOL |

Track Humanities

| Paper ID | Presenter | Paper Title |
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| MSI22162 | Euis Puspita Dewi | Transformation of Batavia from Canals City to Streets City |

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Breakout Room 3

Session Chair: Assoc. Prof. Rovena I. Dellova, DEM - Lyceum of the Philippines University, Philippines

Track Humanities

| Paper ID | Presenter | Paper Title |
|----------|------------------------|---|
| MSI22190 | Susi Yunarti | For Global Communication, Is It Needed Soft Skills Of Foreign Language As College Graduation Requirement In Indonesia |
| MSI22163 | Eric Santos Parilla | Impacts of Covid-19 to MSMEs' Supply Chain and Business Operations in Ilocos Norte |
| MSI22168 | Dr. Syahril Djaddang | Accrual Management and Audit Committee on the Volatility of Profit Margin in Indonesian Sharia Bank |
| MSI22164 | Linus Kali Palindangan | Factors that Affect Employee Performance at SDN Pondok Pucung 5 Bintaro Indonesia |
| MSI22169 | Dr. Efridani Lubis | Strengthening Policy of Ex-Situ Biodiversity Management Conservation Preventing Biodiversity Loss in Cibinong Science Center Botanical Garden |
| MSI22211 | Dian Harmaningsih | Indonesian Government Communication Strategy in Covid-19 Vaccine Diplomacy |
| MSI22165 | Dr. Evi Deliana | SETTLEMENT OF HUSBAND-WIFE AFFAIRS CASE ACCORDING TO CUSTOMARY LAW IN MEMPURA DISTRICT, SIAK SRI INDRAPURA REGENCY |

Track Education

| Paper ID | Presenter | Paper Title |
|----------|-------------|---|
| MSI22172 | Afrina Sari | THE EFFECT OF TEACHER COMMUNICATION THROUGH STORYTELLING METHOD ON THE CREATIVITY LEVEL OF KINDERGARTEN STUDENTS IN BEKASI CITY |

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ICMRSI: Day 2 Session 2

Breakout Room 1

Session Chair: Assistant Professor Dr. Aunkrisa Sangchumngong - Suan Dusit University, Thailand

Track Humanities

| Paper ID | Presenter | Paper Title |
|----------|----------------------------|--|
| MSI22182 | Resi Raf Sanjani | The Difference of Emotional Handling Ability Reviewed by Emotional Experience Writing (EXPRIT) Intervention Between Male and Female Orphan and Vulnerable Children in Tunas Melati Orphanage and Tunas Harapan Orphanage at Pontianak City |
| MSI22198 | Nurlaelah | The Detailed Description of Construction Waste in Low-Cost Housing Projects in Indonesia |
| MSI22159 | Marhisar Simatupang | The Impact of Work Meaning on Performance in Autistic Child Therapists Mediated by Work Attachment |
| MSI22208 | Kween Charlette B. Velasco | Factors Affecting Cyberbullying Involvement Among Students of Northwestern University |
| MSI22204 | Azkiya Nisa | Commodification of the Urban Community Image: An Instagram Case Study of Motivational Quotes and Skyscraper Photos |
| MSI22205 | Arlina Permanasari | Measuring Papuan Armed Criminal Group in 2010-2020: International Humanitarian Law Perspective |
| MSI22183 | Natasya Yunita Sugastuti | Modernization of Requirements for the Validity of Agreement: Reflections on the Reform of the National of Obligations Based on A Study of the Civil Code of the Netherlands |
| MSI22184 | St. Trikariastoto | House Perception's Changes in the Case of Selling Traditional Javanese Houses in Rural Areas |

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Session Chair: Dr. Silvia Catalan Ambag - Quezon City University, Philippines

Track Humanities

| Paper ID | Presenter | Paper Title |
|----------|----------------------|---|
| MSI22104 | Sri Astuti Indriyati | Creative Industry in Architecture: Design for The New Normal Era of Pandemic COVID19 |
| MSI22108 | Afrina Sari | The Effect of Self Efficacy on Self Regulated Learning and Growth Mindset as mediator |
| MSI22110 | Euis Puspita Dewi | Outdoor Tourism in Pandemic: Community Health and Welfare Solution |

Track Psychology

| Paper ID | Presenter | Paper Title |
|----------|------------------------|---|
| MSI22101 | Yuarini Wahyu Pertiwi | Analysis of Lecturer's Power Style And Student's Commitment to Predict Student Obedience In Learning Activities |
| MSI22109 | Anastasia Sri Maryatmi | An Overview of the Psychological Welfare of Entrepreneurs in Riau Province during the Covid-19 Pandemic |
| MSI22119 | Roslenny Marlioni | The Role of Family Commitment, Family Togetherness, and Spiritual Well-being on Family Resilience with Family Communication as Mediator |
| MSI22135 | Budi Sarasati | Psychological Well Being Perimenopausal Women |
| MSI22143 | Dr. Catur Prasetyo | The Mediating Effect of Work Motivation for the Role of Leader Member Exchange on Commitment to Change |
| MSI22145 | Miftahun Ni'mah Suseno | Conceptualization of Spiritual Leadership Theory in Indonesia |
| MSI22146 | Arbania Fitriani | Differential Item Functioning (DIF) Testing for the WOCC (Ways of Coping Checklist) Instrument Based On Gender |

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Breakout Room 3

Session Chair: Dr. Ronielle B. Antonio - City College of Angeles, Philippines

Track Information System

| Paper ID | Presenter | Paper Title |
|----------|---------------------------|---|
| MSI22176 | Merry Nancyia Permanasari | Information Quality Management Using DMBOK Guidance : A Systematic Literature Review |
| MSI22114 | Essy Malays Sari Sakti | Analysis of Usability Level Peduli Lindungi Application |
| MSI22134 | Ahmad Muhammad Thantawi | The Use of IoT (Internet of Things) and AI (Artificial Intelligence) for the "New Normal Era" Building Designs |
| MSI22136 | Sularso Budilaksono | The Effect of Perceived Benefits on Intention in Using Booster Vaccines to Face Omicron Variants with Risk Moderation |

Track Psychology

| Paper ID | Presenter | Paper Title |
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| MSI22150 | Kus Hanna Rahmi | The Mediating Effect of Prejudice for Role of Dark Triad Personality on Hate Speech |
| MSI22154 | Octaviani Indrasari Ranakusuma | The Use of Digital Application to Screen Students' Mental health |

Track Public Health

| Paper ID | Presenter | Paper Title |
|----------|-----------------------|--|
| MSI22133 | Mohammad Ihsan Rasyid | The Covid-19 Vaccine Advertising Campaign Message Strategy on Educating the Role of Vaccine in Indonesia |

Track Humanities

Creative Industry in Architecture: Design for The New Normal Era of Pandemic COVID19

Sri Astuti Indriyati¹

¹Universitas Persada Indonesia YAI

Abstract

Background - Architecture included within the 14 Creative Industry Sectors according the Indonesian Standard Classification of Business Fields (KBLI) other than Art Market; Craft; Design & Fashion; Video, Film & Photography; Interactive Games; Music; Performing Arts; Publishing & Printing; Computer Services & Software; Television & Radio; Research & Development. Architecture itself is a creative act related to building design services, construction cost planning, heritage building conservation, overall construction supervision from the macro level - Town planning, urban design, landscape architecture - to the micro level, such as construction details, landscape architecture and design interior. Some Examples of Creative Architectural Industry Concepts in general are Local Wisdom; Feng Shui Psychology Architecture; and Islamic Architecture etc. However, Nowaday in this Covid 19 Pandemic phase, the Creative Industry of Architecture speaks loudly.

Purpose - This research is to discuss more on How the Architectural Society responding to the implementation of the role of Creative Industry during Pandemic toward the Nation's Socio-Economic recovery?

Design/methodology/approach - The methodology used is qualitative "the literature studies, theoretical and comparative analysis - in order to find out architectural creativity toward the Pandemic Covid-19 designs' solutions. Some of the things discussed in the world of architecture today, are: How did the architecture change due to the changes in lifestyle during the Pandemic - called the New Normal Era or Adaptation to New Life-behaved.

Findings - The results show that the field of architecture plays an important role for the continuation of the new normal life other than the fields of economy, education, and health. The facts that the spatial concepts of architecture are required to undergo changes and adjustments needed based on the narrative and standards of new normal life, such as design solutions and changes on space functions based on the adaptation behaviors needed as well as the use of particular interior and technology. The implementation of the Health Protocol makes the Architecture shifts in many ways.

Research limitations - There is a limitation of study in which the global Health Protocol standards are mentioned roughly similar around the world, it is however still various to interpret from one culture to the other.

Originality/value - Novelty of the research has found out the Pragmatic changes of public space, outdoor space, semi-outdoor rooms, combined functions rooms for home, workplace design, special interior design as well as architectural technology which those all the impacts of the Pandemic's New-Normal Era.

Keywords : New-Normal Era, Pandemic Covid19 design, Architectural Pandemic, Creative design Pandemic, Adaptation behaviour

The Effect of Self Efficacy on Self Regulated Learning and Growth Mindset as Mediator

Afrina Sari¹, Hermansyah²

¹Universitas Budiluhur, ²Jayabaya University

Abstract

Background - *self regulation in learning is basically the application of the concept of self regulation associated with learning activities in the contexts of schools in the covid-19 pandemic era. Student who are active in learning process are independent, according to a progressive learning paradigm, oriented to centered learning on students. Students who have high intelligence do not necessarily have high self regulation in learning.. There are allegations that self efficacy affect student self regulated learning mediated by a growth mindset in the covid-19 pandemic era.*

Purpose - *This study aims to 1) examine the effect to the self efficacy variable on the self regulated learning variable mediated by the growth mindset. 2) Testing the effect of the growth mindset variable as a mediator in the self regulated learning variable.*

Design/methodology/approach - *This research method uses a correlational method with a survey method at SMA 14 Bekasi City. The Population of this study were all student who attended SMA 14, with a total of 1.800 students, the sample was taken using the morgan kreicjie table, a sample of 317 students. Data analysis using SPSS application in calculating linear regression test. To analyze the mediator variables calculated using the Sobel calculator.*

Findings - *The result of the study found that the self efficacy variabel had a positive effect on self regulated learning at the level of $p,0.05$, and growth mindset variables could be a mediator on self regulated learning.*

Research limitations - *at the time of data collection during the covid-19 pandemic, there were restriction on activities with distance learning from home. Contacting students is done via mobile phones and using WhatsApp social media.*

Originality/value - *The value of Novelty as research originality, is that research was carried out during the covid-19 pandemic. as well as a change in the implementation of education in Indonesia from curriculum 2013 to curriculum for independent learning.*

Keywords : self efficacy, growth mindset, self regulated learning, Independent learning curriculum

Outdoor Tourism in Pandemic: Community Health and Welfare Solution

Euis Puspita Dewi¹, Maya Syafriana Effendi², Ahmad Muhammad Thantawi³, Siti Sujatini⁴, Henni⁵

^{1,2,3,4,5}Universitas Persada Indonesia YAI

Abstract

Background - *Outdoor tourism is becoming a trend and is increasingly in demand during the pandemic. This tourism is considered the safest and most comfortable choice after two years of the community being limited in all their activities, including travel matters. Survey data shows that 64.8 percent of respondents who are involved choose nature, beaches, mountains, and other outdoor areas as their preferred tourist destinations as authentic experiences and adventures.*

Purpose - *This article aims to observe what forms of outdoor tourism are and how these tours are a solution in maintaining health and supporting community welfare.*

Design/methodology/approach - *This study employs a qualitative methodology, including a case study of Sentul Nature Tourism. The interview method with the manager of the Sentul Community Local Guide was carried out in the context of extracting data on all outdoor tourism activities in Sentul.*

Findings - *As a result of this study, the public's interest in tourism has shifted from mass tourism to individual or small group travel. Outdoor tourism that incorporates the notion of Community Based Development (CBD) is a viable option for sustaining health and enhancing community welfare. Outdoor trip packages with a variety of options, including nature-based tours, sports, therapy, and adventures, are available to promote physical and mental health during the epidemic. The engagement of local people can boost the economy while also fostering sustainable tourism. Smart Tourism is a future approach for integrating all outdoor tourism amenities into One Stop Sentul Tourism.*

Research limitations - *This research is limited through a case study on Sentul Outdoor Tourism as the object of research. It is hoped that the concept and practice of Sentul's outdoor tourism based on Community Based Tourism can be a model for other tourism development in Indonesia in order to improve the health and welfare of its people.*

Originality/value - *The public's tendency towards outdoor tourism which is studied as a healthy and prosperous solution during the pandemic with the case study of Sentul Tourism has not been carried out. Most of them only see the potential of Sentul Nature Tourism which is only for nature tourism and sports.*

Keywords : community, outdoor, pandemic, Sentul, tourism.

The Impact of Work Meaning on Performance in Autistic Child Therapists Mediated by Work Attachment

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¹University Of Persada Indonesia YAI, ^{2,3}Universitas Persada Indonesia YAI Jakarta

Abstract

Background - *With an increasing number of children with special needs in Karawang, therapists are under pressure to improve their performance teaching children. Autistic children who choose to change therapy location due to poor therapist performance will have a slower development of their abilities*

Purpose - *The purpose of study is to determine the role of work meaning on performance as mediated by work attachment. There were 203 therapists for children with special needs in Karawang who participated in this study*

Design/methodology/approach - *This study takes a quantitative approach. Data analysis with the Structural Equation Model (SEM) and the partial least squares method (PLS). The scale for measuring performance in this study is the the Individual Work Performance Questionnaire (IWPQ) from Koopmans, et al (2012); Utrecht Work Engagement Scale (UWES) from Schaufeli, et al, (2002); and Morin's Meaning of Work Questionnaire (MMoWQ) from Morin (2003).*

Findings - *The revealed that the meaning of work had no direct impact on performance. Work meaning will influence performance if it is mediated by work attachment. This means that in this study, work attachment acts as a mediator for autistic therapists in Karawang.*

Research limitations - *This study only involves two variables that affect the performance of the therapist, it is necessary to look for other variables related to the performance of autism therapists in order to broaden knowledge about the factors that the quality of the therapist's performance.*

Originality/value - *Performance-related research is typically conducted on employees in large corporations, however in this study, performance variables were examined on social workers, specially autism therapists, making this study unique. This study can be used as a resource for future researchers interested in social workers or teaching children with special needs.*

Keywords : *Performance, meaning of work, work attachment, Autistic*

Transformation of Batavia from Canals City to Streets City

Euis Puspita Dewi¹, Siti Sujatini², Fitri Suryani³, ST. Trikariastoto⁴, Ari Wijaya⁵

¹Additional Paper, ^{2,3,4,5}Civil Engineering, Universitas Persada Indonesia YAI

Abstract

Background - Batavia, the precursor of Jakarta, had a history as a canal city. Jakarta, which is now a city of roads and varied vehicles, had a great number of canals at one time. In the 17th century, canals played an essential role in city life, serving as a mode of transit, amusement, defense, and water supply, among other things. Batavia as a canal city, was formerly dubbed "Venice" in a tropical country. However, the Batavia canal city is no longer visible. Jakarta is currently a metropolis with congested roads.

Purpose - The aim of this research is to describe Batavia's transformation during the colonial period and to identify the variables that influenced it.

Design/methodology/approach - The descriptive qualitative method was used in conjunction with a historical approach. Data was obtained via tracking historical data from archives in the form of maps, photographs, artwork, and textual documents.

Findings - According to the findings of this study, Batavia transitioned from a canal city to a street city. Two elements influence this change. The first cause is the canals' inadequacy to handle urban drainage, and the second is the advancement of transportation technology. These two reasons altered the perspective and manner of life in transportation, which was initially directed toward the canal and eventually shifted to the road. In colonial period, canals and roadways both played a part in developing urban spatial imbalances that separate classes and hierarchies in Batavian society.

Research limitations - This research only looks at Jakarta during the colonial era as a learning tool for future urban development.

Originality/value - There has been a lot of recent research on Jakarta, but there hasn't been much research on Jakarta during the colonial period, especially studies that look at the phenomenon of urban space as a marker of class and social hierarchy in society.

Keywords : canals, colonial, Jakarta, streets, transformation

Impacts of Covid-19 to MSMEs' Supply Chain and Business Operations in Ilocos Norte

Eric Santos Parilla¹

¹Northwestern University

Abstract

Background - COVID-19 has disrupted worldwide economic activity across every economic sector and industry. The interruptions are mostly the result of worldwide lockdown measures established and executed as a health policy to limit the pandemic's impact on the human population. The COVID-19 lockdown measures have resulted in production halts, limitations on persons and goods movement, border closures, logistical challenges, as well as a reduction in trade and economic activity. According to the WTO, virtually all areas will see double-digit declines in trade volumes in 2020, with North America and Asia experiencing the worst declines in exports. Due to the intricacy of their value and supply chains, the manufacturing industry will be severely hurt. When the worldwide outbreak began in March 2020, supply chain (SC) management (SCM) faced significant challenges in meeting unexpected demand for specific items while simultaneously enforcing travel and manufacturing restrictions, and is currently battling to recover (Mazareanu, 2020). Businesses are adapting to the new circumstances and will very certainly face adjustments that will last long after the epidemic is ended. With the lockdown in place, the transportation sector, which is critical to global supply chain activity, remained largely blocked. Since March 2020, no fewer than 90 nations have enforced lockdowns, affecting around 3.9 billion people at their peak in April 2020. As a result, there were impediments to the smooth operation of global supply chains, which had a negative effect on global commercial and industrial activity.

Purpose - The aim of the study is to gauge the effect of the pandemic to supply chain in Ilocos Norte. Primarily it measured the impact of Covid 19 to the operations of micro, small and medium enterprises situated in Ilocos Norte, Philippines. Also, it enumerated the mitigating measures that these businesses implemented to lessen the implications of the outbreak to the operations of their businesses. The purpose of this study is to explore and analyze the COVID-19 pandemic's impact on supply chains and to give insights and ideas for building resilience through increased visibility and responsiveness.

Design/methodology/approach - The research design of this study is descriptive research. The participants of the study will be the business owners of Ilocos Norte. Purposive nonprobability sampling will be employed in this study. According to DTI, there are approximately 6000 business owners in Ilocos Norte. With this, using the Raosoft sampling size calculator, with a 95% level of confidence the estimated sample size is 362. The survey questionnaires will be delivered using Google Forms.

Findings - The findings of this study are most MSMEs are affected by the pandemic though in different degrees.

Research limitations - The scope of the study is in the Province of Ilocos Norte only.

Originality/value - It created a framework that will help struggling MSMEs in the province combat the effects of COVID 19.

