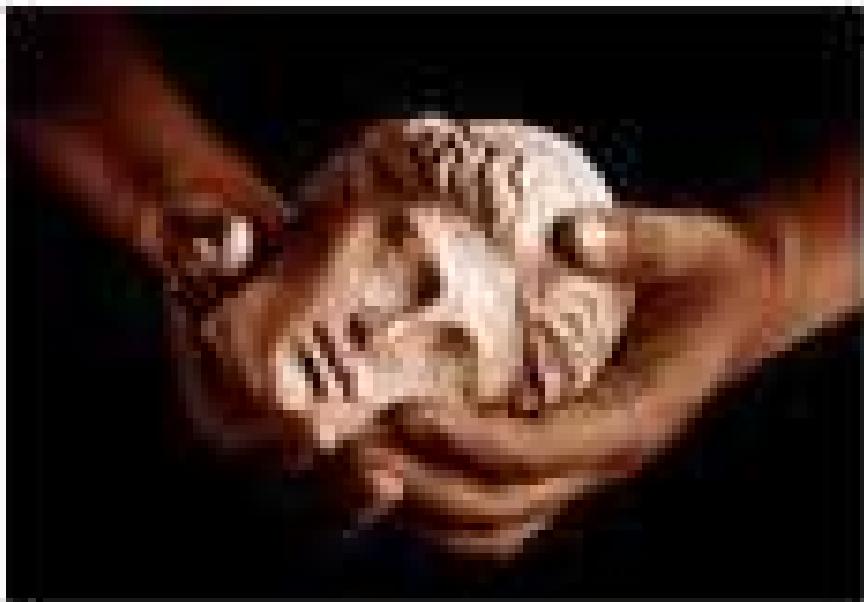


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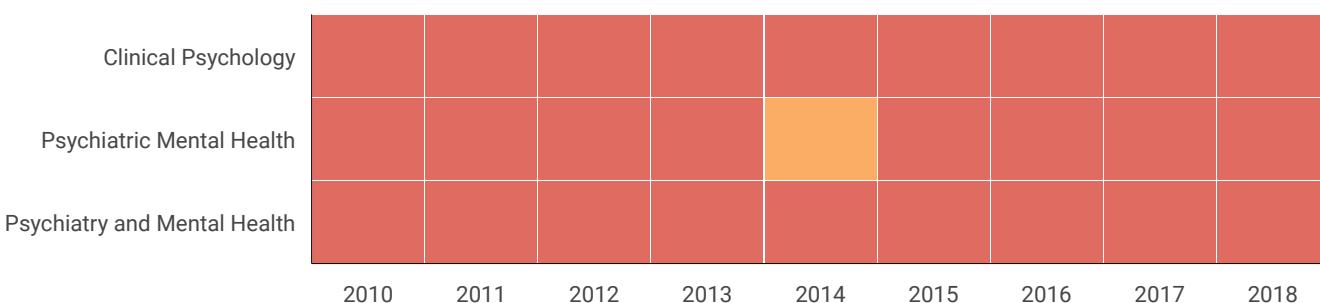
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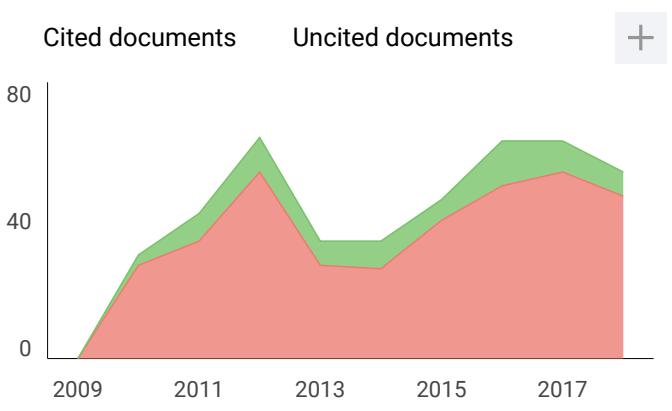
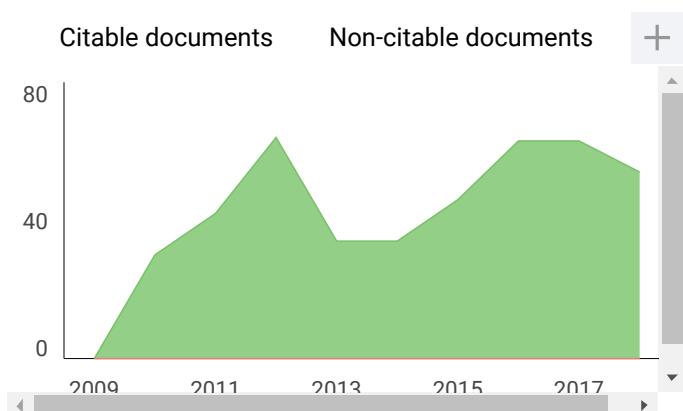
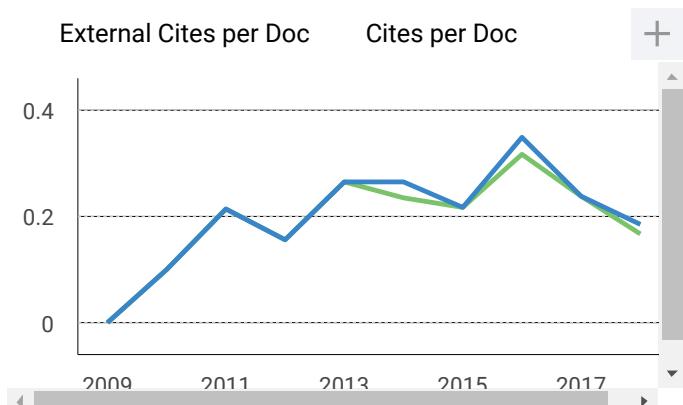
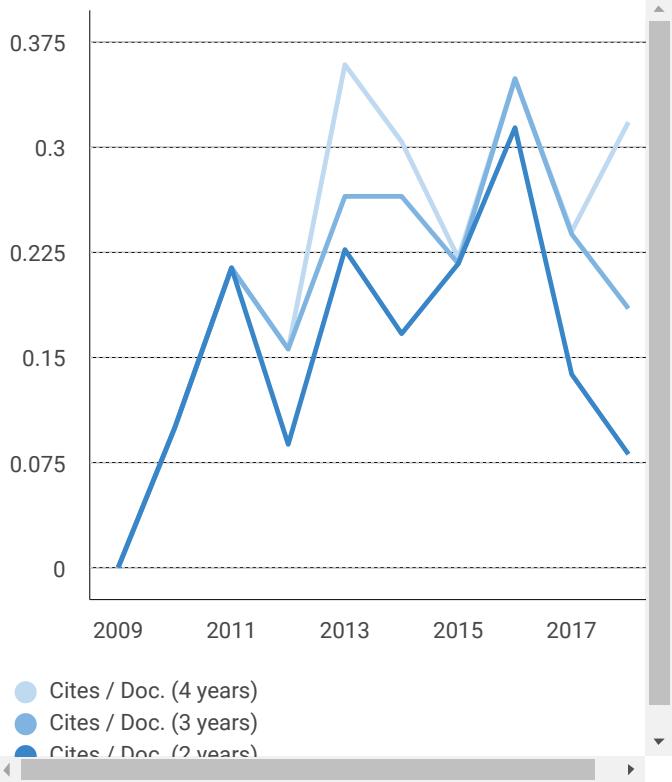
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International Journal of Psychosocial Rehabilitation

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Chief Editor Name : Dr. A.J. Anderson

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Psychosocial Rehabilitation – Assertive Community Treatment

The pace of change in the community mental health field is staggering. Twenty years ago we thought sheltered workshops were great. Today sheltered workshops have fallen into disfavour. Ten years ago we believed that day treatment programs were “it”. We’ve changed our minds about those too. It makes us wonder what will be the state-of-the-art ten years from now.

A similar transformation or evolution has happened in supportive housing. Twenty years ago, the Homes for Special Care system was the prominent form of supportive housing. Ten years ago, group homes which offered life skills training were heralded as the best choice for people disabled by mental illness. Today, permanent, normal housing with access to flexible supports is considered the ideal. All of these changes have several things in common. Reflected in these changes is the recognition that reduction of psychiatric symptoms alone is not enough; we also need to look at the whole person and how he/she functions in their home, work, school and social life. In addition to teaching people skills in relation to these settings we also need to increase environmental supports and resources. Just as the wheelchair-bound person needs ramps to enter a building, so too does the psychiatrically disabled person need modifications to their environment to support independent functioning. A very important factor in this evolution is the growing appreciation of providing choices and recognizing people’s preferences. How many more changes would we see if we gave the consumers the power to purchase the kind of treatment and support services they wanted.

