




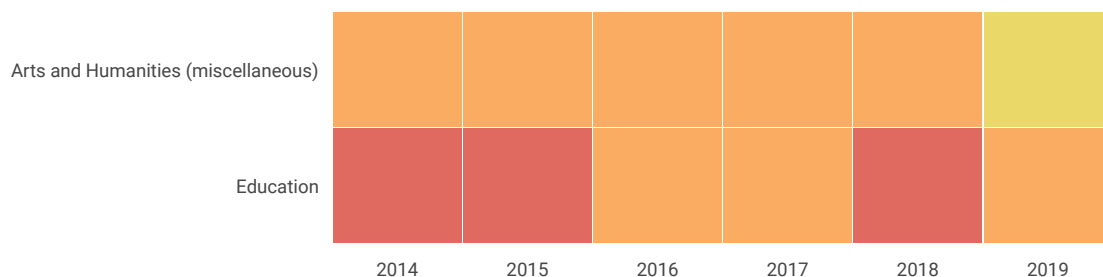
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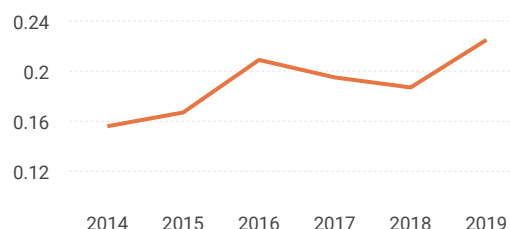
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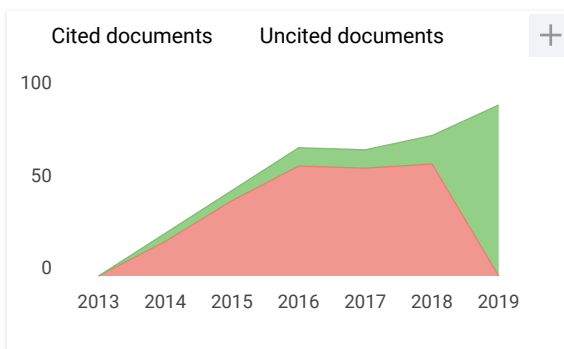
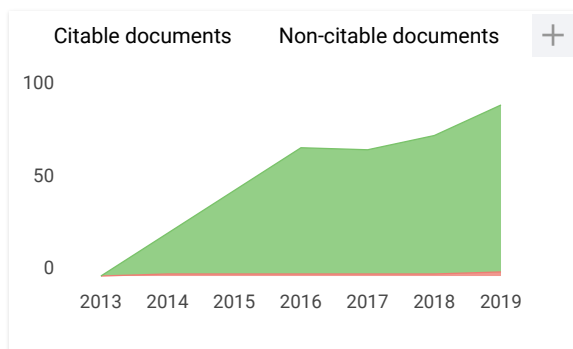
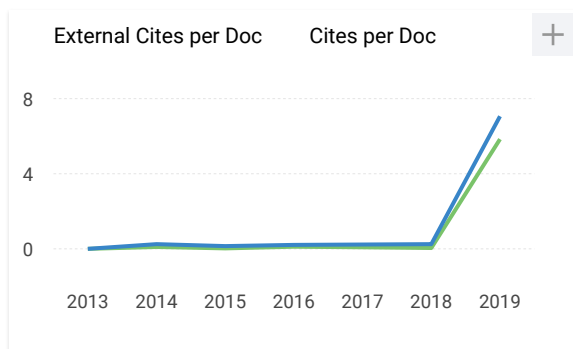
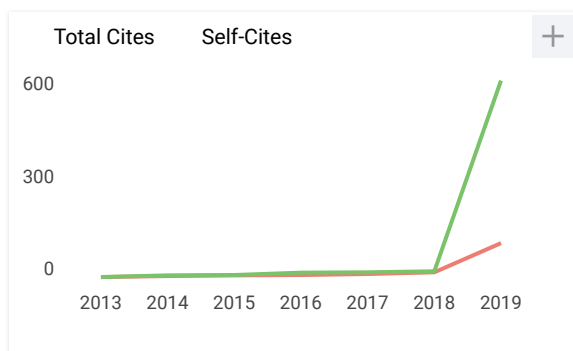


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Applied Theatre as Participatory Action Research: Empowering Youth, Reframing Depression

This article documents a theatre based participatory research project implemented in response to an adolescent suicide. Integrating principles of play-building as qualitative research, youth participatory action research, and community education, youth ensemble participants build a play based on youth experiences of depression. Findings define depression, address stigma, deconstruct depictions of depression in the media, critique institutionalized helping systems, and offer hope for the future. Implications for collaborative youth engaged participatory research are explored alongside participatory media, stigma, community education, youth voice, social supports, and alternative paradigm research. Pages 83 to 97

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Passionately Curious: How passion affects creativity in the context of supervisor support

In a sample of 400 employees working in 7 different large as well as moderately-sized manufacturing and engineering companies in and around Jamshedpur, India, I plugged a research gap recognized by creativity experts in the form of identifying a motivational mechanism other than intrinsic motivation that could affect creativity. As hypothesized, HP positively related to employee creativity, work engagement partially mediated this relationship in a supportive atmosphere. Same-source common method bias was reduced by employing dyadic data, both from the employees as well as their supervisors.

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Exploring the Impact of Pedagogical Strategies in Drawing Instruction on Drawing Skills Satisfaction:

A Case Study on Ghanaian Communication Design Students

This study delves into the understanding of Communication Design students' perceptions of drawing instructions and drawing skills satisfaction. The results show that there was no significant difference between students' perception of drawing teaching strategies based on gender. Also, the drawing learning strategies components demonstrated positive, significant relations with each other

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Four Pillars to Building a Positive School Culture

This article examines the premise of the Outstanding School. In dealing with such a premise, the paper examines what such schools have in common by detailing four key 'pillars'. Implicated in these pillars is the concept of leadership and the development of an appropriate school staffing culture. Building on the theme of change the article provides an insight into how change can be successfully implemented in a school when leadership is focused on what matters.

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Tensions in Creating an Innovative Community of Vocational Education and Entrepreneurship

New innovations are necessary to ensure and enforce entrepreneurship skill development and working-life-centricity in vocational education. We present an example from Finland. InnoOmnia is a multi-actor knowledge community within a VET organisation. It brings together students, entrepreneurs, and teachers in a non-formal setting where traditional roles are revamped.

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The science process skill (SPS) is one of the skills needed by humans to face the challenges of the industrial revolution 4.0 in the 21st century. Students who have an SPS are able to understand scientific concepts including basic and complex basic electric circuits (BEC). The research objective is to develop students SPS by using teaching discovery learning methods (TDLM) and their impact on student learning outcomes of BEC (OLBEC). The research method is quasi-experiment. Participants in this research are 72 students consisting of an experimental group using the TDLM model and the control are 36 students. The research data is analysed by using the Manova statistics. The research finding obtained that students SPS and OLBEC who followed the TDLM approach are higher than students who take CTM. Pages 1 to 18

Pdf (/images/vol5iss6/5602_Sulindawati_2019_E_R.pdf)	<p>The Implementation of a Village Financial Administration Teaching Model through Microsoft Excel Program</p> <p>Ni Luh Gede Erni Sulindawati^{1*}, Naswan Suharsono¹, Wayan Lasmawan¹, Nyoman Natajaya¹, Gusti Arya Sunu¹, ¹Ganesha University of Education, Indonesia, Email: *esulind@gmail.com (mailto:*esulind@gmail.com)</p> <p>This study aimed at testing the validity and evaluating the implementation of a village financial administration teaching model through a Microsoft program excel that has been developed. The study used Sugiono's development method in its trial and product revision stages. The data were collected through observation, interview, documentation and evaluation of learning achievement of the village apparatus. The data used in this study were analysed using a quantitative analysis. The quantitative analysis was used to evaluate the result of the trial of the model and to evaluate the learning achievement of the village apparatuses. Based on the result of the validity testing by experts it was found that the mean of the content validity is 3.24, falling into a reliable category, R = 93.8% and the mean of the construct validity is 3.22 with R = 92.8%, falling into a reliable category, which means that the teaching model is valid and reliable. The mean of the learning achievements of the village apparatuses = 87.63%, falling into a very good category, which means that the village apparatuses understands the teaching model and this model helped them to do the administration and operate the village financial system. Pages 19 to 34</p>
Pdf (/images/vol5iss6/5603_Robiyansah_2019_E_R.pdf)	<p>The Use of The Android-Based Game to Enhance English Vocabulary of Students with Hearing Impairment in Inclusive Schools</p> <p>Iva Evry Robiyansah^{a*}, Murtadlo^b, Mudjito^c, Atiqoh^d, Ketut Susiani^e, Universitas Negeri Surabaya^{a,b,c}, Universitas PGRI Adi Buana^d, Universitas Pendidikan Ganesh^e. Email: ^aiva.18012@mhs.unesa.ac.id</p> <p>This study aimed to describe the use of an Educational Vocabulary Game (EVG) application to improve the English vocabulary and designed to test the practicality and effectiveness of an EVG application in improving functional English dictionary among students with hearing impairment in an inclusive school. This study was development research, which involved several steps, including concepts, design, material collection, manufacturing, and field testing. Data were collected through observations and tests. Participants were twenty students with hearing impairment and five teachers in an inclusive school in Indonesia. The results of the study showed that the average score of the pre-test was 6.5, while the average rating of the post-test was 8.9. Moreover, the highest score of the post-test was 9.5. Furthermore, the practicality test reported a score of 98.66%. Based on these results, the use of the EVG application was useful and practical to improve the learning outcomes on English vocabulary among students with hearing impairment in an inclusive school. Pages 35 to 44</p>
Pdf (/images/vol5iss6/5604_Yunus_2019_E_R.pdf)	<p>ESL Undergraduates' Perception towards MOOC Embedded in Flipped Classroom</p> <p>Melor Md Yunus^a, Harwati Hashim^b, Karmila Rafiqah M. Rafiq^c, Mohammad Azreen Ariffin^d, Alwani Izzati Shahudin^e, Wan Anisa Hafiq Hussain^f, Faculty of Education, Universiti Kebangsaan Malaysia^{a,b,c,d,e,f}, Email: ^amelor@ukm.edu.my, ^bharwati@ukm.edu.my, ^fkarmilarafiqah@gmail.com</p> <p>The rapid advancement in technology has given rise to the development of the Massive Open Online Course (MOOC). Thus, the usage of MOOC is seen as among the preferred method, which is embedded in a flipped-classroom approach. This study investigated English as a second language (ESL) and undergraduates' perceptions towards the use of MOOC embedded in a flipped classroom in Teaching Writing in an ESL Context course. A quantitative research design was employed in this study where a questionnaire was the instrument used. Data were collected among ESL undergraduates at a faculty in one of the public universities in Malaysia. Data were analysed using percentages. The findings of this study showed that a majority of respondents give positive feedback towards the use of MOOC embedded in a flipped classroom. It implied that the use of MOOC should be highlighted and prioritised in the current teaching pedagogy. Pages 45 to 57</p>

<p>Pdf (/images/vol5iss6/5605_Irdamurni_2019_E_R.pdf)</p>	<p>The Influence of Post-Training Monitoring and Mentoring on Teachers' Competencies of Inclusive Education in Elementary School</p> <p>Irdamurni^a, Nurhastuti^b, Zulmiyetri^c, ^{a,c,b}Universitas Negeri Padang, Email: ^airdamurni@fip.unp.ac.id, ^bnurhastuti@fip.unp.ac.id, ^czulmiyetri@fip.unp.ac.id</p> <p>The research was motivated by the problems found in post-training. Teachers rarely applied the knowledge they acquired during the training due to the unavailability of post-training monitoring. This research aims to investigate whether the control and mentoring post-training effectively improve the performance of teachers in implementing inclusive education. The research method used was a survey method with an ex post facto design. Samples selected were teachers who participated in the 2016 inclusive education training. Findings showed that; (1) teachers' competencies of inclusive education have improved after the post-training (2) training and assistance have a significant influence on enhancing teachers' performance in implementing inclusive education in elementary school. Pages 58 to 67</p>
<p>Pdf (/images/vol5iss6/5607_Yunus_2019_E_R.pdf)</p>	<p>Scaffolding Approach in Teaching Writing in English as a Second Language (ESL) Context</p> <p>Melor Md Yunus^a, Harwati Hashim^{b*}, Fetylana Nor Pazilah^c, Nurdania Nazuwa Rusadzeli^d, Nurul Syasika Tijan Bolkan^e, Dineswari Segakumaran^f, Universiti Kebangsaan Malaysia, Email: ^{b*}harwati@ukm.edu.my</p> <p>This paper aims to identify the perceptions of Teaching English as a Second Language (TESL) and students' knowledge of the scaffolding approach in learning to teach writing in a ESL context. A total of 37 students who are doing their Bachelor's degree in Teaching English as a Second Language in a university in Malaysia participated in the research. Data were collected using a survey and were analysed using frequencies and percentages. The data revealed that most of the respondents have an excellent perception of the scaffolding approach, and generally, almost all agreed that it has positive impacts on teaching writing. It has shown that the scaffolding approach is an effective way to enhance students' potential in learning, specifically in learning to teach writing. Pages 68 to 80</p>
<p>Pdf (/images/vol5iss6/5608_Pazilah_2019_E_R.pdf)</p>	<p>Benefits of Gamification Towards Different Learning Styles in Language Learning</p> <p>Fetylyana Nor Pazilah^a, Harwati Hashim^{b*}, Melor Md Yunus^c, Universiti Kebangsaan Malaysia^{a,b,c}, Email: ^{b*}harwati@ukm.edu.my (mailto:harwati@ukm.edu.my)</p> <p>In the modern age, chalk and talk may not be as relevant as it was a decade ago. With the technology advancing exponentially, it has provided the earth citizens with its practicality and flexibility, particularly in language learning. However, there is still a majority group of people who have not fully utilised learning through technology. Gamification is one of the effective ways to learn a language as it also caters to all different types of learners. This paper aims to study the benefits of gamification towards different learning styles in language learning. This study implies that implementing gamification in education can help students to achieve their targeted goals in language learning and making teaching easier for the teachers. Future studies can investigate the challenges of gamification learning. Pages 81 to 89</p>
<p>Pdf (/images/vol5iss6/5609_Rafiq_2019_E_R.pdf)</p>	<p>MOOC for Training: A Review of The Variations Of MOOC</p> <p>Karmila Rafiqah M. Rafiq^a, Harwati Hashim^{b*}, Melor Md Yunus^c, Faculty of Education, Universiti Kebangsaan Malaysia, Email: ^{b*}harwati@ukm.edu.my</p> <p>As the Internet of Things (IoT) is paving it's way into various industries, the educational field is changing from formal classroom to online education, where learning is not only restricted to face-to-face interaction but also virtually. This paper aimed to review the different models of MOOC, which can be used as guidelines to carry out online training. The discussion revolves around the various models of MOOC, whereby learning theories are used as a foundation. Ranging from cognitivist to connectivity, the models of MOOC keep emerging to suit the current demands of learning and to cater to the needs of each individual. The considerable variation of MOOCs does not make the earlier models to be ineffective, yet the later models complement the earlier ones. These discussions will be able to guide and provide an overview for educators and researchers in designing and developing MOOC, especially for professional training in the working field. Pages 90 to 98</p>

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The 21st century of education demands for student-centred learning rather than conventional teacher-centred learning. There are several new models and approaches to be adapted to meet the demand. One of the popular models in Malaysia is flipped learning. Flipped learning focuses on meaningful learning, and it also promotes a student-centred learning style. This paper explores flipped learning studies done by researchers regardless of the discipline and level of education. Pages 99 to 111

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This study aimed to see the extent of students' digital literacy skills in managing learning problems. The method used was descriptive qualitative with questionnaires and interviews. The results show that the students had the ability of digital literacy at the current stage of scholarship, or it can be said that the students were interested in digital literacy. In some circumstances, the students had not been able to sort and criticise the information contained in the information system in solving learning problems. Therefore, there is a need for guidance for students to improve their digital literacy skills in solving the learning problems. Pages 112 to 122

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This development research aims to produce an Android-based combinatoric application as a learning medium for high school students and to find the quality of the combinatoric applications for use in mathematics learning. This research is a research and development (R&D) adapted from the 4D development model. There are four stages: Define, Design, Develop, and Disseminate. Data analysis techniques are used in the feasibility test and the quality test of the media. The results showed the feasibility of an Android-based combinatorics application based on the assessment of media experts was 75.00% with proper criteria, and the evaluation of 2 material experts was 82.32% with suitable principles. The media was tested publicly from 50 students of South Tangerang 6 Public High Schools and MA Kafila. The result of the public trial obtained an application quality result of 83.20% with suitable criteria. Based on the results of data acquisition, it shows that Android-based combinatorics applications are appropriate to be used as a source of mathematics learning at the high school level. Pages 123 to 140

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The aim of this paper is to examine the use of Kahoot! for teaching writing in English as a Second Language (ESL) classroom to create engagement and active learning. The purpose of this study is to measure the effectiveness of Kahoot! for teaching writing in the ESL classroom. This was accomplished through a quantitative design which is a survey regarding the use of Kahoot among third year Teaching ESL undergraduate students in a public university in Malaysia. A total of forty undergraduate TESL students were selected as participants for this study and the questionnaire was designed by using online form via Google form. The survey in this research is focusing on the effectiveness of Kahoot in creating engagement and active learning for teaching writing. The results show that students think the Kahoot! implementation and helps them to enjoy the class compared to the traditional method. The findings also show how the use of Kahoot can create engagement and active learning among students for teaching writing in the ESL classroom. Pages 141 to 152

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The focus of this research is to find out how to implement blended learning in university and how much influence it has on calculus I learning outcomes with the discovery learning method. The method used in this research is quasi-experimental, with a non-equivalent pre-test/post-test control group design. From the research of students' Implementation of Blended Learning using Discovery Learning Method in Calculus I Courses, it has the result of the extended score between X_{\max} (highest score) = 85 until X_{\min} (lowest score) = 45 in the total sample of 30 students. The mean (\bar{x}) is 66.10 ; variant (s^2) is 92.73 and standard deviation (s) is 9.63. The results of this study indicate that there is a positive influence of blended learning to use discovery learning models in the calculus I course. From the computation of the experiment and control class by using the t-test, it is found that $t_{\text{observed}} = 1.8$. While insignificant level of $\alpha = 0.05$ and $df (30+30-2) = 58$, found that $t_{\text{table}(1-\alpha;(58))} = 1.67$. Because $t_{\text{observed}} = 1.8 > t_{\text{table}(1-\alpha;(58))} = 1.67$, it means that research hypothesis (H_0) is rejected and (H_i) is accepted. So, it can be stated that there is a significant influence of the Blended Learning to use Discovery Learning Method in the Calculus I Course. Pages 153 to 163

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Being able to write excellent academic writing has become a problem among English as Secondary Language learners. Learners tend to be wrong in writing and not show much interest in writing academic writing. One of the reasons for this is because of the conventional approach by educators that are making learners not to feel motivated to write and cause a lack of writing skills. Due to that, to motivate students to be engaged in writing, an intervention of video games is used in teaching writing for ESL learning. The use of video games, specific Players' Underground Battle, or widely known as PUBG, is used in motivating learners to write. A few words or phrases were taken from the video games, and learners needed to write a page of writing out of them. Based on the findings, it can be seen that the intervention of video games has helped learners to be more motivated and creative in writing. Pages 164 to 172

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Language is the medium of communication and instruction among learners around the globe. Successful language learners employ various language learning strategies. This survey aims to explore the suitable language learning strategies and categories applied by Form 2 learners in a rural secondary school in the Cameron Highlands district in enhancing their listening, speaking, reading, writing, and vocabulary skills. Respondents replied to the self-administered questionnaires, which were adapted from the study (Rose & Yunus, 2016). Data were collected, analysed, and administered descriptively using valid percentages. Significant findings revolved that most learners favoured the writing and memory strategies in developing their language competencies. Based on the results, they were highly identified as memory and audiovisual learners in performing language skills. The researcher believes that the results would be a turning point for language practitioners and educators in devising and conducting suggested materials and tasks considering the best language learning strategies preferred by the learners. Pages 173 to 186

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Every learner has different ways and strategies in building excellent writing skills. Past researchers have suggested that good second language learners have a greater awareness of the strategies used in their learning. However, there are insufficient studies that focused on successful language learners from lower secondary students. Therefore, this study aimed to seek out the ESL learning strategies used for writing skills by lower secondary students. This study employed a quantitative approach where 15 successful language learners from a public school were involved. Based on the findings, the most important strategies used by successful language learners are reading, producing a draft before writing, and also using a dictionary to acquire vocabulary. This study provides knowledge and understanding of the possible strategies that can be promoted to all second language learners in the future. Pages 187 to 196

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Caring for a child with cerebral palsy can impact the quality of life of the parent. Raising a child with cerebral palsy is stressful for the parent because it requires intensive physical engagement, such as family counselling. Raising a child who has cerebral palsy creates fresh challenges for the whole family. Family counselling is a disability waiver service that includes counselling for the person and family members who serve as unpaid caregivers as identified in the individual plan of care. This study aimed to determine the needs of parents who have cerebral palsy children. The object of this research is 13 parents who have cerebral palsy children in Padang. A qualitative study was conducted utilising a grounded theory framework, with data collection through literature study, observation, and also using a questionnaire. The analysis tool used is explanatory research. Pages 197 to 207

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The purpose of this study was to get a deeper understanding of a suitable parenting training approach to develop a disciplined character for elementary school students. This research is a pilot project. The sample in this study was 79 parents of students in three schools and three teachers of students in the three schools and three students. The instruments used were the Scale of *Pembentukan Karakter Disiplin Siswa Sekolah Dasar (PKDSSD)* and Focus Group Discussions. Data analysis used is a qualitative descriptive approach with thematic analysis and the Wilcoxon test to determine the suitability of the participants. This research portrays the urgency of parenting training to develop disciplined character, and this information can be used by counsellors, teachers, and parents for the formation of elementary school students' disciplined character. Pages 208 to 218

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Smartphones have a negative impact on changes in student behaviour; the social interaction that is done directly has turned into communication with the help of smartphones and internet access. The purpose of this study is to describe the contribution of FoMO to Phubbing in school. The sample consisted of 1534 male students (n = 646), female (n = 888) spread in junior high schools (n = 295), high schools (n = 734), and vocational high schools (n = 505), which was selected by using the Purposive Random Sampling technique. Data were collected through two questionnaires administered online, namely: (1) internet FoMO (Fear of Missing Out) instruments, and (2) Phubbing instruments. The instrument used was a Likert scale model, with five answer choices. The results showed that the contribution of internet FoMO (X) was significant towards phubbing behaviour (Y), seen from the contribution given by FoMO internet by 35.2% to students' phubbing behaviour. Pages 219 to 230

Konselo App: The Future of Distance Counselling and Therapy Applications Based on Android Technology

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The internet is one of the main drivers in the development of technological innovation and the industrial revolution, which tends to play important roles in various sectors of human life. One implication of this technology is the development of a mobile operating systems such as Android and iOS. However, its use in mental health interventions is still limited. This research, therefore, aims to develop an Android-based platform that can be used to connect counsellors with clients in the context of mental health interventions, irrespective of their distances. Data was obtained from 10 counsellors and clients which included 174 respondents in the preliminary study regarding the application content. The data obtained was then analysed by using the Rasch Analysis, Kendall's Concordance Analysis, and Network Psychometrics Analysis. The results of the study showed that the developed application fulfilled the requirements and was widely accepted by respondents. Pages 231 to 244

Exploration of Active Smartphone User's Mental Health and the Opportunities of an Internet-Based Therapy Approach.

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The internet is the latest technology developed in various sectors of life. This technology provides its users with ease of access, simplicity, huge data storage, connectivity, amongst other conveniences. One implication of this technological development is implemented through the use of a smartphone. This device brings a major change in daily life and human social complexity. Indonesia, as a developing country, has the largest smartphone use potential in Asia. However, excessive use raises new mental health issues for individuals. The intervention of mental health services in Indonesia has not been able to reach all clients. Additionally, the use of internet-based services are unknown and not yet measurable through various researches. This study aims to explore the mental health condition of active users of smartphones in Indonesia and internet-based usage opportunities for its services. This preliminary study consisted of 174 respondents spread throughout Indonesia with diverse demographics. The data findings were analysed by using network psychometrics and Rasch analysis. The results showed that, in general, some mental health disorder was found among users who actively use smartphone related to social conditions. The opportunity to use internet technologies to reach individuals with disturbed mental health conditions are significant. Respondents want internet-based services to be provided before meeting counsellors and psychotherapists personally. Pages 245 to 254

Cognitive Counselling in Developing Cross-Gender Friendship

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Cross-Gender Friendships (CGFs) are relationships between men and women who are not attached. Through observing high school students in the Buleleng district, it was found that some teenagers show friendly attitudes with male or female friends, while others show distancing behaviour and will not to get too close to male or female friends. Boys will gather with boys and vice versa with girls. Seeing the phenomenon of low CGFs, it is necessary to be counselled. This research is a quasi-experimental study in which the research design uses an experimental group and a control group. The populations in this study were middle school adolescents in Buleleng district. Sampling was conducted by the purposive technique in which the characteristics of adolescents who have low CGFs were used as research subjects. The number of samples included in the criteria was 44 respondents. The data analysis technique used was two-way ANOVA. The results showed that Cognitive Counseling was effectively used in developing CGFs in adolescent boys and girls. The low CGFs in adolescents is developed using Cognitive Counseling. It is recommended that counselors can be used as an alternative to providing counselling services. Pages 255 to 262

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This research is motivated by the increase in phubbing behaviour in Indonesian students . This behaviour does not only affect their learning activities but also disrupts their psychological and social life. The researchers will analyse the objectives of this research which focuses on the phubbing level among a student. The research approach is quantitative descriptive, with a sample of 1124 students. A purposive sampling technique is used. Collected data used includes phubbing inventory, with items reliability 0.96 and respondent reliability 0.92. The data analysed used descriptive and deferential analysis. The results showed that for the students whose phubbing behaviour was in the high category, there was no difference based on gender and ethnicity. It can therefore be concluded that there is a need for collaboration and a comprehensive effort to reduce the problem of phubbing. Pages 263 to 272

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This research aims to describe the pedagogical competence of teachers in inclusive schools. This research was conducted at a Junior High School in the Sidoarjo Region of East Java Province, Indonesia. To achieve the research objectives, semi-structured interviews were conducted with school principals, teachers, and school supervisors in inclusive schools. This research data was analysed through the stages of a case study and phenomenological analysis. The results showed that the importance of teachers in inclusive schools to apply pedagogical competence in managing classrooms. The ability of teachers to use pedagogical competencies varies, including the understand of student characteristics, changing curriculum, teaching methods, teaching strategies, and conducting student assessments. The results become a reference in the development of teachers in inclusive schools. Pages 273 to 282

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This study aims at describing the ability of school staff to implement internal quality assurance systems of education and quality culture. This formative evaluative study involved surveys of 228 principals and members of the school education quality assurance in East Java, Indonesia. Data on the research analysis used is descriptive and was obtained by describing each indicator. The results of the research showed that schools had implemented an internal quality assurance system and implemented a quality culture. Research findings also show that in implementing quality culture, there is still a lack of involvement of the school's internal parties and the school's external parties. Pages 283 to 294

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This paper discusses teacher's support on children directed play and the benefits of play in children's development. Children's directed play is the context of play engaged by children's initiation. Children's holistic development can be stimulated through children's directed play. The importance of children's directed play is often ignored by adults. Play is a primary approach of learning in Indonesia kindergartens as stated in Indonesia's early childhood education curriculum, 2013. Given the importance of play for children's holistic development, this paper will explore and analyse teacher's support of children's directed play and its contribution to children's development. Pages 295 to 303

Unsustainable English Learning: The Factors Inhibiting Retention of 'English as a Foreign Language' (EFL) in an Indonesian University

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This study aims to analyse the unsustainable experience of English learning for 'English as a Foreign Learner' (EFL) students. To determine the main factors, this descriptive qualitative study selected 120 student-participants using an opportunistic sampling technique. Data was collected using observations, questionnaires, and interviews. An instructive model technique analysed the data via three components: Reduction, presentation, and verification of the data. The study found three main factors contributing to students' experience of English learning as unsustainable: Students had a lack of basic knowledge in the English language; Appropriate materials were not provided in the classroom, and; The classroom environment was lacking support enough to expose and enhance students' basic knowledge and skill level. Pages 304 to 313

The Influence of Adolescent Soap Opera on Elementary Students' Behaviour

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Many elementary school students are imitating the scenes from the shows they watch and practicing martial arts scenes with friends at school. Most students like soap operas with action and drama genres, and often resemble the scenes at school. Everyone of all ages can watch adolescent soap operas and full parental control cannot be fully exercised. This study looked into the influence of adolescent soap operas on elementary school students' behaviour. The research method conducted interviews with competent informants. Data were collected via the observation and discussions made, and both were documented. Data from the research conducted showed that adolescent soap opera does influence student behaviour. A student's behaviour might mimic scenes that are less educational from the shows, such as fighting by using violence to recognise love. This makes children precocious. Pages 314 to 324

Inside-Outside Circle: An Early Childhood Language and Literacy Development Method

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Aspects of language development and literacy, especially the ability to speak in children aged 5-6 years, is one aspect of special concern in child development. One method used to improve aspects of child language development and literacies is the method of 'inside-outside learning'. This quantitative research study used experimental research and paired sample t-test. Language development and literacy, especially the ability to speak using the inside-outside circle method, obtained the results of the test "t" (Paired T-Sample) with score t-count \geq table (5.147 > 1.706). Language development and literacy improved, especially the ability to speak, when using the method 'Inside-Outside Learning Circle' skills developed included the ability to intonate, communication skills, mastery of simple words, and increased ability to compose simple sentences. The application of learning by using the 'Inside-Outside Learning Circle' method is one of the useful innovation efforts in Early Childhood Education. Pages 325 to 335

The Correlation of Undergraduate Course Research Experience and Critical Thinking Skills

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This research aimed to analyse the correlation of undergraduate course research experience and critical thinking skills in the context of laboratory research. The undergraduate courses in this research were basic chemistry, plant-determination, photochemistry, drug, food, and cosmetic analysis. The students in a pharmacy department developed critical thinking skills during their time, making and using solvents, determining plant, analysing the fractionating active compound, and analysing active compounds. This research was qualitative descriptive research and used observation and interviews to collate data. Eighteen students made up the sample population. The critical thinking skills were divided into low, middle, and high categories (percentage). The data show the same interval in mean, standard deviation, and category percentage in every category with the same participants. The descriptive analysis used observation and interview in four undergraduate courses during laboratory research experiences. The study shows a positive correlation between critical thinking skills in the pharmacy laboratory and the undergraduate course. Pages 336 to 347

Phubbing Behavior: How it's Related to Happiness

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Millennial society today may experience various problems including addiction in relation to their use of smartphones, the Internet, social media, and games. We also know this student behavior as phubbing behavior. 'Phubbing' is the term used to describe a person using a technological device while in the company of another person to whom they are not noticing or attending. This study analyses 'phubbing behavior' in Indonesia. 1093 students responded to the study in which a multistage random sampling technique determined participants' level of happiness (happy, unhappy.) via a Phubbing Behavior Scale (APBS). The data was collated using a research method that was comparative, quantitative and descriptive. Data was analysed with an analysis of variance. The results found 45.2% of Indonesian students experienced high expressions of phubbing behaviour (495 respondents). Judging from the correlated level of happiness in participants, there was no significant difference found: The people expressing high amounts of phubbing were not less happy. The mean of students who tend towards phubbing behaviour. This shows that phubbing in your daily life does not affect your happiness as an individual, but phubbing may be one factor inhibiting happiness. Phubbing others may lead to negative psychology and do more harm. Special attention from various stakeholders may assist society overcome the problems faced by students phubbing in socially interactive spaces. Collaboration between various parties toward a shared goal for healthy socialising can be discussed further in future studies. Pages 448 to 358

The Effects of Principal Leadership on Effective School Management

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The quality of education in Indonesia needs to improve. In order to achieve quality education the leadership of the school principal and the school management matters. This study was conducted to examine the influence of the principal and the school leadership on effective school management. This research is a quantitative descriptive study with a sample of 113 people. The study used the Likert model, as the principal's leadership instrument and effective school management instrument. Data analysis used descriptive analysis and simple linear regression analysis. The research findings show that the principal's leadership influenced effective school management. Pages 359 to 367

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This article discusses the discourse of art in Sasak, Lombok, in the context of Art Education. This research aims to examine the reality of painting styles in Lombok using Representation Theory in Cultural Studies. From this perspective, the research aim was to explore how the art of Sasak, Lombok is represented. Data was collected using library records and a discourse analysis was applied. There was not a singular art discourse for Lombok. The artistic tradition before the 2000s was dominated by a discussion of Traditional art. This corresponded with a nobility government in West Nusa Tenggara. Later between the year 2000 and 2010, specifically in the leadership period of Tuan Guru, Islam, discussions of Modernity were found to dominate written interpretations of art. The transition of leadership from the aristocracy to governance under the leadership of Tuan Guru correlated with the changing of Sasak's art discourse from Tradition to Modernity. Pages 368 to 377

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Technology and information have evolved in various fields, with one such area being guidance and counselling. As such, school counsellors must be able to keep the balance between the pace of technological development with service processes that require school counsellors to use complementary technology. One such example is in the assessment process AUM SP.1 PTSDL, an online system application that can be used by school counsellors in the assessment process to reveal learning problems. This application can support school counsellors to develop more assessments without requiring as much time and energy compared to usual manual processing. Processing the instrument manual is an inefficient use of the school counsellor's time. As such, counsellors have difficulty using AUM PTSDL for the assessment process. The development of information technology that is present today fosters the need for counsellors to use applications or media that can facilitate their tasks by allowing them to use their energy and time more effectively and efficiently. Pages 378 to 389

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Deaf children are exceptional children who experience physical disabilities of hearing, which affects a lack of confidence in career planning. This problem highlights the role of school counsellors in planning students' careers by providing self-understanding and the correct environment through guidance and counselling services. This study aims to describe the differences in career planning for deaf students with and without counsellors in schools. The samples of this study were 96 students from 13 high schools. The results showed that there is a significant difference between the career planning of deaf students in high schools with counsellors and those without counsellors at school. The profiles of career planning for deaf students, based on the presence or absence of school counsellors, was discussed further. Pages 390 to 397

Development of Digital Character Education Comics to Improve Cognitive Empathy

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This research aimed to develop digital comics that are suitable for use as a medium of intervention in Group Guidance. The research method uses Hannafin and Peck's Model Research and Development method. This method step starts from the Needs Study, Design, Expert Test, Revision and Field Testing. This research reached the expert test stage. Overall media expert test results gave a percentage of 80% in the first comic design. Material experts as a whole gave a percentage of 71.7% in the first comic design. After the results had been improved, this reached 95% of the media aspects and 97% of material aspects. This showed that according to the digital comic expert produced as a viable medium for Group Guidance intervention to increase students' cognitive empathy. Pages 398 to 407

Informal Caregiving of Senior Parents in Malaysia: Issues & Counselling Needs

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Caregiving can be challenging as it impacts the quality of the caregiver's life. This study focuses on two research questions: 1) Issues faced by adult children in caregiving for their senior parents, and 2) Counselling support needed by the caregivers. Qualitative data was collected from in-depth interviews with thirteen (age = 30-59, gender = 9 females and 4 males) middle to high-income adult children residing in various places in Malaysia. Data was managed and analysed using Atlas.ti8 to find emerging themes. Two themes emerged for issues of caregiving including management of the senior parents' health, emotions, and finances; and personal management of the caregivers and their relationships. Three themes emerged for counselling: the need for counselling services; the content of the counselling session and; the type of counselling. The results of this study support a need for more research and education on the elderly developmental process and caregiving as well as the development of related counselling services. Pages 408 to 420

School Guidance and Counselling Services for Special Education Students in Malaysia: A Literature Review

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The Malaysian Education Act 1996 gave the liberty to the Minister to establish special education classrooms at any schools that needed them, provided the students' population in those particular schools is sufficient. This clause has motivated the establishment of Program Pendidikan Khas Integrasi (PPKI) in government schools ever since. This move encouraged parents who have children with issues like learning disabilities and other categories of special needs, to send their children into the mainstream education system, and the numbers are growing every year. The uniqueness of these students and the special learning needed by them makes it essential for the educational system to provide holistic support elements in school settings. One of these vital elements is the counselling provision specifically tailored for this unique population of students. However, the current school counselling services provided are based more on the "one-size-fits-all" philosophy; thus, tends to ignore the needs of special education students. On top of that, the PPKI teachers are not given proper training or knowledge in counselling and guidance, which prevents them from helping the students effectively in school. This paper analytically reviews the literature, internationally and locally, with the main purpose to establish an overview of the provision of school counselling for special education students in Malaysia. Consequently, this literature review will initiate further research works to plan integrated strategies to enhance the existing school counselling services in the Malaysian education system. Pages 421 to 433

Support and Opportunities: The Public Benefits Hearing at The National University of Malaysia, UKM

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We conducted this study to identify the support received and the obstacles faced by students with disabilities at the Institute Pengajian Tinggi Awam (IPTA) in Malaysia. The study sample was comprised of students with hearing loss. We obtained data from students in writing and through interviews conducted because the sample had hearing loss. Issues raised by students included those of a sign interpreter, library information help, disabled-friendly transportation system facilities, bureaucratic red tape and lack of empathy from some campus residents. The sample reported that they relied on close friends to assist them in attending college. Improving the quality of services and facilities for students with disabilities in Malaysian high schools was among the suggestions submitted as were efforts to increase awareness and overall understanding. Campus citizens about their challenges and needs and established a body that can communicate their needs of university administrators and take action that can create a more positive physical and social environment to reach their full potential. Pages 434 to 444

Modifications of Student Behaviour Among Special Needs Students Using Art Therapy

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Art is a field that benefits the development of special needs students. This study was conducted to look at the therapeutic impact of art on students' special education learning behaviour as well as the level of student acceptance of art therapy activities in the learning process. This study is a qualitative descriptive case study using Albert Bandura's Modeling Theory and guided by the Person-Environment-Occupation Model (PEO). The sample of this study was 5 people consisting of students with special education learning in the age group of 7 to 9 years with various categories of disabilities. The study was conducted using a modified observation check instrument from the ABILHAND-Kids Questionnaire and Child Behaviour Checklist as well as structured interview questions by four expert teachers. The findings of the study were analysed using tables and graphs by the researcher. Studies have found positive effects on students' behaviour through art therapy activities as well as being well received in the learning process. It is hoped that this study will provide ideas for others to explore the therapeutic application of art in the education of special education students. Studies that focus on students with specific disabilities categories are recommended for further study. Pages 445 to 457

Synchronous Approach in Improving Students' Speaking Competency

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Nowadays, the use of technology has changed teaching and learning experiences, and it is seen to be effective in enhancing teaching and learning of the English language. It enables learners to be more motivated and independent. Although it is challenging to have the best approach to improve learners' speaking skills, it is proven by many researchers who have shown the positive outcomes of using technology in teaching and learning of English. Hence, we should admit that teaching and learning of English by using technology enhances teaching and learning of English speaking. Therefore, this article seeks to clarify the effectiveness of Live Speak in improving learners' speaking proficiency. Pages 458 to 467

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Technological developments affect smartphone addiction, therefore smartphones must be utilised with positive goals, for example, increasing student knowledge in economic learning. The purpose of this study is 1) to determine the effectiveness of Android-based economical teaching materials, 2) to recognise students' independence in learning. The development model used is Research and Development (R&D) and Gall. Learning innovation is carried out in class X MA NW Assyafiyah Tarekat, in East Lombok's Indonesian Congregation. The data obtained from the observation sheet of economic teaching materials based on Android after being tested in the implementation class is very good. The findings also revealed that after studying android-based economical teaching materials, students' independence was highly significant in independent learning. The research revealed that android-based economic teaching materials were highly feasible to use. Pages 468 to 482

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The purpose of this study is to analyse the mathematical literacy of junior high school students. There are three mathematical processes of mathematical literacy: Formulate, employ, and interpret. The participants of this study were four students in the ninth grade at two junior high schools in Lombok, Indonesia. Data was collected using a test and an interview. There were four Programme for International Student Assessment (PISA) mathematics items used in this study. A meeting was conducted to confirm the students' work in solving mathematical literacy tests. A qualitative descriptive analysis was used to analyse the results, most of the students had difficulties in interpreting, applying, and evaluating mathematical results. A small number of the students had problems formulating situations mathematically. Pages 483 to 495

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Many parents may not realise that their children are suffering from a "mental disorder". Mental disorders that are identified late for adolescent individuals may cause social-emotional and intellectual obstacles later in life. This research aimed to examine the main factors underlying the experience of 'Mental disorder' for men during adolescence. The most visible indicator of the presence of a mental health disorder present in a male adolescent man is the weak interaction between himself, his family and the community. The research method used case studies which were analysed using a purposive sampling technique with the characteristics of a number of 19-year-old adolescent respondents who were male and had been diagnosed with mental disorders. In partnership with The Organization of Applied Psychology Center (APC) UIN Sunan Kalijaga Yogyakarta, we carried out instrumentation assessments. The results showed that: (1) Hypnotherapy doesn't have a significant effect on adolescent males with a mental disorder; (2) Attending to removing trauma must be considered when dealing with teen mental disorders and; (3) The main factors underlying mental disorder are parenting and trauma. Pages 496 to 508

Effectiveness of Rex-Centra Counselling Model as a Psychological Treatment of PLWHA

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Although people with HIV/AIDS have to routinely have a medical check-up, there are empirical studies that show that they also need psychological treatment. People with HIV/AIDS need social support in their surrounding environment. This study aims to determine the effectiveness of Rex-centra's counselling model as a psychological treatment for people living with HIV/AIDS. The design of this study used a pre-posttest control group design. The respondents used were 12 people consisting of HIV recipients, people living with AIDS (i.e People Living with HIV/AIDS-PLWHA) and people who were at risk of contracting HIV/AIDS. Data was collected using a questionnaire and interview method. Evaluation of the success of the Rex-centra counselling model is known through changes in attitudes of PLWHA patients collected with attitude scale instruments and the data can be in the form of intervals. Data on the results of the research on the effectiveness of the Rex-centra counselling model was analysed using t-test. The findings indicate that the Rex-centra counselling model is effectively used as a psychological treatment for people living with HIV. So psychologically they are also helped to be able to move like other normal people. This research is limited to testing the effectiveness of Rex-centra's counselling model as a psychological treatment that is implemented in with PLWHA and people who were at risk of contracting HIV/AIDS. The results of this study have implications as one of the alternative references for making local policies in promoting life health and community behaviour, as well as a reference for developing the Guidance and Counselling curriculum as a place of service for young people in schools and in tertiary institutions. The Rex-centra counselling model is a research finding based upon the results of research on the developing stigma of people living with HIV. The Rex-centra counselling model has also not been applied by other researchers as a psychological intervention. Pages 509 to 522

Sharing Experiences among People with Physical Disabilities through Rehabilitation Counselling Sessions

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Rehabilitation Counselling is an approach that is introduced to assist the person with a disability in solving their problems. The problems in question do not only involve rehabilitation from physical aspects but also takes into account their psychological, emotional, and social issues. The group counselling sessions were conducted in this study purposely to explore the participant's experiences during the rehabilitation counselling session. Six subjects were involved in this study and participated in eight sessions based on eight sub-modules. The results show that several key themes are formed based on the experience gained during the session. The themes formed were 1: Views of the rehabilitation counselling session and 2: Experience of the rehabilitation counselling session. Among the subthemes formed are perception, acceptance, and reliability. The subjects translate experiences involving sharing, hopes, awareness, the need to express feelings and relationship issues. This finding shows that rehabilitation counselling sessions conducted by the peer group help them to work together in addressing issues encountered. In this way, they can feel that they are being heard and they are not alone having through difficult times in life. Thus, this study has shown that the rehabilitation counselling sessions not only assists the person with a disability to address and resolve their problems but also as a guide to counsellors in Malaysia in carrying out and exploring the disabled in depth. Pages 523 to 539

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Most pedagogical approaches lay particular stress on inculcating knowledge while ignoring the significance of students' learning skills, interests, attitudes and confidence. Therefore, most students consider English learning as examination-oriented. Humour and animation can accommodate learning styles and enhance students' perceptions of the lesson being presented. Unfortunately, the fact is that the use of humour and animation in language teaching classes in our place does not draw enough attention. Thus, the new teaching and learning approach has not been widely applied. This study used both qualitative as well as quantitative methods to collect data. The qualitative methods included class observation, interviews, teaching material selection, analysis and animation video. The quantitative method focused on class project results. Sixty students of the English Education Department of Indraprastha PGRI Jakarta in their third semester 2019 were chosen in this study. The results of the survey clearly show that students' projects, which were taught utilising humour and animation, achieved better results. The results were exposed to contextualised language through the implementation of fun in animation. It indicates that there are potential benefits involved in the application of this new learning and teaching methodology, that is can enrich students' vocabularies, lead to an increase in comprehension of the contexts in animation, create new animation styles, and, therefore, more attention should be paid to this issue in the future. Pages 540 to 553

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The challenges of rapid technological development require an educational pattern in the form of a curriculum that is adaptive to these changes. Educational success will be indicated through the ability of students to master the subject matter, the ability to face the challenges of the times, have a successful social life, and career preparation by following the stages of development. This success will be generated through counselling services that are also successful in schools. However, the study conducted by the author shows the process of learning activities in schools is not optimal, and the selection of study programs is not appropriate in students' continued education. This study aims to develop an integrative, collaborative model of school personnel with parents to optimize student learning processes based on Android technology. This research is development research using the ADDIE model approach. This study involved 142 counsellors and 150 parents of high school students. The research data was analysed using the Kendall concordance suitability index and Rasch analysis. The results showed that the integrative collaboration model using Android technology was effective in enhancing the counsellor's collaboration with parents to reduce student learning problems, especially concerning the difficulty of understanding material and achievement motivation. Pages 554 to 566

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Cyberspace aggression is a behaviour that is a relatively new phenomenon which can have significant consequences for young people's wellbeing due to the specific technological affordances of social media. This research is an investigation of the contribution of access intensity to the use of social media and cyber skills in the form of youth cyber wellness on cyber aggression behaviours. The study involved 283 high school students, aged 15-21 years in Kota Padang, Indonesia, using a self-report scale approach. The results of multivariate regression tests with ANCOVA show that the intensity of using gadgets and cyber health was proven to contribute to student cyber aggression even though the intensity of using social media separately had no significant effect on cyber aggression behaviours. The MANOVA test results explain that there were differences between cyber health and cyber aggression on male and female students. Pages 567 to 582

The Development and Validation of a Multicultural Competence Scale among Indonesian College Students

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A counsellor needs a multicultural view in order to deal with cases relating to the culture of a society. The composition of Indonesian society across various ethnic and cultural groups often causes conflicts in the interaction between communities. Based on that, students, especially guidance and counselling students, do well to have this multicultural focus. An instrument was developed to measure students' multicultural competencies. This research is a quantitative study using Rasch Model analysis. The subjects of this study were 403 college students in Indonesia. The subjects of this study were selected using Cluster Random Sampling. The instrument used in this study is the student multicultural competency instrument developed from the theory of Constantine & Sue. Research data were analysed using the Rasch Model. The results showed that this instrument was suitable for the study because it had fulfilled the instrument's validity and reliability requirements. Pages 583 to 597

The Role of Leader-Member Exchange and Job Satisfaction on The Public Sector Employee Performance

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Social exchange theory examines the relationship of organizational leaders and subordinates and organizational performance, specifically the effectiveness of assignment and organizational performance. The objective of this research is to empirically examine the relationship between job satisfaction, leader-member exchange, and employee performance, with an emphasis on testing the effect of the leader on their subordinates. We utilize a survey method to collect the primary data and the sample utilised was employees of state-owned banks in the Bengkulu province. The estimation results of structural tests indicate that LMX has a positive and significant effect on employee performance as well as job satisfaction being found to be a determining factor for employees in increasing employee performance. The role of gender differences was estimated structurally in this research so as to test whether any different perceptions on two separate respondents. Based on the estimation results and the structural relations test between variables, it is shown that the relationship of job satisfaction on leader-member exchange in both groups of respondents is not significant. This indicates that there is no difference in perception between male respondents and female respondents in perceiving job satisfaction, LMX, and employee performance. Pages 598 to 615

The Performance of Spending Budget: Governance and Human Resource Competence Perspectives (A Study on Ministries and State Institutions in Indonesia)

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The realization of a spending budget was often late in Indonesia. Delays occurred in both regional government and state institutions. The purpose of this study is to compare factors affecting the realization of budgets between ministries/institutions that have a high and low budget realization. Factors that were considered to influence the realization of the spending budget were (1) understanding of budget governance, (2) systems and procedures, and (3) human resource competencies. The populations are ministries and state institutions, and samples are chosen based on random and willingness to participate. The results of the study show that budget governance and human competencies have a significant positive effect on the realization of the spending budget. Pages 616 to 633

Tourist Preference Mapping; Does Online Information Matter? - A Conjoint Analysis Approach

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Evaluation is the most crucial phase in tourism marketing, and tourists decide their preference based on information searches. Previous research has not established whether online information is a prominent consideration whereby it is essential in influencing a tourist's decisions. Research in tourism marketing is generally concerned with examining research using regression; however, an analysis of the essential factor that determines a tourist's desire is not less substantial. Conjoint analysis is a method to analyze factors that determine a tourist's preference. Research results reveal that cost is the primary factor to a tourist when arranging a vacation. The blog is an essential source for tourists to attain online information. Another insight is that tourist tend to be loyal and enjoy heritage and cultural tourism. Research implications are discussed for marketers and tourism stakeholders. Pages 634 to 644