Keywords : COVID-19, business resiliency plan, pandemic, economic impact

Factors that Affect Employee Performance at SDN Pondok Pucung 5 Bintaro Indonesia

Linus Kali Palindangan¹, Katarina Nawan Hatiningsih², Sumaryati Tjitrosuwarto³

¹Sekolah Tinggi Ilmu Komunikasi Dan Sekretaris Tarakanita Jakarta, ²Mentari Intercultural School, ³Universitas Indraprasta PGRI

Abstract

Background - *In recent years, SDN Pondok Pucung 2 Bintaro experienced a concerning decline in the number of students. In fact, students who attend SDN Pondok Pucung 2 Bintaro are free of charge because the costs paid by the government. Interestingly, in the same area there is private elementary school with an increasing number of students, with a very high school fee.*

Purpose - *The purpose of this study was to determine the effect of job satisfaction and organizational climate on teacher performance mediated by teacher work engagement at SDN Pondok Pucung 2 Bintaro, Indonesia.*

Design/methodology/approach - *The research model used in this study is a structural model to test the proposed hypothesis using the Structure Equation Modeling analysis technique using the Lisrel 8.72 program. There were 30 teachers who participated in this survey using a saturated sample.*

Findings - *The results of this study indicate that job satisfaction and organizational climate have a significant effect on teacher work engagement at SDN Pondok Pucung 5 Bintaro. Job satisfaction and organizational climate and teacher work engagement have a significant effect on teacher performance at SDN Pondok Pucung 5 Bintaro. Teacher work engagement mediates the effect of job satisfaction on teacher performance at SDN Pondok Pucung 5 Bintaro. Teacher work engagement mediates the effect of organizational climate on teacher performance at SDN Pondok Pucung 5 Bintaro.*

Research limitations - *The limitation of this study is that there are many other variables that can affect teacher performance in SDN Pondok Pucung 5 Bintaro but were not examined in this study, such as work motivation, organizational commitment, school facilities and perceptions of public and private schools. These variables are suggested to be investigated in further research.*

Originality/value - *The originality of this study is that there has been no previous research that has identified teacher performance and the influencing factors such as teacher work engagement, job satisfaction and organizational climate at SDN Pondok Pucung 2 Bintaro.*

Keywords : *Keywords: teacher performance, teacher work engagement, job satisfaction, organizational climate*

SETTLEMENT OF HUSBAND-WIFE AFFAIRS CASE ACCORDING TO CUSTOMARY LAW IN MEMPURA DISTRICT, SIAK SRI INDRAPURA REGENCY

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Abstract

Background - Customary law is a rule of law that has been passed down from generation to generation in an indigenous community. Like the rule of law in general, customary law also has a dispute resolution mechanism, one of which is the settlement of disputes that occur in the household due to infidelity committed by either husband or wife. The community in Mempura District still respects and implements existing customary law, especially those that regulate problems in the family. Penghulu and traditional leaders also play a role in resolving infidelity cases that occur in the community. However, not all infidelity cases are resolved through customary law.

Purpose - The purpose of this study was to determine the extent to which customary law plays a role in resolving infidelity cases in Mempura District, Siak Sri Inderapura Regency.

Design/methodology/approach - The research method used is sociological legal research, which is looking at the implementation of the rule of law in society. Data collection techniques were conducted by interviewing traditional leaders

Findings - From the results of the study, it was found that the cheating party was given a traditional fine in the form of one cow and a ceremony was carried out as an effort to reject the reinforcements that would occur in the future. This settlement through customary law has a weakness, namely the decision of traditional leaders does not have binding power, so its implementation is highly dependent on community compliance.

Research limitations - The limitation of this research is in the Mempura District, Siak Regency.

Originality/value - Research on this matter has never been done before.

Keywords : affairs, customary law, husband and wife, Mempura District, traditional leaders (pemuka adat)

Accrual Management and Audit Committee On The Volatility of Profit Margin In Indonesian Sharia Bank

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Abstract

Background - *The application of earnings management to the financial statements of all Islamic banks as intended to attract foreign investors to invest in Muamalat bank.*

Purpose - *This study aims to evaluate the consolidation and justification in the behavior off accrual managemnt and the committees audit on profit margin volatility in Indonesian Islamic bank companies.*

Design/methodology/approach - *To achieve this goal, the researcher uses a quantitative approach. This study uses secondary data from the Islamic banking companies" financial statements over 2017-2020. Population of this study is 56 Islamic commercial banks and National Islamic banks while number of samples is 50 Indonesian Islamic banks.*

Findings - *The outcome of this study is the behavior of accrual management as a monitoring tool and the company's driving factor for mitigating the volatility of profit margins in Islamic banking in Indonesia. The committe of audit and accrual management werw emphasized as a monitoring and control tool to reduced opportunistic behavior in sharia principles.*

Research limitations - *This research can be used as areference for the development of research i9n the field of Islamic banking accounting, specifically related to accrual management on profit margin volatility and efficient profit sharing with other than audit quality, and sustainable financial development as strengthening.*

Originality/value - *This study contributes to the sharia accounting managemnt as the management ownership, institutional ownership, accrual managemnt, consolidation on accrual management and audit committee as a means of internal and external control mechanisms to mitigate profit margin volatility at Bank syariah Indonesia.*

Keywords : *Accrual-based earning management, the volatility of earnings margin, opportunistic behavior and efficiency contract.*

Strengthening Policy of Ex-Situ Biodiversity Management Conservation Preventing Biodiversity Loss in Cibinong Science Center Botanical Garden

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Abstract

Background - *Ex-situ conservation known as conservation outside, off site, or away from the natural location; which known as botanical garden. This type of conservation becomes strategic way to prevent biodiversity loss that according to IUCN Red List there are 35,765 species (28%) are threatened with extinction. Responding to that, it is necessary to strengthen ex-situ biodiversity management policy in Cibinong Science Center Botanical Garden (CSCBG) since previous study in Bogor Botanical Garden shows that under present policy the output only reach 20% out of 75% of the target in IUCN Red List.*

Purpose - *The purpose of the research to evaluate and strengthen the policy related to ex-situ biodiversity management in CSCBG to meet the need of biodiversity conservation effectively in order to prevent biodiversity loss.*

Design/methodology/approach - *The methodology used for study is qualitative method with stressing in evaluation combined with policy approach. The research question of the study is wether the policy of ex-situ biodiversity management in CSCBG supporting to decline biodiversity loss. In order to answer the research question, this study was conducted with sequential: (1) identify problems and potents; (2) theoretical study; (3) gathering qualitative data analysis; (4) hypothesis findings; (5) data gathering; (6) qualitative data analysis; (7) conclusion and recommendation. Data collection process begins with (1) study documents for finding relevant theory and key informants; (2) observation in the Cibinong Science Center Botanical Garden and collecting relevant data at the same time; and (3) documentation; and (4) interview with relevant persons. Analyzing data used Miles and Huberman Models with sequence: (1) exploration; (2) reduction; (3) classification; and (4) construction.*

Findings - *CSCBG located in Bogor area covers 32 ha with collection of more than 6.000 species from around Indonesia be equipped with barcode that can be scanned by visitor. Main flora that preserved is Indonesia tropical plants specifically flora at lowland or 500 meter above sea level maximum. The main policy here is Global Strategy for Plant Conservation (GSPC) under Convention Biological Diversity (CBD) and Presidential Degree No. 93/2011 of Botanical Garden with stressing on Target 8 of the GSPC. Therefore, the policy of CSCBG has not accommodate IUCN Red List entirely, only respond according on available budget. On the other hand, supporting programs has been introduced such as Ecodome Greenhouse for plants from high mountain area.*

Research limitations - *the main concept of the study is ex-situ conservation for preventing biodiversity loss. Evaluating the implementation of related policy is challenging since there is no national legal framework specifically at the moment. Law No. 05/1990 of Biological Diversity Conservation as national legal framework has became out of date compared to Law No. 05/1994 of Ratification of CBD that validated four years later.*

Originality/value - *the research results shows that policy to declining biodiversity loss needs interdisciplinary approach to establish relevant and appropriate legal framework. The idea has been touched by (Lubis 2021) and (Niemic et al. 2021), however connecting the policy with GSPC and its derivative regulations has been elaborated in this study.*

Keywords : biodiversity, ex-situ conservation, botanical garden, Cibinong Science Center Botanical Garden

The Difference of Emotional Handling Ability Reviewed by Emotional Experience Writing (EXPRIT) Intervention Between Male and Female Orphan and Vulnerable Children in Tunas Melati Orphanage and Tunas Harapan Orphanage at Pontianak City

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Abstract

Background - As many as 45% of orphaned children and adolescents living in orphanages experience behavioral and emotional problems (Isnaeni & Hartini, 2021). Several studies showed that orphan and vulnerable children (OVC) living in orphanages were likely to have psychological problems such as inferiority, passivity, apathy, tendency to withdraw from society, desperation, full of fear and anxiety caused stiffness in social relations.

Purpose - This research aims to examine the difference in the emotional handling ability between orphans and vulnerable children (OVC) based on their gender.

Design/methodology/approach - The study is based on a mixed-type research design on both quantitative and qualitative research approaches. This research was made up of 8 male OVC from Tunas Melati Orphanage and 7 female OVC from Tunas Harapan in Pontianak City. Subjects of the research were chosen by purposive sampling technic. Emotional Experience Writing (EXPRIT) model was used as the intervention to 15 OVC in total. There were 5 sessions of interventions and 1 session of rapport-building at the beginning of the research. Qualitative data was collected with the observations. At the research, the Emotional Handling Scale was used as means of quantitative data collection. The pre-test scale was given in the rapport-building session and the post-test for the last session of intervention. The data has been analyzed using Paired T-Test.

Findings - The study revealed that there is a difference in emotional handling ability between both genders. In Tunas Melati Orphanage (male OVC), the value of the t-test was greater than the t-table ($3.911 > 1.943$). In Tunas Harapan Orphanage (female OVC), the value of the t-test was also greater than the t-table ($3.914 > 1.895$). It was indicated that the Emotional Experience Writing (EXPRIT) Model as an intervention affects emotional handling ability for both genders.

Research limitations - The findings of this research have to be seen in the light of some limitations such as the purposive sampling technic made the size of the sample small.

Originality/value - But the result of this research could be the new solution to improve the emotional handling ability of orphan and vulnerable children or other groups. The emotional experience writing (EXPRIT) model could be used for future research that has the same topic.

Keywords : Emotional Handling, Emotional Experience Writing, Orphan and Vulnerable Children.

Modernization of Requirements for the Validity of Agreement: Reflections on the Reform of the National of Obligations Based on A Study of the Civil Code of the Netherlands

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Abstract

Background - *The legal effect of non-fulfillment of the requirement for the validity of agreement is that the existence of such agreement is not recognized, cancellation can be requested or it can be declared null and void. Due to the significance of such legal requirements and consequences for the validity of agreement, it need to be studied.*

Purpose - *With the emergence of the idea for reforming national contract law, this research intends to provide some thoughts for the modernization of the national law of obligations, particularly with regards to the validity of agreement.*

Design/methodology/approach - *This is a normative legal research. The data used is in the form of secondary data, obtained through literature review, processed qualitatively, with conclusions drawn in a deductive manner.*

Findings - *Based on the the results of the study of Civil Code of The Netherlands provisions, several recommendations are being put forward for the modernization of the national law of obligations. First recommendations with regard to the subjects entering into agreement, namely drawing a clear distinction between "lack of capacity" and "unauthorized" to enter into an agreement, consider changes in adult age, provide for the meeting of will based on offer and acceptance, include provisions about the time at which the agreement occurs, incorporation of the abuse of circumstances doctrine into the national law of obligations as defective will. Second, recommendations with regard to object of agreement, namely providing a broader articulation of the definition of the subject matter of certain things in the agreement, as well as providing for the consequences of violations of formal requirements in particular.*

Research limitations - *The focus in this research is on the study of the validity of agreement as set forth in Indonesian Civil Code and Netherlands Civil Code as comparison*

Originality/value - *In view of the idea for the reform or modernization of national contract law, this research on the validity of agreement intends to contribute some thoughts to the reform of national law of obligation, particularly with regard to the requirements for the validity of agreement.*

Keywords : Validity of Agreement, National law of Obligations, Civil Code of the Netherlands

House Perceptions Changes in the Case of Selling Traditional Javanese Houses in Rural Areas

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Abstract

Background - Rural areas in Java still have a lot of treasures of traditional Javanese houses, and homes for the people cannot be separated between the lives of residents and their homes as part of cultural traditions from generation to generation. This understanding is questioned again with the phenomenon that many rural people in various villages in Java sell their traditional houses to urban people and prefer walled houses to replace their dwellings. This certainly threatens the existence of traditional Javanese houses in rural areas as well as the sustainability of the traditions and values of Javanese houses in rural areas.

Purpose - This research aims to reveal the motivation for selling traditional houses to rural peoples and to explore the process of changing perceptions that led to the sale.

Design/methodology/approach - The research method uses a qualitative approach with the grounded theory method. Data were collected through in-depth interviews with 4 traditional house owners who sold their buildings. Observation of the context of the location of the house being sold and the surrounding community was carried out to see the relationship between the statement of the interview results and the actual conditions that existed.

Findings - The results showed that there was a change in the perception of rural peoples in Java in interpreting the house left by their parents. These changes are their response to the new symptoms of modernization as an identity maker. The appropriateness value of a house based on the perception of the progress and stability of the house leads to the decision to choose a house with brick, stone and concrete walls. This change in perception is influenced by several factors, namely the social context, and the process of regenerating traditions as a result of the current of modernization that has hit rural areas in Java for a long time.

Research limitations - This research was conducted with a limited sample and the results of in-depth interviews with homeowner respondents. It is hoped that comparisons and parallels with other sources can reveal the motivations and perceptions of the rural peoples who sell their traditional houses.

Originality/value - The results of this study are expected to fill the gap about traditional Javanese houses in the midst of various studies that have been carried out from different sides. This study does not discuss the Javanese house with all its meanings and philosophies, but how the meaning of the house at the village level is perceived and shown.

Keywords : Javanese tradisional houses, rural house in Java, house perception, rural people in Java

For Global Communication, Is It Needed Soft Skills Of Foreign Language As College Graduation Requirement In Indonesia

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Abstract

Background - *The ability to speak a foreign language for most job seekers is still an obstacle, during interviews to enter the job market, it is still found that they are not able to use foreign languages to communicate.*

Purpose - *The purpose of this study was to find out the understanding and awareness of college students on soft skills of foreign languages needed for their career, and the student's opinion about the possibility of the foreign languages becoming a college graduation requirement in Indonesia. The researcher uses Social Judgment Theory. According to this theory, each individual has certain considerations in assessing the message, and is largely determined by how important the message is in his life.*

Design/methodology/approach - *This research is qualitative with case study. Collecting data through interviews with 30 student informants from two universities in Jakarta.*

Findings - *The results showed that the perception of soft skill mastery and awareness of learning foreign languages played an important role in the global village era as an effort to avoid communication gaps and support success in getting a job. All student informants have a positive perception of the importance of mastering soft skills. And the majority of informants have awareness about the need for mastery of foreign languages for future careers. However, there are 80% of students do not agree that soft skills, foreign languages are a requirement for their graduation from college. Meanwhile, students' opinions about several foreign languages that are considered to have a role in the global world include Mandarin, Japanese, Korean and Arabic which are considered necessary to be mastered as global languages.*

Research limitations - *Students' awareness of having soft skills, especially mastery of foreign languages, is very important in building careers and communication skills in the global era.*

Originality/value - *This research is expected to contribute to the direction of development and change in the higher education system in Indonesia to suit the global world.*

Keywords : Global communication, Soft skills, Foreign language, social Judgment Theory

The Detailed Description of Construction Waste in Low-Cost Housing Projects in Indonesia

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Abstract

Background - *Developers construct low-cost housing specifically for the low-income demographic. While the number of people interested in this sort of home is growing in Indonesia, in practice, there is sometimes a delay in the development process due to waste.*

Purpose - *The goal of this research is to identify and describe the waste that occurs during the construction of low-cost dwellings.*

Design/methodology/approach - *Field observations and interviews with 17 contractors working on four low-cost housing projects were used to gather data.*

Findings - *The findings of the analysis demonstrate that various wastes arise throughout the construction process' flow, including waste Overproduction, Inventory, Defect, Motion, Transportation, Processing, and Waiting in each job, all of which stymie the development process.*

Research limitations - *This study was not conducted at the level of the developer or material supplier, but rather at the project site, specifically on every job in the process of constructing a consumer's home.*

Originality/value - *This study uses seven forms of waste that exist in a succession of manufacturing processes, namely Overproduction, Inventory, Defect, Motion, Transportation, Processing, and Waiting, which are rarely employed in construction projects.*

Keywords : Low Cost Housing, Construction Waste

Commodification of the Urban Community Image: An Instagram Case Study of Motivational Quotes and Skyscraper Photos

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Abstract

Background - *Rapid technology advancements, particularly social media Instagram, have brought people's daily lives and urban environments into the domain of visual culture. Instagram's young users are presently sharing motivational quotes adapted in activities and work with the use of a skyscraper as a background. The trend of encouraging quotes and skyscraper photographs exemplifies the community's orientation, which refers to a lifestyle or a typical phenomenon of Indonesian urban culture.*

Purpose - *This article intends to investigate the image of society by using Instagram to post encouraging phrases and patterns of space production-consumption using images of buildings taken by young people.*

Design/methodology/approach - *The method of social semiotics was employed in this article with a qualitative approach. Guy Debord's Spectacle of Society (1967) theory and the postmodernist perspective are also discussed.*

Findings - *Instagram creates a dichotomy with its picture of modern society and stunning metropolitan areas. Consumption and self-commodification are discussed in the context of capitalism through artistically portrayed public life performances on Instagram. As a result, a new concept of conflicting urban space emerges. On the one hand, an idealized portrayal of communal life and urban space exists, while the other side of a city with dense populations is ignored.*

Research limitations - *This study is limited to the social media platform Instagram and the Jakarta metropolitan area in Indonesia.*

Originality/value - *There has never been a conversation about the convergence of urban settings with social media as a spectacle before.*

Keywords : postmodernism, skyscraper, motivational quotes, spectacle, and urbanism

Measuring Papuan Armed Criminal Group in 2010-2020: International Humanitarian Law Perspective

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Abstract

Background - *The Papuan Armed Criminal Group (Kelompok Kriminal Bersenjata/KKB) has been widely analyzed from non-legal perspectives. To measure a movement that can be classified as an insurgency, the parameter of organizational level of an armed group and its conflict intensity must be used. Therefore, this paper analyze whether such parameters has reached the minimum threshold as required in common article 3 of the 1949 Geneva Conventions.*

Purpose - *This study aims to prove whether the armed violence in Papua can be classified as non-international armed conflict.*

Design/methodology/approach - *This study is a normative research using database from scientific journals as well as primary data in the form of reports on armed violence occurred in Papua during 2010-2020. The data was selected and analyzed using Publish or Perish (PoP) and VOSviewer software to find clusters and topic areas. A qualitative content analysis was conducted based on Article 3 of the 1949 Geneva Conventions and various judgments of international courts as benchmarks.*

Findings - *The armed violence cannot be categorized as non-international armed conflict based on Article 3 of the 1949 Geneva Conventions. The result shows that the level of organization of the KKB cannot be met since there is no obedience to the laws and customs of war. Furthermore, the intensity of the violence has not reached based on the qualification of the action which can be classified as criminal acts although it causes harm and death to civilian population.*

Research limitations - *This study relies on verified scientific data. The lack of opportunity to conduct direct interview with the KKB is also a handicap. However, the verified data obtained and the normative approach based on international humanitarian law can reflect the type of armed violence in Papua.*

Originality/value - *The novelty illustrated based on bibliometrics analysis resulting from the use of PoP and VOSviewer software.*

Keywords : International Humanitarian Law, KKB Papua, Papuan Armed Criminal Group

Factors Affecting Cyberbullying Involvement Among Students of Northwestern University

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Abstract

Background - *Cyberbullying has emerged as a timely and relevant issue. Almost all students are active in the use of gadgets and exposed to social media platforms which makes them vulnerable to cyberbullying.*

Purpose - *This study determined the factors associated with cyberbullying involvement of students of Northwestern University. It specifically answered the demographic profile of students, perceived factors influencing students' involvement in cyberbullying, its effects, and their coping mechanisms as a basis in coming up with Information-Education-Communication material.*

Design/methodology/approach - *A quantitative-descriptive method was used using IPO. A survey questionnaire was utilized and distributed online through google forms. There were 351 participants from different colleges. Frequency percentage and weighted mean are used to analyze the data.*

Findings - *Findings revealed that medium and school are the most significant factors that influence students' involvement in cyberbullying. As to the perceived effects of cyberbullying, it provides risk in mental and physical health, lack of confidentiality or privacy, and connection to real life. It also generates changes in mood, sleep, eating habits, or low self-esteem. Being with peers, understanding one's behavior, and focusing on studies are dominant as coping mechanisms.*

Research limitations - *Since this study is limited only to college students in private institutions therefore it offers future researchers to investigate the perception of students in public institutions. Further, researchers may also delve into studying the perception of parents towards cyberbullying since they play a vital role to protect their children in this critical issue.*

Originality/value - *This study on cyberbullying was conducted during the time of pandemic where students are exposed to technology and social media and involving college students in private institutions.*