The move away from a solitary focus on symptomatology to looking at one’s level of functioning in the world, brings with it the basic assumption or belief in hope. It has to because we do not have the ability to predict who will do well and who won’t. It also sets the stage for an approach that builds on strengths and abilities rather than emphasizing symptoms or illness.

Another common element in the evolution of community mental health is the true individualization of services. In the past we kidded ourselves that programs were individualized because we gave the consumer the choice of attending a budgeting or assertiveness training group in their day program, or because we assumed that one-to-one counseling meant individualization within a “prepackaged” program. Pre-set, time-limited programs were easy to administer but have shown poor results due to their inability to truly address individual needs. Dr. Wm. Anthony has often described these packaged programs by using the analogy of an optometrist handing a basketful of eye glasses to a patient and telling them to pick the ones

they want. True individualized programs custom tailor their services to each person, much like the optometrist prescribing lenses for each patient. Getting away from the perceived need to congregate people in time-limited, prepackaged programs has done a lot to improve our ability to address individual needs and wants.

The common elements in these changes or evolution have combined to form a new clinical technology. Psychosocial rehabilitation (PSR) is currently considered one of the most promising intervention approaches in working with psychiatrically disabled adults. Unfortunately, there has also been a great deal of confusion about PSR. Over the last 30 years, hundreds of services and agencies have claimed they are using PSR. The rapid growth in the use of this approach has fostered many variations and innovations (some credible and some radical). There are, however, (at least in our minds) ten essential elements that characterize the PSR approach :

Individualization : services must be custom tailored to the individual. This means that program delivery must be very flexible and driven by individual choice.

Hope : belief in the potential to change and grow of even the most severely disabled individual. Within everyone is an untapped, under-utilized human capacity that should be developed.

Client-directed : people have the right and a responsibility for self-determination. This means the consumer makes the decisions including how long they receive the service.

Focus on skills : the core of rehabilitation is increased competencies through skill acquisition.

Strengths and abilities : an emphasis on current strengths and abilities and not on symptom reduction or problems from the past.

Environmentally specific : strengths and abilities must be assessed in relation to a specific environment. Skills must also be taught in relation to the environment in which they will be used.

Environmental supports : modifying the environment and building external supports are equally as important as skill teaching. This includes social change (changing attitudes, rights, laws, etc.)

Partnership approach : the creation of an intimate environment with no professional authoritative barriers is essential.

On-going support : programs should not be time-limited but geared to the individual. Program delivery must be very flexible and by individual choice. History has shown us that many seriously mentally ill people succeed as long as support is provided on an on-going basis.

Skills and supports in balance : a person can only concentrate on improving/learning 1-2 skills at a time. Supports must be provided in any other deficit areas to enable the person to function until they master the current skills and can move on to learning or improving 1 or 2 more skills. Therefore, skills and supports are always in balance with one another.

It will be very interesting to watch the further evolution of this approach in the next ten years. One can expect even more significant changes to occur given the strength of the consumer movement and the recent heightened emphasis on PSR programming by the Ministry of Health.

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Big Data in Accounting Informaton Systems**(https://www.psychosocial.com/article/PR290001/22581/)****Authors:** Meiryani, Jajat Sudrajat, Zaidi Mat Daud, Banon Amelda**DOI:** 10.37200/IJPR/V24I9/PR290001 (<https://doi.org/10.37200/IJPR/V24I9/PR290001>)**Pages:** 1-6**Keywords:** Big Data, Accounting, Accounting Information Systems, Information Technology[Abstract \(<https://www.psychosocial.com/article/PR290001/22581/>\)](#)[Download \(/register-login\)](#)**The Utilization of Games in Learning Calculation Ability (Accounting) Based on Android (<https://www.psychosocial.com/article/PR290002/22586/>)****Authors:** Meiryani, Yogi Udjaja, Jevon Jeviro, Sasya Sabrina**DOI:** 10.37200/IJPR/V24I/PR290002 (<https://doi.org/10.37200/IJPR/V24I/PR290002>)**Pages:** 7-11**Keywords:** Mathematics, Game, Endless Running, Asyiknya Berhitung Sambil Bermain[Abstract \(<https://www.psychosocial.com/article/PR290002/22586/>\)](#)[Download \(/register-login\)](#)**Information Systems Applications on The Organizational Level****(<https://www.psychosocial.com/article/PR290003/22588/>)****Authors:** Meiryani, Jajat Sudrajat, Zaidi Mat Daud, Yanti**DOI:** 10.37200/IJPR/V24I9/PR290003 (<https://doi.org/10.37200/IJPR/V24I9/PR290003>)**Pages:** 12-21**Keywords:** Information Systems, Application, Organizational Level, Expert System, Decision Support Systems, Executive Information Systems[Abstract \(<https://www.psychosocial.com/article/PR290003/22588/>\)](#)[Download \(/register-login\)](#)**Management Information Systems in Organizational Functions****(<https://www.psychosocial.com/article/PR290004/22590/>)**

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Authors: Saravanan P. Veeramuthu, Akif Faizullah Jamaludin

DOI: 10.37200/IJPR/V24I9/PR290028 (<https://doi.org/10.37200/IJPR/V24I9/PR290028>)

Pages: 262-273

Keywords: Nationalist, terrorist, Gerila, Raziman, Patani

Abstract (<https://www.psychosocial.com/article/PR290028/22638/>)

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The Quality Assessment of Teaching Delivery Based on The National Occupational Skills Standard at MARA High Skills College
(<https://www.psychosocial.com/article/PR290029/22640/>)

Authors: Bizaisham Bidin, Mohamed Nor Azhari Azman, Tee Tze Kiong, M. Khairudin

DOI: 10.37200/IJPR/V24I9/PR290029 (<https://doi.org/10.37200/IJPR/V24I9/PR290029>)

Pages: 274-278

Keywords: Skill Training, Teaching Quality, Four-Step Patterns, National Occupational Skills Standard

Abstract (<https://www.psychosocial.com/article/PR290029/22640/>)

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The Implementation of SCL in Teaching Arabic for Islamic Finance: A Dynamic Approach in Preparing For Education 4.0
(<https://www.psychosocial.com/article/PR290030/22642/>)

Authors: Muhammad Anas Al Muhsin, Nor Zahidah Ahmad, Anida Sarudin, Mastura Muhammad, Zulkifli Othman, Saiyid Makki, Gulzhaina K. Kassymova

DOI: 10.37200/IJPR/V24I9/PR290030 (<https://doi.org/10.37200/IJPR/V24I9/PR290030>)

Pages: 279-290

Keywords: Student –Centred Learning, Language for Specific Purposes, Arabic for Islamic finance, Education 4.0 elements, 21 st century era.

Abstract (<https://www.psychosocial.com/article/PR290030/22642/>)

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From Palace to Communities: A Case Study of the Classical Court Dance Inheritance in Yogyakarta City (<https://www.psychosocial.com/article/PR290031/22644/>)

Authors: Muhammad Fazli Taib Saearani, Denny Eko Wibowo

DOI: 10.37200/IJPR/V24I9/PR290031 (<https://doi.org/10.37200/IJPR/V24I9/PR290031>)

Pages: 291-297

Keywords: dance communities, dance inheritance, Javanese Classical Court Dance of Yogyakarta, Indonesian Dance

Abstract (<https://www.psychosocial.com/article/PR290031/22644/>)

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Student Knowledge on Food Additives: Do They Really Care?

(<https://www.psychosocial.com/article/PR290032/22646/>)

Authors: Rahimah Jamaluddin, Suriani Mohamed, Sarimah Ismail, Arasinah Kamis, Anis Zakaria

DOI: 10.37200/IJPR/V24I9/PR290032 (<https://doi.org/10.37200/IJPR/V24I9/PR290032>)

Pages: 298-306

Keywords: Food Additives, Home Science Education

[Abstract \(<https://www.psychosocial.com/article/PR290032/22646/>\)](https://www.psychosocial.com/article/PR290032/22646/)

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Delphi Technique: The Future Of Vocational Learning Skills

(<https://www.psychosocial.com/article/PR290033/22648/>)

Authors: Irdayanti Mat Nashir, Ramlee Mustapha, Mohamed Nor Azhari Azman, Siti Hafsyah Idris, Dwi Esti Andriani, Muhammad Ridzuan Idris, Nurul Nazirah Imam Ma'arof

DOI: 10.37200/IJPR/V24I9/PR290033 (<https://doi.org/10.37200/IJPR/V24I9/PR290033>)

Pages: 307-317

Keywords: Delphi technique, technical and vocational education, expert panels, future learning skills, checklist, instruments, Rasch analysis

[Abstract \(<https://www.psychosocial.com/article/PR290033/22648/>\)](https://www.psychosocial.com/article/PR290033/22648/)