The Effect of Environmental, Social and Governance Performance with Legal Institution on Earnings Management

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ESG scores can measure sustainability reports consisting of environmental, social, and governance (ESG) activities. This paper examines the role of the legal institution, including law, rules, and disclosures. The performance of the sustainability report is related to earnings management practice. The results show that the increase of a sustainability report or ESG score will reduce earnings management using discretionary accrual calculation. However, the role of the legal institution does not affect the relationship between the sustainability of companies and earnings management. This paper uses data from 12 countries in Asia and Europe. Pages 645 to 656

Predicting Antecedents of Intention to Use Location-Based Advertising: Empirical Study of Telkomsel MyAds

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The technological capabilities of mobile phones is always developing. The Global Positioning System (GPS) facility that is integrated with the mobile phone supports opportunities for practitioners to create innovative advertising channels such as Location-Based Advertising (LBA). This research was conducted to cover the absence of research as to how to increase the intention to for advertisers to use LBA in Indonesia. The purpose of this study is to examine relationships between variables that can affect the use of LBA. The variables in this study are the value of advertising, intention to use LBA, trust in the brand, concern for privacy, and confidence in privacy. The data collection was conducted using a questionnaire and with a purposive sampling method. The number of respondents was 200. The data is analyzed using Structural Equation Modeling (SEM). The results show that four of the formulated hypotheses are accepted. The four hypotheses are: 1.) a significant positive relationship between the value of advertising and the intention to use. 2.) The plan to use has a meaningful negative relationship with concern for privacy. 3.) Trust in the brand has a significant negative relationship with interest for privacy. 4.) There is a significant negative relationship between self-confidence in privacy and concern for privacy. This study also covers the limitations of such and provides suggestions for further research. Pages 657 to 668

The Effect of Entrepreneurial Values and Entrepreneurial Orientation on Micro, Small, and Medium Businesses' Financial Performance

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This study tries to explain a conceptual model with main the variables of Entrepreneurial Values, Entrepreneurial Orientation and Financial Performance of Micro, Small, and Medium Businesses. The purpose is to investigate the relationship between (1) entrepreneurial orientation and financial performance, (2) entrepreneurial values and financial performance, (3) entrepreneurial values and entrepreneurial orientation. The target population is 32 selected micro-small-medium businesses in Indonesia. A census approach is used in this study and utilizes questionnaires as instruments to collect data from the founders of those businesses. The statistical method of PLS-SEM is used to process the data collected. The findings provide that there is a positive relationship between (1) entrepreneurial value and financial performance, (2) entrepreneurial value and entrepreneurial orientation, and (3) entrepreneurial orientation and financial performance. Although the model has not incorporated some moderating variables such as external and internal variables, it will be an interesting topic for further research testing. Pages 669 to 681

Retaining Customer Loyalty through Implementation of Recovery Strategies in the Food and Beverage Industry – A Case Study of a Fine Dining Restaurant in Jakarta

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Excellence is the absolute prerequisite in fine dining because the prices charged are necessarily high. Therefore, service error/service failure occurrence in dining operations tend to be avoided. However, a report states that 60% of restaurants fail within the first three years of their operation, and it was identified that service failure within the process was among the root causes. Therefore, to avoid customer dissatisfaction within an establishment, the implementation of a service recovery action is crucial to move customer dissatisfaction to satisfaction. The purpose of this research is to explore the correlation between service and customer loyalty as well as to explore ways or strategies in service recovery implementation that would effectively influence customer loyalty. The research findings reveal that slow/unavailable service, placement of incorrect orders, and product quality were identified as the most commonly occurring issue in service failure. At the same time, apologies, item replacement, and management intercession were the most popular recovery strategies leading to customer loyalty intention. The results of this study indicate that the recovery strategy has an impact of 42% on customer loyalty intention. Pages 682 to 692

The Impact of Perceived Value on Customer Loyalty: A Case Study of GrabFood Consumers

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This research aims to identify the impact of perceived value on customer loyalty in the case study of GrabFood consumers in Jakarta. Perceived value is measured through customer-perceived benefits and sacrifices. The data was collected from 190 customers who have downloaded and used GrabFood. Multiple linear regressions were used to examine the collected data. The finding indicates that perceived value significantly impacts the loyalty of GrabFood customers. All indicators of perceived benefits impact customer loyalty, and the strongest influence on customer loyalty is perceived enjoyment, while the least is perceived money saving. Meanwhile, the quality risk becomes the only indicator of customer perceived sacrifices that impact customer loyalty. Perceived fee, delivery risk, and privacy risk are found to have no significant impact on customer loyalty. This study provides several suggestions for Grab Indonesia to enhance customer loyalty towards GrabFood by considering perceived benefits and sacrifices as determinants of perceived value. Pages 693 to 706

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The objective of this research is to answer the following questions. Firstly, is there a positive correlation between the Quality of Academic Resources and University Choice? Secondly, is there a positive correlation between University Spirituality Value and University Choice? Lastly, is there a positive correlation between Applied Oriented Service and University Choice? This study is based on Questionnaires distributed among 153 students at Pelita Harapan University (UPH), Tangerang. The data was analysed using Partial Least Square – Structural Equations Modelling (PLS-SEM). The results of this research showed that the Quality of Academic Resources, University Spirituality Value, and Applied Oriented Service has a positive correlation with University Choice. This research can be used by Pelita Harapan University or other Higher Education Bodies to examine their curriculum relating to those three Variables. Pages 707 to 719

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Many banks in Indonesia compete to provide a digital platform that is useful for conducting banking transactions by presenting mobile banking. To be able to compete, the presence of mobile banking must be able to build a good quality relationship with customers. BCA mobile banking (m-BCA) is a mobile banking service that comes from one of the largest banks in Indonesia. But field observation shows there are many complaints from m-BCA customers that can lead to discontinuation of using m-BCA. The study aims to determine the effect of Technology Readiness, Service Quality, and Perceived Risk that can affect Relationship Quality and provide implications for Continuance of Intention on m-BCA. The quantitative method is used in analysing this study, as well as collecting data by distributing questionnaires to 105 respondents. The data gathered is being examined by using the Structural Equation Model (SEM). The results in this study indicate that five proposed hypotheses have proven that there is a positive effect on continuance intention. Still, technology readiness isn't proven as a significant effect on perceived risk. Pages 720 to 734

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In the travel industry, the existence of the open trip planner (OTP) is rapidly increasing. The amateur open trip planner needs a platform that is able to increase its sales and manage its participants. This thesis research objective is to develop a business analysis and design for an open trip planner online marketplace startup company. An in-depth interview was conducted with several business actors who are active in the travel industry to gain insights into the open trip planner industry to obtain business analysis and design. Based on the result of discussions, the smart business map that was already made earlier before the in-depth interview can be verified and revised, thus the business model canvas was also able to be concluded. Afterward, the development of a mock-up and prototype is needed to do an in-depth interview to gauge the usability of the prototype. Available features in this platform will include search, comparison, payment options for full payment and down payment, trip creation, and participant management. The result concludes that there are mixed responses regarding the needs of the marketplace for OTP. For more professional OTPs, a marketplace is only a 'nice' feature to have for their administrative works, while for amateur OTP a travel marketplace is needed to boost their sales, open new markets, and create a more natural way for them to manage the participants of their trips. Pages 735 to 748

Higher Education 4.0: The Effects of Blended Learning on Students' Motivation and Self-Learning Readiness

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Blended learning is expected to provide a better outcome than traditional face-to-face learning. This article aimed to assess the implementation of blended learning in a research and statistics course and its significant effect on students' motivation and self-learning readiness after the intervention. The participants involved in this research were nursing students in the research and statistics course at the Faculty of Nursing, Universitas Pelita Harapan. Pre-experimental research was conducted by comparing the scores of the students' academic motivation and self-directed learning readiness (SDLR) in pre-test and post-test. A total of 181 students were involved in the pre-test and 68 students in the post-test. The analysis result revealed that there was a significant change in the SDLR score, proven by the Wilcoxon signed-rank test analysis ($Z = -2.442$, $p\text{-value} = 0.015$, $r = -0.15$). This research concluded that students' SDLR scores were significantly lower in the post-test than in the pre-test. On the other hand, students' academic motivation did not change statistically. It seems that blended learning affects students' SDLR but not their motivation. There is a further need to explore the benefits of blended learning, especially in nursing education. Pages 749 to 759

Data Analytics for Higher Education – Promises & Limitations: A Case Study in Pelita Harapan University

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Universities sit on a huge databank, from admission data, student academic data, to the alumni data. However, unlike the financial or telecommunication industries, universities often do not see it as critical to harness these data for strategic decisions. In this paper, we explore data analytics by visualisation to enable a data dashboard for strategic decision in the case of Universitas Pelita Harapan (UPH). We perform initial interviews with selected deans and university leaders, then develop and present various academic data visualisations. Focus group discussions were then performed with deans and leaders to identify various ways they envision use of the data. The identified important indicators for the data dashboard include number of students, GPA, lecturer/student ratio, graduation time, class sizes, number of failing students, number of full time/part-time lecturers, and students' feedback on lecturers. Some examples of GPA and admission data are presented in this paper to illustrate the potential usefulness of data analytics. In discussion with deans and university leadership, we found potential uses of data analytics to include: increasing admission numbers/quality, providing early warnings for failing students, optimising teaching process and utilisation of resources, and optimising the faculty workload. The success of learning analytics seems to involve the careful design of observation data into the learning settings. The usefulness of data analytics must be balanced with the awareness of its limitations, as was shown, e.g., by the case of Google Flu Trends (GFT). Availability of skilled data scientists, wisdom in institutional strategic decisions, and awareness of ethical issues involved with data analytics is becoming more important with the implementation of data analytics. Pages 760 to 775

Firm Competitiveness and Firm Performance - The Impact of Alliance Formation in Early Stage Digital Start-ups

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The quality of digital start-ups' entrepreneurial activities is essential for the wealth of the nation. The digital start-up, as with other small and medium enterprises, is known to have limitations in assets, processes, and knowledge for them to compete and have a sustainable business. This study provides an initial view of how these start-ups deal with this limitation through alliances by understanding the diversity and characteristics of alliance formation, and how it is impacting their competitiveness and performance. The analysis of responses from 103 start-ups using the structural equation model (SEM) shows that alliance formation in the early stage of digital start-ups has a positive and significant impact on both firm competitiveness and performance through the view of the alliance's functionality, structure, and attribute. Pages 776 to 788

The Impact of Diversification on Efficiency: Analysis of The Indonesian Banking Industry

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The objective of this research is to examine the Indonesian banking industry diversification strategy towards efficiency from 2014 – 2018. The present study aims to measure banks' effectiveness as financial intermediaries with income diversification, loan diversification, and technology diversification as dependent variables, with return on assets, non-performing loan ratio, loan to deposit ratio, and bank size as control variables. To measure the firms' efficiency, this research uses a non-parametric measurement called data envelopment analysis input-oriented method. Two models are being used: constant return to scale (CRS) and variable return to scale (VRS). For measuring diversification, this research will use the Hirschman-Herfindahl Index to find the relationship between firms' efficiency, firm diversification strategy, and the control variables. This research will use panel data regression. Finally, the result of this research is Indonesian banking efficiency has not increased every year, and only loan diversification seems to affect efficiency significantly. This research suggests that firms should consider diversifying their loan distribution to get a maximum performance efficiency result. Pages 789 to 802

The Co-working Space as a Business with Higher Purposes (Case Study of Co-working Spaces in Jakarta)

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Co-working space not only offers work flexibility but also plays a role in creating a collaborative ecosystem that helps members of the community to collaborate and share knowledge, ideas, and potential business networks. Previous researches on co-working space have discussions more on the added value it brings from the users' perspective. This study aims to cross-reference the creation of the value of the benefits of co-working spaces from the perspective of the host by exploring the process of creating co-working value as a conscious form of business. The study used a qualitative research design with a multiple case study approach to three co-working space hosts in the Jakarta area. Research results in all cases show that the host co-working space manages its business consciously to ensure community members, as stakeholders, get the needed resources to maintain the sustainability of their business. Pages 803 to 812

Pdf (/images/vol5iss6/Part_2/5674_Ramadhan_2019_E_R.pdf)	<p>The Impact of Brand Activation on Customer Trust: an Investigation of Brand XYZ's Brand Activation</p> <p>Nickalis Ramadhan^a, Nila K. Hidayat^b, ^{a,b}Swiss German University, Tangerang, Indonesia, Email: ^aNickalis.ramadhan@gmail.com, ^bNila.hidayat@sgu.ac.id</p> <p>Customer trust is one of the aspects that lead customers to keep buying a brand's product. A decrease in customer trust would cause people to leave the brand. Brand XYZ is experiencing a decrease in customer trust, and with today's fierce competition between fast-moving consumer goods (FMCG) brands, brands are forced to figure out new marketing campaigns, usually ones with direct customer engagement such as brand activation. Brand XYZ used a brand activation strategy in the form of an event to increase customer trust towards their brand. To see the results and significance of this strategy implemented by the company, this research created a model to measure the impact of brand activation on customer trust for Brand XYZ's brand activation event. The result of this study suggests that brand activation has a significant impact towards increasing customer trust. Theoretical implications and further recommendations made are based on the findings of this study. Pages 813 to 824</p>
Pdf (/images/vol5iss6/Part_2/5675_Tjong_2019_E_R.pdf)	<p>Firm Information Quality and The Cost of Equity Capital in Indonesia</p> <p>William Tjong^a, Devika Clara^b, ^{a,b}Universitas Pelita Harapan, Email: ^aWilliam.tjong@uph.edu</p> <p>The purpose of this research is to analyse the effect of firm information quality, which is known by calculating the ratio of firm stock return and firm earnings growth on the cost of equity capital in Indonesia. The sample consists of Indonesian firms through the years 2003 until 2015. The measure used for the proxy of firm-specific information is by seeing the firm information quality from the stock return and stock earnings. We are using an unbalanced panel data regression after including some control variables (capital asset pricing model beta and the firm age). The findings of this research conclude that the firm-specific information (ratio of firm stock return and firm earnings growth) has no significant effect on the cost of equity capital in Indonesia from 2003-2015. This is different from the hypothesis that firm specific information has a significant negative impact on the cost of equity capital. Pages 825 to 838</p>
Pdf (/images/vol5iss6/Part_2/5676_Alrefi_2019_E_R.pdf)	<p>General Overview of Psychological Flexibility of Students in Indonesia</p> <p>Alrefi^a, Juntika Nurihasan^b, Nandang Rusmana^c, Nurhudaya^d, ^aDoctoral Student, Guidance and Counselling Department, Sekolah Pasca Sarjana, University Pendidikan Indonesia, ^aLecture Guidance and Counselling Department, Universitas Sriwijaya, ^{b,c,d}Department of Educational Psychology and Guidance, University Pendidikan Indonesia, Email: ^aalrefi@upi.edu, ^bjuntikanurihasan@upi.edu, ^cnandangrusmana@upi.edu, ^dnurhudaya@upi.edu</p> <p>This study aimed to get an overview of the psychological flexibility profile of students in Indonesia. There are many studies on psychological flexibility carried out in various countries, but for Indonesia it is still very limited. The instrument used was a multidimensional psychological flexibility inventory (MPFI) consisting of 60 items. The method used in this research was descriptive quantitative. The results showed that 159 students got a general description of psychological flexibility: 24 (15%) of students had psychological flexibility at a high level, 102 (62%) were at a moderate level, and 33 (21%) were at a low level. These results illustrate the importance of developing psychological flexibility in students through various efforts and interventions, especially in Indonesia. Pages 839 to 849</p>

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This study aims to explain the creativity of students in presenting material with digital content in web-based e-learning. This study uses a qualitative descriptive approach with subjects being students who take lessons using e-learning, while the object of research is digital content. Sources of research data are obtained through observation, interviews, and documentation. Data were analysed using Milles Hubberman's analysis, including reduction, display, and verification. The validity of the data is verified by triangulating sources, techniques, and time. The results showed that the creativity of students was seen through the level of smooth thinking obtained by 75%, flexible thinking by 85%, original thinking and detailed thinking by 70%. This shows that students are still lacking in developing ideas or ideas and are still lacking in detail in doing their work. Creativity can be developed through four aspects, namely person, process, product, and press. The e-learning stages include preparation, incubation, illumination, and verification. Pages 850 to 861

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Information System Strategic Planning (ISSP) is an information system planning concept that is related to information system planning in a certain period to provide benefits. ISSP benefits are felt in the form of realisation of interests in the form of increased competitive advantage, effectiveness, efficiency, capability, performance, alignment, and flexibility. The understanding of the benefits of ISSP is also influenced by ISSP's success factors, namely product quality, planning system quality, service delivery quality, facilitators, culture, use, and satisfaction. The question that arises is how the mapping of the realisation of the benefits of ISSP, mapping success factors ISSP, and mapping of the realisation benefits ISSP success factors of ISSP mentioned above. Of course, this question is still not largely answered. The purpose of this study is to investigate and evaluate the phenomenon of the realisation of ISSP benefits and ISSP success factors that influence it using the Systematic Literature Review (SLR) instrument during the period 2009 to 2019. Results of the investigation obtained synthesis and mapping realisation benefits of ISSP and the factors that influence it. Pages 862 to 873

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The goal of the research is to (1) analyse the effect of empowerment and career development on the employees' work-life quality, (2) analyse the influence of empowerment on career development, and (3) analyse career development in mediating the effect of empowerment on the employees' work-life quality. The analytical method for this research is by using SEMPLS with the SmartPLS program. The research population is the employees of PT Reasuransi Indonesia Utama (Persero). There are 93 respondents taken as research samples. The results show that the empowerment provides a direct and positive influence on career development; the empowerment and career development provide a direct and positive influence on the quality of employees' work-life, and empowerment indirectly affects the work quality through career development. The direct effect of career development on work-life quality is higher than the indirect effect of empowerment on work-life quality through career development. Pages 874 to 889

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This study aims to analyse the correlation between promotion mix and price perception with student purchasing decisions in continuing studies. Research by the author uses quantitative methods. The population of this study was all One-Year Professional Program students at the El Rahma Educational Institute Bogor in 2017/2018, amounting to 191 people. The sampling method used was stratified random sampling with the number of samples taken determined using the Slovin formula totalling 130 respondents. Data analysis uses simple linear and multiple regression tests, simple correlation test, multiple correlation test, partial correlation test, and the coefficient of determination test. The results showed there was a positive and significant relationship between the promotion mix variable and the purchase decision with a correlation coefficient (r) of 0.770, which means strong. And the contribution of the promotion mix variable (X_1) to the purchase decision (Y) obtained the value of R Square (R^2) of 0.593, and this means that the promotion mix (X_1) made a contribution of 59.3% to the purchase decision (Y). There is a positive and significant relationship between the variable price perception with purchase decisions with a correlation coefficient (r) of 0.711, which means strong. And the contribution of the price perception variable (X_2) to the purchase decision (Y) obtained R Square value of 0.505, and this means that the price perception variable (X_2) formed a contribution of 50.5% to the purchase decision (Y). There is a positive and significant relationship between the promotion mix variable and price perception, together with the purchase decision with a correlation coefficient (r) of 0.799, which means strong. And the contribution of the promotion mix (X_1) and price perception (X_2) together with the buying decision (Y) obtained an Adjusted R Square (R^2) value of 0.632. This shows that 63.2% of student purchasing decisions in continuing their studies at the El Rahma Educational Institution in Bogor are influenced by the promotion mix and price perception while the remaining 36.8%, purchasing decisions are influenced by other factors, which in this study were not discussed. Pages 890 to 904

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This study aims to reconstruct bibliocounselling (biblical counselling) with local wisdom so that bibliocounselling is arranged according to the ideal personal needs of youth. Local wisdom in this study of the ethnic Robo-Robo tradition of Melayu (Malay) is commemorated every third week of the Safar month (second month in the Islamic calendar). This study used a qualitative approach, the triple hermeneutic type, which is the validity of the data using triangulation, intersubjectivity and peer review. Data sources in this study were the Robo-Robo book and author, humanist additional data sources and Princes as indigenous stakeholders. The research findings show that there are three categories of traditional and customary messages that are instilled in students through a bibliocounselling story. Firstly, character including: harmony, generosity, the soul of heir, self-authenticity, honesty, leadership, neatness, firmness, creativity and accuracy. Secondly, identity including: religious, ethnic and work identity. Thirdly, developed social skills including: friendship, kinship, cooperation, simplicity, social care and togetherness. Pages 905 to 918

Pdf (/images/vol5iss6/Part_2/5682_Suharyati_2019_E_R.pdf)	<p>Development of Teacher Creativity Models to Improve Teacher's Pedagogic Competency in the Educational Era 4.0</p> <p>Henny Suharyati^a, Griet Helena Laihad^b, Yudhie Suchyadi^c, ^{a,b,c}Manajemen Pendidikan, Sekolah Pascasarjana, Universitas Pakuan, Bogor, Indonesia, Email: ^ahenny.suharyati@unpak.ac.id</p> <p>A model of teacher creativity of the Early Childhood Education Program might be improved by developing models of innovativeness and teacher pedagogical and digital literacy competencies in the Educational Era 4.0. An effort is needed so that the pedagogical competence of teachers increases significantly by developing the creativity of teachers adapted to current needs. Based on observations, one of the reasons for the low competitiveness of teachers is their low pedagogical competencies and lack of Principal leadership support. Data analysis was performed using descriptive statistics, normality tests, homogeneity tests, linearity tests and simple and multiple regression. It was expected to be found that identification of appropriate creativity can improve the pedagogical competence of teachers in developing innovative learning models. The results showed that there is a positive relationship between teacher creativity and teachers' pedagogical competency with the strength of the relationship. Pages 919 to 929</p>
Pdf (/images/vol5iss6/Part_2/5683_Nellitawati_2019_E_R.pdf)	<p>Effect of Work Motivation on Teacher Work Discipline</p> <p>N Nellitawati^a, ^aUniversitas Negeri Padang, Indonesia, Email: ^anellitawati.fipunp@gmail.com</p> <p>This study aims to analyse the contribution of work motivation to teacher work discipline. This research design is ex post facto correlation. The number of research samples was 318 teachers. The instrument used was the Work Motivation and Discipline questionnaire. Then the data was analysed using correlation analysis techniques and regression analysis. The results of the data analysis showed that there was a significant motivational contribution to the teacher's work discipline. This research implies that to improve teacher work discipline, an increase in teacher work motivation must be done. Pages 930 to 937</p>
Pdf (/images/vol5iss6/Part_2/5684_Ismadi_2019_E_R.pdf)	<p>The Impact of Identity on Loyalty with Reputation as Mediating Variable</p> <p>Ismadi, Florentinus Heru^a, Susan, Marcellia^b, ^aStudent at Graduated School of Economics Parahyangan Catholic University, ^bMaranatha Christian University</p> <p>The identity of an organisation is an interrelated system that triggers the processes of identification and differentiation of an organisation. Identity and reputation are related. The reputation of the organisation is the interpretation and evaluation of its identity. Because of a positive reputation, people are proud to be part of that organisation, returning to the organisation's actions, speaking favourably of the organisation, and urging people to be close to the organisation. This research, conducted at St. Anthony School operated by the SCJ Congregation, will uncover the impact of identity on reputation and the impact of reputation on loyalty. The hypotheses were examined by using Structural Equation Modeling. The analysis shows that there is a positive impact of organisational identity on the reputation of an organisation and a positive impact of the reputation of the organisation on customer loyalty. The contribution of this study is to suggest that the organisation pays attention to develop its identity. Pages 938 to 951</p>

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This research aims to analyse the effect of brand resonance on brand loyalty on Indonesian smartphone customers in the City of Padang. The main purpose of brand resonance is to see the depth or strength of the psychological ties of the customer with the brand and the level of activity of the Indonesian smartphone customers in Padang that make them loyal to the brand. The analytical tool used is SmartPLS 3 to see the relationship of: brand resonance to brand satisfaction; brand resonance to brand trust; brand satisfaction to brand loyalty; and brand trust to brand loyalty. The research instrument consisted of a questionnaire distributed by the purposive sampling technique with a total sample of 179. The results showed that: brand resonance had a positive and significant effect on brand satisfaction; brand resonance had a positive and significant effect on brand trust; brand satisfaction had a positive but not significant effect on brand loyalty; and brand trust had a positive significant effect on brand loyalty. Furthermore, brand resonance mediated by brand satisfaction had a positive but not significant effect on brand loyalty and brand resonance mediated by brand trust had a positive and significant effect on brand loyalty. Pages 952 to 967

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This study aims to examine the influence of public service values, especially ethical values, professional values, democratic values and humanity values, partially and simultaneously on organisational commitment to implement the program of community economic empowerment in Kupang City. Study subjects consist of public officials working as public service providers of the municipal government of Kupang as well as the implementers of the program. They amount to 88 who were chosen purposively. This study used descriptive statistics and regression models to analyse data collected from questionnaires. The findings imply that the study subjects perform very high ethical values in terms of loyalty and respect, humanity values in terms of benevolence, and organisational commitment in terms of affective, continuance and normative commitment in implementing the program. It also reveals that ethical values, professional values, democratic values, and humanity values partially and simultaneously have a positive influence but not so significant on organisational commitment to implement the program. Although the simultaneous impact of these values on organisational commitment to implement the program is still not substantial, it is better than the partial influence. Therefore, an increased use of these values simultaneously is required because it can better generate organisational commitment to implement the program in Kupang City. Pages 968 to 981

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This study used qualitative research and comparative study of NID regimes. It was found that the application of NID regimes has reduced the effective tax rate and allowed companies to strengthen their capital structure with the added benefit of tax-deductible interest costs. However, the existing CFC rules are not enough to ward off the NID Regimes abuses of the MNEs group. Therefore, Indonesia in the formulation of CFC Rules must consider aspects that can limit excessive claims related to the reduction of notional interest on equity. This includes limiting regulable deduction, acquisition of business operations, contributions or transfers of participation between related parties executed for resulting in a higher notional interest deduction in equity, an internationally coordinated interest rate reduction and royalty reduction, a reverse tax credit, withholding tax on all interest and royalty payments, withholding tax as an anti-tax-avoidance regulation. Pages 982 to 995

Human Development Index: A Comparative Study of The Central Java And South Kalimantan Provinces

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This study aims to find out: (1) whether there are differences in the Human Development Index (HDI) between the Central Java Province and the South Kalimantan Province, and (2) whether there are differences in HDI before and after 2015 in both provinces. The samples of this study were the regencies/cities of Central Java and South Kalimantan during the period of 2013 to 2017, as many as 240 samples. Data analysis to test the data normality used the Kolmogorov-Smirnov Test. Because the data was not normal, hypotheses testing using the Mann-Whitney test was performed. This study found that: (1) there were significant differences in HDI between Central Java and South Kalimantan, and the average HDI of Central Java was higher than South Kalimantan, and (2) there were significant differences before and after 2015 in HDI of both provinces in which the HDI after 2015 was higher than before. The results of this study are expected to contribute to the government as a consideration for making policies related to equitable development. Pages 996 to 1010

Pdf

(/images/vol5iss6/Part_2/5691_Triwiyono_2019_E_R.pdf)

Learning Force Topics with Science Process Skills Approach and Using Guided Experiment Methods to Improve Students' Understanding of the Concepts

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This research aims to determine the effect of the science process skills (SPS) approach using guided experimental methods on the learning of force topics to increase students' understanding of concepts. The research was conducted in SMP Negeri 2 and SMP Negeri 11 Jayapura in the 2018/2019 academic year. This research is a quasi-experimental research design with Nonequivalent-group Pretest-Posttest Design. The experimental group was taught by using the SPS approach with the guided experimental method, and the control group was taught with conventional learning. Samples were taken by using cluster random sampling technique. Data analysis used normalised gain (N-gain) and independent t-test. The results of the research are as follows: (1) In the subtopic, the force and the change in N-gain of the experimental group is 0.39 and is classified as moderate and the control group is 0.16 and classified as low; (2) in the subtopics the various types of N-gain force, the experimental group is 0.56 is classified as moderate, and the control group is 0.43 and is classified as moderate; (3) There is a difference in understanding of concepts between the experimental group and the control group for the two subtopics being taught. Pages 1011 to 1020

Pdf (/images/vol5iss6/Part_2/5692_Isnarmi_2019_E_R.pdf)

Madani Community Movement (GNM) and Civics Engagement: Prospect and Reality

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This study aimed to analyse the implementation of the Madani Community Movement (GNM) as a model for civil societies based on local wisdom. It has been implemented in Kabupaten Agam, a district west of Sumatera, Indonesia, over three years. A qualitative approach was used, and data were collected through in-depth interviews, document analysis, and observation, and analysed using QDA Miner 2.05. The result showed that top leadership in the district initiated GNM based on indications of declining morality among the younger generation, in order to prevent it. Providentially, the programs were in line with several religious activities, such as informal education for Al Quranic study, especially for younger kids, with activities such as praying together in the mosque and reading Al Quran after *maghrib* prayers. Even though some obstacles were found during implementation, it has become an alternative civil society movement, needed to solve societal problems. Pages 1021 to 1029

Tyler's Model Evaluation in Examining Employee Participation and Top Management Fairness in Employee Performance Appraisal

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An effective performance appraisal process reflects employees' satisfaction. For this reason, Top Neutrality and employee's participation have an essential role to play in the process. This study was aimed at assessing both employee participation and Top Neutrality's effectiveness in monitoring employees' performance appraisals, through the use of Tyler's quantitative approach. Respondents of this study were Bank Syariah's employees of D.I. Yogyakarta and Central Java. One hundred and seventy-five people were included in the sample, using quota and purposive sampling methods, while data were collected through interviews, observation and focus group discussion. The results revealed that only mid-level managers are involved in the appraisal and that the bonus value received is not based on the severity of responsibility. Pages 1030 to 1040

Effect of Ego Identity Status on Subjective Wellbeing in Students

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Subjective wellbeing (SWB) of new students is essential, as they end up in very different settings compared to high school. The learning system in universities strongly demand the independence of students. However, new students may still be in adolescence, and are still looking for their own identity. They must make important decisions regarding their future in an increasingly complex society. The purpose of this study was to find out the status of ego identity towards SWB from students. The research population comprised of 185 students, 94 female and 91 male. Methods of data collection involved using Positive Affect Negative Affect Scale (PANAS) and Satisfaction with Life Scale (SWLS), developed by Diener (1984), and the scale of Objective Measure of Ego Identity Status (OM-EIS), developed by J.E Marcia, Waterman, Matterson, Archer & Orlofsky (1993). The statistical analysis technique used in this research was the variance analysis (ANOVA) technique. The results showed that there were differences in SWB for students with different ego identity statuses. The findings of this research will help guide students. Pages 1041 to 1052

Assessment Aspects of Group Counselling Activities

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This study was designed to find out the aspects of assessing group counselling activities by reviewing literature related to the assessment of group counselling. The results show that two dimensions can be assessing group counselling, being content and process dimensions. Content dimensions involve evaluating the client's responses to the topic discussed in the group c; the relevance, the usefulness, the development of the skills, and the improvement that happens to the client. Meanwhile, the process dimensions have aspects such as; organisational structure and purpose of the group, the interaction and communication between the group members, the cohesiveness and the togetherness, and the steps taken by the group to reach the goals and leadership. The results of this study provide a basis for assessing the process of group counselling activities that have been carried out in more detail so that can improve the implementation of group counselling. Pages 1053 to 1063

Action Research Counselling: Group Counselling with Animation Media for Increasing Students' Self-Adjustment in Elementary School

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The purpose of this study was to find out how the implementation of group counselling with animation media can improve the adjustment of elementary school students. Based on the collection of data by researchers from interviews and observation, it's known that the fourth-grade students of MI NU Banat Kudus still have difficulty adjusting and being social, especially with fellow students. This study uses action research counselling with two cycles. In the first cycle, it was found that students' adjustment had not increased because the group guidance used was still conventional. Although the adjustment material has been given, students even do not understand it in its entirety. However, in the second cycle, there was a significant increase with five students (41.7%) in the very high category and 7 students (58.3%) in the high category. Animated media has a huge impact because the students better understand the importance of self-adjustment, especially in school. Pages 1064 to 1080

Applying Contextual Teaching and Learning (CTL) with the Triangle Method in Mathematics Classes to Improve Students' Ability in Problem-Solving

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This study aims to find out the combination practice of Contextual Teaching and Learning (CTL) and the Triangle Method in improving the students' ability in problem-solving. The study used quasi-experiment with a quantitative approach. The population consisted of students in grade XII in Senior High School. The sampling technique used was simple random sampling. The samples were divided into two classes. The data were analysed by using t-test and two ways ANOVA. The result shows that the mean of the final test in the experiment class is higher than in the control class. Furthermore, CTL approach can be used in mathematics classes with another content. Besides that, it is not only for students grade XII but also for students grade XI and X. For the novelty of this study is the CTL approach can be adopted by the teacher to improve the students' ability in problem-solving for the real world problem. Pages 1081 to 1092

Underlying Factors of The Young Men's Intention to Take Diet and Physical Exercise: An Exploratory Study in Jakarta

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It is the truth that most men are the breadwinner in nearly all family systems across the world. Breadwinner husband becomes an essential factor in marriage. However, the fact is men's health outcomes continue to be substantially worse than women's. Overweight and obesity constitute a major risk factor for most major Non-Communicable Diseases (cardiovascular diseases, diabetes, and cancer). Considering an early onset of obesity is potentially facing the high cumulative incidence of several diseases, also preventing the initial stage is much better, it would be very best to call out all the healthy stakeholders to figure out what factors influencing young men to intent to take food and physical exercise to change the young men's behavioral risk factors (unhealthy diet and lack of physical activity). A qualitative methodology was undertaken in a sample of the male who domiciled in *Jabodetabek* (Jakarta, Bogor, Depok, Tangerang, and Bekasi) Indonesia yet had a job or went to school in Jakarta, who had the Body Mass Index (BMI) overweight, obese, also normal, and aged between 18 years old and 29 years old. This research used quota sampling with in-depth interviews due to the sensitivity of the case. Interviewees were approached in some Jakarta malls using means of purposeful sampling strategy. The total of the respondents was 40 interviewees. Thematic analysis was used to gain insights. The empirical results indicate that the underlying factors of the intention to participate in a diet and physical exercise are composed of seven elements, and they are labeled as health perception, body image, perceived severity, perceived health benefit, self-esteem, social media usefulness, and perceived barrier. This exploratory study contributes a fundamental insight that needs to be studied further in quantitative research regarding the effort to move young men in Jakarta to take diet and physical exercise so that they will be healthier now and in the future. Pages 1093 to 1106

Influence Between Organizational Resources, Organizational Engagement Climate, Job Resources, and Employee Engagement in Greater Jakarta Areas

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Employee engagement can be a strategy to achieve, develop, and maintain a competitive advantage. This study aims to analyze the influence between organizational resources, organizational engagement climate, job resources, and employee engagement. The research method used is the survey method, which is asking for responses from respondents using a questionnaire distributed to employees who work in Greater Jakarta area. Responses from 200 respondents were analyzed using the Structural Equation Modeling method. The results of the study show that organizational engagement climate and job resources directly influence employee engagement. And organizational resources indirectly influence employee engagement through organizational engagement climate and job resources. These results indicate that organizational resources as a source of supply and support from organizations will directly influence employees' collective perceptions of engagement climate in the organization, and also directly influence the physical, psychological, social, or organizational aspects of work, which in turn will influence employee engagement. Pages 1107 to 1116

Pdf (/images/vol5iss6/Part_2/5659_Suwartana_2019_E_R.pdf)	<p>Analysis of the Effect of Innovation Strategies on Product Innovation Performance and Organizational Learning in SMEs in South Tangerang City</p> <p>Irwan Suwartana^a, Antonius Siahaan^b, Nila K. Hidayat^c, ^{a,b,c}Swiss German University, Tangerang, Indonesia, Email: ^aisuwartana@gmail.com (mailto:isuwartana@gmail.com), ^bantonius.siahaan@sgu.ac.id (mailto:antonius.siahaan@sgu.ac.id), ^cnila.hidayat@sgu.ac.id</p> <p>The objective of this paper is to analyze the impact of innovation strategy on organizational learning and product innovation performance in food and beverage SMEs in Indonesia. Similar investigations of the impact of innovation strategy on organizational learning and product innovation performance have been done in manufacture industry abroad. The prior research carried out has not been able to be generalized, and has been able to determine whether it can be applied in other industries and other countries. Some adaptation of indicators, both number and data construct, is needed. A structural equation modelling analysis was conducted on the survey data collected from medium-scale food and beverage SMEs in South Tangerang, Indonesia. The results reveal that innovation strategy is positively related to product innovation performance and organizational learning in SMEs in South Tangerang. Pages 1117 to 1128</p>
Pdf (/images/vol5iss6/Part_2/5664_Keni_2019_E_R.pdf)	<p>Purchase Intention, Satisfaction, Interest, and Previous Purchase Behaviour</p> <p>Keni Keni^a, Lerbin R. Aritonang R.^b, Ary Satria Pamungkas^c, ^{a,b,c}Faculty of Economics and Business, Universitas Tarumanagara, Jakarta, Email: ^akeni@fe.untar.ac.id, ^blerbina@fe.untar.ac.id, ^caryp@fe.untar.ac.id</p> <p>This research was intended to develop and test the consumer intention model of batik purchase using three predictors, namely the satisfaction of batik purchase, the interest in buying batik, and previous batik purchase. The research subjects were batik consumers in Solo and Yogyakarta. An adjusted Likert scale measured variables with its reliability and validity tested. The results showed that the three predictors used were consistent with the theory and empirically tested. There are some suggestions for the next research. Pages 1129 to 1140</p>
Pdf (/images/vol5iss6/Part_2/5667_Lemy_2019_E_R.pdf)	<p>Sustainable Tourism in Pontianak, West Borneo: The Voice of The Stakeholders</p> <p>Diena Mutiara Lemy^a, Theodosia C. Nathalia^b, Yustisia Kristiana^c, ^{a,b,c}Universitas Pelita Harapan, School of Hospitality and Tourism, UPH Tower D 3rd floor Lippo Village Karawaci Tangerang Indonesia, Email: ^adiena.lemmy@uph.edu, ^btheodosia.nathalia@uph.edu, ^cyustisia.kristiana@uph.edu</p> <p>Sustainable tourism has become an essential topic in the world today, and Indonesia is one of the countries that are focussing on that. The government shows its seriousness by the signing of a memorandum of understanding (MoU) between the Ministry of Tourism of The Republic of Indonesia with 20 regencies/cities – one of them is Pontianak, the capital city of West Borneo (West Kalimantan). Even though the city leaders have signed the MoU, the implementation is not clear yet. Despite the tourism potential, the stakeholders think that tourism development still needs to be accelerated. The purpose of this paper is to identify the key factors that concern stakeholders regarding sustainable tourism and what should be done to accelerate tourism development in Pontianak. The results from interviews and Focus Group Discussion clearly showed the dedication commitment from the tourism stakeholder in Pontianak and support of the government is greatly needed. Pages 1141 to 1152</p>

Pdf (/images/vol5iss6/Part_2/5670_Pramezwary_2019_E_R.pdf)	<p>Sustainable Gastronomy & Shopping Destination Development in Bandung City – West Java Indonesia</p> <p>Amelda Pramezwary^a, Sri Fajar Ayuningsih^b, ^aHospitality Management Program, Faculty of Tourism, UPH Lippo Village Karawaci Tangerang Indonesia, ^bHotel Business Program, Faculty of Tourismpreneur, Podomoro University, Email: ^aamelda.pramezwary@uph.edu (mailto:aamelda.pramezwary@uph.edu), ^bsri.ayuningsih@podomorouniversity.ac.id</p> <p>Culinary and shopping experiences are anticipated as attractions for tourists in visiting a destination in Indonesia. Culinary arts not only can increase the value of a destination but also increases the value of the food itself because generally, the local identity of a region is defined by the place and what special food it has. The purpose of this study is to discover the potentials and formulate suitable strategies for Bandung as a heritage and creative city to be developed as a sustainable gastronomical and shopping tourism destination. The study uses a qualitative approach. The data collection method is gathered through an FGD consisting of 23 participants from various stakeholders in the Bandung tourism sector. The findings stated that Bandung city is ready to implement the development of culinary activities directed at developing sustainable tourism destinations, seen from the aspect of potential diversification and value of culinary shopping products. However, there are specific issues that need to be improved to develop its potential, especially in the area of sustainability. Pages 1153 to 1163</p>
Pdf (/images/vol5iss6/Part_2/5671_Kurniasari_2019_E_R.pdf)	<p>The Effects of Perceived Usefulness, Perceived Ease of Use, Perceived Security and Risk-Free on the Customer Decision to Borrow Using P2P Lending</p> <p>Florentina Kurniasari^a, Prio Utomo^b, ^{a,b}Technology Management Department, Universitas Multimedia Nusantara, Indonesia, Email: ^aflorentina@umn.ac.id, ^bprio.utomo@umn.ac.id</p> <p>The advance of technology development today brings innovation in the financial industries. Financial technology continues to emerge in the sectors of payment, investment, and loans online and as we are familiar with the term, P2P Lending. The purpose of this research is to analyse the effect of perceived usefulness, perceived ease of use, and perceived risk-free and security in customer borrowing decisions on the P2P lending platform, using the Technology Acceptance Model approach. As quantitative research, the study distributed questionnaires to 166 respondents of ultra-micro segments, domiciled in East Java province. The data collection was further processed statistically using the Structural Equation Method (SEM). The study showed that the customer decision to borrow is significantly influenced by the trust variable, in which perceived ease of use had the most significant influence in creating the borrower's trust. Pages 1164 to 1175</p>
Pdf (/images/vol5iss6/Part_2/5688_Murwani_2019_E_R.pdf)	<p>The Role of Monetary Policy for Supporting Foreign Direct Investment Inflows in Indonesia (Evidence from 2000.1-2019.1)</p> <p>Sri Murwani^a, Agus Sriyanto^b, Nur Indah Lestari^c, ^{a,b,c}Politeknik Keuangan Negara STAN, Tangerang Selatan 15222, Indonesia, Email: ^bagus.sriyanto@pknstan.ac.id</p> <p>This research explored the condition of foreign direct investment in Indonesia. The contribution is still relatively low to the growth rate of the Indonesian economy. With the Taylor Rule model, the analysis of monetary policy was done to decide the choice of policy which one was the right one relating to increasing the role of foreign investment. Based on impulse response and variance decomposition analysis, we found that the fluctuation of interest rate has the most influence on foreign investment besides inflation rate, exchange rate, and FDI itself. Such that, the interest rule which decides the targeted interest rate as the final target policy, is the most favourable policy that supports the role of Foreign Direct Investment in Indonesia. Pages 1176 to 1199</p>

Pdf
(/images/vol5iss6/Part_2/5690_Harijanto_2019_E_R.pdf)

Empowering Organisational Culture to Increase Performance of Senior High School Principals

Sutji Harijanto^a, Henny Suharyati^b, Rais Hidayat^c, ^{a,b,c}Manajemen Pendidikan, Sekolah Pascasarjana, Universitas Pakuan, Bogor, Indonesia, Email:

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This study aims to explore the empowerment of organisational culture in increasing the performance of senior high school principals. The population in this study was 146 heads of public and private high schools in East Jakarta. The sampling technique used is a simple random sampling. The result shows that the performance of senior high school principals can be increased by empowering organisational culture. It also shows that the performance of senior high school principals strengthens the notion that the higher score of the independent variables of organisational culture, the higher the score of the performance of senior high school principals serving as the dependent variable. Strengthening organisational culture will improve the performance of senior high school principals. Finally, the performance of senior high school principals was examined at one point in time. The quality of the principal's performance will increase if organisational culture also increases. Pages 1200 to 1210

Pdf (/images/vol5iss6/Part_2/5695_Wutun_2019_E_R.pdf)

Understanding Conflict between Ethnic Groups on the Border of Timor Leste and Indonesia from a Subjective Culture Innovation Viewpoint

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Timor Island has several sub-ethnic groups, each with its territory, history of origin and mother tongue. The subjective culture of each ethnic group is the root of stereotype-filled ethnic expression, prejudice, ethnocentrism, and discrimination. Qualitative research with an ethnographic approach involves 60 informants on Timor. Data is obtained via observation, in-depth interviews, and documentation with content analysis techniques. The result found subjective cultural attribution tends to encourage close-minded thinking, suspicion, and jealousy, and mythical and egocentric beliefs. The association of ethnic groups' subjective cultural relations is influenced by in-group and out-group self-esteem. The satisfaction of in-group-out-group self-esteem needs is not immediately expressed because of fear of the mythic-magical threat and *Kakaluk*. It is reduced to a secure physical self that is towards the Lower Order of Needs Level. Therefore, the intervention model of subjective culture innovation must be physiological and focus on efforts to fulfil secure in-group and out-group self. Pages 1211 to 1225

Pdf
(/images/vol5iss6/Part_2/5698_Wahyuni_2019_E_R.pdf)

Middle School Students' Different Conceptions of the Equal Sign: Case study of Indonesian Students

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This paper reveals results from a written assessment given to 168 students in grade seven at middle schools in Pekanbaru, Indonesia. The authors discuss the students' response when given equation problems addressing their interpretation of the equal sign. The authors find that there are four kinds of misinterpretation in solving equation problems. The evidence of this study led to students' views in the operational rather than the relational aspect. Although students have begun to learn introductory algebra, they are usually doing calculations from left to right side, as operational, rather than doing structural relations. This also indicates that the students have a lack of understanding of the meaning of the equal sign. Furthermore, it is a base for the students to learn algebra and a vital contribution to early algebra experiences in middle school. Pages 1226 to 1238

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The application of religious elements in counseling has aroused different forms of feedback from various parties. This article presents the findings of a study conducted by the researchers on the feedback of the implementation of a religious approach, which is the elements of *maqasid syariah* comprising the concepts of *dharuriyyat*, *hajiyyat*, and *tahsiniyyat* in family or marriage counseling. The study was conducted qualitatively using a case study design. The data were collected through interviews involving 6 participants and observations during three counseling sessions. The data were analyzed using the 3C Lichtman Model. Based on the analysis data, it was shown that the application of the *maqasid syariah* is a clear and comprehensive approach which also possesses a Benchmark aspect that is proactive. Pages 1239 to 1248

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Special Edition: Emerging Issues, Challenges, and Solutions in Business Management and Social Sciences: A Way Forward

Guest Editor: Dr Muhammad Haseeb

Senior Lecturer, Taylor's Business School. Taylor University, Malaysia

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Reorientation of Education In the Industrial Era 4.0 in Nation Development

Guest Editor: Eko Susanto

Head of Scientific Publication unit, University of Muhammadiyah Metro, Lampung, Sumatra, Indonesia

Pdf (/images/vol5iss5/5501_Zulkarnain_2019_E_R.pdf)	<p>Inheritance of the Customary Norms of Informal Education in the Tengger Community of Ngadas Village, East Java, Indonesia</p> <p>Zulkarnain¹, Kukuh Miroso Raharjo²</p> <p>^{1 2}Departement of Nonormal Education, Universitas Negeri Malang, Indonesia</p> <p>Email: ¹Zulkarnain.fip@um.ac.id (mailto:Zulkarnain.fip@um.ac.id), ²Kukuh.raharjo.fip@um.ac.id</p> <p>Customary norms are passed on to the younger generation in the Tengger community of Ngadas Village through informal education. Informal education is experiential, and runs spontaneously. The purpose of this research is to describe the process of inheriting customary norms through informal education to shape the behaviour of social order for the next generation of Tengger Village Ngadas. Qualitative research is used in descriptive case studies. The research case study illustrates that families inherit customary norms to shape social order behaviour. Conclusion: first, the inheritance of custom is carried out by the community through "tinular speech" or hereditary in the family to their offspring. One of the inheritances of customary norms is informal education, parents give direct examples to their children customary norms that exist in the village, so that children know and understand. Second, the norms in society are implemented jointly in the community, and custom is practiced by each individual in his family. Pages 1 to 14</p>
Pdf (/images/vol5iss5/5502_Isa_2019_E_R.pdf)	<p>The Andragogy-Based Learning Model to Increase Functional Literacy Learning Motivation</p> <p>Abdul Hamid Isa</p> <p>Department of Non-formal Education, Universitas Muhammadiyah Gorontalo, Indonesia</p> <p>Email: Abdhamid_ung@yahoo.co.id (mailto:Abdhamid_ung@yahoo.co.id)</p> <p>The objective of this study was describing and finding out: (1) the objective condition that motivates learners at functional literacy of PKBM Pengayoman at the Correctional Facility, Gorontalo; (2) the conceptual model of andragogy-based functional literacy to increase functional literacy learners' motivation, (3) implementation of andragogy-based functional literacy learning model to increase the motivation of the learners, and (4) effectiveness of the andragogy-based learning model to increase the learning motivation of the learners. This was a research and development study with a descriptive qualitative and quantitative approach. This study was implemented at PKBM Pengayoman of the Correctional Facility, Gorontalo. The subject of this study was 10 functional literacy learners (1 group). The study found implementation of this functional literacy learning model was tried through the stages of: (1) planning; (2) implementation; (3) assessment/evaluation; and (4) development of the andragogy-based functional literacy. Pages 15 to 25</p>
Pdf (/images/vol5iss5/5503_Astawan_2019_E_R.pdf)	<p>The STEAM Integrated Panca Pramana Model in Learning Elementary School Science in The Industrial Revolution Era 4.0</p> <p>I Gede Astawan¹, Dewa Nyoman Sudana², Nyoman Kusmariyatni³, I Gusti Ngurah Japa⁴</p> <p>Department of Primary Education, Universitas Pendidikan Ganesha, Indonesia</p> <p>Email: ¹igedeastawan@yahoo.com (mailto:igedeastawan@yahoo.com), ²dewanyoman.sudana@undiksha.ac.id (mailto:2dewanyoman.sudana@undiksha.ac.id), ³nyoman.kusmariyatni@undiksha.ac.id (mailto:nyoman.kusmariyatni@undiksha.ac.id), ⁴ngrijapa_pgsd@yahoo.co.id</p> <p>Education in general, and science education in particular, have close links with culture. This can be seen from the function of education, which is empowering human potential to inherit and develop future cultures and civilisations. Until now, science education in Indonesia has tended to be adopted from the western model. The science curriculum that applies in formal schools, starting from Kindergarten, Elementary School to College, is adopted based on western culture. This shows the independence of the Indonesian people in science education. As a result of the practice of education that adopts western culture-style education that does not necessarily fit the style of the nation's own culture, it has been proven to succeed in forming a generation that is less confident, <i>inferior</i> and infatuated with western culture. Other impacts can be seen from the still low quality of the Indonesian Human Resources. The innovative idea offered in this paper is the STEAM integrated panca pramana model. Pages 26 to 39</p>

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This pilot study aims at evaluating the effectiveness and feasibility of the SMART-Resilience program for secondary school students. The *control trial experiment* design conducted involved a total of 72 secondary school students in the Province of Bali. Resilience data was obtained using the 14 items of Indonesian resilience scale. The six items of acceptability and feasibility questions on the Likert's model was used to conduct the experimental group participant perception to the program, and an interview with the counsellor facilitator of the program. Data of the effectiveness of the SMART-Resilience intervention were analysed with ANCOVA and was performed by the JASP program.

