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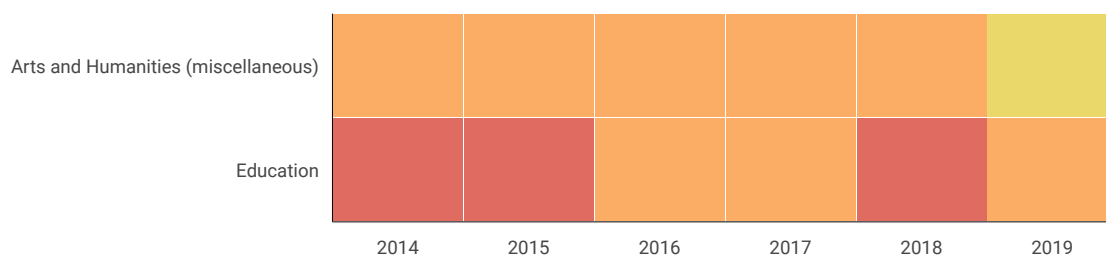
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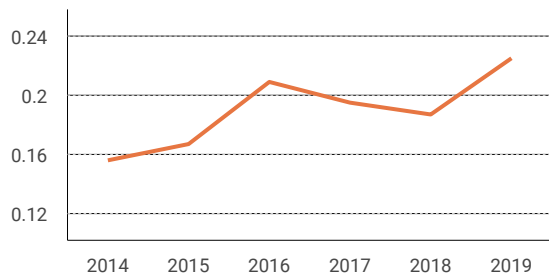
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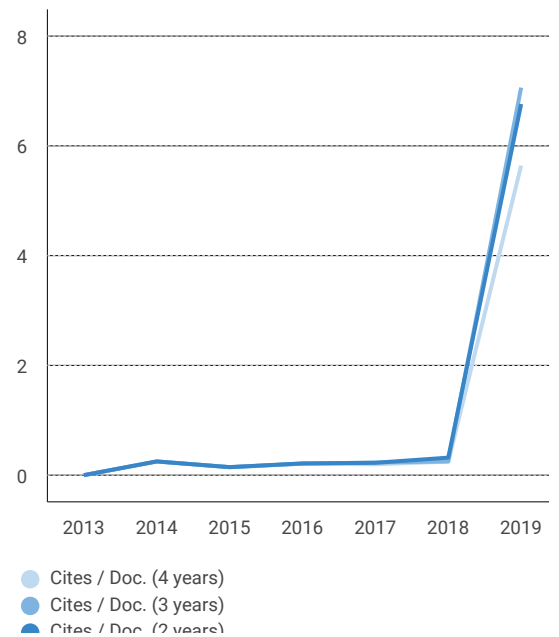
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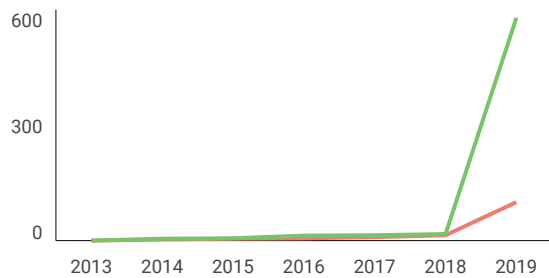
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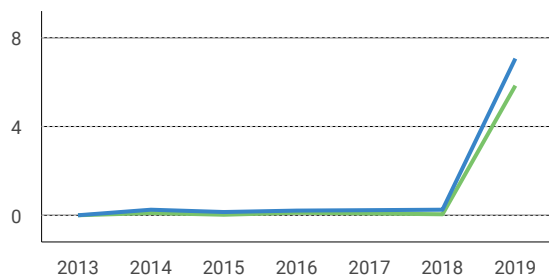
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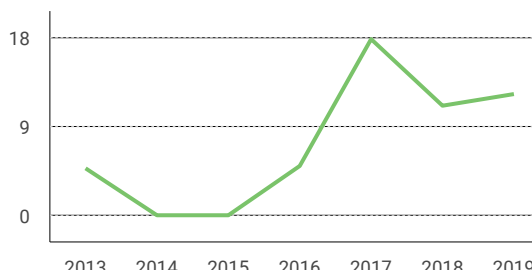
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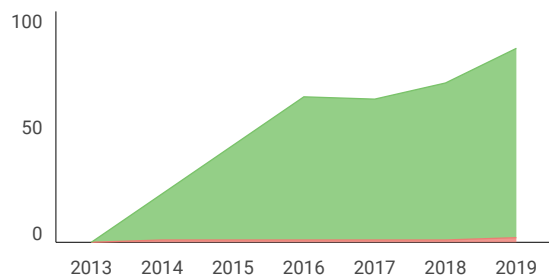
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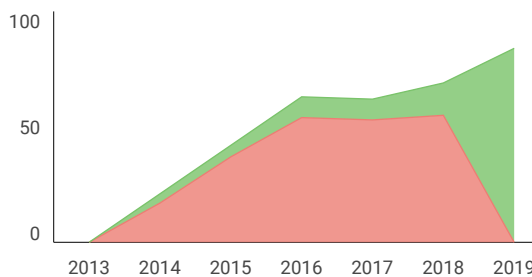
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publication.service@ijicc.net (mailto:publication.service@ijicc.net)

editor@ijicc.net (mailto:enquiries@ijicc.net)



Dr. Muhammad
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(mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it)Dr Tina Doe
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C/- PHPG, Suite 2498, , Kemp House, City Road, London EC1V 2NX

Australia

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The Moderating Effects of Gender between Patient Intimacy, Trust, and Loyalty

Ririn Tri Ratnasari^a, Sri Gunawan^b, Jasmi bin Abu Talib^{c*}, Sri Herianingrum^d, Tika Widiastuti^e, Dina Fitrisia Septiarini^f, ^{a,b,d,e,f}Universitas Airlangga, Indonesia, ^cUniversiti Malaysia Terengganu (UMT), Email: ^aririnsari@feb.unair.ac.id, ^bsgunawan@feb.unair.ac.id, ^{c*}jasbatrisyia2@umt.edu.my, ^dsri.herianingrum@feb.unair.ac.id, ^etika.widiastuti@feb.unair.ac.id, ^fdina.fitrisia@feb.unair.ac.id

This research examines the moderating effects of gender on the relationship between a patient's intimacy and trust. This study used patients as sample who frequently visit the health care clinics (medical specialist). A sample of 357 respondents were selected using convenience sampling. To examine the first hypothesis, a two-way Anova was used. To examine the second hypothesis, a simple regression was used. The results reveal that the influence of patient intimacy on trust between the male patients and female patients is different. The influence of patient intimacy on the trust in female patients is higher than that in male patients of the medical specialists. An important implication of our study is that the medical specialists need to increase their quality of communications and social interactions to their patients. Pages 1 to 16

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The Continuous Professional Development for Early Childhood Teachers through Lesson Study in Implementing Play Based Curriculum (Case Study in Jakarta, Indonesia)

Hapidin^{a*}, Yuli Pujianti^b, Sofia Hartati^c, Yuliani Nurani^d, Nurbiana Dhieni^e, ^{a,b,c,d,e}Early Childhood Teacher Education, Faculty of Education, Universitas Negeri Jakarta, Jln. Rawamangun Muka Raya, Jakarta Timur, 13220, Email: ^{a*}hapidin@unj.ac.id

The continuing professional development of the teacher profession for early childhood teachers has focussed on developing the mastery of the concepts and application of STEAM, a content-based learning in play-based curriculum. Play-based curriculum is part of international issues in the development of the profession of early childhood teachers that occur in various countries. Of all the efforts to develop the early childhood teacher profession, Indonesia has become one of the interesting cases in implementing STEAM content-based learning in the play-based curriculum in early childhood education institutions. This effort was made to help teachers develop and develop STEAM (Science, Technology, Engineering, Art, and Math) content-based learning plans in the play-based curriculum. The study was conducted using action research methods through lesson study. Data collection

is done by using observation, interviews and document analysis. The study participants consisted of 7 Kindergarten teachers in Tahfidz Kindergarten, East Jakarta, DKI Jakarta Indonesia. The results of the study found that Lesson Study became one of the alternative choices to assist teachers in making improvements to professional performance on an ongoing basis. Lesson Study becomes a locus for changes in teacher knowledge and pedagogical skills. Lesson Study has helped teachers to gain changes in pedagogical knowledge and skills, especially in implementing a play-based curriculum. Lesson through the preparation of play activities based on SLAMETS content (Science, Literacy, Art, Math, Engineering, Technology and Social Study) as part of developing STEAM content in an integrated, meaningful and contextual manner. Lesson Study is also a vehicle for teachers to carry out transformative learning about various pedagogical knowledge and skills. Pages 17 to 25

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The Impact of Human Resource Management on the Financial Performance of Listed Firms in Vietnam

Thi Minh Phuong Nguyen^{a*}, Van Toi Dinh^b, Duc Tai Do^c, Thi Hoang Mai Tran^d, Thi Hanh Duyen Nguyen^e, ^{a,d,e}Vinh University, Vietnam, ^bNghe An Economic University, Vietnam, ^cUniversity of Labour and Social Affairs, Vietnam, Email: ^{a*}minhphuongn78@yahoo.com

This research is conducted to investigate the impact level of human resource management on financial performance of firms in Vietnam. Secondary data was collected from audited annual reports of large listed firms and primary data was gathered from sending questionnaires to big listed firms on the Ho Chi Minh Stock Exchange (HOSE). We ran a regression model for independent variables of human resource management and dependent variable of financial performance. Return on assets and profit before tax are proxied for financial performance. The results show that the sharing of information and authorisation in the governance system is an important determinant influencing the creativity of individuals and organisations. Therefore, large listed firms should proactively develop and implement policies on training and developing personnel skills; develop recruitment activities to ensure the most suitable input resources for firms; design a system to encourage personnel; and appropriate organisational structure to increase creative space for employees. Pages 26 to 37

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Hinduism and the Religious Identity of Southeast Asian Youth

Marina I. Romanova^{a*}, Sergey B. Zinkovskii^b, Konstantin G. Sokolovskiy^c, ^aPacific National University, Khabarovsk, Russian Federation, ^bPeoples' Friendship University of Russia (RUDN University), Moscow, Russian Federation, ^cHumanitarian - technical academy, Kokshetau, Kazakhstan, Email: ^{a*}romanova.mari67@rambler.ru

Hinduism is a unique phenomenon that gave rise to many schools of thought and worldview systems. This is a religion of universal principles that gives its adherents free rein to search for the truth. The theological aspects of Hinduism are highly universal and allow anyone who believes and is ready to believe to find rationalising arguments. The article examines the flexibility of the Hindu canons, their plasticity with respect to

the individual, the ability to gain one's own knowledge, as well as the ability to avoid fanatical observance of the religion tenets. The main distinguishing feature of Hinduism is its ability to adapt to living conditions, which makes the religion very popular and accessible. Hinduism does not condemn its followers; it merely regulates moral principles and creates a highly religious community. The results of the survey showed the main religious problems of the immigrants living in the United States. The materials of the article can help to develop the solution to the main problems that religious individuals face when they are outside their country, as well as to identify the factors influencing the youth's self-identification. The study can also help to find out whether the transformation of religious identity should be resisted and considered as "scolding" the main tenets of Hinduism. The survey is an objective study of the psychological attitude and identity of Hindus as it involved different social groups. Pages 38 to 53

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Educational Imperatives of the Administrative Culture in Ukraine: An Empirical Approach

Liliia V. Honiukova^{a*}, Vitaliy I. Dokash^b, Volodymyr V. Perzhun^c, Nadiia O. Chyrkova^d, ^{a,d}National Academy for Public Administration under the President of Ukraine, Kyiv, Ukraine, ^{b,c}Yuri Fedkovych Chernivtsi National University, Chernivtsi, Ukraine, Email: ^ahoniukova.lilii@rambler.ru

The paper explores the role of education in the formation of administrative culture. The objective of the research is to identify the attitude of civil servants to education in the context of shaping the administrative culture. The findings of empirical research in the educational practice (new curricula and disciplines, forms of teaching) and in the administrative activity helps to identify and solve pressing problems in the formation and implementation of new features of the administrative culture of civil servants of various ranks, of acting politicians, and of administrative managers. In the studying of administrative culture, we applied both, the latest and classic methods of research, such as the expert survey, in-depth interview, online-survey of respondents, scientific-practical developments on problems of education, science, politics and public administration, according to M. Weber. The research confirms that the educational process is determined by the values inherent in it. It is illustrated by the findings of surveys of civil servants from the national and local levels. The educational development strategy should be guided by the values available in society. Empirical research is measuring a correlation of educational process development. The Ukrainian experience may be of use to countries (especially in the former USSR area) that are reforming civil service by implementing changes into educational policy. The changes should be guided by the value imperatives of the educational process. This is the novelty of the research. Pages 54 to 66

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A Model to Explore the Ability of Mediating Variables to Reduce Export Barriers

Syaifuddin Yana^{a*}, A. Rahman Lubis^{b*}, Hizir Sofyan^c, Faisal^d, ^aPh.D Student at Management Science, Universitas Syiah Kuala Banda Aceh and Lecturer Engineering Faculty Universitas Serambi Mekkah Banda Aceh- Indonesia, ^{b,d}Lecturer at Ph.D Program in Management Science,

Universitas Syiah Kuala Banda Aceh- Indonesia, ^cStatistic Department, Universitas Syiah Kuala Banda Aceh - Indonesia, Email: ^{a*}syiafuddin.yana@serambimekkah.ac.id, ^{b*}rahmanlubis54@yahoo.com

This study aims primarily at exploring the effect of the ability of mediating variables to reduce export barriers. This study attempts to bridge the barrier of commodity export companies. Two independent variables that influence mediating variables and simultaneously impact export performance are firm competence and customer relationship. The study also expected the output to become the extension of the concept of literature and also recommendations for export activities for commodity exporting firms in the global market environment. The results showed that all research paths had a positive and significant effect, except the firm competence path towards expert performance which had a negative effect that was not significant. Hypothesis testing for mediation effects is also accepted. Pages 67 to 87

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The Development of Models of Instructional Leadership in Teacher Training and Education at Muhammadiyah University Sumatera Utara

Elfrianto^{a*}, Bahdin Nur Tanjung^b, Faisal Rahman Dongoran^c, Lilik Hidayat Pulungan^d, ^{a,b,c,d}University Muhammadiyah Sumatera Utara, Medan, Indonesia, Email: ^{a*}elfrianto@umsu.ac.id, ^bBahdinnur@umsu.ac.id, ^cfaisalrahman@umsu.ac.id, ^dlilikhidayat@umsu.ac.id