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THE NOMINATION FOR THE MEANS OF WATERWAY TRANSPORTATION IN VIETNAMESE (<https://www.psychosocial.com/article/PR290034/22650/>)

Authors: Nguyen Van Thao, Nguyen Thi Na

DOI: 10.37200/IJPR/V24I9/PR290034 (<https://doi.org/10.37200/IJPR/V24I9/PR290034>)

Pages: 318-325

Keywords: Nomination, waterway transportation, vessel, boat, cargo

[Abstract \(<https://www.psychosocial.com/article/PR290034/22650/>\)](https://www.psychosocial.com/article/PR290034/22650/)

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Museum Monumentation: a Fight for R.A Kartini Identity as a Tourist Attraction

(<https://www.psychosocial.com/article/PR290035/22652/>)

Authors: Rahmat Yuliawan, M. Nilzam Aly, Damar Kristanto, Nur Hamid

DOI: 10.37200/IJPR/V24I9/PR290035 (<https://doi.org/10.37200/IJPR/V24I9/PR290035>)

Pages: 326-334

Keywords: Museum, Monumentation, R.A Kartini, Identity, Tourist Attraction

[Abstract \(<https://www.psychosocial.com/article/PR290035/22652/>\)](https://www.psychosocial.com/article/PR290035/22652/)

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THE INDONESIAN CITIZEN BEHAVIOR IN FACING COVID-19

(<https://www.psychosocial.com/article/PR290036/22654/>)

Authors: Setyabudi Indartono, Aiman Hilmi Asaduddin, Yayuk Soraya

DOI: 10.37200/IJPR/V24I9/PR290036 (<https://doi.org/10.37200/IJPR/V24I9/PR290036>)

Pages: 335-344

Keywords: Knowledge on COVID-19 sufferers, Knowledge on COVID-19 Transmission, Religiosity, Awareness toward of COVID-19, Respond

Abstract (<https://www.psychosocial.com/article/PR290036/22654/>)

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The Influence of Corporate Reputation And Organizational Support On Organizational Pride And Its Implication Of Organizational Citizenship Behavior (<https://www.psychosocial.com/article/PR290037/22656/>)

Authors: Nilawati Fiernaningsih

DOI: 10.37200/IJPR/V24I9/PR290037 (<https://doi.org/10.37200/IJPR/V24I9/PR290037>)

Pages: 345-356

Keywords: Corporate Reputation, Organizational Support, Organizational Pride, Organizational Citizenship Behavior

Abstract (<https://www.psychosocial.com/article/PR290037/22656/>)

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Institutional Role of Farmers Apples in Pasuruan (<https://www.psychosocial.com/article/PR290040/22662/>)

Authors: Kholid Murtadlo

DOI: 10.37200/IJPR/V24I9/PR290040 (<https://doi.org/10.37200/IJPR/V24I9/PR290040>)

Pages: 374-380

Keywords: Institutional, farmers apple

Abstract (<https://www.psychosocial.com/article/PR290040/22662/>)

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THE USAGE OF PLANTS IN POEMS (<https://www.psychosocial.com/article/PR290041/22664/>)

Authors: Djalilova Zarnigor Bahodirovna

DOI: 10.37200/IJPR/V24I9/PR290041 (<https://doi.org/10.37200/IJPR/V24I9/PR290041>)

Pages: 381-386

Keywords: phytonym, flora, metaphor, simile, resemblance, identification

Abstract (<https://www.psychosocial.com/article/PR290041/22664/>)

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PECULIARITIES OF UZBEK POETRY IN THE PERIOD OF INDEPENDENCE (<https://www.psychosocial.com/article/PR290042/22666/>)

Authors: Ulugbek Abdu vahobovich Khamdamov, Rano Olimjon kizi Hakimjonova

DOI: 10.37200/IJPR/V24I9/PR290042 (<https://doi.org/10.37200/IJPR/V24I9/PR290042>)

Pages: 387-393

Keywords: chronological boundaries, classical literature traditions, intensiveness, Uzbek poetry in the period of independence, phenomenon of personification, "pure lyricism", subjectivism, social poetry, method of expression.

Abstract (<https://www.psychosocial.com/article/PR290042/22666/>)

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VARIOUS APPROACHES TO TERMINOLOGY

(<https://www.psychosocial.com/article/PR290043/22668/>)

Authors: Norova Mehri Bakhtiyorovna, Vosiyeva Shahnoza Islamovna

DOI: 10.37200/IJPR/V24I9/PR290043 (<https://doi.org/10.37200/IJPR/V24I9/PR290043>)

Pages: 394-397

Keywords: term, expression, denotation, semantic structure, component, origin, concept, ambiguity, lexical unit, formation of terminology.

Abstract (<https://www.psychosocial.com/article/PR290043/22668/>)

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THE PROBLEM OF TERMINOLOGY IN MODERN LINGUISTICS OF UZBEK AND ENGLISH LANGUAGES

(<https://www.psychosocial.com/article/PR290044/22670/>)

Authors: Gafurova Dilbar Hakimovna, Sariev Akhtam Burievich, Sattorova Dilrabo Tukhtasinovna, Mirxanova Matluba Sadikovna, Sharipova Albina Romanovna,

DOI: 10.37200/IJPR/V24I9/PR290044 (<https://doi.org/10.37200/IJPR/V24I9/PR290044>)

Pages: 398-402

Keywords: term, terminology, paradigm, affiliation, meta language, nomenclature, semio logical system, professionalism, special term, dictionary

Abstract (<https://www.psychosocial.com/article/PR290044/22670/>)

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PREVALENCE OF DENTOALVEOLAR ANOMALIES IN 6-16 YEARS

CHILDREN ACCORDING TO RETROSPECTIVE DATA ANALYSIS

(<https://www.psychosocial.com/article/PR290045/22672/>)

Authors: Olimov S.Sh, Gaffarov S.A, Yakubov R.K, Saidov A.A, Badriddinov B.B

DOI: 10.37200/IJPR/V24I9/PR290045 (<https://doi.org/10.37200/IJPR/V24I9/PR290045>)

Pages: 403-410

Keywords: comparative and prevalence analysis, maxillofacial area, dentoalveolar anomalies, occlusion abnormalities, orofacial dysfunctions, children

Abstract (<https://www.psychosocial.com/article/PR290045/22672/>)

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IMPROVING THE SYSTEM OF SPIRITUAL AND MORAL-SPIRITUAL TRAINING OF FUTURE TEACHERS

(<https://www.psychosocial.com/article/PR290046/22674/>)

Authors: Y. Nurumbekova

DOI: 10.37200/IJPR/V24I9/PR290046 (<https://doi.org/10.37200/IJPR/V24I9/PR290046>)

Pages: 411-418

Keywords: implementation, technology, spiritual-moral qualities, psychology, axiology, pedagogy

Abstract (<https://www.psychosocial.com/article/PR290046/22674/>)

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Development of standards for prevention of folic acid deficiency in women of childbearing age, taking into account risk factors

(<https://www.psychosocial.com/article/PR290047/22676/>)

Authors: M.U. Narmetova, A.D. Makhmudova, I.A. Ysupova, M.A. Nadjimitdinova

DOI: 10.37200/IJPR/V24I9/PR290047 (<https://doi.org/10.37200/IJPR/V24I9/PR290047>)

Pages: 419-422

Keywords: folic acid, folic acid deficiency, women of fertile age, risk factors.

Abstract (<https://www.psychosocial.com/article/PR290047/22676/>)

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The study of the relationship of indicators of immune status and serum ferritin in patients with thalassemia (<https://www.psychosocial.com/article/PR290048/22678/>)

Authors: U. U. Rakhmanova, D.N. Suleymanova, M.I. Shamsutdinova, I.Yu. Masharipova, N.H. Ishchanova

DOI: 10.37200/IJPR/V24I9/PR290048 (<https://doi.org/10.37200/IJPR/V24I9/PR290048>)

Pages: 423-426

Keywords: hemosiderosis, hemolysis, humoral immunity, immunoglobulin, cellular immunity, ferritin

Abstract (<https://www.psychosocial.com/article/PR290048/22678/>)

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THE ROLE OF INTERACTIVE TEACHING METHODS IN THE DEVELOPMENT OF MENTAL ACTIVITY AND THE ASSIMILATION OF STUDENTS' KNOWLEDGE AT A UNIVERSITY

(<https://www.psychosocial.com/article/PR290049/22680/>)

Authors: Lola Yunusovna Akramova, Shakhlo Ruzmat-Kizi Mirzaeva, Dilnavoz Botirovna Makhametova, Hulkar Asatullaevna Lutfullaeva, Mukhlisa Mirsalikhovna Makhametova

DOI: 10.37200/IJPR/V24I9/PR290049 (<https://doi.org/10.37200/IJPR/V24I9/PR290049>)

Pages: 427-433

Keywords: interactive ways of teaching, thinking activity, knowledge, higher educational institutions.