The results of this study showed that: (1) the SMART-Resilience of psycho-education showed consistent effectiveness in increasing the students resilience in one week and for weeks after these sessions were terminated; and (2) the program was positive and high feasibility from students and counsellor facilitator. Pages 40 to 59

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The development level of professional identity of guidance and counselling officers in public middle schools is the main research problem in this study. The quantitative descriptive research design using a survey method. Two data collection instruments were developed which were analyzed descriptively and the results were compared. The results show that there are level differences between self-perceptions obtained through instrument one and an assessment based on performance scale inventory obtained through instrument two. Based on these results, it is discussed the possible causes are discussed and level differences and their impact on service quality and the relationship between psychological assisting professions and other school personnel. Those issues mentioned above are discussed with the contribution of the idea on how the solution strengthens the professional identity of school counsellors from pre-service education, practice to organizational. Pages 60 to 72

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The research question is, what are the values contained in the tradition of cultural *pembe'atan* Gorontalo? It aims to determine the values of counselling and guidance contained on the *pembe'atan* tradition. A qualitative method is applied by having 6 informants consisting of 1 traditional figure, 2 stakeholders, 1 doctor (male nurse), and 2 teenagers. Data collection techniques include interviews, observation and documentation. The research applied data triangulation. The findings of the values are: (a) personal aspect, during *be'at* to change their personalities for the better, (b) social aspect, so that adolescent social behaviour is for the better, (c) learning aspect, to understand the importance of learning and to have high motivation in learning, (d) career aspect, to make them understand the importance of work, (e) comprehension aspect, for teens understand themselves better, and (f) development function aspect, suggested for making behaviour developed after *be'at*, and from the aspect of self-adjustment function, adjust positively with their friends after *be'at* procession. Pages 73 to 96

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This paper explores a review of using Information Communication Technology (ICT) to improve the quality of school supervision practices in remote/disadvantaged areas from the national and international perspective. The recent manuscript was the result of a literature review of the International Research Collaborative and Scientific Publication, which was undertaken by one of UNG's researcher teams under the RISTEK-DIKTI scheme funding. The paper will be focused on the approaches of technology to school supervision that have been applied by other countries, as well as in Indonesia, that may be applicable for school supervision in Indonesia's 3T or special regions. In addition, the paper will examine and provide information on approaches to school supervision for remote, disadvantaged and border/outlying areas utilised in other countries and it may be adopted or adapted to the unique environment in the '3T' areas in Indonesia. Pages 97 to 107

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The purpose of this research is to investigate the objective of the planning, the objective of the implementation, and the objective of the evaluation of the acceleration class program. This quantitative descriptive study employed a Goal-Oriented Evaluation model. The data were collected by a questionnaire and documentation. The data were further analysed descriptively using a percentage formula. The results show that the planning, implementation, and evaluation objectives of the acceleration class program are categorised as very good. In regards to the evaluation of acceleration class implementation, this study proposes recommendations that the implementation of the acceleration class program in junior high school SMPN 8 Gorontalo should be continued since the program has been well-implemented; further research is expected to investigate other indicators regarding the implementation of the acceleration class; this is to provide meaningful contributions to schools, and teachers in the acceleration class significantly determining the success of the program. Pages 108 to 123

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This research is background by the field's fact which indicates the decreasing of Indonesian educational quality recently and also the criticism from society and educational observer to the civic Education (PKN) material which is less 'Praxis' contents and rather politically and indoctrination tools oriented. These matters give the impression of a stiff learning method in the teaching and learning process; less flexibility, less democratic and tend to be teacher oriented. So, it is necessary to create a learning method which can stimulate and challenge the students to increase their capability. Among others, by applying the Portfolio Assessment on the civic Education Lesson. Through an experimental method on a three times research sample test (RPP 01, RPP 02 and RPP 03) by applying a Comparative Test (t – test), it resulted in a very significant differentiation between before and after the learning process. This has led to the idea that there is a capability differentiation before and after a civic Education learning process with an applying of a Portfolio Assessment. One conclusion that can be drawn that based on the experimental research test result, is that it can be surely confirmed that the application of Portfolio Assessment in the civic Education Learning Process had shown an increase of students' capability at SD GMIM Sonder. Pages 124 to 135

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This research was carried out with counselling through the group counselling of the Adlerian approach with the aim of increasing low self-efficacy in middle school students. This study was conducted in Waleo State Middle School for approximately six months in the academic year of 2018/2019. There were eight students involved in this research. The design used in this research is counselling action research, carried out in stages, namely: planning, implementation, observation and reflection. The action was carried out for two sessions with eight meeting sessions, according to the steps of Adlerian counselling. The results of this study indicate that there was a significant increase in self-efficacy in the research subjects after going through the Adlerian group counselling action. Pages 136 to 146

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This research is based on the background of the emergence of the attitude of students who are impressed as they are in reading poetry, it means that students were not able to read poetry with regard to aspects of intonation, pronunciation, appreciation and appearance. This research is used to answer two main problems, how students are able to understand, appreciate the content or meaning of poetry and how students improve their poetry reading skills. The research design used is classroom action research designed by Kemmis and McTaggart. The results showed that students were able to improve their poetry reading skills using the Emotive Approach. The results of the first cycle of mastery learning classically show that students' skills reached 59.44%, and increased significantly in the second cycle reaching 92.22%. On the other hand, the results of this study have an impact and generate the emotive power of students. Pages 147 to 158

The New Paradigm of Leadership at Elementary Schools in Borneo in the Industrial Revolution 4.0 Era

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The school headmaster as a leader in schools is required to have digital skills, as required of both technical and managerial workers in all fields during the Industrial Revolution 4.0 era. This study uses a qualitative method that aims to determine and describe the leadership of headmasters in the era of the Industrial Revolution 4.0 in elementary schools in the city of Banjarmasin. Data collection using interviews, observation, and documentation techniques was conducted. Study results from several elementary schools showed that there was an increase in the need for analytical non-routine skills and interactive non-routine skills, whereas the needs of cognitive routine, non-routine manual and manual routine skills have decreased. The headmaster's leadership, following the development of technology, must exhibit skills in influencing, encouraging, guiding, directing, and moving others who are related to the implementation and development of education and teaching in the era of Industrial Revolution 4.0. Pages 159 to 173

The Strategy of Religious-Based Character Education in Early Childhood Education

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Character education is very important in early childhood because children are valuable assets for the nation and are the future of the Indonesian people. This study aims to determine and describe the religious-based character education strategy in the Integrated Islamic Early Childhood Education Sabila Muhtadin in Banjarmasin. The study uses descriptive qualitative methods by collecting data using interview techniques, observation, and documentation studies. The data was validated for the criteria of credibility, transferability, dependability, and confirmability. In this research, the foundations used by the school are Al-Qur'an, As-Sunnah and Pancasila which aim to develop individual students who believe and devote to Allah SWT and have characters that follow the teachings of Islam. The strategies used include assignment, direction, habituation, role models and environmental conditioning. Pages 174 to 189

Religious Scientific Learning Based on Sentra in School

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The development of schools on a religious basis is experiencing rapid increase, especially in kindergarten education. Parent awareness of the importance of the early in life introduction of religious values is one of the reason for this. It is necessary to have appropriate preparation for learning activities in kindergarten age children, through religious scientific learning at the sentra. The application of scientific learning in such a way is very appropriate for children of kindergarten age because every step of the learning stimulates children in various aspects of child development, while religious learning is applied to children due to the importance of developing religious and moral values to children from an early age so that they grow and develop as a whole, both in terms of knowledge as well as moral human beings who in accordance with their religion. Pages 190 to 203

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This study aims to describe the empowerment of English Club for students' achievement in speaking English, for sixth-semester students of PG-PSD at Lambung Mangkurat University. This study is conducted by using a qualitative approach. The conclusion of this study is that the English Club at PG-PSD of Lambung Mangkurat University allows for the empowerment of organization programs where students can learn English outside the classroom. It supports students to join the SEA Teacher program in the Philippines. It also supports the teaching-learning speaking process in the classroom directly; especially on the component of speaking. It can be seen from the student's speaking achievement; most students can achieve a high score for each component of speaking or get an excellent score; few students achieve a 'good' category score. Pages 204 to 216

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This research was conducted to obtain an empirical picture of forgiveness in adolescents who experience emotional abuse by parents and its implications for guidance and counseling. This study used a quantitative approach with a descriptive method. The sample used in this study were 39 adolescents who experienced emotional violence in SMP Negeri 14 Bandung Academic Year 2018/2019 during class of eight. Data was collected using a purposive sampling technique. Data collection used the Transgression-Related Interpersonal Motivation-18 (TRIM-18) instrument that was tested for its validity and reliability. The research findings show that forgiveness in adolescents who experience emotional abuse by parents tends to be in the moderate category. The implication of this study is the development of a mentoring and personal-social counseling program to increase forgiveness in adolescents who experience emotional violence by parents. Pages 217 to 231

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The purpose of this study was to determine the relationship between the need for self-actualization and work discipline in the context of Madrasah Aliyah (MA) teacher performance in Barito Kuala Regency. This research is a descriptive correlational research with a quantitative approach. Data analysis techniques using Structural Equation Modeling (SEM), employed Software Analysis of Moment Structures (AMOS). The results showed: (1) there is a direct relationship between the need for self-actualization and teacher work discipline, (2) there is a direct relationship between self-actualization needs and teacher performance, (3) there is a direct relationship between work discipline and teacher performance. Pages 232 to 243

Indigenous Education in Indonesian - Traditional Families Migrant Workers Abroad: From Mothering to Parenting and Schooling for Educational Design

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The purpose of this study is to explore indepth indigenous values from traditional communities in order to improve children's educational design services. Qualitative phenomenology methods are used to explore the experiences of families and relatives of Indonesian workers who work abroad regarding caring for and guiding and facilitating their children's educational needs. Data was collected through indepth interviews and direct observation of 30 families of migrant workers who have children attending primary and secondary schools. Cross-site analysis is used to construct propositions that refer to theoretical designs about traditional indigenous society. Pages 244 to 255

The Development of a Career Guidance Program with a Modelling Technique to Improve Student Career Awareness

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The purpose of this study is to generate a career guidance program with the modelling technique to improve student career awareness. The research and development approach was conducted through several steps, namely: needs assessment, planning, implementation, evaluation, and follow-up of the program. The data analysis technique used was the paired sample t-test to determine the impact of the program. The participants are students in the fifth grade of Al-Fityan elementary school in Aceh, in the academic year of 2017/2018 and whom were selected using purposive sampling. The self-developed career awareness instrument was designed in the Likert scale with a coefficient reliability of 0.800. The findings of the research stated that the main indicator of a successful program evaluation is the improvement of the level of career awareness in students. This research concludes that the program of career guidance, which used the modelling technique, is effective to improve the awareness of students regarding their prospective future career choices. Pages 256 to 270

Implementation of an Innovation Supervision Program by a Principal

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This research aimed to describe the innovation of academic supervision undertaken by a principal. This study used the qualitative approach with a case study design. The research has been conducted since August 2015 in the Darul Ulum Elementary School, an elementary school with Islamic boarding in Indonesia. The research data was obtained through observation, interview, and documentation study. The data analysis was carried out through the stages of reduction, presentation, verification, and conclusion. Checking the validity or the correctness of the data in this research was undertaken by using four criteria: credibility, transferability, dependability, and confirmability. The research results show that the principal conducts innovative supervision through three stages: pre-supervision, implementation, and following up. The result of the following up proves that the teacher's skill in conducting learning is improving. This case is known through the supervision process, completed in the next stage. Pages 271 to 284

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Writing narrative text is a form of discourse that attempts to narrate an event so that it seems as if the reader sees or experiences himself. This study aims to decide whether there is an influence of the use of experiential learning models based on creative thinking in learning to write narrative texts for elementary school students in Indonesia. This study uses an experimental study consisting of a one-group pretest-posttest research design. This type of research is a quasi-experimental study. The selection of this sample uses a random sampling technique, which is a sampling technique where all people in the population, either individually or together, are given the same opportunity to be selected as sample members. The results of this study prove that there is an influence and effective use of experiential learning models based on creative thinking in learning to write narrative texts for elementary school students in Indonesia. So, this learning model can be recommended as an effective learning model for educators in teaching narrative text writing skills. Pages 285 to 296

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The purpose of this study was to develop creative game models with natural media for early childhood. This research uses research and development methods to produce certain products, and test the effectiveness of these products. This research was conducted at the Teratai Kindergarten in Makassar City using a purposive sampling technique. The data collection techniques used were observation, interviews, questionnaires and documentation. The data analysis techniques used in the development of the product design (prototype) learning models were in the form of a descriptive picture and a description of practicality before testing the product. The results showed that the form of the creative game design with natural media for early childhood consists of two components. Namely, the philosophy component of the model, including the rationality of the model, objectives, teacher roles and system support, while the operational components of the model are detailed in all types of activities with various themes or sub-themes. All activities are packaged with the aim of developing children's creativity. Pages 297 to 310

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The occurrence of the industry 4.0 era is the opportunity for women to actualise themselves and be actively involved in taking part in the world civilisation. This research aims at describing and analysing the profile of women in the tourist village; and the participation and role of women based on the gender equality perspective. The technique applied in this gender analysis is a gender mainstreaming approach, particularly the Longwe Model or Women's Empowerment Framework. The subject of this research is the women domiciled in the area of the tourism village in the Semarang Regency, Indonesia. The data was collected through in-depth interview, observation, and documentation. The analysis on women's participation and gender equality includes: initially, women have a low welfare rate but through participation in the tourism village entrepreneurship, they experience an improvement in terms of economy; women's limited access to resources positions them to be less productive compared to men, thus the access to resources, technology, information, and communication should be made more available for women; women have a lower awareness than men, that the attitude to be critical needs to be developed and men and women should be equally involved in any program conducted in the village; there is an improvement in terms of women's participation in regard to decision-making and strategic position in the tourist village development; and the ability to control is increased in terms of production factors and to ensure the equality of access to resources and benefit sharing. Pages 311 to 323

The Effectiveness of a Women's Empowerment Model

Through Social Entrepreneurship Training to Strengthen a Tourism Village Program

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The purpose of this research was to examine the effectiveness of the women's empowerment model of the Samin community through culture-based social entrepreneurship training to strengthen tourism village programs. This study was designed with sequential mixed methods. The data collection techniques used were observation, interviews, documentation, and questionnaires. The populations were Samin women who were married, at productive age and living in the Klopoh Dhuwur village area. The sampling technique used was purposive sampling. The qualitative data was analysed using an interactive model, while the quantitative data was analysed using descriptive statistics and t-test. The results showed a very good response from informal leaders (opinion leaders) of the Samin community, formal figures from the village staff, targets of Samin women's programs and village tourism program cadres on the implementation of the empowerment model through local culture-based social entrepreneurship training of batik arts and social values 'sedulur singkep' to strengthen tourism village programs. The empowerment model is effective in improving the personality, reasoning and logical thinking skills, ability in batik skills, knowledge of small business management and the ability to practice social entrepreneurship. The quality of the Samin women's ability in managing social entrepreneurship, based on the local socio-cultural values 'sedulur singkep', improved and the Blora Batik designed by Samin is a very prospective tourist destination and is becoming a magnet for tourism village destinations. Pages 324 to 338

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Non-formal education, which functions as a complement, substitute and enhancer, is crucial in building a community for the better. This includes development through community empowerment programs or training to improve human and natural resources or local potential in a community. This study aims to describe the role of non-formal education in the Pati Regency, as well as the supporting factors and the inhibiting factors in its implementation. This study used a qualitative descriptive approach accompanied by a Forum Group Discussion (FGD). The research subjects were the Head of Nonformal Education (PAUD, Equality and Community Education), Head of the District Education and Culture Department, SKB (Learning Activity Studio), PKBM (Community Learning Activity Center), and LKP (Course and Training Institute). Data collection was completed by observation to see firsthand the conditions in the field, documentation to obtain documentative data, and interviews or with meeting the actors or stakeholders. The method of data analysis was undertaken by collecting data in the field, reducing data to select information or data to be used, presenting data in sequence, and drawing conclusions or verification. This research finds the existence of a superior non-formal education program in each sub-district in the Pati District. This study concludes that non-formal education plays a major role in improving community development related to education (school) and equality and providing skills to improve the economy of the people in the Pati Regency. Pages 339 to 352

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This study aims to understand the result of the implementation of a blended learning based realistic mathematics education (RME). The method used in this research is experiment research that compares the study results of the students using a blended learning based RME with a conventional model. The blended learning based RME affects the cognitive study results of the students in the elementary school mathematic study, evident from the result of the significance test calculation of the Mann Whitney test with a score of Asymp. Sig. is 0.000. The implementation of a blended learning based RME is proven to be more effective in increasing the study results than a conventional model. The N-gain percentage of the experiment class at 60.95 per cent was included in the 'quite effective' category, while control class at only 25.67 per cent was included in the 'not effective' category. Pages 353 to 361

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The aims of this study were to determine the effect of the constructivist approach to the science learning of material based on human respiration. This study uses the classroom research method and is completed across several stages of planning, implementation, observation, and reflection. The subjects of the research were fifth grade students of the elementary school, Inpres 4/82 Walian. The data collection in the study used two assessments: namely, observation and the assessment sheet. The progress and improvement obtained during the two-cycle learning process shows that through the implementation of constructivism approaches in the science subject, it can improve learning outcomes. This study concluded that the constructivism learning approach had a positive influence on science learning. Pages 362 to 376

Lifelong Learning Through A Gender-Responsive Family Education (Grfe) Program

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Gender-Responsive Family Education (GRFE) is an activity of sharing knowledge, insight, and comprehension about the right and obligation, role, position, and responsibility between males and females to meet the gender fairness and equality in the family. The objective of this study is to upgrade families through education by providing knowledge, insight, and comprehension of gender in the family. This study was conducted in the SKB Nganjuk Regency by using the quantitative approach with a correlational research design to identify the influence of the Gender-Responsive Family Education (GRFE) program on the families residing in the SKB Nganjuk Regency. The results of this study found the technical implementation of Gender-Responsive Family Education. The packaged material was delivered using discussion or simulation. Furthermore, the implications of Gender-Responsive Family Education was identified from the perspectives of education, self, family, social society, health and politics. Pages 377 to 393

E-Learning Based On 'Joomla!' To Improve the Learning Results of Social Studies Content in Primary School

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The Social Studies learning outcomes in primary school are not optimal. This research aims to develop e-learning based on the Joomla! platform to increase the learning result of Social Studies completed in the fifth grade. The research and development (R&D) undertaken used the ADDIE development model. The research subjects were 38 students in the fifth grade of a public elementary school. The data collection methods used were observation, questionnaire, interview, documentation, and test. The data analysis techniques used were preliminary data analysis, t-test, n-gain test, and the average improvement of the skill. The research results showed that e-learning, based on Joomla! media, was feasible for use. E-learning based on Joomla! media was effective towards the learning outcomes with the average differences using the t-test being 14.353, and the n-gain being 0.59, in the medium criteria. The conclusion of this study is e-learning based on Joomla! media is effective towards improving the Social Studies learning outcomes of students in the fifth grade. Pages 394 to 405

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In order to develop an appropriate curriculum design in which it is responsive to the uniqueness of the social context, its problems and challenges, curriculum studies should be well developed. Unfortunately, in the Indonesian context, curriculum studies seem stagnant because of many problems. In this article, I combine literature review and an ethnographic method to collect and analyse the information from numerous resources; primarily, several works on curriculum and teacher college as a site of the research. I briefly elucidate the presumption of the curriculum as a legal product — not an academic product — and the lack of intellectual tradition within teacher colleges have become the main factors of why curriculum studies cannot evolve optimally in the Indonesian context. These problems should be overcome by the government, the top management of the teacher colleges and the lecturers themselves — especially those concerned with curriculum studies. Pages 406 to 420

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The Government of Indonesia seeks to improve the service and quality of education by providing School Operational Assistance (Bantuan Operasional Sekolah/BOS). This research was conducted in elementary schools in the Kampar Regency. Data was obtained through interviews, observation and documentation. The results of the analysis and discussion concluded that there were several obstacles in the management of BOS. The data was collected by interview and documentation methods, which were analysed by qualitative descriptive analysis. The results showed that the management of BOS at the elementary school was in accordance with the Ministry of Education and Culture No. 03 of 2019, concerning the Technical Guidelines for the Use of School Operational Assistance. In contrast, not all school elements have been involved and there is still a lack of supervision of the program. It is suggested that management of BOS needs to be improved more transparently and accountably through e-budgeting. Pages 421 to 432

Character Education for the 21st Century in Developing the Careers of Children with Special Needs in the Vocational Inclusive School

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This research aims to study and compile data that is comprehensive and ranges from the new data and actual data integrated on character education in developing the careers of children in need of special vocational education. Subsequently, a process of verification and the validation of data is performed to identify where children in need of special vocational schools are, including possessing a good character in the development of his or her career as a blind, deaf, or autistic child. They are capable of learning to follow suit with their talent and interest in achieving careers in the future. Character education has always been integrated in every learning process in school, whether in being honest, working, responsible, confident, perseverant, and meticulous, among others. External research during the first year comprised a learning implementation plan and the integrated learning materials on character education for individual learning in vocational secondary schools as inclusive education providers in the City of Padang. Pages 433 to 447

Students' Learning Outcomes Using Problem-Based Learning and Discovery Learning Models in Thematic Integrated Learning

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The aim of this study is to compare students' learning outcomes in thematic integrated learning using problem-based learning and discovery learning models. This was a comparative study. The sample of this research was 43, grade four students in selected elementary schools. A test was used to collect the data. The results of data analysis were produced using a simple statistic and showed that the value of the students' learning results using the problem-based learning model was 89.51, while it was 89.50 using the discovery learning model. It can be concluded that both the problem-based learning and the discovery learning models can improve students' learning outcomes in thematic integrated learning in elementary schools. The difference in the students' learning outcomes and between the learning models was not significant because the models are cooperative learning models. Pages 448 to 457

The Mathematical Connection Ability of Elementary School Students in the 4.0 Industrial Revolution Era

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The background of this research is the change into the 4.0 industrial revolution era which resulted in changing the learning ability of elementary school students. The purpose of this study is to determine the connection ability of elementary school students in the era of the 4.0 industrial revolution. This is a descriptive qualitative study. The results show a weak mathematical connection ability of elementary school students in the 4.0 industrial revolution era. The implication of this research is that it provides a foundation for teachers or other researchers in developing an effort to improve the mathematical connection ability of elementary school students. Pages 458 to 472

The Impact Of The Industrial Revolution 4.0 on Non-Formal Education Practice

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This study aims to uncover the extent of the impact of the industrial revolution 4.0 on the development of non-formal education. Furthermore, to explain the programs developed by the PNF unit in the face of the industrial revolution 4.0. This study used a qualitative descriptive explorative approach. The research respondents were managers and educators of non-formal education units that were determined purposively. The study was conducted on the PNF units in the cities of Sleman, Bantul, and Yogyakarta. The results showed the impact of the industrial revolution 4.0 on the practice of non-formal education, included the optimisation of information technology had been widely applied in the academic and administrative fields in the PNF unit. Pages 473 to 486

Self-Directed Learning in The Learning Program for Integrated Healthcare Service Elderly Managerial Staff in The Bejiharjo Village, Karangmojo District, Gunungkidul Regency

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This research aims to describe the self-directed learning (SDL) process in the learning program of the integrated healthcare centre elderly managerial staff of the Bejiharjo Village in the Karangmojo District of the Gunungkidul District. The results of the study show that the purpose of this non-formal education activity is to provide information, understanding and insight to the elderly community managerial staff and elderly residents about the importance of a healthy lifestyle. The SDL approach is completed through several stages, namely: (a) increases participants' trust; (b) provides opportunities for participants to learn to ask questions; (c) provides open and mutually reinforcing communities; (d) makes learning a personal need; (e) SDL then becomes an individual commitment; (f) instils a sense of belonging to learning needs; (g) creates opportunities for participants to be involved in the learning process; (h) provides motivation to learn; and (i) encourages commitment to participants for SDL skills development. Pages 487 to 500

Collaborative Action Research Application of Socratic Methods in Learning in Primary School

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The purpose of this research is to apply the socratic method in learning in elementary schools. The research method used is research and development, which is modified into three stages. First, is a preliminary study related to the teacher's learning process at school. Second, is the development of socratic methods in elementary schools, which are validated by experts and practitioners. Thirdly, the application of the test socratic method was limited to one UPI laboratory school to determine the strengths and weaknesses of the socratic method, and to test the wider socratic method at the SD laboratory of the regional campus of the Indonesian University of Education. Pages 501 to 514

The Effect of Dean Leadership, on the Performance of Lecturers Working in The Faculty of Education in Medan State University

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The aims of this study are to determine: (1) the effect of the dean of the Faculty of Education's leadership on the work motivation of lecturers working in the Faculty of Education in Medan State University, (2) the effect of organizational culture on the work motivation of lecturers working in the Faculty of Education in Medan State University, (3) the effect of the dean of the Faculty of Education's leadership on the performance of lecturers working in the Faculty of Education in Medan State University, (4) the effect of organizational culture on the performance of lecturers working in the Faculty of Education in Medan State University, (5) the effect of work motivation on the performance of lecturers working in the Faculty of Education in Medan State University and publishing in international journals. This research is a quantitative study using a path analysis approach (path analysis) which began in the Academic Year 2018-2019 and concluded December 2018. Pages 513 to 530

Origami and Fine Motoric Ability of Intellectual Disability Students

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This study aims to analyse the effect of playing origami on fine motor skills. The research method used is quasi experiment with time series design. Data analysis techniques including the Wilcoxon test. Data analysis techniques were based on the developmental delays experienced by students with mental retardation caused by various things. One of which is the absence of activities that optimally develop fine motor skills. One of the activities that can be used to optimize fine motor skills in retarded students is playing origami. Origami play activities involve the skills to move the fingers, the skills to move the wrists, and the skills to move the arms. Wilcoxon test will be used to test whether playing origami affects the fine motor skills of retarded students. Pages 531 to 545

Innovation of Project Base Learning (PjBL) on Outdoor Study for PGSD's Student Activity on Education Diffusion

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This study aims to determine the response of students participating in learning activities by applying the Project Base Learning (PjBL) model based on outdoor learning in innovation diffusion courses. The research method uses a qualitative descriptive method by direct observation and documentation. The instrument used was the observation sheet and student response questionnaire. The results showed a student response of 87.1% with the criteria of strongly agreeing to the PjBL model based on outdoor learning. PjBL outside the room was in the form of training, counselling and group discussion forums. Pages 546 to 561

Developing Learning Models to Increase Higher Order Thinking Skills in Early Childhood

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This research is based on the needs of teachers and parents for a concrete learning model, especially in regard to the implementation of the 2013 Early Childhood Education Curriculum. This is so that children can find, process and inform the results of their learning outcomes, have soft skills, and be creative in solving their daily problems by using high thinking skills. This paper seeks to develop a relevant and effective learning model to enhance children's high order thinking skills based on open ended play. This paper employed Borg and Gall's model which was adjusted into seven steps, including research and data collection, planning, development of product drafts, initial field trials, revising trial results, field trials, refinement of field trial results. The subjects were involved in product evaluation, small group trials, and big group trials. The research results confirm that the developed learning model is relevant, effective, and valid for 5-6 years old children. Pages 562 to 578

Systematic Literature Review: Concept, Dimension, and Antecedent Multicultural Counselling Competence

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Multicultural counselling competence is a theoretical and practical movement about racial, ethnic and cultural differences in the counseling process. The purpose of this study is to review the literature of concepts, dimensions, factors that influence the competency of multicultural counseling and its measurement tools by using a systematic literature review using databases, including science-direct, IPI / Garuda Portal, Emerald, and specifically the Multicultural Development and Counseling Journal (JMCD) using the keywords "multicultural counseling", "cross-cultural counseling" and "cultural awareness," which obtained 16 articles (N = 263). The results of the review show the concept of competence is diverse, but is still based on the Tripartite model. Moreover, a multicultural counseling competency model based on competency has not been found. Therefore, future research needs to examine competency models that are more comprehensive and based on established competency theories. Pages 579 to 595

Development of Three-Dimensional Visuals Learning Media Using the Scientific Approach

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The purpose of this study was to determine the effectiveness of three-dimensional visuals learning media using the scientific approach. The type of research is development research. The subjects of this study were students of class V-C Primary School (SDN) 101766 Bandar Setia and consisted of 28 students. Data collection techniques in this study used questionnaires and tests. Based on the results of the first media expert validation research an average score of 4.33 and 4.80 was obtained, while the results of the second media expert obtained an average score of 4.47 and 4.67. The results of the validation of the first material expert obtained an average score of 4.77 and 4.85, while the results of the validation of the second material expert obtained an average score of 4.38 and 4.69. The results of individual trials obtained an average score of 4.67, and the results of small group trials obtained an average score of 4.35. The results of field tests obtained an average score of 4.60. The results of the pre-test scores obtained an average score of 41.6 and the post-test results obtained an average score of 78.6. In regard to the pre-test and post-test scores on science subjects, the average score was 3.68 and 6.11. Pages 596 to 610

The Change of Educational Tutoring Paradigm as a Non-Formal Education Unit

Pdf

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Tutoring is needed because parents' lack confidence in the services provided by the school. Tutoring is considered to make students successful in their schools. Tutoring institutions as non-formal institutions are seen as important for their success in helping learning difficulties. The Industrial Revolution 4.0 apparently had a profound impact on the services provided by non-formal education including tutoring. The purpose of this article is to analyse the paradigm changes in tutoring of the industrial revolution 4.0 era through a literature review and the use of qualitative approaches. The literature review comprises of various research results and existing analysis, which are then mapped so that it can provide information related to why conventional tutoring must change, and what strategies must be done for conventional learning guidance in order to maintain their existence and be able to compete in the future. Pages 611 to 622

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Blended learning is a combination of learning face to face, computer (offline), and internet-based learning (online). The main purpose of blended learning is to provide opportunities for a variety of students to learn independently, sustainably, and mature, so that learning will be more effective, more efficient, and more interesting. The development model used in the process of developing blended learning in the guidance and counselling profession course is the ADDIE model. The steps of developing this model include: (1) Analysis, (2) Design, (3) Development, (4) Implementation, (5) Evaluation. The development phase that has been carried out includes analysis, design, development and implementation. The results of expert tests obtained P = 97.5%. The interpretation criteria included "very good" criteria and obtained an alternative decision "very feasible". The evaluation results showed that 92.85% items were rated as good. Pages 623 to 634

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This research aims to test the feasibility and effectiveness of a practice-oriented Student Work Sheet (SWS) for Integrated Social Sciences based on the PBL model for changing learning outcomes. The research used the ADDIE model. The research subject is junior high school students. The research applies the quasi experimental design that uses the non-equivalent control group design for both pre-test and post-test. Research results showed: (1) the learning media in the form of a syllabus showed a validation score of 79.16%, and therefore is considered feasible to apply, (2) a significant difference between classrooms that do and do not use the SWS. This is evidenced from a post-test mean of 79.83 for Classroom A and 70.83 for Classroom B. It can therefore be concluded that the PBL-oriented SWS for Integrated Social Sciences is feasible and effective for improving the learning outcomes for the integrated social science subject. Pages 635 to 646

Transformation of Research Education at Elementary School Mathematics in the Industry 4.0

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Industry 4.0 has brought change to all fields. This includes mathematics education, especially at the level of elementary education. The changes that took place in the era of the fourth industrial revolution demanded transformation in the field of research|education at elementary mathematics education. The "|" sign in the phrase signifies an interconnection between the transformations carried out in the world of mathematics education and those carried out in the world of mathematics education research. This paper was devised in order to see changes in the world in the era of Industry 4.0, as well as its impact on the direction of elementary mathematics education and the shifting paradigm of mathematics education research. Pages 647 to 656

The Difference of Efficacy in Gaining Test of English Proficiency (TEP) Students of BIDIKMISI Scholarship Recipient

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This study aims to explore and analyse the difference of efficacy among students of the Bidik Misi scholarship who have and have not graduated by gaining TEP score. The method used in this study is quantitative descriptive approach. The population consists of 2016 and 2017 generation students receiving the Bidik Misi Scholarship in the Faculty of Education of the State University of Surabaya. Sample size is determined by using Issac and Michael Table. Questionnaire is used as research instrument. Discrimination test is used to analyse data. The findings show that: 1) most of the Bidik Misi Scholarship students have less efficacy in gaining TEP score; 2) students of the Bidik Misi Scholarship have not been able obtain score beyond the determined passing grade ; 3) there is a significant difference of efficacy among students of the Bidik Misi Scholarship who have and have not passed TEP in order to obtain TEP test. Pages 657 to 668

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In this paper, Kit-Build concept map (KB map) is introduced as a reconstruction type of a concept map. In the use of KB map, a learner is requested to build a concept map by using provided components, that is, nodes and links with labels. The set of components (kit) is generated by decomposing a concept map that is originally constructed by a teacher (in teaching-learning) or by a partner (in mutual understanding in collaboration). Because KB map requires a learner to reconstruct the original concept map made by another, KB map building is a promising activity to promote a learner to understand the other's understanding. In KB map, a reconstructed map can be directly compared with the original map and their differences can be detected exactly. Because several maps reconstructed from the same kit can be also laid over each other, a map expressing group understanding is generated as the result of the overlapping. These automatic functions are used in collaborative learning situation to detect differences of the participants' understanding. This paper describes a framework of KB map, practical uses in classrooms, the validity of automatic assessment of KB map, and reciprocal kit-building as a mutual reconstruction of KB map in a collaborative situation. Pages 669 to 682

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All human beings naturally have 'hanif'. It is a potential that tends to truth and directs to the achievement of a beatific life of the present time and the hereafter. However, its development is varied from one person to another, especially in its relation to the current situation, when some social practices are gradually changing to overcome local wisdom. An abominable living environment results in unfavourable impacts, i.e. personal-communal problems, unhealthy mental development (anxiety, stress, feeling of isolation), and distorted behaviours (moral decadence, alcohol and drugs consumption, and free sex). To cope with these conditions, a practical solution is required. The solution can be compulsorily drawn by the involvement and commitment from all parties involved in the individual's development; specifically, family, school, and the community. Pages 683 to 696



<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/61_Wibowo_P1021_2019_RS.pdf)</p>	<p>The Texture of Indonesian Story Texts in Teen Literature</p> <p>*Agus Hari Wibowo^a, Djatmika^b, Mohd Nor Shahizan Ali^c, Neesa Ameerah Mohamed Salim^d, Bahtiar Mohamad^e, ^{a,b}Faculty of Cultural Sciences, Universitas Sebelas Maret, Indonesia, ^cFaculty of Social Sciences, Universiti Kebangsaan Malaysia, Malaysia, ^dFaculty of Art and Design, Universiti Teknologi MARA, Malaysia, ^eSchool of Multimedia Technology and Communication, Universiti Utara Malaysia, Malaysia.</p> <p>*Corresponding email: ^a<i>Agushari67@staff.uns.ac.id</i> (mailto:Agushari67@staff.uns.ac.id) ^b<i>djatmika@staff.uns.ac.id</i> (mailto:bdjatmika@staff.uns.ac.id), ^c<i>shahizan@ukm.edu.my</i> (mailto:shahizan@ukm.edu.my), ^d<i>neesa@kedah.uitm.edu.my</i> (mailto:neesa@kedah.uitm.edu.my), ^e<i>mbahtiar@uum.edu.my</i> (mailto:mbahtiar@uum.edu.my)</p> <p>Exploring the quality of language use is interesting as it reflects how the young writers compose their stories. In Indonesia, there have been publications of such literary works as novel or short stories written by young writers from different backgrounds, which might result in different styles of writing. This article discusses the quality of the Indonesian language text stories employed by Indonesian young writers that are popularly referred to as teen literature. Teen literature in the form of short stories and novels were collected and analyzed from a linguistics point of view. The focus of analysis was more on the text texture. The analysis of text texture involves the lexicogrammar and the diction or the illocution of the words. In addition, the expression of the speech act of the utterances in the stories was also analysed. The result shows that the young writers have the ability to perform effective grammatical structure related to the complex construction of sentences and also the choice of speech adjectives to be used in the dialogue in the story texts. However, some weaknesses in grammatical structure and speech act also still occur in some parts of the story texts analyzed. Pages 1021 to 1040</p>
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<p>Pdf (/images/Vol5iss2_/62_Hussaini_P1042_2019R.pdf)</p>	<p>Impact of Financial Decisions on Suppliers Relationships with the Business: A study From Kuwait</p> <p>Ahmed Nahar Al Hussaini^a, ^a <i>The Public Authority for Applied Education & Training. The College of Business Studies, State of Kuwait</i> (Pages 1042 to 1067)</p> <p>The purpose of the present study is to examine the effect of financial decisions on supplier's relationship with business. For financial decisions factors like dividend decisions, leverage and business growth are selected as major explanatory variables. To measure the supplier's relationship with the business, accounts payable is selected as the main outcome factor of the study as it measures the supplier's account using the balance sheet. A sample of 100 manufacturing firms is observed, covering the time of 2011 to 2016 on annual basis. Panel data models under the title of pooled regression, fixed effect, and random effect are applied to check the empirical relationship between the variables. Based on the findings, it is suggested that fixed effect findings under all regression models can be generalized. While under multiple regression models, market leverage, dividend payments, and dividend yield have their significant association with supplier's accounts. For the panel fixed effect estimator, book leverage, market leverage, and debt to assets are significant determinants of a supplier's account. For the whole sample of variables, book leverage, market leverage, debt to asset, dividend yield and business growth were identified as significant determinants. However, under the combination of debt to equity, leverage and business growth, debt to equity, dividend yield, and assets growth are significant determinants of a supplier's account. The originality of this study addresses an identified gap in the empirical literature for financial decisions and supplier relationships with business. This study is further based on several limitations such as advance panel models and robust checks for the data are not observed.</p>
<p>Pdf (/images/Vol5iss2_/63_Aris_P1068_2019R.pdf)</p>	<p>The Presence of Bipolar Disorder Symptoms: Navigating Employees to Avoid Mental Illness for Outstanding Work Performance</p> <p>Aris, A. Z. Z.^a, Aman, N. A.^b, Salleh, S.S.M.M.^c, Zahari, M.K.N.^d, Saraih, U. N.^e, ^{a,b,c,d,e} <i>School of Business Innovation and Technopreneurship, Universiti Malaysia Perlis (UniMAP), Malaysia</i> (Pages 1068 to 1081)</p> <p>This study delves into the causes of the symptoms of bipolar disorder among teachers and examined how it was related to meeting standards of work performance. Participants were 81 male and 119 female secondary school teachers in North Malaysia. Participants were given the surveys based on three independent variables which are stress, mood and emotions and work environment that were empirically evident to become the source of bipolar disorder symptoms. Results suggested that all of the independent variables are correlated with work performance; with the highest result being for work environment (.48**), then mood and emotions (.47**) and finally stress (.38**). Results are discussed in terms of implications for teachers to excel in their work performance.</p>

<p>Pdf (/images/Vol5iss2_/64_Mail_P1082_2019R.pdf)</p>	<p>History and Development of Islamic Education in Brunei Darussalam, 1600–1983: from Home Instruction to the Religious Primary School</p> <p>Awg Haji Asbol bin Haji Mail^a, Ampuan Haji Brahim bin Ampuan Hj Tengah^b, Haji Tassim bin Hj Abu Bakar^c, (Pages 1082 to 1101)</p> <p>Religious education played an important role in the spread of Islam throughout the Malay Archipelago. In the Nation of Brunei, Islam has been practiced since the 10th or 16th century according to local and Western historians, respectively. This paper discusses the development of Islamic education in Brunei from 1600 to 1983. Early Islamic education was informal, being carried out mainly by family members and Muslim clerics. The standardisation of Islamic education began in the 1930s, as Malay schools gradually incorporated religious elements in the curriculum to foster a more comprehensive understanding of Islamic principles and practices among youth. The establishment of the Department of Religious Affairs in 1954 and religious primary schools in 1956 under Sultan Omar Ali Saifuddein III further entrenched the influence of Islamic education. Thus, the progress of Islamic education in Brunei occurred in stages, corresponding with socioeconomic and political developments affecting the Bruneian Muslim community.</p>
<p>Pdf (/images/Vol5iss2_/65_Bukhari_P1102_2019R_1.pdf)</p>	<p>Anthropocentric Religious Communication of National Amil Zakat Agency for the Empowerment of Marginal Communities in Padang Indonesia</p> <p>Bukhari Bukhari^a, Ismail Suardi Wekke^b, Thaheransyah Thaheransyah^c, Ahmad Sabri^d, <i>^{a,c,d} Universitas Islam Negeri Imam Bonjol Padang, Indonesia, ^b Sekolah Tinggi Agama Islam Negeri (STAIN) Sorong, Indonesia</i> (Pages 1102 to 1115)</p> <p>Anthropocentric religious communication of empowerment has raised the quality of life, knowledge, work skill, and mindset of marginal communities in Padang by means of enlightening, supplying, and using capital resources in independent communities. The purpose of this article is to reveal the place of anthropocentric dakwah of National Amil Zakat Agency (BAZNAS) in the empowerment of marginal communities as independent communities in welfare improvement. This study used a descriptive phenomenological approach through observation and in-depth interviews with the executive board of BAZNAS of Padang City, da'is, and marginal communities as the aid recipients and further the university component was explored. Group discussion was focused on field data findings, then analysis and comparison with relevant articles and literature. Observation was carried out to study the socio-cultural aspects of marginal communities related to empowerment dakwah and communities independence. This study found that realizing independent marginal communities of Padang City was not achieved by granting revolving fund resources as capital to run their business or by giving them work skill training, but also by changing their mindset and their understandings through cooperation with da'is in the form of religious talk/recitation wirid and with the university as field consultant. That BAZNAS which has performed in cooperation with da'is and the university in empowering marginal communities of Padang City Indonesia is a new finding in this study.</p>

Digital Financial Reporting Practices among Public Listed Mining Companies in Indonesia

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(Pages 1116 to 1133)

The Internet is one technology that plays an important role currently. Most companies that have gone public have an existing company website containing important information about the company. The availability of the internet can facilitate a company's presentation of latest information. The Internet can also be used by corporate information users to determine a company's current financial condition. The use of the Internet to deliver corporate financial statements is called Internet Financial Reporting (IFR). Internet financial reporting (IFR) is a recent but fast-growing phenomenon. Many companies worldwide publish their corporate financial information on the Internet. Companies can store financial information via the Internet to reach a wider worldwide audience more quickly and economically. The study objective is to examine the relationship between firm size, leverage, liquidity, profitability and Internet Financial Reporting (IFR) in Indonesian mining companies. This study is categorized as descriptive research and uses multiple regression models for data analysis. The study findings are that (1) the combined firm size, leverage, liquidity and profitability have no significant effect on the disclosure of IFR, (2) firm size has non-significant positive effect, on the disclosure of IFR, (3) leverage has non-significant positive effect on the disclosure of IFR, (4) liquidity has non-significant positive effect on the disclosure of IF and (5) profitability has a significant positive effect on the disclosure of IFR. This study adds to existing available information for policymakers, company management, governments, the Financial Services Authority and the Indonesia Stock Exchange, that enables informed decision making about IFR as a transparent medium for corporate governance.

Examining the Trend of the Research on eXtensible Business Reporting Language (XBRL): A Bibliometric Review

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XBRL or eXtensible Business Reporting Language is a digital version of business reports that has been widely used in order to replace the traditional paper-based reports, such as PDF and HTML. Reports in XBRL format opens up various capabilities where the users of the reports can use, share, analyse or add meaningful value to the data. Based on the usefulness and benefits of XBRL, there are many kinds of research has been conducted on this topic. Therefore, this paper aims to analyse, and reports published documents related to XBRL based on the data obtained from the Scopus database. As of 15th July 2019, a total of 370 documents are retrieved and analysed. Using standard bibliometric indicators, this article reports the research productivity, documents and source types, language of publications, subject area, most active source title, distribution of publications by countries, most active institutions, authorship, keywords, title and abstract analysis and citation analysis. The results show that there is an increased growth rate of literature on XBRL from 2001 until 2011. However, the number is slightly lower from 2011 till 2019. There are various studies that have been conducted on XBRL involving the collaboration of multi-authors, published in various languages, by a total of 160 authors from 43 different countries and 160 institutions.