The purpose of this research is to improve the quality of the culture in the Faculty of Teacher Training and Education at the Muhammadiyah Sumatera Utara University by developing collegial leadership models. The type of research used is development research (r and d) with ADDIE development models. The activities carried out in the first year only analysed the needs and preparation of instructional leadership model instruments in the Faculty of Teacher Training and Education at the Muhammadiyah Sumatera Utara University based on the quality of culture by taking into account the achievement of study program accreditation standards. The results show that in the planning activities carried out by the Head of the Study Program the components of the Study Program are: (1) compiling the program as discussed with the lecturer team, (2) updating the program and implementing the approved program, (3) the Head of the Study Program seeks solutions to any inhibiting factors found in the implementation of the program (4) and then take action to implement the agreed upon solution and oversee the preparation of the program. The expected target is to prepare a study program performance based on the implementation of accreditation standards in developing the quality of the Faculty of Teacher Training and Education at the University of Muhammadiyah Sumatera Utara. Thus, the results of long-term research in the form of accreditation-based program is designed as outlined in the Strategic Plan, Renop, RIP Lemlit and LPM. Pages 88 to 103

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Information Systems Success Model: A Review of Literature

Mahmoud Khaled Al-Kofahi^{a*}, Haslinda Hassan^b, Rosli Mohamad^c, ^{a,b,c}Tunku Puteri Intan Safinaz School of Accountancy (TISSA), Universiti Utara Malaysia (UUM),

Malaysia, Email: ^amkmkofahi@yahoo.com,
^blynn@uum.edu.my, ^croslim@uum.edu.my

The most significant topic for present researchers and scholars is Information Systems (IS) success. DeLone and McLean developed an IS success model and introduced it to provide a complete and extended definition of IS success. To-date, thousands of scholarly articles have cited the IS success model. However, despite this evident impact, only a few researchers have reviewed these studies. Hence, the purpose of this study is to perform a comprehensive literature review of past research papers that have utilised the IS success model as a theoretical foundation. Using the Scopus database, the review of literature is based on 114 scholarly articles and conference papers from the years 2012 to 2018. The analysis covers demographics, methodology, significance and limitations of association of the variables. The results show that developing countries are the major sources of the primary data; while, e-government, enterprise resources planning, and e-learning systems are the most examined systems. The review shows that the methodologies most used are survey and cross-sectional approaches. The analysis also indicates a lack of longitudinal work and use of homogeneous samples, as among the limitations highlighted by prior researchers. The results of this study will add to the extant knowledge of the past studies which have incorporated the IS success model. Pages 104 to 128

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Protection of Intellectual Property Rights of the Tengger Adat People's Knowledge

Emilda Kuspraningrum^a, Thohir Luth^b, Yulianti^c, Rachmat Safa'at^d, ^aFaculty of Law Universitas Mulawarman, ^{b,c,d}Faculty of Law Universitas Brawijaya, Email:

^aemildakuspraningrum@fh.unmul.ac.id, ^bthohir.luth@ub.ac.id, ^cyuliaticholil@ub.ac.id, ^drachmad.syafaat@ub.ac.id

The concept of intellectual property rights has been initiated with western thoughts and accepted gradually in the eastern world, including in Indonesia. The aim of this paper is to explain about the affirmative action that the Indonesian government takes to accommodate the concept of intellectual property rights of the Tengger Adat people. Based on Article 18B paragraph (2) of the 1945 Indonesian Constitution and Article 27 paragraph (2) of the Universal Declaration of Human Rights it is implied that every person has a right to protection for his/her moral and material interests. Therefore, in making a policy intended to protect the knowledge of the Adat community, the Indonesian government should take into account four components, namely: (1) justice; (2) economics; (3) culture; and (4) social matters. Pages 129 to 138

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Face Negotiation in Conflict Resolution and Friendship Building amongst Indonesia's Javanese and NTT Youth in Solo

Esfandani Peni Indreswari^{a*}, Andrik Purwasito^b, Agung Satyawan^c, ^aPostgraduate Student of Communication Science Department, Sebelas Maret University, Indonesia, ^{b,c}Lecturers of Communication Science Department, Sebelas Maret University, Indonesia, Email:

^{a*}esfandani.pindreswari@student.uns.ac.id

This research examined facework in Face Negotiation Theory (FNT) and its relation to conflict resolution in intercultural interactions between youth groups in Indonesia. Indonesia is a multiethnic society with a history of communalism. This study used a critical discourse analysis of interviews and works of literature on facework and forgiveness and friendship building between majority and minority cultures of Javanese and East Nusa Tenggara (NTT) university students in Solo, a city which is known to be the spirit of Javanese culture. The results showed that being able to forgive, as well as having the ability of self disclosure helps youths in establishing a friendship. This served as a foundation of a peace-building approach through FNT in creating harmony, understanding cultural differences and eliminating prejudice, especially in parties with cultural conflict history. Pages 139 to 155

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An Analysis of Production Units Implementation in Vocational Schools in Aceh Besar, Indonesia

Nasir Usman^{a*}, Murniati AR^b, Ulfah Irani^c, Faizar Abdurrahman^d, Mukhlisuddin Ilyas^e, ^{a,b}Educational Administration Management, Syiah Kuala University, Indonesia, ^cSTMIK Banda Aceh, Indonesia, ^{d,e}STKIP Bina Bangsa Getsempena, Indonesia,

This study aims to analyse the planning, implementation, development and evaluation of production units in Vocational Schools (SMKs) in Aceh Besar District, Indonesia. The study employed descriptive qualitative research. This research was done in two SMK specifically SMK 1 Mesjid Raya and SMKN 1 Al Murbakeya. The subjects were the schools' top management, teachers and the school committees. The instruments used to collect the data were interviews, field observations and documentary study. The research study found the implementation of the production unit was the integral planning system that must be designed appropriately, to obtain the targeting output of the unit of production in the vocational school, as the embryo of student involvement in the world of work globally, to fulfill the need of manpower with better skills. Pages 156 to 165

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Policy of Criminal Sanctions against Corporations Using Illegal Foreign Workers in Indonesia

Sri Endah Wahyuningsih^a, I Dewa Putu Gede Anom Danujaya^b, Muchamad Iksan^c, ^aFaculty of Law, Sultan Agung Islamic University, Semarang, Indonesia, ^bMaster Program Faculty of Law, Sultan Agung Islamic University, Semarang, Indonesia, ^cFaculty of Law, Muhammadiyah University, Surakarta, Indonesia, Email: ^aendah.w@unissula.ac.id, ^bdewa.anom85@gmail.com, ^cmi214@ums.ac.id

The Corporation is the subject of the development of Indonesian Criminal Law. Corporate criminal liability has been governed by legislation that is specific outside the criminal code. Increasingly, corporations employ illegal foreign workers in Indonesia, but the application of sanctions that have been done are the only the deportation of the foreign workers. The purpose of this study is to analyse corporate criminal liability employing foreign workers in Indonesia. The method of study used is normative juridical by using secondary data. Data is obtained by collecting and analysing literature materials

through library studies. The research results can be concluded that the current policy of the corporate criminal liability formulation in Indonesia has recognised the corporation as the subject of criminal law. Corporate arrangements that employ illegal foreign workers are governed by Law No. 13 of 2003 on employment, ranging from chapters 42 to 49, while criminal sanctions are governed by article 185. Pages 166 to 182

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The Development Prospect of the Pinisi Vessel Industry in the Bulukumba Regency Indonesia

Akhmad^a, Amir^b, Asdi^c, Arniati^d, Muhammad Yunus Ali^e, Muhammad Syukur^f, ^{a,b,c,d}Faculty of Economy and Business Muhammadiyah University Makassar, ^eFaculty of Engineering Muhammadiyah University Makassar, ^fFakultas Ilmu Sosial Universitas Negeri Makassar, Email: ^aakhmad09@yahoo.co.id, ^bamir@unismuh.ac.id, ^casdimuh@yahoo.co.id, ^darniati@unismuh.ac.id, ^emuh.yunusali@unismuh.ac.id, ^fm.syukur@unm.ac.id

A Pinisi vessel is an original vessel of the Bugis and Makassar tribes in South Sulawesi. The boat is built by a panrita lopi (shipbuilder expert) without using modern ship-building technology. The research aims to find out the development prospect of the pinisi vessel industry. The data used in the research is obtained from key informants through in-depth and structured interview. The selected key informants consist of existing pinisi vessel owners and panrita lopi in the Bonto Bahari Sub-district, Bulukumba Regency. The data is then analysed using SwoT analysis. The analysis result indicates that the main strengths of the pinisi vessel industrial development are the designation of the vessel as an Intangible Cultural Heritage by Unesco and the expertise of the panrita lopi. Meanwhile, the weaknesses consist of capital limitation, business management, tools, and the marketing system. Business development opportunities of the pinisi vessel are increasingly better after the designation of the vessel as world cultural heritage by Unesco. It is indicated by the increase in government support as well as interest in marine tourism both from domestic and abroad. On the other hand, long-term timber material availability and the increase in competition in the shipping industry are among the challenges faced in pinisi vessel business development in the future. Pages 183 to 194

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The Development of Cultural Tourism through Tales and Beliefs: A Case Study of the Katu tribe in Laos PDR

Arunee Sriruksa^a, ^aASEAN Languages Center, Faculty of Humanities and Social Sciences, Khon Kaen University, Naimuang Subdistrict, Muang District, Khon Kaen Province, 40002, Thailand, Email: ^aArunsr@kku.ac.th

The aim of this article is to present a perspective about the development of cultural tourism through tales and beliefs. A case study of the Katu tribe in Laos PDR was based on non-participatory observation, non-structured interviews, and the study of related documents and research. From the study on the development of cultural tourism through tales and beliefs, it was learnt that the Katu tribe in the New Kandon village, Xekong province, Laos PDR, had passed down tales and beliefs related to the birth of humanity through the story of "Ya Mek and Ma Teuk" (male dog) from generation to generation.

The reason for this was to pass on the history of their people as well as to express their relationship to their birthplace and living place. However, today, the telling of the tale has been passed on to outsiders, tourists, and researchers in response to the curiosity about those people of the village leader. The function of the tale and beliefs of the past had changed along with the context of society. The tale-telling was used to create tourism opportunities for the community, which was one way to increase both the monetary and non-monetary value of the culture, the society, and the economy, both at the local level and the national level. Pages 195 to 208

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Social Development: Education Services for the Indigenous Community in Kampung Naga

Nasir^a, Badrudin^b, Wresni Pujiyati^c, Apriani Safitri^d,
^{a,d}Educational Administration, Universitas Muhammadiyah Kendari, ^bIslamic Educational Management, UIN Sunan Gunung Djati Bandung, ^cEducational Management, Universitas Wiralodra, Email: ^adhion_zir@yahoo.com, ^bdr.badrudin@uinsgd.ac.id, ^cwresni.pujiyati@gmail.com, ^dapriani.safitri87@yahoo.com

The purpose of this research is to explore the culture of indigenous people in Kampung Naga and their perceptions of education to formulate a strategy for social development. This research uses an ethnographic approach procedure. Researchers conducted interviews with the local government, community leaders, and residents of Naga village. Observation and analysis of relevant documents was also carried out to enrich the data. The data analysis involved domain and taxonomy analysis by Spradley. The researchers formulate that 1) Naga residents are people who apply the cultural values of their ancestors; 2) they are also subject to rules made by the government; 3) Naga village communities need education to increase the capacity of life skills as long as the process is adjusted to their socio-culture; and 4) community social development uses alternative education program approaches with specific methods and curriculum. It implements life skills education and increases the capacity of primary school services, non-formal educational institutions, and developing partnerships with the private sector, NGOs and communities in developing educational programs for indigenous peoples of Kampung Naga community. Pages 209 to 225

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Internal Quality Assurance of Initial Teacher Education Programs in Vietnam: A Descriptive Study

Thanh Van Thai^a, Thu Hung Phan^{b*}, ^aNghe An Department of Education and Training, Vinh City, Vietnam, ^bVinh University, Vinh City, Vietnam, Email: ^athaivanthanhdhv@yahoo.com, ^{b*}thuph.vinhuni@gmail.com

This paper seeks to investigate the practices of internal quality assurance in teacher education programs across Vietnam. Survey questionnaires were administered to three groups of stakeholders: teachers/managers, student teachers/alumni, and employers from five teacher education programs. This was done to obtain appraisals of internal quality assurance practices related to their programs. The findings show that the programs have embraced quality assurance in their policies and practices in order to ensure that expected learning outcomes satisfy stakeholder needs. They also show that the

program content, instruction, student assessment, staff, and supporting activities achieve the expected learning outcomes. However, the study also suggests that expected learning outcomes should better reflect school requirements and equip future teachers with more practical teaching skills required for effective teaching at schools. To this end, academic and professional components should be integrated and schools should be more involved in training future teachers. In general, it is recommended that quality assurance needs be geared toward improving quality rather than merely conforming to external standards. Pages 226 to 244

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Entrepreneurship Competence of School Principals to Support the Development of Income Generating Production Units

Sitti Roskina Mas^{a*}, Arifin Suling^b, ^{a,b}Faculty of Education, Universitas Negeri Gorontalo-Indonesia, Email: ^{a*}sittiroskina@ung.ac.id

The school principal is a strategic position key to developing school innovation. One of the main competencies that is an important requirement of a successful principal is entrepreneurship competence. Therefore, school principals should have good entrepreneurship competence to manage production units in developing school income generation. The objectives of the research are (1) to identify and analyse the entrepreneurship competence of school principals, and (2) find and identify strengths and challenges encountered by school principals in obtaining entrepreneurship competence. The research applies mixed methods (quantitative and qualitative). The research participants include all 41 principals of public vocational high schools in Gorontalo Province. The collected data highlights the entrepreneurship competence of school principals. This is comprised of (a) potential creativity, (b) instinctive entrepreneurship, (c) work motivation, (d) solution orientedness, and (e) hard work. The data also highlights (2) strengths and challenges encountered by school principals in managing production units. Questionnaires, interviews, and document analysis are applied in the data collection. The research findings show that school principals (a) have potential creativity, (b) have instinctive creativity, (c) have work motivation, (d) have problem-solving skills, (e) work hard. They also show their strengths are (a) productive teacher involvement, and (b) government commitment to facilitate funds and facilities. Their challenges are (a) unavailable human resources for production units, (b) less impact on pro-community education policy, (c) limited financial support, (d) non-continuous programs, (e) limited land, and (e) marketing. Pages 245 to 257

Pdf (/images/vol12/iss10/121031_Muzani_2020_E_R.pdf)

Middle School Preparedness in Dealing with Fire Disasters in Kampung Melayu Village