Keywords : cyberbullying, effects, factors, involvement, students

Indonesian Government Communication Strategy in Covid-19 Vaccine Diplomacy

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Abstract

Background - *The government sees the pace of the COVID-19 pandemic as very fast. The COVID-19 pandemic situation will cause very serious problems for Indonesia because of the very large population. Therefore, the Government is using all of its power to obtain a vaccine, which at the beginning of the 2020 pandemic was still limited.*

Purpose - *The purpose of this study is to determine the Indonesian government's communication strategy in Covid-19 vaccine diplomacy. This study uses communication strategy theory and the concept of covid-19 vaccine diplomacy. Health diplomacy activities related to the procurement of COVID-19 vaccines require communication skills in negotiating with vaccine producing countries.*

Design/methodology/approach - *This research method is qualitative with case study method. The research data was obtained through literature studies and documentation published by the Ministry of Foreign Affairs regarding the procurement of vaccines for handling the COVID-19 pandemic in Indonesia. This study uses an interactive analysis of the Miles & Huberman model.*

Findings - *The results showed that the vaccine diplomacy strategy carried out by the Indonesian government was one of them through bilateral cooperation with producing countries and multilateral (COVAX) with several other donor countries to provide free vaccines for developing and low-income countries. Through this diplomatic strategy, Indonesia has won the trust of the international community as a country that can be a liaison for small countries that have limited international access. The speed and accuracy of the government in making decisions to move to find vaccine sources by carrying out a diplomatic strategy through bilateral and multilateral cooperation is what has made the Indonesian government successful in securing the stock of COVID-19 vaccine procurement and vaccinating the public.*

Research limitations - *This study analyzes documents published by the Ministry of Foreign Affairs of the Republic of Indonesia. The research was conducted during October-November 2021.*

Originality/value - *The cooperation network built by the Indonesian government makes it easier to carry out the Covid-19 vaccine diplomacy strategy*

Keywords : Communication Strategy, Vaccine Diplomacy, case study, COVID-19 pandemic

Track Economics

A Comparative Analysis of Commercial Bank Based on Business Activities Listed on The Indonesia Stock Exchange

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Abstract

Background - *In this study, the authors focus on 28 banks identified based on purposive sampling which may represent criteria 1 to 4 Commercial Banks Based on Business Activities (BUKU) listed on the Indonesia Stock Exchange during 2010 - 2019.*

Purpose - *The purpose of this study is to analyze the causes and whether there are significant differences between the four criteria for evaluating commercial banks based on business activities using financial ratios. A comparative test with Analysis of Variance (ANOVA) was conducted, based on the financial performance of banking companies using financial statement data for 10 years.*

Design/methodology/approach - *To test the hypothesis, Shapiro Wilk, Kruskal Wallis and comparative test used analysis of variance Method and also POST Hoc test as a follow up analysis of the ANOVA test to find out which group are different.*

Findings - *The results of the analysis at a significance level of 0.05 indicate that: 1. There are differences in the mean ratio of non-performing loans between the four criteria for commercial banks based on business activities; 2. There are differences in the mean ratio of operating expenses to operating income between the four criteria for commercial banks based on business activities; 3. There are not differences in the mean loan-deposit ratio between the four criteria for commercial banks based on business activities; 4. There are differences in the allocation of the amount of credit distribution between the four criteria for commercial banks based on business activities; and 5. There are differences in the mean ratio of return on assets between the four criteria for commercial banks based on their business activities.*

Research limitations - *The limitation of this research is the use of commercial bank criteria based on business activities (BUKU 1 - 4), with indicators of the financial performance ratio of banks and the number of lending to banks listed on the Indonesia Stock Exchange using data for the period 2010 to 2019.*

Originality/value - *In general, this study shows financial performance differences between 4 criteria commercial banks based on business activities.*

Keywords : Commercial Banks Based on Business Activities (BUKU 1 - 4), Financial Performance (NPL, BOPO, LDR, JPK and ROA)

Determinants of Satisfaction Using Healthcare Application: A Study on Young Halodoc Users in Jakarta During the COVID-19 Pandemic

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Abstract

Background - Fear of COVID-19 makes people seek information about health protection independently, which is closely related to user satisfaction. This condition makes the need for a series of online applications such as Halodoc a necessity that is increasingly used. People are looking for various information from online health services during the pandemic, ranging from information on personal protection from COVID-19, online consultations with doctors, to ordering drugs or supplements online.

Purpose - This study aims to investigate whether graphic user interface and reliance on use affect the satisfaction of using Halodoc during the COVID-19 pandemic, especially among young users in Jakarta.

Design/methodology/approach - This quantitative research uses Structural Equation Modeling based on Partial Least Square (PLS-SEM) analysis with SMART PLS 3.0. The sample size of this study was 126 participants taken randomly using an online questionnaire.

Findings - The results of this study explained that the graphic user interface does not affect the user's reliance on use and satisfaction. Interestingly, the reliance on use affects user satisfaction. In addition, the role of reliance of use is not proven to be a mediator between the graphic user interface on user satisfaction.

Research limitations - This study was conducted during the pandemic where collecting participant data was a challenge, so the sample size in this study was relatively small. In addition, exogenous variables are graphic user interface and reliance of use which only focus on the personal aspect of the user.

Originality/value - Originality in this study itself lies in the use of graphic user interface and reliance on use. This is important because these two aspects can represent aspects of user behavior and the quality of the digital-based health service system itself. In addition, this study focuses on young users who are close to mobile technology in their daily lives, especially in the pandemic

Keywords : Satisfaction, graphic user interface, reliance on use, healthcare application

Effect of Stock Valuation on Investment Performance during the Covid-19 Pandemic using Panel Data Regression

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Abstract

Background - *The company really needs a big investment in developing its business. In this research, the construction company is the object of the research. The construction company is a transformation process starting from design to physical completion and handing over to end users with factors that influence it related to investment and require long-term investment. This is also influenced by the ups and downs of stock investment returns related to the Covid-19 pandemic*

Purpose - *The purpose of this study is to determine the level of stock investment return which is influenced by several factors. The dependent variable is the level of stock return, while the independent variable consists of price to book value, debt equity ratio, gross domestic growth rate, return on assets and net profit margin*

Design/methodology/approach - *Data collection from 15 construction building companies in 2017-2020, with a purposive sampling sample, where the data collected is secondary data from the Indonesia Stock Exchange (IDX) and Sinarmas Sekuritas Land*

Findings - *The results showed that there was a positive and significant effect because the loading factor was greater than 0.05 on price to book value, return on assets, and net profit margin on stock returns. Thus, there is a significant effect of the debt equity ratio and the rate of gross domestic growth on the level of return on existing stock investments*

Research limitations - *Then the consideration in investing in stocks in the capital market, especially in investing in stocks, the investors Debt Equity Ratio (DER) and Gross Domestic Growth (LPDB) have a significant effect on stock returns, so these variables need to be considered in assessing a company in decision-making*

Originality/value - *The novelty of this research is that there is no significant effect of price to book value, return on assets, and net profit margin on the level of existing stock returns, but there is a significant effect of the debt equity ratio and the rate of gross domestic growth on the level of stock returns*

Keywords : *Stock return rate; price to book value; debt equity ratio; gross domestic growth rate; returns on assets; net profit margin*

THE ANALYSIS OF REPLANTING MODEL ON SMALLHOLDERS OIL PALM IN MUARO JAMBI DISTRICT JAMBI PROVINCE

Edison - -¹

¹University Of Jambi

Abstract

Background - *Status of conventional and under-planted smallholder oil palm cultivation in Muaro Jambi district varies in the yield of fresh fruit bunches produced in 2021. This result is because the plants' number and the age of plant affects the amount of oil palm production and the farmer's profit. Choosing the right replanting technique to provide farmers with alternative income during replanting.*

Purpose - *The objective of research is to (1) analyse feasibility of smallholders replanting oil palm plantations using investment criteria, and (2) analyse the sensitivity of smallholders replanting oil palm plantations in case of changing output and input prices.*

Design/methodology/approach - *The study was conducted in Muaro Jambi district. Research data was obtained through interviewing using questionnaires in the Muaro Jambi district. As many as 60 purely independent smallholder farmers replanting oil palm cxdzs was got by snowball sampling. Methods of data analysis used criterion investment using IRR, NPV, PBP, BCR, BEP and sensitivity analysis.*

Findings - *Results of study showed that smallholder oil palm planting is feasible through conventional replanting and under replanting. Results of the sensitivity analysis showed that when input price increases about 15% and selling price of FFB was considered constant, and FFB price decreased about 15% and input price remains, both types of replanting of oil palm plantations were feasible. Changes in FFB prices are more sensitive to changes in standard investment values than changes in input prices.*

Research limitations - *In terms of Research limitations, there are not limiting as fas as it can explain and solve the objective of research.*

Originality/value - *It terms of Originalitiy of paper, it can contribute in many things, such as the value of oil palm replanting feasibility, the value of how to solve oil palm replanting financial problems, the value of policy for oil palm plantations especially about replanting.*

Keywords : *Replanting Model, Smallholders Oil Palm, and Feasibility Study*

Track Psychology

Analysis of Lecturer's Power Style And Student's Commitment to Predict Student Obedience In Learning Activities

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Abstract

Background - *Education is one aspect that plays a very important role in human life in which individuals can gradually develop their potential and competence and form a positive attitude for themselves. The scope of education has regulations obeyed by one of stakeholder, students.*

Purpose - *This study aims to measure the level of student obedience through lecture's power style captured by the student's point of view and students' commitment themselves.*

Design/methodology/approach - *The participants in this study were university students from six different departments with a total of 133 subjects. This study uses a quantitative approach that is statistically analyzed to explain the phenomenon and is tested regarding the correlation between variables and their effects as well as different tests to compare the related variables to each group of subjects studied. There will be 2 groups of subjects classified by gender and department (engineering, economics, communication science, psychology, education science, and law).*

Findings - *As the results, the lecturer's power style has a positive relationship to obedience. Also, student commitment is positively corelated to obedience. It can be summarized that student commitment posit as moderator variable between the lecturer's power style and the level of student obedience.*

Research limitations - *This research is limited to the point of view of students only where it is necessary to capture from the lecturer side, whether the lecturer has a form of obedience that can affect student obedience or vice versa.*

Originality/value - *Plagiarism check found as much as 8%*

Keywords : Obedience, Commitment, Power Style, Lecturer, Student

An Overview of the Psychological Welfare of Entrepreneurs in Riau Province during the Covid-19 Pandemic

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Abstract

Background - *At this time when competition in the economy is increasing and the COVID-19 pandemic situation, not all entrepreneurs in entrepreneurship are able to reach the level of psychological well-being because no one can guarantee whether the business will be successful or not.*

Purpose - *This study aims to give the description of psychological well-being on entrepreneurs in Riau Province during the COVID-19 pandemic and to determine the differences on psychological well-being among entrepreneurs in Riau Province base on the demographic data of entrepreneurs.*

Design/methodology/approach - *The method used to collect the data of psychological well-being and a demographic scale is distribute the questioners to 130 entrepreneurs in Riau Province. The sampling technique used is cluster random sampling. The analytical method used is descriptive analysis and different test using program SPSS 23.0.*

Findings - *The findings section is the most important part of the abstract and nothing should compromise its range and quality. The results section should therefore be the longest part of the abstract and should contain as much detail about the findings as the journal word count permits.. Based on the analysis test, it was found that the level of psychological well-being in entrepreneurs in Riau Province was classified as moderate. The dimensions of self-acceptance, positive relationships with others, autonomy, purpose in life and environmental mastery in entrepreneurship in Riau Province are moderate, while the dimensions of personal growth in entrepreneurship in Riau Province are high. The results also show that the hypothesis is rejected with no significant difference in the psychological well-being of Riau Province entrepreneurs based on the demographic factors tested*

Research limitations - *psychological well-being of Riau Province entrepreneurs*

Originality/value - *ORIGINAL*

Keywords : psychological well-being, enterpreneurship, covid-19

The Role of Family Commitment, Family Togetherness, and Spiritual Well-being on Family Resilience with Family Communication as Mediator

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Abstract

Background - *Family resilience is everyone's hope. However, building resilience in the family is not an easy thing to do. There are various factors that influence family resilience, such as togetherness, communication patterns, affection, commitment, economic factors, to spiritual well-being.*

Purpose - *This study is an attempt to examine how the role of these factors on Family Resilience, in particular the role of Family Commitment, Family Togetherness, and Spiritual Well-being on Family Resilience, mediated by Family Communication.*

Design/methodology/approach - *This research is a quantitative research with survey method. The research subjects were 450 families living in the city of Bandung. The instrument used is a questionnaire that was tested through expert judgment, discriminating power test, reliability test, and CFA test (Confirmatory Factor Analysis). The data analysis method used is SEM (Structural Equation Modeling).*

Findings - *The results of the study show that Family Commitment (X1), Family Togetherness (X2) and Spiritual Well-being (X3) mediated by Family Communication (Y) have an influence on Family Resilience (Z) (major hypothesis). The results of testing the minor hypothesis indicate that the theoretical model of the role of Family Commitment, Family Togetherness and Spiritual Well-being on Family Resilience with Family Communication as Mediator, fits with empirical data. Family Communication has a positive and significant role in Family Resilience. Family Commitment and Family Togetherness have a positive and significant role in family communication. Meanwhile, Spiritual Well-being has no influence on Family Communication. Family Commitment and Spiritual Well-being have no effect on Family Resilience. Meanwhile, Family Togetherness plays a positive and significant role in Family Resilience. Family Communication has also a significant role in mediating Family Commitment and Family Togetherness on Family Resilience. However, the mediating role of Family Communication does not appear in the relationship between Spiritual Well-being and Family Resilience.*

Research limitations - *The criteria for determining respondents that do not involve the consideration of age of marriage and the diversity of religious beliefs are the limitations of this study*

Originality/value - *However, this study yielded an important finding that Spiritual Well-being has no effect on Family Resilience.*

Keywords : *Family Resilience, Family Communication, Family Commitment, Family Togetherness, Spiritual Well-being*

Psychological Well Being Perimenopausal Women

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Abstract

Background - A lot of research focuses on menopause. To achieve a prosperous state in the menopause phase determined by the previous phase is the perimenopause phase. The period of perimenopausal women is around 35- 55 years when a hormonal imbalance causes physical disorders such as menstrual cycles and psychological disorders. Perimenopausal women should ideally be able to prepare themselves cognitively, socially, and biologically, so that they can go through the transition to prosperous menopause. This state of well-being is known as Psychological Well Being (PWB). The effect of symptoms of the perimenopausal period has an impact on PWB, even before entering the menopause phase. The health symptoms experienced by women can be significant that differ from the reproductive period of a woman's life cycle. The facts in Indonesia show that perimenopausal women are not well prepared for this perimenopause phase.

Purpose - Researchers will explore the PWB of perimenopausal women through their life experiences.

Design/methodology/approach - This research is qualitative research with a Constructing Identity narrative approach. The subject defines themselves, their reproductive health, and their social identity (culture, gender, and physical conditions). The data were in the form of oral stories, written stories, and the results of observations were reconstructed into a series of stories by the researcher.

Findings - This research showed a model of the menopause situation faced by research subjects. In the model, the subject experienced several phases such as life experience, psychological dynamics, coping, and outcome. These phases were interconnected in a series. Life experiences gave feedback on the psychological dynamics. From these dynamics, it affects the coping choices to produce an outcome.

Research limitations - Interviews and observations were carried out offline with the clients during the covid-19 pandemic, further research should explore the data deeper.

Originality/value - The findings of PWB using qualitative research and narrative analysis resulted with the support of a supportive environment. This phase may result in positive psychological values, a phase of personality growth, a better future, and a readiness perception.

Keywords : constructing identities, health reproduction, the narrative approach, perimenopause, psychological well being

The Mediating Effect of Work Motivation for the Role of Leader Member Exchange on Commitment to Change

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Abstract

Background - *Work motivation often clashes with change, especially if the employee's wishes do not match the change and the company imposes more responsibility for adapting to the change. Leader member exchange (LMX) as part of the leadership problem needs to be investigated whether it affects work motivation and change.*

Purpose - *This study aims to examine the effect of LMX on commitment to change with work motivation as a mediator.*

Design/methodology/approach - *As a hypothesis is a theoretical model of the effect of LMX on commitment to change with work motivation as mediator fit with empirical data. The instrument tests are: linguistic, expert judgement, try out and CFA. The scale is filled out by 250 employees via google forms. The data analysis technique was carried out using SEM with Lisrel program.*

Findings - *Employees had work motivation problems because of the changes. Work motivation can be influenced by the LMX. Employees with high work motivation accepted changes and adapted by increasing competence and maintaining performance. Meanwhile, employees who were less motivated to work, looked less enthusiastic at work and complained about changes. The higher the LMX, the higher the work motivation and this motivation made the commitment to change higher. Meanwhile, change required employees to be motivated, especially intrinsically and could see change as a learning opportunity.*

Research limitations - *This study was not focused on demographic differences, so there may be differences in results with certain demographic groups.*

Originality/value - *LMX has no direct effect on commitment to change. This study differs from the opinion of Liu (2015) which states that leadership plays an important role in the change process. By building relationships that stimulate organizational member commitment to the new vision and inspire new ways of thinking, it is essential for successful organizational change.*

Keywords : *Commitment to change, work motivation, leader member exchange*

Conceptualization of Spiritual Leadership Theory in Indonesia

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Abstract

Background - Researchers have been adopting theories from other countries for over two centuries, includes the study of leadership theories. Spiritual leadership is one of the leadership theories that has a positive impact on organizational and industrial effectiveness. The use of a contextual approach is critical in determining how well the concept of spiritual leadership is implemented in a cultural context. There hasn't been a theory of spiritual leadership developed in Indonesia based on the uniqueness of spiritual values held by Indonesian leaders.

Purpose - The goal of this research is to develop an understanding of spiritual leadership in Indonesia. The applicability of spiritual leadership implementation in Indonesia is encouraged by the Indonesian people's values, which have Pancasila as the foundation of the state and the nation's ideology.

Design/methodology/approach - Data is collected using an open-ended questionnaire. The total number of people assessed was 472; 199 leaders government agencies and 273 private company leaders, 244 men and 228 women, from 34 provinces, 34 ministries, and 266 private companies in Indonesia. NVivo software was used to do qualitative data analysis utilizing content analysis. A quantitative study, mainly content validation using Aiken V analysis.

Findings - The findings reveal that the Indonesian view of spiritual leadership differs from that of European and Asian countries. The four dimensions are unique to Indonesian spiritual leadership intrapersonal, interpersonal, natural, and transcendental. Intrapersonal refers to a leader's internal potential, such as integrity, responsibility, honesty, and sincere. Interpersonal refers to a leader's when dealing with others, such as empathy, respect, listening, and fairness. Natural refers to of leaders in their interaction with environment, such as caring for the environment, safeguarding the environment, incorporating environmental ethics into legislation, and effectively managing natural resources. Leaders' attitude and behavior in their relationship with God is transcendental, which involves leading with conscience, obeying worship, believing that position is a gift from God, and being accountable to God.

Research limitations - The equality of the number of subjects in each province is the research constraint. It is preferable to consider the proportion of each province for further research.

Originality/value - Spiritual leadership can be used as an alternative to the current leadership in government agencies and private companies in Indonesia to accomplish optimal organizational and industrial improvements.

Keywords : conceptualization, spiritual leadership, public leaders

Differential Item Functioning (DIF) Testing for the WOCC (Ways of Coping Checklist) Instrument Based On Gender

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Abstract

Background - There are distinctions between women and men in terms of coping strategies. This distinction is due to the fact that women and men seek different roles. According to Keller (1974, in Atwater 1983), women are better capable of expressing their feelings directly and easily, but unsuccessfully. A man has greater control over his emotions, yet there is still some enragement in it (Pleck, 1976 in Atwater 1983). In light of the existence of this difference, the researcher is interested in determining the differences between women and men in the items to respond in the WOCC instrument utilizing the Differential Item of Functioning (DIF) technique.