[Abstract](https://www.psychosocial.com/article/PR290049/22680/) (<https://www.psychosocial.com/article/PR290049/22680/>)

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INFORMATION AND COMMUNICATION TECHNOLOGIES FOR DEVELOPING CREATIVE COMPETENCE IN THE PROCESS OF OPEN TEACHING PHYSICS AND MATHS

(<https://www.psychosocial.com/article/PR290050/22682/>)

Authors: Dilfuza Melievna Makhmudova, Bakhrom Ruzievich Tadjibaev, Gavhar Kholboevna Dusmurodova, Gulshad Tileuvona Yuldasheva

DOI: 10.37200/IJPR/V24I9/PR290050 (<https://doi.org/10.37200/IJPR/V24I9/PR290050>)

Pages: 434-439

Keywords: educational institutions, ICT, physics and maths teaching, open education

[Abstract](#) (<https://www.psychosocial.com/article/PR290050/22682/>)

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THE USE OF MODERN INFORMATION TECHNOLOGIES IN THE PROCESS OF TRAINING FUTURE PRESCHOOL EDUCATORS

(<https://www.psychosocial.com/article/PR290051/22684/>)

Authors: Zamira Teshabaeva

DOI: 10.37200/IJPR/V24I9/PR290051 (<https://doi.org/10.37200/IJPR/V24I9/PR290051>)

Pages: 440-446

Keywords: modern information technologies, preschool education, developmental program, Internet technologies

[Abstract](#) (<https://www.psychosocial.com/article/PR290051/22684/>)

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USING OF INTERACTIVE TEACHING METHODS IN THE PROCESS OF SELF-EDUCATION OF FUTURE TEACHERS

(<https://www.psychosocial.com/article/PR290052/22686/>)

Authors: Dilfuza Inogamova, Nodira Rustamova

DOI: 10.37200/IJPR/V24I9/PR290052 (<https://doi.org/10.37200/IJPR/V24I9/PR290052>)

Pages: 447-454

Keywords: self-education, future teachers, interactive methods, innovative technologies

[Abstract](#) (<https://www.psychosocial.com/article/PR290052/22686/>)

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STUDY OF SOME BIOLOGICAL PROPERTIES NECROTIC ISOLAT OF POTATO VIRUS X AND PHYLOGENETIC ANALYSIS

(<https://www.psychosocial.com/article/PR290053/22688/>)

Authors: V.Fayziev, D.Javlieva, Z.Kadirova, S.Chirkov, U.Jurayeva, A.Vakhabov

DOI: 10.37200/IJPR/V24I9/PR290053 (<https://doi.org/10.37200/IJPR/V24I9/PR290053>)

Pages: 455-462

Keywords: Potato virus X, isolate, molecular detection, biologic characterization, host plants, phylogenetic analysis, DAC-ELISA, RT-PCR

Abstract (<https://www.psychosocial.com/article/PR290053/22688/>)

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DEPICTION OF LONELY WOMEN IN KATHERINE MANSFIELD'S SHORT STORIES: PSYCHOLOGICAL FEATURES OF LONELY CHARACTERS

(<https://www.psychosocial.com/article/PR290054/22690/>)

Authors: KILICHEVA MEKHRINISO RAJABOVNA

DOI: 10.37200/IJPR/V24I9/PR290054 (<https://doi.org/10.37200/IJPR/V24I9/PR290054>)

Pages: 463-467

Keywords: Loneliness, Motif, Short story, Psyche, Interpretation

Abstract (<https://www.psychosocial.com/article/PR290054/22690/>)

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On the Application of Information - Communication Technologies in the Development of Independent Creative Thinking of Youth

(<https://www.psychosocial.com/article/PR290055/22692/>)

Authors: Gafurdjan Isroilovich Mukhamedov, Dilfuza Melievna Makhmudova

DOI: 10.37200/IJPR/V24I9/PR290055 (<https://doi.org/10.37200/IJPR/V24I9/PR290055>)

Pages: 468-478

Keywords: mathematics, problem problem, ability, giftedness, independence, thinking

Abstract (<https://www.psychosocial.com/article/PR290055/22692/>)

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Improvement of Theoretical and Methodological Bases of Periodization of the History of Uzbek Pedagogy (<https://www.psychosocial.com/article/PR290056/22694/>)

Authors: M.S. Salaev, M.E. Khaydarov

DOI: 10.37200/IJPR/V24I9/PR290056 (<https://doi.org/10.37200/IJPR/V24I9/PR290056>)

Pages: 479-488

Keywords: the history of pedagogy, national characteristics, the Uzbek people, upbringing, the younger generation, the history of Uzbek pedagogy, the features of pedagogical heritage, pedagogical thoughts, the periodization of the history of pedagogy, political and historical situations, the use of advanced ideas.

Abstract (<https://www.psychosocial.com/article/PR290056/22694/>)

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DEVELOPMENT OF TECHNOLOGY FOR CREATION OF EFFECTIVE VIBRATION SIEVES IN SELECTION OF INERT MATERIALS

(<https://www.psychosocial.com/article/PR290057/22696/>)

Authors: Toirov Murtoza Shavkidinovich, Tulkin Ishanovich Askarhodjaev, Nigora Alimjanovna Akbarova, Sanabar Rejepbaeva Reymbaeva

DOI: 10.37200/IJPR/V24I9/PR290057 (<https://doi.org/10.37200/IJPR/V24I9/PR290057>)

Pages: 489-494

Keywords: Compressor, vibration exciter, compressed air, environmental pollution and its removal, vibration sieve, vibration force, vibration frequency, sorting, sieve

Abstract (<https://www.psychosocial.com/article/PR290057/22696/>)

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The Poetical, Structural and Semantical Nature of Similes

(<https://www.psychosocial.com/article/PR290058/22698/>)

Authors: Umurzoq Abdurazzokovich Jumanazarov, Guljahon Umirzakovna Jumanazarova, Dilnoza Umirzakovna Jumanazarova

DOI: 10.37200/IJPR/V24I9/PR290058 (<https://doi.org/10.37200/IJPR/V24I9/PR290058>)

Pages: 495-506

Keywords: Simile, epithet, standard, folklore, symbol, element.

Abstract (<https://www.psychosocial.com/article/PR290058/22698/>)

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Lingupoetics Of Free Indirect Speech: Brief Analysis

(<https://www.psychosocial.com/article/PR290059/22700/>)

Authors: Shokhida Isokovna Siddikova

DOI: 10.37200/IJPR/V24I9/PR290059 (<https://doi.org/10.37200/IJPR/V24I9/PR290059>)

Pages: 507-516

Keywords: Free indirect speech, indirect speech.

Abstract (<https://www.psychosocial.com/article/PR290059/22700/>)

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The Technology of Developing Media Culture in Higher Educational Students

(<https://www.psychosocial.com/article/PR290060/22702/>)

Authors: Dilnoz Isomjanovna Ruzieva, Nodira Rustamovna Rustamova, Diyor Sunnatovich Tursunov, Anvar Jumanazarovich Khurramov

DOI: 10.37200/IJPR/V24I9/PR290060 (<https://doi.org/10.37200/IJPR/V24I9/PR290060>)

Pages: 517-522

Keywords: media culture, media education, case study, media-quest+, web-quest, interactive ways of education.

Abstract (<https://www.psychosocial.com/article/PR290060/22702/>)

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Development of National Identity and The Pride of Students in The Educational Process (<https://www.psychosocial.com/article/PR290061/22704/>)

Authors: Dilnoz Isamjanovna Ruzieva

DOI: 10.37200/IJPR/V24I9/PR290061 (<https://doi.org/10.37200/IJPR/V24I9/PR290061>)

Pages: 523-526

Keywords: educational process, national identity, national pride.

Abstract (<https://www.psychosocial.com/article/PR290061/22704/>)

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Using of Technology in the Formation of Creative Competence

(<https://www.psychosocial.com/article/PR290062/22706/>)

Authors: Inessa Vyacheslavovna Morkhova

DOI: 10.37200/IJPR/V24I9/PR290062 (<https://doi.org/10.37200/IJPR/V24I9/PR290062>)

Pages: 527-533

Keywords: unconventional thinking, creative competence, psychological tests, creative personality

Abstract (<https://www.psychosocial.com/article/PR290062/22706/>)

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Substantiation of Rational Values of the Basic Parameters of a Bulldozer Blade for

Leveling Municipal Solid Waste

(<https://www.psychosocial.com/article/PR290063/22708/>)

Authors: Tavbay Karshiyevich Khankelov, Norkul Rabbonayevich Aslonov, Mavlyan Saidakbarovich Kudaybergenov, Fotima Irkinovna Djumabaeva, Shoira Shagiyazovna Saidova

DOI: 10.37200/IJPR/V24I9/PR290063 (<https://doi.org/10.37200/IJPR/V24I9/PR290063>)

Pages: 534-547

Keywords: municipal solid waste, semblance, criterion, analytical dependence, linear scale, bulldozer, landfill, mathematical model, mathematical theory of experimental design

Abstract (<https://www.psychosocial.com/article/PR290063/22708/>)

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Technology for the Elimination of Conflicts in the Process of Higher Education

(<https://www.psychosocial.com/article/PR290064/22710/>)

Authors: Sanobar Absaatovna Djumaeva

DOI: 10.37200/IJPR/V24I9/PR290064 (<https://doi.org/10.37200/IJPR/V24I9/PR290064>)

Pages: 548-553

Keywords: professional-conflictological competencies, individual characteristics, media influences, vitagenic technologies.