Muzani^a, Cahyadi Setiawan^b, Fitriana Nurindah Putri^c, ^{a,b,c}Geography Education Department, Social Science Faculty, State University of Jakarta, Email: ^amuzani@unj.ac.id, ^bcahyadi@unj.ac.id, ^cfitrianaputri0919@gmail.com

This research aims to determine the level of middle school preparedness in the face of a fire disaster in Kampung Melayu village. The study used quantitative analysis by using data counting techniques from LIPI and distributing surveys to a

sample population of 299 students, 48 teachers, and 2 education personnel from 2 junior high schools in Kampung Melayu village. The data analysis technique used involves structural preparedness, consisting of the preparedness of school facilities and infrastructure (following the guidelines of the Ministerial Regulation of Public Works No. 26, year 2008 on the technical requirements of protection systems for fire in buildings and the environment). It also involves non-structural preparedness, consisting of the preparedness of students, teachers, and educational professionals who follow the guidelines of LIPI and BNPB. The results showed that the acquisition of high school preparedness values in the face of fire disasters in Kampung Melayu village is high. The also showed that the acquisition of high scores influenced the availability of structural aspects that support the efforts of disaster preparedness at school, non-school structural understanding of disasters, and efforts to increase structural and non-structural capacity. The latter involves conducting disaster simulation activities through cooperation with related institutions such as BNPB, the East Jakarta Fire Department, and health institutions, such as puskesmas. Pages 258 to 274

Pdf (/images/vol12/iss10/121032_Zaid_2020_E_R.pdf)

The Product Innovation of Seaweed Moringa Chips: An Antecedent to Customer Value and Competitive Advantage

Sudirman Zaid^a, ^aFaculty of Economy and Business, Halu Oleo University, Indonesia, Email: ^asudirmanzaid@gmail.com

The purpose of this study was to determine the effect of the product innovation of Seaweed Moringa chips on customer value and competitive advantage. This research was conducted in Wakatobi Regency, Southeast Sulawesi Province by taking a sample of 225 consumers as respondents. The analytical tool used to analyse the influences between variables in this study is path analysis. The results of this study indicate that the efficacy of Seaweed Moringa chips' product innovation has a direct effect on customer value and competitive advantage, with path coefficients of 0.483 and 0.334, respectively. The efficiency of Seaweed Moringa chips' product innovation also has a direct effect on customer value and competitive advantage, with path coefficients of 0.364 and 0.326. The results of this study also found that there is a direct influence of customer value on competitive advantage, with a path coefficient of 0.368. Pages 275 to 285

Pdf (/images/vol12/iss10/121034_Ismara_2020_E_R.pdf)

The Influence of Nurses' Intentions in Dealing with Needlestick Injury (NSI)

Ketut Ima Ismara^a, Anderias Umbu Roga^b, Widya Hary Cahyati^c, Siti Kaidah^d, ^aState University of Yogyakarta, ^bUniversity of Nusa Cendana, ^cState University of Semarang, ^dUniversity of Lambung Mangkurat, Email: ^aima.ismara@uny.ac.id, ^banderias_umburoga@staf.undana.ac.id, ^cwidyahary27@mail.unnes.ac.id, ^dsiti.kaidah@ulm.ac.id

This study analyses the influence of intention on Occupational Safety and Health (OSH) performance and behaviour following needlestick injury (NSI) handling procedures. This study utilised a qualitative and quantitative mixed method. Data was obtained

through in-depth interviews and observations. The structural equation model (SEM) was used to analyse ex-post facto data. The sample of this study consisted of 289 respondents. They were purposively and randomly selected from the population of all nurses (1,042 people) at Dr. Sardjito Education Hospital in Yogyakarta, with an accuracy level of 5%. Findings show that intention directly affected OSH performance and behaviour following NSI handling procedures. This was indicated by a coefficient of 0.779, z arithmetic value of 10.64 and a p value of 0.000 (<0.05). Intention was proven to have a significant influence on OSH climate and behaviour following NSI handling procedures. Pages 286 to 298

Pdf (/images/vol12/iss10/121035_Zaerofi_2020_E_R.pdf)

Chronological Analysis of Brand Trust: A Construct Proposition

Afif Zaerofi^a, ^aDepartment of Business Management, Faculty of Islamic Economics and Business Institut Agama Islam Tazkia, West Java, Indonesia, Email: ^aafif@tazkia.ac.id

The purpose of this study is two-fold: 1) to identify the conceptual development of brand trust and 2) to propose the construct of brand trust. To help with this issue, more than twenty papers discussing the concepts of brand trust are selected and examined. The papers are chronologically analysed according to decades. A descriptive qualitative approach is used in this research. Through literature investigation it is found that although sources have various conceptualisations, they refer to the same or a similar feelings: confidence, belief, reliability, and security. However, further analysis suggests the conceptualisation of brand trust has been evolving chronologically and can be categorised into three phases: before 1990, between 1991 and 2010, and after 2011. This study contributes to the conceptualisation of brand trust through a historical (chronological) approach. It is evidence that a constructed conceptualisation of brand trust is a time-specific reflection. Pages 299 to 309

Pdf (/images/vol12/iss10/121036_Shakir_2020_E_R.pdf)

The Relationship between Management Information Systems and Decision Support Systems and its Impact on Decision-Making: An Analytical Study in the UR General Company in Thi-Qar Province

Shatha Abood Shakir^a, Firas Adnan Abbas Altabtabae^b, Thaer Hasan Kadhim AL Harguse^c, ^aMinistry of Education Al-yemen Secondary School for boys, ^bUniversity of Alqadisyah College of Business Administrations and Economics Dept. of Business Administrations, Email: ^bFiras.a.abbas@qu.edu.iq, ^cthaer.alhargose@qu.edu.iq

This paper aims at recognising the relationship between the decision support systems (DSS) and the management information systems (MIS), and the impact of this relationship on decision making (DM) in the studied company. A questionnaire is used to collect data from the sample of 231 employees from some of the departments that are important in the company: Planning Department, Information Centre Department, Human Resources Department, and the Technical Department. These departments represent the biggest managerial departments in the company. The descriptive analysis, the data analysis, and the coefficient of the

hypotheses of the study are made. The results have referred to the connecting relationship and the significant impact between the variables of the study. The recommendations are made in a way that enable the studied company to improve the infrastructure and the specialised cadre, and the care for the extracted information and improving the intake systems of data. Pages 310 to 327

[Pdf \(/images/vol12/iss10/121038_Thao_2020_E_R.pdf\)](#)

A Comparative Study of Words Indicating ‘Artificial Containers of Water’ in Vietnamese and English

Nguyen Van Thao^a, Herman^b, Nguyen Thi Quynh Tho^c,

^aFaculty of Philology, Hanoi Pedagogical University 2, Vietnam,

^bEnglish Education Department, Faculty of Teacher Training and Education Universitas HKBP Nommensen, Indonesia,

^cPedagogy Department – Tay Nguyen University, Email:

^anguyenvanthao@hpu2.edu.vn, ^bherman@uhn.ac.id,

^cquyntho.1988@gmail.com

Artificial containers of water were created by the Vietnamese during ancient times. For their specific usage demands, the Vietnamese created artificial containers of water with different shapes and different kinds of materials. Thus, the Vietnamese gave them many different names. This research analyses the words which indicate ‘artificial containers of water’ in the Vietnamese language and contrasts it with the English language to determine the similarities and differences in the scale of their denotative meanings. Pages 328 to 337

[Pdf \(/images/vol12/iss10/121040_Ussasarn_2020_E_R.pdf\)](#)

Becoming “the Little Ghost”: the Social and Cultural Construction of Illegal Thai Migrant Workers in South Korea

Kanika Ussasarn^a, Penchan Pradubmook-Sherer^{b*},

^{a,b}Department of Social and Health, Faculty of Social Sciences and Humanities, Mahidol University, Thailand, Email:

^{b*}penmook@yahoo.com

This study aims to determine the social and cultural forces that construct the experiences of illegal Thai migrant workers to be so-called, “little ghosts”, working in South Korea. A multi-sited ethnography and content analysis were utilised in this study to display the complexity of the structural determinants driving the Thais from the rural villages to become illegal workers in South Korea. Those social and cultural forces include: (1) the marginalisation of the rural communities of the nation state’s development; (2) the cultural meaning of the workers in abroad as the “Phor Liang Nork” — the Thai dialect term means “the overseas millionaire”; (3) the inaccessibility to the government’s migrant worker employment system; and (4) normalisation of the “illegal workers”. The study suggests needing to limit the myth of social representation and blaming the victims towards the illegal workers, and to providing the support for reintegration. This includes labour market information, entrepreneurial training or overseas legal employment and life advice that would allow enhancing the skills and experience of illegal migrant workers. Pages 338 to 352

[Pdf \(/images/vol12/iss10/121041_Urazbaev_2020_E_R.pdf\)](#)

Piloting the Uzbek Model of the European Language Portfolio: Preliminary Results

Khikmatullo Urazbaev^a, ^aWestminster International University in Tashkent,

This study presents the preliminary results of introducing the European Language Portfolio (ELP) to the pre-service English teacher training program courses in the higher education institutions in Uzbekistan. Despite the Common European Framework of Reference (CEFR) being introduced to the Uzbek education system in 2013, the teacher-centred approach to teaching continues to highly prevail in language classrooms. The aim of introducing the ELP was to suggest an alternative tool to foster learner autonomy, self-assessment and reflective thinking skills in ELP users. This move would shift towards a more learner-centred approach to teaching. The data was collected using survey and interview methods. The collected quantitative data was statistically analysed and interpreted. The findings suggest that the ELP was a totally new concept for students and they highly appreciated the opportunities offered by the ELP. When applied to pre-service English teacher training students, they identified its potential for use in their own teaching practices. Pages 353 to 365

[Pdf \(/images/vol12/iss10/121042_Saragih_2020_E_R.pdf\)](#)

Trade Openness, Government Development Expenditures, Gross Capital Formation and Economic Growth: An ASEAN Case

Jopinus Saragih^{a*}, Jumadiah Wardati^b, Ikbar Pratama^{c},**
^{a,b}Faculty of Economics, Universitas Efarina, Simalungun, Sumatera Utara, Indonesia, ^cSchool of Accountancy, College of Business, Universiti Utara Malaysia, Sintok, Malaysia, Email: ^{a*}jopinuss@gmail.com, ^{c**}ikbar.p@gmail.com

The present study aims to provide a comprehensive understanding regarding the significance and impact of economic growth variables in Thailand. Therefore, the present study will enable signifying the areas which require efforts towards achieving economic growth development in Thailand. Furthermore, this research will offer recommendations for managing variables and establishing policies, which serve as catalysts for the economic development of Thailand's economy. Therefore, accurate and goods actions are needed, since it is the basic pulse to achieve the development of nations. A strong economy depicts the real development situation and protects the higher prosperity of people, which develops peace and stability in the economy. Such empirical findings may provide insights to other researchers, including to investigate it and offer a better explanation. However, this study focusses upon the economic growth determination in Thailand using 40 years of data, during the period of 1976–2018. Pages 366 to 383

[Pdf \(/images/vol12/iss10/121043_Wiyanto_2020_E_R.pdf\)](#)

The Role of Transformational Leadership on Employee Engagement in a Beverage Distributor Company in Indonesia

Harry Wiyanto^a, Ma'ruf Akbar^b, Agung Dharmawan Buchdadi^c, ^aDoctoral Program, Human Resource Management, Jakarta State University, ^{b,c}Lecturer, Jakarta State University, Indonesia,

The purpose of this research is to study employee engagement through transformational leadership and career development. Transformational leadership, career development, and employee engagement were assessed in an empirical study based on a sample of 138 permanent staff employees from four Provinces in Indonesia, working at a local beverage distributor company. The data gathered using a printed

questionnaire was analysed through path analysis methods. The findings show there is a positive direct effect among transformational leadership to employee engagement, career development to employee engagement, transformational leadership to career development, and a positive indirect effect of transformational leadership to employee engagement through the mediating role of career development. The implication of the research is of the utmost importance for companies facing a high voluntary turnover and high absenteeism rates, in recent times. Transformational leaders in teams contribute to career development and employee engagement. Imparting transformational leadership training to the unit leader can help to strengthen employee engagement through career development. This study explores the role of transformational leadership on employee engagement through the mediating role of career development, which has not been explored theoretically and tested empirically at a beverage distributor company in Indonesia. Pages 384 to 400

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Managing Sustainable Business Practices of Indonesian LQ45 Companies

Heri Yanto^{a*}, Evi Zulaikhah^b, Niswah Baroroh^c, Santi Susanti^d, ^{a,b,c}Universitas Negeri Semarang, Semarang, Indonesia, ^dUniversitas Negeri Jakarta, Jakarta, Indonesia, Email: ^{a*}heri.yanto@mail.unnes.ac.id

In the long run, sustainable business will be an important factor in determining the existence of companies. The study employs sustainability report disclosure (SR) as a proxy of sustainable business. LQ45 companies that have a sound financial performance, have enough resources to implement sustainable business. This research attempts to identify the antecedents of SR disclosure among LQ45 companies. The population of this research is all LQ45 companies which publish financial statements in three consecutive years. By using a purposive sampling, this research collects 135 data sources for further analysis. The average of SR disclosure is 16 per cent, with environmental performance achieving 1.3 out of a five-point scale. SR is significantly influenced by environmental performance and the board of directors (BoD). Leveraged negatively, while profitability is positive, influences the environmental performance. The BoDs' concern on environmental performance, sustainable business, and leverage management still needs improving. Government and other related parties should facilitate these companies to implement better sustainable business. Pages 401 to 417

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Key Principles of Reforming the Tax System in Ukraine

Roman N. Leshchenko^{a*}, Mykola I. Inshyn^b, Andrii Y. Korotkikh^c, Maksym V. Panchenko^d, ^{a,b,d}Taras Shevchenko National University of Kyiv, Kyiv, Ukraine, ^cInterRegional Academy of Personnel Management, Kyiv, Ukraine, Email: ^{a*}leschenko.ro@rambler.ua

The purpose of the research is to identify the key principles of reforming the tax system in Ukraine. The study is based on general theoretical and scientific research methods. The analysis revealed that a radical tax reform is needed in order to restore the economy of the country. To reflate the economy, it is proposed to replace the value-added tax with a five per cent

sales tax. It has been concluded that the basic corporate tax rate (or corporate income tax) should be 12.5 per cent. The mechanism for determining taxable profit is based on the financial statements with enhanced opportunities to use the accelerated method of depreciation, exemption from taxation and taxable profit paid according to the results of the previous reporting period, in order to reinvest profit in the taxpayer's business activities. It is also necessary to abolish the simplified tax system and to shift to corporate taxation, as well as to the taxation of private entrepreneurs at the rate of five per cent. Pages 418 to 431

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An Analysis of the Relationship between Accounting and Corporation Income Taxation: An Empirical Study in Vietnam