<p>Pdf (/images/Vol5iss2_/69_AITameemy_P1168_2019R.pdf)</p>	<p>A Comparative Study of Teachers' and Students' Perceptions of the Effective English Teacher at Prince Sattam Bin Abdulaziz University</p> <p>Farooq Al-Tameemy^a, Fahad AlSahli^b, ^{a,b}Prince Sattam Bin Abdulaziz University (Pages 1168 to 1194)</p> <p>The main purpose of this study is to investigate the perceptions of English language teachers/faculty members and students about effective English language teaching. In addition, it aims to find whether there are statistical significant differences between English teacher and student perceptions about effective English language teaching and how the dimensions: Professional, English teaching, personal, and interpersonal qualities are order-ranked according to importance. Proposed qualities of effective teaching were organized under four sections: Professional, English teaching, personal and interpersonal qualities. In addition, participants were asked to note other qualities that did not already exist in the questionnaire. The study targeted male and female faculty members and EFL students at Prince Sattam Bin Abdulaziz University. The study found that both faculty members and students have highly positive perceptions of the teaching qualities proposed in the study. The study also found statistically significant differences between faculty members and students in their perceptions about effective English language teaching in favour of faculty members. There was no statistically significant difference that can be ascribed to gender (i.e. in general for all participants, faculty members and students). Similarly, there was no statistically significant difference that can be ascribed to experience.</p>
<p>Pdf (/images/Vol5iss2_/70_Aprian_P1195_2019R.pdf)</p>	<p>The Impact of Tax Incentives and IFRS Adoption on Foreign Direct Investment in ASEAN Countries</p> <p>Galu Bernie Aprian^a, Ferry Irawan^b, ^aSchool of Accounting, Polytechnic of State Finance, Tangerang Selatan, Indonesia, ^bSchool of Tax, Polytechnic of State Finance, Tangerang Selatan, Indonesia (Pages 1195 to 1212)</p> <p>This study analyzes the effect of the tax incentive (proxied by tax rate and tax holiday) and IFRS adoption on the Foreign Direct Investment (FDI) in ASEAN countries by using panel data regression. This study is conducted in 9 ASEAN countries, with the timeframe of study being from 2006 to 2015. To produce a more reliable result, the study also utilised several control variables: market size, openness to trade, construction, unemployment rate, and public debt. Based on a random effect model, there are three important results. First, tax rate makes a negative impact on FDI inflows. Second, tax holiday has no statistically significant impact on FDI inflows. Third, IFRS adoption has a positive impact on the FDI inflows. The government's policy in determining the tax incentive and the decision in IFRS adoption provide an institutional advantage, which have added value to support an investor's decision to transfer FDI to the country.</p>

***Shariah* is Immaterial in the Eyes of Civil Courts:
Critical Analysis on the Cases Decided in Malaysia,
Brunei and England**

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The problem in Islamic finance is that all disputes are decided in Civil courts that apply the Common law principles. Applying the common law principles which override the conventional banking system, are the primary reason Shariah values are being disregarded by the court of law. The objective of this paper is to analyse cases of Islamic finance decided in three (3) countries which are Malaysia, Brunei and England. These three countries were selected due to ease of access to information and cases. The research findings led to the conclusion that Shariah is not the main issue discussed in the courts of law. In some cases, the judges even refused to uphold Shariah principles under the 'harmonisation' concept and restricted covenants under the conventional law regime. These findings presented in this paper are that Islamic finance cases decided in court do not put emphasise on the importance of Shariah compliance. A further finding is that never in the history of cases decided in court in these jurisdictions has an attempt been made to define what 'Shariah compliance' and 'Shariah' are. Additionally, this paper argues that cases where judges have wrongly interpreted contracts exist. This is research based on literature, cases have been collected from the available reported and non-reported literary collections. The findings may lead to future research and strengthening of Shariah in policy making. Pages 1213 to 1225

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/72_Ali_P1227_2019_RS.pdf)</p>	<p>The General Insurance Agents' Communication Tools and Its Relationship with Self-Efficacy and Training Effectiveness</p> <p>*Shahrizal Badlishah^a, Juha Ali^b, Muhammad Fareed^c, ^{a,b,c}School of Business Management, College of Business, Universiti Utara Malaysia, 06010 Sintok, Malaysia.</p> <p>*Corresponding Email: bshahrizal@uum.edu.my (mailto:bshahrizal@uum.edu.my)</p> <p>Accomplishing training effectiveness will be beneficial for General Insurance Agents in performing their daily activities. The training expenditure for General Insurance Agents, which is accounted for in the Agency Related Expenses (ARE) in the company's books, applies to all the agency force practitioners of general insurance with effect from 1st January 2005 wherein all related compliance requirements are stipulated including training hours in the guidelines set by the Central Bank of Malaysia (BNM). The Financial Mediation Bureau (FMB), now known as Ombudsman for Financial Services (OFS), a unit under the Central Bank of Malaysia, had recorded 609 customer complaints in 2015, 660 in 2014 and 742 in 2013 for General Insurance products. This report shows that the people who introduce the insurance products to the public are not well versed with the products thus the knowledge imparted is not consistent with the product. In the insurance industry, the people who play the role as link between insurance companies and customers are widely known as agents. This research was conducted in two training sessions where agents were evaluated on how to improve their understanding on basic product knowledge and thus transferring this to sales. Results indicate that agents feel easy, more comfortable and open-minded while learning from their peers as compared to the instructors. An approach using self-efficacy was developed and resulted in a more relaxed learning atmosphere that improved agent performance through improved training effectiveness. Pages 1227 to 1238</p>
<p>Pdf (/images/Vol5iss2_/73_Junaidi_P1240_2019R.pdf)</p>	<p>Spirit of Maritime in Rida K Liamsi's Poems</p> <p>Junaidi Junaidi^a, ^a<i>Universitas Lancang Kuning Pekanbaru-Indonesia</i> (Pages 1240 to 1254)</p> <p>The notion of maritime seems to be a prevalent poetic theme. The energetic enthusiasm of maritime life in facing life challenges is the inspiration for this. This research aims at analyzing the maritime concept, included as represented in four poems written by Rida K. Liamsi, namely <i>Laut</i> (Sea), <i>Tempuling</i> (Spear), <i>Pancang Nibung I</i> (Palm Tree Pole I), and <i>Kemejan</i> (Shark). Descriptive method is used to explain maritime concept in the poetry. While the research result will show the discussions of rigorous life obstacles inside life in maritime territory. These poems are a response to Malay eagerness to live in a maritime zone. The poems teach the struggle in life requires persistence. Malay culture is to never surrender to fate, even though every fight will result in both victory and failure. This destiny does not impair their exertion in handling life. The most interesting part is that they recognize the importance of the essence of life for struggle is the true heart of life.</p>

The Impact of Learning Facilities on Students' Academic Performance in Professional an Accountancy Qualification Program: Empirical Evidence

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Learning facilities both academic and non-academic facilities have a great impact on students' academic performances in an externally examined professional accountancy program i.e. Association of Chartered Certified Accountant (ACCA) Qualification and therefore, inadequacy of such facilities may translate to students' poor performances. This study examined the availability and convenience of the learning facilities that were provided by the selected Gold Status Approved Learning Provider (ALP) in Malaysia to local students who have enrolled in an ACCA Qualification program. The research objective of this study is to determine the significant relationship between the availability of academic and non-academic facilities and the academic performance of ACCA students in their professional and fundamental exam papers. A survey questionnaire was employed as the main instrument to collect data for statistical analysis from the ACCA students who had enrolled and registered for their June 2017 examination. The empirical findings of this study may provide an initial step forward in recognizing the role of essential learning facilities that would help to overcome the problem of ACCA students' poor academic performances in the selected Gold Status ALP.

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/75_Jermsittiparsert_P1272_2019R.pdf)</p>	<p>Determinants of Social Media Usage (Face-book) to Create Brand Awareness among Indonesian Consumers</p> <p>Kittisak Jermsittiparsert^{a,b}, Jutamat Sutduean^c, Thanaporn Sriyakul^d, ^aDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^bFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, E-mail: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), ^cCollege of Innovative Business and Accountancy, Dhurakij Pundit University, Bangkok, Thailand, ^dFaculty of Business Administration, Mahanakorn University of Technology, Bangkok, Thailand,</p> <p>Purpose: The current study intends to determine the usage of social media (face-book) as found to be compatible, cost effective and interactive for users. The effect of social media usage (specifically face-book) on brand image is under discussion in the present study.</p> <p>Design and Methodology approach: A quantitative approach has been taken in this study for a statistical analysis on collected data through a survey questionnaire administered to 265 social media users in Jakarta Indonesia. SEM (structural equation modelling) has been used for the testing of the hypothesis in the present study.</p> <p>Findings: The current study found 1) impact of compatibility has insignificant impact with face-book usage, 2) strong positive impact of cost effectiveness, 3) interactivity was a strong and positive impact on face-book usage, 4) usage of face-book has a strong positive impact on brand awareness.</p> <p>Limitations of Research: Limited sample examination for proposed constructs is a limitation of study; the sample covers only Jakarta and young online users in Indonesia which limits the generalized findings. Practical implication: Innovative and better quality is expected by face-book services which is being used widely for online services. Online users consider various factors for online selection of media especially face-book. The right selection of media is necessary as it impacts brand image. Pages 1272 to 1289</p>
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Community Satisfaction Survey in Government of Kuningan Regency West Java Province

Lia Muliawaty^a, R. Taqwaty Firdansijah^b, Kamal Alamsyah^c, ^{a,b,c}*Faculty Social Sciences and Politics, Pasundan University, Indonesia (Pages 1290 to 1317)*

Regional autonomy is the implementation of Law Number 32 (2004) and Act Number 23 (2014) on Regional Government. The main objective is to improve the welfare of the community. One of the main tasks of local government is to provide public services based on Law Number 25 (2009) of Public Service. Kuningan Regency, West Java Province, is trying to improve public services in all fields. In connection with the increasingly complex needs of the community, the government of Kuningan Regency is required to optimize public services. Public service conducted by Kuningan Regency government needs to be evaluated periodically to assess service quality and community satisfaction by using a Customer Satisfaction Survey (CSS). In this study this survey was conducted on several basic services, such as identity card (KTP), birth certificate, building permits (IMB), business license, and infrastructure. The objectives of the research are: 1) to know and assess the level of public satisfaction of the service of the apparatus; 2) to know and examine public obstacles to various services provided by the apparatus; 3) to know and examine whether the efforts made by the apparatus solve community dissatisfaction about the service. The research presents findings about the level of public satisfaction with the service of apparatus in the supply of clean water, waste and waste management and whether it has decreased or whether there is dissatisfaction.

Energy Management Practice: A Case Study of University Utara Malaysia Main Administrative Building

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Over the past few years, the cost of operations and maintenance of buildings on public university campuses have increased and among the issues that need to be promptly addressed are those related to energy efficiency within the campus. Although the university management is aware of this issue, there are challenges that have never been taken into account in energy management activities within the university campus. Therefore, this paper aims to examine the energy efficiency program as well as identify the challenges that the energy committee is currently facing. The approach is a case study from which data was collected through observations, interviews, and documentation research about the overall program and all the challenges faced during the energy management program carried out at the campus of Universiti Utara Malaysia (UUM). The findings of the study show that top management commitment, budget allocation, employee involvement, and awareness are key issues that challenge the sustainability and effectiveness of energy efficiency programs at UUM campus. The implementation of energy efficiency programs on campus at public universities in the future should take into account the challenges and difficulties faced by the energy management committee.

<p>Pdf (/images/Vol5iss2_/78_Minsih_P1328_2019R.pdf)</p>	<p>Equality of Learning for Children with Special Needs: Case Studies at the Elementary School Level</p> <p>Minsih Minsih^a, Slamet PH^b, Suparno^c, Imam Mujahid^d, ^a<i>Universitas Negeri Yogyakarta & Universitas Muhammadiyah Surakarta,</i> ^{b,c}<i>Universitas Negeri Yogyakarta,</i> ^d<i>Institut Agama Islam Negeri Surakarta,</i> (Pages 1328 to 1354)</p> <p>This article aimed to: (1) describe the development of inclusive education in an Elementary School, Lazuardi Kamila Global Islamic School Surakarta, Central Java, Indonesia and (2) describe the conditions of inclusive learning for children with special needs. Data was collected through interviews, observation, and documentation. The data was analyzed using inductive-interactive-qualitative techniques. The results show that (1) during the last six years the development of inclusive education at Elementary School of Lazuardi Kamila Global Islamic School Surakarta has run smoothly, and there have never been cases of students who withdrew before basic education was completed. (2) students with special needs learn together with normal students in a mutual-common classroom. All school members support and try to maximize inclusive education, although there are still many shortcomings in the implementation of inclusivity. The implementation of inclusive learning has been going well through implementation of a system focused on equality in learning and in interacting and communicating in daily life where the methodology, media, and teaching materials are tailored to the development and needs of students.</p>
<p>Pdf (/images/Vol5iss2_/79_AlBadarneh_P1355_2019R.pdf)</p>	<p>Job Performance Management: The Burnout Inventory Model and Intention to Quit their Job among Hospitality Employees</p> <p>Mohammad B. Al-Badarneh^a, Hakam S. Shatnawi^b, Omar Abedalla Alananzeh^c, Ahmad A. Al-Mkhadmeh^d, ^a<i>Department of Travel and Tourism, Faculty of Tourism and Hotel Management, Yarmouk University, Jordan,</i> ^{b,c,d}<i>Department of Hotel Management, Faculty of Tourism and Hotel Management, Yarmouk University, Jordan,</i> (Pages 1355 to 1375)</p> <p>This study investigates the impact of burnout on the employees' intention to quit and the latter's impact on job performance. A developed model was constructed to determine the factors of burnout and their effects as well as the effect of the intention to quit a job on employees' performance. As the study is conducted in a conservative community, the model took into consideration cultural and religious factors. The study used a self-administered questionnaire adapted from previous pioneering studies of burnout to examine the various intertwined relationships in the proposed model, which was achieved using an SEM technique. The findings show that burnout dimensions significantly affect the intentions to quit a job which in turn had a significant impact on job performance. Theoretical and managerial implications were suggested accordingly.</p>

<p>Pdf (/images/Vol5iss2_/80_Gintings_P1376_2019R.pdf)</p>	<p>Indonesian National Work Competency Certificate (SKKNI): Ending Discrimination to Persons with Disabilities in Formal Sectors Employment</p> <p>Abdorrahman Gintings^a, ^aSpecial Education Department, Faculty of Teacher Training and Education Science, Universitas Islam Nusantara, (Pages 1376 to 1395)</p> <p>This article aims to reveal how the provision of SKKNI addresses the discrimination against people with disabilities in obtaining employment opportunities in formal sectors. This study employs an in-depth literature review which includes academic literature, regulations, news, interviews, and focused group discussion. As a result, this study found that the provision of SKKNI was an appropriate means and had formal legal power to ensure that people with disabilities had the same opportunities as their colleagues who were not disabled to fill the same employment opportunities. Certified competencies will be protected by law and will stop defamation of people with disabilities who are both the same as per the creation of God. Technically, the application of this idea can be accomplished by establishing a national task force that will identify the KKNi (Indonesian Qualification Framework) referring to SKKNI to be incorporated as SKL (Graduate Competence Standard) in the curriculum for SLB or Special Education School. This step was strengthened by establishing an LSP or Professional Certification Unit in a number of SLBs which were designated as pilot schools. To avoid obstacles from some stakeholders, public education for persons with disabilities needs to be done intensively and extensively.</p>
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Reorientation of Education In the Industrial Era 4.0 in Nation Development

Guest Editor: Eko Susanto

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The Effect of STAD and TPS Integration in Biology Learning Toward the Students Cognitive Achievement

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This research was undertaken to examine the effect of the Student Team Achievement Divisions (STAD) and Think Pair Share (TPS) integration strategies in biology learning of ecology toward the cognitive achievement of biology; the difference between higher and lower student ability in biology learning. The method design of the research was a pretest-posttest non-equivalent control group with 2x2 factorial. The study was conducted in senior high schools in Metro City. The research result showed that there is an effect of STAD and TPS integration models in biology learning of ecology toward cognitive biology achievement. There is no difference between higher and lower student ability in cognitive performance because lower ability students could reach the result scaffolded by upper ability students. This suggests that teachers need to implement STAD and TPS integration in biology learning. Teachers are also expected to empower the difference of academic ability in the learning group. Pages i to xiii

Learning Supervision Strengthening Based on School Culture in Kindergarten

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This study aims to describe the strengthening of school culture-based learning using qualitative research methods with phenomenological designs. This study was conducted in three superior kindergartens in the city of Malang. The research design used was multisite qualitative research. Sources of data came from principals and teachers in the three kindergartens. The instruments used were guidelines for interviews, observation and documentation. Data collection techniques used were in-depth interviews, observation, documentation and field notes. The analysis technique used was qualitative and descriptive with a phenomenological technique. The results of this study are that three kindergartens have made supervision planning. The techniques used were determined as individual through classroom observation. The results of supervision were followed up by the teachers. The implementation of supervision was carried out with the developed schools' cultural principles, namely openness, collaboration, empowerment, cooperation, democracy and religious principles. It was concluded that supervision of learning can be strengthened through school culture. Pages 1 to 11

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This study focused on the underlying factors of school counsellors' psychological well-being and the contribution of these factors to psychological well-being. This study used Structural Equation Modelling as its analysis method. This study concludes that the major hypothesis was accepted. School counsellors with higher levels of mindfulness are capable of improving their self-concept. A good level of religiosity may improve a school counsellor's self-concept, or it may make their self-concept more positive. Religiosity, along with mindfulness, accounts for 56% of their self-concept. The rest of it is accounted for by other variables. A school counsellor's mindfulness does not necessarily improve their psychological well-being. Otherwise, improvement of psychological well-being may be caused by other variables or by mindfulness related to other variables. Pages 12 to 29

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The purpose of this research is to know the transformational leadership relationship of school principals, the climate of school organisations and the professional attitudes of teachers in the Banjarmasin state high schools. The method used in this study is descriptive and correlational. Data analysis using Structural Equation Modelling (SEM) is processed through Analysis of Moment Structure (AMOS) software. The results showed (1) there is a direct relationship between the transformational leadership of school heads and the performance of teachers in SMAN Banjarmasin City, (2) there is a direct relationship between school organisational climate and the performance of teachers in SMAN City Banjarmasin, (3) there is a direct relationship between the professional attitude of teachers and the performance of teachers in SMAN Kota Banjarmasin, (4) there are indirect links between the transformational leadership of school principals and the performance of teachers due to organisational climate at the SMAN school in Banjarmasin and (5) there is an indirect relationship between the transformational leadership of a school principal and the performance of teachers due to the professional attitudes of the SMAN teachers in Banjarmasin. Pages 30 to 45

Participation from the Dayak Ma'anyan Tribal Community in Central Kalimantan in the Implementation of Education Based on Local Wisdom

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The research method is qualitative with a theory oriented phenomenological approach. The research design used was multi-site involving three high schools in Barito, Central Kalimantan, Indonesia. Data collection techniques used were participatory observation, in-depth interviews and document studies. The results of this study found that the Dayak Ma'anyan tribal community's participation was still low in terms of the level of funds but was higher regarding the contribution of morals, goods and services. In addition, supporting factors were found regarding the participation of the Dayak Ma'anyan tribal community based on local wisdom in the implementation of high school education. These included the following: (a) Social status. Based on past experience, the Dayak tribe go to other regions to get higher levels of social status. (b) there is a transfiguration effect at the level of education. (c) Preservation of the green environment in the school environment. Pages 46 to 63

The Influence of Intellectual, Emotional, and Spiritual Intelligence on Online Media Response Behaviour in Students

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This study aims to determine the effect of intellectual, emotional and spiritual intelligence on online media response behaviour in high school students. Using a quantitative approach with a survey design, the study population was all eleventh-grade high school students in the city of Surabaya, totalling 22 schools. Samples were taken in clusters and in a proportional manner. All research data was extracted with a questionnaire that had been tested for validity and reliability. Data was analysed by using discrete, correlational and general regression techniques. The study found: (1) there was no effect of high school students' intellectual intelligence on online media news response behaviour, (2) there was no influence of emotional intelligence on high school students' response behaviour to online media news, (3) there was no influence of high school students' spiritual intelligence on response behaviour to online media news. Pages 64 to 78

Designing Contextual, Civic Education Based Teaching and Learning Resources for Seventh Grade Secondary School Students

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This study focused on developing contextual teaching and learning resources, especially in civic education. This study was aimed to design the civic education textbook for seventh grade secondary school students and examine the effectiveness of the design to enhance students' learning outcomes. The results of the implementation of contextual-based teaching textbook in two diverse classrooms, 7A and 7B, showed that there was high improvement in students' learning outcomes. In class 7A, students' marks changed slightly, from 74.67 in the pre-test to 78.00 in the post-test. While in class 7B, students had better learning outcomes, increasing from 76.00 in the pre-test to 79.17 in the post-test. Overall, students who used contextual based teaching textbook showed better learning outcomes than students who did not apply the textbook in their classroom. The learning mark of the former was 25% better than the average students' learning mark, which was under 13%. Pages 79 to 92

Cadre Training for Community Empowerment in Islamic Boarding Schools

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This study uses a qualitative research design. The type of qualitative research used involves case studies. The objectives of this study are as follows: (1) analysing the characteristics of students as cadres of facilitators for community empowerment; (2) analysing the structure of the community learning curriculum (BBM) in the personality education program of the students as facilitators of community empowerment; (3) analysing the learning process in the community as education for cadres of community assistants in its input, process and output; (4) analysing evaluation activities as quality control of the learning outcomes of students as assistants in community empowerment. The conclusion is that students in boarding schools are from poor families (some are capable but problematic children). The curriculum is used purely by SPMAA with a percentage of 70% Islamic boarding school education 30% formal education. The impact of this collaborative learning community provides positive benefits obtained by the students regarding the curriculum that is applied specifically through spiritual cultivation establishing inner personality. Pages 93 to 109

Drawing Techniques and Tools Appreciated and Implemented by Elementary School Students

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This study aims to describe (1) drawing techniques and (2) drawing tools used according to elementary school students (SD). This study employed a qualitative descriptive research design. Subjects of the study are elementary school students of grade III, IV, V and VI in Malang city and regency. To collect data, this study used questionnaires and drawing documents. A content analysis approach and art appreciation were used to analyse the data. The results indicate that (1) drawing techniques involving self-creation, (imitating books and the Internet), were assisted by fathers, mothers, brothers and friends. They imitated magazines and resources. For example, objects were seen directly, teachers' demonstration drawings were copied and techniques came from the imagination of the children themselves. (2) The drawing tools used included pencils, crayon paint, coloured pencils, markers, poster paint, pens and other tools. Pages 110 to 125

Big Book Media for the Speaking Skills of Primary Students in Welcoming the Fourth Industrial Revolution

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Improving the speaking skills of primary students can be done with reading-telling activities. Therefore, this study aims to develop the valid, practical and effective Big Book Media to improve the speaking and communication skills of primary students. Big Book Media uses the ADDIE (Analysis, Design, Development, Implementation and Evaluation) development model. The object of this research is students' speaking and communication skills. The subjects are primary school students in Padang Utara District, Padang City. The results show that the use of Big Book Media makes students more skilled in communicating messages and problems contained in the Big Book. Also, the use of pictures makes students express the content of the Big Book in their sentences. Stories related to everyday issues make students critical in expressing their opinions on the problems presented. This is important in supporting their speaking skills. Pages 126 to 138

Training Effective Communication in Early Childhood Teachers

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This article involves training (as a form of community service) in an effort to develop early childhood teacher skills. An interesting learning process is needed at an early age, because a child's attention span is still limited. Systematic efforts need to be made to achieve this. They include strategies, learning methods and other efforts involving the effective communication strategies of teachers. Knowledge and skills are needed in the form of training. This training makes improvements through the involvement of professional institutions, including universities. The methods used in the training are lectures, discussions and simulations. The results obtained increase teachers' understanding of the learning strategies, especially the importance of effective communication skills for early childhood learning. Teachers also have a better understanding of how to apply effective communication strategies in developing the abilities of young children. Pages 139 to 149

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This study was conducted to identify and measure the occupancy level of school facilities in three categories, namely, building/rooms, electronic facilities and books in the library. The methodology that was used in this research was quantitative with a descriptive analysis technique. The results of the research show that the utilisation of school assets in the three schools is not optimal. The utilisation of school buildings is not optimal because the learning schedule is only from 07.00 a.m. to 01.00 p.m. The schools could use the buildings for more than 6 hours. The asset utilisation is not optimal because the teachers rarely use the electronic facilities available. This indicates that the teachers in the school use conventional teaching processes. The lack of book borrowing in the library indicates that students' literacy levels are still low. Pages 150 to 163

Implementation of School Management Based on a Balanced Scorecard and Its Relationship with Headmaster Attributes in Indonesia

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School management is an important factor that determines school performance. Only through effective management will optimal processes and work outcomes be achieved in schools. To improve the quality of education, it is absolutely necessary to effectively manage school performance. There are many school management models that can be applied by headmasters. An effective school management model is school management based on a balanced scorecard. The purpose of this study is to describe balanced scorecard-based school management that is used by headmasters in primary schools. The study was conducted in the city of Batu, East Java, Indonesia. The samples included 30 headmasters and 39 teachers. They were chosen using a random cluster sampling technique. The data analysis techniques used in this study include descriptive statistics, t-tests and Pearson Product-Moment Correlation. The results showed that the implementation of school management, based on a balanced scorecard, were good. The highest dimension is the customer's perspective, while the lowest dimension is in financial management. There is no significant difference in the results of the headmaster and teacher assessments. The main attributive variable that was significantly positively related was the rank and tenure of the headmasters with a growth perspective. Pages 164 to 179

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This study aims to know the implementation of school-based management in the eastern area of Indonesia. The researched areas consist of 10 provinces and 35 respondents (the principals of primary schools). The research sample was determined by using a stratified random sampling technique with representatives from regencies/cities in each province in the eastern area of Indonesia. The data analysis was done descriptively through collecting, arranging, organising, synthesising, presenting and analysing the numerical data. The research results showed that the most compelling indicators of the opportunity to implement school-based management in the eastern area of Indonesia are policy type, policy impact, transparency, task division, policy substance, school independence, the improvement of school quality, policy scope, policy implementation and teacher guiding. The indicators that should be improved are planning, program evaluation, reporting, time suitability, time benefits, utilisation, organising, procurement, people's participation, decision making, accountability and teacher quality. The indicators that should be restored due to their low quality are the assessment of teachers' performance, supervision, the number of teachers, time efficiency, cost efficiency, time allocation, cost sources, cost types and cost-effectiveness. Pages 180 to 196

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The purpose of this study is to examine the political thoughts of Ki Hadjar Dewantara regarding education and its implications for school management in the industrial era 4.0. Based on the object of study, this research is qualitative, interpretive literature. The approaches used involve (1) historical facts used to trace the thoughts of Ki Hadjar Dewantara in the historical environment and their various influences and (2) hermeneutics used to interpret symbols and search for their meanings. The results showed that an indigenous education model is needed to deal with a colonial education system. An egalitarian and participatory system is required, through leadership techniques and among systems with a community model. It also needs a national style and school financing according to the concept of paguron. For principals, this involves trusting subordinates, encouraging staff to come forward, appreciation for teachers who have shown good teaching performance. In addition, teachers must try to improve competence. Pages 197 to 208

Optimising Cooperation Between School Personnel and Students' Self-Development in the Industrial Revolution 4.0

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Many challenges must be faced in the industrial revolution 4.0. In the scope of education, students are expected to develop themselves in the personal, social, learning and career fields. To help students develop these four fields, collaboration and cooperation between school personnel and the community (including parents) is needed. In order for this collaboration to be effective, efficient and practical, a reliable model is needed. The design of the model developed is based on the results of research related to the collaboration between school personnel in their service to students, especially guidance and counselling services. The research involved 428 respondents from various regions in Indonesia. Pages 209 to 218

Playing Motion Activity Model Development to Improve Early Childhood Creative Thinking

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Creativity is a comprehensive concept involving complex cognitive processes such as perception, sensitivity and flexibility, which are commonly used in our daily lives. The design of this study is adapted from the model of Educational Research and Development, and features expert assessment of five key components, or activities, of the proposed model. Instrument validation was achieved with results showing 3 activities (60%) to be very valid, 2 activities (40%) to be moderately valid and no activities as invalid. Following validation, pre- and post-testing was conducted to evaluate the effectiveness of the model's activities on creative thinking skills in children aged 4-5 years. This study is expected to develop the play motion activities learning model to enhance early childhood creative thinking. Pages 219 to 236

A Comparative Study of "Conventional," "Beads" and "Running Plot" Media Methods for Addition and Subtraction Education

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This study aims to examine significant differences among various learning methods: (a) conventional, (b) the use of "beads" media, and (c) the use of "running plot" media. H_0 in this study suggests that through the use of these methods, no significant difference exists in the average class achievement towards the addition and subtraction of integers learning at the Elementary School of Bunulrejo 2, Malang City. The results of this study reject this initial hypothesis and rather support H_a , which states that a significant difference does exist in the average class achievement of integer addition and subtraction among the three teaching methods of beads, conventional and running plots at SDN Bunulrejo 2, Malang City. Pages 237 to 243

Interaction of E-Learning: Student Self-Efficacy in Using the “Learning Management System (Sipejar)”

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Universitas Negeri Malang (UM) developed the Sistem Pengelolaan Pembelajaran (SIPEJAR), an e-learning learning management system integrated with UM's academic system. SIPEJAR is designed to increase self-efficacy when performing various learning tasks. The purpose of this study is to therefore describe students' self-efficacy in using and interacting with the SIPEJAR system for learning purposes. The subjects of this study were students of UM FIP, with whom a quantitative descriptive survey method was used. Results showed that students of the Faculty of Education at the Universitas Negeri Malang displayed good interactions with the SIPEJAR system. Of the four variables that affect self-efficacy, the average indicates a value of 72.96% in both categories. It can therefore be concluded that students have good self-efficacy when using SIPEJAR and are highly confident in achieving successful learning. Pages 244 to 265

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Improving University Leadership Performance through Enhanced Organisational Culture

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Organisational culture is regarded as one of the situational factors that influences the management and leadership of organisations. University leaders are challenged to build cultures that address organisations' needs and goals. This study aims to examine organisational culture being adopted in universities and how it influences leadership performance and student academic culture. A quantitative approach was taken in conducting this study with a multiple regression design. The study involved 332 participants from five Indonesian universities consisting of 98 employees, 58 lecturers and 176 students. Data was collected using a questionnaire and analysed with descriptive and inferential techniques. Results indicate that organisational culture produces significant impacts on leadership performance, administrative services and student academic culture. University leaders must therefore be familiar with their organisation culture and should choose the leadership style best suited to that culture. Pages 266 to 284

Effects of Free Expression Methods on Elementary School Students' Creativity in Three-Dimensional Drawing

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This research aims to determine the influence of the free expression method on students' creativity in drawing three dimensions. Students from class IV of the Elementary School State Gugus 1 IVAngkek subdistrict were selected for the sample study of this research using a simple random sampling technique. The study employs a quantitative research method within an experimental and quasi-experimental design. Data collection techniques used are essay-shaped tests, and a t-test is used for analysis to determine the influence of the two average values following the test. The results of this study suggest that the mean post-test class of experimentation was 80.96 and the mean control class was 77.00. Analysis of data from both classes obtained t-count results of 5.132 and 1.701, both of which are above the required level of 0.05. It can therefore be concluded that the free method of expression produces positive results in students' creativity in drawing three dimensions. Pages 285 to 299

Effectiveness of Problem Based Learning for Improving Motivation and Critical Thinking Skills

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Critical thinking is a learning process and it is not a question of natural ability. It is a process of dealing with a problem in life. The phenomenon of low motivation and critical thinking skills of primary school (SD) students at Plus Aisiyah 1 in Padang City is the subject of this research. The purpose of this research is to describe the improvement of the motivation of critical thinking ability of learners in science by using a Problem Based Learning model in the fifth year students at Plus Aisiyah 1 Padang city. The type of research used is classroom action research implemented in two cycles, while using the Problem Based Learning model. The results of the study show an increase in the critical thinking skills of students by achieving a score of 9.27%. Thus the problem based learning model can improve students' learning competencies. Pages 300 to 316

Building Culture of Trust Among Academic Staff and University Leaders

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The aim of this paper is to propose several ways to build a culture of trust among academic staff and university leaders in a higher educational institution. The study was conducted at the Universitas Negeri Padang and it was found that the culture of trust among the academic staff and university leaders were not yet strongly embedded. From several studies that have already been conducted elsewhere show that the culture of trust plays an important role for the effectiveness of an institution, including higher educational institutions. Institutions that have a strong culture of trust among their members were likely to be more effective than those which do not have. Therefore, it is necessary for a leader of an institution or organisation to develop a strong culture of trust among its members. Pages 317 to 332

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Parents should have a paradigm following increasingly sophisticated demands. However, in reality, the classical paradigm is still inherent in parents to participate and be involved in the success of their child's education. Parental involvement is inseparable from partnerships with formal and informal education components. Collaboration skills become a significant effort in realising social innovation. Through participatory action research methods, this study seeks to develop a pattern of parental involvement and observe changes in the patterns developed. This action research was conducted in collaboration with elementary school education units in two districts, Daerah Istimewa Yogyakarta. The family engagement clinic is an embodiment of the pattern developed to be further seen as a choice or need. There are positive changes in the research target groups that can be measured and observed during the implementation process and mentoring. Pages 333 to 350

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The purpose of this study is to understand the process of learning and cultural literacy education needs based on experienced arts and cultural actors. This study carried out for cultural literacy practitioners will be formed optimally if the learning process takes significant importance. This research is a case study with qualitative approach carried out in Bejiharjo village, Yogyakarta. Data was collected through interviews, observation, and focus group discussions. The key people included art and cultural practitioners, community leaders, and cultural village manager. The results showed that the actor implementing the learning process independently and collectively preserved and developed culture. It is realised there is a need for cultural literacy education that can be applied directly in cultural activities related to regeneration, curriculum, trainer and competence in marketing arts and culture. A meaningful education process can be done as an act of development to manage arts and cultural community. Pages 351 to 365

Critical Factors in the Performance of Special Education Teachers in Inclusive Schools

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The purpose of this study is to analyse the performance of special education teacher competencies and factors that influence the performance of teacher competencies in Inclusive School in Malang, Indonesia. For this reason, the type of research plan is descriptive quantitative research using the ex post facto method which means that all information recorded in this study has already been conducted. The results of the questionnaire and interviews with 43 special education teachers at the Inclusive Schools in Greater Malang showed that, descriptively, the pedagogic, personality, professional and social competencies of the inclusive teachers were in the good category, although this is not what was expected. Partially, the determinant contributions (age, sex, years of service, additional education) have no significant effect on teacher performance, but simultaneously these determinants can work together to contribute significantly to the performance of education teachers in Inclusive Schools in Greater Malang. Pages 366 to 379

Accommodating Critical and Creative Thinking of Disable Students Through a Design Thinking Approach

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Improving the ability to think creatively and critically among students with disabilities requires adjustments to learning in heterogeneous classes. The modified design thinking approach provides an opportunity for students with disabilities to manage creative ideas. This study used a descriptive survey study of 72 students including 6 disabled students and 66 non-disabled students. The results of the study mentioned the participation of visual impairment students in active categories, namely 72%, 76% and 71%, hearing impairment students' participation in the acting categories were 72% and 70%. There is urgency in accommodating the learning needs of students with visual impairment at the empathy and prototype stages. The urgency of accommodating needs in learning for students hearing impairment is at the stage of empathise and desperation. Pages 380 to 397

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Migration towards capabilities from the era of competence influences the design and management of learning ecology. This is done through the ability of transdisciplinary conditions from various competencies to support core competencies. The learning process of the Educational Technology Profession (TEP) course at Malang State University (UM) is designed and managed using learning capacity building. The purpose of this study is to look at 1) how to strengthen the ability of students to work by creating innovative ideas that can be improved and are related to the profession and 2) how students act as the originators of ideas in the process of constructing knowledge and abilities as a form of reinforcing learning outcomes. The method used in this study is survey methods to determine the response of the research subjects to get a picture of the quantity and quality of students working with developing creative ideas. The research result showed that the learning process strengthens capabilities and supports the UM curriculum and builds learning outcomes. Pages 398 to 412

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Online learning in some universities in Indonesia have experienced a significant development in the last ten years. However, most services are presented uniformly for all learners. The homogeneity in the sense of service is not celebrated in the diversity of learners' preferences. This study aims to develop online learning services that can adapt to the characteristics of learners in particular learning style. The method used in the form of research and development (R & D). Stages of research began with the analysis of the characteristics of learners, then the development of services that can adapt to the characteristics of learners was considered. The next phase tests the online learning that has been implemented. Based on the results of the expert judgments Alams can facilitate the diversity of learners. In addition, the learning process can be effective as evidenced by the achievement of learning outcomes of learners who exceed the target set. Pages 413 to 430

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MOOCs services need to be strengthened through electronic scaffolding. Scaffolding was developed for prospective members of the academic community and is in the form of surveys and quizzes. The technique is embedded in the design community MOOCs Engineering Technology field. The MOOCs development model that features scaffolding for community development is based on survey results of engineering technology readiness of community members. Based on the quantity domination, engineering technology community members have received the input start readiness and technical concepts. Scaffolding electronics will be automatically assigned by the system in MOOCs as an input to every member of the community through the assessment. Scaffolding is electronically embedded into synchronous features and is asynchronous for giving out support for more effective collaboration activities. Pages 431 to 446

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Capacity of competence of students at Universitas Negeri Malang is the focus of learning outcomes as a consequence of the application of Life Based Learning models in curriculum. Strengthening the capacity of student competency requires flexible technology support. Learners with the characteristics of the present, the evolution of the generation and requires the services of the present. Broadcasting technology services leads to hybrid information. Analog delivery patterns in the form of text, images, audio and video, have evolved towards digital streaming technology. The method of development through the integration of Web 2.0 technology, based on the development models for web-based learning. Digital broadcasting system is a solution of professional change items, namely the change of the competence era into an era of competency capacities. Pages 447 to 463

The Role of School Culture in the Development of Characters in Elementary School

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This study aims to describe the planning, implementation, evaluation, and the role of school culture in the character development of students in Elementary School. This study used a qualitative approach with a case-study design. Data was collected by observation, in-depth interviews, document studies. The results of the study indicated that character development through school culture was designed as an implementation of school vision, mission, and branding. The values of religious character are carried out through the habit of reading *Asmaul Husna*, reciting and reading and writing Alqur'an, dhuha, dzuhur, and Friday joint prayers; the value of the nationalist character by habituating ceremonies every Monday, singing national songs and folk songs; independent character values through habituation of literacy, entrepreneurship, and conversation; the value of mutual cooperation characters by habituating clean Friday, class pickets, fire suppression simulations, and entrepreneurship; character integrity values through the introduction of health problems, simulations, entrepreneurship and extra-curricular activities. Pages 464 to 475

A Synergy of Headmaster Leadership and Teacher Working Motivation with Public Junior High School Teacher Performance in Banjarmasin City

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The Indonesian education system is confronted with low-quality teaching, which has manifested low Teacher Competency Test (UKG) scores and incompetency among teachers. In Banjarmasin City, the UKG score in 2016 was 62.73, while, on average, the Teacher Performance Assessment (PKG) score was 49.148, which is 25.852 lower than the required minimum of 75.0. Existing pieces of literature have established the core role of school leadership in improving the quality of education offered in public institutions. The aim of the present investigation was to explore the synergistic impacts of the headmaster's leadership approaches and teacher motivation on performance among high school teachers from three schools in Banjarmasin City, Indonesia. A qualitative research framework was adopted, which entailed the utilisation of purposive sampling technique, semi-structured interviews, and thematic analysis, to collect and analyse data. The findings suggested that in the selected institutions, headmasters straightforwardly influence teachers' performance and motivation, through the provision of supportive governance. In addition, school leadership indirectly shape teachers' performance and morale through the moderating effect of school culture. Pages 476 to 492

Life Skills Curriculum Planning on Higher Education Based on Islamic Boarding Schools

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This study aims to describe and explain the curriculum development planning at three universities based on boarding schools and conceptually enrich the theory of educational management. This research uses a qualitative descriptive approach with three sites. Data collection is conducted through observation, interviews, field notes and documentation. The analysis used is single site analysis and continued cross-site analysis. The validity of data findings was checked by examining four criteria, namely: 1. Degree of trust/credibility (credibility) 2. Transferability, 3. Dependability, 4. Certainty (confirmability). Researchers use all the criteria in checking the validity of data. The findings of this cross-site study show that those three universities, in planning the development of Life Skills curriculum, focus on: vision and mission, community needs, college load, lecturer's materials, curriculum integration, elective courses, learning facilities, learning processes based on Student Center Learning, model of democratic leadership that is mutually agreed, so as to maintain and accommodate all elements, functions and roles of the study program, and type of planning direction above (bottom up planning). This research is different from other research because the objects of this research have never been studied on its Life Skill development curriculum development planning. Pages 493 to 512

Relationship of Organisational Citizenship Behaviour to Lecturer Performance Through Work Load and Motivation

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The purpose of this study is to determine the relationship between Organisational Citizenship Behaviour (OCB) and the performance of lecturers through workload and motivation. Education in higher education institutions requires support especially from adequate human resources so that the education process can run well, especially in the health sector. Lecturers greatly influence the quality of the lecture process and the quality of the output produced by the higher education institution. To achieve this, a lecturer is expected to have social sensitivity and academic competence in transforming existing knowledge to their students. The purpose of this study was to determine the effect of Organisational Citizenship Behaviour on lecturer performance through workload and motivation. The results of the study using structural equation modeling (SEM) approach show that the model of lecturer performance with the SEM approach is a fit model based on GoF criteria. Organisational Citizenship Behaviour (X) with loyalty indicators (0.854) and compliance aspects (0.823) have a significant and positive effect on workload (Y1) and work motivation (Y2). workload (Y1) with indicators Participating in Cooperation Teams in Learning Activities (Y1.8) (0.770) and Attending Departmental Meetings (Y1.10) (0.741) significant and positive influence on Motivation (Y2) and Lecturer Performance (Y3) Work Motivation (Y2) with indicators Having High Risk in Action (Y2.3) (0.918) and Trying to Do Something with New and Creative Ways (Y2.1) (0.849) have a significant and positive effect on Lecturer Performance (Y3) with indicators of academic qualifications and performance on teaching (Y3.1) (0.923) and Perceptions of Pedagogic, Professional, Social and Personality Competencies (Y3.2). Pages 513 to 534

Academic Stress and its Sources among First Year Students of Islamic Higher Education in Indonesia

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Research on sources of academic stress among first-year students in the State Islamic Higher Education Institutions in Indonesia has not gained serious attention among scholars. This study aims to describe the prevalence and trends as well as differences in academic stress based on socio-demographics and sources of academic stress. A cross-sectional survey was conducted on 290 students in UIN of Maulana Malik Ibrahim Malang, IAIN of Jember, and STAIN of Kediri. Instruments of this study included socio-demographics, open-ended questionnaires about sources of stress, and the Academic Stress Questionnaire (ASQ) with Cronbach's Alpha = 0.86. Descriptive and inferential statistics were employed to analyse the data. The results indicated that prevalence of academic stress reached 51.1%, while the trend of high academic stress was only found among the UIN's students and common academic stress was experienced by the UIN's, IAIN's and STAIN's students. There was no significant difference between the male and the female students in the academic stress score, but the stages of change differed the score. Sources of academic stress were mainly workload (39%), limited times (25%), academic difficulty (14%), teaching relation (12%), and academic pressure (11%). Counselling services through self-development programs in the Islamic universities are necessary to improve students' psychological immunity and academic hardiness to reduce academic stress during their study. Pages 535 to 551

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The Effect of Using WebQuest for Lower Order Thinking Skills

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Previous research has been widely reported on the use of WebQuest in learning activities. However, no research reported the use of WebQuest for lower-order thinking skills. The purpose of this study was to examine the effect of the use of WebQuest for lower-order thinking skills. The research method was quasi-experimental with two groups of participants were selected by cluster random sampling. The two groups are the experimental group using WebQuest and the control group using traditional methods in learning. Participants' study was the 63 third-year student majoring in Education Technology at the State University of Malang network technology subjects. The instruments used to collect data were pre and post-test scores. The results show that learning using WebQuest is superior to traditional methods for lower-order thinking skills. Pages 552 to 563

Total Quality Management Program Specific Guidance and Counselling Services in the State High School

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This study aimed to describe the planning, implementation, evaluation, improvement, total quality improvement program and specialised guidance and counselling services in the Senior High School. Conclusion of the study is firstly; total quality planning in guidance and counselling services with a preparatory phase (preparing) and design (designing) that involve various parties; secondly, the implementation of total quality plan in a special service counselling program conducted by a team with PDCA principle involving various components such as parents/families, teachers, and education personnel staff with coordination and intensive interaction. Evaluation is total quality in a special service program and guidance is through individual and group counseling, adherence to the program, the achievement, obstacles and constraints and involve all components including the parents / families. The total quality improvement program specialised in guidance and counselling services in the assessment-based implementation, involving stakeholders, continuous improvement, repair and improvement of the comprehensive and expanding services. Pages 564 to 582

Building Professional Learning Communities (PLC) to Increase the Quality of Education in Elementary Schools

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The low quality of education in Indonesia is a longstanding discussion. But until now the issue of the quality of education has not yet been resolved. This study uses qualitative methods that aim to identify and describe building professional learning communities to improve the quality of education in schools. Data collection is conducted using interviews, observation, and documentation techniques. Improving the quality of education is in line with the design of today's teacher quality improvement programs that emphasise collaboration oriented to enabling teachers to overcome any problems encountered; which are interactive and interrelated programs and implemented continuously and planned systematically and comprehensively. Pages 583 to 598

Development of the Model of Implementation and Evaluation of the 21st Century Community Participation in *Pesantren*-Based Junior High School

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This study aims to determine the model of implementation and evaluation of community participation in the 21st century in a *pesantren*-based junior high school. The *Research and Development* design is used to produce certain products. Development that is used to produce product components refers to the Reflective, Recursive, Design, and Development (R2D2) model. The results of the reviews and trials were analysed descriptively as a percentage. Based on the results of the review, the community participation implementation model is very feasible to use and the evaluation model is declared feasible to use. Conclusions of the results of the study: (1) the model of implementation of community participation in accordance with community participation in the 21st century era in *pesantren*-based junior high schools is appropriate, (2) the evaluation of community participation models that are appropriate to the community in the 21st century era in *pesantren*-based junior high schools is feasible to use. Pages 599 to 610

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Teaching, as a profession, has professional ethics arranged in the teacher's code of ethics. The code of ethics is a reference for teachers in carrying out their teaching assignments in class. Teachers' teaching performance is the teachers' achievements in planning, implementing, and evaluating learning activities. Their study uses a quantitative approach. The variables studied were professional ethics (X) and teachers' teaching performance (Y). The instrument used to measure the two variables was a questionnaire. The research respondents were 20 teachers of Junior High School in An Nur Malang Regency, East Java, Indonesia. To test the research hypothesis Pearson Product Moment Correlation was used. Hypothesis test results concluded that: there is a positive relationship between professional ethics (X) and teaching performance (Y) at Junior High School in An Nur Malang Regency, East Java, Indonesia, with a correlation coefficient of 0.498. Pages 611 to 624

The Competence of Beginner Principals as Instructional Leaders in Primary Schools

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The purpose of this study is to describe the competence level of beginner principals as instructional leaders in primary schools. The aspects measured are: (1) personal competence; (2) professional competence; and (3) social competence. The research approach used is quantitative. The instrument used was a questionnaire. The research sample was 34 beginner principals, from 3 regions namely Malang City, Kediri Regency, and Pamekasan Regency; East Java, Indonesia. The data obtained were analysed using descriptive analysis. Based on the results of data analysis, it was concluded that: (1) personal competencies faced by beginner principals; (2) professional competencies faced by beginner principals in; and (3) social competencies faced by beginner principals in the excellent category. Pages 625 to 639

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Disaster preparedness is a basic need of each region to reduce the risk of disasters that can occur without knowing the time and place. Therefore, prevention is needed with the right methods so that the risk of disasters that occur, especially regarding human victims, can be minimised. The target of this disaster simulation activity is the students of Malang State University. There were 85 participants in this activity. This disaster simulation activity was carried out with the following methods: (1) lecture; and (2) simulation. The disaster simulation activity was directly guided and directed by Indonesian Red Cross Malang Regency (PMI Kabupaten Malang Indonesia), assisted by a team of Voluntary Corps Indonesian Red Cross Unit Universitas Negeri Malang (KSR PMI Unit UM). The simulation refers to a scenario designed by the KSR PMI Unit UM. The conditions for handling disaster victims include: minor injuries, moderate injuries, serious injuries, and death victims. Handling of victims is guided by the distribution of disaster simulation teams (seven teams). The victim scenario is designed in such a way that aims to increase participants' understanding of the handling of injuries suffered by victims with various variations. Pages 640 to 653

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This exposition article aims to identify the role of the principal in a Senior High School's performance in the industrial revolution 4.0 era using questionnaires and a deep interview method. So, the research was conducted using mixed-methods with quantitative and qualitative approaches. We conducted questionnaires with 50 teacher's that were spread randomly to all public senior high-schools of DKI Jakarta and by conducting interviews with 10 principals from all principals of public Senior High Schools of DKI Jakarta with the assumption that each region is represented by two principals. The results of the data collection show that the principal's performance still leads their school in the era of the industrial revolution 4.0. Pages 654 to 665

Acceptability of Solution-Focused Counseling Manual for the Improvement of Vocational Secondary School Students' Emotional Intelligence

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Improving emotional intelligence of students is one of the main objectives of vocational secondary schools. One of counseling models that can be effective and efficient in improving the emotional intelligence is a solution-focused counseling. However, counselors have trouble because there is not any solution-focused counseling manual infor improving emotional intelligence of vocational secondary school students. Therefore, it is necessary to develop a solution-focused counseling manual for improving emotional intelligence of vocational secondary school students in Malang. This research is intended to produce a solution-focused counseling manual that is both theoretically and practically acceptable to improve students' emotional intelligence of vocational secondary schools in Malang. The study design is a research and development. Product test subject consists of subject matter experts and target subjects. Subject matter experts comprise of experts of guidance and counseling, educational technology, and educational psychology, while the target subjects consist of counselors and vocational secondary school students in Malang. Data were collected by questionnaire and interview techniques. Data were analyzed by quantitative and qualitative analysis techniques. The results showed that the solution-focused counseling manual being developed is acceptable both theoretically and practically to improve emotional intelligence of vocational secondary students in Malang. Pages 666 to 678

Pdf

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Transparency of Education Financing Management at High School in Gorontalo City

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This research aims to investigate the plan, arrangement, implementation and report of financing education budget management program in all SMA of Gorontalo City. The applied research method is the quantitative approach with a descriptive explanatory type. The technique of collecting data uses questionnaire, interview and documentation. The research findings reveal that the plan, arrangement, implementation and report of financing the education budget management program in all SMA of Gorontalo City is a good category. Therefore, it suggests that: 1) the plan process should involve parents actively, although it deals only by giving suggestions and assessment over school policy related to financing education in all SMA of Gorontalo City; 2) the arrangement process of school financing education should identify what the school needs truly due to very limited school financing and education should identify the schools true needs due to a very limited school fund as well as absence of additional charges for parents; 3) principals, in the process of implementation, should keep communicating, coordinating and monitoring, in order to avoid misuse of the determined budget, for instance, a deficit occurs which makes inadequate funding and does not optimise fund absorption that can be pressed by school; 4) the report process should also involve parents due in this stage, there is thorough evaluation toward input, process and output of plan of financing education arranged and implementation by school. Pages 679 to 691

Character Education Management Model Development Based on Multiple Intelligence for Strengthening “Student-Ethos-Transformation” in the Revolutionary Era of Industry 4.0

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Currently, Indonesia has launched the Industry 4.0 revolutionary era that characterizes the development of modern civilisation with the phenomenon of Internet of Things (IoT), big data, automation, robotics and artificial intelligence. This development trend must also be accompanied by an increase in the quality of students soft skills. Therefore, schools should be given extensive autonomy in the management of character education to strengthen the ethos transformation of students according to the demands of the Industry 4.0. Schools must improve themselves from the educational process which has been more focused on strengthening knowledge (intellectual intelligence) and ignoring the soft skill aspects (strengthening spiritual intelligence and emotional intelligence). This research has produced a Multiple intelligence-based character education management model to strengthen the ethos transformation of students in Gorontalo Province which can be a reference for all levels of education. The method adapted in this study was the Borg and Gall model which included 5 steps: (1) analysing the product to be developed, (2) developing the initial product, (3) expert validation and revision, small-scale field trials and product revisions, and (5) large- scale trials and final products. The developed model produced guidelines of planning, program implementation, monitoring and evaluation of character education management in order to strengthen the ethos transformation of students. Pages 692 to 703

The Numbered Heads Together Model in Social Learning

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The purpose of this study was to find out how the application of the Numbered Heads Together learning model in grade IV Elementary School influenced social issues in social studies learning. This research method uses classroom action research proposed by Kemmis and Taggart, which consists of four stages, namely planning, implementing actions, observing, and reflecting. The subjects of the study were fourth grade students of Inpres 7/83 Batusaiki Elementary School with a total of 18 students, consisting of 8 male students and 10 female students. Data collection was done by observation, tests, and interviews during the teaching and learning process with the teacher in class. Data analysis was based on observations on the assessment instrument sheet. The data is described in the form of a percentage. The application of the Numbered Heads Together learning model in social studies learning material social problems in fourth grade elementary school students can make students active and synergise with teachers as facilitators and managers of learning so as to enable the achievement of optimal student learning outcomes. Pages 704 to 718

Career Decision-Making Difficulties Among High School Students in Jakarta and West Java: A Need Analysis For Career Guidance Application Development

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The aim of this study is to discover the various career decision-making difficulties experienced by high school students as a basis for developing career guidance applications. This study involved 1913 high school students in grade 10-12 in the area of DKI Jakarta and West Java using convenience sampling techniques. The instrument used in this study is SKPK (Career Decision Making Difficulty Scale – the Indonesian version). The results showed the level of difficulty of career decision making for high school students at the moderate level, especially in the aspect of lack of information and inconsistent information. Pages 719 to 727

Participation of Watershead Communities for Environmental Rescue Efforts

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The purpose of this study was to describe the profile of watershed community participation. The type of research used is descriptive qualitative research with a case study design. Data collection was carried out through observation and in-depth interviews with the community in Banjararum Village, Singosari District, Malang Regency. The results of the study show that community behaviour does not reflect the awareness and involvement of efforts to save the watershed environment as evidenced by the following phenomena: (1) community knowledge about saving the environment is still limited; (2) there is still a lot of environmental damage around the watershed; and, (3) there are negative community behaviours that damage the environment around the watershed. Based on these findings, it is suggested that educative efforts be made to the community, especially around the watershed to form a comprehensive understanding of the importance of efforts to save the environment. Pages 728 to 741

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Values-based leadership education has become very important to implements as the moral degradation of students continues. A principles, in this case as a leader of a school, should be able to collaborate and synergise the components of the school. Some of these components include teachers, students and other school employees. Based on the results of preliminary studies, there are similarities and differences in transformational leadership principals characterized by Islam. This study was conducted to see: (1) the values of transformational leadership as characterized by basic principals of Islam; (2) implementation of the transformational value of a primary school principal, characterized by Islam; and (3) the factors supporting and elementary school principal transformational leadership as characterized by Islam. The approach used in this study is a qualitative approach with a phenomenological type of study design; multi-cases and constant comparative method. Data was collected using in-depth interviews, participant observation and documentation techniques. Informants were selected using a purposive technique combined with the snowball sampling technique. Through this study, the research findings obtained show that elementary school leadership is characterized by the religion of Islam, generally derived from the values of *aqidah*, *syariah* and morals. Pages 742 to 763

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An Analysis of the Causal Relationships between Economic Development, Good Governance and Political Stability in Malaysia

Daniel Francois Meyer^a, *^aDaniel Francois Meyer, Associate Professor, School of Economic Sciences, North-West University (NWU), South Africa. (Pages 639 to 657)*

Globally it has been accepted that good governance through effective government institutions, and political stability, have a positive impact on the economic growth and development of a country. The primary objective of this paper was to analyse the causal relationships for Malaysia, between economic development measured as GDP per capita and predicting variables including effective governance, government spending, corruption control and political stability. A quantitative econometric modelling methodology was utilized for the determination of long and short-run relationships using an ARDL model. The results indicated that no long-run existed between the variables, but in the short-run, government spending and political stability had significant impacts on economic development. Also, the results from the short-run Todo and Yamamoto causality analysis, indicated that all the predicting variables caused changes in GDP per capita, while none of the variables caused changes in effective governance. Government spending is caused by effective governance, and political stability, while corruption control, and effective governance cause political stability. The results of this study, as well as the empirical review, indicate that economic development is caused and driven by quality institutions via effective government, sustainable government spending, corruption control and political stability. Government policy should therefore keep this in mind in policy formulation.