Abstract (<https://www.psychosocial.com/article/PR290064/22710/>)

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Use of Pedagogical Diagnostic Methods in Secondary Education

(<https://www.psychosocial.com/article/PR290065/22712/>)

Authors: Shakhzoda Abdullaevna Abdullaeva, Ismigul Berdimurodovna Khushmurodova

DOI: 10.37200/IJPR/V24I9/PR290065 (<https://doi.org/10.37200/IJPR/V24I9/PR290065>)

Keywords: Competence, work culture, organizational support, work satisfaction.

Abstract (<https://www.psychosocial.com/article/PR290247/23985/>)

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A DISCOURSE OF REPATRIATION OF INDONESIAN EX-ISIS CITIZENS “Law, Human Rights, and Socio-Politics Consideration”

(<https://www.psychosocial.com/article/PR290248/24004/>)

Authors: Irvansyah, Ahmad Sulaiman, Susilo Edy, Suryo Hapsoro, M. Mujib Ridwan

DOI: 10.37200/IJPR/V24I9/PR290247 (<https://doi.org/10.37200/IJPR/V24I9/PR2900247>)

Pages: 2189-2198

Keywords: repatriation of Indonesian ex-ISIS citizens, Law, Human Rights, Socio-Politics.

Abstract (<https://www.psychosocial.com/article/PR290248/24004/>)

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EMPLOYMENT ANALYSIS DISTRICT/CITY OF RIAU ISLANDS PROVINCE CITY EMPLOYMENT ANALYSIS DISTRICT/CITY PROVINCE OF RIAU ISLANDS (<https://www.psychosocial.com/article/PR290249/24007/>)

Authors: Jontro Simanjuntak, Putu Hari Kurniawan, Chablullah Wibisono

DOI: 10.37200/IJPR/V24I9/PR290249 (<https://doi.org/10.37200/IJPR/V24I9/PR2900249>)

Pages: 2199-2206

Keywords: Labor Force, Labor Force Participation Rate, Unemployment, Main Employment Field.

Abstract (<https://www.psychosocial.com/article/PR290249/24007/>)

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A Shift of CSR towards PD&C Plan of nCov Outbreak: A Review of Pakistan (<https://www.psychosocial.com/article/PR290250/24010/>)

Authors: Saifullah Shaikh, Javed Ahmed Chandio, Muhammad Ashraf, Ghulam Ali Dogar, Qamar Abbas Mangi

DOI: 10.37200/IJPR/V24I9/PR290250 (<https://doi.org/10.37200/IJPR/V24I9/PR2900250>)

Pages: 2207-2215

Keywords: Corporate Social Responsibility, PD&C, COVID-19

Abstract (<https://www.psychosocial.com/article/PR290250/24010/>)

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Influence of Mass Media and Family Education to The Acceptance Rate of Nutridrink TOGA Prevent COVID-19 In East Java

(<https://www.psychosocial.com/article/PR290251/24012/>)

Authors: Ananda Perwira Bakti, Mauren Gita Miranti, Siti Sri Wulandari, Aghus Sifaq, Retno Mustika Dewi

DOI: 10.37200/IJPR/V24I9/PR290251 (<https://doi.org/10.37200/IJPR/V24I9/PR2900251>)

Pages: 2216-2222

Keywords: media massa, family education, nutridrink, covid-19

Abstract (<https://www.psychosocial.com/article/PR290251/24012/>)

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THE ROLE OF HUMAN CAPITAL IN THE INNOVATIVE DEVELOPMENT OF THE ECONOMY (<https://www.psychosocial.com/article/PR290252/24013/>)

Authors: Jasurbek Ataniyazov, Elshod Alimardonov

DOI: 10.37200/IJPR/V24I9/PR290252 (<https://doi.org/10.37200/IJPR/V24I9/PR2900252>)

Pages: 2223-2229

Keywords: innovation, human capital, innovative activity, technology parks, innovation and technology centers, business incubators, innovation environment.

Abstract (<https://www.psychosocial.com/article/PR290252/24013/>)

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THE EFFECT OF FINANCIAL LITERACY KNOWLEDGE ON THE FINANCE MANAGEMENT OF FARMERS “SIWALAN” IN EAST JAVA (<https://www.psychosocial.com/article/PR290253/24014/>)

Authors: Suci Rohayati, Budi Eko Soetjipto, Agung Haryono, Hari Wahyono, Siti Sri Wulandari

DOI: 10.37200/IJPR/V24I9/PR290253 (<https://doi.org/10.37200/IJPR/V24I9/PR2900253>)

Pages: 2230-2236

Keywords: financial literacy, financial attitudes, farmers “siwalan”

Abstract (<https://www.psychosocial.com/article/PR290253/24014/>)

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Marital Flourishing on The Husbands of Migrant Worker Who Maintain Their Marriage (<https://www.psychosocial.com/article/PR290254/24015/>)

Authors: Femita Adelina, Nurul Hartini, Suryanto

DOI: 10.37200/IJPR/V24I9/PR290254 (<https://doi.org/10.37200/IJPR/V24I9/PR2900254>)

Pages: 2237-2242

Keywords: marital flourishing, women migrant worker, migrant worker husband, long distance marriage

Abstract (<https://www.psychosocial.com/article/PR290254/24015/>)

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Social Support and Quality of Life in Cancer Patients: A Study of Palliative Shelters in West Java (<https://www.psychosocial.com/article/PR290255/24016/>)

Authors: Laili Rahayuwati, Tuti Pahria, Kusman Ibrahim, Ikeu Nurhidayah, Habsyah Saparidah Agustina

DOI: 10.37200/IJPR/V24I9/PR290255 (<https://doi.org/10.37200/IJPR/V24I9/PR2900255>)

Pages: 2243-2253

Keywords: Cancer Patients, Palliative Shelters, Quality of Life, Social Support

[Abstract \(<https://www.psychosocial.com/article/PR290255/24016/>\)](https://www.psychosocial.com/article/PR290255/24016/)

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The Role of Hots-Oriented Creative Inquiry Model for Improving Self-Efficacy and Physics Problem-Solving Ability In Gender Perspectives

(<https://www.psychosocial.com/article/PR290256/24017/>)

Authors: I Wayan Distrik, Undang Rosidin, Abdurrahman Abdurraman

DOI: 10.37200/IJPR/V24I9/PR290256 (<https://doi.org/10.37200/IJPR/V24I9/PR2900256>)

Pages: 2254-2263

Keywords: Creative-inquiry, Self-efficacy, Problem-solving

[Abstract \(<https://www.psychosocial.com/article/PR290256/24017/>\)](#)

[Download \(/register-login\)](#)

DISCOURSE` OF SINGLE PRESIDENTIAL CANDIDATE

(<https://www.psychosocial.com/article/PR290257/24018/>)

Authors: Hidayat, Djamu Kertabudi, Maman Suherman AR

DOI: 10.37200/IJPR/V24I9/PR290257 (<https://doi.org/10.37200/IJPR/V24I9/PR2900257>)

Pages: 2264-2274

Keywords: Single Presidential Candidate, Political Party, House of Representatives

[Abstract \(<https://www.psychosocial.com/article/PR290257/24018/>\)](#)

[Download \(/register-login\)](#)

MENTAL FEATURES OF PROVERBS

(<https://www.psychosocial.com/article/PR290258/24019/>)

Authors: Jurayeva Bibish Muhsinovna, Tosheva Dildora Abdumalikovna, Nurova Yulduz Ubaydullaevna

DOI: 10.37200/IJPR/V24I9/PR290258 (<https://doi.org/10.37200/IJPR/V24I9/PR2900258>)

Pages: 2275-2281

Keywords: zoonym, mental feature, linguoculturology, linguocultural characteristics, individual and universal seme, characteristics of mentality, Uzbek proverbs, English proverbs.