Hoang Thanh Hanh^a, ^aAcademy of Finance, Hanoi, Vietnam, Email: ^ahoangthanhhanh@hvtc.edu.vn

This study aims to identify and record the provisions on corporate income tax, in accordance with international regulations, which have and are being implemented in Vietnamese enterprises. When initially applied, there were certain difficulties reflected in the accounting and tax regulations. In the process of studying international regulations in the relationship between accounting and taxation, from which to draw research gaps, lessons were learned. Accordingly, a process was developed to handle the steps in the relationship between accounting and taxation, which has been a concern of accountants and tax departments. This paper outlines the specific steps to implement in determining the relationship between accounting and taxation. Pages 432 to 445

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The Impact of Oil Price Shocks on the Iraq Economy – a Case Study for the Period 1990-2018

Hussein Abbas AL-Shammari^a, Jawad Kadhim Al-Bakri^b, Sarah Sinan Dawood^c, ^aDepartment of Environment Management, college of Administration & Economics, university of Babylon, Iraq, ^{b,c}Department of Banking and Finance, college of Administration & Economics, university of Babylon, Iraq, Email: ^abus.hussein.abbas@uobabylon.edu.iq, ^bbus.jawad.kadhim@uobabylon.edu.iq, ^cSarasinan900@gmail.com

This paper estimates the impact of external shocks, especially oil shocks, on major macroeconomic variables – Real Gross Domestic Product, Government Expenditure, Inflation rates and Unemployment Rates – in the Iraq economy with quarterly data covering the period Q1 1990 to Q4 2018. In this study we have used a restricted VAR model and Johansen Co-integration test and Impulse Response Functions to investigate the impact of oil price shocks on the Iraq economy. Our results indicate that despite the decline in oil revenues as a percentage of GDP to 28.6% in 2015 compared with 42.4% in 2014. This was not accompanied by a decrease in public expenditure, because a large part of government spending goes to the operational budget, which is characterised by a high stability as a result of the increase of government spending on military operations for the purpose of extending security stability. Therefore inflation

rates have only slightly changed, as the money supply in the Iraqi economy has not changed despite the changes in oil prices. We believe this is due to the extensive size of the Operating Budget, which is relatively stable at the expense of the Capital Budget, 30% at best for the duration of the research. Pages 446 to 461

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Comparison of the Islamic and the Conventional Stock Market in Indonesia and Developed Countries

Siti Zulaikha^{a*}, Ariff Abdul Kareem^b, Mansur Masih^c, Yamazaki Yoshihiro^d, Sulistya Rusgianto^e, Tika Widiastuti^f, ^{a,e,f} Faculty of Economics and Business, Universitas Airlangga, Indonesia, ^{b,c}INCEIF, Malaysia, ^dFukuoka University, Japan, Email: ^{a*}siti-z@feb.unair.ac.id

In the global economy, global financial shocks adversely affect the financial industry, especially stock markets. Focusing on this, the present study aims to assess how global financial shock affected the links between Indonesia and seven other selected countries (U.S.A., U.K., Japan, Kuwait, Saudi Arabia, Malaysia, and Qatar) from December 2004 to December 2012. The correlations between the Islamic and conventional stock markets tend to be higher at both high and low frequencies during a crisis period. Using the wavelet method, this study demonstrates higher correlations during a crisis period, in both the short and the long term. The co-movements for certain countries were apparent across the analysed horizon in the periods of lower frequencies (more than one year). The obtained results also reveal varying responses for both types of stock markets, particularly in the Indonesia-Malaysia nexus and the Indonesia-Saudi Arabia nexus. This indicates the solidity of the Islamic finance system against global financial shock that typically affects the conventional finance system. Nevertheless, this does not mean that the Islamic finance system is free from the impact of global financial shock, given its linkages to the U.S.A., Japan and other markets. The outcomes of the present study create significant implications for financial

investors to optimise their asset allocation strategies or to diversify their global investments, as the changing correlations of the stock markets at high and low frequencies (or investment horizons) influence the portfolios with different rebalancing horizons. Pages 1 to 21

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The Influence of Corporate Social Responsibility (CSR) Disclosure on Firm Values with Stakeholder Reaction as the Mediation Variable

Wiwiek Dianawati^a, ^aFaculty of Economics and Business, Universitas Airlangga, Indonesia, Email: ^awiwiek.dianawati@yahoo.com

This study aims at evaluating CSR programs in Indonesia by examining the influence of CSR disclosure on firm values through the mediation of stakeholders' (customers and employees) reaction. This study applies an explanatory research approach and uses data of non-service corporations that were listed on the Indonesian Stock Exchange (IDX) from 2010 to 2012. Saturated sample technique is implemented to draw the sample and this study employs a structural equation modelling (variance-based). The implication of these results suggests that the government, as a regulator in the stock market, should provide a complete guide about how to make a good CSR report that refers to Global Reporting Initiative. Eventually this guidance could be used by stakeholders to make appropriate economic decisions. For companies, it is important to pay attention to CSR disclosure in the annual report or in the company's sustainability report because it is positively responded to by employees and investors. Pages 22 to 34

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Improving the Effectiveness of Employee Performance: the Value of a Series of Influence Factors

Neti Karnati^{a*}, **Suryadi Suryadi^b**, **Burmansah Burmansah^c**, **Arum Fatayan^d**, ^{a,b}Doctoral Program in Educational Management, Universitas Negeri Jakarta, Indonesia, ^cBuddhist Education Study Program, STIAB Jinarakkhita, Indonesia, ^dEducation Science Faculty, Universitas Muhammadiyah Prof Dr Hamka, Indonesia, Email:

^aneti.karnati@unj.ac.id, ^bsuryadi@unj.ac.id,
^cnyanabandhu@ekayana.or.id,
^darum_fatayan@uhamka.ac.id

The main aim of this study was to understand factors that influence employee performance and provide empirical evidence as to whether employees' performance is affected by the mediating role of the work environment, leader behaviour, and organisational communication in this effect. Employee performance is the value of a series of employee behaviours that contribute positively to the achievement of organisational goals. Data were collected through the use of a questionnaire from 85 employees working at the Education Local Administration Office of East Jakarta City in East Jakarta. Samples were taken using the simple random sampling technique — survey methods and using path analysis to test the hypotheses. The results of this study indicated that as long as employees are required with their positive atmosphere of the work environment and as long as they identify the responsibility with positive leader behaviour, and lead with the excellent organisation communication, which in turn influences the overall performance of the organisation. Pages 35 to 52

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Practices and Acquisition of Rights to Land in a State-Established Community on the Thai-Cambodia Border

Jatuporn Donsom^a, Patcharin Lapanun^{b*}, Rukchanok Chumnank^c, ^aDoctoral Program in Sociology, Faculty of Humanities and Social Sciences, Khon Kaen University, Khon Kaen 4002, Thailand, ^{b,c}Department of Sociology and Anthropology, Faculty of Humanities and Social Sciences, Khon Kaen University, Khon Kaen 4002, Thailand, Email: ^{b*}lapanun@gmail.com

The purpose of this article is to study the practices in a state-established community on the Thai-Cambodian border using Pierre Bourdieu's theory of practice as an analytical framework based on social capital and symbolic capital in order to acquire the rights to residential and agricultural land. This study made use of qualitative methodology and the phenomenological approach. Research

participants included household representatives and state officers. The study was conducted in the Thai Romyen community (pseudonym), a state-established border community made up of households from Ban Kruat Self-Help Settlement Village. In 1980, the community was appointed as a Thai-Khmer border self-defence village; as a result, the community land was divided into residential areas, reserved areas for all members, and bunkers surrounding the community to keep the residents safe in the event of battles. The study results revealed three major practices of community residents in acquiring their rights to land. The first is the practices of being a member of the self-help settlement village to acquire 25 rai of land for making a living. These practices were based on social capital, that is, the network of relatives and people from their natal villages. The second is the practices of getting married to earn the right to residential land in the Thai-Khmer border self-defence. Marriage practices were grounded on social capital and could convert to symbolic capital through obtaining a marriage certificate. Third, the practices of utilising the bunker area were based on the social and symbolic capital of being a state-established border community. The practice of community meetings enabled residents to reach common agreements and to negotiate with the local government. Furthermore, residents also built houses in the bunker areas and applied for house registration numbers, electricity, and running water to emphasise the security of their rights in using the bunker areas. Such practices reflected the power of the local community that had the strength to act in the border context. Pages 53 to 72

^bsuwatno@upi.edu, ^csaptono.fe@unj.ac.id,
^dagus-wibowo@unj.ac.id,
^ebagus.shandy.fe@um.ac.id

This study aims to determine the main factors influencing students' intention on digital business (Start-up) in Indonesia by considering several factors such as the character of entrepreneurship, entrepreneurship education, economic literacy and digital literacy. This research followed a survey study using the correlational approach with research design ex post facto. The population in this study were students joining entrepreneurship education courses in Faculty of Economics, Universitas Negeri Jakarta with 250 students. There was about 146 respondents using the random sampling technique. The findings showed that the character of entrepreneurship provides about 13 per cent. Furthermore, the character of entrepreneurship, entrepreneurship education, economic literacy, and digital literacy had an effect of 13%, 72%, 22%, 18%, respectively on the intention on digital business (Start-up) and simultaneously all the variables had an effect of 57% on establishing business digital (Start-up). **Contribution/Originality:** In this study, we found the influence of entrepreneurial character, entrepreneurship education, economic literacy, and digital literacy on intentions of digital business as a competence in the industrial development of the 4.0 era. This finding has not been revealed in any previous studies. Pages 73 to 91

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Saudi Arabia's Vision 2030: Approaches to Multicultural Education and Training

Reem Aldegether^a, ^aSchool of Education,
Princess Nourah Bint Abdulrahman University,
Riyadh, Kingdom of Saudi Arabia, Email:
^araaldgethr@pnu.edu.sa

Although multicultural education is a distinctly American reform movement, it is also relevant to social and educational issues in other countries. Due to the moderation process occurring in Saudi Arabia since the launch of Saudi Vision 2030 (Vision 2030) in 2017, Saudi culture is in flux. Vision 2030 hopes to nurture respectful, tolerant students who are proud of their heritage. Openness to different cultures is encouraged to develop globally-engaged,

open-minded, and competent students. This article explores the application of multicultural education theory to Saudi Arabian education, arguing that various contemporary approaches to multicultural education can be used to craft a multicultural curriculum that takes Saudi Arabia's unique situation into account. The article examines each approach's strengths and limitations, reflecting on social considerations that may be relevant to the Vision 2030, and hoping to advise Saudi educators about incorporating multicultural education into their curricula. Implementation challenges and the need for further research are discussed. Pages 92 to 109

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(/images/vol12/iss8/12809_Ismiyanti_2020_E_R.pdf)

Investor Experience and Expectation towards Decision-Making Process

Fitri Ismiyanti^a, Putu Anom Mahadwartha^b,

^aFaculty of Economics and Business, Airlangga University, ^bFaculty of Business and Economics, University of Surabaya, Email:

^afitri.ismiyanti@feb.unair.ac.id,

^banom@staff.ubaya.ac.id

Chou et al. (2010) examined the relationship between investment experience and risk propensity, risk propensity to risk perception. This study developed Chou et al. (2010) by adding testing on risk perception to return expectation and investment experience on return expectation. This research will test the effect of investment experience on risk propensity, risk propensity on risk perception, and investment experience on return expectation. This research contributes to the issues of investors' decision-making toward several factors such as risk propensity, risk perception, investor experience, and return expectation. The results showed that investment experience positively affects risk propensity, risk propensity negatively affects risk perception, and risk perception positively affects return expectation. The research found an indirect effect of risk perception to return expectation. This result is likely because individual investors trade more in the short-run than in the long-run. This trend strengthen because more individual investors prefer technical rather than fundamental analysis. Pages 110 to 130

The Competency of the Head of the District Health Services (DHS) and the Development of District Public Health Performance

Rahmat Alyakin Dakhi^{a*}, Heru Santosa^b, Juanita^c, Zulfendri^d, ^aDoctoral Program in Public Health Science, Public Health Faculty, North Sumatera University, and Lecturer of Public Health Science, Sari Mutiara Indonesia University, ^{b,c,d}Public Health Faculty, North Sumatera University, Email: ^{a*}rahmat.alyskin@gmail.com

This study aims to confirm the relationship between the competency of the Head of the District Health Services (DHS) and the District Public Health Development Performance in North Sumatra Province. In Indonesia, the district autonomy policy came into force in 2000, and since then each region has been given authority by the central government to carry out the development in its area for all sectors including the health sector. This research is a quantitative survey research with a purposive sampling technique. The results showed that there was a correlation between the competency of the Head of the DHS and the District Public Health Development Performance in North Sumatra Province. Therefore, to improve the performance of public health development in the regions, more serious attention needs to be paid to one's competency since recruitment, coaching, and even on the fit and proper test of someone who holds the position of Head of the DHS. Pages 131 to 142

The Measurement of Operating Results in the Public Sector: a Systematic Revaluation and Academic Interpretation of Performance Aspects

Co Nguyen Trong^a, Huy Pham Quang^{b*}, ^aAcademy of Finance, No 58 Le Van Hien Road, Duc Thang Ward, Bac Tu Liem District, Hanoi, Vietnam, ^bAccounting and Auditing Faculty University of Economics Ho Chi Minh City, Vietnam, Email: ^{b*}pqh.huy@gmail.com

With the recognition of the limitation in the literature of public sector accounting in the world as well as in Vietnam, this research aims to identify and analyse the emerging literature on the performance measurement (PM) in the

public sector (PS) and shed a light for other research in the future. The systematic literature review (SLR) methodology proposed by Denyer and Tranfield (2009) was applied with a total of 80 papers published in 38 scientific journals for evaluating and establishing current trends. Apart from indicating an increasing demand on a better understanding in PM of PS despite regionally heterogeneous, vision and mission for improving performance, the results also revealed gaps stemming from choice of number as well as the type of keywords and journals through seven categories in those research trends. Taking these results into account, academics can keep on exploring this type of subject area on their own topic, while practitioners and policy makers can employ in their empirical work. Pages 143 to 163

Pdf (/images/vol12/iss8/12815_Ahmadi_2020_E_R.pdf)

Promoting Personality Psychology through Literary Learning: An Appreciative-Reflective Study

Anas Ahmadi^a, ^aUniversitas Negeri Surabaya, Surabaya, Indonesia, Email:

^aanasahmadi@unesa.ac.id

This is an appreciative-reflective study that aims to explore the understanding of personality psychology through literary learning. In this context, the literature used is *Maleficent*, (film). The method used is qualitative psychology. Respondents: 44 students who programmed literary theory. Data analysis techniques used the stages of identification, classification, reduction, and exposure of data in an interpretive-heuristic manner. The results showed that more students understood the *Maleficent* films from a psychological perspective. Students are more likely to focus their research on the main character Maleficent, which brings up many psychological elements through this character's behaviour and mental processes. However, in this context, they understand that psychology is still in the stage of general psychology. Therefore, the teacher gives a deepening of the material related to personality psychology contained in *Maleficent*. Pages 164 to 174

Pdf (/images/vol12/iss8/12816_Shimal_2020_E_R.pdf)

Power and Knowledge as Route to Social and Political Control as depicted in the novels Nineteen Eighty-Four and Animal

Farm

Kamal kadhim Shimal^a, Mohsen Hanif

Assistant Professor^b, ^aPh.D. Candidate

Department of Foreign Languages, ^bAssistant Professor, Kharazmi University, Tehran, Iran,

Email: ^akamalkadhimshimal@gmail.com,

^bmohsen.hanif@gmail.com

This paper questions the strategies of social and political control in dystopian societies, particularly in the first of the 20th century. This research is based on the hypothesis of power and knowledge theory exposed by the philosopher and thinker Michael Foucault (1926 -1984), where he claimed that the exercise of power perpetually creates knowledge and conversely, knowledge constantly induces effects of power. For this reason, we selected power and knowledge as concepts having a close and alternate relationship, to discuss how the route of control is created. We selected Orwellian society as depicted in the novels *Nineteen Eighty-Four* and *Animal Farm* as examples of these concepts. These works are rich sources with the strategies that led to the control and domination of individuals such as fear, torture, propaganda, and alteration of past and language. In this study, the data have been collected by using the library and documentary method. Pages 175 to 191

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An Empowerment of a Village Economy: (BUMDES) in Indonesia

Isis Ikhwansyah^a, Anita Afriana^b, Pupung Faisal^c, Purnama Trisnamansyah^d,

^{a,b,c,d}Faculty of Law, Universitas Padjadjaran Bandung, Indonesia, Email:

^aisis.ikhwansyah@unpad.ac.id,

^banita.afriana@unpad.ac.id

A Village of Enterprise (BUMDes) is a micro-scale community business entity in a village jointly managed by the community and the local village government. The management of BUMDes is separated from village government management but supports village income. This article discusses issues on the institutional form of BUMDes that is said to be adjustable with the economic, social, and cultural conditions of rural communities in Indonesia, as well as efforts that BUMDes can take in raising funds as village assets. This article presents the

results of normative and qualitative research. Results show that the institutional form of BUMDes can be adjusted with the economic, social, and cultural conditions of rural communities. In addition, BUMDes is a non-profit legal entity with a management that is based on the principles of family and mutual cooperation, similar to Cooperative Enterprises. Efforts that can be made by BUMDes in raising funds as village assets can be conducted through the establishment of group business companies (holding). Pages 192 to 207

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Determinants of Firm Value in the Banking Sector: Random Effects Model

Sugianto Sugianto^a, Fahmi Oemar^b, Luqman Hakim^c, Endri Endri^{d*}, ^aUniversitas Satya

Negara Indonesia, Jakarta, Indonesia,

^bUniversitas Lancang Kuning, Pekanbaru, Indonesia,

^cUniversitas Muhammadiyah

Jakarta, Indonesia, ^dUniversitas Mercu Buana,

Jakarta, Indonesia, Email:

^asugi4nto@gmail.com,

^bfahmioemar@unilak.ac.id,

^cluqman.hakim@umj.ac.id,

^dendri@mercubuana.ac.id

Maximum company value is the banking goal desired by shareholders. This study aims to identify the determinants of profitability and its implications for the value of banking companies in Indonesia. The study population was 42 banks listed on the Indonesia Stock Exchange during the period 2010-2015, while 27 banks were taken as research samples. The sampling technique was done by purposive sampling, and analysed by the random effects regression panel model. Empirical findings prove that NPL ratio factors affect firm value, while other factors namely; Company growth (FG), CAR, Loans (LDR), BOPO, DPK Growth (DG) and profitability partially do not affect the value of the company (Tobin's Q), but affect the value of the company (Tobin's Q) together. Pages 208 to 218

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Role of Self-efficacy in Dual Expertise Vocational Teacher Achievement

Agung Panji Sasmito^{a*}, Djoko Kustono^b, Purnomo^c, Hakkun Elmunsyah^d,

^{a,b,c,d}Universitas Negeri Malang, Malang,

Indonesia, Email:

^{a*}agungpanjisasmito@lecturer.itn.ac.id

The purpose of this article is to discover the factors that may affect the achievement of dual expertise teachers related to self-efficacy. Sequential mixed method design approach is used to uncover the relevant self-efficacy factors that affect the achievement of dual expertise vocational teachers, with the qualitative findings enriched by the quantitative findings. The study was conducted with the Dual Expertise Program (DEP) participant teachers spread around the East Java province, Indonesia. Based on the results of the study we found that: (1) self-efficacy can act as a driver of improved performance in dual expertise teachers; and (2) there is a significant difference in self-efficacy among DEP participant teachers who graduated the National Written Exam and passed through the remedial exam and does those that do not pass the exam. Pages 219 to 236

Pdf (/images/vol12/iss8/12821_Kurnia_2020_E_R.pdf)

Evaluation of Midwifery Update Training at the IBI Sidoarjo Branch

Rehning Kurnia^a, Warsono^b, Emy Roesminingsih^c, Sugi Hartono^{d*},

^{a,b,c}Management Education Department,

Universitas Negeri Surabaya, Surabaya,

Indonesia, ^dMathematics Education

Department, Universitas Negeri Surabaya,

Surabaya, Indonesia, Email:

^arehening.170709760@mhs.unesa.ac.id,

^bwarsono@unesa.ac.id,

^cernyroesminingsih@unesa.ac.id,

^dsugihartonounesa@gmail.com

This study aims that to find out effectiveness of midwifery update training in Education and Training of IBI Sidoarjo Branch in increasing participant competence, and to find out that modules or curriculum, Human Resources, Infrastructure, and this Organisations can improve participant competency. The approach in this research is a qualitative approach with 18 participants. Data collection in this study is carried out in natural conditions (natural settings) by means of interviews and documentation. The results show that: in terms of HRM, teachers have good competencies and provide materials in accordance with the

midwifery update module, but there are still some training institutions that have less competent teachers and sometimes teaching staff lack understanding of the materials presented; in terms of human resource development, trainers are competent, but there are weaknesses due to the short training times; in terms of training conditions, the implementation of the training is in accordance with existing procedures and supported by infrastructures; the curriculum is relevant to the needs of education and training, materials are according to competency standards, and modules according to central regulations but the module's text is less clear; and in terms of training evaluations, the training programs have never been evaluated. Pages 237 to 248

Pdf (/images/vol12/iss8/12827_Solihat_2020_E_R.pdf)

Analysis of Factors Affecting the Availability of State Sukuk as a Source of National Finance

Iis Solihat^a, Hari Setiyawati^b, Fuad Hadziq^c, Meutia^d, Tubagus Ismail^e, ^{a,c}Universitas Terbuka, ^bUniversity of Mercu Buana, ^{d,e}University of Sultan ageng Tirtayasa, Email: ^aiissolihat7777@gmail.com, ^bharisetiyawati@gmail.com, ^cfuad@ecampus.ut.ac.id, ^dtia_almer@yahoo.co.id, ^eadeismail73@gmail.com

Investment in state retail Sukuk is attractive because of several advantages, among others due to the security of investment. This research aims at determining the effect of assets, sharia compliance risk, legal and regulatory risk, current benefits and various prices on the availability of Sukuk State. This research was conducted by taking trading samples of Sukuk State Ijarah and Sukuk State Wakalah on the Indonesia Stock Exchange, using a quantitative approach. The research findings are that Sharia compliance risks, legal and regulatory risks, and diverse prices affect the availability of State Sukuk, while current assets and benefits do not affect the availability of state Sukuk. Furthermore, the research suggestions for stakeholders are that the trade Sukuk State Ijarah and Sukuk State Wakalah on the Indonesia Stock Exchange can have positive returns to the State Sukuk issuers and investors. State Sukuk is a national source of

funding for infrastructure financing as well as financing the budget deficit of the Government of the Republic of Indonesia. Pages 249 to 261

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The Use of Quantum Learning Styles: A Research Design Approach to Improve Student Skills and Conceptual Understanding of the Basic Movement of Football

Setyo Harmono^a, I Nyoman Sudana Degeng^b, Punadji Setyosari^c, Sulton^d, Yulingga Nanda Hanief^e, ^{a,b,c,d,e}Universitas Nusantara PGRI Kediri, Department of Physical Education, Indonesia, Email: ^e*yulingganandahanief@unpkediri.ac.id

Learning strategies are methods used by teachers to enable students to embed knowledge. The purpose of this study is to determine the effect of the composition of TANDUR learning strategies in increasing and understanding the concepts and movement skills of student learning styles. Research subjects comprise Grade X students of SMA Negeri 7 and 8 of the city of Kediri. The sample is determined using cluster random sampling techniques with two experimental and control group classes respectively. The instrument utilized consists of questionnaires, conceptual understanding, test questions, and movement skill tests. The results showed: 1) differences in understanding the skills between students using quantum and direct learning strategies 2) differences using visual, auditory, and kinaesthetic learning styles; 3) interaction between learning strategies and methods towards conceptual understanding, and 4) the learning strategies on movement skills. In conclusion, the composition of TANDUR learning strategy has a significant effect on understanding the concepts and movement skills in terms of learning styles. Pages 262 to 278

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Improving the Business Performance of SMEs through Digital Marketing Training

Abdullah Umar^{a*}, Sugiharto^b, Hartanto^c, ^{a,b,c}BINUS Entrepreneurship Center, Management Department, BINUS Business School Undergraduate Program Bina Nusantara University, Jakarta, Indonesia 11480, Email: ^{a*}abdullah.umar@binus.ac.id

The development of micro, small and developing businesses in Indonesia has begun to develop as seen from the growth of SMEs which are currently increasing from year to year. The development of this business is inseparable from the times. A few years ago SMEs in the promotion strategy and sales strategy were still offline and their marketing strategy still used advertisements and brochures while in the sales process, they still used the business location or shop as a place for meetings between traders and sellers. Current use patterns need to change to incorporate digitization and a digital marketing strategy is needed which utilizes websites, blogs or social media as a means of promotion and consequently sales strategy must utilize websites, social media, chat applications or e-commerce. However, there are still many SME business people who do not use digital marketing as their business strategy. This is due to their ignorance of how to use digital marketing in the sales process. Therefore the aim of this research is to create a digital marketing training model for SMEs which will be used in business development. Based on the results and discussion, the impact of the training is that MSME entrepreneurs will be able to carry out digital marketing in their business, such as promotions using websites, chat applications or by using social media and in context of the sales process, can use a website, chat application, social media or e-commerce. To facilitate digital marketing training, it is necessary to determine SME awareness and access to information about digital marketing. Therefore Digital Marketing Readiness Level (DMRL) was created that will function to determine the extent of mastery of digital marketing by SMEs. Pages 279 to 293

The main study aim is to examine the relationship between university graduate unemployment and entrepreneurship activities using data regarding indicators such as new business registration, new business density and ease of doing business. Therefore, this study sampled data from world bank development on the indicators as measures of entrepreneurship for a sample period from 2006-2016. Data on unemployment rate was also collected and analysed using the Ordinary Least Square model. Findings revealed that there is a relationship between the indicators of entrepreneurship activities (ease of doing business, new business registered and business density) and graduate unemployment in Nigeria, indicating that Nigeria needs to have a flexible policy on the time required to start-up and the subsequent cost of business. Therefore, this study concludes that the Nigerian government should create policies to support ease of doing business, and encourage business registration as these have a significant effect on graduate unemployment. Pages 294 to 308

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Effect of Preservation Techniques on Tilapia Introduced with *Dermestes Maculatus*

Abdullahi Dauda Kida^{a*}, Amir Shah Ruddin M.S^b, ^{a,b}School of Biological Sciences Universiti Sains Malaysia Pulau Pinang, Email: ^{a*}abdulahidaudakida1@gmail.com

The is a study of the effect of preservation techniques on Tilapia introduced with *Dermestes maculatus*. The techniques used were sun drying, smoking and salt drying. Several unsexed adults of *Dermestes maculatus* obtained from naturally infested smoked fish materials served as the source of the pests. Fresh fish were sun dried, dried salted and smoked fresh using smoking kiln. It was carried out under the following environmental factors: Temperature at 32°C, Humidity from 28% to 45%, Annual rainfall 3000mm and Photo period 12:L 12:D. Data was analysed using statistical tools, ANOVA, Kolmogorov-Smirnov and Spearman correlation. The result implied that the combined effect of smoking and dry salting results in highest weight loss in fish while the

combined effect of sun drying and salt drying results in the lowest weight loss in fish. The preservation methods suggested to combat every cause are also different. By implication, the use of both sun drying and salt drying reduce the total weight losses in fish. The lowest moisture content in dry salting and sun dried fish product is attributed to its longer shelf life as microbial growth is favoured by moisture and are responsible for spoilage in fish and fishery products. The findings suggest that the most reliable, cost effective and efficient pest control method would drastically reduce post harvest loss and thereby making the business to boast. Pages 309 to 319

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Effect of Emotionally Positive Classroom Atmosphere on Student Social-Emotional Competence

**Ibrahim Ahmed^a, Aswati Binti Hamzah^b,
Melissa Ng Lee Yen Binti Abdullah^c,**

^{a,b,c}School of Educational Studies, Universiti
Sains Malaysia, Email:

^adalibiiibrahimahmed@gmail.com,

^baswati@usm.my, ^cmelissa@usm.my

Purpose: This study intends to examine the effect of an emotionally positive classroom atmosphere in improving student Social-emotional competence among junior secondary school students. **Methodology:** A quasi-experimental pre-test post-test non-equivalent design was conducted with 207 Junior Secondary School students enrolled in form III. The students were divided into two groups: an experimental and a control group. The experimental group was exposed to the use of Emotional Positive Classroom atmosphere as an environment of learning for enhancing student social-emotional competence while the control group used the conventional classroom practice. **Findings:** A comparison of the pre-test and post-test results determined that the students performed remarkably better in the latter, hence an emotionally positive classroom atmosphere could be considered as an important interactional context that contributes to increased student social-emotional competence and function as a learning community of practice for reticent students who have little awareness of how to interact with colleagues in a learning environment.