The Tourism Sector in Malaysia: An Analysis of the Impact of Economic Growth, Political Instability and the Exchange Rate

Daniel Francois Meyer^a, *^aSchool of Economics, North-West University, Vanderbijlpark, South Africa* (Pages 658 to 678)

Globally the tourism sector is one of the largest economic sectors and also one of the fastest growing sectors in the world. It is also one of the main economic sectors in attracting and generating foreign revenue, acting in a similar manner to an export industry and accounts for seven percent of global foreign revenue as an export industry. For this study, Malaysia was selected as the study region. In Malaysia, the sector plays an important role in the growth and development of the economy in support of traditional economic sectors. The objective of this study was to analyse the relationship of the dependent variable, namely the tourism sector, with economic growth, political stability and changes in the exchange rate, as independent variables. Malaysia is classified by the UN as an upper-middle income developing country. This study followed a quantitative research approach using an econometric model, with time series data from 1996 to 2017. The relationships between the variables were analysed using descriptive statistics, the Johansen cointegration model, the Vector Error Correction (VECM) and the Granger causality analysis. The results indicated that there are both long and short-run relationships between the variables. The tourism sector is significantly affected by the predicting variables and changes in these variables should be monitored and taken into account in policy formulation. A number of policy recommendations that could potentially contribute to the extension of the role of tourism in development include improved stability regarding politics and the local currency.

Influence of Perceived Usefulness and Credibility on South African Generation Y Students' Perceived Value of Online Consumer Reviews

Ayesha Lian Bevan-Dye^a, *^aDepartment of Marketing Management, Faculty of Management Sciences, NWU, South Africa (Pages 679 to 696)*

Online consumer reviews, which are consumer-generated online product or service reviews, are known to be a particularly important source of consumption-related information amongst individuals classified as Generation Y (individuals born between 1986 and 2005). Despite this, there is a lack of published academic studies that focus on the extent to which they perceive such reviews as being valuable and the factors that influence that perceived value, particularly in the South African context. Therefore, this study sought to determine Generation Y university students' perceived value of online consumer reviews and the influence of the salient factors of perceived usefulness and credibility on that perceived value. A descriptive research design was followed whereby data were gathered from a cross-sectional convenience sample of 538 students enrolled at three public South African universities using a self-administered questionnaire. The collected data were analysed using exploratory principle component analysis, collinearity diagnostics, reliability and construct validity measures, and structural equation modelling. The findings of the study suggest that Generation Y students perceive online consumer reviews as valuable, and that perceived usefulness and credibility have a statistically significant positive influence on that perceived value. Specifically, in the South African context, Generation Y students perceive online consumer reviews as valuable and their perceived usefulness and credibility of such reviews are positive predictors of that perceived value. Given their propensity to consult online consumer reviews prior to making a purchasing decision, it is essential that marketers targeting the Generation Y sector integrate online consumer reviews into their marketing communication strategies. Moreover, they need to ensure that those reviews are authentic to maintain credibility and implement tactics to ensure that the reviews contain the type of content that will positively influence the decision-making process

Enhancing the provision of fiscally funded social assistance in South Africa: Statutory and regulatory insights

Maxwell Haurovi^a, *^aSchool of Public Management, Governance and Public Policy, College of Business and Economics, University of Johannesburg (Pages 697 to 712)*

There are numerous statutes and regulations that give effect to state assistance of the poor and vulnerable in South Africa, including the Universal Declaration of Human Rights (UDHR) and the Southern African Development Community's (SADC) Charter on Fundamental Social Rights. Despite South Africa's statutory and regulatory frameworks being broad, some loopholes remain, whose closure can enhance social inclusion and sustainable poverty alleviation for millions of people. Social inclusion can improve the efficacy of social assistance to alleviate poverty. The objective of this article is to discuss existing frameworks for fiscally funded social assistance, and to offer insights into the socially inclusive management of social grants as a key step towards poverty alleviation. A qualitative research approach was used. A thematic analysis enabled deeper insight into statutory and regulatory loopholes in the South African social assistance environment. The scope behind this analysis was to ensure social inclusion (for poverty alleviation) in the management of social grants. Social inclusion hinges on the ability of existing statutory and regulatory frameworks to strongly establish and sustain practices that fight exclusion and poverty. South Africa must explore, adopt, implement, and monitor various socially inclusive statutory and regulatory approaches, as discussed in this article, to improve the manner in which social grant recipients are enrolled, paid, and managed to ensure that the social safety net is always an impregnable shield against poverty.

The Interface between Gender Mainstreaming and Information Communication Technology (ICT) in Selected African Countries

Shikha Vyas-Doorgapersad^a, Christelle J Auriacombe^b,

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In Africa, e-government reform can be dated back to 1996 when the Information Society Initiative (AISA) was adopted at the Economic Commission for Africa (ECA). Thereafter, the Southern African Development Community (SADC) established an ICT task force that was mandated to evaluate the e-readiness of SADC member states (cf SADC, 2008) to use technology as an avenue for better collaboration between government and citizens. However, there are a number of obstacles to internet accessibility on the continent. This situation is particularly dire for women. The Mainstreaming Gender Equality (MGE) and Gendered/Technology as Culture approaches serve as theoretical underpinning. Both these research approaches are used as tools to identify gender gaps and to provide possible solutions to create equal opportunities for women in the ICT sector in Africa. The methodology is based on a desktop analysis, which entails a comprehensive literature study including official documents to conceptualise and contextualise the area of investigation. The methodological approach focuses on specific dimensions of unobtrusive research techniques, such as conceptual and document analysis. The findings explore whether incorporating gender mainstreaming and technology can be realised if African countries implement appropriate national ICT and gender policies. Building a gender-based, technologically progressive continent is not beyond reach. The future may see this African potential unfold. After closely scrutinising available literature, articles and official reports, the authors deduced that policymakers need to conduct a gender analysis of country-specific ICT policies to identify specific gaps that require improvement.

Is the Fourth Industrial Revolution a Panacea? Risks toward the Fourth Industrial Revolution: Evidence in the Thai Economy

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The Thai economy has recently become attentive to the fourth industrial revolution as a solution for stimulated growth. Furthermore, there are numerous studies investigating its positive effect; with limited negative publications; however in this article it is intentionally pointed out that highly innovative and advanced technology is not a panacea. The aims of this study were to present the opposite side of the impact of advanced technology and to identify, assess and propose responding strategies regarding the fourth industrial revolution within a risk management framework (RMF). From an analysis of various documents as well as interviews with experts, it was found that apart from the contributions of advanced technologies, there are also societal and economic risks to be considered. The major concerns with regards to the adoption of the fourth industrial revolution in the Thai economy would be the potential high rate of unemployment as a result of disruptive technology and social inequality, closely followed by cybersecurity risks. Moreover, the closure of businesses and lack of human interaction within society would have medium severity. In relation to policy considerations, to mitigate unemployment risk, individuals should build skills in consideration of future need and the government should consider enhancing social protection with a concrete guaranteed social minimum expectation and social insurance during a period of unemployment. Next, to response to existing inequality in Thai society, government policy should reflect investment in human capital closely followed with creating a fiscal policy that reduces tax avoidance techniques used by many wealthy people to lessen their profits. Such tax revenue could be redistributed to the low-income people, particularly with an emphasis on education. Other risk mitigations are further explored in this paper. Pages 732 to 752

<p>Pdf (/images/Vol5iss2_/47_Rosidah_P753_2019R.pdf)</p>	<p>Progressive Juvenile Court Judges: Reform of the Juvenile Criminal Justice System in Indonesia through a Socio-Legal Approach</p> <p>Nikmah Rosidah^a, Amnawaty^b, Rifandy Ritonga^c ^{a,b}<i>Criminal Law Department, University of Lampung, Lampung 35141, Indonesia</i>, ^c<i>Department of Constitutional Law, University of Bandar Lampung, Lampung 35142, Indonesia</i> (Pages 753 to 768)</p> <p>The legal culture of the current juvenile criminal justice system in Indonesia is based on written text contained in legislation that is positivistic and ignores progressive legal principles. This research takes a socio-legal approach (socio-legal research), from within the non-doctrinal legal research tradition, and uses the constructivism paradigm to explore this issue. The findings of this study reveal that judges in the juvenile justice court do not follow a progressive legal approach, where the law is judged by the social goals to be achieved and consequences of the operation of the law. It can be concluded that progressive law can be used as a basis and reference for juvenile court judges to make decisions on cases that prioritize social and religious morality, alongside substantive justice. Therefore, it is necessary to reform this legal culture by changing the positivist paradigm to a non-positivist one, by not only using a juridical approach, but also by engaging in social sciences and new legal values that support a progressive legal approach. For these reforms to take place, a judge must have the moral courage to take breakthrough steps outside of the law.</p>
<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/48_Dechprom_P769_2019R.pdf)</p>	<p>Sustainability Related Supply Chain Risks: A Case of Multiple Organizational Strategic Networks</p> <p>Sasitron Dechprom^a, *Kittisak Jermsittiparsert^{b,c}, ^aPuey Ungphakorn School of Development Studies, Thammasat University, Bangkok, Thailand</p> <p>^bDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^cFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, *Corresponding author email: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn)</p> <p>The discipline of SC vulnerability is increasingly gaining recognition due to increased interest in the area of risk management as well as other related areas including commercial organisation and the management of public policy. There are limited studies on causes and consequences of supply chain risk across a range of organizational networks. Therefore, to bridge this gap, this current study is carried out to explain the relationship between supply chain management, supply chain risk, supply chain risk management and supply chain strategic networking. The study is a pioneer in that it investigates the mediating role of supply chain risk management and the moderating role of supply chain strategic network in the relationship between supply chain management and the supply chain risk. It is argued that the supply chain strategic network is a significant determinant of the relative supply chain risk. The author has employed SEM-PLS as a statistical tool to achieve the research objectives of the current study. The findings of the study are largely in line with the proposed or hypothesized results. This innovative will be helpful for policy makers, researchers and managers in understanding this issue and its plausible solutions.</p> <p>Pages 769 to 785</p>

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/49_Jermsittiparsert_P786_2019R.pdf)</p>	<p>Role of Warehouse Attributes in Supply Chain Warehouse Efficiency in Indonesia</p> <p>Kittisak Jermsittiparsert^{a,b}, Jutamat Sutduean^c, Thanaporn Sriyakul^d, ^aDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^bFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, E-mail: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), ^cCollege of Innovative Business and Accountancy, Dhurakij Pundit University, Thailand, ^dFaculty of Business Administration, Mahanakorn University of Technology, Thailand,</p> <p>Warehouse efficiency has now turned into a centre of competency or a strategic weapon among organizations. An efficient warehouse has the ability to fulfil customer needs quickly and increases a firm's performance. Thus, the objective of this study is to examine the role of warehouse attributes with regard to supply chain warehouse efficiency. Two warehouse attributes, namely; layout and operations are taken into consideration in this study. In addition, management information system (MIS) is investigated as a mediating variable between warehouse attributes and supply chain warehouse efficiency. Indonesian supply chain companies are the focus and data is gathered by collecting the opinion of supply chain company staff through questionnaire surveys. Data was examined by using the latest statistical techniques, namely; PLS-SEM. Findings of the study highlight that warehouse attributes have a positive influence on supply chain warehouse efficiency. Proper warehouse design and effective operations increase the warehouse efficiency among Indonesian supply chain companies. In addition, it is found that MIS is one of the mediating variables between warehouse attributes and supply chain warehouse efficiency. Pages 786 to 802</p>
<p>Pdf (/images/Vol5iss2_/50_Ardianto_P803_2019R.pdf)</p>	<p>Verbal and Non-Verbal Meaning as Islamic Nuance in the Katoba Tradition Discourse of the Muna Community: A Sociopragmatic Review</p> <p>Ardianto Ardianto^a, Rukmina Gonibala^b, Hadirman Hadirman^c Ismail Suardi Wekke^d, ^{a,b,c}<i>Institut Agama Islam Negeri Manado, Jl. Manguni, Malendeng, Tikala, Manado, North Sulawesi</i>, ^d<i>Sekolah Tinggi Agama Islam Negeri (STAIN) Sorong, Jl. Saefuddin No. 1, Sorong, Indonesia</i> (Pages 803 to 821)</p> <p>Muna is one of the majority ethnic groups of Southeast Sulawesi Province in addition to the Buton, Tolaki and Bugis ethnic groups. The Muna ethnic community has a life cycle tradition that is related to the practice of Islamic values. One of the traditions of the Muna community is the <i>katoba</i> tradition. The <i>katoba</i> tradition is understood as a ritual of "repentance", or "the children islamization" for children aged 7-11 years. The implementation of the <i>katoba</i> tradition contains a variety of Islamic nuances that are represented both verbally and nonverbally. The study of the meaning of the values contained in the <i>katoba</i> tradition as both verbally and nonverbally represented is therefore not only relevant in terms of the text, but also the socio-cultural context. Therefore, the analysis of the meaning of the <i>katoba</i> tradition discourse in this study uses the approach of socio-pragmatic theory with qualitative descriptive methods. The results showed that both verbal and nonverbal meanings are contained in the <i>katoba</i> tradition discourse, namely (1) self-purification, (2) repentance, (3) creed, (4) respect, appreciate, and love for the core family, (5) household coaching.</p>

<p>Pdf (/images/Vol5iss2_/51_Juli_P822_2019R.pdf)</p>	<p>The Development of Children Playing Offline Games in an Indonesia Village</p> <p>Sabiruddin Bin Juli^a, Bukhari Bukhari^b, Shofi Lestari^c, Ismail Suardi Wekke^d, ^{a,b,c}Universitas Islam Negeri Imam Bonjol Padang, Indonesia, ^dSekolah Tinggi Agama Islam Negeri Sorong, Indonesia (Pages 822 to 846)</p> <p>The current article reports the research results regarding the development of 20 children who play <i>offline games</i> through s. After playing <i>offline games</i> for investigated time, both positive and negative impacts were found. The positive impact of offline gaming was its use as a learning media, while the negative impact was the result that children were lazy with study, developed health problems, had uncontrollable emotion, and isolated themselves. The current research aims to analyze the intellectual emotional development of the children studied. This research used qualitative method with a descriptive approach and the data collection technique utilized both observation and interview. The research sample of children playing offline games was 20 children and included their mothers. The research technique used was purposive sampling. The research result shown that: 1) the intellectual development of children playing offline games was positive, for instance they were able to understand English language such as one, two, three, etc., they also known about vegetables, and other lexicons. As a byproduct of playing offline games, children could fluently read short sentences. The children could learn how to recite and count such as using subtraction and addition; 2) the emotional development of children playing offline game was positive such that the children were always calm, happy, entertained, and enjoyed the offline games they played. They were able to control their emotions of anger, sadness, disappointment, rebellion or hatred when they loose on their offline game. Through <i>offline gaming</i> children can learn about patience to win. Structural equation modeling and regression results are also added in the study to find the significant impact of offline gaming on development of children. Under both techniques, it is found that offline gaming is playing a significant role in the development of children.</p>
<p>Pdf (/images/Vol5iss2_/52_Hashim_P847_2019R.pdf)</p>	<p>Auditors' Perceptions towards their Role in Assessing, Preventing and Detecting Business Fraud</p> <p>Hafiza Aishah Hashim^a, Zalailah Salleh^b, Nor Raihan Mohamad^c, Fatin Syafiqah Anuar^d, Mazurina Mohd Ali^e, ^{a,b,c,d}Universiti Malaysia Terengganu, Malaysia, ^eUniversiti Teknologi Mara Selangor, Malaysia (Pages 847 to 862)</p> <p>The main objective of this study is to determine auditors' perceptionz towards risk of fraud in Malaysia. Specifically, it seeks to investigate the auditors' perception towards being proactive, (1) in assessing the business risk of fraud, and (2) in preventing and detecting fraud. Using a questionnaire survey adapted from Farrell and Franco (1999), the study findings indicate that auditors in Malaysia have positive attitude towards their role in proactively searching for fraud. The study findings show that auditors have given increased attention to understand and examine related internal controls. Besides scrutinizing fraudulent financial reporting, auditors were also found to place higher responsiveness on misappropriation of physical assets. Positive attitude towards assessing, preventing and detecting business fraud among auditors may serve as an indicator to gradually mitigate fraud in Malaysia.</p>

<p>Pdf (/images/Vol5iss2_/53_Puspitasari_P863_2019R.pdf)</p>	<p>The Effect of Financial Secrecy and IFRS Adoption on Earnings Quality: A Comparative Study between Indonesia, Malaysia and Singapore</p> <p>Evita Puspitasari^a, Citra Sukmadilaga^b, Handiani Suciati^c, Rianno Febriano Bahar^d, Erlane K Ghani^e, <i>^{a,b,c,d}Universitas Padjadjaran, ^eFaculty of Accountancy Universiti Teknologi MARA (Pages 863 to 886)</i></p> <p>This study examines the effect of financial secrecy and IFRS adoption on earnings quality among three countries namely, Indonesia, Malaysia, and Singapore. This study utilizes the financial statements of 71 companies listed on the Indonesian Stock Exchange (IDX), Bursa Malaysia and the Singapore Stock Exchange (SGX) over a 6 year period, consisting of 426 observations. A regression analysis was used to analyse the data with discretionary accruals as the earnings quality and using a secrecy index produced by the Tax Justice Network as the secrecy proxy. This study uses control variables such as investor protection, total sales, leverage, sales growth ratio, plant assets growth rate, operating cash flow, and loss for the period and industry types as dummy variables in order to provide more robust findings. The results of this study show that although companies in Indonesia, Malaysia, and Singapore have adopted IFRS, they produce different earnings quality. This study shows that the earnings quality among the countries is not the same. This study provides evidence that secrecy is an important factor influencing earnings quality. In other words, a higher secrecy level would lead to lower earnings quality. The findings of this study provide a new contribution to the financial reporting literature and a further understanding to academics and practitioners about the impact of financial secrecy and IFRS adoption on earnings quality.</p>
<p>Pdf (/images/Vol5iss2_/54_Yosephine_P887_2019R.pdf)</p>	<p>Generalised Audit Software Use by External Auditor: An Empirical Examination from UTAUT</p> <p>Anathasya Yosephine Meiliana Tansil^a, Rindang Widuri^b, Anderes Gui^c, Mazurina Mohd Ali^d, <i>^aRisk Assurance, PricewaterhouseCoopers, Indonesia, ^bAccounting Department, Binus Graduate Program, Bina Nusantara University, Indonesia, ^cInformation Systems Department, School of Information Systems, Bina Nusantara University, Indonesia, ^dFaculty of Accountancy, Universiti Teknologi MARA Selangor, Malaysia (Pages 887 to 908)</i></p> <p>The purpose of this study is to provide a thorough understanding of the factors that encourage the adoption of Generalized Audit Software (GAS) of external auditors at a Public Accounting Firm in Jakarta using UTAUT. The data was analysed based on 100 valid responses collected from external auditors. The results show that the variables of performance expectancy, effort expectancy and facilitating conditions directly influence the behavioural intention of external auditors to use GAS. Behavioural intention influences the use behaviour while social influence does not affect the behavioural intention. This study concludes that audit firms can focus on the benefits of audit software and the availability of features that fit the tasks during the audit process such as test of control and substantive testing. In addition audit firms can choose audit software that has clear instructions and is easy to learn. Further, audit firms can also improve supporting facilities for the use of audit software such as conducting training on the use of audit software, and investing in additional organizational and technical infrastructures.</p>

<p>Pdf (/images/Vol5iss2_/55_Susanto_P909_2019R.pdf)</p>	<p>How Quality of Management Accounting Information Systems is Influenced by Environmental Complexity?</p> <p>Azhar Susanto^a, Meiryani^b, <i>^aLecturer of Accounting Department, Faculty of Economics and Business, Padjadjaran University, Bandung, Indonesia, ^bAccounting Department, Faculty of Economics and Communication, Bina Nusantara University, Jakarta, Indonesia</i> (Pages 909 to 922)</p> <p>A quality management accounting information system will produce quality management accounting information. Environmental complexity can improve the quality of management accounting information systems. This study aims to measure how much influence environmental complexity has on the quality of management accounting information systems. This study uses a descriptive survey verification method, carried out through the analysis of company units owned by state-owned enterprises in Indonesia. For the purpose of data analysis using SEM-PLS the results of the study show that environmental complexity influences the quality of management accounting information systems.</p>
<p>Pdf (/images/Vol5iss2_/56_Christine_P923_2019R.pdf)</p>	<p>The Influence of Local Chief Commitment, the Role of Local Internal Auditors, the Role of the Auditor Board of the Republic of Indonesia toward Local Financial Statement Quality and Its Implications on Local Financial Performance Accountability</p> <p>Debbie Christine^a, Winwin Yadiati^b, Nunuy Nur Afiah^c, Tettet Fitrijanti^d, <i>^aLecturer of Faculty of Economics of Widyatama University and Doctoral Student of Accounting Departement of Faculty Economics and Business, Padjadjaran University, Bandung, Indonesia, ^{b,c,d}Lecturer of Department Accounting, Economics and Business Faculty, Padjadjaran University, Bandung, Indonesia</i> (Pages 923 to 948)</p> <p>The Indonesian government has reformed financial management regulation. This study analyzed the effect of the head region commitment, the role of both the local internal auditor and external auditor on local financial statement quality and implications on local financial performance accountability. The analysis used descriptive and explanatory methods. Analysis unit sample is 8 local West Java governments. The data was collected by using a survey technique. The respondents in this research were local internal and external auditors local auditor representative of West Java. Path analysis has been applied for hypotheses testing. Research findings are that the role of local external auditor has the greatest influence on local financial statement quality, followed by the head region commitment and the lowest variable is the role of the local internal auditor. Accounting, auditing and local financial management knowledge needs to be improved to produce local financial statement quality. Integrity and timeliness would improve financial performance accountability.</p>

<p>Pdf (/images/Vol5iss2_/57_AI_Jubari_P949_2019R.pdf)</p>	<p>How Do Entrepreneurship Education and Self- Efficacy Influence Entrepreneurship Intention?</p> <p>Ibrahim Al-Jubari^a, Aissa Mosbah^b, Zunirah Talib^c, Masrul 'Aine Khalid^d, Norhidayah Azman^e, ^{a,b,c,d,e}Faculty of Business Management and Professional Studies Management & Science University (Pages 949 to 966)</p> <p>The main purpose of the current study is to uncover the effect of entrepreneurship education and perceived self-efficacy on people's intention to start their own businesses. Previous studies were examined, and support was found for the role of entrepreneurship education and self-efficacy in determining entrepreneurial intention, albeit the variations of such effects. The study findings stress the adoption of entrepreneurship education as national policy because it renders entrepreneurship activity more advantageous and generates confidence in building and realizing success in new ventures. The study also stresses the role of educational institutions and educators in designing more entrepreneurship programs and courses that could lead to successful business venture creation.</p>
<p>Pdf (/images/Vol5iss2_/58_AI_Jubari_P967_2019R.pdf)</p>	<p>How Does Culture Shape Entrepreneurial Behaviours?</p> <p>Ibrahim Al-Jubari^a, Aissa Mosbah^b, Zunirah Talib^c, Anuar Sulaiman^d, Yuhanis Abdul Jamal^e, ^{a,b,c,d,e}Faculty of Business Management and Professional Studies Management & Science University (Pages 967 to 980)</p> <p>Economic development, job creation, innovation and a nations' competitiveness are usually attributed to the entrepreneurial activities pursued in those economies. The entrepreneurship phenomena has been widely researched and many factors have been identifies as main drivers of entrepreneurship, including national culture. Culture is believed to shape people's attitudes, intentions and behaviours. Certain cultures are entrepreneurship-supportive and others are not. Therefore, this study's main aim is to uncover the connection between culture and entrepreneurship. The finding is that national culture is an important determinant of entrepreneurial behaviours. It was also found that cultural differences have varying degrees of effect on entrepreneurial intention and subsequent behaviours.</p>

Legal Status of Land Deed Officers in Land Registration for Preventing Land Disputes in Indonesia

Darwin Ginting^a, *^aAssociate Professor of Agrarian Law/National Land Law at Bandung Law College and Parahyangan University of Bandung's Postgraduate School (Pages 981 to 994)*

Land registration involves several different institutions, among others, land deed officers (PPATs), Kelurahan/Desa (Village) Office, and Agrarian Office, each holding different roles in accordance with their own duties and functions. Based on statistical data, land disputes have been consistently increasing year by year, both in number and in quality, with the issue becoming more and more complex. According to earlier research results, there were a number of causes for land disputes, one of which is inaccuracy of PPATs in conducting their duties. Thus, the root of the problems and their solution have to be sought in order for PPATs to contribute to land registration processes from initial stage to final stage and the issuance of a land certificate, which gives a legal certainty to the objects, subject, and status of land titles, as well as protection to land owners. Ultimately, it would bring about conformity, peace, and welfare to Indonesia's people, the majority of whom own only tiny lands. To investigate the research problem, an analysis widely used in law science was carried out, supported by relevant references, doctrines, and documents. From the research result it can be concluded that the legal status of PPAT was born from the development of state concept, mainly welfare state, where the duty of government, besides maintaining state security, is to actively support societal development process and social economy in a bid to achieve welfare. PPAT agency, being a part of the welfare state, has to play an active role in driving the accomplishment of the main national goal, i.e., welfare in a broad sense. As a measure of enhancing PPAT role in preventing land disputes, its products should be of good quality and defensible, judicially and morally.

Quality Service Delivery Systems among Government Agencies in Malaysia

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Currently, government sectors are facing transformational change involving the emerging importance of quality development world-wide. There is a significant relationship between rankings of satisfaction with public service delivery by district for all service categories. It is important for public service delivery to improve a citizen's self-confidence. E-Government modifies the government of Malaysia by improvising the service delivery and enhancing quality and performance. Indigenous committees in Malaysia are facing inefficient and lack of accountability which is causing criticism around the word. This criticism puts pressure on a need for improved quality of service delivery among federal government agencies by using key performance indicators (KPIs) to enhance service delivery. Since independence in 1957, the Malaysian government has been actively implementing reforms of government agencies. The government have been committed to improve the quality and performance of public services delivery through innovation. Performance Appraisal System (PAS) is a good strategy that has been implemented to ensure this as it moves faster in the working environment in the Malaysia's public sector. These research findings will also increase the stock of theoretical and empirical knowledge especially in the Asian context and also form the basis for further research and performance management in this field. The population of this study are from Royal Malaysian Police, Public Works Department, State Education Department, Immigration Department and State Health Department from three states in Malaysia. The findings inform recommendations into efforts to improve the attitude of employees and introduce further reforms in the field of work that must be continued by the Malaysia Government in the context of government agencies so that a "Quality Service Delivery System" can be enhanced and maintained and thus assist in achieving customer satisfaction.

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Part 3: Pages 492 to 1216

Mechanical Behaviors of Galar Laminated Board on Variation of Adhesive

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The rapid growth of home industry, due to population growth, consequently increases the need of wood for construction material. Further, the wood growth tends to decrease. To cope with this problem, a solution is required to substitute the use of limited wood resources. One such solution is to maximize the use of bamboo as construction material. Petung bamboo is one of the types suitable for laminated board due to its thicker stem. In making the laminated board, it is required to have a strong but environmentally friendly adhesive. The use of urea formaldehyde adhesive is harmful for the environment. Thus, it is important to find alternative environmentally friendly adhesive such as those made from sago starch. This type of adhesive is traditionally easy to make. This research studied the use of sago starch as the adhesive in the making of laminated galar board, and compared its adhesiveness with urea formaldehyde. The objective of this study was to identify influence of adhesive variations on the mechanical behavior of laminated galar bamboo that still retains the outer skin. In order to identify the physical and mechanical characteristic of petung bamboo, it is necessary to take a preliminary test based on ISO standards. Laminated galar board specimens were made in two variations: adhesive variation and galar composition variation. Sixteen specimens of laminated galar board were made in various dimensions. For flexural testing, the specimens were made in 16x140x600 mm dimension. For flexural testing of galar board, sample and shear strength testing to the adhesive; the specimens were made to ISO standards. In the making of laminated galar board, urea formaldehyde (UA-125) and sago starch were used as the adhesive. The Compression process was done in two methods: hot and cold compression. Cold compression applied 2 Mpa pressure and hot used 198 Bar pressure. Results of this research showed that variation of adhesive substance and galar composition significantly influenced the values of MOE, MOR and the shear strength to the adhesive. Sago starch adhesive values were still below the values resulted by urea formaldehyde adhesive. The respective values of MOR and MOE, resulted by the two adhesives to the type I board composition, were 104.43 Mpa and 14,139.16; to the type II were 33.34 Mpa and 2.299,45 Mpa; to the type III were 42.67 Mpa and 4,021.77 Mpa and to the type IV were 24, 92 Mpa and 1.777,67 Mpa. Shear strength of gluing line for board type (1), type (ii), and type (iii) were 3.424 Mpa, 0.622 Mpa and 0.762 Mpa, respectively. Pages 492 to 502

<p>Pdf (/images/Vol_5_Iss_3/30_Bulu_P503_2019R.pdf)</p>	<p>Application of Factor Analysis on the Satisfaction at Regional General Hospital Soe</p> <p>Vera Rosalina Bulu, Christin Ekowati, Siprianus Suban Garak</p> <p>¹Primary School Teacher Education Study Program, Citra Bangsa University, ^{2,3}Mathematics Education Study Program, Nusa Cendana University, Kupang, NTT, Indonesia.</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) Veraros0451@gmail.com (mailto:Veraros0451@gmail.com)</p> <p>The demands to improve the quality of work in a hospital means that ever hospital needs to continually evaluate the existing work performance. One way is to evaluate the patients' satisfaction with the hospital services. This research aims to describe the covariance correlation among many related variables (multicollinearity), to know the factors that influence the satisfaction of hospitalized patients and to analyse the most dominant factors that influence the satisfaction of hospitalized patients, at the Soe Regional General Hospital.</p> <p>This research was conducted at the Soe regional general hospital. The data used in this research was primary data through questionnaires, which were answered by 94 respondents as samples; and 1567 as the population, the error tolerance is 10%. The secondary data was obtained from the hospital. In this research, factors analysis was used to reduce seventeen variables, namely information clarity, accuracy of diagnosis, accuracy of drug administration, accuracy of food delivery, food hygiene, work speed, comfortable environment, additional equipment, security standard, hospital equipment security, work competence, hospital staff neatness, architectural design, price, location, image, and communication. Based on the analysis, three new variables were obtained called factors. These three factors are health staff competence, patients' comfort and the support for patients' comfort. The result shows that the dominant competency factor of health staff, influenced the hospitalized patients' comfort. Those factors consisted of accuracy of diagnosis, accuracy of drug administration, standard of feeding accuracy, food hygiene, work speed, image, and communication. This indicates that the work performance in hospitals, especially work competency in Soe regional general hospital, is quite good and it makes patients feel satisfied with the services available. Pages 503 to 522</p>
<p>Pdf (/images/Vol_5_Iss_3/31_Sirih_P534_2019R.pdf)</p>	<p>Effect of learning models on biology learning outcomes in terms of student spatial intelligence</p> <p>Muhammad Sirih¹, Nurdin Ibrahim², Priyono³</p> <p>¹Students of Doctoral Program of Education Technology, Universitas Negeri Jakarta, Jl. Rawamangun Muka, Jakarta 13220, Indonesia</p> <p>^{2,3}Department of Educational Technology, Universitas Negeri Jakarta, Jl. Rawamangun Muka, Jakarta 13220, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) Sirih_muhammad@uho.ac.id (mailto:Sirih_muhammad@uho.ac.id)</p> <p>This study aims to learn the effect of learning models on biology learning outcomes in terms of spatial intelligence. This research was conducted at Public High School 4 Kendari, from September to December 2017. This type of research is experimental, with measured variables, namely independent variables consisting of: (1) treatment variables: project-based learning and discovery learning models, and (2) moderator variables: high and low spatial intelligence, while the dependent variables are the learning outcomes in biology. The analysis technique used includes analysis of data descriptive and inferential analysis, done through independent sample t-test. The results of the t-test for Equality of Means test obtained $t_{count} = 3.368$, and the sig value was $0.0015 < 0.05$ at α of 0.05. This shows that the average biology students' learning outcome, that learned with project-based learning models, is higher when compared with the model of discovery learning in students who have high spatial intelligence. The results of t-test for Equality of Means obtained $t_{count} = -0.858$ and sig $0.2015 > 0.05$ at α of 0.05. The shows that there is no difference in the average biology learning outcomes of students, taught by project-based learning models compared to discovery learning models, in students who have low spatial intelligence. Pages 523 to 536</p>

<p>Pdf (/images/Vol_5_Iss_3/32_Ramdhani_P537_2019R.pdf)</p>	<p>Certified Islamic Religion Teacher (PAI) to Commitment and Discipline on Junior High School (SMP) and Senior High School (SMA), Palangkaraya</p> <p>Muhammad Tri Ramdhani Universitas Muhammadiyah Palangkaraya, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) muhammadtriramdhani@gmail.com (mailto:muhammadtriramdhani@gmail.com)</p> <p>A teacher is an educational institutions key of success. A teacher is a <i>sales agent</i> of an educational institution. A good or bad behaviour and the way in which teachers teach will greatly affect an educational institutions image. Therefore, teacher resources have to be developed through education, training and other activities, so that their professional abilities are increased. Various efforts have been made to improve the national education quality, such as the development of both national and local curricula, teacher competency improvement through training, procurement of books and learning tools, teacher certification, procurement and improvement of educational facilities and infrastructure and quality of school management. However, it seems that all of these efforts have not shown encouraging results. Every activity must begin with an intention and love for what is done, which is as a foundation for each person. Similarly, learning activities in an education must begin with an intention and a sense of love for the profession of teaching. In this study, the target to be achieved is to comprehend the commitment, discipline, and factors that influence both commitment and discipline, of Islamic religion education teachers, who have certification at Muhammadiyah Junior High School (SMP) and High School (SMA) in Palangkaraya. This study will aim to be useful as a tool for principals to assess teachers' performance objectively, provide information and make an input for teachers of Islamic religion (PAI) to improve their performances as an effort to increase their professionalism. The results of the study indicate that: 1) Educators currently have to carry out their tasks, in accordance with their duties and responsibilities, by always preparing themselves for the learning process, and always holding the spirit of an educator. 2) There are several disciplines that should be applied by educators to make them become models for their students. The rules made should be carried out "<i>sami'nawaatho'na</i>"; There is punishment/reward when violating/obeying school regulations. 3) Many obstacles exist to enforcing commitment and discipline, sometimes these obstacles come from students and parents. Pages 537 to 547</p>
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<p> Pdf (/images/Vol_5_Iss_3/33_Akoli_P548_2019R.pdf) </p>	<p> On the Perception of Prosodic Prominences and Boundaries in Larantuka Malay Variety by Non-Native Speakers Marcelinus Y. F. Akoli English Education Department, FKIP, Universitas Nusa Cendana Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) akolimarcelino@gmail.com (mailto:akolimarcelino@gmail.com) This paper examines how non-native speakers of Larantuka Malay Variety (henceforth LMV) perceive the prosodic prominences and boundaries of the language, as well as finding out the extent to which the 'raters' agree one with another on the values of prosodic prominences and boundaries of LMV. This is descriptive-qualitative research. The data was collected through Rapid Prosody Transcription (RPT) (Cole & Shattuck-Huffnagel, 2016) by involving 16 non-native speakers of LMV who gave their perceptions on every word inside 9 excerpts by scoring the words from 0.0 to 1.0. The data was firstly calculated to find the mean of each word in the excerpts where they are presented in line charts. Secondly, to assess the extent where the raters agree with one another on the perceptions, this is measured by using Cohen's Kappa Coefficient in statistics software named 'IBM SPSS Statistics 20'. The results are then classified based on Agreement Categories (Riesberg, Kalbertodt, Baumann, & Himmelmann, 2018). Result shows there is a high variability of inter-raters' agreement on the prosodic prominences which also means that there is a very small percentage of agreement among the raters on the prosodic prominences. On the other hand, less variability of the inter-raters' agreement is obtained when perceiving the prosodic boundaries. This means that there is more agreement on the perception of prosodic boundaries rather than the prosodic prominences. Furthermore, it also means that there is a significantly better performance on the prosodic boundaries rather than the prosodic prominences. For a further step, it is interesting to know how native speakers of LMV perceive the prosodic prominences and boundaries of their own language and to compare the results of the native speakers' perception with that of the non-native speakers. Pages 548 to 558 </p>
<p> Pdf (/images/Vol_5_Iss_3/34_Suwignyo_P559_2019R.pdf) </p>	<p> Teaching Materials Development Using Culturally Responsive Teaching on Senior High School Student Majoring in Language Hilmianti, Heri Suwignyo, Djoko Saryono, Roekhan Universitas Negeri Malang, Indonesia This research focuses on the development of teaching materials of Sasak literature using Culturally Responsive Teaching (CRT) strategy on Senior High School students majoring in language. This research applies Research and Development (R&D) with the ADDIE model. It consists of 5 stages, i.e., analysis, design, development, implementation, and evaluation. The instrument of data collection in this research was a questionnaire. The validation result, by the expert in teaching materials development, obtained a mean score of 4.64, which is in the excellent category. The validation result by the expert, in teaching materials design, obtained a mean score of 3.35, which is in the good category. The validation result by the expert, in instructional media, obtained a mean score of 3.84, which is in good categories. The results of practitioners' assessment of the Indonesian language and literature study obtained a mean score of 4.48, which is in the excellent category. The results of individual assessments (by one student) obtained a mean score of 4.14, which is in a very good category. The results of the small group assessment (by ten students) obtained a mean score of 3.97, which is in the good category. The results of the field assessments by thirty-three participants obtained a mean score of 3.78, which is in the good category. Pages 559 to 587 </p>

<p>Pdf (/images/Vol_5_Iss_3/35_Bili_P588_2019R.pdf)</p>	<p>The analysis of morphological and syntactical development of a non-native speaker English acquisition</p> <p><i>Yunita Reny Bani Bili</i></p> <p><i>English Studies Program, Universitas Nusa Cendana Kupang, East Nusa Tenggara Province – Indonesia</i></p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) yunita.bili@staf.undana.ac.id (mailto:yunita.bili@staf.undana.ac.id)</p> <p>This paper discusses the morphological and syntactical development of English acquisition, by a non-native speaker of English, based on the principle of Processability Theory. The aim of this paper is to apply processability theory principle to determine the highest emerged stages of the development of English acquisition with respect to syntax and morphology. Regarding the aim, the researcher employs the framework of Processability Theory proposed by Pienemann, (1998). This study was conducted through interview and picture task activities, making up for 15 minutes in each activity. The study found that first, the learner has reached stage 5 in the interlanguage syntax but the learner skipped stage 4. Second, the learner has reached stage 5 in the morphological interlanguage; produced lexical and formal variations as well as generated oversupplied tokens in several stages. In conclusion, despite the skipped stage and oversupplied tokens, the learner has reached stage 5 in the morphological and syntactical development of English acquisition, as well as being creative in producing lexical and formal variations Page 588 to 601</p>
<p>Pdf (/images/Vol_5_Iss_3/36_Winarko_P602_2019R.pdf)</p>	<p>Modification of Playfair Cipher to Strengthen Playfair Cipher Algorithm with 2 Key Layer Matrix (KLM) Method</p> <p>Edi Winarko¹</p> <p>Study Program of Mathematics, Departement of Mathematics, Airlangga University, Surabaya, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) edi_winarko@fst.unair.ac.id (mailto:edi_winarko@fst.unair.ac.id)</p> <p>Playfair ciphers are one of the popular classic encryption methods that are difficult to manipulate manually, but this method has many drawbacks because they only use uppercase or lowercase letters. This makes the combination easier to be guessed, even though it takes time. This study attempts to modify the playfaircryptographic algorithm key matrix with the Key Layer Matrix (KLM) method, by changing the 5x5 key matrix in 2 layers, so that the key combination becomes 25 x 25 consisting of upper and lower case letters. To perfect this modification, the key used is two, the key for layer 1 and the key for layer 2. The results of the calculations, with this method, make the complexity of the process slower, but makes it harder to hack. Pages 602 to 619</p>

<p>Pdf (/images/Vol_5_Iss_3/37_Nepesa_P620_2019R.pdf)</p>	<p>Describing the teacher's gestures in an EFL classroom Imanuel Kamlasi, Jefrianus Nepesa English Lecturer at English Education Study Program of Timor University English Student at English Education Study Program of Timor University Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) ikamlasi@yahoo.com (mailto:ikamlasi@yahoo.com), (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) jefrinepsa65@gmail.com (mailto:jefrinepsa65@gmail.com) Gesture is a key point in nonverbal communication. Gestures can help the teacher(s) to convey meaning(s) to the student(s) in the communication process in an EFL classroom. Gestures often occur during teacher's talks and they have an important role to play in EFL classrooms. This research intends to find out the types of gestures and describe the gestures which were used by the English teachers in an EFL classroom. Thus, the researchers used a descriptive qualitative methodology in the research. This research involved an English teacher who was chosen purposively as the participant. A tape video recording was used to record the teacher's talk and gestures during an EFL classroom lesson. Then, the researchers screened the pictures from the video to find out the teacher's gestures. Next, the researchers analyzed and described the types of gestures, which were used by the English teacher. The analyses focused on posture, facial expression, hand gestures and eye contact. The research results showed that a teacher's gestures can facilitate the teacher and the students' communication in an EFL classroom. The findings reported that there were 25 hand gestures, 13 gestures of facial expression, 23 gestures of posture and 8 gestures of eye contact. The research indicated that hand gestures were dominate in the EFL classroom. The English teacher seemed to use gestures as a strategy to convey meaning for students in the EFL classroom. Pages 620 to 637</p>
<p>Pdf (/images/Vol_5_Iss_3/38_Lalus_P638_2019R.pdf)</p>	<p>Analytical solutions of modified Friedmann equation in Tsallis Cosmology for nonflat universe Herry F. Lalus¹ and Getbogi Hikmawan² ¹Department of Physics, Faculty of Teacher Training and Education, Universitas Nusa Cendana ²Theoretical Physics Laboratory, THEPI Division, Faculty of Mathematics and Natural Sciences, Institut Teknologi Bandung, Jl. Ganesha 10 Bandung 40132, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) herryalus@staf.undana.ac.id (mailto:herryalus@staf.undana.ac.id) The modified Friedmann equation discussed in this paper is the equation derived by Sheykhi (Sheykhi, 2018) in Tsallis cosmology. Tsallis cosmology is a cosmological model developed by Tsallis and Cirto (Tsallis & Cirto, 2013) based on the thermodynamic entropy of a gravitational system such as a black hole. Syiekhi has provided a solution to the equation for the case of flat universe , but in this paper, we worked on the solutions to the equation for the case of nonflat universe with . We obtained solutions in the form of hypergeometric functions for the era of matter domination and the era of radiation domination, which are only distinguished by constants. For this reason, at the end, we declare the equation solution for both eras in one form of a general solution. In this paper we also provide examples of specific solutions for matter domination era, as an example case, that is derived from the general solution that has been obtained. Pages 638 to 653</p>

<p>Pdf (/images/Vol_5_Iss_3/39_Dwinanto_P654_2019R.pdf)</p>	<p>Optimal Design of Herringbone Wavy Fin-and-Tube Condenser Based on the Entropy Generation Number</p> <p>Matheus Magnus Dwinanto Department of Mechanical Engineering, Faculty of Science and Engineering, University of Nusa Cendana, Kupang, Indonesia. Email: (mailto:)acobt.dwinanto@staf>.undana.ac.id (mailto:acobt.dwinanto@staf>.undana.ac.id)</p> <p>This paper presents a mathematical model which conflates two heat exchanger design approaches – the ϵ-NTU (effectiveness-Number of Transfer Units) and the EGM (entropy generation minimization) – focusing on heat exchangers with uniform wall temperature for determining optimal design of herringbone wavy fin-and-tube condensers used in refrigeration system. Second law analysis on the herringbone wavy fin and tube condenser was conducted on the basis of correlation proposed by Hermes (2013) and the basis of empirical correlations for heat transfer and flow friction characteristics proposed by Wang, et al. (2002), in which the entropy generation rate was evaluated. An algebraic model which expresses the dimensionless rate of entropy generation as a function of the heat exchanger geometry (number of transfer units), the thermal-hydraulic characteristics (friction factor and Colburn j-factor), and the operating conditions (heat transfer duty, core velocity, surface temperature, and fluid properties) is derived. Results from the mathematical model show that heat transfer with finite temperature difference creates much more effects on entropy generation rate than viscous flow. Pages 654 to 668</p>
<p>Pdf (/images/Vol_5_Iss_3/40_Ghunu_P669_2019R.pdf)</p>	<p>How Indonesian Principals Create and Improve Teacher's Self-Efficacy</p> <p>N. Ghunu, D. Meirawan, and E. Prihatin</p> <p>Educational Administration, School of Postgraduate Studies, Universitas Pendidikan Indonesia, Indonesia</p> <p>Email: novtrya@gmail.com (mailto:novtrya@gmail.com)</p> <p>Few studies have identified the type of leadership that could improve a teacher's self-efficacy. But previous research is silent as to what kind of leadership practices are used to improve teacher's self-efficacy. To address this gap in the literature, this case study examines how principal leadership practices influence teacher's self-efficacy, at elementary schools in Bandung, Indonesia. This study will compare the difference between principal leadership practice in a model school and a regular school by using triangulation data as the research method. As a result, there were no significant differences in degree of teacher self-efficacy, between the model school and the regular school. From the qualitative analysis it was found the differences about principal leadership practices by implementation of monitoring in improving teacher's self-efficacy in model and regular school. Pages 669 to 684</p>