[Abstract \(<https://www.psychosocial.com/article/PR290258/24019/>\)](#)

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LEGAL BASIS OF THE MECHANISM OF ACTIVITY OF THE UZBEK STOCK EXCHANGE (<https://www.psychosocial.com/article/PR290259/24020/>)

Authors: Mexmonov Sultonali Umaraliyevich, Jamaldinova Asalxon Saliyevna, G'aybullayeva Zilola Raxmatullo qizi, Habibulloh Ravshan og'li

DOI: 10.37200/IJPR/V24I9/PR290259 (<https://doi.org/10.37200/IJPR/V24I9/PR2900259>)

Pages: 2282-2284

Keywords: stock exchange, market economy, depositories, clearing houses, dealers, investment advisers, investment funds, investment companies, management companies.

[Abstract \(<https://www.psychosocial.com/article/PR290259/24020/>\)](https://www.psychosocial.com/article/PR290259/24020/)

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MODERN TRENDS IN THE DEVELOPMENT OF TOURIST AND

RECREATIONAL SERVICES IN UZBEKISTAN

(<https://www.psychosocial.com/article/PR290260/24021/>)

Authors: Usmanova Zumrad, Munisa Alimova

DOI: 10.37200/IJPR/V24I9/PR290260 (<https://doi.org/10.37200/IJPR/V24I9/PR2900260>)

Pages: 2285-2290

Keywords: recreational tourism, tourist and recreational services, recreational complexes, related industries, the degree of socio-economic development of the territory, trends of development.

[Abstract \(<https://www.psychosocial.com/article/PR290260/24021/>\)](#)

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ENHANCING ECONOMIC COMPETITIVENESS THROUGH THE

DEVELOPMENT OF INDUSTRY IN THE REGIONS

(<https://www.psychosocial.com/article/PR290261/24023/>)

Authors: Sherzod Juraev, Farmonqul Egamberdiev, Nozim Muminov, Lola Egamberdieva

DOI: 10.37200/IJPR/V24I9/PR290261 (<https://doi.org/10.37200/IJPR/V24I9/PR2900261>)

Pages: 2291-2298

Keywords: region, industry, sectoral structure of industry, regional structure of industry, regional competitiveness, economic potential.

[Abstract \(<https://www.psychosocial.com/article/PR290261/24023/>\)](#)

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PRIORITY DIRECTIONS OF THE STATE REGIONAL POLICY:

DEVELOPMENT OF THE AGRICULTURAL SECTOR IN ORDER TO REDUCE

POVERTY (<https://www.psychosocial.com/article/PR290262/24048/>)

Authors: Farmonqul Egamberdiev, Nozim Muminov, Tatyana Kim, Bekmurod Elmonov

DOI: 10.37200/IJPR/V24I9/PR290262 (<https://doi.org/10.37200/IJPR/V24I9/PR2900262>)

Pages: 2299-2317

Keywords: Regional policy, agrarian sphere, forms of ownership, water resources, environmental situation, demographic situation, export potential, standard of living, poverty reduction.

[Abstract \(<https://www.psychosocial.com/article/PR290262/24048/>\)](#)

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INNOVATIVE WAYS FOR INCREASING EFFICIENCY OF MELIORATIVE

MEASURES IN AGRICULTURE

(<https://www.psychosocial.com/article/PR290263/24049/>)

Authors: Bakhodir Sultanov, Nozim Muminov, Farmonqul Egamberdiev, Lola Egamberdieva

DOI: 10.37200/IJPR/V24I9/PR290263 (<https://doi.org/10.37200/IJPR/V24I9/PR2900263>)

Pages: 2318-2337

Keywords: Agriculture, land reclamation, land resources, water resources, soil fertility, hydraulics, agricultural technology, chemical land reclamation

Abstract (<https://www.psychosocial.com/article/PR290263/24049/>)

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Improving the physical qualities of students in physical education lessons using fitness classes (<https://www.psychosocial.com/article/PR290264/24050/>)

Authors: Svitlana Pilova, Iryna Panasiuk, Sergii Galiuza, Valery Gruzhevsky, Vlada Bilohur

DOI: 10.37200/IJPR/V24I9/PR290264 (<https://doi.org/10.37200/IJPR/V24I9/PR2900264>)

Pages: 2338-2345

Keywords: Fitness, physical qualities of students, musical accompaniment of physical exercises, student sports, keeping health.

Abstract (<https://www.psychosocial.com/article/PR290264/24050/>)

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Notes as A Picture of The Epistology Gene (<https://www.psychosocial.com/article/PR290265/24051/>)

Authors: Yuldasheva Dilnoza Bekmurodovna

DOI: 10.37200/IJPR/V24I9/PR290265 (<https://doi.org/10.37200/IJPR/V24I9/PR2900265>)

Pages: 2346-2349

Keywords: handwriting, handwriting, textbook writing, poetic handwriting, writing, epistolary genre, psycholinguistics, wishes, white wishes, confessions, sincerity, memorable words, comparative-typological analysis.

Abstract (<https://www.psychosocial.com/article/PR290265/24051/>)

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Problems of Reforms of Education in Turkestan (<https://www.psychosocial.com/article/PR290266/24052/>)

Authors: Ziyaeva Dono Khamidovna

DOI: 10.37200/IJPR/V24I9/PR290266 (<https://doi.org/10.37200/IJPR/V24I9/PR2900266>)

Pages: 2350-2362

Keywords: Turkestan, culture, schools, madrassas, education, upbringing.

Abstract (<https://www.psychosocial.com/article/PR290266/24052/>)

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Historical Demographic Review of Industrial Cities of Tashkent Region (<https://www.psychosocial.com/article/PR290267/24053/>)

Authors: Peremkulov Jamshid Allayerovich

DOI: 10.37200/IJPR/V24I9/PR290267 (<https://doi.org/10.37200/IJPR/V24I9/PR2900267>)

Pages: 2363-2376

Keywords: Resource cities, demographics, native population, resettled population, national composition, industrial enterprises, economic processes.

Abstract (<https://www.psychosocial.com/article/PR290267/24053/>)

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Develop A Set of Health-Improving Exercises for Middle-Aged 45-60-Year-Old Men, Considering Physical Fitness (<https://www.psychosocial.com/article/PR290268/24054/>)

Authors: Karimov Faxriddin Xurramovich, Shermatov Gulom Qaxhorovich, Mukhametov Ahmad Mukhametovich, Kholmuratov Ravshan Napasovich, Tashpulatov Farxad Alisherovich

DOI: 10.37200/IJPR/V24I9/PR290268 (<https://doi.org/10.37200/IJPR/V24I9/PR2900268>)

Pages: 2377-2379

Keywords: physical education, walking, running, exercising, physical training, gymnastics exercises, massage, lifting weights.

Abstract (<https://www.psychosocial.com/article/PR290268/24054/>)

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The Impact of Modern Innovative Educational Technologies for The Environmental Education of Students with Hearing Impairments (<https://www.psychosocial.com/article/PR290269/24055/>)

Authors: Gavhar Abdullaeva, Erkin Aydarov

DOI: 10.37200/IJPR/V24I9/PR290269 (<https://doi.org/10.37200/IJPR/V24I9/PR2900269>)

Pages: 2380-2388

Keywords: innovative technologies, environmental culture, hearing impaired children, cognitive activity

Abstract (<https://www.psychosocial.com/article/PR290269/24055/>)

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The Importance of Shrines in The Spiritual Life and Mentality of Uzbek People (<https://www.psychosocial.com/article/PR290270/24057/>)

Authors: Jumagul Namozovna Abdurakhmanova, Shoira Berdiyarovna Jumaeva, Ulugbek Kuchkarovich Ismailov

DOI: 10.37200/IJPR/V24I9/PR290270 (<https://doi.org/10.37200/IJPR/V24I9/PR2900270>)

Pages: 2389-2398

Keywords: shrine, mentality, national values, Islam, holy shrine, Zangi ota, patriotism, culture, ritual, nature.

Abstract (<https://www.psychosocial.com/article/PR290270/24057/>)

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Vestibular Schwannoma: Presenting Symptoms in A Series Of 106 Patients (<https://www.psychosocial.com/article/PR290271/24058/>)

Authors: Jamol Ergashev, Sofia Santos, Andrés Soto, Shavkat Amonov

DOI: 10.37200/IJPR/V24I9/PR290271 (<https://doi.org/10.37200/IJPR/V24I9/PR2900271>)

Pages: 2399-2404

Keywords: hearing loss, neurosensory high-frequency hearing loss with oblique audiometric configuration, hearing loss, tinnitus, imbalance, pressure in the ear, earache, dizziness.

Abstract (<https://www.psychosocial.com/article/PR290271/24058/>)

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People's Labor Traditions in The Process of Labor Preparation for Schoolchildren (<https://www.psychosocial.com/article/PR290272/24059/>)

Authors: M.E. Khaydarov, D.B.Lukhmanov

DOI: 10.37200/IJPR/V24I9/PR290272 (<https://doi.org/10.37200/IJPR/V24I9/PR2900272>)

Pages: 2405-2412

Keywords: Education, training, humanization, tour education, culture, back gammon tradition.