Purpose - This study employs the IRT approach in conjunction with analysis to determine the Differential Item of Functioning (DIF) among male and female gender.

Design/methodology/approach - The data used in this study are primary data with a total of n = 722 respondents comprising of 450 males and 272 women who own educational background ranging from Senior High Shcool to Doctoral Degrees. QUEST, BILOG-MG, LISREL, and ITEMAN are the software packages that will be used for analysis in order to address the research's concerns.

Findings - As a result of enumerating DIF using the Item Technique of Respon Theory (IRT) with the assistance of the software QUEST and BILOG-MG, it was determined that there is at least one item in the Ways Coping Checklist of (WOCC) that indicates the presence of DIF. Eight items are distributed among four dimensions, namely dimension of problem solving, dimension of social support, dimension of self-blame, and dimension of wishful thinking. Differences in response between woman and man at each dimension of large possibilities are created by each gender's anticipation of its gender role.

Research limitations - The software used to detect the DIF is limited to data of dichotomy, and the data in the WOCC instrument is data of politomi, the researcher will decrease the data of politomi to dichotomy. When testing polytomy data with software designed for dichotomous data, there is a risk of analysis error.

Originality/value - Historically, the science of psychometry in Indonesia has been more oriented toward the field of education. Indeed, psychometry is a science that is in desperate need of application in industrial and clinical settings. Thus, DIF's research on polytomy data for measuring instruments for the WOCC instrument is expected to contribute to the advancement of psychometric science beyond education.

Keywords : DIF, Differential Item Functioning, Item Response Theory, IRT, Stress

The Mediating Effect of Prejudice for Role of Dark Triad Personality on Hate Speech

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Abstract

Background - *The issue of hate speech, particularly on political themes, is one of the most often addressed on social media. Because personality is a psychological component that influences hate speech and prejudice, the Dark Triad personality as a personality type must be evaluated for its impact.*

Purpose - *The goal of this study is to look at the impact of Dark Triad Personality on hate speech, using prejudice as a mediator.*

Design/methodology/approach - *The hypothesis is a theoretical model of the effect of Dark Triad Personality on hate speech with prejudice as a mediator. Linguistic, expert judgment, try out, CFA were the instrument tests. Google forms are used to fill up the scale, which is completed by 250 academics*

Findings - *Prejudice motivates people to make negative assumptions. Dark Triad personality plays a role in prejudice. To minimize prejudice, a mentally healthier personality is needed, so people will continue to build positive things towards others. Dark Triad personality has a stronger role if it is through a prejudice mediator. The direct effect of prejudice on hate speech is 25%, direct effect of Dark Triad personality on hate speech is 12%, the direct effect of Dark Triad personality on prejudice is 49%,*

Research limitations - *The problem of hate speech carried out on social media and talks that are carried out only on political issues. Therefore, there is still the possibility of differences in research results if other research chooses a more complex topic of hate speech and uses other means of hate speech.*

Originality/value - *Dark Triad personality is considered unfavorable and abnormal when viewed from the perspective of social and clinical psychology but is beneficial in a business environment. In this research, Dark Triad personality is considered unfavorable and abnormal. This is evidenced by the higher value of hate speech if the Dark Triad's personality increases.*

Keywords : Hate speech, prejudice, Dark Triad personality

The Use of Digital Application to Screen Students' Mental health

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Abstract

Background - Mental health problems are increasing among the youths. Early detection of mental health problems is required to prevent them from worsening and might need further clinical treatment. However, students have limited access to mental health services due to the cost or social stigmatization. The digital application GALAW V.2 was developed to help students monitor their mental health status and connect them to the Mental Health Service Unit at Universitas YARSI, which provides online and offline counseling services.

Purpose - the study compared scores of depression, anxiety, and stress subscales of DASS-42 (Depression, Anxiety, and Stress Scales 42 items) obtained by paper-and-pencil (conventional) questionnaire and by GALAW V.2 android-based application. It is hypothesized that insignificant scores differences between the modes demonstrated that the digital application could replace the conventional questionnaire.

Design/methodology/approach - Thirty high school students (N=30) participated in the study. Initially, they completed the conventional questionnaire, and 30 minutes later, the students completed the scales in the application. The reliability coefficients of the subscales were sufficient regardless of the modes. However, while the reliability coefficients of the depression subscale were similar, the coefficients of anxiety and stress subscales were different between the modes. Paired sample t-test was applied to compare the mean differences between online and conventional measurements of DASS-42.

Findings - It showed that the mean of anxiety subscale did not significantly differ ($t=1.22$, $p=.23$) whether using digital or conventional mode. On the other hand, the paired sample t-test demonstrated significant mean differences in the depression ($t=3.63$, $p=.00$) and stress ($t=2.32$, $p=.03$) subscales of DASS-42. Using digital application resulted in a higher mean than obtained using a conventional questionnaire.

Research limitations - The result of the study cannot be generalized due to the small number of participants. Other measurements such as the Beck Depression Inventory (BDI) and The State-Trait Anxiety Inventory (STAI) were highly recommended for validity.

Originality/value - The use of mobile applications for mental health is increasing. Despite its convenience, the study showed that GALAW V.2 was not yet fully guaranteed to examine one's mental health status. It needs further development with a multidisciplinary approach, and the 'human' assistance or counselor should be reachable when needed.

Keywords : depression, stress, anxiety, DASS-42, GALAW

Effect of Mastery Goal Orientation on Grit with Growth Mindset as Mediator

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Abstract

Background - *A student's success is often based on high grades and mere academic achievement. This makes students tend to focus more on results rather than understanding and the process of learning itself. Poor grades are simply considered a failure and can discourage student learning activities. In fact, intelligence is not the only factor that determines success. Grit as a combination of passion and perseverance shows that the concept of success is determined more by persistence, toughness, and never giving up to achieve long-term goals.*

Purpose - *This study aims to examine the theoretical model of the influence of mastery goal orientation on grit with a growth mindset as a mediator.*

Design/methodology/approach - *This research was conducted in 10 Integrated Islamic Elementary Schools spread over 4 sub-districts in Bekasi Regency and involved 313 school-age students who were selected by proportionate stratified random sampling. Respondents were given a questionnaire that was adapted and modified with a Likert psychometric scale model and had passed the validity and reliability test process. The data are interpreted in the form of descriptive demographics and quantitative analysis.*

Findings - *The results showed that there was a match between the theoretical model of the influence of mastery goal orientation on grit mediated by growth mindset with empirical data. Another finding is that there is a significant direct positive effect of the growth mindset on grit. In line with that, mastery goal orientation also has a positive and significant influence on the growth mindset. However, the opposite result was obtained for the growth mindset as a mediator which had no significant effect in mediating the mastery goal orientation of students' grit.*

Research limitations - *The researcher realizes that there are limitations in this study, such as the age of the respondents who are too young, the research instrument is not yet perfect, and growth mindset which would be a material for consideration and learning for further research in the future.*

Originality/value - *Research on grit and the factors that influence it has not been found, especially in elementary school age children, so it is hoped that this research will have novelty value.*

Keywords : Grit, Growth Mindset, Mastery Goal Orientation.

Effectiveness of Smart Applied Behavior Analysis Intervention in Teaching Non-Verbal Autism to Speak and Read

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Abstract

Background - *Not being able to speak is one of the Autism Spectrum Disorder symptoms, which if not treated properly, will remain unable to speak. Teaching them to speak and read is beneficial for cognitive development as well as its social and educational purpose.*

Purpose - *The aim of this study is to demonstrate that the Smart Applied Behavior Analysis intervention is effective in teaching two children to speak and read, who had previously been diagnosed with nonverbal autism by clinics in the United States and Indonesia.*

Design/methodology/approach - *This study used an experimental method with a single-subject research design (SSR) that focused on behavioral changes as a result of the treatment using Smart Applied Behavior Analysis on the subject. The participants were two nonverbal Autism Spectrum Disorder individuals with the initials N (female) and E (male) who received therapy for 31 months.*

Findings - *This study showed that therapy with the Smart Applied Behavior Analysis method resulted in the verbal abilities of both subjects who were initially diagnosed with non-verbal autism. Subject N was treated with Smart Applied Behavior Analysis (Rudy Sutadi's Method) therapy at the age of 12 years 6 months and subject E at 9 years 8 months. Subject N was able to imitate vocal sounds in the third month of therapy, while subject E was in the ninth month. Both subjects eventually become verbal, and their verbal and nonverbal abilities continue to improve.*

Research limitations - *The study was only in two children with non-verbal Autism Spectrum Disorder, using Indonesian with the Smart Applied Behavior Analysis method for autism that has been developed from the Applied Behavior Analysis Lovaas Method. Therefore, it requires multi-center experimental research with large samples, at various ages with multiple languages to further increase the validity and reliability.*

Originality/value - *This novel Smart Applied Behavior Analysis method was developed by researchers based on the Lovaas Method's Discrete Trial Training/Applied Behavior Analysis.*

Keywords : Autism, Non-Verbal, Speak, Smart Applied Behavior Analysis, Therapy

Development of Discrete Trial Training (DTT) Procedure in Smart Applied Behavior Analysis (Smart ABA) for Autism

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Abstract

Background - Lovaas was the first professional to use the principle of behavior modification for autism, with a technique he called DTT (Discrete Trial Training) which came to be known as ABA (Applied Behavior Analysis). Through his study, Lovaas found that 47% of subjects had excellent results, which in long-term studies could no longer be distinguished from children who had never experienced a developmental disorder. While 42% with varying degrees, and the other 11% of subjects very little progress. In DTT there are 2 possible responses, but the researchers' observations do not seem to be just 2 possibilities.

Purpose - This study's goal is to improve discrete trial training (DTT) procedures to increase the effectiveness of smart applied behavior analysis therapy for autism spectrum disorder.

Design/methodology/approach - This study uses quantitative methods with literature review research design. The quantitative method is based on the philosophy of positivism, to examine a population or a specific sample. Literature study methods are a series of activities of library data collection methods, reading and recording, as well as managing research materials. Research data is obtained through interviews, document studies, and literature reviews (journals and websites). The study focused on the researchers' findings that were adapted to earlier theories. The study was conducted at the researchers' autism clinic.

Findings - During the implementation of therapy using DTT, the researchers observed that the child's response is not only 2, namely correct and incorrect. Based on the study conducted, it was obtained that there were 5 possible responses: Correct, incorrect, partial-correct, off-task, and no-response. Each of which required different feedback and its subsequent sequences, as well as the possibility of different causative factors which require different interventions.

Research limitations - Further research with large and multi-center samples, will further increase the effectiveness of DTT applications in Smart ABA for autism.

Originality/value - This study was based on the researchers' findings while observing, mentoring, and supervising autism therapists since 1997.

Keywords : Autism, Smart Applied Behavior Analysis, Therapy, Discrete Trial Training, Response

The Effect of Religiosity, Psychological Well-Being and Demographic Factors on Dead Anxiety During the Covid-19 Pandemic

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Abstract

Background - *Dead anxiety is a less subjectively pleasurable emotional state experienced by individuals when thinking of death that is considered as something threatening, as has happened in the Covid-19 pandemic in Indonesia.*

Purpose - *This study aims to test factors that affect dead anxiety, namely the variables of religiosity, psychological well-being, and age.*

Design/methodology/approach - *The population is Muslims in several cities in Indonesia: Jakarta, Bogor, Depok, Tangerang and Bekasi (Jabodetabek). The sample are 257 Muslims aged (18-60) years. This quantitative study uses non-probability accidental sampling. The data was obtained through Google Form. The research instruments are Death Anxiety Scale-Extended (DASE) from Templer et al (2006), Multidimensional Measurement of Religiousness/Spirituality (MMRS) from Fetzer (2003), and Psychological Well-Being Scale (PWBS) from Ryff (1995). Construct validity is tested using CFA (Confirmatory Factor Analysis). Data analysis is tested using multiple regression analysis techniques.*

Findings - *The CFA test of each dimension of religiosity and psychological well-being obtained Chi-Square > 0.05, P-value > 0.05 and t-value > 1.96, meaning all are valid. The calculation of categorization shows that the death anxiety of respondents tends to be high at 53.7%. The regression analysis found that commitment to the religiosity variable, self-acceptance and self-growth in psychological well-being variables and age significantly affect death anxiety. While daily spiritual experience, meaning, values, beliefs, private religious practices, religious coping, and organizational religiosness on variable religiosity; and Positive Relations with others, autonomy and environmental mastery and purpose of life on variables psychological well-being insignificantly affect death anxiety. The overall proportion of independent variables is 30%.*

Research limitations - *First, the sample is less representative. Second, Google Form allows participants to do faking good. Third, the study ignored other factors that affect death anxiety, such as chronic disease, social pressure, or subjective experience of death cases in respondents.*

Originality/value - *So far, the researchers haven't found special research on death anxiety in Indonesia during the Covid-19 Pandemic.*

Keywords : death anxiety, religiosity, psychological well-being, age.

Track Clinical Psychology

Attitudes Toward Infidelity in Couples Undergoing Long-distance Marriages

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Abstract

Background - *In Indonesia, Research on infidelity especially attitudes toward infidelity is still limited and has long been an interesting in various studies, especially in the field of psychology. Therefore, researchers are interested in conducting research. The preliminary study was carried out for 10 weeks from June 9 to June 19, 2021. In this study, 9 out of 16 respondents answered that they had a close relationship with the opposite sex other than their partner. 6 of them think that infidelity is commonplace nowadays and often happens in big cities but many people cover it up. This change in the attitude of infidelity can be an important indicator in predicting an individual's tendency to commit infidelity.*

Purpose - *The objectives of this study were to determine the effect of marital satisfaction and religiosity on the attitude of infidelity in couples undergoing long-distance marriage.*

Design/methodology/approach - *The approach used in this research is a quantitative. In this study, the population to be studied is included in the unlimited population, where the population cannot be visited with certainty. Researchers took a sample of 150 respondents, using non-probability sampling*

Findings - *Based on the research findings, that there is marital satisfaction and religiosity significantly influenced attitudes towards infidelity in couples undergoing long distance marriage with a contribution of 28.5%.*

Research limitations - *Limitations of this study include an unbalanced sample between women and men. Therefore, future studies are expected to use a more balanced sample of men and women.*

Originality/value - *A lot of infidelity phenomena and also predictor factors for someone to have an affair either emotionally or sexually. The researcher wanted to examine the significance of the effect of marital satisfaction and religiosity on attitudes towards infidelity in couples undergoing long distance marriage.*

Keywords : marriage, religiosity, infidelity, long distance marriage

EFFECT OF RATIONAL EMOTIVE BEHAVIOR THERAPY (REBT) IN IMPROVING LIFE QUALITY OF DIABETES MELLITUS PATIENTS AT THE UPT HEALTH CLINIC OF SRIWIJAYA UNIVERSITY

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Abstract

Background - REBT focuses on the process of thinking, judging, deciding, analyzing, and acting. It is a didactic and directive technique that focuses on the dimensions of thought rather than feeling.

Purpose - The objectives of the study are to: 1) determine the effect of Rational Emotive Behavior Therapy (REBT) in improving life quality of diabetes mellitus patients and 2) obtain the results of applying REBT in improving life quality of diabetes mellitus patients.

Design/methodology/approach - The present study applies a multiple baseline and experimental design. The research subjects involved outpatients suffering from Diabetes Mellitus at the UPT Health Clinic of Sriwijaya University in Indralaya Ogan Ilir. Subject selection applies purposive sampling technique.

Findings - Based on the findings, there is a significant effect on the application of Rational Emotive Behavior Therapy (REBT) with cognitive technique in improving life quality of diabetes mellitus patients. Based on the results of the application of REBT at the UPT Health Clinic of Sriwijaya University, after the intervention was given, they had a high life quality that had a positive impact on their behavior such as diligent, calm, relaxed, emotionally stable, optimistic, rational thinking, feeling certain and confident.

Research limitations - The limitation of this research lies in researchers who pay less attention to the efficacy factor, in this case the belief in the ability of themselves to stay healthy, because sometimes there is uncertainty about their abilities and this will affect the subject's discipline towards task to be done.

Originality/value - A lot of people with diabetes mellitus can affect the quality of life for sufferers related to diabetes mellitus negative emotions, social effects, reduced social activities, poor family conditions less conducive, tense, lack of morale to financial problems. Based on the above background, research needs to be done experimental (true experiment) by providing psychological treatment with apply REBT to the experimental group and the results are compared with the control group.

Keywords : REBT, life quality, diabetes mellitus

Track Architecture and Design

Material Artistic Acoustic Panel Recycled From Plastic Bottles And Waste of Sampyan, Sawdust, Husks, Straw

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Abstract

Background - *The problem of waste is one of big problems. One of them can be processed by recycling and reusing waste. Balinese who still carry out traditions in the form of a beautiful offering such as sampyan/art coconut leaf which at the end leaves the waste. This dry of coconut leaf in the past was used as fuel for cooking. On The Ceremony Holidays, the waste increases by 30%. Tri Hita Karana concept for Balinese, the balance of life that causes happiness is in the form of a balanced relationship towards Hyang Widi/God, to the fellow humans and to the environment. In maintaining the balance of relationship toward God/Hyang Widi, the waste should be processed. Tourism and Balinese people who use wood architecture and the wood carving industry generate a lot of sawdust waste. Then rice field waste in the form of husks and straw in Bali amounted to 54.65 million tons of GKG. The waste is used for planting media and tile fuel, but the excess is often only burned. In addition, the society and tourism community in Bali produce plastic waste reaches 829 tons per day. Currently, appreciation to "Green Architecture" is a concern for tourism. Thus, it will become one of the tourist destinations in Bali..*

Purpose - *provide economic value for the community, wood workers and farmers and make the world a better place*

Design/methodology/approach - *Recycled plastic waste with the right mixture composition is heated and printed with a hot press machine. In this study, the Transmission Loss test was carried out using an Impedance Tube.*

Findings - *Material artistic acoustic panel recycled from plastic bottles and waste of sampyan, sawdust, husks, straw.*

Research limitations - *Measurement of transmission loss on sheet panels has limitations. Measurements should be developed into room research.*

Originality/value - *Acoustic Panel Material and Artistic Acoustic Panels with Balinese Architectural Ornaments is an original.*

Keywords : Artistic Acoustic Panels, Recycling, Balinese Architectural Ornaments

Healthy Buildings in the Sanga Mandala Concept

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Abstract

Background - *Healthy buildings in architectural design was a balance composition between the outer spaces and the interior buildings, which make-used natural air flow and lighting. The concept of Sanga Mandala in Traditional Balinese Architecture has wisely taught how to design the balance of the space so that its inhabitants can carry out their life activities in harmony in their relationship with Sanghyang Widhi Wasa, with fellow humans, and with nature.*

Purpose - *The purpose was to find a formulation of healthy buildings was typical of the concept of Sanga Mandala (nine space zones) were as follows: Utamaning utama, Madyaning utama, Nistaning utama, Utamaning madya, Madyaning madya, Nistaning madya, Nistaning utama, Nistaning madya, and Nistaning nista.*

Design/methodology/approach - *The research methodology was a literature study method. The data and informations were collected from journal articles, seminar/webinar proceedings, interviewing informants online and combined offline at the same time of field survey. The data were analyzed comprehensively, in-depth, and synthesized as temporary findings. Further, that findings were discussed in greater depth with experts in their respective fields before the researchers made conclusions.*

Findings - *The findings were that healthy buildings in architectural design should be the main driving force for the realization of a healthy and prosperous lifestyle for individuals, community, and the natural environment. Healthy buildings in the Sanga Mandala concept included 1) a solid-void composition laid out on the site according to the nine mandala values; 2) the site plan must be made in harmony with the Tri Hita Karana, with the balance axes of kajja-kelod and kangin-kauh; 3) the arrangement of vertical and horizontal of places, namely the sekala (real) and niskala (unreal) life order, which greatly influences mental and physical health conditions, as well as psychological and social welfare for healthy building occupants.*

Research limitations - *The limitation was caused by the short research time during the pandemic in an effort to formulate a typical healthy building in order to be applied to the final design project of Hotel from Architecture student, Universitas Trisakti.*

Originality/value - *The findings have originality values and uniqueness, in terms of understanding of theoretical knowledge of a healthy building in the concept of Sanga Mandala.*

Keywords : Healthy Building, Sanga Mandala, Concept

Revitalization Model of the Blauran Market in Klandasan, Balikpapan

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Abstract

Background - *The revitalization of Blauran Market in Klandasan, Balikpapan city was an attempt of the city government to rebuild the market building that burned on May 20, 2012. Responding to the demands in the Terms of Reference, the architect proposed a model for the revitalization development process by prioritizing a functional, practical, and safe approach to fire disasters.*

Purpose - *The purpose of the research was as an effort to take notes, evaluate, analyze and synthesize, discuss the steps of the revitalization development process in the Blauran traditional market carried out by the decision makers intuitively, responsively, and imaginatively within a period of one year.*

Design/methodology/approach - *The research method used refers to qualitative research methods, where researchers focus on the series of processes under study, from the early analysis and designing stage, design simulation and evaluation stage, stage of re-analysis till redesigning, as well as the improvisation stage of the physical development of the Blauran traditional market in field.*

Findings - *The finding was an interaction model of design thinking and physical construction actions based on a joint decision between the architect consultant and the stakeholders, from the beginning of the design process to the ongoing development process of the Blauran traditional market. The interaction model was carried out in accordance with the principles of applicable laws and regulations, obeying the demands of space requirements, the robustness of the building structure, security and comfort for users of traditional market buildings, as written in the Terms of Reference, and obeying the governance of the implementation of development activities that are free of corruption, collusion and nepotism.*

Research limitations - *The research limitation was caused by the limited time available to work on two concentrations of work, namely designing the revitalization of the Blauran market, as well as conducting research on the revitalization design process itself.*

Originality/value - *Research originality was a very distinctive market revitalization development model, called the Contract-Design-Funding (CDF) model.*

Keywords : Revitalization, Model, Blauran, Market, Klandasan.