<p>Pdf (/images/Vol_5_Iss_3/41_Hastuti_P685_2019R.pdf)</p>	<p>Comparative Analysis of The Competitiveness between Indonesian Movies against International Movie, as a Reference in Developing Indonesia's Cinema and Curriculum about Cinematography</p> <p>M. Fariz Fadillah Mardianto^{2,3,*}, Disty Ridha Hastuti¹, Devayanti Anugerahing Husada¹, and Raka Andriawan¹</p> <p>¹Student in Department of Mathematics, Airlangga University, Surabaya, Indonesia</p> <p>²Department of Mathematics, Airlangga University, Surabaya, Indonesia</p> <p>³Ph.D Student in Department of Mathematics, Gadjah Mada University, Yogyakarta, Indonesia</p> <p>Email: m.fariz.fadillah.m@fst.unair.ac.id (mailto:m.fariz.fadillah.m@fst.unair.ac.id)</p> <p>Recently, Indonesia's cinema is developing and is observed with an increasing audience; from 16,2 million audiences in 2015 to 42,7 million in 2017; according to Indonesia's Creative Economy Agency. However, that agency also states that Indonesia's movies earn only 35% of the market share. As such, it is necessary to analyse the cause of Indonesia's cinema developments and the domination of international movies, in order to boost Indonesia's cinema performances. Data collection was carried out using questionnaires. Comparative analysis can be done based on Structural Equation Modelling (SEM). The method was preferred for its superiority in modelling unmeasurable variables. Based on the result, factors that determine the competitiveness of the movies include genre, promotion, popularity, personal taste, acting, script, story plot, scene's shooting, animation, visual effect and music audio. These results could be used as reference in improving the quality of Indonesia's movies through an educational curriculum. Pages 685 to 707</p>
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<p>Pdf (/images/Vol_5_Iss_3/42_Mardianto_P708_2019R.pdf)</p>	<p>Prediction the Number of Students in Indonesia who Study in Tutoring Agency and Their Motivations based on Fourier Series Estimator and Structural Equation Modelling</p> <p>M. Fariz Fadillah Mardianto^{1,2*}, Sri Haryatmi Kartiko³ and Herni Utami³</p> <p>¹ Study Program of Statistics, Department of Mathematics, Airlangga University, Surabaya, Indonesia.</p> <p>² Ph.D. Candidate in Department of Mathematics, Gadjah Mada University, Yogyakarta, Indonesia.</p> <p>³ Study Program of Statistics, Department of Mathematics, Gadjah Mada University, Yogyakarta, Indonesia.</p> <p>Email: m.fariz.fadillah.m@fst.unair.ac.id (mailto:m.fariz.fadillah.m@fst.unair.ac.id)</p> <p>In Indonesia, tutoring agencies are supporting students in learning outside the school especially close to examinations times. The predictions of the number of students who study in tutoring agencies are important as a recommendation for regulations in the field of education. The number of students who study in a tutoring agency demonstrates a seasonal pattern with an increasing trend, so the Fourier series estimator is used to predict this event. Monthly data on the number of students who enrolled in three tutoring agencies during five years is collected. After obtaining the prediction model based on the best Fourier series estimator for longitudinal data, data exploration is then preceded based on the questionnaire to find out the significant motivation factors from students along with their supporting dimensions related to the reasons for using a tutoring agency. Structural Equation Modelling (SEM) was used to analyse the motivation. The results show that there were three motivation factors for students in joining the tutoring agencies such as reliability, guarantee, and empathy. These results can be used as material for evaluating the education process in Indonesia. Pages 708 to 731</p>
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<p>Pdf (/images/Vol_5_Iss_3/43_Setiawaty_P732_2019R.pdf)</p>	<p>Analysis of Core Competencies and Core Value needed at Furniture Department for Preparing Ready to Work Graduates: Case Study at PIKA Vocational School Semarang</p> <p>Tetty Setiawaty¹, Gunadi Tjahjono²</p> <p>¹Departement of Building Engineering Education, Faculty of Teacher Training and Education Nusa Cendana University</p> <p>²Departement of Electrical Engineering Education, Faculty of Teacher Training and Education Nusa Cendana University</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) tetty_setiawaty@staf.undana.ac.id (mailto:tetty_setiawaty@staf.undana.ac.id); (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) gunadi_tjahjono@staf.undana.ac.id (mailto:gunadi_tjahjono@staf.undana.ac.id)</p> <p>Core competencies and core values are needed in all types of work. PIKA Vocational School has implemented core competencies and core values in the learning process, which can be seen from the work ethic and skills of students and graduates. This study aims to explain core competency and core values needed in the field of Furniture Department in preparing ready to work graduates. This research used qualitative research methods with a case study approach. Data were collected using in-depth interviews, participant observation, and documentation. The results of the study show that core competency and core value are an inseparable entity. Core competencies taught in PIKA Vocational Schools are grouped into 4 based on the learning year. The first year is an adaptation phase by developing a sense of quality that is educating students to have the sensitivity of work quality and products. The second year is a socialization phase by developing a sense of efficiency and productivity; it is educating students to have the sensitivity to work planning, both time and work method. The third year is an internalization phase by developing a sense of teamwork that is educating students to have the sensitivity to leadership and the ability to work together in teams. The fourth year is the externalization phase to develop a sense of entrepreneurship that is educating students to have the sensitivity to independence and entrepreneurial spirit. The core values applied in preparing ready-to-work graduates are applying 4C (competency, compassion, conscience, and commitment) and QEPTE (quality, efficiency, productivity, teamwork and entrepreneurship). The values developed are cooperation, excellence, flexibility, integrity, comfort, and fairness. Pages 732 to 755</p>
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The Realistic Mathematics Learning Approach Improving the Ability of the Mathematical Connection of Junior High School Students at Al-Islamiyah Putat-Tanggulangin Sidoarjo

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The aims of this study were to determine effectiveness of the mathematics learning approach in improving students' mathematical connection. This research used two Group Pretest-Posttest designs. The sample selected of this study was from random sampling, that is two classes were selected with 58 students. This research was conducted in grade VIII-1 Junior High School Al-Islamiyah Putat-Tanggulangin, Sidoarjo. The instruments of this research used essay test and observation. The results showed that the practicality of the realistic mathematic learning approach effectively used, was characterised by the ability of the teachers to manage learning to meet the criteria of good; student activities, positive student responses, and completeness of the classical student learning more than 80%. Furthermore, based on student learning outcomes, it can be concluded that the students' mathematical connection ability increases. Pages 756 to 774

The Influence of Field Trips and Inquiry Learning Methods on Understanding the Concept of Local History

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In this paper, we investigated the influence of field trips and inquiry learning methods by applying them to third year students of the History Department, Faculty of Teacher Training and Education, University of Nusa Cendana Kupang, East Nusa Tenggara, Indonesia. This was conducted to enhance the learning outcomes of a Local History course. This research adopts a quasi-experimental research methodology. The sample population used in this study was 70 students, and they were divided into two groups: group A (n=35) and group B (n=35). The field trip method was applied in group A, whereas the inquiry method was used in group B. The collected data in this research was statistically analysed using a t-test with test prerequisite analysis, that is, normality test by Lilliefors's significant correction method, from the Kolmogorov-Smirnov Test and the Homogeneity test with F test. The results indicated that there are differences in the learning outcome of students who have been taught using the field trip study method and the inquiry learning method. The pre-test scores for group A and group B were 80.28 with a standard deviation of 1.58 and 75.4 with standard deviation of 3.46 respectively. After the application of both methods, the post-test scores were significantly higher than that of the pre-test for both methods, with the score for group A being 86.37 with a standard deviation of 6.04, and group B being 79.05 with a standard deviation of 5.70. The results have indicated that the field study method was more suitable for this subject compared to the inquiry method. Pages 775 to 800

Classroom Action Research: Biological Learning Quality Efforts in Senior High School with the Illustrated Handout Combining Concept Map

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This is an action classroom research study, with the aim of increasing learning quality through the use of illustrated handouts and concept maps. The increased learning quality is measured by using the indicator of a student's learning activity, student's learning outcomes, and teacher activity. The subjects of the research are science students in the eleventh grade of senior high school, Kupang. Data collected by using the instruments i.e. test, observation sheet and questionnaire, is analysed by descriptive qualitative and quantitative. The results of the research indicate that the implementation of an illustrated handout combining a concept map had the ability to increase students' activity by 18.53%, the teacher's activity by 13.43%, and the learning outcomes by 7.88%. The percentage of student's learning completeness increased by 53.57%. This research result indicates that the implementation of the illustrated handout combined with the concept map has an ability to increase the learning quality in the class. Pages 801 to 820

The Role of Parents and Teachers in Creating the Insight of TV Media Literacy for Middle School Students in Kupang City

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The aims of this research with respect to Television/TV media literacy are to: ascertain parents' role in creating an understanding of it; discover the performance of teachers; and determine the problems faced by parents and teachers. This research makes use of the case study method as well as the purposive sampling technique to obtain the required information. Data was collected through in-depth interviews, observation, and literature references, while Miles and Huberman's interactive analysis model was used to examine the data obtained. The results indicate the role of parents in designing an adequate understanding of TV media literacy through verbal and non-verbal communication strategies. The role of teachers is to advise students to watch certain programs, inform them of the schedules of qualified TV shows, give assignments on a variety of things associated with broadcast media and have interactive discussions about the media during classes. Parents are faced with the inability to understand the importance of media literacy owing to their tight working schedules. Similarly, teachers' are faced with lack of time to teach lessons on media literacy in school. Pages 821 to 841

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The elaboration of a learning model between a Team Assisted Individualisation learning model and Co-Op Co-Op learning model aims to improve the students' understanding of mathematics, which consists of conceptual and procedural understanding with an emphasis on the importance of 4C (critical thinking, creative thinking, collaboration, and communication) skills, and a proficiency in accordance with Education 4.0. A true experimental design was conducted in this study with random cluster sampling techniques for grade X senior high school science students. The analysis of t-independent test resulted that $\alpha > p$ ($0.05 > 0.001$). It indicated a difference of the students' understanding of mathematics between the experimental class and the control class after the application of the learning model. The average increase in the students' understanding of mathematics on the experimental class was 0.73 (high category), while the average increase in the control class is 0.55 (medium category). These results were confirmed by the preferences of the students' positive response of 3.23, after the learning process. The elaboration was improving the students' understanding of mathematics through knowledge design, with critical and creative thinking and communication processes through the exchange of ideas in the problem-solving phase so that students have a better and more thorough understanding. Moreover, the elaboration model could be an alternative to a learning model to increase students' understanding of mathematics. Pages 842 to 864

An Evaluation Study of the Mechanical Skills and Learning Strategies in using Lathes at State Technology Vocational School (SMK) in Kupang City

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This study was aimed at understanding the difference between the influence of VCD media and demonstration learning strategies towards the skills of using a metal-working lathe and on its use by low-mechanically talented students. A quantitative experimental design with evaluation research orientation was employed. The research samples were obtained from State Technology Vocational Schools (SMK) in Kupang City, through the use of cluster random sampling. The data were collected by observation, interviews, and tests conducted on the practical learning of using the lathe machine through VCD media and demonstration, putting students' mechanical talents into consideration. The data were analysed through the use of a two-way ANOVA. The results showed that there was a difference in the effect of learning strategies with VCD media and demonstrations of the skills of using a lathe for students majoring in Mechanical or Automotive Engineering, and a difference was also observed in the skills of using a lathe for low mechanically talented students. Pages 865 to 887

The Effect of Self-Efficacy on Technical Skills in Collaborative Instruction

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Self-efficacy is an important factor in determining learners' achievements and influences the choice of learners' activities. This study was conducted with the aim of explaining the effect of self-efficacy on technical skills in collaborative instruction. Efficacy consists of 24 question items with the lowest score of 24 and the highest score of 120 for categories of high self-efficacy and low self-efficacy. The subjects of this study were vocational students in the NTT province, especially in the Audio Video Technique class with 80 students. The study results are differences of the concept of learners who have high self-efficacy with low self-efficacy, and there are differences in learning outcomes of students who have different self-efficacy. From the results of research, it was concluded that collaborative instruction helps students who have low self-efficacy to obtain the improvement of learning outcomes. Pages 888 to 903

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This study aims to examine the effectiveness and practicality of modules used to teach students to think creatively, based on creative problem solving and design thinking models. By adopting a 4D development model, which consists of four stages: *define*, *design*, *develop*, and *disseminate*, surveys and interviews were conducted at the *define* process stage which proved that the students who used modules that contain conventional learning models do not help in improving creative thinking skills. The stages of module development have gone through validation tests, and revised, based on suggestions from experts and small group test results. The use of modules shows a significant increase in improving students' creative thinking skills (91.63%) for students in fourth semester in the Primary School Teacher Education study program. The future of this research is expected to be used empirically so that it can investigate the influence of modules related to higher-order thinking skills of students. Pages 904 to 916

Pdf

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In Indonesia, industry has become the biggest contributor for Gross Domestic Product (GDP) which achieved 20.16 % in 2017 according to Indonesia's Ministry of Industry. As Indonesia's main economic force, it demands a skilled workforce. One way to generate such a workforce is through Vocational High Schools. However, they have the lowest enrolment rate compared to other education levels according to Statistics Indonesia. According to Indonesia's Ministry of Education and Culture, one reason for that phenomenon are mismatches of vocational programs with industry in the area. Thus, clustering provinces in Indonesia based on its industrial concentration is necessary. Therefore, data was collected from Indonesia's Ministry of Industry, including a number of middle to big industries and their workforce. Clustering was carried out based on Fuzzy C-Means, which enables each province to become a member of every cluster and eventually results in eight clusters. The results are used to recommend vocational programs in Indonesia based on industrial concentrations. Pages 917 to 935

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The problem of student's reading literacy ability has achieved considerable attention with the active movement of the reading culture conducted both in developed and developing countries. As a developing country, the Indonesian government has risen and is actively working to move the reading culture for the Indonesian people. The movement starts from early childhood through the provision of libraries in various areas, such as schools, sub-districts and villages as reading parks for all ages. The movement of the reading culture that is undertaken will produce positive habits that possibly improves a student's interest in reading and affects student's future career. Qualitative analysis is implemented to obtain information about the important contribution of reading literacy for today's and the next generations to build strong nations. Using interview techniques, this study involves participants who like reading and experience the positive effects of reading on human life. The results of the study shows that reading literacy can influence the way people think and act. Pages 936 to 953

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This study aims to gain information on the effects of teacher performance, as well as classroom climate, on student attitude toward Indonesian Language learning, embracing the Industrial Era 4.0 in Semarang Regency. This study was carried out using a quantitative approach of ex post facto type at six schools, in Semarang Regency, Indonesia. The sample of this research consisted of 172 students enrolled by random sampling technique. Data were collected using questionnaires. The data analysis techniques used were the descriptive analysis technique and the regression analysis technique. Results indicated that teacher performance had a significant influence on student attitude towards Indonesian Language learning, and classroom climate had a significant influence on student attitude towards the Indonesian Language. Embracing the Industrial Era 4.0, and teacher performance and classroom climate simultaneously had a significant effect on student attitude toward Indonesian Language learning in the Industrial Era 4.0. Pages 954 to 978

The Role of Woman in Facing The Impact of Climate Change in Kupang Regency

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Climate change has an impact that is affecting the availability, resilience and sustainability of human life, especially the family and household. The impact of climate change includes floods, extreme climate in the sea, drought, hurricanes, pests and landslides. In these conditions, the resilience of families and households will be affected, due to the complexity of the problems, which are related to the fulfillment of basic needs, lack of clean water, a problem in meeting the needs for food, economic issues, education and family health issues. In this case, most feel a good woman is a wife and family member; who focuses on family. The purpose of this study was to identify the impacts of climate change on women, their unidentified efforts in the face of climate change impacts, which were identified through the efforts of government policies, programs and activities, facing the impact of climate change, especially for women and developing models in the face of women's empowerment impacts of climate change. This research was related to the role of women in the face of climate change impacts in Kupang Regency and sub-districts of Tablolong and Oesao and these locations have been experiencing frequent impacts of climate change such as floods and extreme climate in the sea. The source of the data used was the results of interviews, questionnaires and focus group discussions (30 women participants) with purposively selected informants based on subjects who mastered the problems and so on using snowball sampling. While the use of data analysis was to use a combination of quantitative analysis in the form of cross-tabulation and qualitative analysis. The results achieved by women were instrumental in fighting climate change, and still trying to cope with the impacts of climate change. Similarly, the role of central and local government was limited to the policy level and was not optimal in terms of implementation. This was also found in nine component model implementation PUG. Pages 979 to 1002

Analysis of the Difficulties in Determining the Right Evaluation Instrument in Teaching Practice Student Teachers of Mathematics Education Study Program

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This research aims to analyse the difficulties experienced by mathematics student teachers when conducting teaching practice in schools. Teaching practice is one of the important activities that must be taken by student teachers to obtain a bachelor degree of education. Student teachers' readiness in experiencing this process is also an important concern in universities, so that research in analysing the difficulties experienced by student teachers needed to be held to become the basis of curriculum reference. This research is a qualitative descriptive study that collects data through questionnaires, semi-structured interviews and the assessment of one of the problems experienced by students, namely in determining the appropriate evaluation instruments to manage teaching practice. There were 60% of students who experienced this difficulty, the number of student teachers who experienced this difficulty increased in three different classes of the year that became the sample of this research. Pages 1003 to 1033

The Effects of Problem-Based Learning with Character Emphasis and Naturalist Intelligence on Students' Problem-Solving Skills and Care

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This research aimed to examine the effect of problem-based learning with character emphasis (PBL-CE), and naturalist intelligence on the students' problem-solving skills and care. The treatment by level 3 x 2 design were given to three groups; PBL-CE (A1), PBL (A2), and regular learning (RL) (A3) on the students with high naturalist intelligence (B1) and the students with low naturalist intelligence (B2). The data on the students' naturalist intelligence and problem-solving skills were collected through tests and the data on the students' care were collected through self-assessment and observation sheets. The data were analysed using manova at 5% significance level. The results of the reserach showed that the PBL-CE affected the students' problem-solving skills and care, naturalist intelligence did not affect the students' problem-solving skills and care, and the interaction between the PBL-CE and naturalist intelligence did not affect the students' problem-solving skills and care. Pages 1034 to 1059

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Physical activity with an alphabet circuit will improve a child's physical fitness. This study aims to produce a model of physical activity based on the alphabet circuit for first grade students of elementary school. The method used in this research is research and development (R and D) by adopting the research steps of Borg and Gall. This development research is modified from 10 to 4 stage, including: (1) a preliminary stage, (2) development stage, (3) field test stage, and (4) dissemination stage. A small-scale trial was conducted on 44 students in SDN Aren Jaya 04 Bekasi City and SDN Gandasari 01 Bekasi Regency. Large-scale trials were conducted on 144 students in MI Al-Wathoniyah Bekasi Regency, SD IT Darussalam Bekasi Regency, and SD Al-Azhar 17 Bintaro Tangerang. Instruments of data collection used observation and ratings sheets on the alphabet circuit model as a child's physical activity. Guttman scale data analysis technique was used to analyse the data. The result of the research are the physical activity model based on the alphabet circuit for first grade students of elementary school, each letter consisting of locomotor, non-locomotor, and basic manipulation movements. Based on the assessment of matter experts and teachers, it can be concluded that the alphabet circuit as a child's physical activity is appropriate for use in physical education learning for first grade students of elementary school. Pages 1060 to 1088

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Financial institutions such as pawnshops are present in Gresik district, Indonesia. In order to have high customer loyalty, an institution should maintain their image. Thus, the aim of this study is to examine how brand image affects customer loyalty at PT. Pegadaian Syariah Sembayat Branch. The components forming brand image are brand strength, brand advantage, and brand uniqueness. Multiple regression analysis is applied to this study. The findings stated that brand advantage is the only component which significantly affects customer loyalty. Furthermore, the influence of brand advantage on customer loyalty is positive. Pages 1089 to 1105

A Goodness of Fit Test of Geographically Weighted Polynomial Regression Models and Its Application on Life Expectancy Modelling

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Geographically weighted polynomial regression (GWPolR) is a spatial model with varying coefficients and polynomial relationships between response and its predictors. It is a generalisation of geographically weighted regression (GWR) models. By this generalisation, it has more parameters and better goodness of fit measures than the GWR does. Nevertheless, it is important to decide statistically whether the GWPolR model describes a given data set significantly better than a GWR model does. So, to carry out the work this paper aims to derive an ANOVA type test statistic and provide a guideline for performing the test in practice. Then, two simulated data sets were used to evaluate test performance. Those examples have shown that the test procedure has performed well and has provided a feasible way to choose an appropriate model for a given data set. In Human Development Index modelling, the GWPolR model was not significantly better than GWR model. Pages 1106 to 1126

Factors Predicting Timely Student Graduation in the Faculty of Science and Technology at Airlangga University

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The aim of this study is to explore the pattern of student's period of study by predicting it based on some variables related to students and other variables associated with the study period. The data in this work was from the Faculty of Science and Technology (FST) undergraduate students starting from 2008 - 2018 from 8 subjects. Those are Mathematics, Physics, Chemistry, Biology, Statistics, Information System, Biomedical Engineering, and Environmental Engineering. The attributes in this study consist of subject, gender, address, high school status, national exam score, admission method, subject selection order, parents' income, ELPT, and GPA. The dependent variable (study period) is divided as on-time and not on-time. The method used in prediction is the Decision Tree with C4.5 algorithm. The results of this study gives information that address and ELPT are not associated with the study period while the most dominant attribute for the prediction is GPA, followed by gender. Pages 1127 to 1150

Pdf (/images/Vol_5_Iss_3/Part_2_2020/5319_Mardianto_2019_E_R.pdf)	<p>Prediction of National Strategic Commodities Production based on Multi - Response Nonparametric Regression with Fourier Series Estimator</p> <p>M. Fariz Fadillah Mardianto*, Siti Maghfirotul Ulyah, Eko Tjahjono</p> <p>Study Program of Statistics, Department of Mathematics, Airlangga University, Surabaya, Indonesia.</p> <p>*Email: m.fariz.fadillah.m@fst.unair.ac.id (mailto:m.fariz.fadillah.m@fst.unair.ac.id)</p> <p>The Ministry of Agriculture in Indonesia stated that there are 11 strategic commodities that have the largest contribution to food security and the formation of inflation rates in Indonesia. There are rice, corn, shallot, garlic, red chili, cayenne pepper, beef, chicken, broiler eggs, sugar, and cooking oil. The supply of strategic commodities that are suitable to the needs of the Indonesian people can maintain the stability of national food security. Indonesia's Government depends on provinces that become the main producer of most commodities, like East Java. However, a prediction can be made to determine the availability of these commodities in the coming period, based on data from the previous period. Because the data has an oscillation pattern, Fourier series estimators in multi-response case is used to forecast. Fourier series have the flexibility to approach the data pattern smoothly. The data from the East Java Province Government in Indonesia is taken for 11 commodities. The result is an optimal model based on the parsimony model with the small Mean Square Error (MSE), a Generalised Cross Validation (GCV) and the big determination coefficient value. The model that has been selected has a small goodness of fit criteria to forecast. So, Fourier series estimators with a multi-response case is suitable to predict national strategic commodity production in East Java, that give high contributions to Indonesia's achievement for food security. Pages 1151 to 1176</p>
Pdf (/images/Vol_5_Iss_3/Part_2_2020/5320_Fatmawati_2019_E_R.pdf)	<p>Comparison of Smoothing and Truncated Spline Estimators in Estimating Blood Pressure Models</p> <p>Fatmawati¹, I Nyoman Budiantara², Budi Lestari^{3*}</p> <p>¹Department of Mathematics, Faculty of Science and Technology, Airlangga University, Jalan Mulyorejo Kampus C-UNAIR, Surabaya 60115, Indonesia.</p> <p>²Department of Statistics, Sepuluh Nopember Institute of Technology, Indonesia.</p> <p>³Department of Mathematics, The University of Jember, Indonesia.</p> <p>³Doctoral Study Program, Faculty of Science and Technology, Airlangga University, Indonesia.</p> <p>Email: budi.lestari-2016@fst.unair.ac.id (mailto:budi.lestari-2016@fst.unair.ac.id)</p> <p>The functions, namely regression functions, which describe the relationship of more than one response variable observed at several values of the predictor variables in which there are correlations between responses can be estimated by using both smoothing spline and truncated spline estimators in multi-response non-parametric regression model that is as development of a uni-response non-parametric regression model. In this paper, we discuss estimating regression function of the multi-response non-parametric regression model by using both smoothing spline and truncated spline estimators with application to the association between blood pressures affected by body mass index. Results show that by comparing their mean squared error values, smoothing spline estimators give a better estimate of results than truncated spline estimators. It means that for a prediction need, smoothing spline estimators are better than truncated spline estimators. Pages 1177 to 1199</p>

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The basic idea of non-parametric regression is to let the data decide which regression function fits best without imposing any specific form on it. Consequently, non-parametric regression methods are in general more flexible. They can uncover structure in the data that might otherwise be missed. Bi-response non-parametric regression model provides powerful tools for modeling the regression function which represents association between blood pressures and stress score. Spline estimator has powerful and flexible properties for estimating the regression function. In this paper we discuss methods to estimate blood pressure affected by a stress score using least squared spline estimator. The results show that the estimated regression function is linear in observation and biased estimator. Also, we obtain the minimum GCV value of 389.9907, and optimal smoothing parameter values of 0.5255788 and 2.544688. Pages 1200 to 1216

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Special Edition: Emerging Issues, Challenges, and Solutions in Business Management and Social Sciences: A Way Forward

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<p>Pdf (/images/Vol5iss2_/21___Chotechoei_P316_2019R.pdf)</p>	<p>Competitive Advantages of Production and Marketing of Small and Medium Enterprises in the Northeast of Thailand: A Case Study of Food Industry</p> <p>Nisarat Chotechoei^a, ^a<i>Faculty of Management Science, Rajabhat Maha Sarakham University, Thailand, (Pages 316 to 336)</i></p> <p>This research aims to study factors affecting success in competitive advantages of production and marketing of small and medium enterprises in the Northeast of Thailand. The samples of the study were 1,047 small and medium food industry enterprises in the northeast of Thailand. The research tools include statistical approaches in data analysis were percentage, mean, standard deviation, and multiple regression analysis for hypothesis testing. The research findings are as follows: Quality of service, improving existing products, customizing products, answering customers question, completeness of product and reputation had a positive relation on the success in competitive advantages through increased sales. Improving existing products, quality of services, customizing products, answering customers question, technology, product features and completeness of product had a positive relation to the success in competitive advantages through increased net profits. Reputation, product features, delivery of ordered products, improving existing products, customizing products, technology and after-sales services had a positive relation to the success in competitive advantages through standard certification and famous awards. Therefore, the food industry can apply the research findings as a guideline in developing competitive capability for small and medium enterprises in Thailand, this can make the food industry survive and sustainably grow.</p>
<p>Pdf (/images/Vol5iss2_/22_Marzuki_P337_2019R.pdf)</p>	<p>Creative Works of Judges in Handling Internet-of-Things (I-O-T) Cases</p> <p>Peter Machmud Marzuki^a, ^a<i>Faculty of Law, Universitas Airlangga, Indonesia, (Pages 337 to 350)</i></p> <p>Lack of clear-cut rules and the absence of statutory provisions concerning Internet of Things does not prevent judges from reaching equitable solutions on the subject matter. Information Technology including Internet of Things develops faster than legislative work. In reality, cases on Internet of Things needs judicial settlement. Under no circumstances, may a court reject to try the cases. Judges, therefore, should be creative to handle the cases, by which equitable solution may be reached. The creative works of a judge, in settling hard cases, may be in the form of interpretation of statutory provisions or creation of law based on legal principles, if neither statutory provision nor unwritten laws dealing with the cases is found. It is inevitable that judges interpret statutory provision if it is unclear, by which it may be applied aptly to the case. If a judge finds neither written nor unwritten rules applicable to the case, he/she uses his/her initiative to refer to legal principles to resolve the case. Both interpretation of statutory provisions and the creation of laws are acceptable in judiciaries throughout the world. Three cases, from different countries, prove that creative works of judges are successful to reach equitable solutions of Internet-of-Things (I-o-T) cases.</p>

Model On Legal Transformation of the Local-Owned Enterprise to Public and/or Private Local Entities towards Climate Investment Boost

Bagus Oktafian Abrianto^a, Sri Winarsi^b, Agus Widyantoro^c & Faizal Kurniawan^d, ^{a,b}*Administrative Law Department, Universitas Airlangga, Indonesia*, ^{c,d}*Civil Law Department, Universitas Airlangga, Indonesia*, (Pages 351 to 366)

The investment climate in Indonesia, after the issuance of the Investment Law and the demands of the ASEAN Economic Community in 2016 and in line with the Nawacita program of Joko Widodo, has made investors and the nation of Indonesia more active in the realization of economic independence by mobilizing the strategic sectors of the domestic economy. Efforts to increase local revenue have come by way of establishing Local-Owned Enterprises (Badan Usaha Milik Daerah/ BUMD in bahasa) to support the synchronization and objectives of regional autonomy. BUMD form, among others, Local Enterprise, Regional Development Bank and are pioneers of business activity. Some BUMD have low financial performance, so their function as a source of regional income is not achieved because the profit / profit given to the Provincial Government, City and Regency is very small or even a loss. One cause is the corruption done by BUMD itself. Therefore, this research is conducted in the framework of the development of regional investment through the transformation of the status of Local-Owned Enterprise into Public Local Entities or Private Local Entities as regulated further by the Law on Regional Government. This research is a legal research; the method used in this research is a statute approach by needing an empirical approach and case approach to support the issue.

Offensive Content on The Internet: The Malaysian Legal Approach

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Recently, there has been a lot of offensive contents available on the internet. Therefore, new legal challenges have arisen, and many legislators have updated the existing laws to criminalise offensive content on the internet. In Malaysia, s.211 and 233 of the Communications and Multimedia Act 1998 regulates offensive content on the internet. However, these two provisions have been criticized as they can be used to silence the critics and comments on political issues, as well as a breach of freedom of expression. This paper aims to discuss the offensive content on the internet, under s.211 and s.233 of the CMA 1998, by analysing legal texts and cases and legal opinion. To sum up, no comprehensive definition for offensive content exists, and it is submitted that s.211, and 233 CMA is very broad to describe the offensive content on the internet, but it's subject to the court's assessment whether the content falls under the types of offensive content on the internet in s.211 and s. 233 of CMA. After All, there is no breach to freedom of expression under s 211 and 233 of CMA, because freedom of expression is not absolute and must be limited within the law, and nobody can insult others under the guise of freedom of expression. Finally, s. 211 and 233 CMA protects people's rights and the broad interpretation will help to stop any offensive content on the Internet in the future as it will be in the end evaluated by the court whether the content is offensive or not.

<p>Pdf (/images/Vol5iss2_/25_Pawestri_P378_2019R.pdf)</p>	<p>Rational Choice Theory in the Scheme of Mining Shares Divestment Based on National Interest Protection</p> <p>Widhayani Dian Pawestri^a, Muchammad Zaidun^b, Iman Prihandono^c, Mas Rahmah^d,^{a,b,c,d}<i>Private Law Department, Faculty of Law Universitas Airlangga, Surabaya, Indonesia, (Pages 378 to 389)</i></p> <p>This paper is a revised version and an expanded version of the paper entitled 'Shares Divestment Scheme in Indonesian Mining Law'. Several cases of ICSID are cases of shares divestment, one of them is the Freeport case that offers divestment by giving the assumption of investment if the Government extends the Freeport Operational License until 2041. It violates determination of divestment share price as the value should be based on fair market price without calculating the amount of minerals. Shares divestment execution is often hampered by the determination of divestment shares' price. The purpose of the divestment arrangement was not achieved because of the price fixing issue which causes divestment failure or causes divestment delay, and the shares that were previously for the government eventually fell on private shareholders which might be owned by foreign parties. This paper is a legal research. It is intended to formulate a shares divestment scheme in the mining sector in Indonesia based on rational choice theory and public choice theory, which is expected to give a valuable contribution to the Government of the Republic of Indonesia as well as stakeholders and can be the ontological basis for laws and policies related to the investment and mining laws in Indonesia. The approaches which are used are the conceptual, statute, case and comparative approach. The primary legal materials that are used are legislation, international conventions and court decisions, while the secondary legal materials are in the form of literature and related materials.</p>
<p>Pdf (/images/Vol5iss2_/26_Thalib_P390_2019R.pdf)</p>	<p>The Function of Deposits Insurances Institutions to Create a Solid Banking System For The Sake Of Continuity of Infrastructure Development in Indonesia</p> <p>Prawitra Thalib^a, Faizal Kurniawan^b, Hilda Yunita Sabrie^c,^{a,b,c}<i>Department of Private Law, Universitas Airlangga, Indonesia, (Pages 390 to 396)</i></p> <p>The monetary crisis that hit Indonesia in 1998, which resulted in the liquidation of 16 banks, has made public confidence in the banking sector decreased. To resolve this, the Government has issued a policy giving a guarantee for the entire banks obligations towards its customers, including savings societies (blanket guarantee). Blanket policies guarantee can improve public confidence towards banking, through a solid banking system and trust of the community to the Agency bank, the banking institutions can provide support to project infrastructure in Indonesia, as in any workmanship infrastructure projects definitely need the financial support of banking institutions. In line with this, it is a refinement of the basic rules of the banking system devices, especially in the field of guaranteeing deposits. This refinement aims to create a reliable banking sector and create a healthy banking system, which is efficient and competitive and is expected to be spared from systemic risk and can support infrastructure development in Indonesia.</p>

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/30_Srihirun_P438_2019R.pdf)</p>	<p>Leadership in Supply Chain Management: Role of Gender as Moderator</p> <p>Kittisak Jermsittiparsert^{a,b}, *Wiroj Srihirun^c, ^aDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^bFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, E-mail: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), ^cFaculty of Management Science, Suan Sunandha Rajabhat University, Bangkok, Thailand, *Corresponding author email: wiroj.sr@ssru.ac.th (mailto:wiroj.sr@ssru.ac.th),</p> <p>The main aim of this empirical research is to investigate the impact of the leadership on supply chain management. In addition to that the study has also investigated the moderating role of gender in the relationship between leadership and supply chain Management. This article has drawn the attention to supply chain management concepts to discuss managing gender diversity. The contribution of the paper will be in the investigation of supply chain management literature through the lenses of supply chain leadership and the role of gender in the relationship of the supply chain and leadership relationship. The study revealed the fact that the leader of the supply chain brings the improvement and the change within the organization. As a result, the productivity and the performance of the organization is increased. In order to achieve high performance, it is important to change every aspect of the supply chain, including processes design. The findings of the study have shown an agreement with the proposed findings of the study. Pages 448 to 466</p>
<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/31_Kampoomprasert_P467_2019R.pdf)</p>	<p>The Relationship between Supply Chain Agility and Supply Chain Adaptability: Exploring Product Complexity as Moderator</p> <p>Kittisak Jermsittiparsert^{a,b}, *Aphichart Kampoomprasert^c, ^aDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^bFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, E-mail: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), ^cFaculty of Management Science, Suan Sunandha Rajabhat University, Bangkok, Thailand, *Corresponding author email: aphichart.ka@ssru.ac.th (mailto:aphichart.ka@ssru.ac.th),</p> <p>The main aim of this empirical research is to investigate the impact of leadership on supply chain management. This study is empirically testing the complexity of the product, variety of supply chain agility and adaptability of supply chain relationships. This study will assess the management of supply chains in an organization with a focus on the supply chain adaptability and agility. It is evident from the findings of the current study that, while discussing the adaptability of the supply chain, sharing the information is the key to get adaptability. Therefore, it is vital for the organizations to understand when and how they can be agile, aligned and adaptable in the supply chains. The findings of the study have shown an agreement with the proposed findings of the study. The author acknowledges that this is among a few pioneering studies on this issue and this study will be helpful for future policy makers. Pages 467 to 484</p>

Office Ecosystem: The Effect of Personal Attribute on Employees' Perception on Office Politics

Daud Z^a, Saiful Azizi I.^b, Mohd Rashdan S.^c, Rusli A.^d, ^{a,b,c}*Universiti Utara Malaysia, School of Business Management*, ^d*Universiti Malaysia Sarawak, Department of Human Resource Development, Faculty of Cognitive Science and Human Development*, (Pages 502 to 513)

Office politics has become a fuss in the office ecosystem. Nowadays, corporate offices suffer from the politics played by its employees to sometimes excel and most of the time to degrade others performance. Despite the immense efforts from management, this problem is incurable. This empirical paper attempts to find out if there are any demographic differences between the employees while engaging in such politics. From factor analysis result, office politics in this study is represented by the get-along-to-go-ahead dimension. This study has revealed that personal attributes have determined employees' perception of office politics. To this end, a conclusion is provided with certain recommendations on how to reduce the situation of office politics.

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/34_Sommanawat_P514_2019R.pdf)</p>	<p>TQM, Human Oriented Elements and Organizational Performance: A Business Excellence Model for Higher Education Institutes of Thailand</p> <p>Kittisak Jermsittiparsert^{a,b}, *Komson Sommanawat^c, ^aDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^bFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam, E-mail: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), ^cCollege of Logistics and Supply Chain, Suan Sunandha Rajabhat University, Bangkok, Thailand, *Corresponding author email: komson.so@ssru.ac.th (mailto:komson.so@ssru.ac.th),</p> <p>The prime objective of this study is to investigate the link between TQM, human oriented elements and the organizational performance. The satisfaction, commitment, and loyalty are considered as human oriented elements. The TQM is accessed as a determinate of the organizational performance. In addition to that, the current study has examined the mediating role of human oriented elements in the relationship between TQM and organizational performance, in the higher education institutes of Thailand. The Structural equation model is employed to analyse the structural model and structural relation among measured and latent variables. It analyzes the direct and indirect association among variables. The SEM-AMOS is used, and the results of the study have provided a great deal of agreement with the hypothesized results. It is evident that the youth and graduates from Thailand tertiary institutions are not prepared with the skills with which to exploit and judicially utilized the endowed natural resources in the country. These and other reasons have rendered the attainment of self-reliance and entrepreneurship education among the teaming graduates difficult to maintain. This study has focused on the subjective measures of organizational performance including information gathering in problem solving/communication, faculty intellectual pursuits, achievement and development among staff and students, achieving academic excellence through quality adherence and feedback among others. This study, which is among pioneering studies, will be helpful for policymakers, educationist and researchers and student in understanding the issues in the higher education sector of Thailand. Pages 514 to 532</p>
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Influence of product innovativeness and subjective norms on female Generation Y students' attitudes towards beauty products

Riané Dalziel^a , Ayesha Bevan-Dye^b , ^{a,b}Marketing management, Faculty of Economics and Management Sciences, North-West University, South Africa, (Pages 533 to 550)

The beauty-product industry represents a significant portion of the international economy, with an estimated value of 532 billion USD in 2017, which is predicted to grow to 863 billion USD by 2024. Beauty products encompass any product used to care for, clean and enhance the beauty of the human body. The Youth, currently classified as Generation Y (individuals born between 1986 and 2005), represent a salient current and future market segment for various industries. For the beauty-product industry, the adult portion of this generation, especially the female Generation Y adults, represent a particularly relevant target market given that this bachelorhood stage of the family life cycle is characterised by self-indulgence, the need for reference group acceptance and the prominent concerns of meeting and dating. As such, this study sought to determine the influence of product innovativeness and subjective norms on female Generation Y students' attitudes towards beauty products. Data was gathered using a questionnaire from a convenience sample of 610 Generation Y female students registered at three South African university campuses. Data analysis included exploratory principle component analysis, collinearity diagnostics, confirmatory factor analysis, measures of reliability and construct validity and path analysis. The findings suggest that female Generation Y students' attitudes towards beauty products is a three-factor model comprising attitudes, subjective norms and innovativeness. The results of the confirmatory factor analysis also indicate that this model exhibits reliability, construct validity and good model fit. The path analysis results indicate that beauty product innovativeness and subjective norms are statistically significant predictors of female Generation Y students' attitudes towards beauty products. These findings suggest that beauty-product manufacturers need to constantly innovate their products and that beauty-product advertisement should incorporate typical members of the female Generation Y reference group so as to promote subjective norms.

Analysing the Impact of Water Access and Sanitation on Local Economic Development (LED) in the Sedibeng District Municipality, South Africa

Jacques De Jongh^a, Precious Mncayi^b, Phindile Mdluli^c, ^{a,b,c}*Economic Science, Faculty of Economic and Management Sciences, North-West University, South Africa, (Pages 551 to 572)*

Globalization, climate change and increasing populations have put severe pressure on service delivery and water management in developing countries. This is not unique to South Africa, as the country is still plagued by significant inequalities and compromised service delivery relating to water access and sanitation. Despite these challenges, clean water and access to sufficient and safe sanitation facilities remain crucial for human health, food production, industrial output and social stability. As such, the main purpose of the study was to analyse the impact of water access and sanitation on local economic development (LED) within the Sedibeng District Municipality in South Africa. The study followed a quantitative approach using annual time series data between 1995 to 2018. Various econometric methods were employed including unit root tests, ARDL Bounds test for co-integration, an Error Correction Model (ECM) as well as Toda-Yamamoto granger causality tests. The results show the presence of both long and short run relationships between the dependent and independent variables. Having access to water facilities within households as well as quality sanitation contributes positively to the economic and social wellbeing of the region. Causality results further indicated a bi-directional relationship between water access and the local economic development index highlighting the interdependence of these aspects. The findings reiterate the significance of these resources to the wellbeing of the region. Not only does the access to these basic services contribute to the quality of life for many but its linkages within various economic domains such as diversification, energy utilization, employment and productivity make them vital drivers for the region's prosperity. As such, water and sanitation management should receive high priority in local stakeholders' policy agenda. Focus should be shifted to the implementation of sustainable water practices and improved sanitation infrastructure development to enhance the economic and social sustainability of the region.

<p>Pdf (/images/Vol5iss2_/37_Mosbah_P573_2019R.pdf)</p>	<p>Students and Cultural Issues in International Contexts: The Case of Malaysian International Businesses Students in UK and China</p> <p>Aissa Mosbah^a, Abdul Hakim bin Abdul Razak^b, Ibrahim Al-Jubari^c, ^{a,b,c}<i>Management and Science University (MSU), Shah Alam Selangor Malaysia, (Pages 573 to 590)</i></p> <p>Research that addresses cultural issues and reactions of Malaysian students pursuing studies overseas are not available. Following a qualitative approach of inquiry, this pioneering study aimed at exploring cultural challenges faced by Malaysian international business students in China and the UK; their adaptation strategies. The paper also aimed at assessing whether there are differences within these two contexts in terms of challenges. The findings showed that in both contexts, student's face a number of issues, such as unavailability of halal food, communication (intonation and misinterpretation) toilet design and use, and lack of spaces to perform prayers. Some of these issues suggest that students need to have better preparation before departing abroad. However, in the UK we found evidence of cases related to mis-perception against Muslims, while language barriers and misconceptions over Muslim scarf (Hijab) were more common in China. Implications and recommendation were discussed in the paper.</p>
<p>Pdf (/images/Vol5iss2_/38_Mosbah_P591_2019R.pdf)</p>	<p>Intention to Pursue Postgraduate Studies in Malaysian Universities</p> <p>Aissa Mosbah^a, Ibrahim Al-Jubari^b, Zunirah Mohd Talib^c, ^{a,b,c}<i>Faculty of Business Management and Professional Studies, Management and Science University, Shah Alam, 41000, Selangor, Malaysia (Pages 591 to 609)</i></p> <p>Intention is a key element that precedes human behaviours requiring decisional processes. This topic was considerably addressed in education fields. However, there is a dearth of studies that looked at students' intention to pursue postgraduate studies. This paper investigated this issue among 330 Malaysian undergraduate students from both public and private universities. By applying the Theory of Planned Behaviour (TPB), the study examined the effect of TPB proximal determinants (attitudes towards the behaviour, subjective norms and perceived behavioural control) on intention. Furthermore, the paper assessed possible moderating effects of gender, race and type of university (public vs private). The results showed a positive effect of attitude and perceived behavioural control on intention, but not subjective norms. Additionally, no moderating effect was observed in this study. Implications and recommendation were discussed towards the end of the paper. Pages 591 to 609</p>

Linking Emigration to Social Development: The case of Pakistan

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This paper explores the link between emigration and social development in Pakistan; a developing country that struggles to reach appropriate levels of development. By doing so, the paper offers a general review of the available literature that addresses the topic of social development as influenced by remittances of emigrants, while paying attention to government policies developed in favour of emigration and its use for development. The results of the discussion conclude with the following notes: 1) emigration from Pakistan has accelerated in the last decades. However, 2) policy makers have only recently granted it full recognition through the implementation of more stringent strategies and mechanisms aimed at maximizing its impact on various socioeconomic aspects. 3) the association between emigration and social development in Pakistan has not been properly addressed despite the announced contribution of emigrants to the home country. 4) Remittances play an undeniable developmental role, and they seem to have been used immediately at the family level mostly to support different types of short-term spending. Remittances are also used as a means of solidarity at both levels of the community and the state.