Abstract (<https://www.psychosocial.com/article/PR290272/24059/>)

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Altruism - as a National Value for Uzbek People (<https://www.psychosocial.com/article/PR290273/24060/>)

Authors: Zamira Taskarevna Nishanova, Nargis Batirovna Atabaeva, Dilaram Abdikarimovna Khalmuratova, Miywagul Madiyarovna Djolimbetova

DOI: 10.37200/IJPR/V24I9/PR290273 (<https://doi.org/10.37200/IJPR/V24I9/PR2900273>)

Pages: 2413-2428

Keywords: national character, national pride, national value, altruism, kindness, responsibility, gentleness, compassion.

Abstract (<https://www.psychosocial.com/article/PR290273/24060/>)

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Permanent Tracheostomy Care and social Stigma in Nigeria (<https://www.psychosocial.com/article/PR290274/24061/>)

Authors: Abiodun Oyinpreye Jasper, Nekwu Okolugbo

DOI: 10.37200/IJPR/V24I9/PR290274 (<https://doi.org/10.37200/IJPR/V24I9/PR2900274>)

Pages: 2429-2433

Keywords: Permanent Tracheostomy, post tracheostomy care, Stigmatisation, Social integration

Abstract (<https://www.psychosocial.com/article/PR290274/24061/>)

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Corporate Governance Indicators and Firm Value: Evidence of Sharia Compliant Firms from Pakistan (<https://www.psychosocial.com/article/PR290275/24062/>)

Authors: Rashid Khalil, Mohd. Sollehudin Bin Shuib, Arfan Shahzad

DOI: 10.37200/IJPR/V24I9/PR290275 (<https://doi.org/10.37200/IJPR/V24I9/PR2900275>)

Pages: 2434-2451

Keywords: Ownership structure, business structure, board structure, corporate governance, board size, board independence, family ownership, concentrated ownership, pyramidal group.

[Abstract](https://www.psychosocial.com/article/PR290275/24062/) (<https://www.psychosocial.com/article/PR290275/24062/>)

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Detecting Fraudulent Financial Reporting in Manufacture Sector (<https://www.psychosocial.com/article/PR290276/24063/>)

Authors: Bambang Leo Handoko, Tesare Novan Juandy

DOI: 10.37200/IJPR/V24I9/PR290276 (<https://doi.org/10.37200/IJPR/V24I9/PR2900276>)

Pages: 2452-2461

Keywords: Financial, target, stability, auditor, change, effective monitoring

[Abstract](#) (<https://www.psychosocial.com/article/PR290276/24063/>)

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The Effect Of Self - Leadership, Organizational Culture, And Work Motivation On Job Satisfaction At Regional General Hospital (<https://www.psychosocial.com/article/PR290277/24065/>)

Authors: Tubagus Achmad Darodjat, Rosma Kadir, Salam, Mira Mirnawati, Abdul Rahmat

DOI: 10.37200/IJPR/V24I9/PR290277 (<https://doi.org/10.37200/IJPR/V24I9/PR2900277>)

Pages: 2462-2469

Keywords: self-leadership, work motivation, organizational culture, job satisfaction.

[Abstract](#) (<https://www.psychosocial.com/article/PR290277/24065/>)

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The Relationship Between The Management Of Emotional Intelligence And The Implementation Of Leadership Education And Training For Senior High School Principals (<https://www.psychosocial.com/article/PR290278/24066/>)

Authors: Novianty Djafri, Abdul Rahmat

DOI: 10.37200/IJPR/V24I9/PR290278 (<https://doi.org/10.37200/IJPR/V24I9/PR2900278>)

Pages: 2470-2476

Keywords: Emotional Intelligence Management, Education and Training

[Abstract](#) (<https://www.psychosocial.com/article/PR290278/24066/>)

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THE EFFECTS OF BOARD DIVERSITY ON CORPORATE SOCIAL RESPONSIBILITY DISCLOSURE: CASE STUDY OF MAIN SECTOR COMPANY LISTED IN IDX PERIOD OF 2015 – 2018 (<https://www.psychosocial.com/article/PR290279/24068/>)

Authors: ASL Lindawati, Jennifer Hin

DOI: 10.37200/IJPR/V24I9/PR290279 (<https://doi.org/10.37200/IJPR/V24I9/PR2900279>)

Pages: 2477-2489

Keywords: CSR, Disclosure, Gender, Tenure, Education.

[Abstract](https://www.psychosocial.com/article/PR290279/24068/) (<https://www.psychosocial.com/article/PR290279/24068/>)

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The Effect of Training and Motivation on Employee Performance in the Finance, Accounting & Tax Division (<https://www.psychosocial.com/article/PR290280/24069/>)

Authors: Acep Komara, Yhonanda Harsono, Welly Wihayati, Ngesti Rahayu

DOI: 10.37200/IJPR/V24I9/PR290280 (<https://doi.org/10.37200/IJPR/V24I9/PR2900280>)

Pages: 2490-2495

Keywords: training, work motivation, employee performance.

[Abstract](#) (<https://www.psychosocial.com/article/PR290280/24069/>)

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Criminal Sanctions as a Means to Eradicate Corruption Criminal Acts in Indonesia (<https://www.psychosocial.com/article/PR290281/24074/>)

Authors: Ali Dahwir, Ardiana Hidayah, Nina Yolanda, Zulkifli S Mukti

DOI: 10.37200/IJPR/V24I9/PR290281 (<https://doi.org/10.37200/IJPR/V24I9/PR2900281>)

Pages: 2496-2507

Keywords: eradication, sanctions, Corruption, Crime.

[Abstract](#) (<https://www.psychosocial.com/article/PR290281/24074/>)

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The Influence Of Person Organization Fit (Po Fit), Career Plateau, Leader-Member Exchange (LMX) And Organizational Commitment As Mediation Variable On Employees 'Performance In Aparature Resources And Development Agency Of Bangkalan District, East Java

(<https://www.psychosocial.com/article/PR290282/24077/>)

Authors: Dewa Ketut Raka Ardiana, Sumiati, R Firman Hadi Santoso, Achmad Daengs GS, Agustin Sukarsono

DOI: 10.37200/IJPR/V24I9/PR290282 (<https://doi.org/10.37200/IJPR/V24I9/PR2900282>)

Pages: 2508-2516

Keywords: Person Organization Fit, Career Plateau, Leader-Member Exchange (LMX), Organizational Commitment, Employee Performance.

[Abstract](#) (<https://www.psychosocial.com/article/PR290282/24077/>)

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Implementation of Information Technology (IT) in Education Marketing (<https://www.psychosocial.com/article/PR290283/24080/>)

Authors: M. Yusuf, Asmoni, Jamilah, Yuliati, Taufik Rahman, Linda Dwiyanti, Muhammad Nur Hakim, Rini Ratna Nafita Sari, Nurul Azizah Ria Kusrini, Tuwis Hariyani

DOI: 10.37200/IJPR/V24I9/PR290283 (<https://doi.org/10.37200/IJPR/V24I9/PR2900283>)

Pages: 2517-2524

Keywords: Technology, Information, Marketing Education.

Abstract (<https://www.psychosocial.com/article/PR290283/24080/>)

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The Meaning Construction of a Scientific Approach on Teaching Islamic Education (<https://www.psychosocial.com/article/PR290284/24085/>)

Authors: Rangga Sa'adillah S.A.P, Tobroni, Ishomuddin, Khozin

DOI: 10.37200/IJPR/V24I9/PR290284 (<https://doi.org/10.37200/IJPR/V24I9/PR2900284>)

Pages: 2525-2532

Keywords: Scientific Approach, Islamic Teaching, Teaching Activity.

Abstract (<https://www.psychosocial.com/article/PR290284/24085/>)

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COMMUNITY EMPOWERMENT: FROM “KAMPUNG IDIOT” TO “KAMPUNG MANDIRI” (A CASE STUDY IN KARANGPATIHAN VILLAGE, PONOROGO, INDONESIA) (<https://www.psychosocial.com/article/PR290285/24116/>)

Authors: Yeni Rosilawati, Dinar Ayu Amalia, Atik Septi Winarsih

DOI: 10.37200/IJPR/V24I9/PR290285 (<https://doi.org/10.37200/IJPR/V24I9/PR2900285>)

Pages: 2533-2542

Keywords: Community development, Mentoring, Intellectual disability, Independent, Creative

Abstract (<https://www.psychosocial.com/article/PR290285/24116/>)

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CYBERSEX ONLINE ACTIVITIES AMONG STUDENTS IN YOGYAKARTA (<https://www.psychosocial.com/article/PR290286/24119/>)

Authors: Suciati, Ayu Amalia

DOI: 10.37200/IJPR/V24I9/PR290286 (<https://doi.org/10.37200/IJPR/V24I9/PR2900286>)

Pages: 2543-2556

Keywords: Accessing intensity, Cybersex, Mobile messenger app, Pornographic contents.