Track Visual Communication

Augmented Reality As A New Perspective In Digital Marketing Transformation And Advantages

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Abstract

Background - *The pandemic period that has occurred since March 2020 has formed a new perspective, especially in the world of marketing and advertising. The pandemic period narrows space and time which greatly affects the world of marketing and advertising in correlation about the form of communication between the business world and consumers in other words B2C markets. The new perspective form in how to bring consumers closer to what a business has to offer through an approach by using digital technology that is very well known by consumers and growing very rapidly so that it can create differentiation through user experience. The marketing and advertising worlds have for at least a couple of years from it is the first invention in 1968 until now, witnessed a digital technology revolution called augmented reality (AR) which allows brands to provide customers with a very unique user experience that combine 'real' and virtual interactive elements that can make the brand 'stands out from the crowd'.*

Purpose - *The purpose of this research is to explain that augmented reality can help connect brands and consumers by creating a unique user experience.*

Design/methodology/approach - *The research method that will be used is a mixed-method where qualitative methods are used to provide an overview of augmented reality and its relation to B2C markets. While the quantitative methods are used to determine the target audience's perception of their experience by using augmented reality.*

Findings - *The new perspective that created from the consumer's point of view after experiencing a unique user experience by using augmented reality as an advantage tool of digital marketing in the future.*

Research limitations - *The research is focussing on generation z or millennial generation perspective point of view about a unique tourism destination marketing promotion created by using augmented reality platform.*

Originality/value - *Augmented reality can create a unique differentiation in both perspectives, first as a tangible perspective from its creative user interface design and secondly an intangible perspective as a user experience that will greatly affect the consumer's mind.*

Keywords : Augmented Reality, Advertising, Marketing, User Experience

Track Accounting

Intellectual Capital, Corporate Value and Company Performance: Evidence from Indonesia and Malaysia Shariah Companies

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Abstract

Background - Increasing business development from several aspects such as innovation, technology and competition. These changes can be used by companies to make changes to their business methods from a labor-based business to a knowledge-based business in an effort to increase company value (Suwarjono & Kadir, 2003). The increase can be done through intellectual capital or intangible assets in the company. Intellectual capital disclosure can be used as added value for the company, accountability and human resource development.

Purpose - This study aims to analyze and collect empirical evidence on the influence of intellectual capital on corporate value and company performance.

Design/methodology/approach - The subject of this study used Sharia companies listed on the Indonesian Stock Exchange and Bursa Malaysia. The data used in this study is the data from the annual report published by Sharia companies listed on the Indonesia and Bursa Malaysia Stock Exchange for the period 2018. Data analysis technique is one technique or procedure for testing research hypotheses. In this research, the data analysis used is descriptive analysis, classic assumption test, path analysis and independent sample t-test.

Findings - The result showed that there is significant positive relationship between intellectual capital and performance of companies in Indonesia and Malaysia. Second, there is significant negative relationship between intellectual capital and corporate value in Indonesia. Third, there is significant positive relationship between company performance and corporate value in Indonesia and Malaysia. Fourth, intellectual capital has an indirect positive effect on corporate value in Indonesia and Malaysia through firm performance as an intermediate variable. Then, there is no difference in the level of intellectual capital of Indonesia and Malaysia. Independent sample T-test show that the intellectual level in Indonesia and Malaysia is the same.

Research limitations - The sample has only one of them is 2018. Therefore, this study has only a limited sample. Objects are only Sharia companies, so they cannot be generalized and applied to other categories. There are no standards governing the measurement of intellectual capital. This study will help the regulator when making decisions about intellectual capital, which is expected of Sharia companies. This research will help managers of companies or organizations to make decisions on how to enhance the value of the company through knowledge capital.

Originality/value - This study modifies the firm's performance as measured by the ROE variable to become ROA because the intermediate variable is intermediate between the independent variable and the dependent variable. Also, this study was done by comparing two countries to find out the differences. The selected countries are Indonesia and Malaysia.

Keywords : Intellectual Capital, Corporate Value, Company Performance

ARE THE HOTEL, RESTAURANT & TOURISM SUB-SECTOR INDUSTRY LISTED ON THE IDX AFFECTED BY FINANCIAL DISTRESS DUE TO THE COVID-19 PANDEMIC?

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Abstract

Background - *The global economy has come to a stop as a result of the COVID-19 epidemic. The first industries to be hit by the pandemic are restaurants, hotels, and tourism. As a result, it's critical to investigate the company's financial situation in this industrial area and whether it'll lead to bankruptcy.*

Purpose - *The goal of this study is to detect whether the hotel, restaurant and tourism sub-sector industry, which is listed on the Indonesia Stock Exchange, is affected by financial difficulties as a result of the COVID-19 epidemic. Financial distress can be detected by observing the possibility of financial difficulties in the company by analyzing the liquidity ratio, leverage, and company size.*

Design/methodology/approach - *This study employs a causal approach with multiple linear regression. Secondary data from the company's financial statements is used in the research. Purposive sampling was performed, and the Eviews 9 tool was used to process the data.*

Findings - *The findings revealed that liquidity positively influenced financial distress and leverage negatively influenced financial hardship, whereas business size had no significant impact on financial distress. However, with a coefficient of determination of 51.20 percent, it reveals a strong influence on the factors of liquidity, leverage, and company size on financial distress circumstances. The findings revealed that liquidity positively influenced financial distress and leverage negatively influenced financial hardship, whereas business size had no significant impact on financial distress. However, with a coefficient of determination of 51.20 percent, it reveals a strong influence on the factors of liquidity, leverage, and company size on financial distress circumstances.*

Research limitations - *This research is limited to the epidemic time. As a result, future researchers can build on this work by comparing data from before and after the COVID-19 pandemic.*

Originality/value - *According to Novelty's research, financial distress in this study emphasizes the pandemic period that was not unlike previous research. Pandemic covid 19 has indeed caused financial difficulties for hotel, restaurant, and tourism sub-sector industries listed on the Indonesia Stock Exchange. The company's financial performance deteriorated, resulting in financial difficulties. This research becomes important as an early warning to prevent bankruptcy in this industry. As a result, the government must provide direct assistance to this industry in order to prevent it from going bankrupt.*

Keywords : *Financial Distress, pandemic covid 19, Liquidity, Leverage, Company Size*

Financial Reporting of Banking Sector: An Empirical Analysis

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Abstract

Background - To prevent the spread of the virus, an emergency PPKM was implemented, where most work activities were carried out at home (WFH). This has resulted in changes in the work culture of employees in various companies, shifting habits from working together in the office to working from home and online. Connecting this with the requirement to work from home (WFH) resulted in a change in work culture, where an organization has a culture called organizational culture.

Purpose - The main purpose of this study is to determine whether the influence of organizational culture affects financial reporting on banking industry in Bandung. This study uses the basic theory, namely agency theory is used to explain how organizational culture affects financial reporting.

Design/methodology/approach - This study uses primary data by distributing questionnaires using the snowball sampling method. The population of this research is Bank BCA in Bandung and the samples in this study are employees who work in the accounting and finance division at Bank BCA KCP in Bandung. The hypothesis is tested using simple linear analysis with SPSS version 25.

Findings - This study found that organizational culture has an effect on financial reporting, which is expressed in the regression equation that if organizational culture increases, financial reporting will also increase.

Research limitations - One of the problems in this research is the limited time in distributing questionnaires. This study is intended to provide information and input to the top management of company so that they can pay attention to the organizational culture because it has an influence on financial reporting and top management is expected to encourage organizational culture to put forward new ideas to develop company products so that they can provide the best service to its customers.

Originality/value - This study contributes to the development of knowledge in the field of financial accounting in Indonesia, especially in the preparation of financial statements and provides empirical evidence on the influence of organizational culture on financial reporting.

Keywords : Organizational Culture, Financial Reporting, Banking Sector

FACTORS AFFECTING TAX COMPLIANCE; STUDY OF MSMEs THAMRIN CITY JAKARTA INDONESIA

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Abstract

Background - *Micro, Small, and Medium Enterprises (MSMEs) are components of business actors and they have contributed in creating jobs. Micro, Small, and Medium Enterprises (MSMEs) contribute to the improvement of MSME compliance in paying taxes and it needs to be increased. The contribution of MSMEs to gross domestic product (GDP) is recorded at 60%, but the tax payment is still relatively small.*

Purpose - *The objectives of this study is to analyze the effect of the dimensions of tax justice, self-assessment system, and income level on taxpayer compliance in paying taxes owed to MSMEs located in the Thamrin city, central Jakarta, which is the largest trading center in Southeast Asia.*

Design/methodology/approach - *This study will use a quantitative method of analysis, by using primary data using a questionnaire and distribute to the taxpayers The sampling method used in this study was purposive sampling method, calculated with Slovin formula and determined 95 respondents who meet a specific criterion. This study uses SEM Partial Least Square analysis method with SmartPLS 3.0 analysis tool.*

Findings - *The results of the study indicate that the dimension of tax justice has a significant effect on tax compliance with a probability value (P-value) of 0.014, the Self-Assessment System has a significant effect on tax compliance with a probability value (P-value) of 0.019 and the income level has a significant effect on tax compliance with a probability value (P-value) of 0.000.*

Research limitations - *The literature survey reveals the following issues first, 1. The author's limitations when distributing the questionnaire responses from respondents took a long time to use the Google form, so the authors used a direct survey by distributing hard-copy questionnaires. Second, 2. When using a non-original SmartPLS 3.0 analysis tool, the number of samples cannot be more than 100, so in this case the research is only represented by 95 respondents. The author did not choose gender in conducting the research sample.*

Originality/value - *The Paper Contributes to the literature on Tax Compliance in paying taxes owed to MSMEs located in the Thamrin city, Central Jakarta, which is the largest trading center in Southeast Asia. This study is unique in that it constitute the only literature review of research on Tax compliance, especially by extending the previous study by adding a variable Dimensions tax justice, self-assessment system, income level and tax compliance.*

Keywords : Tax Justice, Self-Assessment System, Income Level, Tax Compliance

Factors That Influence The Behavior Of Taxpayers In Tax Avoidance In Jakarta 2020-2021

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^{1,2,3,4,5}Sekolah Tinggi Ilmu Ekonomi YAI

Abstract

Background - *Factors that influence the behavior of taxpayers in tax avoidance.*

Purpose - *The purpose of this research is to analyze the perceived effects of the tax system, tax justice, tax rates, tax audits, and discrimination on tax evasion behavior. Tax evasion is the dependent variable here. In contrast, the independent variables are the perception of the taxation system, tax justice, tax rates, tax audit, and discrimination.*

Design/methodology/approach - *The study has a population consisting of individual taxpayers enlisted at the Jakarta Tax Office. The convenience sampling technique is used to select respondents. This research uses a quantitative method to obtain data from questionnaire instruments. The results of data analysis have been done by utilizing Structural Equation Modeling (SEM).*

Findings - *Based on the analysis in this study that there is a significant influence on the perception of the tax system, tax justice, tax audit, and discrimination on tax evasion behavior at the Jakarta KPP.*

Research limitations - *This research only covers the Jakarta area in the 2020-2021 period.*

Originality/value - *According to Novelty's research, this research adds tax audit and discrimination variables as one of the new factors suspected of triggering tax evasion behavior.*

Keywords : *Perceptions of Tax Evasion, Taxation System, Tax Justice&Tax Rates, Tax Audit, Discrimination*

The Influence of Efficiency on Loan Interest Rate Loan in Indonesia Banking (Before and After The Implementation of Expected Credit Losses)

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Abstract

Background - *The implementation of the Expected Credit Losses Model in the International Financial Reporting Standard (IFRS) 9 has an impact on the provision for loan losses that is greater than the previous model, namely Incurred Credit Losses. This application causes more discipline in cost efficiency. In the end, efficiency itself will have an impact on loan interest rates.*

Purpose - *The purpose of this study is to determine the effect of efficiency on loan interest rates at banks listed on the Indonesia Stock Exchange and their impact before and after the implementation of Expected Credit Losses in Indonesia.*

Design/methodology/approach - *The analysis method of this research uses panel data regression with a random effect model to see the effect of efficiency on loan interest rates. The sample of this study uses 22 banks listed on the Indonesia Stock Exchange where the source of research data is from the Bloomberg Finance Lab, Diponegoro University.*

Findings - *Efficiency has more influence on loan interest rates before the implementation of expected credit loss whereas in the early years of the implementation of expected credit loss in Indonesia along with the policy of relaxation facilities for loan restructuring for customers affected by covid 19 and bank prefer quality customers through lower loan interest rates to avoid an increase in the loan loss provision.*

Research limitations - *This study only uses a period of one year in the application of expected credit losses because its implementation has only begun in the 2020 period, so it is hoped that further research can use a longer application period than this study.*

Originality/value - *This study examines the difference in periods, namely before and after the application of the expected credit losses model in seeing the effect of efficiency on the loan interest rates and loan portfolio diversification where previous research has not used much difference in its effect between the periods before and after its application.*

Keywords : *efficiency, loan interest rates, loan portfolio diversification, expected credit losses*

Track Education

IMPACT OF COVID-19: EXPLORATION OF FULLNESS ON DISTANCE LEARNING IN ELEMENTARY SCHOOL

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Abstract

Background - *Learning fullness is common for every student, the reaction of saturation can be shorter or vice versa. Learning fullness is a problem that must be resolved immediately. Saturation causes students to leave learning activities, avoid communication with educators or friends, lose enthusiasm, motivation to do learning and do assignments and ignore the learning process*

Purpose - *Therefore, this study explores the saturation of learning learners due to covid-19 in online learning. In addition, saturation and the impact of learning in the online class and the absence of face-to-face courses make it difficult for educators to realize the fullness experienced by learners, considering that online learning is still existing applied around the world.*

Design/methodology/approach - *This research uses a qualitative approach with a case study type. The location of this research is using respondents totaling 47 high-class students from grades 4-6. Data were collected through direct interviews, observation to respondents.*

Findings - *Research findings show that the main factors that cause boredom are: piled-up tasks, physical fatigue, monotonous learning methods, and lack of student motivation.*

Research limitations - *First, a small sample size will result in limited data and limited views. Second, the study was unable to measure how high the level of saturation experienced by learners. This will affect the results and deepening of a study.*

Originality/value - *This research is expected to be a reference for educators, education offices, or related stakeholders who can realize the sense of boredom of students when online learning takes place and immediately follow up to try to improve the potential weaknesses of online learning for students*

Keywords : Study fullness, online learning, covid-19

THE EFFECT OF TEACHER COMMUNICATION THROUGH STORYTELLING METHOD ON THE CREATIVITY LEVEL OF KINDERGARTEN STUDENTS IN BEKASI CITY

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Abstract

Background - Children's creativity can be increased through learning methods. Creativity in kindergarten student learning aims to develop students' curiosity and develop their imagination. It is suspected that teacher communication in telling a story using the storytelling method will help increase student creativity in Kindergarten in the city of Bekasi.

Purpose - This study aims to: 1) analyze the effect of teacher communication variables on the creativity level of kindergarten students in Bekasi City. 2) analyze the storytelling method variable as a mediator variable between teacher communication and students' creativity level.

Design/methodology/approach - The research method uses a quantitative-correlational method, namely calculating the relationship between variables using the SPSS application and the JASP application and the Sobel calculator. The research population is kindergarten students in Bekasi City who are taken randomly. The research sample was determined in kindergarten schools using the storytelling method as a learning method. Randomly selected, namely the "Islam Mentari" private kindergarten and the "Gema Conscience" Islamic kindergarten. From the two kindergartens, the respondents were the parents of the students of the two kindergartens. as many as 60 parents of students, namely 30 from the parents of "Islam Mentari" students, and 30 parents of "Gema Conscience" students.

Findings - The results showed 1) there was an influence of teacher communication variables on the creativity level of kindergarten students in Bekasi City. 2) there is an effect of teacher communication on the level of creativity of students, and the storytelling method as a mediator is significant at the level of $p = 0.05$. 3). This means that the test results show that the storytelling method can be a mediator variable in research between teacher communication variables and students' creativity levels.

Research limitations - there are limitations of researchers when taking data into the field, then it is done using google form. In addition, the limitations of this study were that it was conducted in kindergarten schools in both private kindergartens..