Input Radial Model VS Slack Based Measure Model of Data Envelopment Analysis in Evaluating Five-Year Efficiency of Malaysia Banking Sector

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The financial system of a country is highly related to the performance of its banks. As Malaysia is moving towards achieving a high income-economy country status by 2020, the performance of its banking sector should be monitored closely. The Data Envelopment Analysis (DEA) technique has been used extensively to measure bank efficiency and one recent study focuses on banks in Malaysia from 2000 to 2010. However, our study analyses amore recent data, that is the five-year data cycle from 2009-2013. Moreover, this paper aims to demonstrate the adoption of two DEA models, the radial input-oriented model and the slack –based measure model to measure the annual efficiency of nine Malaysia commercial banks from 2009 to 2013. Both DEA models measure the efficiency but with different conceptions. The results from the traditional radial input DEA model show that two banks that were fully efficient every year in those five- year periods were BIMB and Maybank, while the highest efficiency average score for the nine banks was achieved in 2009. Results from the SBM-DEA model give a little different picture where only BIMB maintained efficiency annually in that 5-year period, however the highest efficiency average of the banks took place in 2009 as well. The two DEA models can be considered as complementing each other since the traditional radial model measures efficiency based on the distance of any existing decision-making unit (DMU) from the optimal DMUs, while the SBM model measures efficiency of a DMU based on the DMU's weighted average of the DMU's normalized input and output slacks. The use of two DEA models in measuring efficiency could be extended in other sectors since the results would give a better picture about the performance of the production system under study. Pages 627 to 637

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Part 2: Pages 288 to 491

<p>Pdf (/images/Vol_5_Iss_3/16_Adu_P290_2019R.pdf)</p>	<p>Implementation of Weaving Training in Empowering Women in the Industrial Revolution 4.0</p> <p>Smart House <i>Sonaf Soet Hinef</i> Kota Kupang and Margarita Adu, Suarwo</p> <p>¹Department of Non-formal Education, Yogyakarta State University, Daerah Istimewa Yogyakarta, Indonesia.</p> <p>²Department of Non-formal Education, Yogyakarta State University, Daerah Istimewa Yogyakarta, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) margarithaadu.2017@student.uny.ac.id (mailto:margarithaadu.2017@student.uny.ac.id), (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) sujarwo@uny.ac.id2 (mailto:sujarwo@uny.ac.id2)</p> <p>This study aims to determine the process of women's empowerment in weaving during the industrial revolution 4.0, training in Vocational Village in <i>SSH</i> Smart House in <i>Kupang</i>, East Nusa Tenggara, along with supporting socio economic factors and barriers. The design of this study used a qualitative descriptive research method using a single case design. The research subjects in this study were the Head of Smart House Management under the auspices of the PPO Office, the craft center facilitator, and the weaving trainees. A researcher acts as a key instrument during data collection; cameras, recording devices, observation guidelines, interview guidelines and stationery. Data collection took place with observation, interviews and documentation; using data reduction, data presentation and verification. The findings show that the process of empowering women through weaving is not optimal, as seen from the indicators of the creativity of women who must be trained, the stages of the coloring process of weaving innovation, external and internal factors and development of empowerment. The results showed a change in: (1) Women's creativity in innovating weaving (2) weaving coloring training stages (3) external and internal factors in which there are supporting and inhibiting factors in the empowerment process, in the Vocational Village of <i>SSH</i> Smart House. From the results of this study, it was concluded that all weaving trainees had the potential for the self-development. To be meaningful, the weaving experience must be developed. Pages 290 to 311</p>
<p>Pdf (/images/Vol_5_Iss_3/17_Molebila_P312_2019R.pdf)</p>	<p>Effective and Relevant Contextual Christian Education In Plural Society</p> <p>Eunike Molebila</p> <p>Christian Education Departmen, Tribuana University of Kalabahi, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) eunikemolebila@gmail.com (mailto:eunikemolebila@gmail.com)</p> <p>Education theory is also shaped by the particular context of society. Therefore, plurality as the context of Alor regency cannot be ignored, by ignoring it, the efforts of theology and education in Alor will not be as contextual as it should be. Therefore, the aim of this research is to explore the existing context in Alor regency, in order to find a relevant contextual Christian education approach. The population of the research is church teachers and pastor in West Kalabahi Alor. Twenty five church teachers and five pastors in five churches are chooses by using a random purposive sampling technique. The data collection techniques are observation and interview. In analyzing the data, researcher used descriptive qualitative research. The results showed that the approach to Christian education was only limited to a spiritual development approach, while other Christian education approaches are not used. Based on the analysis in this research, Christian education in Alor regency should be a multicultural education. This is because the vision of multicultural education itself fits into the model of the Christian education approach of pursuing a social transformation. Pages 312 to 326</p>

Use of active powder of cassava, on various time applications, to improve carrying capacity of vertisol and alfisol on dry land farming system

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Generally, Alfisol has low nutrients content, such as N, P, K, C organic, Mo, Mg, and poisoning of Al, Fe, and Mn. Moreover, Alfisol has medium to high bulk density, less to medium soil of permeability, low of water soil resistance, high sensitivity to erosion, and low content of soil microbiology. Similarly, Vertisol has low content of some nutrients, such as N, P, K, C organic, dominated by clay, and high water saturation. Numerous ways have been practiced to improve the capabilities of Vertisol and Alfisol, such as applying an organic fertilizer. However, some studies showed that those practices resulted in an increasing of soil compaction, and increasing of soil microbiology dormation. Meanwhile, activities of soil microbiology are needed to improve physical soil characteristic, and improve availability of some soil nutrients. Active powder is an innovation product to improve soil microbiology activity, which finally might improve the availability of soil nutrients. Research had been done to know the effect of various time applications of powder active to improve physical and chemical characteristic of Vertisol and Alfisol ,at dry land farming system, in Kupang, Nusa Tenggara Timur. The research was a factorial research designed as a Randomized Completed Block Design, replicated 4 times. Variables of the research were two type of soil (Vertisol and Alfisol) and various time application of active powder (on planting, 7 days after panting, and 15 days after panting). Parameters observed were analyzed by analysis of variant and followed by Least Significant Different Test at 0.05 level. Results of the research showed that there was an increasing number of soil bacteria colonies, resulted from the application of powder active, on both of soil type. Similarly, the research showed that application of powder active significantly improved soil porosity, soil bulk density, total N, availability of P, and availability of K, C organic, and pH. Physical and chemical characteristic of Vertisol (total N, availability of P) improved more than Alfisol. Meanwhile, availability of K, C organic, and pH of Alfisol improved significantly better than Vertisol. Moreover, application of powder active on plantation was significantly greater than others time application of powder active. Yield of mungbean was significantly affected by time application of powder active on plantation, in which the yield of mungbean, grown in Alfisol, was higher than yield of mungbean grown in Vertisol. Pages 327 to 342

Contrastive approach study on second language acquisition as a method in teaching English for 2nd semester students of electronics engineering study program at kupang state polytechnic

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A massive use of English can be seen in the commercials on television programs, in universities, offices, and others places. English is also seen as an added value in the job field because it functions as the complementary language for the employees. An employee who has good English skills can be prioritized in job interviews. Second semester students of the Electronics Engineering study program, of Kupang State Polytechnic, do not all possess the same level of English skills. They all have different English skills. Many students are not confident in speaking English in class and some of them cannot speak English at all. Realizing the current condition, questions arise, such as What are the students' first language? How does the students' first language affect English learning? What are the students' problems in comprehending English or in acquiring it as their second language? The objective of this study is to identify the first language of the students and to describe the problems that the students face in learning English. The significance of this study is to improve English skills of students. Descriptive method is used in this study. The data was collected by use of a questionnaire. Fifty students participated in this study. The result of the analysis showed that Indonesian was the unanimous student first language. Students stated that Indonesian had no relation and effect on English learning. The problems they faced varied, such as pronunciation and vocabulary mastery. Further, some factors had positive effect on learning, such as schools or universities that provided English subject and made it compulsory learning. Another important factor was the teacher or lecturer. The lecturer should deliver the material in a more interesting way to make the students motivated to learn English. The Environment and hobbies practiced by students, also played important roles. The practice of listening to English songs or watching English movies could be one way to improve English learning. Pages 343 to 352

<p>Pdf (/images/Vol_5_Iss_3/20_Hendrawan_P353_2019R.pdf)</p>	<p>Calculation of Power pumps on Otec Power Plant Ocean (Ocean thermal Energy Conversion) Andi Hendrawan Akademi Maritim Nusantara Cilacap Mahasiswa Program Doktor Universitas Jendral Soedirman Purwokerto Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) Andi_hendrawan@amn.ac.id (mailto:Andi_hendrawan@amn.ac.id) In recent years, marine renewable energy has received more and more attention due to concerns regarding energy shortages, global warming and environmental pollution. Marine renewable energy includes tidal energy, current energy, wave energy, osmotic energy and ocean thermal energy. A recent study predicts a global growth in renewable energy as a response to increasing world energy demands. The OTEC (ocean thermal energy conversion) power plant is one candidate. OTEC transforms the heat stored in the surface water of tropical oceans, into mechanical work to produce energy. The purpose of this study is to create numerical equations about the amount of pump energy required in OTEC power generation systems. The results show that the energy and power of the pump is greatly influenced by OTEC power, pipe type, cold water discharge, and cold water depth. Pages 353 to 369</p>
<p>Pdf (/images/Vol_5_Iss_3/21_Bifjum_P370_2019R.pdf)</p>	<p>Multi-Objective Optimization of a Discrete Plate Finned-Tube Evaporator Design Using Entropy Generation Minimization Method Matheus Magnus Dwinanto, Defmit Bifjum Nathaniel Riwu, Jack Carol Adolf Pah, Adi Yermia Tobe Department of Mechanical Engineering, Faculty of Science and Engineering, University of Nusa Cendana, Kupang, Indonesia. Email: (mailto:)acobt.dwinanto@staf>.undana.ac.id (mailto:acobt.dwinanto@staf>.undana.ac.id) In this article, a multi-objective design optimization of a discrete plate finned-tube evaporator by means of entropy generation minimization technique is presented. The objectives are to minimize the dimensionless entropy generation number associated with the heat transfer, with finite temperature difference, and the fluid friction with finite pressure drop using Non-dominated Sort Genetic Algorithm-II (NSGA-II) technique. The Pareto optimal frontier was obtained and a final optimal solution was selected. This multi-objective optimization resulted in a refrigerant flow length of 0.228 m (2.98% less than the refrigerant flow length before optimization) and an air flow length through the evaporator of 0.055 m (8.3% less than the air flow length through the evaporator before optimization). Thus, the heat transfer area of the optimized evaporator is less than the original evaporator, so the compact heat exchanger matrix becomes less than the original compact heat exchanger matrix. Pages 370 to 383</p>

<p>Pdf (/images/Vol_5_Iss_3/22_Kamlasi_P384_2019R.pdf)</p>	<p>Analyzing and Describing the Oral Questionings Used by the Prospective English Teacher in EFL Classroom</p> <p>Imanuel Kamlasi, Anselmus Sahan English Lecturers at English Education Study Program of Timor University Jl. Km. 09 Kel. Sasi, Kec. Kota Kefamenanu, Kab. TTU, Prop. NTT, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) ikamlasi@yahoo.com (mailto:ikamlasi@yahoo.com); (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) anselsahan@gmail.com (mailto:anselsahan@gmail.com)</p> <p>English teachers cannot avoid using oral questionings, in EFL classroom, that can stimulate the students to interact or communicate with their classmates or teachers during the class. This study analyzed and described the oral questionings used by a prospective English teachers in a classroom. To describe the issue of this research, the descriptive method was applied. To get the data needed, the participant of the research was a prospective English teacher who was purposively chosen. The data was the script of oral questions the teacher performed during the teaching and learning process in a classroom, and recorded by using a Tape Video Recorder (TVR). To analyze the data, five techniques were applied consisting of transcribing, codifying, classifying, analyzing and discussing. The analyses was focused on WH questions and Yes/No questions. The findings showed that there was significant frequency in using each type of WH questions and Yes/No questions. "Who" questions were dominant in oral questionings. "What and why" questions were present in an average frequency. "Which and how" questions were in low frequency. While "where and when" were never used during the EFL class. The highest frequency of Yes/No questions was "Do", followed by "Is and Can". While; "Are" was the lowest frequency and other forms were never used. The data indicated that the prospective English teacher tended to use the "who" question instead of other WH questions and "do" questions during the teaching and learning process. Pages 384 to 399</p>
<p>Pdf (/images/Vol_5_Iss_3/23_Nalle_P400_2019R.pdf)</p>	<p>The Barriers during Transition of Individuals with Disabilities From School to Work</p> <p>Andriani Paulin Nalle, Erni Raster Klau Guidance and Counseling study program, Faculty of teacher Training and Educational Sciences of Nusa Cendana University, Kupang, 85001, Nusa Tenggara Timur, Indonesia Non-formal Education study program, Faculty of teacher Training and Educational Sciences of Nusa Cendana University, Kupang, 85001, Nusa Tenggara Timur, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) Irdnaina@gmail.com (mailto:Irdnaina@gmail.com)</p> <p>People with disabilities are likely to encounter great difficulties in obtaining and maintaining employment. This state is due to performance of their duties, communicative and behavioural deficits associated with their disabilities, and social issues, such as, problems with co-workers, supervisors, or customers. It is difficult for individuals with Autism Spectrum Disorders (ASD) to obtain and keep a job, due to their social impairment, even for those with normal intelligence. Many of them have to rely on support from their families to find a job. Although the job opportunities for individuals with severe disabilities have increased, there are still other considerations about what kind of individual disabilities would be employed. The results showed that school, as a strong foundation, has a limited contribution in assisting individuals to prepare well for employment. Furthermore, the employment sector puts forward health factors as reasons for unemployment. In terms of social and personal relationship, some people with disabilities are still afraid to express themselves and to interact with fellow workers and their supervisors, due to fears of negative impacts. Page 400 to 412</p>

<p>Pdf (/images/Vol_5_Iss_3/24_Dosi_P413_2019R.pdf)</p>	<p>Developing of Contextual Teaching and Learning (CTL) Materials By Using Webbing Props on Surface Area and Volume of Pyramid in Grade 8th of SMP Negeri 9 Kota Kupang Iga S. Dosi[*], Ch. Krisnandari Ekowati[*] Mathematics Education Departement, Nusa Cendana University Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) igasofryati@gmail.com (mailto:igasofryati@gmail.com) & (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) ekowatichristine@yahoo.co.id (mailto:ekowatichristine@yahoo.co.id)</p> <p>The problem that underlines this research is the lack of teacher creativities in the learning material and also the inefficiency of material used to develop students who are active in learning process. Therefore, this research is aimed to produce such material of CTL basis using a valid, practical and effective method on learning the surface area and volume of a pyramid. The method which is used in this research is research and development based on qualitative and quantitative data. This research involves 20 students of grade 8thSMP Negeri 9 Kupang. This process refers to development model of four D modification which is done through three phases: define, design, and development. Based on the data analysis, the researcher found that the material of CTL is valid, practical and effective, which is based on validation criteria (agreed by validator). This is shown through students worksheet which categorized students as very practical (92.8%). It is also shown on the effectiveness of assessment sheets of students' activities, which is great (72.5%). Dealing with the response, students gave good feedback (96.5%). Concerning students' learning outcomes, 80% of students passed the test, with an average of 74.96%. Pages 413 to 421</p>
<p>Pdf (/images/Vol_5_Iss_3/25_Fao_P422_2019R.pdf)</p>	<p>The Implementation of Cooperative Language Learning (Initial for Speaking and Writing Skills) in English Class of Secondary High School 2 Soe, South Central Timor Regency Zenelda M N Fao Department of English Literature, The college of Foreign Language Saraswati, 21 Kamboja St. Denpasar, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) zeneldafao2016@gmail.com (mailto:zeneldafao2016@gmail.com)</p> <p>The aim of this research is to explain the implementation of cooperative learning in English class of secondary high school 2 Soe and to examine the strength and weaknesses of CLL in teaching productive skills. This research belongs to descriptive qualitative research. Instruments applied here are observation, questionnaire, interview, and field notes. The second year students of VIII-D SMPN 2 Soe are a pilot to see how the cooperative learning is conducted. The finding proved that the implementation of cooperative language learning has a significant impact on students' productive skills in English. In qualitative analysis, this study noted some advantages and disadvantages of CLL in secondary school English learning. On one hand, cooperative learning created communicative teaching-learning sessions in which students took an initiative to develop their productive skills. Further, group studying exposed students to a set of English skills that encourage assistance and feedback throughout the learning process. On the other hand, this study concluded that CLL was influenced by social issues; a high number of participants in the classroom which then affecting the teaching-learning commitment. As such, it is recommended that more studies are conducted on social matters to enhance learning progress. Pages 422 to 441</p>

<p>Pdf (/images/Vol_5_Iss_3/26_Bustan_P_442_2019R.pdf)</p>	<p>The Forms and Meanings of Verbal Expressions on the Existence of God as a Supernatural Power in Manggarai Language (a cultural linguistic analysis)</p> <p>Fransiskus Bustan, Yanpitherzon Liunokas Lecturers of English Study Program, Faculty of Teacher Training and Educational Sciences, University of Nusa Cendana Kupang Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) frankybustando@gmail.com (mailto:frankybustando@gmail.com)</p> <p>This paper describes the forms and meanings of verbal expressions on the existence of God as a supernatural power, in the Manggarai language. The description is viewed from cultural linguistics as one of the new theoretical perspectives in cognitive linguistics exploring the relationship of language, culture and acobtualization. This is a descriptive study. The sources of primary data were members of the Manggarai ethnic group, represented by four key informants. The methods of data collection data were observation, interview, focus group discussions and a documentary study. These methods were elaborated through the techniques of recording, elicitation and note taking. The procedures of data analysis were selection, transcription, selection, translation, analysis and presentation. The data was analyzed qualitatively by using the inductive method. The result of study shows that the forms and meanings of verbal expressions on the existence of God, as a supernatural power, in Manggarai language, are specific to the Manggarai culture, as they reflect the system of belief in local religion shared by the Manggarai people. The verbal expressions are (01) <i>Morin aguNgaran</i> (God as the Supreme), (02) <i>JariaguDedek</i> (God as the Creator of universe), (03) <i>JariaguDading</i> (God as the Creator of human beings) and (04) <i>TanawaAwang eta, Burn awoKolep sale, Ulung le Wa'ing lau</i> (God as the Almighty). Pages 442 to 457</p>
<p>Pdf (/images/Vol_5_Iss_3/27_Abolladaka_P458_2019R.pdf)</p>	<p>The Development Of A Webquest Assisted Problem Based Learning Model In An Effort To Improve The Learning Outcomes Of The XI Grade Economics In Sma Negeri 1 Kota Kupang</p> <p>Jacob Abolladaka, Yuninda Anaci Lulan Economic Education Department, Faculty of Teacher Training and Educational, Universitas Nusa Cendana Kupang-Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) acob_abolladaka@yahoo.com (mailto:acob_abolladaka@yahoo.com)</p> <p>The aim of this research is to produce a problem based learning model, using webquest, to be implemented in SMA Negeri 1 Kota Kupang, in an effort to increase the result of students in the economics subject. The research used a Research and Development Approach (R&D). The procedure of the research was applied, referring to design and development research, according to Borg and Gall, that contained 6 steps of the development; (1) research and information collecting, (2) planning, (3) develop a preliminary form of the product, (4) preliminary field testing, (5) main product revision, (6) main field testing. The internal validation of the learning model, using the webquest, involved the experts of learning, the experts of learning media, the experts of material and a practitioner, such as the economics teacher in the school. The external validation was done by trying out the learning model, using the webquest, involving the students of XI IPS class. The subject of this research was the all of the eleventh grade students, in social sciences at SMAN 1, in the academic year of 2017/2018. The total of the students was 80. In this research, the sample technique was a saturated sampling technique; all members of the population became the samples. The analysis techniques used were descriptive analysis and statistic inferential analysis. The result of the research showed that: 1. The problem based learning model, using webquest, was held to be valid, based on the validity test by the experts, 2. The problem based learning model, using webquest, was proved to be effective, when implemented in learning activities, in increasing the outcome of economic study for students. Pages 458 to 477</p>

<p> Pdf (/images/Vol_5_Iss_3/28_Neolaka_P478_2019R.pdf) </p>	<p> The Effect of Weight Training Using Inner-Load Outer-Load on the Process of Developing Chest Muscles in Fitness Members in the City of Kupang Yudabbirul Arif, Erwin S Neolaka Physical Education, Health and Recreation Department, Faculty of Education and Teachers Training, University of Nusa Cendana Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) yudabbirul@staf.undana.ac.id (mailto:yudabbirul@staf.undana.ac.id), (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it .) (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it .)erwin@staf.undana.ac.id (mailto:erwin@staf.undana.ac.id). The results of the study showed that training with Inner load and outer load had different effects. The results of the t-test calculations with the upper chest load are 2.48 and below 4.05 while the load training outer load is at the upper chest 3.80 and the lower part is 5.06. With a significance level of $\alpha =$ with db = 11-1 = 10 obtained t (0.975) (10) = 2.18. By looking at the calculation between t count with t table, this research shows that there is a significant effect between training using Inner load and Outer load in the process of developing chest muscle. Page 478 to 491 </p>
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Networking Radical Islamic Group in Indonesia

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This paper argues that networking radical Islamic groups, in Indonesia since of the 1980s, and anti-American sentiments following the events of September 11, 2001 have led to the strengthening of political Islamism in Indonesia. The Indonesian context is interesting because some radical Islamic groups have emerged in the region- *Pondok Pesantren Ngruki, Front Pembela Islam (FPI), Laskar Jihad (LJ), Jamaah Islamiyah (JI)*, and others. This paper explores and maps the nature of Islam, especially radicalism. Some historical and sociological accounts of the cities are also necessary to study and thoroughly understand this phenomenon. This paper examines the equally important Islamic media in Indonesia which continues to play a significant role in disseminating Islamic ideology and influence. This paper presents the conclusions that the development of radical Islamic groups in Indonesia is due to the inability of the state and government to enforce law and justice.

Factors that Influence Crisis Management in Yemeni Organizations: The Mediating Effect of Decision-making Styles

Mohammed Ali Saleh Alkhawliani^a, Abdul Manaf Bohari^b, Jauriyah Shamsuddin^c, ^a*School of Business Management, University Utara Malaysia*, ^{b,c}*Senior Lecturer School of Business Management, University Utara Malaysia*, (Pages 12 to 34)

Crisis management plays an essential role in assisting organizations to handle a crisis whilst day-to-day activities are being carried out. However, choosing the proper leadership and decision-making styles is the main challenge to avoid the consequences of a crisis. The aim of this study is to examine the direct and indirect effects of rational and intuitive decision-making styles on the relationship between a transformational leadership style and crisis management as well as the influence of a crisis communication strategy on crisis management in Yemeni organizations during the crisis. Data was collected from 239 large private organizations in Yemen, through the self-administered questionnaire procedure. Partial Least Squares-Structural Equation Modelling (PLS-SEM) was employed in the data analysis. The findings indicate that a transformational leadership style has a positively significant influence in crisis management. Likewise, crisis communication strategy has a positively significant relationship in crisis management during the damage containment stage. The result also indicates that rational and intuitive decision-making styles have a positively significant impact on crisis management. Further, the mediating effect of rational decision-making between transformational leadership and crisis management is proven. The results also reveal that the intuitive decision-making style significantly mediates the relationship between transformational leadership and crisis management. In particular, the research successfully reveals that transformational leaders have the ability to transfer their enthusiasm, high power and inspirational motivation to their subordinates, which leads to better interaction during a crisis. Furthermore, the rational and intuitive decision-making styles are the right styles during damage containment and for successful crisis management. Moreover, crisis communication strategy, as a first response strategy, plays an essential role, during the damage containment stage, to reduce the consequences of the crisis. It is recommended that researchers focus on the mediating and moderating roles of the factors that influence crisis management during a crisis situation in the future.

<p> Pdf (/images/Vol5iss2_/3__Silalahi_P35_2019R.pdf) </p>	<p> The Influence of Digital Customer Experience and Electronic Word of Mouth on Brand Image (Survey to Digital Customer of Telecommunication Industry in Indonesia) </p> <p> Sukardi Silalahi^a, Popy Rufaidah^b, Ernie Tisnawati Sule^c, Umi Kaltum^d, ^a<i>Doctoral Science in Management, Faculty of Economics and Business, Universitas Padjadjaran, Jl Dipati Ukur No. 46 Bandung, 40132, West Java, Indonesia,</i> ^{b,c,d}<i>Faculty of Economics and Business, Universitas Padjadjaran, Jl Dipati Ukur No. 46 Bandung, 40132, West Java, Indonesia,</i> (Pages 35 to 53) </p> <p> Discussion of brand image has been conducted in many studies. In contrast, this research aims to examining the influence of digital customer experience and electronic word of mouth on brand image. This research used the equation of Structural Equation Modelling (SEM) by involving 1,000 respondents spread across 10 major cities and the three largest operators in Indonesia. The unit of analysis in this research was telecommunications companies in Indonesia, while its observation unit was digital customers of cellular telecommunications companies. The results showed that digital customer experience and eWOM had an influence on brand image; digital customer experience had the highest influence on brand image compared to eWOM; and eWOM had a weak influence on brand image. This research has implications for the management of telecommunications companies in Indonesia; the efforts to improve the brand image of digital products can be conducted through the development of digital customer experience, especially by developing a digital image experience. </p>
<p> Pdf (/images/Vol5iss2_/4__Maneejak_P54_2019R.pdf) </p>	<p> NSMU: A Reflection Model for Nursing Students Practicing with High Fidelity Simulation </p> <p> Nantakarn Maneejak^a, Pratchayapong Yasri^b, ^a<i>Institute for Innovative Learning, Mahidol University, Thailand</i> ^b<i>Faculty of Nursing, Mahidol University, Thailand,</i> ^b<i>Institute for Innovative Learning, Mahidol University, Thailand,</i> (Pages 54 to 66) </p> <p> High Fidelity Simulation is a teaching tool that has become increasingly popular in nursing education because of its useful function that enables students to develop conceptual understanding and practical skills in nursing practices; including leadership, critical thinking, self-efficacy and self-confidence. Unlike human patients, limitations exist when practicing with a manikin. It is therefore important to develop a reflection model which can help students think more about the content, practices and other possible concerns. To serve this need, this study analyses the NSMU model that helps nursing students to think about their performance and improve clinical skills by themselves after practicing with HFS. In addition, it seeks to understand nursing students' perceptions towards this reflection model. The analysis of nursing students' interviews reveals that a range of positive perceptions can be gained after using the NSMU model. This includes the perceptions that this reflection process is an effective tool to think about actions in order to realise possible mistakes; a tool that helps refine nursing practices and promotes remembering through reflective writing, as well as a tool that helps reinforce their understanding through post-reflection discussion. </p>

<p>Pdf (/images/Vol5iss2_/5_Akahat_P67_2019R.pdf)</p>	<p>Thai Village Committee Administrative Reform for Promoting Public Service Delivery</p> <p>Noppon Akahat^a, Chokchai Suttawet^b, Somboon Sirisunhirun^c, Prapart Pintobtang^d, ^{a,b,c}Faculty of Social Science & Humanities, Mahidol University, Thailand, ^d Faculty of Political Science, Chulalongkorn University, Thailand, (Pages 67 to 81)</p> <p>This research aims to analyse and develop a proposal to be used as a guideline for Thai village committee administrative reform for promoting public service delivery. Mixed research method was used to study eight cases of “Baan Suay Meang Suk” model village committees conducted by the Department of Provincial Administration, Ministry of Interior. The data was collected from 400 questionnaires, in-depth interviews, focus group interviews and documentary analysis. The study found that the developing process of Thai village committee administration should be divided into 3 phases which are; Phase 1: Input aimed at creating democratic value, Phase 2: Process that focuses on integrated cooperation in organisational governance, and Phase 3: Development of operational system and organisational management to be legitimate and accountable for the village committee practice. These three phases are criticised on the basis of core theories of public administration reform and public services to carry out a specific result for the context, and apply to the village committee administration reform to maximise the quality and efficiency of public service delivery in Thailand.</p>
<p>Pdf (/images/Vol5iss2_/6_Hussein_P82_2019R.pdf)</p>	<p>The Legality of Women’s Presidential Power in Regard to Feminist Standpoint Theory</p> <p>Daham Smko Hussein^a, ^aLecturer at Koya University, Faculty of Humanity and Social Science-Koya- Kurdistan Region-Iraq, (Pages 82 to 92)</p> <p>Feminist Standpoint Theory has been considered as one of the most unique theories of feminism in the contemporary world. The notion of women in power has always been a serious issue for developing countries due to certain visible challenge that women encounter even today, such as cultural and religious norms that restrict women to reach power at a presidential level. As Feminist Standpoint Theory has roots in the works of sociologists like Dorothy Smith and Liz Stanley, as well as Sandra Harding who support Feminist Standpoint Theory from postmodernist criticism and tries to present a version suiting not only to the postmodern era but as well postcolonial era. This study is a descriptive study and it uses content analysis for the texts and articles as well as theory perspectives regarding power and women more specifically taking points from Feminist Standpoint Theory. The main question for this study is, can women assume the role of president? This study has three main sections: the first one deals with the status of women. The second part focuses on Feminist standpoint epistemologies, and women as presidents, the third part tries to dig deep into the Legal Perspectives of Feminist Standpoint regarding Women in Power, and the last part highlights the conclusions of this study.</p>

Do YouTube Fitness Videos Help YouTube user to Learn Fitness?

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The purpose of this study was to explore the impact of learning motivation and learning distress on fitness YouTube users. Fitness YouTube users as the research object, the questionnaires were collected online, a total of 403 valid questionnaires were collected, the effective recovery rate was 80.6%. All collected data was analyzed through descriptive statistic, cross-analysis, independent t-test, and structural equation modelling (SEM). The results are as follows: 1. the main Fitness YouTube users are female, student, aged between 17-25 years old; female YouTube users will watch female YouTubers; male YouTube users will watch male YouTubers. 2. Male YouTube users have significantly more "inner goals" in learning motivation, which is higher than women. 3. The motivation of learning of YouTube users has a positive influence on learning outcomes; learning motivation has a negative influence on learning disturbances; learning distress has a negative influence on learning outcomes. Fitness YouTube videos explain the clarity and professional knowledge, which will enable users to generate learning interest and learn achievements. Watching fitness videos from YouTube is better than the traditional way of learning, which can effectively improve fitness skills.

Virtual Pesantren: New Trend of Islamic Education Model in Indonesia

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This study is conducted due to several reasons. Firstly, the emergence of virtual pesantren is considered as new trend of Islamic education in Indonesia. Secondly, the obligation in preserving Islam Nusantara as the teachings of Islam rahmatan lil alamin, in which since the XV century pesantren has become the center of Islamic education that is able to create remarkable Islamic scholars. Thirdly, the radicalized movement for the sake of religion is occurred along with the moment of political deeds. This present research aims at scrutinizing (1) the development of virtual pesantren as a new trend of Islamic education in Indonesia, and (2) the method of virtual pesantren teaches Islam Nusantara and deradicalization for the sake of religion. It employed qualitative approach and the research design was case study. The data were collected through in depth interview, observation and documentation. The analysis of the data shed light on the overall experience of learning in virtual pesantren in Indonesia. The data were analyzed by using Mile and Hubberman's view of data display, data reduction and drawing conclusion. The findings showed that the virtual pesantren has appeared due to the availability of information technology through internet that encourage kyai (priest) and santri (students) to conduct face to face interaction indirectly. Furthermore, the method applied by kyai in the teaching process is by reviewing the classical manuscripts of earlier ulama' (Islamic scholars) and santri comprehended the materials through bandongan, lecturing and question and answer through cybernetic applications such as Website, Youtube, Whatshapp and Telegram.

<p>Pdf (/images/Vol5iss2_/9__Abudaqa_P118_2019R.pdf)</p>	<p>Relationship between Service Usefulness and Information Awareness toward Citizen Satisfaction of E-Government Services in Kuala Lumpur</p> <p>Anas M M Abudaqa^a, Affendy Abu Hassim^b, Zulkifli Saidun^c, ^aUniversiti Sains Malaysia, ^bOpen University Malaysia, ^cUniversiti Kuala Lumpur Business School (Pages 118 to 127)</p> <p>E-Government is a service platform provide by the government as a platform of communications, transactions and customer services that is derived from the advance technology of the internet. The E-Government platform enables citizen to perform any activities 24/7 and 365 days a year without the need to be visit government offices. This research was conducted to measure the relationship between the service usefulness and information awareness towards citizen satisfaction. 400 questionnaires were distributed using convenience sampling, but only 275 useable data units were processed for the analysis using IBM SPSS 24. The results indicated that both variables are important but information awareness is the most important factor effecting citizen satisfaction.</p>
<p>Pdf (/images/Vol5iss2_/10__Ramallah_P128_2019R.pdf)</p>	<p>Non-Verbal Communication of the Teacher in the Mathematical Learning Process</p> <p>¹Zaia Ramallah, ²Dadang Rahmat Hidayat, ³Anter Venus, ⁴Agus Rahmat ¹Universitas Multimedia Nusantara Indonesia & Universitas Padjadjaran Indonesia ²Universitas Padjadjaran Indonesia, ³Universitas Padjadjaran Indonesia, ⁴Universitas Padjadjaran Indonesia Corresponding (Pages 128 to 137)</p> <p>Author email: zaia.ramallah@lecturer.umn.ac.id (mailto:zaia.ramallah@lecturer.umn.ac.id)</p> <p>Non-verbal communication consists of delivering ideas, emotions, feelings, and messages through actions and expressions that are not only sentence or words. Non-verbal communication is considered an important teaching technique that impacts students' understanding, which ultimately produces better learning and understanding of the concepts. The role of the teacher in teaching and learning activities is central, being a means of knowledge transfer, a guide to the process of behaviour change and a solver of various problems in the classroom. With respect to behaviour, a capable communicator can plan and choose between alternative courses of behaviour, monitor and change their behaviour, and translate the abstract conception of what to do and say to tangible and understandable verbal and nonverbal behaviour. The non-verbal communication from the teacher becomes very important in the teaching of mathematics subjects. Mathematics as a science has standard rules in its understanding, so the teacher uses a lot of non-verbal communication, as it is considered important as a delivery technique to create an impact on the understanding obtained by the students. Furthermore, it will produce a better understanding of the concept. The Dyatame study group was formed on the basis of the facilitator's concern, who was also a teacher in the village of Mareda Kalada, South-West of Sumba, East of Nusa Tenggara. As a place for informal learning, Dyatame frees cost for all children who are interested in participating in learning. Students attend Dyatame without coercion, so the environment that accumulates in learning becomes more relaxed, with the concept of learning while playing. The purpose of this</p>

	<p>study was to determine the teacher's communication skills in the delivery of mathematical subjects. This study supports the communication of better quality teachers, in relation to communication in the classroom, communication activities, and teacher-student interaction. This study explores how non-verbal communication contributes to the explanation of the material in mathematics lessons in primary school-aged children. Non-verbal communication can be ambiguous and will influence the meaning of the message to be delivered. In this study, the researchers presented an analysis of teachers' non-verbal communication skills to teach mathematics in the Dyatame study group. The approach used to achieve the objectives of this study is a qualitative research approach that uses explorative case study projects. The data is collected through the experience of direct participation and includes documentation (photos and videos) and interviews. The results of this study indicate that teachers use non-verbal skills to develop and help students understand the concept in mathematical subjects. The non-verbal communication provided by the teachers for their students creates a relaxed learning atmosphere. The relaxing situation and the role of culture also affect teachers in the use of space, touch, time and artifacts; symbolism in dress; Use of physical and vocal signals. Non-verbal communication as a complement to the words of this class is more dominant and is as effective as the techniques of delivering materials to improve the understanding of the student. Some models of non-verbal communication applied by teachers include more eye contact, more smile, and more movement.</p>
<p>Pdf (/images/Vol5iss2_/11_Al-shutafat_P138_2019R.pdf)</p>	<p>Influence of Job Satisfaction on Organizational Commitment in Public Universities of Jordan</p> <p>Mohammad said al-shutafat^a, Bahyah Binti abdul halim^b, Hj. zainudin awang^c, ^{a,b,c}<i>Faculty of Economics and Management Sciences, University Sultan Zainal Abidin 21300 Kuala Terengganu, Malaysia</i> (Pages 138 to 156)</p> <p>The prime objective of the current study is to investigate the on organizational commitment and the mediating role of Job satisfaction. The Exploratory Factor Analysis test (EFA)) is used to analyse the data collected from the survey. The response rate of respondents is obtained using descriptive statistics. The total sample size of this study will be 364 Academic Staff of Jordanian Public Universities. The results of the study highlight that the relationship between organizational commitment and job satisfaction is positive and significant. To test the hypothesis the SEM-AMOS statistical technique was used. The findings of the currents study will be helpful for researchers, policymakers, academicians and human resource practitioner in understanding the factors which can be considered while making HR policies for university teaching staff.</p>

Use of Cloud Computing in Small and Medium Size Enterprises (“Smes”) in Saudi Arabia: Opportunities and Challenges

Emna Chikhaoui^a, *^aAssistant professor College of Law, Prince Sultan University, Riyadh, Saudi Arabia* (Pages 157 to 174)

Cloud computing has been described as the next generation model of computing, it is a paradigm that has emerged across the world to impact every aspect of IT and in particular it affects IT users, administrators, operators, purchasers and developers. Moreover, large organizations have benefited from the Cloud on a multitude of levels and have improved the way they work drastically. SMEs, are not different than other organizations using the Cloud, because of their size and outreach, they too want to benefit from the amazing attributes such as cost reduction, rapid customer response capability and balance sheet improvement, in addition to facilitated compliance with laws and regulations. To date the Kingdom's legislative framework, does not clearly nor comprehensively regulates the cloud or its service providers or customers. Therefore, organizations and in particular SMEs seeking to utilize Cloud services should be prepared to understand all impactful dimensions of the Public Cloud and its relationship with them in the Kingdom, from contractual obligations to development aspects of the relationship, in an attempt to provide better guidance to SMEs to fully benefit from Cloud computing. The motive of this Study is to contribute to the adoption of cloud computing and to raise awareness of the benefits of the use of the cloud amongst authorities, researchers, administrators and business enterprises within the Saudi context. The research will explore the factors encouraging the use of the cloud and the obstacles faced by the enterprises in moving to the cloud. A qualitative approach through a survey distributed among SME's was adopted in this research to identify the main reasons for adopting or not adopting Cloud computing in their business.

Exploring the Relationship between Supply Chain Integration, Product Innovation, Supply Chain Performance and Firm Performance: Does Supply Chain Information Strategy Matter?

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The prime objective of the current study is to investigate the relationship between firm supply chain performance and firm performance. Meanwhile the study is also interested in investigating the moderating role of information strategy. Using a firms' knowledge-based view, it is hypothesized that higher customer, competitor, and supplier intelligence integration results in higher product innovation and supply chain adaptability. Where, intelligence integration refers to the ability of an organization to quickly modify SC in accordance with the product design and market changes; whereas, the product innovation ability refers to the proficiency of an organization to develop new and innovative products. Employing the survey-based methodology, the SEM-CBM technique is used to test the hypothesized relationships. So, the current study has used SEM-CBM as statistical tool to answer the research questions raised in this study and research objectives envisaged in the study. The findings of the study have provided support to the theoretical foundation and proposed hypothesis of the current study. This study will be helpful for policymakers and practitioners in understanding the issues related to supply chain risk, supply chain integration and supply chain performance. In author knowledge this is among very few pioneering studies on this issue. Pages 175 to 192

The Moderating Role of Marketing Communications in the Relationship between Supply Chain Integrations and Supply Chain Performance

Jutamat Sutduean^a, Andi Luhur Prianto^b, *Kittisak Jermisittiparsert^{c,d}, ^aCollege of Innovative Business and Accountancy, Dhurakij Pundit University, Bangkok, Thailand, ^bFaculty of Social and Political Science, Muhammadiyah University of Makassar, South Sulawesi, Indonesia, ^{c,d}Department for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, Faculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam. ^a 607191030012@dpu.ac.th (mailto:607191030012@dpu.ac.th), ^bluhur@unismuh.ac.id (mailto:bluhur@unismuh.ac.id)

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In the current study, the authors are interested in examining the relationship between supply chain integration, market communication and the supply chain performance. In addition to that the moderating role of market communication in the relationship between supply chain integration and the supply chain performance is examined. The data is collected from the operation managers, production managers of manufacturing firms listed in Indonesian Stock Exchange. The results of the study have shown a great deal of agreement with our proposed hypothesis. Researchers claims that if there is more integration in supply chain management, the performance of supply chain management will increase as well. There exists a positive relationship of integration with performance, whether the integration is with supplier or customer. Meanwhile, it is argued that the opportunity exists for marketers to participate in these relationships; planning and processes allows for the input to adopt a realistic approach rather than a theoretical approach. This study, which is among pioneering studies on the issue, will be helpful for policy makers and managers in understanding the role of marketing theory in supply chain management. Pages 193 to 210

**Total Quality Management and Logistic Performance:
Moderating Role of Reserve Supply Chain in
Pharmaceutical Industry of Indonesia**

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Currently, the pharmaceutical industry is making various logistics developments; such as a reduction in logistics costs. In order to reduce logistics cost. Currently, the pharmaceutical industry is focusing on outsourcing their logistics activities and centralizing their warehouse operation for various countries. Secondly, from wholesale supplies to 'end customer' deliveries. Especially in smaller sales markets, the pharmaceutical industry sends their products to wholesalers rather than directly to customers (hospitals, pharmacies, retailers), this strategy is fit for the low sales of the pharmaceutical industry. The prime objective of this study is to investigate the relationship between total quality management reserve supply chain and logistic performance of firms operating in the pharmaceutical industry in Indonesia. In addition to that, the indirect relationship between total quality management reserve supply chain and logistic performance, of firms operating in the pharmaceutical industry, is examined. Employing the survey-based methodology, the multiple regression technique is used to test the hypothesized. SPSS- multiple regression is used as a statistical tool to answer the research questions raised in this study and the research objectives envisaged in this study. The findings of the study have provided support to the theoretical foundation and proposed hypothesis of the study. The current study will be helpful for policymakers and practitioners in understanding the issues related to supply chain risk, supply chain integration and supply chain agility. Pages 228 to 248

Exploring the Nexus between Information Technology, Supply Chain and Organizational Performance: A Supply Chain Integration Approach

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The prime objective of the current study is to investigate the relationship between a long-term relationship with supplier, information technology integration, information sharing integration, logistic integration and organizational performance in the Indonesian manufacturing industry. This paper aims to explore the relation between logistics integration, information integration, effects on performance, and long-term relationships, using the constructs that have been verified and developed by previous studies. The present study has assumed from the beginning that both the materials and information have contrasting flows; i.e. physical material flows takes place through forward integration and information flow takes place through backward integration within the supply chain. Although, in modern times, the material and information flows take place in both directions. The emergence of reverse logistics explains that material flow goes back to the manufacturer during the recycling, disposal or remanufacturing process. This study will be helpful for supply chain experts, operation managers, academicians, researchers and other policy makers in formulating policies. Pages 249 to 265

<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/18__Joemsittiprasert_P266_2019R.pdf)</p>	<p>Supply Chain Management and Organizational Performance: Exploring Green Marketing as Mediator</p> <p>Jutamat Sutduean^a, Watcharin Joemsittiprasert^b, *Kittisak Jermsittiparsert^{c,d}, ^aCollege of Innovative Business and Accountancy, Dhurakij Pundit University, Bangkok, Thailand, ^bDivision of Business Administration, ASA College, New York, USA, ^cDepartment for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, ^dFaculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam.</p> <p>*Corresponding author email: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn)</p> <p>The main aim of this empirical research is to investigate the impact of the supply chain management and the organizational performance. In addition to that, the current study is also interested in examining the mediating role of green marketing in the relationship between supply chain management and the organizational performance. This article draws its attention to supply chain management concepts to discuss managing green marketing. The contribution of the paper will be in the investigation of supply chain management literature through the lenses of organizational performance and green marketing. The study revealed that practices of the supply chain management impact the competitive advantage and organizational performance of the organization. It is expected that they will improve the competitive advantage through product innovation, time to market, deliver dependability, quality and price of the product. Previous studies indicated that there are a number of supply chain management practices which impact the competitive advantage of the organization. In order to achieve high performance, it is important to change every aspect of the supply chain including processes design, which the findings of the study have shown an agreement. Pages 266 to 283</p>
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<p>Pdf (/images/Vol_5_Iss_2_Spec_Ed/19_Kittisak_P284_2019R.pdf)</p>	<p>The Effect of Market Turbulence on the Supply Chain Strategies and the Organizational Performance</p> <p>Sakapas Saengchai^a, *Kittisak Jermsittiparsert^{b,c}, ^aFaculty of Humanities and Social Science, Suan Sunandha Rajabhat University, Bangkok, Thailand. ^{b,c}Department for Management of Science and Technology Development, Ton Duc Thang University, Ho Chi Minh City, Vietnam, Faculty of Social Sciences and Humanities, Ton Duc Thang University, Ho Chi Minh City, Vietnam ^a sakapas.sa@ssru.ac.th (mailto:sakapas.sa@ssru.ac.th)</p> <p>*Corresponding author email: kittisak.jermsittiparsert@tdtu.edu.vn (mailto:kittisak.jermsittiparsert@tdtu.edu.vn), The prime objective of the current study is to investigate the impact of supply chain strategies on the organizational performance. In addition, this study is also interested in examining the moderating role of market turbulence in the relationship between supply chain strategies and organizational performance. This study has used SEM-PLS as a statistical tool to answer the research questions raised in this study and the research objectives envisaged in the current study. The results have shown that the along with a customer focus approach, the firms are also following the production focus approach. The findings of the study will be helpful for policy makers in understanding the issues related to market management and supply chain management. Pages 284 to 302</p>
<p>Pdf (/images/Vol5iss2_/20__Sulaiman_P304_2019R.pdf)</p>	<p>Corporate Governance of Open and Distance Learning (ODL) Institutions: Special Reference to Open University Malaysia</p> <p>Tuan Fatma Binti Tuan Sulaiman^a, Zuhairah Ariff Abd Ghadas^b, ^a<i>Cluster of Business and Management, Open University Mal</i>, ^b<i>Faculty of Law and International Affairs, University Sultan Zainal Abidin</i>, (Pages 304 to 315)</p> <p>Corporate governance refers to a system that controls the relationship between the company (board of directors / director/ management team) and stakeholders. The corporate failures of Enron, Arthur Andersen, Worldcom, Parmalat, Kirch, Grand Tibidabo, Royal Dutch Shell and many others are claimed to be related to weak or a lack of corporate governance. In the private education industry, open and distance learning (ODL) methods have become increasingly popular. In Asia itself, there are seven out of eleven mega universities (universities with over 100,000 active students in degree-level courses) in the world. These include Allama Iqbal Open University, Pakistan, Open University of China, Indira Gandhi National Open University, Sukhothai Thammathirat Open University, Thailand, Universitas Terbuka, Indonesia, and Korea National Open University. In Malaysia, ODL is also offered by the private universities such as the Open University Malaysia (OUM), Wawasan Open University (WOU), Universiti Tun Abdul Razak (UNIRAZAK) and Asia eUniversity (AeU). Different from most of the public universities which are not a body corporate, all ODL institutions in Malaysia are companies and therefore subjected to good and proper corporate governance for sustainability of the business. This paper examines the corporate structure of ODL institutions with special reference to OUM, which is the first ODL institution in Malaysia. The main objective of this paper is to analyse the governance framework which is applicable to ODL institutions. The research methodologies adopted by this paper are doctrinal and statutory analysis.</p>



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Part 1: Pages 1 to 287

<p>Pdf (/images/Vol_5_Iss_3/1Sri_Sukasih_P1_2019R.pdf)</p>	<p>The effect of the Flipped Classroom Model on the language skills of primary school students</p> <p>Sri Sukasih¹, Zamzani², and Haryanto³</p> <p>¹ Doctorate Program, Universitas Negeri Yogyakarta, Indonesia</p> <p>² Faculty of Letters, Universitas Negeri Yogyakarta , Indonesia</p> <p>³Faculty of Education, Universitas Negeri Yogyakarta, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) sri.sukasih@student.uny.ac.id (mailto:sri.sukasih@student.uny.ac.id)</p> <p>This research aimed to describe the language skills of primary school students through the application of the Flipped Classroom Model, and to investigate the effect of the Flipped Classroom Model on the language skills of primary school students. This research used a quantitative approach through a pre-experimental design. It was conducted at three primary schools in the Regency of Semarang, Central Java, Indonesia. The research sample consisted of 82 students, who were selected from the whole student population at the schools. The data was collected by administering a language skills test. The data analysis techniques used were the descriptive statistics analysis technique and the inferential statistics analysis technique through a t-test. The research results show that students' language skills before the application of the Flipped Classroom Model was within the fair category (M = 71,8 and SD = 6, 47), while after the application, it was in the high category (M = 80,9 and SD = 4, 59). The results of the inferential testing shows that the Flipped Classroom Model could significantly improve primary school students' language skills. Page 1 to 19</p>
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<p>Pdf (/images/Vol_5_Iss_3/2_Multazim_P20_2019R.pdf)</p>	<p>The Correlation between Students' Grammar Mastery and Vocabulary Mastery toward Students' Translation Accuracy on Recount Text</p> <p>Akhmad Multazim, Renovil Dramestika and Lutfy Fajar Hidayah</p> <p>Universitas Ahmad Dahlan, Jl. Pramuka no 40, Yogyakarta 55161, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) jaymultazim@gmail.com (mailto:jaymultazim@gmail.com)</p> <p>Educational development improves from time to time. Students are not only dealing with one language to study but also at least two languages; national and international languages. Translation plays an important role in learning a language. This study aims to find the relation between students' grammar and vocabulary mastery toward students' translation accuracy on recount text in which grammar and vocabulary are two supporting skills of language. This study used a questionnaire to measure students' grammar and vocabulary mastery and translation accuracy. Three raters helped measure the translation accuracy. There is positive and significant correlation between students' grammar mastery ,vocabulary mastery and students' translation accuracy on recount text at Active Conversation Class of Swift English School, with a coefficient correlation of 0,9392 and the degree of significant of 26,1862. Page 20 to 38</p>
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Modulating the Multi-Depot Vehicle Routing Problem Model with Time Windows using Occasional Driver

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Distribution is the process of distributing goods from producers to consumers. This distribution process requires operational costs and costs when using vehicles to distribute goods. In the process of distribution, all producers must expect to be able to minimize costs. Therefore, the company must be able to find a solution to minimize the costs incurred. One such solution is by using the services of the driver occasionally. Occasional drivers, referred to here, are ordinary people, who are not from shipping companies, who have vehicles that are not fully used in everyday life; these vehicles can be used to deliver goods from producers to consumers. There are several problems that are often faced in the distribution of goods including the determination of routes that can minimize total costs. In determining the route, each producer has different constraints, such as the number of vehicles used, vehicle capacity, consumer demand, distance between consumers, and there are also cases where consumers want to be served according to the time windows they have. The problem of determining the optimal route can be solved by a model in optimization, namely Vehicle Routing Problem (VRP). This VRP is modelling in optimization that aims to optimize the ability to minimize distribution costs. This scientific work aims to formulate the problem of distribution in model multi-depot vehicle routing problem (MDVRP) that has a time limit by using the services of the driver occasionally to minimize total costs. The MDVRP settlement, with occasional drivers, has more than one depot that acts as a company or producer of a product. The results of this model formulation show that this model can be used to minimize distribution costs. Page 39 to 60

<p>Pdf (/images/Vol_5_Iss_3/4_Wijayanto_P61_2019R.pdf)</p>	<p>Ideation Meaning in the Opinion Forum of the Jakarta Post: A Metafunctions Analysis</p> <p>Pikir Wisnu Wijayanto</p> <p>Telkom University, Bandung, Indonesia</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) pikirwisnu@telkomuniversity.ac.id (mailto:pikirwisnu@telkomuniversity.ac.id)</p> <p>This research aims to identify the meaning of sentences, in detail, from a discourse semantics' perspectives, through metafunctions analysis of ideation systems introduced by James Martin and David Rose (Martin & Rose, 2003). This research makes use of qualitative and descriptive methods with data obtained from the "Opinion Forum" of the Jakarta Post published on February 18th, 2019, entitled "Islam Nusantara: A Soft Power Diplomacy" written by Arifi Saiman. According to a metafunctions analysis of the phase ideation sequence and 'circumstances' process, the sentences expressed the writer's <i>opinion</i>, <i>expectation</i>, and <i>suggestions</i> with regards to Islam Nusantara concepts. In the sequence of activities and descriptions, each clause mostly expressed what <i>they act</i>, <i>speak or feel</i>. There were also some circumstantial processes that have been proven by a 'wh-items' in this article, such as 'doing', 'saying', and 'sensing'. These are used to express the writer <i>opinion</i>, <i>suggestion</i>, and <i>'high' expectation</i> to the Islam Nusantara concepts as an extension of its now well-known soft power diplomacy of organizing interfaith dialogues. Page 61 to 93</p>
<p>Pdf (/images/Vol_5_Iss_3/5_Dao_Samo_P94_2019R.pdf)</p>	<p>Higher-order Thinking Ability among University Students: how does Culture-based Contextual Learning with GeoGebra affect it?</p> <p>Damianus Dao Samo</p> <p>Mathematics Education Departement, Nusa Cendana University</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) damianus.damo@staf.undana.ac.id (mailto:damianus.damo@staf.undana.ac.id)</p> <p>The purpose of this research is to describe how culture-based contextual learning with GeoGebra (CBCLG), culture-based contextual learning (CBCL), and traditional learning improve higher-order thinking (HOT) ability among students. This research is a quantitative study with a quasi-experimental design. Samples are the First-Year students of Mathematics Education Department at Nusa Cendana University which consists of 86 students, divided into three groups: a culture-based contextual learning activity with GeoGebra (CBCLG) consisting of 29 students; a group of culture-based contextual learning (CBCL) consisting of 29 students, and a group of traditional learning (TL) consisting of 28 students. The data was analyzed by Kruskal-Wallis test, Mann-Whitney U Test, t-Test, MANOVA and one-way ANOVA. The result of the research shows that there is a difference (of average) in the ability of higher-order thinking among the three learning groups. Culture-based contextual learning with GeoGebra (CBCLG) has a higher enhancement. There is a significant interaction between the three learning groups and HOT abilities. CBCLG and CBCL have a significant effect on students' HOT ability. Page 94 to 115</p>