Significance: An emotionally positive classroom atmosphere prepares students to be more active, affable and confident when working with others. This development does not only shape their behavioural outcomes but also yields positive results in their social and emotional capability. Pages 320 to 339

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Models of Program Evaluation for Teacher Education Training

Ibrahim Muhammad Alhaji^a, Wun Thiam Yew^b, Nordin Abd Razak^c, ^aDepartment of Science Education, Sule Lamido University Kafin Hausa, Jigawa State, Nigeria, ^{b,c}School of Educational Studies, Universiti Sains Malaysia, Penang, Malaysia,

Little emphasis has been given to evaluation research of mathematics teacher education training in Nigeria, specifically on the effectiveness of training in achieving national objectives of teacher education that groom quality preservice mathematics teachers who will shoulder the responsibility of providing quality education at secondary school level. This conceptual paper discusses the theory of program evaluation and explains when, where and how some methods apply in program evaluation and others not. The paper also explains complexity theory as the most common and widely used theory in evaluation of educational programs for different and interrelated components. The function, strengths and weaknesses of different evaluation models that are used in education were discussed and CIPO evaluation model was identified as the most appropriate and relevant evaluation model for mathematics teacher education training, as the model allow evaluators to identify the relationship between the Context, Input, Process, and Outcomes of any educational program. A description of how CIPO evaluation model and its independent components can be applied in the process of evaluation of mathematics teacher education training was discussed. The study recommended CIPO evaluation model, as the model to be used in the evaluation process for mathematics teacher education training, as the model is identified as an effective, powerful evaluation model that is not hampered by linear relationship of components of the program and

it has the power of evaluation of each independent component of the program. Pages 340 to 355

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Factionalization of Political Parties in North Moluccas, Indonesia

Aji Deni^a, Achmad Nurmandi^b, Titin Purwaningsih^c, Zuly Qodir^d, ^aStudent at the Doctoral Program of Political Islam-Political Science of Universitas Muhammadiyah Yogyakarta, Indonesia, ^bProfessor and Senior Lecturer at the Doctoral Program of Political Islam-Political Science of Universitas Muhammadiyah Yogyakarta, Indonesia, ^cLecturer at the Doctoral Program of Political Islam-Political Science of Universitas Muhammadiyah Yogyakarta, Indonesia, ^dLecturer in Doctoral Program of Political Islam-Political Science Universitas Muhammadiyah Yogyakarta and Teach on Conflict Management and Public Policy and Radicalism, Email: ^aajideni343@gmail.com, ^bnurmandi_achmad@umy.ac.id, ^ctitin_p_widodo@yahoo.com, ^dzuliqodir@umy.ac.id

This article intends to describe some of the causes of factionalism and its impact on the National Mandate Party (Partai Amanat Nasional, PAN), the Prosperous Justice Party (Partai Keadilan Sejahtera, PKS) and the United Development Party (Partai Persatuan Pembangunan, PPP) for the five year period from 2014 to 2019 in North Moluccas Province, Indonesia. The analysis uses qualitative methods and Nvivo 12 Software through interviews, observations and documentation. The results of this study showed that PAN is struggling most in terms of the leader position, PKS experiences intense internal competition, and factionalism in PPP has resulted in the experience of greater welfare motivation. Factionalism in PAN has an impact on the conflict of relatively high structures, but experienced struggle in recording success in 2019 local elections, while the PPP and PKS recorded decreased votes and fewer representative seats as a result of the 2019 elections. PPP also is in an even more compromised because as it suffers the worst impact of Party Factionalism. Pages 356 to 382

The Effect of Auditor Independence and Ethics on Auditor Professional Scepticism: Its Implications for Audit Quality in Indonesia

Rama Arung Lamba^a, Yohanes Cores Seralurin^{b*}, Arung Lamba^c, Victor

Pattiasina^d, ^{a,b,c}Universitas Cenderawasih Papua, Indonesia, ^dUniversitas Yapis Papua, Indonesia, Email: ^{b*}joecores@yahoo.co.id

The purpose of the current research is to analyze the effect of auditor independence and ethics on audit quality through professional scepticism. Respondents of the study were all auditors working in the office of the Inspectorate of Regional Government, Papua Province- Indonesia. This research was conducted using a quantitative approach. The sample was taken using a purposive sampling method. The data were analyzed using path analysis with the assistance of SPSS 21 application. The results of the study have shown that auditor independence directly affects professional scepticism. Furthermore, auditor independence has a positive and significant effect on audit quality, and auditor ethics has a positive and significant effect on professional scepticism. Next, auditor ethics does not have a positive and significant effect on audit quality, while professional scepticism has a positive, but not significant effect on audit quality. In conclusion, professional scepticism does not mediate the influence of independence and ethics on audit quality in Indonesia. Pages 383 to 396

Information Systems Success Model: A Review of Literature

Mahmoud Khaled Al-Kofahi^{a*}, Haslinda Hassan^b, Rosli Mohamad^c, ^{a,b,c}Tunku Puteri Intan Safinaz School of Accountancy (TISSA-UUM), Universiti Utara Malaysia, Email: ^{a*}mkmkofahi@yahoo.com, ^blynn@uum.edu.my, ^croslim@uum.edu.my

The most significant topic for current researchers and scholars is Information Systems (IS) success. DeLone and McLean developed an IS success model and introduced it to provide a complete and extended definition of IS success. To-date, thousands of scholarly

articles have cited the IS success model. However, despite its evident impact, only a few researchers have reviewed these studies. Hence, the purpose of this study is to perform a comprehensive literature review of past research papers that have utilised the IS success model as a theoretical foundation. Using the Scopus database, the review of literature is based on 114 scholarly articles and conference papers from the years 2012 to 2018. The analysis covers demographics, methodology, significance and limitations of association of the variables. The results show that developing countries are the major sources of the primary data; while, e-government, enterprise resources planning and e-learning systems are the most examined systems. The review shows that the methodologies most used are survey and cross-sectional approaches. The analysis also indicates a lack of longitudinal work and use of homogeneous samples, as among the limitations highlighted by prior researchers. The results of this study will add to the extant knowledge of the past studies which have incorporated the IS success model. Pages 397 to 419

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Fostering Student Discipline in Boarding Schools toward Industry 4.0

Arifin Suking^a, Intan Abdul Razak^b, Seftianisa Amay^c, ^{a,b,c}Department of Education Management, Faculty of Education Universitas Negeri Gorontalo, Indonesia,

This study focused on school strategy in fostering student discipline in boarding schools. These strategies are: (1) fostering discipline and education in state defence, (2) religious formation, and (3) evaluation of its fostering activities. This study uses a qualitative approach with a type of case study — data collection techniques were conducted through observation, interviews and documentation. Data analysis was effected by reducing data, presenting data and drawing conclusions. The results of this study indicate that: (1) the strategy for improving student discipline of is to adopt a military system which involves personnel of the Indonesian military and police (TNI and POLRI) as trainers for fostering student habitual greeting and respect when meeting older people and habituation in eating

manners, inherent supervision and formation and activation of the student organization, (2) a strategy in religious formation that adopts a quasi-Islamic boarding school coaching, for example, which obliges prayer five times in the congregation, follows Islamic religious obligatory activities, such as Qur'an reading, lecturing, praying in Friday, visit study, Friday sermon and celebration of forty days and working with third parties in conducting religious guidance and (3) evaluating the development of a reward and punishment system that has an impact for each student. Pages 420 to 432

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Diffusion of Innovation and Political Engagement Model of Millennial Generation in a Semi-Urban City

Hafrizal Okta Ade Putra^a, Werry Darta Taifur^b, Donard Games^c, Hefrizal Handra^d,
^aTamansiswa University Padang, ^{b,c,d}Andalas University,

Recently, developments in science and technology are characterized through many discoveries which can be applied to various kinds of science, and increasingly affect human life. Various phenomena, issues, and dynamics related to the sense of place, social capital, the diffusion of innovation, and political engagement occurring in demographical groups of millennial generations in a semi-urban city are the main points to be developed. This study aimed to analyze the influence of the sense of place on social capital, the influence of social capital on diffusion of innovation and the influence of social capital on political engagement. Subsequently, this study was also aimed at analyzing the effect of social capital in mediating the sense of place on diffusion of innovation as well as mediating the influence of the sense of place toward political engagement. Pages 433 to 453

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Combining Two Models: Digital Storytelling and Everyone Is a Teacher Here

Jamiludin^a, ^aFaculty of Teacher and Training Education, University of Halu Oleo, 93232, Kambu, Kendari, Indonesia, Email:
^ajamiluddin@uho.ac.id

Digital storytelling is a model that describes a story or idea by utilizing multimedia content such as text, audio, images, and video. Using a multimedia tool can generate a more interesting story. Moreover, to prepare to become future teachers, students need to be equipped with a variety of effective learning models. One of those models is Everyone is a Teacher Here. Combining the learning models of digital storytelling and Everyone is a Teacher Here can make a class more interactive and effective. The purpose of this study was to combine the digital storytelling and Everyone is a Teacher Here models and to explore student responses to the use of the two models. The methods used in this research were the ADDIE and qualitative methods. The development phase consisted of analysis, design, development (or production), implementation (or delivery) and evaluations. The participants consisted of 40 students (future teachers). The results of this research show that learning history with the digital storytelling and Everyone is a Teacher Here models could help students (future teachers) to understand the material and competently lead their classes. The results show that 62.5% of students strongly agree with using a combination of the digital storytelling model and the Everyone is a Teacher Here model, which can motivate them to study. Furthermore, 55% of students strongly agree that the combination of the digital storytelling and Everyone is a Teacher Here models can improve their learning outcomes. Pages 454 to 467

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Teacher Orientation of Post Competence Mapping in 21st Century Teaching Systems

Andi Sukri Syamsuri^a, Ishaq^b, Muh. Arief Muhsin^c, ^aIslamic State University Alauddin of Makassar, Indonesia, ^bUniversity of Muhammadiyah Makassar, Indonesia, ^cUniversity of Muhammadiyah Makassar, Indonesia, Email: ^asukri.syamsuri@uin-alauddin.ac.id, ^bishakmadeamin@unismuh.ac.id, ^carief.m@unismuh.ac.id

The purpose of the study is to determine the conditions of mastery competence mapped through Teacher Competency Test (UKG) taken before participating in official teacher

certification. The method used is analysis of current statistics. All respondents in this study were given a questionnaire and were all teachers who had not been certified and were participating in the 2016 Teacher Professional Education and Training (PLPG) activities that took place at Makassar State University and University of Muhammadiyah Makassar. The sample size was 109 teachers. The result showed 1) The 2015 UKG average score, especially for South Sulawesi Province, is still below the Minimum Competency Standard of 55, 2) Teacher pedagogical competence is lower than professional competence, and 3) The productive age of teachers at intervals of 30-40 years. Pages 468 to 484

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(/images/vol12/iss8/12845_Nurianto_2020_E_R.pdf)

Impact Analysis of Information and Electronic Transactions Law (Law Number 19 Year 2016) on the Level of Cyber-Crime in Social Media

H. Nurianto RS^a, ^aPostgraduate Legal Studies, Mahendradatta University Ken Arok Street, No.10-12 Denpasar-Bali,

This study was aimed to determine the impact of law number 19, year 2016 about information and electronic transactions (UU ITE) on the level of cyber-crime in social media. This research was a qualitative study with a normative juridical approach. The method used in this research comprised a literature study and exploratory methodology involving secondary data. The object examined in this study was Law Number 19, year 2016 and other relevant sources. Crimes involving social media have become increasingly diverse alongside the development of information technology. Before the enactment of the ITE Law, several criminal cases involving information technology as a medium did not have clear laws. However, with the enactment of Law Number 19, Year 2016 which was a result of the refinement of Law Number 11, Year 2008, cyber-crime can now be prosecuted with strict and binding sanctions. This research is based on data from 2019 cyber cases that occurred which were dominated by cases of fraud and the spread of provocative content.

Information from the Indonesian Cyber-crime Directorate indicates that the number of cyber-crimes from 2016-2019 increased. The increasing number of cyber-crimes was proportional to the increasing number of social media users. Even though the numbers of cyber-crime incidence increased, criminal acts that were not previously regulated in the Criminal Code at least with the law number 19 of 2016 can be dealt with according to the rules and sanctions in force. Pages 485 to 500

Pdf (/images/vol12/iss8/12846_Zulfikar_2020_E_R.pdf)

The Mediating Role of Accounting Conservatism on the Influence of Independent Commissioners and Managerial Ownership of Financial Performance

**Rudi Zulfikar^a, Kurniasih Dwi Atuti^b,
Tubagus Ismail^c, ^{a,b,c}University of Sultan
Ageng Tirtayasa Serang, Indonesia,**

This research was conducted by analyzing the mediating role of Accounting Conservatism on the influence of Independent Commissioners and Managerial Ownership on Financial Performance. The population of this research is the manufacturing industry listed on the Indonesia Stock Exchange from 2012 to 2016. The sampling technique uses purposive sampling produced from 174 sets of observational data. Data analysis method used is multiple regression. The result of the research is that Independent Commissioners and managerial ownership have a direct positive effect on financial performance. Other verification results mediate accounting conservatism on the effect of managerial ownership on financial performance. Meanwhile, accounting conservatism as a mediating variable on the influence of Independent Commissioners on financial performance is not proven. Pages 501 to 516

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Examination of the Validity of Instruments used for Students in Vocational High Schools

**Soeprijanto^{a*}, Gaguk Margono^b, Rivo Panji
Yudha^c, ^{a,b}Universitas Negeri Jakarta, Jakarta,
Indonesia^a, ^cUniversitas 17 Agustus 1945
Cirebon, West Java, Indonesia, Email :
^{a*}soeprijanto@unj.ac.id**

This study aims to examine the validity and reliability of the instrument used as a result of learning. Instrument learning outcomes of vocational high school student engineering practices consist of 5 indicators and 20 descriptors, each descriptor there are 5 observation items (checklist). Standardization of the items of observation was carried out through the Expert Panel and Field Test (empirical test), through a Factor Analysis Test sample of 298 vocational students. The results found that the inter-panel panel showed consistency with rkk value = $0.87 \geq 0.5$. The conclusions obtained through the study are according to use as a scale rubric on the results of learning the technical practices of vocational students. The results of the empirical tests showed that the value of the goodness of the test produced an index of 208,823 with a degree of freedom of significance and 0,000. The contributions of this study include: (1) providing an alternative way to test the quality of student performance assessment instruments in learning in Engineering Field Practice; (2) adding a more objective form of rubric in assessing students using observation sheets. Pages 517 to 531

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(/images/vol12/iss8/12848_Bahrudin_2020_E_R.pdf)

Education for All: The Evaluation of Inclusive Education Programs in Elementary School in Jakarta, Indonesia

Bahrudin^{a*}, Indra Jaya^b, Ibrahim Abidin^c, Sofia Hartati^d, Rugaiyah Rugaiyah^e,