Originality/value - This research can be trusted as the researcher's original research and case selection in kindergarten schools using the storytelling method

Keywords : Teacher, Communication, Storytelling, Method, Creativity

SIPPKOM: A Media Of Learning Information Acquisition In The Digital Age

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Abstract

Background - *The existence of government policies related to the implementation of distance learning as an effort to break the chain of transmission of the Corona virus, has an impact on the obligation of parents to provide assistance to their children when studying from home. Various information is needed so that parents can carry out their duties which are at the same time their obligations in a good and correct way, in accordance with the principles of early childhood learning.*

Purpose - *This research was conducted with the aim of describing how parents can obtain information about core competencies-basic competencies, learning themes, learning tools that include weekly lesson plans, daily lesson plans, children's progress reports in the form of report cards, as well as communicating with teachers through the use of information system for parental learning and communication devices or abbreviated as SIPPKOM.*

Design/methodology/approach - *This research was conducted using a qualitative approach. Collecting data using observation, interviews, and documentation. The research subjects were 10 parents from 2 partner institutions using SIPPKOM who were randomly selected by the principal of each institution. Data analysis used the Miles and Huberman model with the stages of data reduction, data presentation, and drawing conclusions.*

Findings - *Parents can get information about learning tools that include weekly lesson plans, daily lesson plans, academic calendars, and E-reports easily, whenever and wherever they are. Access to SIPPKOM can also be done using a cellphone or smartphone, or a laptop. Parents can also communicate with teachers without worrying that the information provided will be overwritten by other information*

Research limitations - *This research is only intended for Kindergarten institutions related to efforts to improve services for early childhood education institutions to parents.*

Originality/value - *The novelty of the results of this research lies in SIPPKOM, which is an information system where the design is intended to assist educational institutions in kindergarten, especially in preparing learning tools as well as being a medium for obtaining information as well as a medium of communication for teachers and parents*

Keywords : digital era, information acquisition media, learning device information system, parental communication

CHARACTER EDUCATION IN THE STORYBOOK OF "THE CHAMPION WHO HAS A SOFT HEART" BY YUSMAN NASUTION AND THE RELEVANCE WITH LITERATURE LEARNING IN ELEMENTARY SCHOOL

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Abstract

Background - *The current era can be witnessed by phenomena shows the decharacterization of the nation. The formation of character of learning is the full responsibility of the teacher then can insert character education through learning that will be delivered to students*

Purpose - *The aims of this research are (1) to describe the structure (2) To describe the values of character education in the books (3) Explaining the relevance of learning literature in elementary school.*

Design/methodology/approach - *This research uses a qualitative descriptive. Techniques using interviews and document analysis. Data sources include a children's fiction book entitled "The Champion Who Has a Soft Heart" by Yusman Nasution*

Findings - *The results can be concluded (1) a children's fiction books has complete of structures (2) There are educational values story entitled "The Champion Who Has a Soft Heart" by Yusman Nasution has religious values, honesty, discipline, hard work, curiosity, respect for achievement, friendly, likes to read, and social care. 3) The children's stories from the book is suitable to be used as literature learning materials in elementary school. This is evidenced by the existence of KD 3.9 Observing the characters 4.9 Delivering the results of identifying characters, especially in IV grade of elementary school*

Research limitations - *Researchers would be better off if more data sources were added*

Originality/value - *The content of the story is unique, easy to understand, it can be used in the use of teaching materials, especially in elementary school.*

Keywords : Structuralism, Character Education Values, Relevance of Literary Learning

Academic Engagement of Criminology Students of Northwestern University

Gigi Coloma Abbott¹

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Abstract

Background - *Student engagement is one of the important constructs that is used to understand the behavior of the student towards the teaching-learning process. This is a powerful tool by the teachers and academic supervisors to design effective pedagogical techniques to maximize the learning experiences of the students.*

Purpose - *This study identified the factors that influence the academic engagement of criminology students at Northwestern University. It specifically look into the level of academic engagement as to academic identification (intellectual development and academic performance) and academic participation (number of hours spent in school activities, extent of participation to school activities and quality of relationship with peers, faculty and staff), reasons for leaving the institution and the best aspects of Northwestern University to engage criminology students in learning.*

Design/methodology/approach - *This study used a descriptive method using a survey questionnaire.*

Findings - *The findings disclosed that factors under academic identification under intellectual development and academic performance often lead students from 1st year to 4th year to academic engagement. The main reason for leaving the institution is because of personal reasons while the top best aspect of the institutions is faculty, the LMS-Canvas, academic, the academic teaching strategy, and academic materials for teaching.*

Research limitations - *The research is limited only to the Criminology students and covered the face-to-face learning process. Future researchers may conduct a follow-up study on academic engagement within the context of the blended learning process.*

Originality/value - *This study is unique in terms of the involvement of Criminology students. The result significantly contributes to formulating instructional policies to improve the academic engagement of students.*

Keywords : Academic engagement, academic performance, academic identification, intellectual development

Track Public Health

The Covid-19 Vaccine Advertising Campaign Message Strategy on Educating the Role of Vaccine in Indonesia

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Abstract

Background - Advertising one of the public health communication tools that can be used to promote public health information. This paper seeks to present how is the Indonesia's Covid-19 Vaccine Advertising Campaign themed 'Tak Kenal Maka Tak Kebal' message strategy on educating the role of vaccine to the Indonesian public.

Purpose - The study aims to understand how the campaign elaborates the vaccine benefit positioning to the human body. The study applied the framework of the Elaboration Likelihood Theory Model to determine which elaboration routes applied by the campaign. This study also aims to test if the campaign addresses the benefit of vaccine clearly.

Design/methodology/approach - The methodology of this study is the Qualitative Descriptive method. Data gathered from relevant literature reviews and the advertising material was collected from the various sources including the official Indonesia Covid-19 Special Task Force website. The method allows this study to elucidate the applied message strategy in the Advertising campaign. Online questionnaires also distributed as supporting data for further study on the subject.

Findings - The result of the analysis shows that the campaign applied the central route to provide information on vaccine benefit positioning to the human body: to provide immune system response in the human body so that when the body is exposed to viruses or bacteria, the body can respond and fight the disease better. The Campaign applied strategically the 'Show the Benefit' approach to directly communicate the vaccine benefit verbally and nonverbally. However, the cognitive questionnaire result shows that there are still unclear vaccine benefit positioning needs to be addressed.

Research limitations - The study analysis focuses only on the two-dimension static Advertising Campaign key visual material. Further research on richer medium and other form of campaign method and techniques can be analyze and test to know how effective to deliver the vaccine positioning statement.

Originality/value - Campaigning a vaccine is not an easy task. It requires meticulous message elaboration to deliver the right message and create the right perception. Applying the concept of brand positioning in the vaccine campaign can be a way to define the right message and method to promote vaccination in the future.

Keywords : Vaccine Advertising Campaign, Advertising Strategy, Brand Positioning, Covid-19 Vaccine, The Elaboration Likelihood Theory

Track Human Resources Management

Applying UTAUT Factors to Evaluate Student's Behavioral Intention to Use LMS During Pandemic COVID-19

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Abstract

Background - *The COVID-19 pandemic has changed the education systems. The traditional/offline learning model has now been transformed into an online learning model. Prior to the pandemic, lecturers and students at Sriwijaya State Polytechnic rarely used LMS as a learning medium. However, during this pandemic, the use of an LMS is required in order for the teaching and learning process to continue. As a result, during the COVID-19 pandemic, it is necessary to assess how Sriwijaya State Polytechnic students accept LMS.*

Purpose - *The purpose of the study was to evaluate how the acceptance of Sriwijaya State Polytechnic students towards LMS Polsri during the COVID-19 pandemic.*

Design/methodology/approach - *This study is a quantitative research. 147 Sriwijaya State Polytechnic students participated in this study. The convenience sampling technique is used for sampling.*

Findings - *The findings indicate that performance expectancy, effort expectancy, social influence, and facilitating condition all contribute 58.5 percent to behavioral intention, with the rest influenced by variables not included in this model. Effort expectancy and facilitating conditions have no impact on behavioral intention. While behavioral intention is influenced by performance expectations and social influence.*

Research limitations - *This study's participants were restricted to Sriwijaya State Polytechnic students. Further research can be conducted by expanding the respondents to include students from other polytechnics or universities. This study can also be applied to non-student respondents, such as lecturers.*

Originality/value - *There has never been any research on the admittance of Sriwijaya State Polytechnic students to LMS during the COVID-19 pandemic. Without moderators or usage behavior factors, this study uses the UTAUT model to assess student acceptability of utilizing LMS during the COVID-19 pandemic.*

Keywords : LMS, UTAUT, behavioral intention

The Influence of Job Satisfaction, Psychological Well Being, Work Life Balance to Job Satisfaction at PT. JAS

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Abstract

Background - *Work is a necessity for every person in bringing himself to a more satisfying state than before. In addition, a person is also required to continue to improve and develop the quality and potential in performance and productivity in the company in order to be a benchmark for success at work, and also have the power to compete with others in improving work. One of the important factors that must be considered by the company in achieving these work demands is the human resource factor*

Purpose - *The purpose of this study is to find out how much satisfaction is felt by PT JAS employees, especially in the Export Division. In addition to satisfaction, work balance, and psychological balance of the employees who work*

Design/methodology/approach - *Data was collected using a sampling technique using a saturated sample (census sample), where all employees of PT JAS in the Export unit will be the research sample.*

Findings - *Based on the research that has been done, data regarding the level of job satisfaction is 0,916, work life balance is 0,911, psychological well being is 0,797 and employee performance level is 0,933.*

Research limitations - *A limitation of this research is that it refers to some of the weaknesses in this research. Some of the limitations in this research are that it only discusses Job Satisfaction, Work Life Balance, Psychological Well Being on Employee Performance. Only researching the Export Department at Soekarno-Hatta International Airport so that it affects the research results*

Originality/value - *The variables of Job Satisfaction, Psychological Well Being, Work Life Balance have a joint effect on employee performance, which means that building and maintaining satisfaction between professional life and family life has become difficult to reach nowadays. Recent studies on efforts to increase satisfaction between work and family life are known as the concept of job and family satisfaction (work family satisfaction balance). Job and family satisfaction as a balance of role satisfaction in work and family life can be used by management as a tool to motivate, reward, and stimulate business growth. found that two out of three participants in his study had high life satisfaction, which was then associated with higher job satisfaction.*

Keywords : PT JAS, Job Satisfaction, Psychological Well Being, Work Life Balance, Job Performance

The Influence of Organizational Culture, Work Environment, and Motivation on Job Satisfaction at Badan Pengelola Aset Daerah Provinsi DKI Jakarta

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Abstract

Background - Human resources are important for the success of an organization or company, because humans are living assets that need to be maintained and developed. This is intended so that human resources working in the Regional Government are able to provide optimal contributions in the effort to achieve goals. One of the objectives of the Regional Government is to create job satisfaction for its employees, where job satisfaction is a reflection of an employee's feelings towards his work, so that he can be more diligent in doing the work he does.

Purpose - This study was to determine if there is an influence of organizational culture, work environment, and motivation on job satisfaction in the provincial government of DKI Jakarta.

Design/methodology/approach - We use sample amounted to 96 respondents from a population of 126 employees using Slovin sampling technique. This study used a quantitative approach using quantitative correlational research methods. Correlational research has the same meaning as associative research and uses multiple regression methods.

Findings - The *t* test in the work environment obtained a *t*count of 3.988 and a *t*table of 1.6616, thus partially there is significant influence between the work environment (*X*2) on employee job satisfaction at BPAD DKI Jakarta Province. The value of *t*count is 4.671 and *t*table is 1.6616, thus partially there is significant influence between motivations (*X*3) on employee job satisfaction at BPAD DKI Jakarta Province. Simultaneous test (*F* test) obtained *F*count of 17.105 and *F*table of 2.70. It can be interpreted that there is significant influence between cultures (*X*1), environment (*X*2), and motivation (*X*3) together on the job satisfaction of employees at BPAD DKI Jakarta Province.

Research limitations - This research was conducted on local government employees at Other Service Providers Individuals at the regional asset management agency in DKI Jakarta, and further research can be carried out in other companies.

Originality/value - No one has conducted research specifically on civil servants at Other Service Providers for Individuals (PJLP) at the Regional Asset Management Agency of DKI Jakarta Province.

Keywords : Civil Servant, Work Environment, Government Employee, Motivation, Job Satisfaction

The Influence of Emotional Intelligence and Workload on Work Life Quality and Its Implications for Job Satisfaction on Female Traders in Traditional Markets in The North Jakarta Area.

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Abstract

Background - Female traders in traditional markets have a relatively high emotional state, with a low ability to manage emotions. Their workload is increased as a result of business competition. They have low job satisfaction as a result of this disease, and their work life quality is not what they expected.

Purpose - The purpose of this study is to investigate the impact of emotional intelligence and workload on the work life quality, as well as the implications for job satisfaction among Traditional Market Female Traders in North Jakarta.

Design/methodology/approach - Simple random sampling was used as the research method. Path Analysis was used in this analysis. The research sample consists of 160 female traders from traditional markets in North Jakarta.

Findings - The coefficient of determinant (R^2) is 0.56, indicating that emotional intelligence and workload contribute 56 percent to the work life quality, with the remaining 44 percent coming from variables not studied in this research. The coefficient of determinant (R^2) is 0.42, indicating that emotional intelligence, workload, and work life quality contribute 42 percent to job satisfaction, with the remaining 58 percent coming from other variables not studied. The findings also show that emotional intelligence and workload variables have an impact on the work life quality and job satisfaction at the same time.

Research limitations - The research's limitation is that the research location does not cover all of the traditional markets that are the research's target.

Originality/value - Novelty's research is found that female traders in traditional markets needed more emotional intelligence and workload arrangements to increase job satisfaction.

Keywords : Emotional Intelligence, Workload, Work Life Quality and Job Satisfaction.

Determination of Knowledge Management and Impact on Lecturers Performance in Tanjungpinang City

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Abstract

Background - *During the Covid-19 pandemic, the performance of instructors at private universities, particularly in Tanjungpinang City, was poor due to a variety of causes. Competence, information technology capabilities, and knowledge management are the aspects that influence the lecturer's performance in this situation.*

Purpose - *The goal of this research is to look at how information technology, competence, and ability affect lecturer performance, with knowledge management as a mediating variable.*

Design/methodology/approach - *Explanatory research using a quantitative methodology is what this type of study is about. The participants in this study were all lecturers from Tanjungpinang City's private universities, a total of 177 lecturers. With a total sample of 121 lecturers, the sampling method employed was simple random sampling. Questionnaire-based data collection methods. Path analysis with SPSS and AMOS was utilized to analyze the data. The hypothesis was tested using statistical test equipment in this investigation. Validity and reliability were checked before the data was tested. Path analysis was also used to undertake differential statistical analysis.*

Findings - *According to the findings of hypothesis testing, competency has a favorable and significant impact on knowledge management. The potential of information technology to manage knowledge is both positive and significant. The impact of knowledge management on lecturer performance is good and significant. Lecturer performance is influenced by competence in a positive and significant way. Information technology's ability has a favorable and significant impact on lecturers' performance. Knowledge management was able to mediate the influence of competence on lecturer performance, according to the results of the examination of mediating factors using the Sobel test. The impact of information technology skills on lecturer performance can be mitigated by knowledge management.*

Research limitations - *This study's limitations were that it was limited to lecturers at private universities in the Tanjungpinang City area.*

Originality/value - *Several earlier studies have been compared to this one. Competence, information technology use, knowledge management, and lecturer performance are some of the variables examined in this study. The object of this research is all private universities in Tanjungpinang. The path analysis method, which uses SPSS and AMOS, is then employed in data analysis.*

Keywords : competence, information technology, knowledge management, and performance

ORGANIZATIONAL CITIZENSHIP BEHAVIOR FACTORS FOR MSS GROUP EMPLOYEES IN JAKARTA

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Abstract

Background - *This study aims to analyze the factors that influence the Organizational Citizenship Behavior (OCB) of Multi Sejuk Sejahtera (MSS) Group employees in Jakarta, with a focus on the variables: Job Satisfaction, Organizational Commitment, and Organizational Climate.*

Purpose - *The results of this study are expected to provide information and solutions for academics and practitioners in an effort to establish and develop OCB for individual employees in a company.*

Design/methodology/approach - *The research method in this study is descriptive and verification, using primary data collected through questionnaires. The population in this study were all employees of the MSS Group in Jakarta. A sample of 107 people was determined based on the Slovin method and was taken at random (simple random sampling). Data processing using SPSS version 24 application.*

Findings - *This study succeeded in proving the significant effect of the variables: Job Satisfaction, Organizational Commitment and Organizational Climate on the OCB variable of MSS Group Employees in Jakarta, either partially or simultaneously with an R Square value of 70% and F count $81,364 > F$ table 2.69 . Partially, the most dominant variable influencing employee OCB is Organizational Commitment.*

Research limitations - *The focus of this research is limited to the variables: Job Satisfaction, Organizational Commitment, and Organizational Climate which are strongly suspected as important factors influencing the formation of OCB employees with the scope of MSS Group companies in Jakarta.*

Originality/value - *The uniqueness of this research lies in the subject, object and results of the study, where it was found that the most dominant factor influencing the formation of OCB employees of MSS Group Jakarta is Organizational Commitment.*

Keywords : OCB, Job Satisfaction, Organizational Commitment, Organizational Climate

Impact of Rewards and Punishment on Employee Performance in the Bekasi Region

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Abstract

Background - Human resources play a critical role in a company's development and achievement of its objectives. Workers' quality and morale suffer as a result of managers' failure to pay attention to their requirements and expectations. Human resource management and development are expected of organizations.

Purpose - The goal of this study is to assess and analyze the impact of incentives and punishment on employee performance.

Design/methodology/approach - The approach of purposeful sampling is used to choose samples from a number of organizations that match the criteria. The data for this study was gathered through the distribution of questionnaires to respondents. The hypothesis was tested and multiple linear regressions were used to analyse the data for this study. The SPSS version 25 program was used to process the data for this study, which included hypothesis testing and multiple linear analysis to determine the outcomes.

Findings - This discovery proved that the reward and punishment variables had a favorable and significant impact on employee performance, both partially and concurrently. This study relies on primary data gathered from 60 respondents from three companies who completed questionnaires.

Research limitations - Researchers employed two independent factors and one dependent variable to assess employee performance.

Originality/value - Based on the study's findings that reward and punishment have a positive and significant effect when used together, they have a significant value of 0.000 < 0.05 and a calculated value of 15.500 > Ftable 3.16. So It can be concluded that Reward and Punishment have a significant impact on employee performance. While reward and punishment have a 35.2 percent coefficient of determination on employee performance, the remaining 64.8 percent is influenced by variables that were not evaluated.

Keywords : Reward (X1), Punishment (X2) and Employee Performance (Y)

The Influence of Meta Leadership, Organizational Culture, Work Autonomy, and Employee Engagement on Nurses' Innovative Work Behavior

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Abstract

Background - Individuals, groups, and organizations engage in innovative work behavior when they generate new ideas in order to develop new goods, work processes, work techniques, and approaches, including improving existing products and work processes. In the era of technological disruption and the Covid 19 pandemic, which has brought significant hurdles for many industries, including hospitals, introducing, implementing, and continually developing it is critical. Meta leadership, organizational culture, work autonomy, and employee engagement are all significant factors in Innovative Work Behaviour's development.

Purpose - The goal of this research was to see how much meta leadership, organizational culture, job autonomy, and employee engagement influenced Innovative Work Behaviour.

Design/methodology/approach - In this study, 1112 nurses were recruited from the Nursing Departments of five RSAB Group hospitals in regional Sumatra, Indonesia. As many as 294 nurses were sampled based on Slovin with a 5% leeway restriction. Questionnaire delivery is a method of data collection. SPSS software was used in the research.

Findings - The research conclusions are as follows: 1) Meta leadership has a significant effect on Nurses Innovatif Work Behaviour; 2) Organization Culture has a significant effect on Nurses Innovative Work Behaviour; 3) Job Autonomy has a significant effect on Nurses Innovative Work Behaviour; 4) Employee Engagement has a significant effect on Nurses Innovative Work Behaviour; 5) The Adjusted R square value of 0.95 indicates that independent variables can explain 95 percent of Nurses Innovative Work Behaviour.

Research limitations - This study was quantitative, and a more in-depth qualitative study is needed to examine the effect of meta leadership, organizational culture, work autonomy, and employee engagement in increasing Innovative Work Behaviour Nurses in greater depth.

Originality/value - This is the first study to suggest and examine the impact of Meta Leadership, Organizational Culture, Work Autonomy, and Work Engagement on innovative work behavior in depth.

Keywords : Meta Leadership, Organization Culture, Job Autonomy, Employee Engagement, Innovative Work Behaviour

Analyses of the Factors Influencing Employee Involvement at Star Hotels in Batam

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Abstract

Background - Batam's tourism industry is well-developed as it is one of Indonesia's main entry points as well as a popular destination for local tourists visiting abroad. The increased number of tourists visiting Batam City must be balanced by suitable tourism support elements such as lodging. Employees must be actively engaged in the workplace in order to establish a favorable first impression. Every staff must be involved in order to improve service to guests. Employees will strive to offer their best when they feel invested in the importance of their position in the hotel's operations, for example. The criteria considered in this study are one's leadership style, internal company communication, awards granted, and hotel development training.

Purpose - The goal of this study is to determine which factors influence staff involvement in five-star hotels in Batam. Knowing the size of the leadership-employee involvement relationship The impact of internal communication on employee involvement Both knowing how much rewards employee involvement and whether or not development training has an impact on employee involvement are both important considerations.