Contextual Teaching Learning with Discovery Methods to Increase Motivation, Creativity, and Outcomes Learning science Students in elementary school

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The purpose of this Classroom Action research is to increase motivation, creativity and learning outcomes of science by using the Discovery Contextual Teaching Learning method. This research was conducted at SDN 004 Samarinda Ulu. The research subjects of class VI students were 33 students. The study was conducted in 3 cycles; each cycle consisted of 4 stages. The technique of collecting data used observation, tests, and documentation. Data analysis techniques used modes and percentages. The results showed that the use of Contextual Teaching Learning with the Discovery method could increase motivation by the percentage of cycle I: 62.00%, cycle II: 78.00% and cycle III: 82.00%. The Contextual Teaching Learning method Discovery increased student creativity with a percentage of Cycle I: 60.00 %, cycle II: 81.66%, cycle III: 96.00%. Science learning outcomes using the Contextual Teaching Learning Discovery method have increased. This can be seen from the number of student completeness and the percentage of completeness, Cycle I completed 14 students percentage 42.42%, cycle II completed 22 students percentage 66.66% cycle III completed 29 students percentage 87.87%. The learning outcomes of science, using the Contextual Teaching Learning Discovery method, could be seen from the number of student completeness and the percentage of completeness. The conclusion of this study showed that there is an increase in motivation, creativity and learning outcomes, of science students, using the Discover Contextual Teaching Learning method. Page 116 to 132

<p>Pdf (/images/Vol_5_Iss_3/7_Sipayung_P132_2019R.pdf)</p>	<p>An Analysis of Students' Errors in Resolving The Problems In The Topic Opportunity Tetty Natalia Sipayung and Ribka Kariani Sembiring Dept. of Mathematics Education, Catholic University of Saint Thomas, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) tettysipayung83@gmail.com (mailto:tettysipayung83@gmail.com) The purpose of this study is to find out the types of student errors that exist in solving problem related to opportunities material. The subjects in this study were class IX students of the Junior High School of HKBP LubukPakam. The method of this study was descriptive with a qualitative approach through a case study. Based on the data analysis, the following results were obtained (1) No students experienced reading errors; (2) 25 students experience reading comprehension difficulties; (3) Seven students experienced transformation errors; (4) One student experienced a weakness in process skill; (5) Six students experienced encoding errors. The factors causing students errors consist of, students not understanding the explanation and purpose of the problem, students were confused which formula to use, students do not understand the procedure of problem solving, students were not careful in calculations or the process of problem solving. Pages 133 to 146</p>
<p>Pdf (/images/Vol_5_Iss_3/8_Indrawan_P147_2019R.pdf)</p>	<p>Guidance and Counseling Teachers' Competency Perspective in the Era of Industrial Revolution 4.0 Putu Agus Indrawan and Andriyani E. Lay Guidance and Counseling Study Program, Faculty of education and Teacher Training, University Of Nusa Cendana Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) putu.indrawan@staf.undana.ac.id (mailto:putu.indrawan@staf.undana.ac.id); (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) andriyanielay@staf.undana.ac.id (mailto:andriyanielay@staf.undana.ac.id) This study discusses the competencies that must be owned by guidance and counselling teachers in schools in this era of industrial revolution 4.0. A guidance and counselling teacher is trained in higher education to fulfil four competencies and make them integrated. The competencies are 1) pedagogical competency, 2) professional competency, 3) social competency, and 4) personality competency. In this era of industrial revolution 4.0, guidance and counselling teachers need a change of perspective in giving service to students in order to be able to have higher competitiveness and competencies. BK teachers are also expected to be able to balance the development of students in the millennial era with a more efficient, effective, and flexible approach. Therefore, guidance and counselling teachers need to develop four additional competencies namely; 1) critical competency, 2) creative competency, 3) communicative competency, and 4) collaborative competency. The development of these competencies is obtained through lecture activities, seminars, training/courses, and other relevant development activities. Pages 147 to 161</p>

<p>Pdf (/images/Vol_5_Iss_3/9_Ndia_P162_2019R.pdf)</p>	<p>The Effect of Spatial Intelligence and Mathematical Logic Intelligence on Students' Mathematics Achievement La Ndia, Etin Solihatin, and Zulfiati Syahrial ¹Department of Mathematics Education, Halu Oleo University, Kendari, Indonesia ²Department of Educational Technology, Jakarta State University, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) alndifiati@gmail.com (mailto:alndifiati@gmail.com) This study aims at determining the effect of spatial intelligence and mathematical logic intelligence on students' mathematics achievement in material systems of two variable linear equations. This ex post facto research was conducted at class VIII of SMP 5 Kendari, Southeast Sulawesi, Indonesia. The sampling technique was done by a simple random technique. Of the 10 classes, VIII available, one class was randomly selected as a sample, namely class VIIG. Data was analysed using simple linear regression to determine the effect of each variable on mathematics achievement and multiple regression to determine the joint effect of spatial intelligence and mathematical logic intelligence on student mathematics achievement. The research findings indicated that there was a significant effect of spatial intelligence and mathematical logic intelligence on students' mathematics achievement, both partially and jointly, with the regression equation model $\hat{Y} = 23,755 + 0.527X_1$, with $r^2 = 0.654$, $\hat{Y} = 43,926 + 0.291X_2$ with $r^2 = 0.684$, and $\hat{Y} = 29.107 + 0.295X_1 + 0.181X_2$ with $R^2 = 0.791$. Pages 162 to 182</p>
<p>Pdf (/images/Vol_5_Iss_3/10_Sediono_P183_2019R.pdf)</p>	<p>Prediction of Electricity Consumption for Household Categories R-1 Based on Average Air Temperature with a Single Input Transfer Function Approach Sediono, Eko Tjahjono, and Retno Dwi Puspitasari Department of Mathematics Airlangga University Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) sediono101@gmail.com (mailto:sediono101@gmail.com) The transfer function model is one of the quantitative prediction models that is often used for multivariate time series data prediction. This model combines several characteristics of regression analysis with ARIMA periodical characteristics. This research explained the application of a single input transfer function model in predicting the amount of electricity consumption (Y_t) in Jombang Regency based on the influence of the average air temperature (X_t). In conducting modelling, the data used electricity consumption and the average air temperature from January 2011 to June 2017. The stages that need to be done are to see the stationary data of the output series (Y_t) and input series (X_t), determine the best ARIMA model output series (Y_t) and input series (X_t), do prewhitening, determine the order (b, r, s) through cross correlations (CCF) plots, and determine the best model of the transfer function by describing the order (b, r, s) along with the sequence (nt). From the model produced it can be explained that the amount of electricity consumption in Jombang is influenced by the increase in electricity consumption 1 month before (Y_{t-1}), minus 1202862.9 times the average air temperature this month (X_t) minus the average air temperature 12 months ago (X_{t-12}), minus the average air temperature 13 months ago (X_{t-13}) plus the residual this month (e_t) minus 0.83127 times the residual 1 month ago (e_{t-1}). Pages 183 to 198</p>

Profitability Level Modelling of Manufacturing Companies based on Binary Logistic Regression with Random Effect on Panel Data

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The manufacturing company is the main pillar of industrial development in a country. The development of manufacturing industry can be used as a benchmark to see national industrial development in the country. The performance of a good manufacturing company can be seen from profitability. Profitability is the ability of companies to earn profits in relation to sales, total assets capital. Profitability ratios are measured by Net Profit Margin (NPM). This ratio measures the ability of a company to generate profitability at a certain level of sales, assets, and capital stock. The greater the Net Profit Margin, the more efficient the company is in issuing the costs associated with its operations. The relationship between profitability and the factors that influence it will be studied to obtain a mathematical model. This mathematical model will show the factors that influence profitability significantly. Predictor variables which determine profitability are Leverage, Manufacturers' Size, Liquidity, and Tangibility. In conducting research on profitability, the data used is a combination of cross section and time series or panel data. This data is used because it is necessary to observe the behavior of research units at various time periods. This study used secondary data of 2008 – 2016 Annual Reports which were downloaded from 21 related manufacturers' official websites. One of the statistical analysis tools used, to observe the behavior of research units at various time periods, is ordered logistic regression analysis in panel data, which is an extension of logistic regression when it is used in panel data. Estimation of binary logistic model parameters in panel data using maximum likelihood estimation method with Gauss-Hermite Quadrature iteration. Based on the best model obtained, the factors that influence manufacturers' profitability, in Indonesia, are leverage and tangibility. The result of the Likelihood Ratio Test shows that the random effect panel binary logistic regression model is better model than standard binary logistic regression with a classification of accuracy of 73.54%. Pages 199 to 216

<p>Pdf (/images/Vol_5_Iss_3/12_Kristiana_Reinildis_Aek_P217_2019R.pdf)</p>	<p>How Does Metacognition of Senior High School Students Participate in Mathematical Problem Solving Process Kristiana Reinildis Aek, Imam Sujadi and Sri Subanti Universitas Sebelas Maret, Surakarta, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) aekrenny@gmail.com (mailto:aekrenny@gmail.com) Metacognition is an important factor in mathematical problem solving. It is the ability to monitor and control our own thoughts, how to approach the problem, how to choose the strategies to find a solution, or to ask ourselves about the problem. In other word, metacognition can be defined as think about thinking. By using metacognition, students will solve mathematical problems precisely because they are aware of the thinking process to plan, monitor and evaluate each step taken. This study was conducted to identify students' metacognition profiles in solving mathematical problems. It is descriptive qualitative research. The research was conducted in Class X SMAN 1 Surakarta. Data was collected using a written test and task-based interviews. Based on data analysis, the subjects cannot fulfill all indicators of the stages of metacognition, namely planning, monitoring and evaluation. So it can be concluded that not all students can use their metacognitive abilities well. Pages 217 to 226</p>
<p>Pdf (/images/Vol_5_Iss_3/13_Abas_P227_2019R.pdf)</p>	<p>Understanding the Concept of Social Studies: A Study of the Effect of Instruction Models and Interpersonal Intelligence Muhamad Abas, Etin Solihatin, Nadiroh Student of Postgraduate of Universitas Negeri Jakarta; PGSD Department, Halu Oleo University, Kendari, Indonesia. PKn Departement , Faculty of Social Sciences, Universitas Negeri Jakarta, Indonesia ³Prof. at the Faculty of Social Sciences, Universitas Negeri Jakarta, Indonesia Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) Muhamadabas750@gmail.com (mailto:Muhamadabas750@gmail.com) This study examines the effect of learning models and interpersonal intelligence on the understanding of student social studies concepts. The study was conducted on PGSD students at the FKIP University of Halu Oleo, Indonesia. Using the quasi-experimental method with post-test control group design, simple random technique. The research sample is composed of 56 students. The data collection uses questionnaires, validated by experts and tested empirically. Data was analyzed using descriptive and inferential analysis. The results of student learning social studies concepts, using reciprocal learning models, were higher than students who were taught with conventional instruction models. It was found that there was an interaction between learning models and interpersonal intelligence. Students who have high interpersonal intelligence, taught with reciprocal instruction models, obtain higher social studies concepts than students who are taught with conventional instruction models. Students learning social studies concepts, that have low interpersonal intelligence, taught by reciprocal instruction models are higher than students taught by conventional instruction models. Thus, it is a recommended that student social studies concepts and lecturers need to use a reciprocal instruction model by paying attention to students' interpersonal intelligence. Pages 227 to 251</p>
<p>Pdf (/images/Vol_5_Iss_3/14_Tjahjono_P249_2019R.pdf)</p>	<p>Simulation of Ac Electric Motor Control Learning Through The Modelling of Starting Current of Three Phase Induction Motors Using The Star to Delta Connection Method</p>

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The purpose of this study is to produce a semi-automatic control model with a 3-phase synchronous starting motor using magnetic contactors, push buttons and timers applying the star connection method to the delta connection. The approach used in this study is a quantitative descriptive approach. Where the research is conducted at the Laboratory of Department of Electrical Engineering Education, Nusa Cendana University, Kupang. The study population was all 3-phase synchronous motor controllers using the star to delta method. The sample is a number of measurements of both voltage, current, and power in the control of a 3 phase induction motor using the star to delta method. The research instrument used a picture guide of the 3 phase induction motor control system and a picture of the main series of 3 phase synchronous motor control. The results of this study are: (1) Semi-automatic control model when 3-phase synchronous starting motor using 3 phase magnetic contactors, push button and timer by applying the star connection method to delta connection; (2) The average voltage of the 3 phase induction motor control applying the star-connection is 170v; (3) The average phase current for controlling the 3 phase synchronous motor applying the star-connection without C is 112.5 [mA] for I_R , 111.25 [mA] for I_S and 118.75 [mA] for I_T . (4) The average phase current of controlling the 3 phase synchronous motor applying the delta-connection of 600 [mA] for I_R , amounting to 552.5 [mA] for I_S and equal to 557.5 [mA] for I_T ; (5) The average phase current for controlling the 3 phase synchronous motor applying the delta-connection with C 15.18 [μ F] of 62.5 [mA] for I_R , amounting to 55,625 [mA] for I_S and 63,125 [mA] for I_T . (6) The mean value of the apparent power of star connection without a capacitor is 14 [Watt] and the reactive power of star connection without a capacitor is 49.5 [VAR]; (7) The mean value of the apparent power of the delta connection without capacitor is 27.25 [Watt] and the reactive power of the delta connection without capacitor is 165 [VAR]; (8) The mean value of the apparent power of the delta connection with capacitors is 15.18 [μ F] of 18.75 [Watt] and the reactive power of the delta connection with capacitors is 15.18 [μ F] of

	24.375 [VAR]; (9) The capacitor value of 15.18 [μ F] is the best value for the reactive power savings in a three-phase synchronous motor rotor coil type. Pages 252 to 270
Pdf (/images/Vol_5_Iss_3/15_Saifudin_P271_2019R.pdf)	<p>Development of Geographically Weighted Regression Using Polynomial Function Approach and Its Application on Life Expectancy Data</p> <p>Toha Saifudin, Sulyanto, Elly Ana</p> <p>Department of Mathematics</p> <p>Faculty of Science and Technology</p> <p>University of Airlangga</p> <p>Email: (mailto: This e-mail address is being protected from spambots. You need JavaScript enabled to view it) tohasaifudin@fst.unair.ac.id (mailto:tohasaifudin@fst.unair.ac.id)</p> <p>Geographically Weighted Regression (GWR) is a varying coefficient model. However, as an extension of Ordinary Linear Regression (OLR), it models a dependent variable at each location as a linear function of a set of independent variables. In real life, one or more independent variables involved in the model may have nonlinear relationships with the dependent variable. For this case, the GWR model is no longer realistic to use since the resulted analysis lead to be misleading. To overcome the problem, we develop the GWR by using a polynomial function approach. Here, the model is called Geographically Weighted Polynomial Regression (GWPolR). This paper aims to provide an algorithm, based on Akaike Information Criterion (AIC), for finding the optimal bandwidth and polynomial degrees. Furthermore, this paper aims to analyze life expectancy data in East Java province, Indonesia based on human development index and per capita expenditure. Compared with OLR and GWR models, GWPolR gave a significant improvement of goodness of fit measures and a more complete explanation of how each independent variable was related to the life expectancy. Pages 271 to 289</p>

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<p>Pdf (/images/Vol_5_iss_1_2019/Hersugondo2019.pdf.pdf)</p>	<p>Corporate Social Responsibility as Innovation to Create Corporate Value: Case Study in Indonesia manufacturing industry H. Hersugondo, Sugeng Wahyudi, M. Chabachib, P. Prasetyono, M. Kholik Mahfud Faculty of Economics and Business, Diponegoro University, Semarang, Indonesia</p> <p>The study investigates the affect of corporate social responsibility on the value of a company with the size of the organization as a moderating variable. The research focusing on the fabricating enterprises that registered on the Indonesian Stock Exchange (IDX) as a manufacturing company with influence / impact on the surrounding environment as a result of the activities of the company. Sample option is done by using purposive sampling method with the objective to obtain a representative sample in accordance with the criteria specified. The processed data underwent multiple linear regression analysis (multiple regression analysis). The Company Society Awareness rate is according to the GRI standards (Global Reporting Initiative), while the grade of the enterprise is using the measuring tool of Tobin's Q. The outcomes of research showed that the variables of Corporate Social Responsibility (CSR) has a remarkable positive impact on the grade of the organization while the variable size (size) of the enterprise acted as a moderating variable which giving an impact towards the relationship of CSR and corporate value. Pages 1 to 14</p>
<p>pdf (/images/Vol_5_iss_1_2019/Tahirsylaj_et_al_2019.pdf)</p>	<p>Educating Minds for the Age of Innovation Armend Tahirsylaj, Norwegian University of Science and Technology, Trondheim, Norway; Jack Matson, Pennsylvania State University, University Park, Pennsylvania, USA. Leonora Gashi, Norwegian University of Science and Technology, Trondheim, Norway</p> <p>Major environment, economic and social challenges permeate the world, while simultaneously, rapid technological developments are reshaping human experience. This emerging context accelerates the need for education to innovate solutions to ongoing challenges and ill-defined, anticipated, and unknown problems. Against this backdrop, the purpose of the article is to problematize the latest push in global education policy towards competence-based approaches to education, primarily through the Organisation for Economic Cooperation and Development (OECD). Methodologically, the article relies on document analyses of policy documents and select curriculum frameworks to conceptually address the extent competency-based education policies have the potential to prepare students for the Age of Innovation. The article finds that the recent OECD's Education 2030 policy agenda falls short of providing learning opportunities for students to address current challenges locally and globally. The authors conclude that educating minds for the age of innovation requires students to explore deeply their creative potentials and learn how to innovate – ethically and morally – for continued development of democratic societies. Pages 15 to 32.</p>

<p>Pdf (/images/Vol_5_iss_1_2019/Goretti_Faya-Ornia_2019.pdf)</p>	<p>Phonetic Transcription and Audiobooks as Tools to Improve Listening Comprehension Skills in English</p> <p>Goretti Faya-Ornia, University of Valladolid, Spain</p> <p>Spanish and English phonological systems vary considerably regarding the number of vowel sounds (12 in English, but only 5 in Spanish). This makes that Spanish-speaking students present many difficulties when interacting orally in English. For this reason, a Teaching Innovation Project approved by the University of Valladolid was carried out on the Soria Campus with the aim of improving students' listening comprehension skills by providing them with basic phonetic notions and training in transcription, as well as doing some pre-arranged self-study practice. The results obtained were slightly higher in the final test in most cases, suggesting the positive impact of the intervention. Pages 33 to 49</p>
<p>Pdf (/images/Vol_5_iss_1_2019/alizamar_et_al_2019.pdf)</p>	<p>Exploration of Students' Creativity Based on Demography</p> <p>Alizamar Alizamar, Afdal Afdal, Ifdil Ifdil and Yuda Syahputra, Universitas Negeri Padang, Indonesia</p> <p>Creativity development can be implemented through a directed and systematic program. However, no research to date provides a comprehensive insight into student creativity, which results in the absence of well-programmed activities. The purpose of this study is thus to provide an overview using the creativity profile of the students of Universitas Negeri Padang (UNP), Indonesia to obtain preliminary information that can be used in the preparation of a student's creativity development program. This study was conducted with 333 randomly selected UNP students. The Creativity Inventory was employed to measure various dimensions of creativity, and results were analyzed descriptively. The results showed that the creativity of UNP students mostly feel within the 'high enough' category (55.56%). Furthermore, this study discussed differences in student creativity concerning gender, field of study, and year of entry. Such context is necessary for the improvement of programs related to creativity development. Pages 50 to 65.</p>

<p>Pdf (/images/Vol_5_iss_1_2019/S_Baheti_and_Lenka_2019.pdf)</p>	<p>An Understanding of the Creativity and Innovation Domain During the Period 1990-2018: A scientometric study Santosh Baheti and Usha Lenka, Indian Institute of Technology, Roorkee Uttarakhand India.</p> <p>This paper reviews 29 years of academic literature published in the domain of creativity and innovation in order to identify the format styles and geographical distribution of seminal authors. This quantitative review of papers published in the creativity and innovation domain revealed that scientific publications have shown an upward trend from the year 1990 to 2018. Of these publications, 90.27 percent were written in English language only. An analysis of the top fifteen journals in this domain identified the European Journal of Innovation Management and Creativity and Innovation Management as the most productive with 15.5 percent of the total publications. 21.33 percent of articles were written by the top ten influential authors to constructively contribute to the literature on creativity and innovation. 98.68 percent of articles were written in collaboration with co-authors. Single author contributions account for 1.31 percent of publications. A geographic analysis shows that while 49 countries have shown growing interest in the creativity and innovation domain, the contribution of academic literature is predominantly from the USA and the UK where the leading management, educational and research institutions are located and whose national policies favor creativity and innovation research. Pages 66 to 93</p>
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Connecting Research to Teaching in the English Language Classroom

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Teaching English worldwide has proved to be more challenging with the development of technical and advanced science disciplines. Science and technical fields have made strides in introducing new curricula to supply the marketplace with employees and researchers by employing partnerships and modernized courses while some researchers argue that English language curricula maintain the same content and pedagogic practices (Colarusso, 2010; West and William, 2015). Although many English language practitioners have incorporated some cultural topics, they still face resistance from both students and colleagues. Therefore, English language teachers strive to re-examine their curriculum and educational outcomes in order to cope with the vibrant academic as well as global culture, especially in Higher Education sectors. While some English departments and centres have approached changing course materials and sometimes the curriculum itself, more research can help English teachers consider engaging students in designing and developing the curriculum. Many teachers complain about the lack of student engagement and motivation, especially in the Cooperation Council for the Arab States of the Gulf (GCC, henceforth) region, and hence this paper aims to encourage more active engagement with Higher Education students in interdisciplinary research. This paper critiques research-based education as discussed by contemporary pedagogic scholars and explores possibilities of engaging students in research and designing the curriculum as part of their higher education process. The paper focusses on research that solves real-world problems as indicated in 21 Century Skills. This research suggests that English teachers can implement constructive education through two research approaches. The first is research to develop the English language curriculum while the second is to involve students in an interdisciplinary research that employs English as a language as well as a knowledge vessel in their field. Pages 94 to 105

<p>Pdf (/images/Vol_5_iss_1_2019/Dahal_Nov_2019.pdf)</p>	<p>Understanding the Use of Questioning by Mathematics Teachers: A revelation Niroj Dahal, Bal Chandra Luitel and Binod Prasad Pant, Kathmandu University, School of Education, Nepal</p> <p>This article investigates perceived existing classroom practices in mathematics pedagogy and the impact on Nepalese mathematics teachers' understanding and uses of questioning. For this study, a narrative inquiry approach has been used to focus on the experiences of six mathematics teachers working in schools in Kathmandu Valley, Nepal. A criterion-based selection strategy was used to choose research participants for this research (Roulston, 2010). This article aims to examine the complexities of mathematics classroom experiences by gaining insight into the use of questioning. This inquiry utilizes a variety of theoretical lenses, including sociological perspectives and behaviorists through constructivist approaches to categorize questioning using the criteria of expertise, critical pedagogical perspectives and algorithmic and daily life practices. Through this methodological approach an analysis of relative power relations in mathematics classroom established through teacher perspective in questioning is made. This study is framed through the research question: How do teachers narrate their experience of understanding and usage of questioning in relation to mathematics pedagogy? Subscribing to a narrative inquiry for meaning-making, this article thus studied six mathematics teachers' voices and experiences to explore classroom power relationship in the context of whose experiences are valued and whose voice can be heard in during student questioning. In conclusion it was found that the majority of the studied mathematics teachers seem to be conformist to a perceived appropriate method of questioning at the beginning of their teaching career but become nonconformist, defined as being more flexible in questioning technique later in their career. Further it was found that the majority of the research participants asked more questions within the simple to complex level with greater focus on simple (low level) questioning due to a belief that this encourages students to engage in mathematical discussion. Pages 118 to 146.</p>
<p>Pdf (/images/Vol_5_iss_1_2019/Malele_2019_Nov.pdf)</p>	<p>Develop Entrepreneurship and innovation acumen within students Vusumuzi Malele, Faculty of Engineering and Built Environment, Tshwane University of Technology, South Africa.</p> <p>This paper used questionnaires to explore students' interest and understanding of entrepreneurship and innovation; then it adopted a problem-solving methodology to develop and test a model that South African Universities of Technology could use problem-solving assignments to entrench a culture of entrepreneurship and innovation in their students. The findings revealed that the majority of students (based on their study level and exposure) were interested in entrepreneurship and innovation. These findings were validated by the use of the developed model; of which the results revealed that students were keen to establish business ventures of their own. In general, entrepreneurship and innovation should be entrenched in the curriculum and this paper provided the strategy on how to do so. Pages 147 to 164</p>

<p>Pdf (/images/Vol_5_iss_1_2019/r-Supriadi_et_al_2019_Nov.pdf)</p>	<p>Creative Intelligence Analysis in Ethnomathematics Learning</p> <p>S. Supriadi, I. N. Chudari, N.Sundari, Tiurlina, I.R. Ridwan, S.Wuryastuti, F.Alfarisa, F. Robiansyah, Universitas Pendidikan Indonesia (UPI), Serang Campus</p> <p>Cultural extinction in a society is one of the concerns in Indonesia nowadays: specifically Sundanese culture. Moreover, the impact of globalization also requires people to be creative in learning many aspects beyond their own culture. Ethnomathematics emerge as an idea that is able to combine mathematics and cultural learning in order to understand cultural values. This study aims at developing the role of ethnomathematics learning in enhancing the creative intelligence of mathematics while maintaining the traditional culture. This study involved 90 elementary school teacher education students, consisting of 42 Sundanese people and 48 non-Sundanese people. The data were gathered using questionnaires regarding creative intelligence, then analysed using Rasch Wins Step Model. The results revealed that most students agreed to develop creative intelligence with ethnomathematics learning. The more common science and Sundanese origin approve ethnomathematics learning compared to non-science and non-Sundanese mathematics creative intelligence. Pages 169 to 188</p>
<p>Pdf (/images/Vol_5_iss_1_2019/Allen_2019_Final_E_R.pdf)</p>	<p>The Myth of Left- vs Right-Brain Learning</p> <p>Dr Kelly-Ann Allen^a & Dr Rick van der Zwan^b</p> <p>^a Senior Lecturer, Monash University, Australia ^b Cognitive Neuro-Scientist Consultant, Australia</p> <p>It has been more than a decade since researchers began calling for caution over certain brain-learning strategies supposedly based on neuroscience. Nonetheless, misconceptions still persist. This paper explores the myth of hemispheric dominance in learning, and provides advice to educators, parents, and others in the field. It has long been a popular view that some people favour one hemisphere over the other and that such cognitive preferences have implications for learning. Scientific research into the structures and functions of normal brains, both as they develop and on into adulthood, has demonstrated the fallacy of this belief. As such, interventions and products that target left- or right-brain learning should be treated with caution. It is unlikely that these interventions successfully target one hemisphere over the other, or that they improve learning outcomes in ways that depend on such perceived differences. Educators, parents, and others in the field are urged to inform themselves about the fundamental features of neuroscience, and to look for significant independent research that supports specific learning programs. While many school-based programs in mainstream settings are supported by research, school leaders, teachers and parents should take into consideration the quality of evidence available, the purpose of the intervention and how the intervention or program may fit the needs of the students and context. Pages 189 to 200</p>

<p>Pdf (/images/Vol5_iss_1/Soesanto_2019_E_R.pdf)</p>	<p>Market Orientation and Enterprise Resources Planning: Do They Influence Small-Medium-Enterprises' Marketing Performance?</p> <p>Harry Soesanto*; M Mudiantono; Danang Kurniawan; I Made Sukresna; Suryono Budi Santosa; K Kholidin and H Hersugondo, Universitas Diponegoro, Jl. Prof. Sudarto, Semarang, Indonesia. *E-mail : harryjogja99@gmail.com (mailto:harryjogja99@gmail.com); hersugondo@lecturer.undip.ac.id (mailto:hersugondo@lecturer.undip.ac.id)</p> <p>The number of small-medium-enterprises (SMEs) is significantly increasing, yet this trend is not followed by their average sales. Hence, this study considers the factors influencing SMEs' performance by analysing the impacts of market orientation and the implementation of Enterprise Resources Planning (ERP) on innovation, competitive advantage, and SME's marketing performance. A survey was delivered to 128 SMEs' owner across Central Java, Indonesia. Structural Equation Modelling (SEM) shows ERP implementation mostly influences the consequences in the conceptual model. As such, this study suggests that SMEs need to improve their innovation. The improvement may deploy ERP implementation, based on the guidance of the ERP modules. Pages 201 to 216</p>
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The Andragogy-Based Learning Model to Increase Functional Literacy Learning Motivation

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The objective of this study was describing and finding out: (1) the objective condition that motivates learners at functional literacy of PKBM Pengayoman at the Correctional Facility, Gorontalo; (2) the conceptual model of andragogy-based functional literacy to increase functional literacy learners' motivation, (3) implementation of andragogy-based functional literacy learning model to increase the motivation of the learners, and (4) effectiveness of the andragogy-based learning model to increase the learning motivation of the learners. This was a research and development study with a descriptive qualitative and quantitative approach. This study was implemented at PKBM Pengayoman of the Correctional Facility, Gorontalo. The subject of this study was 10 functional literacy learners (1 group). The study found implementation of this functional literacy learning model was tried through the stages of: (1) planning; (2) implementation; (3) assessment/evaluation; and (4) development of the andragogy-based functional literacy.

Keywords: *functional literacy learning, andragogy, learning motivation.*

INTRODUCTION

The objective condition showed that the number of illiterate populations in Gorontalo province in 2015 among the age group of 15-59, was around 15,122 people and following the intervention from the Government of Gorontalo, this figure declined to 13,000 people in 2015-2016. The target was to reduce the number of literate people to 2,122 people only. The data were obtained during the Coordination Meeting on Community Education with the chief of the unit for Community Education in Gorontalo Regencies/municipality in Gorontalo province in 2015.

Basic literacy ability (reading, writing, and counting) in fact is still a problem for some people in Gorontalo Province, especially in the PKBM Pengayoman of Gorontalo Correctional Facility. The functional literacy program held by the PKBM Pengayoman is one of the efforts to eradicate illiteracy among the community. This functional literacy program was implemented for six months. The main target was a learning group, consisting of 10 learners.

As innovation in non-formal education, functional literacy relies on the learner's motivation factor (Gilster & Glister, 1997; Scribner, et. al. 1981; Harste, 1984). Motivation is a must for functional literacy learners for them to be able to enjoy the learning. Learners need to be motivated so that through learning they can gain benefit for their future. Motivation is an intrinsic urge to do or achieve something. Motivation is also a willingness to achieve success in life and avoid failure. In other words, motivation is a process to achieve an objective. Through motivation, one will gain strength to achieve success in life (Robbins & Everitt, 1996; Emmons, 1999; Covington, 1992; Elliot & Dweck, 2013).

Based on the observation at the PKBM Pengayoman of Gorontalo Correctional facility, it was revealed that the implementation of functional literacy was as expected due to the lack of learners' motivation. This empirical study on functional literacy learners at the correctional facility showed that 10 learners had different levels of motivation. The diversity of backgrounds of the people resided in this correctional facility was due to them having committed different crimes, thus, their motivation to learn was also different. Learners were not motivated to learn. This was evident in their absence, their low spirit in learning, talking with colleagues during a learning session, sleepy, dreamy, and often paying no attention to the teaching materials delivered by the tutor. Even some learners came late to learn. These were factors that influenced the learners' motivation to participate in the functional literacy program.

The solution to this lack of motivation from the learners at the PKBM Pengayoman of Gorontalo Correctional Facility, was focused on developing an effective learning model to improve their learning achievement, through the andragogy-based functional literacy learning model. The literacy learning model is an approach to develop the learners' ability to master and use their skills in reading, writing, calculating, thinking and observing; all of which were oriented in their daily lives, as well as utilising potentials around them. Therefore, the implemented learning strategies were reading, writing, calculating, discussion, and action (shortened as Calistungdasi in Bahasa). The

activity in functional literacy learning strategy is the utilisation of a learning outcome or functionality of the learning outcome.

This study was based on the problem of whether or not andragogy-based learning could increase learning motivation of the functional literacy learners at PKBM Pengayoman of Gorontalo Correctional Facility. The questions in this study were stated as follows: (1) What was the objective condition of learning motivation of the functional literacy learners at PKBM *Pengayoman* Gorontalo Correctional Facility? (2) What was the andragogy-based functional literacy conceptual model used to increase learners' motivation? (3) How was the implementation of andragogy-based functional literacy learning model used to increase functional literacy learners? and (4) How effective was the andragogy-based functional literacy learning model in increasing the students' motivation to learn functional literacy?

The focus of this study was to find a relevant learning model for a functional literacy program. This was inspired by the philosophy of research that was inventing something beneficial for the community (learners, management and teachers), the institution and the advancement of knowledge and technology; especially in the field of non-formal education. The theoretical benefit of this study was to strengthen the principle of an effective, efficient, accountable, and productive functional literacy program. Meanwhile, the practical benefits of this study were that the teacher could develop the potential of the learners, and the institution and program manager could gain practical information to be further used for functional literacy program development.

In relation to the current focus of the study, there are several theories relevant to this study namely, functional literacy, andragogy, and learning motivation. Functional literacy is defined as a non-formal education effort to teach the illiterate community members to have the ability to write, read, and count by utilising the surrounding potentials for them to increase their lives' quality and welfare. Meanwhile, Kusnadi (2005) stated that the term functional literacy emphasised an ability to face a new condition, which happens among society, for them to have functional ability (functional for themselves and the community). Based on this definition, functional literacy should be beneficial for the learners themselves (Street, 1993; Potter, 2018; Williams & Snipper, 1990; Hoggart, 2017).

In harmony with that, learning innovation in functional literacy is becoming more important and needs to be adjusted with development and community needs. Therefore, literacy learning is expected to have a role in social and economic development of the community. Thus, the applied curriculum should be based on the objectives to fulfill the interests and needs of the learners. In addition, functional literacy activity is also expected to assist learners to learn to apply their ability and skills, and to increase their lives' quality and welfare. Also, the functional literacy program should be integrated with local skills to be properly implemented, and to be able to implement and to empower the community members (Whitehurst & Lonigan, 1998; Janks, 2009; Johnston, 1997; Stiggins, 1991).

This was intended for the learners to have functional ability (functional for themselves and others). The functional literacy management should implement a learning process where: (1) learners would be motivated to learn when it is appropriate with their experience, interest, and needs, (2) the learning orientation is closely linked with their lives, (3) the experience is the riches' resources and it's experience should be acknowledged in the functional literacy program, (4) each learner has the need to direct themselves, and (5) individual differences among learners increases with the increase of their age (Kusnadi; 2005; DeVoogd & McLaughlin, 2005; Sulzby & Teale, 1991).

METHODS

This was a research and development study. It refers to Borg and Gall (1989) that the research and development study is a type of research, which cycles studies on the findings related to the product that would be developed. The research and development (R&D) approach in education consists of 10 steps of development as proposed by Borg and Gall (1989) which are described in Figure 1.

The approach in this study was a descriptive qualitative and quantitative approach. The focus of this study was to comprehensively describe the andragogy-based functional literacy program in increasing the learning motivation of the learners. This study was carried out at the PKBM Pengayoman at Gorontalo Correctional Facility. The subject in this study was 10 learners (1 group). This study was implemented for 6 months from July to December 2018, which cycles were: (a) pre-site (development of research design, selection of research site, and research permits), (b) implementation of study (data collection and data analysis), and (c) report writing.

The data collection methods were observation, questionnaire, document study, and test. The andragogy learning model in the functional literacy program is modified based on the model proposed by Borg and Gall (1989), therefore this study was carried out through five stages: stage 1, product analysis; stage 2, expert validation; stage 3, small group trial; stage 4, large group trial; and stage 5, final product. The data analysis was relevant analysis of the research development model.

RESULTS

The objective condition of the learners' learning motivation in a functional literacy program

The objective condition of the learning motivation identified in this study was from the functional literacy learning activity, which consisted of: lesson planning, implementation, and learning evaluation. The data showed that the objective condition of the learning motivation of the members of the functional literacy learning program at PKBM Pengayoman at Gorontalo Correctional Facility were: first, the currently implemented learning model in the functional literacy program was centred on the tutor and yet to develop the creativity aspects of the learners to be active within the learning process; second, implementation of learning was not optimum due to the lack of learning materials available, that could be made as reference to increase the knowledge of the functional literacy learners; third, the learning situation was not supportive of the learning process as there are often riots among the prisoners (members of the correctional facility); fourth, the mastery and utilisation of the learning material by the tutor appeared to be lacking due to lack of motivation of the learners to learn; fifth, the lack of learning facilities to influence the learners for a

better learning output for the functional literacy learners; and sixth, availability of learning time is not effective, thus the learning process is not maximally managed.

Development of andragogy-based functional literacy learning was based on adult learning and in implementation of the learning process, directed toward the non-formal education concept to ease the learners in their learning process. The activity steps in implementation of this andragogy-based functional literacy learning were: needs analysis, establishing the elements that would be developed, developing the andragogy learning model, validating the developed learning model with the non-formal education experts, educational practitioners, colleagues, and developing the final product. Based on the initial study, through interviews with the management, the tutor, and the functional literacy learners, as well as document study and observation, facts were found. The facts were that the objective condition on andragogy-based functional literacy in increasing learners' motivation at PKBM Pengayoman, was that the learning is not yet optimised either from the planning, organising, implementation, assessment, or the development aspect. Thus, it was yet to support the learning that oriented towards the adult learning principle in achieving the learning objectives.

Based on this statement, an andragogy-based functional literacy learning model needs to be developed to increase the learners' motivation. The developed learning model stages were planning, organising, implementing, assessment, and development. This was an alternative proposed to optimise the functional literacy learning model implemented in a non-formal education institution: (1) development of andragogy-based functional literacy learning model, (2) validation of the developed model, (3) revision of the developed andragogy-based functional literacy learning model. Implementation of the andragogy-based functional literacy learning model needed to increase the motivation of the learners; implementation of the andragogy-based learning model was tried on with the following stages: (1) planning; (2) implementation, and; (3) assessment/evaluation. These stages were objectively proven to have appropriately increased the learning motivation of functional literacy learners.

To find out the implementation of the learning model, limited trial, analysis of the limited trial, and revision of the model based on the limited trial result were carried out. The revision of the developed model was described as follows: (1) the inappropriateness of the needs analysis and the implemented learning, (2) involvement of the learners within the learning process, (3) core learning activities, especially the discussion process, dialogues, and learning experience; and 4) learning evaluation activity.

Effectiveness of the andragogy-based functional literacy-learning model to increase the motivation of functional literacy learners

Development of an andragogy-based functional literacy learning model has proven to be appropriately effective in increasing the learners' learning motivation. The effectiveness of this model was proven through field trials (large group trial), analysis of the field trial, and revision of the model based on the field trials.

The revision of the model was based on the input from the field trials. In general, from the field trials, it was found that the developed model was able to increase functional literacy learners' motivation. The aspects of these findings were: (1) the planning in the functional literacy learning process was synchronised between the identification process and the needs of the functional literacy learners, (2) implementation of learning was part of the core activity in learning process, which was designed in reference to the adult learning, and (3) evaluation activity in functional literacy learning needed a combination of a writing evaluation model and experience-based evaluation. Based on this revision, the developed model was effective to not only increase the learners' motivation but also develop learners' independence. Functional literacy learners had the attitude and behaviour to decide and not to depend on others in solving their problems.

DISCUSSION

Based on the qualitative analysis, it was found that the developed andragogy-based functional literacy learning model could increase the learning motivation of the learners to read, write, and count. Meanwhile, quantitative analysis also accurately supports this qualitative data on the increased motivation of the learners through the implementation of andragogy-based functional literacy learning model. This was supported by the quantitative analysis, which indicated that there was a difference in learning outcomes between before and after the implementation of the andragogy-based functional literacy learning model. Thus, it indicates that the developed model was proven to effectively increase the motivation of the learners.

On the learning implementation, the developed learning model also increased the self-confidence and independence of the learners. This description is supported by the quantitative analysis of the increase of learners' motivation. The research indicators refer to the increase in the motivation aspect. The quantitative analysis also showed that there was an increase of motivation to learn by the functional literacy learners based on the pre-test score, which was 540, while the post-test score was 745.

The analysis above showed that the andragogy-based functional literacy learning model was able to increase the learners' motivation from its implementation aspect, and it was accepted by the learners on its learning activity. Therefore, the developed model was appropriate and had advantages to be implemented in non-formal education. However, it should be supported by the tutor competency to play the role of the facilitator, as well as the support from the flexible environment to establish the learners' independence.

Wahyudin (2012) argued that functional literacy could increase the self-confidence of the learners. The ability to learn, write, and count increases the self-confidence of the learners. Self-confidence is needed in life as it will motivate one to make something beneficial for themselves and their environment. Therefore, development of self-confidence could help a person to solve their problems. Further, andragogy is derived from the Greek word which means adult and *agorose* which means guide. Therefore, andragogy literally means guiding the adult. One becomes

psychologically adult if a person has the self-concept to be responsible in his/her life; the concept to self-direct, such as making their own decisions.

Adult learning reflects a process where an adult learns to care and evaluate their experience. For this to happen, adult learning should be started on the hope that learning is focused on the problems in their lives (work environment, community, etc.). According to Lindeman (Brookfield, 1986), an adult learning concept is non-authoritarian learning, which is more informal than general learning and is focused on finding the meaning of experience and/or seeking standards of behaviour. Therefore, adult learning is about making the learning suitable for daily life.

In adult learning, experience and knowledge of the learners should have similar proportion to experience and knowledge of the teacher/tutor. Both can share and exchange information/experience and often find it hard to determine who learns more; the tutor or the learner. Lindeman (Brookfield, 1986) proposed several success keys to adult learning as follows: (1) Adult learning activities should be relevant to the needs and interests of the learners, thus, can satisfy the learners; (2) The adult orientation in their learning is centred on their lives, thus, the learning management should be relevant to their lives' situation; (3) Experience is the most important source of learning for the adult. Therefore, the learning method is experience analysis; (4) The adults have profound needs to manage themselves. Thus, the role of the teacher should be more the role of a facilitator (sharing experience with the learners) rather than transferring the knowledge/experience to the learners. Further, tutors should be able to provide evaluation on the consensus built with the learners; and (5) Individual differences among learners, such as age difference, work background, educational background, social background should be considered, thus, adult learning should consider these differences in their decisions.

Knowles (1970) proposed several models of adult learning that are different from child/youth learning, related to the needs to find out, self-concept, role of experience, learning readiness, learning orientation, and motivation. From the description of the success key and learning model assumption for adult learning as described above, Suprijanto (2007) proposed the following things: (1) Andragogy learning approach: Adult learning approach is non-authoritarian or persuasive, informal, provides security, flexibility, and is non-threatening in its learning process. Adult learning is heavily focused on finding the meaning and discovery to formulate standard behaviour. Therefore, the learning technique should focus on making the learning in harmony with real-life problems. It implies that the experience of the tutor on the substance of the text-book is critical, thus the learning method is more of experience analysis; (2) The extent of adult learning: Adult learning should encompass new discoveries on the meaning of life. Therefore, adult learning is initiated with providing attention to real-life problems (such as the work environment). Therefore, adult learning would be effective when it is linked to the needs/interests of the learner, real life situation/work, life experience, and considers the differences among learners as individuals; and (3) The objectives of adult learning: in general, the objective of adult learning is to assist learners as adults to carry out their social roles responsibly among the community. Adult learners constantly

develop themselves through life-long learning to obtain self-confidence, independence, and to be actively involved in the development process.

Therefore, according to Suprijanto (2007), the specific objectives of the adult learning were: (1) to raise self-confidence and optimism; (2) provide ability and skill to do something; and (3) provide the ability to accept or refuse something on the bases of the rule, values or ethics among the community. Other theories used in this study mentioned that motivation is a hypothetical construction used to describe a need, direction of intensity, and the firmness of a behaviour which is directed by objectives. Within motivation, there are aspects such as the need to perform, the need to affiliate, habit, and curiosity toward something (Good and Brophy, 1990; Wigfield & Cambria, 2010; McClelland, 1987).

There are two approaches that can be used to understand motivation: (1) motivation as a process; and (2) motivation as a tool to determine the characteristic of process based on one's behaviours (Gardner, 2001; Schunk, 1991; Lichtenberg, 2013). According to McDonald (Hamalik, 2003) that motivation was a shift of energy within oneself, which was signified by the emergence of feeling and reaction to achieve an objective. Within this concept, there are three correlating elements, motivation which started from the change of energy within oneself (Dann, 1981). This change is due to the certain shift within the neurophysiology of the human organism, for instance, due to the change of digestive system, thus, motivation arises. Motivation is signified by affective arousal, such as psychological strain, then emotional stance (Herzberg, 2017; Lawrence, 1995; Maslow, 1943). This emotional stance resulted in motivated behavior. This change can be observed through action. For instance, someone who is engaged in a discussion, he/she is interested in the topic currently being discussed, therefore, he/she tries to state their opinion correctly and appropriately. Motivation is signified by reactions to achieve an objective. Motivated individuals provide responses to achieve certain objectives. These responses are to minimise the strain due to the shift of energy within oneself. Each response is a step to achieve the objective. There are three main components in motivation (Weiner, 2012; Frey & Jegen, 2001; Dimiyati and Mudjiono, 2006), namely: need, motivation, and objective. Uno (2012); Porter, et. al. (2003); and Buck 1988) also proposed three key elements to motivation namely: (1) effort; (2) organisational objectives; and (3) needs.

CONCLUSION

The initial condition on the andragogy-based functional literacy learning is to increase the motivation of the learners at the PKBM *Pengayoman* Gorontalo Correctional Facility who showed that the implementation of functional literacy at this learning centre was based on the fact that there were prisoners who were illiterate. Thus, they needed to be taught literacy to increase their welfare. Development of the andragogy-based functional literacy was oriented on adult learning, and in its learning, the process refers to the non-formal education concept. Based on the stages of the development model, this learning model conceptually provides benefit for the management, especially the tutor, to ease the learners in their learning process through an adult learning approach, which utilises the environment as a means of interaction to optimally achieve the learning objective.

Implementation of this andragogy-based functional literacy learning model was through the following stages: (1) planning; (2) implementation; and (3) assessment/evaluation. Based on the trial, it showed that the developed learning model was proven to be effective and appropriate, to increase the motivation of learners through the analysis of model appropriateness, model validation, limited trial, and field trial, as well as acceptance of the learners based on their responses on the increase of their learning motivation.

Development of this andragogy-based functional literacy learning model was proven to be effective to be used in increasing the motivation of the functional literacy learners. This was based on the quantitative data analysis, where there was an increase in the learners' motivation following the implementation of this developed model. Further, the increase of this motivation was also supported by the result of their reading, writing, and counting ability in learning

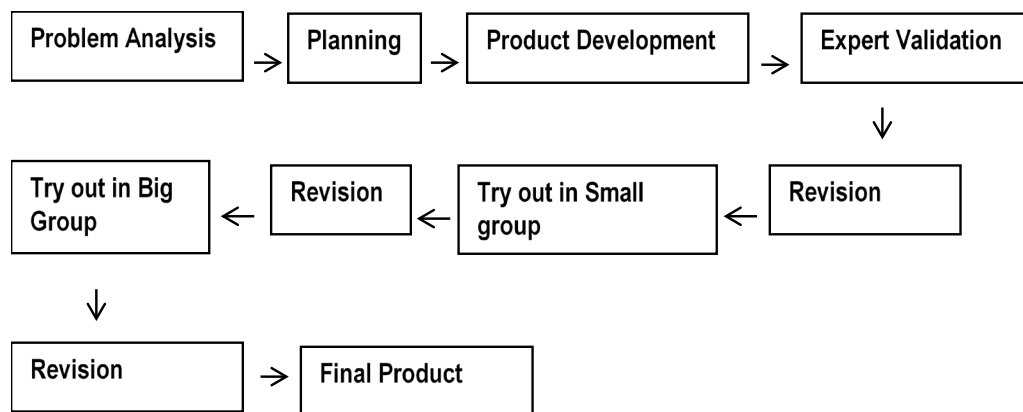


Figure 1 R & D Steps (Borg and Gall, 1989)

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