^{a,b,c,d,e}Faculty of Education Science, Universitas Negeri Jakarta, Rawamangun Muka Rt.11/Rw.14 (Postal Code-13220), Jakarta, Indonesia, Email: ^{a*}bahrudin@unj.ac.id

This study aims to identify the key components in the implementation of inclusive education programs in elementary schools in Jakarta, Indonesia. The effectiveness of inclusive education programs can be determined through an internal and external aspects evaluation such that known obstacles, benefits and impacts of the program as well as a variety of important information that is useful for the implementation of future programs can be identified. This research uses an exploratory sequential mixed-method approach through two phases, qualitative and quantitative. This

research collaborated with two elementary schools in Jakarta, 52 elementary school students, 160 parents of elementary school students, and 5 elementary school teachers. In general it was found that students have a positive attitude towards students with special needs. Based on teacher input data, a lot of teachers meet administrative requirements as graduates from a Bachelor Degree in education. Several of the schools already has a special assistant teacher even though not yet present for the whole week, the result is that teachers have developed individual curriculum with the needs and abilities of students in mind. Pages 532 to 547

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Review of the Application of Artificial Intelligence in Education

Liu Yufei^a, Salmiza Saleh^{b*}, Huang Jiahui^c, Syed Mohamad Syed Abdullah^d, ^{a,b,c,d}School of Educational Studies, Universiti Sains Malaysia, Malaysia, Email:

^asgliuyufei89_usm@student.usm.my,

^{b*}salmiza@usm.my,

^chuangjiahui_91usm@student.usm.my,

^dsyedmohamad@usm.my

With the development of artificial intelligence technology, more and more artificial intelligence products are being applied to the education industry. Many countries in the world have also formulated relevant policies to promote the application of artificial intelligence technology in education. This paper briefly discusses the history of the development of artificial intelligence technology and its application in the field of education including teaching and learning innovations, effective teaching and learning approaches and smart campus life styles. This research analyzes the changes brought by artificial intelligence to education from different application aspects. It is suggested that, in order to better promote the application of artificial intelligence in education, there are three important aspects that must be considered at: the technical level; the model level and the practical level. Pages 548 to 562

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Female Purchasing Behaviour Concerning Skin Whitening Products

**Tanti Handriana^{a*}, Masmira Kurniawati^b,
Indrianawati Usman^c, Praptini Yulianti^d,
Rahmat Setiawan^e,** ^{a,b,c,d,e}Faculty of
Economics and Business, Universitas
Airlangga, Indonesia, Email:
^{a*}tanti.handriana@feb.unair.ac.id, ^bmasmira-
k@feb.unair.ac.id, ^cindrianawati-
u@feb.unair.ac.id, ^dpraptini-y@feb.unair.ac.id,
^erahmatsetiawan@feb.unair.ac.id

This study aims to analyse the purchasing behaviour of female consumers in purchasing skin whitening cosmetic products. Data was collected through a survey of 187 women in Indonesia. The Covariance Based Structural Equation Model (CB-SEM) with AMOS software was used for analysing the data. The results of the analysis show that of the thirteen hypotheses proposed, there are nine supported hypotheses, and four hypotheses that are not supported. This study found that the antecedents of purchasing cosmetics skin whitening decisions were product quality, brand image, price, promotion, reference group, and family factors. The consequences of cosmetics skin whitening purchasing decisions are consumer satisfaction and the intention to share by Word of Mouth (WoM). Pages 563 to 580

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The Influence of International Experiences on Firm Value with Corporate Social Responsibility as a Mediation Variable

Wiwiek Dianawati^a, ^aFaculty of Economics and Business, Universitas Airlangga, Indonesia, Email: ^awiwiek.dianawati@yahoo.com

This research aims to provide an explanation of CSR in Indonesia by proving that CSR mediates the influence of international experiences on firm value. This study is explanatory research with non-service sector companies listed on IDX in 2010-2012 as the population. The sampling was conducted using the saturated sampling method. Moreover, the method of analysis used was SEM (based on variance). The result of the study suggests that CSR disclosure mediates the influence of international experiences on firm value. In addition, the result of this study implies that companies should implement and report CSR accordingly, especially companies that run export trade, as it would have a positive impact on firm value. For the

government, through the stock market regulator, it is crucial to provide guidance in making CSR report in detail by referring to GRI that has been universally accepted, in order to be used for economic decision-making for stakeholders. Pages 581 to 599

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Effects of Earning Manipulation, Strength of Financial Position and Financial Distress on Firm Value (Case of Listed Manufacturing Firms in Indonesia)

Armanto Witjaksono^a, ^aAccounting and Finance Department, Faculty of Economic and Communication, University of Bina Nusantara Jl. K.H. Syahdan No. 9, Jakarta 11480, Email: ^aarmanto@binus.ac.id

Financial accounting information is often used by researchers and investors to measures firms value. The objective of this research is to investigate whether earning manipulation, strength of financial position and financial distress effect firm value. In this research earning manipulation is measured using Beneish M-Score, strength of financial position is measured using Piotroski F - Score, Financial distress measured using Altmann Z-score, and firm value is measured using Price Book Value (PBV). We used 125 observations from publicly listed manufacturing companies in Indonesia Stock Exchange (Bursa Efek Indonesia) in 2014, 2015, and 2016. Our research uses panel data analysis, and as the hypothesis test using E-VIEW. Results of our research show that only financial distress influences firm value. However, all independent variables simultaneously influence firm value. This finding also indicates that financial distress is more important than the other earning manipulation and strength of financial position in determining firm value. Pages 600 to 612

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Informal Entrepreneur: A Study of the Street Vendors in Indonesia

Hariyatno^a, Adhi Bawono^b, Isanawikrama^c, Edwin Joyo Hutomo^d, ^{a,b,c,d}Bina Nusantara University,

Public space has become the place of work for the urban poor especially, in developing countries. This paper seeks to examine how street vendors use public space for their

livelihood and the response by the Bogor municipal government to control street vending. This paper begins to fill this gap by analysing informal entrepreneurs' motives in Indonesia. The Research was carried out in the Merdeka market, Bogor city, a temporary market, with various street vending activities. The study employed qualitative research methodologies in gathering the data, including personal observation, and a field survey with a sample of 75 respondents in their motivation to make a living around the market and outside the area. The key findings show that the street vendors were often motivated by necessity. Family tradition also has been one of the reasons to participate in informal economic activities, while others were reluctant to participate in the field survey. Pages 613 to 630

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Funding Sources Consideration in the Framework of Capital Structure Decision

Ignatius Roni Setyawan^a, ^aFaculty of Business and Economics Tarumanagara University, Jakarta, Email: ^aign.s@fe.untar.ac.id (mailto:ign.s@fe.untar.ac.id), ignronis@gmail.com (mailto:ignronis@gmail.com)

Many firms, especially CFO's, still use a quantitative approach in determining capital structure decisions. To complete this quantitative approach, this research proposes the topic of Qualitative Judgment in determining financing decisions. As such, the respondents are CFO's from LQ 45 firms in IDX (Indonesia Stock Exchange). The several judgments are the cheapness and easiness of financing sources and managerial ownership structure. The qualitative investigation of Miles and Huberman (2001) has several steps: data collection; data reduction; data display & conclusion will be run by NVivo. Several list questions will also be considered that will be filled by the CFO's. The questions relate to: 1) The cheapness of financing sources 2) The ease of obtaining a financing source 3) The managerial ownership structure, referring to balancing power between insiders and outsiders. The expected conclusion is the description of a response profile from CFO's that will indicate the most important factors in choosing a financing source. Pages 631 to 644

Public Services in the Borobudur Temple Area: An Asymmetrical Standard

Dyah Adriantini Sintha dewi^a, Fatma Fauziah^b, Habib Muhsin Syafingi^c, Suharso^d, ^{a,b,c,d}Department of Law Universitas Muhammadiyah Magelang Magelang, Indonesia, Email: ^adyahasd@ummgl.ac.id (mailto:dyahasd@ummgl.ac.id), ^bfauziahfatma012@gmail.com (mailto:fauziahfatma012@gmail.com), ^chabibsyafingi@yahoo.com (mailto:habibsyafingi@yahoo.com), ^dsuarsol@ummgl.ac.id (mailto:suarsol@ummgl.ac.id)

Village governments were urged to implement good governance as a form of support for Indonesia's Nawa Cita program. This study, therefore, aims to analyse the implementation of the principles of good governance in administrative services in the Borobudur Temple area, with the socio-legal research approach used to examine the principles and its application in the society. The results showed that there were no standard services in the villages, with the principles of participation, accountability, and transparency yet to be applied in the region. The Borobudur district government needs to strive for the standardisation of public services in order to attract tourists to its temple. Pages 645 to 655

A Proposed Theoretical Model for Assessing the Quality of the Electronic Document Management Systems in the Construction Sector: A Case Study in Construction Companies

Aswan S. Al-Dalaeen^a, Sattam Allahawiah^b, ^{a,b}Al- Balqa' Applied University, Jordan, Email: ^aa.dalaeen@bau.edu.jo (mailto:a.dalaeen@bau.edu.jo), ^bs.allahawiah@bau.edu.jo (mailto:s.allahawiah@bau.edu.jo)

This study aims to evaluate the quality attributes of the Electronic Documents Management systems (EDMS) and identify the direct impact of these quality attributes on achieving the satisfaction of employees in Jordanian construction companies. In addition, it aims to investigate the impact EDMS is attributing on the performance of these

companies. The study uses a description analytical approach to collect data via a designed survey to be analysed using the SPSS package. The study sample includes (65) respondents working in construction companies. The results showed that there is a significant impact of quality attributes of EDMS on the satisfaction and performance of the companies that work in the construction sector. Moreover this study recommends for the Jordanian companies that work in this sector to adopt EDMS and developed strategy toward EDMS implementation, and pay more attention to the advantages of new systems that contribute in achieving a high quality service level raising the level of revenue for these companies. Pages 656 to 681

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Sheltered Workshop Model on Social Protection and Empowerment of People with Disabilities (PwDs) to Prepare Competitive Human Resources in the Era of the ASEAN Economic Community

Nurul Istiqomah^{a*}, Izza Mafruhah^b, Adenantha Lesmana Dewa^c, ^{a,b}Faculty of Economics and Business, Sebelas Maret University, Surakarta, Indonesia, Jl Ir Sutami no 36 Jebres Surakarta, ^cUniversitas Maritim AMNI, Jl. Soekarno Hatta No.180, Palembang, Pedurungan, Kota Semarang, Jawa Tengah 50246, Email: ^{a*}nurulistiqomah1980@yahoo.com (mailto:a*nurulistiqomah1980@yahoo.com),^b izza_wisnu@yahoo.com (mailto:izza_wisnu@yahoo.com), ^cadenantheral.dewa@gmail.com (mailto:adenantheral.dewa@gmail.com)

The ASEAN Economic Community (AEC) has two consequences: the readiness of commodities or products (goods and services) and the competitiveness of Human Resources. During this time, the human resources concerned are those who are normal and healthy. The data show that around 2.45% of the Indonesian population have disabilities and need special handling so that they can play a role in development, especially to face the MEA. The objectives of this study were to (1) analyse the needs of people with disabilities in developing their competencies; (2) analyse priority factors affecting the empowerment of

people with disabilities; (3) formulate Sheltered Workshop policy development models for Disability Enterprises. This research uses mixed methods with Atlas.ti, Analytical Hierarchy Process (AHP), in-depth interview, and Focus Group Discussion (FGD) as the analytical tools. The results show that (1) a disabled person's needs network covers aspects such as family, education, health, employment and public facilities; (2) Priority factors that influence are, in order, internal factors with a priority value of 0.38, institutional with 0.36, and external with 0.26; (3) The sheltered workshop policy development model links various stakeholders, namely family, community, central government, local government, institutions, private institutions, and State-Owned Enterprises. Pages 682 to 699

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Fostering Student Discipline in Boarding Schools toward Industry 4.0

Arifin Saking^a, Intan Abdul Razak^b, Seftianisa Amay^c, ^{a,b,c}Department of Education Management, Faculty of Education Universitas Negeri Gorontalo, Indonesia,

This study focused on school strategy in fostering student discipline in boarding schools. These strategies are: (1) fostering discipline and education in state defence, (2) religious formation, and (3) evaluation of its fostering activities. This study uses a qualitative approach with a type of case study — data collection techniques were conducted through observation, interviews and documentation. Data analysis was effected by reducing data, presenting data and drawing conclusions. The results of this study indicate that: (1) the strategy for improving student discipline of is to adopt a military system which involves personnel of the Indonesian military and police (TNI and POLRI) as trainers for fostering student habitual greeting and respect when meeting older people and habituation in eating manners, inherent supervision and formation and activation of the student organization, (2) a strategy in religious formation that adopts a quasi-Islamic boarding school coaching, for example, which obliges prayer five times in the congregation, follows Islamic religious obligatory activities, such as Qur'an reading, lecturing, praying in Friday, visit study, Friday sermon and celebration of forty days and working with third parties in conducting religious guidance and (3) evaluating the development of a reward and punishment system that has an impact for each student.

Key words: *Fostering, school strategy, students.*

Introduction

Education is the key to improving human resource quality that contributes to the advancement of a nation. Transferring knowledge to students is not sufficient in developing the abilities and shaping the character of a nation for a better national intellectual life. A comprehensive guidance program is needed to develop the values of student discipline. This program allows students to develop their self-potential as well. The values of discipline are realized in the real-life context; this can be observed from the implementation in several institutions. One of the examples of conceptualization of such values is the establishment of rules in a school.

Rules are a formalized guideline explaining points that are allowed and not allowed in a particular area. Establishment of rules is a process of law enforcement that specifically defines the expectation of a teacher regarding the students in a school. Identifying and understanding rules is essential for the students in order to comprehend everything that is allowed and sanctions for violating the rules. Understanding this concept may result in the awareness of students in abiding by the law.

SMA *Terpadu Wira Bhakti* (Senior High School SMA Wira Bhakti) is among the best schools in Gorontalo. This school provides extensive discipline programs in its educational system through the implementation of the rules of the institution. Furthermore, the school is also an Islamic boarding school where religious values are integrated into all of its activities. This is among the strategies in embracing the industrial revolution 4.0. SMA Terpadu Wira Bhakti Gorontalo is a unique educational institution for reasons, such as the school 1) is among leading private schools under the supervision of a foundation; 2) focuses on providing student services, this is represented by the efforts of the institution in the provision of quality learning resources; 3) prioritizes the values of discipline and religious; 4) has guidance programs implemented that facilitate the development of students by designing priority or superior programs that allow learners to excel in both academic and non-academic activities. The above discussion urged the researcher to analyze the strategies of guidance programs of students in embracing industrial revolution era 4.0 that focuses on promoting good mental and spiritual character with strong mastery of technology and information skills.