Design/methodology/approach - This research was conducted by distributing questionnaires to 335 five-star hotel employees in Batam for 3 months with the type of research being quantitative. The sampling selection in this study was random sampling, and SPSS was used to process the collected data. The results of data processing are then discussed, and the following are the results of the research

Findings - The results of the data processing of this research show that there is a significant influence between the independent variables, leadership, internal communication, rewards, training, and development, on the dependent variable, the work involvement of star hotel employees in the city of Batam..

Research limitations - This research is still carried out on star-class and new hotels located in Batam City. It is still possible to do other research in other Regency cities in different hotel classes. Then the variables tested in this study can still be added or developed to find out what can increase employee engagement, such as motivation, satisfaction, or others in the future.

Originality/value - This research can provide a comprehensive introduction to the scientific treasures from the findings in Batam City. so that it can make a relevant contribution to all hotels in Batam City.

Keywords : Employee involvement, Leadership, Internal Communication, Rewards, Training & Development

Talent Management in Corporate Digital Transformation: A Systematic Literature Review

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Abstract

Background - Talent development plays an important role in supporting the readiness of Human Resources (HR) in the organization in facing future business challenges. Digital talent development is a strategic thing amid Industry 4.0 with the growing need for internet connections and digital services to support community activities, both social, educational, and business.

Purpose - The aim of the paper is to systematically review and analyze the literature on talent development in digital transformation in organizations, as well as for space and future research and development in this field.

Design/methodology/approach - This paper uses the Preferred Reporting Items for Systematic Reviews and Meta-Analysis or PRISMA guidelines, we searched articles from SCOPUS and PROQUEST that were published from 2017 through 2021 (the last 5 years), using search terms to capture Talent Development and Digital Transformation. A review of the abstracts was carried out to ensure their relevance, and the included results were retrieved for full paper analysis.

Findings - A total of 70 articles have met the search criteria, and after the latest selection step 11 articles were included in the analysis. The Results show the Summary of digital talent, digital transformation, the method used, and the Outcome of the research. Digital talent Development has a positive relation to Skills Revolution Industry 4.0. Industry 4.0 era requires all employees at all levels including low-skilled jobs to have an understanding of ICT.

Research limitations - The limitation of this research is that it only focuses on discussing talent development in companies in the era of digital transformation

Originality/value - This paper provides a critical review of the existing research on talent development in digital transformation in organizations. This paper also suggests new variables, analytical methods, and development opportunities for future researchers in this field. This paper also identifies gaps in the literature and requires further empirical research.

Keywords : Systematic literature review, Talent Development, Digital Transformation, Industry 4.0

Level of Motivation of Northwestern University Employees'

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Abstract

Background - Employers keep their employees motivated in their jobs in the form of rewards and bonuses. Motivation is a factor that drives a person which is the result of action, but it is important to understand what employee motivation is. Organizations adopt human resource practices to increase the task performance of employees and try to intrinsically and extrinsically motivate them. The two classification of motivation is intrinsic motivation and extrinsic motivation. Intrinsic motivation is the willingness of a human being to learn while extrinsic motivation requires a reward to complete a task

Purpose - This study aims to identify what is the level of motivation that Northwestern University is giving to their employees. It can help the organization establish stronger hold in employee organizational and psychological behaviour. It is expected that the organization will achieve higher performance from their employees that results to higher productivity of the organization. Employers will understand what it means to value their employees.

Design/methodology/approach - The respondents were the employees of Northwestern University. Northwestern University is the chosen organization for this study to learn about the level of motivation of their employees. A quantitative design was used in this study.

Findings - The study showed that employees' of Northwestern University has different preferences in motivation. This means that employees of Northwestern University are motivated upon the types of motivation that they want whether it is intrinsic or extrinsic. It shown on the result that they are motivated intrinsically when there is a self-sufficiency or independence when working. Also, it is found that there is a healthy relationship within the workplace of the university. Employees will have a strong level of commitment and a sense of ownership for their organization once they recognize that the company values them extrinsically.

Research limitations - This research will contribute for the enhancement and improvement of the universities on how they will motivate their employees to continue to work despite of the pandemic. For future research direction, researches should emulate this research in other universities, so that universities would know on how to improve their way or motivating their employees in order for them to maintain their workers. Also, this motivation will help employers to make their employees perform their full potential at field.

Originality/value - N/A

Keywords : Motivation, Employees, Intrinsic, Extrinsic, University

Track Information System

Analysis Of Usability Level Peduli Lindungi Application

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Abstract

Background - *In order to fight the spread of the coronavirus (covid 19) in Indonesia, the Ministry of Communication and Information, in partnership with other relevant ministries and organizations, is developing the Peduli Lindungi Application, which serves as an information tool and tracks the movement of Indonesians who may be infected with the virus.*

Purpose - *The purpose of this study was to examine the community's level of knowledge and difficulty in utilizing the Peduli Lindungi Application. This study evaluates the usability of the Peduli Lindungi Application in five categories: leanability, efficiency, memorability, error, and satisfaction are all important factors to consider.*

Design/methodology/approach - *This research is quantitative descriptive. In this study, data was collected using an online questionnaire administered to Indonesians using Google Forms, with the variable measurement scale referring to the Likert Scale.*

Findings - *The results showed that the usability level was said to be good with an average of around score 72.85 and a satisfaction percentage of 79.3% so it can be said that the Peduli Lindungi Application is user friendly, with an indication that the application features are easy to understand and use, efficient in operation, coloring is very comfortable to look at, but the error rate is below the value on average, this is because the network is unstable and users are not used to this application.*

Research limitations - *The limitation of this research is only to calculate the usability level of the Peduli Lindungi Application in order to find out the comfort in using the application.*

Originality/value - *This research used 100 respondents randomly with a variable measurement scale referring to the Linkert scale.*

Keywords : Analysis, Usability, Peduli Lindungi Application, Five categories of usability

The Use of IoT (Internet of Things) and AI (Artificial Intelligence) for the New Normal Era Building Designs

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Abstract

Background - *The Covid-19 pandemic has changed the way and style of life. One example can be seen like the daily use of masks lead the fashion sector develops their creativity - adding masks to clothing accessories. Likewise in the field of planning and building design which must adjust to the "New Normal Era", so that it meets the space functions and user needs. The use of IoT (Internet of Things) and AI (Artificial Intelligence) in building designs is needed to support these changes. The design of building with IoT and AI expected has to meet the health protocol standards defined by the Ministry of Health as well as fulfilling the concept of building aesthetic.*

Purpose - *This research aims to discuss the possibility of using the IoT and AI in building design in the "New Normal Era" as a result of the Covid 19 pandemic.*

Design/methodology/approach - *The research methodology used is a descriptive qualitative and aiming to understand and further to provide alternative solutions for building design with automation concepts using IoT and AI.*

Findings - *The research results provide alternative design solutions for building design concepts in the "New Normal Era". This study has found how health protocols are transformed into a space design with IoT and AI technology supports, including these are the capacity of the number of people in the room, the distance between individuals in the room and rooms' temperature and individual human body temperature.*

Research limitations - *The limitation of the research study is that the building designs use the concept of automation using IoT and AI located in Indonesia with a reference to the Indonesian Health Protocol.*

Originality/value - *This research has created a building design concept using IoT and AI technology automation in buildings in Indonesia that can provide spatial design solutions that are responsive to the current Covid-19 pandemic conditions.*

Keywords : *Internet of Things, Artificial Intelligence, New Normal Era, Building Designs, Pandemic Covid-19 Adaptation*

The Effect of Perceived Benefits on Intention in Using Booster Vaccines to Face Omicron Variants with Risk Moderation

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Abstract

Background - Before the Omicron Covid-19 variant entered Indonesia, the Indonesian government was planning a booster vaccination program or a third injection. Booster vaccines are intended for the general public and are available in two forms: free and paid. Therefore, the government has developed a strategy for administering the third dose of vaccination, which is set for January 2022. Indonesia has a target population of 100 million people who will receive booster immunization.

Purpose - The purpose of this study was to see how the perception of benefits affects Intention in booster immunization to prevent variations in Omikron Covid-19 with risk as a moderator.

Design/methodology/approach - This study uses a quantitative approach using the analysis of the Structural Equation Model of Moderating Variables. Respondents were collected as many as 516 people using convenience sampling technique. The instrument uses a psychological scale consisting of the Benefit scale, Risks scale, and Intention scale.

Findings - Based on the estimation of the Outer model, it is known that the research instrument has a recommended convergent validity and discriminant validity, thus its Composite Reliability (CR) coefficient. CR Benefit scale = 0.963; CR Risks scale = 0.891; Intention scale CR = 0.932. Thus the three instruments have the recommended reliability. Based on the test of the Inner model, it is known that the perceived benefit has a positive and significant effect on the Intention in booster vaccination ($O=0.819$; p

Research limitations - The limitations of this research are related to the ongoing pandemic period, namely non-probability sampling and respondents filling the scale not face-to-face but online.

Originality/value - Previous studies have placed predictors that have positive and negative effects partially or simultaneously, the novelty in this study is to place predictors that have a positive influence moderated by variables that have a negative influence in one model at once, so that a moderating effect can be seen on the model studied.

Keywords : benefit, risk, intention, booster, perceived

Information Quality Management Using DMBOK Guidance : A Systematic Literature Review

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Abstract

Background - Currently, data and information management has become a very important activity in supporting the achievement of organizational goals. Information quality management is needed so that the data is valid and functions optimally so that it requires good data and information management. This condition necessitates the immediate implementation of good data and information management policies.

Purpose - Data problems often occur because organizations have not implemented effective data management. Based on the Data Management Body of Knowledge (DMBOK) guidelines, the data management function is divided into ten components, one component that plays a very important role in the implementation of the other component is data governance.

Design/methodology/approach - This study aims to determine information quality management with the design of governance data based on the Data Management Body of Knowledge (DMBOK) guidelines as the main reference.

Findings - The results of this study indicate that the DMBOK guidelines can be integrated with the governance data structure of previous studies.

Research limitations - Information quality management with governance activities in DMBOK can be used as an initial solution to data problems that occur.

Originality/value - It is hoped that data quality management with the designed data governance structure can be applied so that the implementation of data governance in accordance with the body of knowledge management guidelines can run well on an ongoing basis.

Keywords : data, information quality management, dmbok

Track Civil Engineering

CASE STUDY PLANNING COMBINATION OF PRECAST SYSTEM WITH BASE ISOLATION AT 32-STORY PANCORAN RIVERSIDE II APARTMENT

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Karya Beton, Tbk., Jakarta, ⁵Universitas Persada Indonesia

Abstract

Background - *The development and application of high-performance precast systems with prescriptive planning concepts and regimes, it is fully produced locally in Indonesia. However, precast systems that use base isolation, especially in high-rise buildings, need a deeper study to determine the overall performance of the building.*

Purpose - *The purpose of this study is to plan a structure that uses a combination of precast and base isolation systems with a case study of a high-rise building, namely the Pancoran Riverside II Apartment, which is located in Jakarta and consists of a tower area of 32 floors and a podium area of 6 floors.*

Design/methodology/approach - *Design regulations for precast systems such as SNI 2847:2019 and SNI 1726:2019, have provided space for progressive planning innovation, especially for precast systems that use base isolation to obtain buildings that have earthquake-resistant performance. So that the plan will use the concept of "performance based seismic design", and see what kind of effect the use of base isolation will have on precast buildings.*

Findings - *In particular, for high-rise buildings, the use of a precast system combined with base isolation will get better performance, because the quality of the structural components used is more controlled and has gone through a validation process with testing. Base isolation is able to isolate the superstructure from the earthquake forces that occur. This can be advantageous because the deformation of the structure will be much reduced so that some principles that are generally used in prescriptive design such as strong column weak beam, confinement, and other detailing that make the structure more wasteful can be ignored because the earthquake lateral forces are fully accepted by the base isolation system. The use of base isolation can also shift the period of the structure to be larger, so that a smaller base shear can be obtained, but because the tower area of this building is quite high (121.6 m), the period of the structure is large enough so that the effect of shifting the period of the structure is not very effective in the area. tower, while the podium area (19.2 m) can still take advantage of this decrease in base shear.*

Research limitations - *The limitation of this research is that it will only focus on the scope of structural planning with a combination of precast systems and base isolation, other earthquake-resistant systems such as dampers can be studied for further research.*

Originality/value - *Tall buildings that use base isolation, especially for this case study, are new things that will be done.*

Keywords : precast, base isolations, performance, seismic design.

Life Cycle Cost (LCC) Model on Conventional Systems and Combination of Precast Systems with Base Isolation of High-rise Buildings

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Abstract

Background - Another alternative that has the potential to produce a structural system with high performance against earthquakes in relation to the precast system is a structural system that combines precast concrete structures with base isolation. Base isolation technology has been proven to significantly reduce earthquake loads received by structures equipped with base isolation, especially for structures that have not too large a structure period. Several studies have been conducted to combine precast concrete systems and base isolation technology and give promising results in terms of avoiding compliance with ductility requirements. Problems that need to be addressed include issues of initial cost and life cycle cost. Based on the initial additional costs required to add base isolation costs, it is quite an attractive value in terms of life cycle costs

Purpose - Creating a life cycle cost (LCC) model for conventional systems and a combination of precast systems with base isolation of high-rise buildings

Design/methodology/approach - This study calculates LCC with a 50-year building age plan, planned with 3 conditions. The three conditions are construction of conventional high-rise buildings, construction of precast high-rise buildings and construction of precast high-rise buildings with base isolation. It is assumed that an earthquake occurs once in a period of 50 years. The pattern of occurrence is analyzed from the life cycle cost model in conventional systems and the combination of precast systems with base isolation of high-rise buildings

Findings - The LCC value between the three conditions is that conventional LCC is greater than precast LCC, either precast only or precast with base isolation. The LCC value from the 1st year to the 50th year of the earthquake tends to decrease according to the earthquake incident approaching the 50th year or the end of the building's life. The earlier the earthquake occurs, the greater the LCC deviation value in the two systems. This means that the use of precast and the combination of precast with base isolation will be very large or profitable or efficient in the event of an earthquake in the early years, and will decrease if the earthquake event approaches the 50th year or the end of the building's life. The magnitude of the LCC between precast and precast buildings with base isolation is larger for precast buildings with an insulated base and will decrease as the earthquake event approaches its 50th year or the end of the life of the building

Research limitations - The calculation of LCC is carried out in high-rise buildings with conventional structures, precast structures and combinations of precast with base isolation. The LCC calculation is carried out by simulating every earthquake that occurs once in a period of 50 years where the possibility of an earthquake can occur in the 1st, 2nd year and so on (simulated if it occurs in the 1st to 50th year).

Originality/value - Life Cycle Cost (LCC) Model on Conventional Systems and Combination of Precast Systems with Base Isolation of High-rise Buildings

Keywords : LCC, Precast, Base-isolation, High-rise, Building

Numerical Modeling of Precast Concrete Structural Elements

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Abstract

Background - Along with the increased use of precast concrete elements in construction industry, many studies have been conducted to develop more reliable and efficient precast structural systems. Those studies normally involved many trials of experimental works that are usually time consuming and costly. To minimize the experimental works, it is important to have testing modules or specimens that are analyzed accurately.

Purpose - Therefore, the aim of this paper is to develop a numerical model that can be used to analyze precast concrete elements accurately.

Design/methodology/approach - The developed numerical model was based on finite element method utilizing fiber section elements with constitutive models considering post-peak response of the materials. OpenSees finite element framework was employed in the development of the numerical model. The numerical model was then validated and calibrated by comparison with experimental results (from our previous experimental works on this topic) in term of the force–displacement relationship.

Findings - The comparison of the experimental results to those numerically obtained was found to be satisfactory.

Research limitations - However, the numerical results have only been validated and calibrated with limited data, from our own experimental results. Further validation and calibration with wider ranges of experimental results from different researchers are still needed if the model were to be considered valid for a universal application in precast concrete element.

Originality/value - Nevertheless, the developed numerical model can be employed to analyze and design precast concrete testing modules with better accuracy and thus reduce the trials of experimental works.

Keywords : numerical model, precast concrete, fiber section element, finite element, nonlinear constitutive materials

Track Industrial Engineering

Quality Improvement Service of Laboratory Occupational Health and Safety (OHS) Using Servqual and QFD Method

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Abstract

Background - *Laboratory test services are now playing an increasingly essential role in boosting client satisfaction. To win the competition and increase consumer happiness, various tactics are used. Customer satisfaction and loyalty can be increased by providing excellent service and using the appropriate tools. In the industrial and service industries, customer happiness is critical to success.*

Purpose - *The purpose of this study was to assess the quality of Occupational Health and Satisfaction laboratory service, determine which items needed improvement, and improve the design of laboratory service.*

Design/methodology/approach - *The ServQual and QFD method are used in this study, which is based on 5 dimensions and 19 variables. The results of a poll of 75 respondents of laboratory test service were used in this study. The validity and reliability tests performed on the questionnaire findings were used to assess the item's reliability as well as the questionnaire's practicality. The answers to the questionnaire were then utilized to determine the association between variables using correlation and hypothesis tests.*

Findings - *As a result, it necessitates being the focal point of improvement. To increase the quality of OHS laboratory test service, improvements in the design of 8 attributes in the form of a House of Quality with 7 technological elements are required. As a result, competent management tactics can be used to combat the service industry's fierce competition*

Research limitations - *The research focuses on planned steps to improve service quality, but not on proposals for change that have not yet been implemented and tested.*

Originality/value - *The results of a poll of 75 respondents of laboratory test service were used in this study. To increase the quality of OHS laboratory test service, improvements in the design of 8 attributes in the form of a House of Quality with 7 technological elements are required.*

Keywords : Quality Service, ServQual, QFD, Customer Satisfaction

Employee Workload Assessment In The Service And Manufacturing Industry

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Abstract

Background - *As part of their job responsibilities, employees must accomplish a variety of tasks. The industry introduced new workforce management strategies in response to the Covid 19 pandemic, one of which is the reduction of employee numbers, resulting in an increase in workload. As a result of increased physical workload, employee productivity in the manufacturing industry has changed. The physical and mental stress in the service industry, on the other hand, is incalculable.*

Purpose - *The purpose of this research is to provide an overview of employee workload in the service and manufacturing industries, as well as the factors that influence workload. Management is expected to be able to effectively arrange their employee by analyzing the workload in both industries.*

Design/methodology/approach - *This is a quantitative approach involving case studies from a wide range of service and manufacturing industries. In the service industry involving 110 employees and the manufacturing industry involving 90 employees. The Modified Cooper Harper approach is used between industries to provide an overview and analysis of employee workloads. Cooper Harper has been modified to account for both physical and mental stress. The workload will be classified as heavy, medium, or light based on the weight of the workload.*

Findings - *According to the findings of the research, the weight of heavy workload in the service industry is 76 to 78%, medium range from 45 to 47% and light range from 14 to 32%. Heavy workloads range 68 to 77 % in the manufacturing industry, medium range 53 to 57 %, and light range 27 to 35 %. In the service industry, there is a significant variation in the weight of heavy, medium and light workloads. In the manufacturing industry, there isn't much of a difference in overall workload weight. Heavy workload weights can be prioritized for improvements in workforce planning.*

Research limitations - *The limitation of this research is that the number of samples only represents one service and manufacturing industry. Further research can be developed by increasing the number of industry samples so that the findings are more representative of the actual workload of employees in both types of industries.*

Originality/value - *The research's originality demonstrates that there is a description of workload in two types of industries, work activities and human-machine interaction.*

Keywords : Workload, Service Industry, Manufacturing Industry

Track Management

AN ANALYSIS OF THE EFFECTS OF ONLINE BANKING ON BANK PERFORMANCE IN INDONESIA

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Abstract

Background - *Financial institutions benefit from technology because it streamlines investigations, saves time, and improves service delivery. In order to improve banking performance, banks must create technology. Banks are likely to be able to expand their services beyond only taking and delivering cash as the number of online banking consumers grows. As a result, given their vital role during the globalization period, banks financial performance is critical to examine.*

Purpose - *The purpose of this study is to look into and analyze the effects of internet banking on the performance of Indonesian banks. The goal of the study was to see how online banking, mobile banking, and automated teller machines affected bank performance in Indonesian commercially registered banks, as assessed by asset returns.*

Design/methodology/approach - *To conduct research, the researchers used a quantitative research design and panel data analysis. The purposive sampling method was used to select a sample from the banking industry that satisfied the criteria and was listed on the Indonesia Stock Exchange. Secondary data from annual reports received from the Indonesia Stock Exchange or the company's website was used in the study. Multiple regression approaches are used to analyze the data. Eviews 9.0 is the statistics program that was utilized.*

Findings - *The findings revealed that internet banking had a large negative impact on bank performance, whereas mobile banking and automated teller machines had considerable favorable impacts. Furthermore, internet banking, mobile banking, and automated teller machines all have a substantial impact on bank performance at the same time.*

Research limitations - *The study's drawback is that it only looked at 36 commercial banks that were registered within the last five years, from 2016 to 2020. To examine a bank's performance, the researchers employed three independent variables and one dependent variable.*

Originality/value - *According to this report, not all banks have established a comprehensive internet banking system as a mobile banking substitute.*

Keywords : Internet Banking, Mobile Banking, Automatic Teller Machine, Bank Performance, Asset Return

SOCIAL MEDIA MARKETING ACTIVITIES AND ITS INFLUENCE TOWARDS THE PURCHASE INTENTION OF GREEN COSMETICS

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Abstract

Background - *This conceptual paper highlights the dimensions under the social media marketing activities (SMMA) which are the entertainment, interaction, trendiness, customization and word-of-mouth. These dimensions are important as it works as drivers to influence the purchase intention and participation of consumers in an online community particularly the purchase intention of green cosmetics.*

Purpose - *The purpose of the study is to examine the impact of the SMMA towards the consumers' intention to purchase the green cosmetics products.*

Design/methodology/approach - *The research methodology applied in this study is using the secondary data from the past literature reviews consisting of article journals and research studies. Past studies were included to provide the supporting literature for this paper which related to the SMMA and purchase intention of the green cosmetics products.*

Findings - *The study found that entertainment, interaction and trendiness has a positive relationship with the consumers' purchase intention based on the previous studies on luxury fashion brands and insurance industry. Meanwhile, the word-of-mouth (WOM) is further related to the user-generated content where its effect can enhance the user-generated content that is trending in the online community.*

Research limitations - *The limitation of this study is the lack of empirical evidence using the quantitative approach as the primary data. This is because this paper is mainly using the secondary data as the supporting claims to support the variables.*

Originality/value - *The value of this study is the green cosmetics as the subject of the study. Previously, the SMMA's impact was focused on the consumer-based brand equity and widely studied in the luxurious brands. However, in green cosmetics, the study is less explored particularly in the emerging social media platform. Therefore, this paper further discussed its impact from the existing studies as the supporting literature.*

Keywords : social media marketing activities, green cosmetics, purchase intention

The Influence of Leadership and Organizational Culture Mediated by Work Climate on Governance at Islamic Religious Universities in Batam City

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Abstract

Background - *A university's performance is primarily defined by the quality of its instruction and research, not by the quality of its administration. However, a management system's weakness may result in a decline in the quality of education and research. Numerous study programs in Batam City have not fully implemented strong governance procedures in order to lead and control colleges toward their desired outcomes.*

Purpose - *The purpose of this research is to conduct a complete analysis of leadership and organizational culture as they are mediated by organizational climate and its effect on governance.*

Design/methodology/approach - *This study takes a quantitative approach, incorporating both causal and descriptive methodologies. The research instrument is a questionnaire. The survey method is path analysis with the research instrument being a questionnaire. The population in this study consisted of 320 lecture at the Batam City Private Islamic Religious College. The Random Sampling method was used to select samples of 178 respondents, and data were processed using SEM-PLS.*

Findings - *The results of the hypothesis testing given in this study demonstrate that leadership and organizational culture have a substantial influence on work atmosphere. And leadership and organizational culture have a substantial impact on governance as mediated by work climate.*

Research limitations - *The limitation of this research is that it examined only lecture of study programs at Islamic religious institutions in Batam; nevertheless, it is hoped that in the future, they would be able to analyze all universities without making distinctions between clusters.*

Originality/value - *This research can help and guide the administration of current resources at Islamic religious colleges in Batam.*

Keywords : governance, organizational climate, leadership, organizational culture

THE INFLUENCE OF THE 9 COMPONENTS IN THE CANVAS BUSINESS MODEL ON THE READINESS OF MICRO, SMALL AND MEDIUM ENTERPRISES DURING THE PANDEMIC

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Abstract

Background - *In theory, micro, small, and medium enterprises (MSME) are considered the most able to survive in the midst of a crisis, but in reality, many micro enterprises have collapsed and changed business types. This condition is allegedly because these micro-entrepreneurs open businesses only based on inputs or reckless capital without careful planning. Planning can be done in many ways. One of the simplest ways is to use a business model canvas (BMC). The BMC consists of 9 sections, which, if filled in correctly, will provide a direction for novice entrepreneurs. Not many studies have tested whether creating a business model canvas can help micro-entrepreneurs make their business better. And how do the 9 components of BMC affect micro, small and medium enterprises*

Purpose - *to see how the impact of making a BMC on MSME sustainability, , and which components have the greatest influence from the 9 components on BMC Design*

Design/methodology/approach - *This research was conducted on 100 micro-enterprises from various sectors because they are considered the most able to survive. The research was conducted using a set of questionnaires that were asked before and after entrepreneurs understood and created a business model canvas. Furthermore, the value of the questionnaire will be compared and tested using descriptive analysis.*

Findings - *From the results of the study, it can be seen that by understanding and creating a business model canvas, entrepreneurs can better prepare their businesses so that they can survive more than if they did not. And according to respondents, the 9 components from BMC that difficult are the customer segment and value proposition.*

Research limitations - *This research has limited time. Research and training on making business model canvases cannot be offline.*

Originality/value - *Seeing which of the 9 components from BMC that are the most forgotten or the most difficult for MSMEs to do and effect for sustainability MSME.*

Keywords : SME, Bisnis model canvas, management

Entrepreneurial Mindset: Impact Behavioral implementation of strategy in improving organizational performance

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Abstract

Background - *Performance determines the sustainability of the organization so that many efforts are made to explore various elements that can improve organizational performance. Among the existing elements, human resources are the most important element in achieving organizational performance. Performance can be achieved if human resources in the organization have productive and innovative behavior where this behavior will be more easily realized when someone has an entrepreneurial mindset. Entrepreneurial mindset is a person's frame of mind that is oriented towards achieving goals so as to enable them to dare to face challenges, dare to take opportunities and dare to hone themselves to improve competence*

Purpose - *“ This paper aims to conduct a literature review study that can explore the role of building an Entrepreneurial Mindset so that it has an impact on the implementation of behavioral strategies to improve organizational performance*

Design/methodology/approach - *The study was conducted by systematically examining and selecting literature related to the entrepreneurial mindset, implementing behavioral strategies and organizational performance. From the various literatures obtained then classified and analyzed*

Findings - *Research results show that there are various factors that play a role in every human resource to contribute to achieving organizational performance, namely motivation, leadership, job satisfaction, organizational commitment, etc. However, the results of the exploration found that when someone has an entrepreneurial mindset it will give different results because it shows an entrepreneurial mindset will hone one's character to be more oriented to new things, action oriented*

Research limitations - *This study provides theoretical and practical managerial implications. The results of the analysis can identify the various components found in the literature so that it needs to be explored in further studies.*

Originality/value - *The value of this study lies in the integration of various existing literature studies but is limited to the entrepreneurial mindset as a behavioral strategy in improving organizational performance.*

Keywords : Entrepreneurial Mindset, Behavioral Strategy, Performance, Literature Review

Analyze of Customer Satisfaction BSI Mobile PT. Bank Syariah Indonesia Tbk

Verawaty¹

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Abstract

Background - *The development of science and technological advances in Islamic banking has resulted in changes in the way of conducting transactions in society. Information technology based transaction service media of PT. Bank Syariah Indonesia Tbk such as BSI Mobile opens opportunities for banks to offer added value to customers.*

Purpose - *The purpose of this research was to analyze the level of customer satisfaction with the users of BSI Mobile at PT. Bank Syariah Indonesia Tbk.*

Design/methodology/approach - *Research uses a quantitative descriptive with a population of BSI Mobile users at PT. Bank Syariah Indonesia Tbk in Makassar. Data analysis techniques using validity, reliability and Cartesian Diagrams. A sample of 100 respondents, where data collection was done by questionnaire.*

Findings - *The result that respondent were very satisfied with BSI Mobile's service, while from the quantitative analysis, the level of customer interest/ expectations was quite high, with an average of 4,35 and the performance received was satisfactory of 4,26 with a conformity level of 97,80%.*

Research limitations - *Limitations research uses service quality which consist of dimensions of tangible, reliability, responsiveness, assurance, empathy and doesn't add other dimensions.*

Originality/value - *The level of satisfaction based on satisfaction based and expectation of BSI Mobile customers.*

Keywords : customer, satisfaction, expectations, performance

The Effect of Education, Training, Experience and Work Discipline on Employee Performance in the PT. Execelitas

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Abstract

Background - *Good employee performance can be shown by the ability of employees. Human resources are one of the important components in an agency that runs agency operations. Human resources must be managed properly so that the work carried out produces outputs in accordance with the plan, because human resources are the key in achieving the goals and success of the agency. Therefore, to be able to achieve the goals of the agency, it is necessary to have employees who have good performance.*

Purpose - *This research was conducted on the basis of the aim of knowing the extent to which education, training, experience, and work discipline affect the level of employee performance in a company.*

Design/methodology/approach - *There is a total population of 87 employees of PT Execelitas in this study with the number of samples as many as the population and the sampling technique is the census method. In the analysis using multiple linear regression, the hypothesis is tested with SPSS statistical tools, and this research takes 6 months.*

Findings - *The findings of this study are that this also means that jointly performance is given a positive influence by the education of an employee, training that employees participate in, existing experience, and good discipline.*

Research limitations - *The limitation of this research is a pandemic outbreak that hinders research and not too many variables have been measured.*

Originality/value - *This research contributes to the review of the management literature and presents empirical results that are not available to many people.*

Keywords : education, training, experience, work discipline, employee performance

CREATIVE MANAGEMENT STRATEGY IN CREATIVE PRENEURSHIP

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Abstract

Background - *Creative management is rarely studied in management science studies. Management and creativity have different goals and outputs, so they are considered contradictory. Empirical phenomena show that the two disciplines can collaborate systematically.*

Purpose - *This study aims to find a creative management strategy formula as a new approach model that can be applied in creativepreneurship.*

Design/methodology/approach - *The process of reviewing this creative management formula uses a qualitative and multidisciplinary analytical approach that has been tested in various management studies, design, entrepreneurship, learning model, and applied research. Formulas can also be applied in various jobs. Logically, management without creativity will result in rigid performance, ideas that are only limited by reason, and formalistic. Creativity can liberate decision-making, strategizing with unlimited new ideas. Creativity uses imagination in finding solutions, so that it is able to produce different "solutions". Creativity tends to be flexible in making logical decisions. Therefore, creative logic is needed in strategic management.*

Findings - *This study offers a new formula in management, namely a creative management strategy model that can be applied to creativepreneurship. The creative management strategy formula found has the following process models: (1) Performing; (2). Programming; (3). Designing; (4). Implementing; (5). Marketing.*

Research limitations - *This study only discusses management strategies and creative strategies that are applied in the context of creativepreneurship.*

Originality/value - *The uniqueness and novelty of this research is the effort to integrate various disciplines, namely management, design, creativity studies, entrepreneurship, and humanities which are studied qualitatively and multidisciplinary in the context of creativepreneurship. The novelty of its unique value is the creative management strategy formula as an applicable model.*

Keywords : Management, creativity, creative entrepreneurship, collaboration, strategy

GAMIFIED DRIVERS ON CONSUMER LOYALTY IN ONLINE FOOD DELIVERY APPS

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Abstract

Background - *It is important to ensure every online food delivery platform as functional as it possible to attract potential users and retain existing users. In order to let it happen, OFD service providers should imply gamified elements as it has been proven by many scholars for its effectiveness.*

Purpose - *This paper aims to investigate the effect of gamified drivers on consumer loyalty towards online food delivery apps.*

Design/methodology/approach - *This study is qualitative research and applied the descriptive method. Furthermore, by using secondary data gathered from past literature reviews and studies on gamification, this study will discuss the MDA framework and how it affect the loyalty of consumer towards the online food delivery apps.*

Findings - *this present study explain how the gamified drivers MDA framework in enhancing the loyalty of consumer towards the online food delivery apps. Prior research has examined the effect of gamification on consumer loyalty by using the variance-based structural equation modelling (VB-SEM) and found out that applying any gamified aspects in the electronic apps may enhance and triggered the level of consumer loyalty (Al-Zyoud, 2020). Furthermore, gamification has also proven as the best approach to keep the target audiences to maintain their level of participation in the education purposes (Ouriachi et al., 2020). Also, it is agreeable that gamification has become one of the promising tools to be used in the industry and emphasized to functioning in addressing the core-marketing ideas includes the loyalty and brand awareness (Lucassen & Jansen, 2014).*

Research limitations - *As the study is implemented by using secondary data gathered from previous study thus, it may have few empirical evidence. Therefore, it is suggested for further research to either conduct or combine quantitative method as well.*

Originality/value - *This study discussed and explore the MDA gamification framework. Thus, the value of this study is by highlighting the gamification effect on consumer loyalty to online mobile apps specifically in online food delivery apps.*

Keywords : online food delivery, loyalty, gamification, gamified core drivers, MDA framework

EFFECTS OF INTERNET MARKETING TO CONSUMER BUYING BEHAVIOR OF FOOD BUSINESSES

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Abstract

Background - Nowadays, internet marketing is the best way of advertising food products because most of the customers search online and buy online. It is a way of making an awareness in order to promote a certain product to the market which is referred to as an advertising. While, the buying behavior of consumer is referring to the behavior that a consumer takes before buying a product or service in both online and offline. In addition, internet marketing refers to the techniques or strategies used to advertise products and services in the internet and through other digital platforms.

Purpose - The purpose of this paper is to assess the Effects of Internet Marketing to Consumers Buying Behavior through assessing their impacts on consumers Attention, Interest, Desire, and Action.

Design/methodology/approach - Using the sample size calculator by Raosoft, with 5% margin of error and level of confidence 95%, participants in the survey were also selected using a convenience sampling method with 384 respondents. A quantitative research design was use in the study and the items are presented using frequency, percentages, and mean. The paper also used the AIDA model.

Findings - The paper revealed that internet marketing and consumer buying behavior has the same level. Moreover, internet marketing captured the attention, interest, desire, and action of most of online consumers and agreed. Customers use internet sites to obtain information and engage with one another and social media allows customers to communicate, which leads to improved trust and intent to purchase products.

Research limitations - As the global pandemic strikes, the researchers are not allowed to interview the respondents face-to-face. With that, for future researchers, researchers must include to their questionnaires whether they are customers or consumers for them to classify and specify if the respondents are the final user of the product they have been purchasing online. Also, this will help the food businesses to classify the purchasers, to be more concise and organized to their business.

Originality/value - Using a Pearson's correlation, the findings show that internet marketing and consumer buying behavior has a significant relationship. On the other hand, this paper also shows that Social Media Marketing is in the high extent of perceived effectiveness of the implementation of internet marketing, due to different platforms such as Facebook, Instagram, and Twitter.

Keywords : internet marketing, consumer buying behavior, social medium, online food seller, food business

The determinants of financial inclusion in Tanjungpinang City

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Abstract

Background - Financial inclusion has a definition, namely how individuals and businesses can have access to useful and affordable financial products and services that can meet needs ranging from transactions, payments, savings, credit, and insurance delivered in a responsible and sustainable way. Moving from account access to account usage is the next step for countries where 80% or more of the population has an account (China, Kenya, India, Thailand). These countries are counting on reforms, private sector innovation, and a push to open low-cost accounts. However, nearly a third of adults “1.7 billion” still do not have a bank account, according to the latest Findex data.

Purpose - This research was conducted, based on Bank Indonesia regulation no. 16/8/PBI/2014 to replace regulation No. 11/12/PBI/2009 concerning electronic money and strengthened by the circular letter of Bank Indonesia No. 16/12/DPAU concerning the Implementation of Digital Financial Services in the Context of Financial Inclusion through Individual Agents. So this research was conducted in an effort to find out how the factors forming Financial Inclusion in Tanjungpinang City where the majority of the people have certain demographic characteristics. Also with the assumption that the level of financial inclusion is not evenly distributed, it is necessary to examine this Determinants.

Design/methodology/approach - The data analysis method in this study uses quantitative analysis techniques. As for this research using logistic regression analysis method. The reason for choosing this method is because it is in accordance with the purpose of this study, namely to test the effect of dependent data (Y) is categorical data (eg code 1 = has M-Banking access, code 0 = has M-Banking access), while independent data (X) is quantitative data without being categorized. Logistic regression aims to test whether the probability of occurrence of the dependent variable can be predicted with the independent variable. The data analysis technique was carried out with the help of the Eviews version 10 application.

Findings - The results of this study indicate that the determinants of Financial Inclusion, namely, Age, Gender, Education, Trust, Income (Income), and Internet Connection, all of which have an influence on financial inclusion while Distance/Access to financial institutions and required documents, has no effect on financial inclusion. financial inclusion. Gender Male, the higher the education level, the higher the income, and the better the internet connection, the higher the chances of these customers getting access and getting into financial inclusion.

Research limitations - The research is still carried out in the scope of 1 city only. Better if done in several cities at once. Likewise with the factors or determinants studied, it would be better and comprehensive if added. Method that used in this research, also have a statistical limitations, mainly, the logit methods that only could predict the probability instead of actual value.

Originality/value - The research of financial inclusion themed has never been done in Tanjungpinang City before. Therefore, it was needed to broader the knowledge that has never been known in this city.

Keywords : Financial technology, financial inclusion

FUTURE EVENT

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Virtual Conference

April 22-23, 2022

7th MASOS

International Conference on Management Studies and Social Science

<http://www.masosconference.com/>

Virtual Conference, May 5, 2022

8th JIBUMS

Japan International Conference on Business, Management Studies and Social Science

<https://www.jibums.com/>

Virtual Conference, May 31, 2022

4th ICISS

International Conference on Islamic Education Studies and Social Science

<http://www.icissconference.com/>

Virtual Conference, July 14, 2022

3rd MESS

International Conference on Management, Education, and Social Science

<http://messconference.com/>

Virtual Conference, July 28, 2022

ICHBS

International Conference on Health and Biomedical Science

www.ichbs.com

Virtual Conference, August 11, 2022

6th IBEMS

International Conference on Interdisciplinary in Business, Economy, Management, and Social Studies

<https://www.ibemsconference.com/>

Istanbul, Turkey, September 22-23, 2022

8th BEMSS

International Conference on Business, Economy, Management and Social Studies Towards Sustainable Economy

<http://www.bemssconference.com/>

Virtual Conference, August 30, 2022

2nd ICLET

International Conference on Language, Education and Teaching Research

<http://www.icletconference.com/>

Virtual Conference, June 15, 2022

8th SIMBES

Singapore International Conference on Management, Business, Economic and Social Science

<http://www.simbesconference.com/>

Virtual Conference, October 4, 2022

7th RESBUS

International Conference on Interdisciplinary Research on Education, Economic Studies, Business and Social Science

<http://resbusconference.com/>

Virtual Conference, November 8, 2022

8th JIBM

Japan International Business and Management Research Conference

<http://www.jibmconference.com/>

Virtual Conference, December 6, 2022

**Book of Abstract
Conference Proceeding
ICMRSI**

**International Conference on Multidisciplinary
Research for Sustainable Innovation**

Virtual Conference : February 14-15, 2022