Theoretical Framework

A guidance program is a set of activities that is effectively and efficiently implemented. Student guidance programs refer to the provision of service for students during or outside school hours that aims to promote the awareness of the students regarding their position as a learner. This also helps students to gain awareness of their tasks (Rohiat, 2008). Guidance is

effort, behavior, and activity that is efficiently and effectively to attain the best outcome (Fathurrohman et al., 2013).

According to Article 1 of the Regulation of the Ministry of National Education of the Republic of Indonesia Number 39 of 2008 (The Regulation) considering students guidance, the objective of guidance program encompasses (1) optimum and integrated development of students' potential, this program covers the development of student talent, interest, and creativity; (2) improving student personality to develop resilience in school as an educational environment, this includes avoiding negative influences that contradict with the target of education; (3) realizing the student potential in attaining best outcome according to the talent and interest of the students; (4) preparing students with good characters that respect the principle of democracy and human rights to create a civilized society.

Discipline Guidance in the Industrial Revolution Era 4.0

The term discipline is defined as a condition created from a set of processes representing several behaviors that represent the values of obedience, loyal, and orderliness (Priodarminto, 1994). Once the values of discipline have been embodied within a person's mindset, performing the attitudes of discipline is no longer a burden for the person. In fact, the person considers that behaving differently from the norms oppresses the individual. It is expected that the attitude of discipline raises student awareness of following the school rules by which it optimizes the teaching and learning process. This condition leads to the attainment of the education targets. On these ground, the students need a guidance program to understand whether a behavior violates the rules or not and to identify behavior that they need, to promote an effective teaching and learning process (Gordon, 1996).

The above idea corresponds to the basic purposes of promoting discipline (Fachrudin, 1989) which are to (1) help students be more mature and responsible where they can overcome the attitude over-dependent and irresponsibility and (2) help students to cope with the problems of discipline by which it creates a favorable learning environment (as the students already follow the rules). Incorporating discipline in schools is essential due to the needs of the students' learning. This effort is also necessary to avoid every issue that obstructs the students' success. Being disciplined in following rules promotes the sense of being secure for the students as they are able to identify which ones they should or shouldn't follow. In addition, this effort enhances the learning process, resulting in a satisfying learning outcome for the students.

Factors affecting the development of discipline (Tu'u, 2004) include: (1) giving a good example or model. Students find it easier to imitate people they consider as a role model; this is if they see the people directly rather than listening to what the others say about the role

model. In other words, a role model is a positive example regarding discipline by a superior, principal, teachers and administration staff influences the students' discipline. (2) disciplined school environment. In comparison to another environment that is yet to incorporate discipline, a disciplined school environment significantly influences the development of discipline attitude of the individual within the area. (3) practice positive discipline. Cultivating discipline can be done through practices and habits. Schools are responsible for providing students with assistance (Suharno, 2008). This is to help the students in dealing with their problems in academic, emotional and social by which it effectively improves the students based on their potential. The application of an educational discipline attitude is not an act of restraint or limitation of student freedom. This is, however, nothing more than an effort to foster an attitude of responsibility to promote quality life. In other words, students do not consider the attitude of discipline a burden but a necessity in carrying out their daily tasks.

Religious Guidance

Religious education contributes to shaping the religious virtues within students' mind. This education emphasizes cultivating habitual actions that are in line with the teaching of religion. The objective of Islamic education is to shape the morals and manners of students. In addition, the implementation of Islamic education is also useful in directing students to attain their goals according to norms; this is also to develop strong-willed character. Students can understand the meaning of their obligation to respect human rights in which it allows them to distinguish positive and negative behaviors. As a result, the students always remembers God in every work (Al-Abrasyi, 1997).

Religion-based education is constituted in the Government Regulation No. 55 of 2007 considering Religious Education and Religion-based Education (Regulation of Government No. 55 of, 2007) asserts that 'Religious education shall be intended to mould learners to become a human being who is faithful and pious to the One and Only God, and who has morals and noble characters with the capability to maintain peace of interfaith relation. It is argued that religious guidance as among the guidance strategies (Nasution, 2010). The implementation of religious guidance consists of (1) religious approach, i.e., a complex integration between knowledge, feeling, and religious behavior of an individual. (2) Practicing habits. Family engagement in education should focus on cultivating religious and moral values which shape the behavior of students. This allows them to develop their self-potential effectively, to start incorporating religious values and norms by introducing the symbols of religion, the performance of praying (salah), Qur'an recitation, and prayers. Parents are expected to promote the habit of salah, reciting Qur'an and seven words of *thayyibah* (good sayings). (3) Role model. A role model is essential to promote religious virtues. Parents should give a model to children firstly. This can be done by, for example,

giving a model of praying in congregation. A person functioned as a role model should interact with children directly. (4) Rewarding and punishment. Rewarding and punishment is also necessary for religious education.

A boarding school is a school where the students reside during their study (Suharsono and Retnoningsih, 2009). In these schools, the students live and study in the school environment which promotes an orderly and comfortable learning atmosphere. Teachers are always available to provide guidance for students who want to consult their academic life, including subjects that the students do not understand. Students can also ask for other advice from the teachers or dorm counselors. The curriculum of a boarding school is designed to produce students with positive characters.

Systems in a boarding school are intended to produce graduates with some characteristics, such as (1) students who are faithful, righteous, independent, healthy, and disciplined; (2) outstanding students in academics with competitiveness quality; (3) students who have the skills to support their lives; (4) students who are independent, creative, and innovative with the spirit of an entrepreneur. A boarding school has its regulation for the students. The implementation of academic activities is maximally executed as the teachers continuously motivate the students to keep aims for the best and to be competitive.

Assessment

Student activities in a dorm are monitored and assessed by a teacher or a dorm counselor. This present study found that teachers give reward and punishment during learning. A 'reward' is defined as presenting gifts to an individual as an acknowledgment for his or her efforts (Djamarah, 2008). Further, reward is intended to raise student interest (Hamalik, 2009). It should be noted that the provision of reward should not be a target for students during working on their tasks. The tenet of rewarding is that a learner will be acknowledged for his or her achievement in learning by which it encourages them to do independent learning. The reward can be regarded as the way teachers motivate their students (Sudirman, 2007). From the above ideas, the term reward is simply defined as presenting a gift for acknowledging student achievement to keep them motivated in aiming for the best.

Teachers have several approaches to giving rewards for students. Some of the examples are (1) complimenting students to boost their learning motivation; (2) presenting gifts as it can motivate some students; (3) pray for students, such as "may Allah bless you with great success"; (4) acknowledgment remarks as a commemoration of students for their achievement; (5) parent report, i.e., reporting students' achievement to their parents (Arief, 2002). The reward can take in the form of material and nonmaterial reward. The example of material rewards is paying students for good grades and presenting students with gifts, such

as stationaries and trophies. Non-material rewards refer to teacher's gesture, such as nodding for confirming students' correct answers as well as teachers' motivational compliment, prayer, and good marks for the students.

Punishment is the imposition of an unpleasant outcome to reduce misbehavior (Baharudin, 2010). Furthermore, it is argued that punishment in education is something undesirable; it is considered a negative education medium (Majid, 2013). However, this approach is able to motivate students in learning. Punishment is penalty inflicted (by parent or teacher) to students for their misbehavior (Purwanto, 2011). From the above definitions, it can be concluded that punishment functions as a penalty for misconduct or violation of the students; punishment is considered undesirable or negative encouragement. However, teachers can benefit from giving punishment to the students if its implementation is carried out properly.

Further, punishment is categorized into two, such as (1) effective punishment, such as 'just' punishment that effectively reduces students' misbehavior during the class. Some of the examples of this punishment are verbal warnings, fines, and suspension from schools. (2) ineffective punishment, i.e., corporal or psychological punishment (Ormrod, 2009).

Research Methodology

This research was conducted in integrated senior high school SMA Wira Bhakti Gorontalo. This case study employed a qualitative approach. It focused on collecting the data of the guidance program in a boarding school which emphasized (1) discipline, (2) religious aspect, and (3) evaluation of students' guidance. The data were drawn from the interviews with the school principal, vice principal of student affairs, vice principal of curriculum, religious advisors, trainers, and students. Observation and documentation methodology were also applied in generating the data. Furthermore, the data were analyzed in a sequence of steps including data reduction, data display, and drawing up conclusion or verification.

Results and Discussion

The results reveal that discipline guidance procedures in SMA Terpadu Wira Bhakti incorporate some military elements. The guidance program is intended to manage the student guidance program where it directs the students to behave in school or outside the school environment. Cultivating discipline is done by incorporating the attitude in habitual action. The monitoring process was done by the school principal directly and continuously. Furthermore, the implementation of discipline guidance is stipulated in the student regulation. This program also incorporates the elements of state defence to produce disciplined students who are loyal to the Republic of Indonesia. Some examples of such integration are the

implementation of basic leadership training for a week which is organized with the Indonesian National Armed Force or *TNI*.

Religious guidance program in the research site adopts a system in an Islamic boarding school. As a result, the school accepts Moslem students only. Teachers of SMA Terpadu Wira Bhakti always integrate the subject with religious teaching from Al Qur'an and hadith. Furthermore, the students are also directed to pray in congregation and to perform other sunnah prayers (optional or supererogatory salah) as their habits. Other religious activities are studying *aqidah*(creed), *fiqh* (human understanding of Islamic law), *siroh*(prophetic biography), *akhlak*(virtue, morality, and manners) and *hadith* (record of words by the prophet Muhammad), *Tahfidz Qur'an* (Qur'an memorization), *Tadarus Qur'an* (Qur'an recitation), *Muhadoroh* (public speaking), *manasik haji* (rites and ceremonies that have to be performed by Islamic pilgrims in and around Mecca), *imam and iqro*, *khutbah Jumat*(Friday's sermon) and *khutbah Jumat keliling*(primary formal occasion for public preaching in the Islamic tradition in Friday). The featured program is Al Qur'an Memorization Training (AMT) where the students memorize Qur'an for 40 days.

The evaluation of student guidance program is done by scoring or giving points; this evaluation also considers the rapport score. It implements the plus-and-minus point for the scoring. Students score will be penalized for every misconduct while the others with outstanding achievement receive more point (plus). The results of this research serve as a material for further guidance program development. The school also applies a reward and punishment system. The punishment is corporal punishment or social punishment which is more educational in nature.

The finding of this study are illustrated in the following Figure 1.

Figure 1. Students Guidance in an Islamic Boarding School



Discussion

Discipline Guidance

Discipline guidance programs in the research site adopt some elements of those in military education. This is aimed at cultivating the behavior of students based on the student rules and ethics to ensure an effective and quality learning in school and dormitory. There are three approaches in discipline guidance, such as (1) Inner Control approach (Prihatin, 2011). This approach raises awareness regarding students' ethics. This cultivates students' self-discipline. (2) External Control approach. This approach cultivates students' discipline. External control requires monitoring (also extensive supervisor that should also incorporate sanctioning for every violation). (3) Cooperative control approach. In this approach, teachers and students cooperate with each other to monitor every misconduct.

Efforts to foster awareness of discipline are carried out at the beginning of the base period. This is to improve students' understanding of a certain system by which they are able to implement the system. The values of discipline are cultivated in practicing drill commands and is done in a group. SMA Terpadu Wira Bhakti implements a strict supervision method in monitoring its students. The school responds to any issues immediately. Furthermore, the students also participate in managing their peers by establishing student patrols which function to foster student discipline and maintain safety in the school.

SMA Terpadu Wira Bhakti incorporates basic leadership training managed by Indonesian National Armed Force to produce students that prioritize the values of discipline and leadership with a broad knowledge of nationalism. This school also implements state defense education to improve the students' ideology of nationalism. This is in line with other opinion (Subagyo, 2015) that state defense should be taught to every citizen to raise the awareness of the importance of prioritizing nation's interest over self or group interest. State defense education should be taught continuously to all citizen in strengthening the value of nationalism as well.

Religious Guidance

Islamic education is teachings of Islamic value to individuals. A boarding school adopts the system of Islamic boarding school (Tafsir, 2005). Integrating the system of Islamic boarding school functions to renew the system of this school to keep up with the modernity, especially for the dynamics of Moslems. It is pointed out that integrating religious teaching into subjects taught is able to develop student personality comprehensively (Anhari, 2006). The educational and guidance activities of a boarding school take place in a student dorm 24/7; the program has its timeline as well. In developing Islamic education and gaining in-depth

knowledge for students regarding this matter, religious programs should be incorporated in both intra and extracurricular activities. The intracurricular programs are scheduled on weekdays. These programs start from 07.00 to 15.00. Furthermore, promoting religious values is not only the responsibility of religion teachers. Other teachers should partake in this role as well.

SMA Terpadu Wira Bhakti obliges its students to perform 5 obligatory prayers in congregation. The school also implement other religious programs mentioned in the previous figure. In this year, the school also conducts a program called *Daurah 40 hari* (40-day Qur'an memorization program) in *Al Qur'an Memorization Training* Makassar. It is expected that religious guidance programs in intra and extracurricular activities are able to improve the students' knowledge in terms of worship, moral, and Islamic studies.

Student Guidance Evaluation

Student guidance programs in class and outside the class are assessed. The assessment is from the student rapport and the accumulation of the students' point (from the reward point and penalty point system). Outstanding students are given points ranging from 1 to 20; the school will give these students a reward; this is aimed to motivate the students. On the contrary, those who violate the rules will get penalized score, meaning that they will get a minus point (minus 1 to minus 20) and will receive a punishment. It is expected that such punishment has a deterrent effect on students. Corporal punishment, i.e., by asking the students to do a push-up or to make a student runs a lap. The school also implements social sanctions for the students.

Reinforcement has a significant impact on the students rather than punishment (Prihatin, 2011). In other words, teachers should reinforce the students, i.e., extending the students a reward for their achievement. This is because the students consider that the teacher acknowledges their performance. It is argued that the reward can take in the form of certificate and scholarship depending on the school, specifically the curriculum and/or students affair board (Purwanto, 2011). Giving the students the award will be held during the morning parade. The sanctioning depends on the school principal or the result of teachers' forum.

Conclusion

It can be concluded that SMA Terpadu Wira Bhakti incorporates some elements of an Islamic boarding school; the elements are integrated into military-based education. This program also incorporates the elements of state defence to produce disciplined students who are loyal to the Republic of Indonesia. Religious guidance program in the research site adopts a system in an



Islamic boarding school. The school also cooperates with other stakeholders, involving Islamic supervisor or clerics. The evaluation of student guidance program is done by scoring or giving points; this evaluation also considers the rapport score. The results of this research serve as material for further development of guidance programs. The school also applies a reward and punishment system which is intended to motivate the students.

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