Abstract (<https://www.psychosocial.com/article/PR290286/24119/>)

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IMPROVING THE SYSTEM OF SPIRITUAL AND MORAL-SPIRITUAL TRAINING OF FUTURE TEACHERS (<https://www.psychosocial.com/article/PR290287/24598/>)

Authors: Y. Nurumbekova

DOI: 10.37200/IJPR/V24I9/PR290287 (<https://doi.org/10.37200/IJPR/V24I9/PR2900287>)

Pages: 2557-2563

Keywords: implementation, technology, spiritual-moral qualities, psychology, axiology, pedagogy.

[Abstract](https://www.psychosocial.com/article/PR290287/24598/) (<https://www.psychosocial.com/article/PR290287/24598/>)

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MOTIVATIONAL AND ADMINISTRATIVE SPHERE OF BUSINESS WOMEN'S ACTIVITIES (<https://www.psychosocial.com/article/PR290288/24608/>)

Authors: Shoyimova Shoxista Sanakulovna, Mirzaeva Nargiza AsrarovnaMirzaeva, Shaxlo Ruzmat Kizi

DOI: 10.37200/IJPR/V24I9/PR290288 (<https://doi.org/10.37200/IJPR/V24I9/PR2900288>)

Pages: 2564-2572

Keywords: entrepreneur, entrepreneurial activity, motivational-voluntary sphere, motivation to succeed (MIM), motivation to avoid failure (MQM), level of risk readiness (TTD), self-confidence (OI), communicative organizational skills (KTQ).

[Abstract](#) (<https://www.psychosocial.com/article/PR290288/24608/>)

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THE TRUTH THAT SHAHRIZODA SAID (<https://www.psychosocial.com/article/PR290289/24609/>)

Authors: Astanova Gulgora Aminovna

DOI: 10.37200/IJPR/V24I9/PR290289 (<https://doi.org/10.37200/IJPR/V24I9/PR2900289>)

Pages: 2573-2577

Keywords: "A Thousand and One Nights", women of the East, princesses, image, bondwoman, stories, analysis, prototype, description, wisdom...

[Abstract](#) (<https://www.psychosocial.com/article/PR290289/24609/>)

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Improve the public key schemes by using keys based on different polynomials (<https://www.psychosocial.com/article/PR290290/24610/>)

Authors: Ameer A. J. AL-Swidi, Lamis Hamood Al-Saadi, Enas Hamood Al-Saadi

DOI: 10.37200/IJPR/V24I9/PR290290 (<https://doi.org/10.37200/IJPR/V24I9/PR2900290>)

Pages: 2578-2583

Keywords: Polynomial,RSA,Euler function ,T Okamoto.

[Abstract](#) (<https://www.psychosocial.com/article/PR290290/24610/>)

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Emotional Intelligence and Its Relationship to Problem Solving among the Ajloun University- College Students (<https://www.psychosocial.com/article/PR290291/24611/>)

Authors: Wail Minwer Al-Rabadi

DOI: 10.37200/IJPR/V24I9/PR290291 (<https://doi.org/10.37200/IJPR/V24I9/PR2900291>)

Pages: 2584-2598

Keywords: Ability of Solving Problems, Emotional Intelligence

The quality of groundwater in the Samawah desert (Iraq) and its impact on increasing the likelihood of severe desertification in the cultivated pasture lands
(<https://www.psychosocial.com/article/PR290519/35131/>)

Authors: Athier A. Hussin, Kariem A. Ghazal

DOI: 10.37200/IJPR/V24I9/PR290519 (<https://doi.org/10.37200/IJPR/V24I9/PR290519>)

Pages: 4904-4910

Keywords: Desertification, Samawah desert, chemical and physical properties, Iraq

Abstract (<https://www.psychosocial.com/article/PR290519/35131/>)

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Financial safety indicators for the Iraqi banking sector from 2005 to 2018
(<https://www.psychosocial.com/article/PR290520/35133/>)

Authors: Samaa Mousa Jwaid, Sabah Raheem Mahdi

DOI: 10.37200/IJPR/V24I9/PR290520 (<https://doi.org/10.37200/IJPR/V24I9/PR290520>)

Pages: 4911-4916

Keywords: Financial safety indicator, Iraqi banking sector

Abstract (<https://www.psychosocial.com/article/PR290520/35133/>)

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Impact of target cost technologyin determining the dimensions of internal control
(Applied studyin the State Company for Soft Drinks Manufacturing)
(<https://www.psychosocial.com/article/PR290521/35135/>)

Authors: HaiderLaythMeatab, MajidGaziHasan, HawraaN.Mutasher

DOI: 10.37200/IJPR/V24I9/PR290521 (<https://doi.org/10.37200/IJPR/V24I9/PR290521>)

Pages: 4917-4930

Keywords: Target cost,Cost control.

Abstract (<https://www.psychosocial.com/article/PR290521/35135/>)

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Evaluate the Effectiveness of Sterilization Process Educational Program on Operating Room Nurses Knowledge at Al- Hilla City
(<https://www.psychosocial.com/article/PR290522/35137/>)

Authors: Nada Ali Abed Al-Hamza

DOI: 10.37200/IJPR/V24I9/PR290522 (<https://doi.org/10.37200/IJPR/V24I9/PR290522>)

Pages: 4931-4939

Keywords: educational, sterilization process, Nurses

Abstract (<https://www.psychosocial.com/article/PR290522/35137/>)

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Assessment of Quality of Life for Women with Multiple Sclerosis under 60 Years Old at AL-Najaf City (<https://www.psychosocial.com/article/PR290523/35139/>)

Authors: Sahar FakriJassim, ShathaSaadi Mohammed

DOI: 10.37200/IJPR/V24I9/PR290523 (<https://doi.org/10.37200/IJPR/V24I9/PR290523>)

Pages: 4940-4945

Keywords: Quality of life, multiple sclerosis women .

Abstract (<https://www.psychosocial.com/article/PR290523/35139/>)

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Analytical study of stock price movement in the Iraq Stock Exchange (<https://www.psychosocial.com/article/PR290524/35141/>)

Authors: RazzaqDhiabShaebith, HibayousifTaha

DOI: 10.37200/IJPR/V24I9/PR290524 (<https://doi.org/10.37200/IJPR/V24I9/PR290524>)

Pages: 4946-4967

Keywords: analytical study, stock price movement, Iraq Stock Exchange

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Measuring the evolution of bank credit volume on some macroeconomic variables in Iraq during 2004-2018 (<https://www.psychosocial.com/article/PR290525/35144/>)

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DOI: 10.37200/IJPR/V24I9/PR290525 (<https://doi.org/10.37200/IJPR/V24I9/PR290525>)

Pages: 4968-4974

Keywords: bank credit, inflation, Gross Domestic Product (GDP), unemployment.

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Authors: Ali Husain Hasab, KahtanHadi Husain

DOI: 10.37200/IJPR/V24I9/PR290526 (<https://doi.org/10.37200/IJPR/V24I9/PR290526>)

Pages: 4975-4983

Keywords: nutritional status, Anthropometric measurements, students

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**Vitamin D deficiency: A review of the relationship between vitamin Deficiencies somedisease as Obesity, Diabetes and Cardiovascular in Al-Muthanna Province - Iraq
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Authors: Hanaa Ali Aziz, Dhay Ali Azeez

DOI: 10.37200/IJPR/V24I9/PR290527 (<https://doi.org/10.37200/IJPR/V24I9/PR290527>)

Pages: 4984-4989

Keywords: Vitamin D; Obesity , Diabetes , Cardiovascular.

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**SECURING HAZARDOUS IoT SENSOR DEVICE WITH PATCH MANAGEMENT USING TWO PHASE AUTHENTICATION
(<https://www.psychosocial.com/article/PR290528/35150/>)**

Authors: A.Suresh, G.T.Naidu

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Pages: 4990-4994

Keywords: IoT security, Patch management, IoT gadgets,Two phase authentication

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**SOFTWARE REUSE COMPONENT BASED SOFTWARE REPOSITORY SYSTEM USING GENETIC ALGORITHM
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Authors: G. Maheswari, Dr.K. Chitra

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Pages: 4995-5006

Keywords: Software reuse, Genetic Algorithm, Fitness Evaluation, Software repository, Optimization techniques.

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Keywords: Hydatidosis, Abattoir, prevalence, Iraq

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Authors: Ali Jasim Ibraheem, Jawad Kadhum Abid, Taghreed Fadhil Shimai

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Keywords: Cytokine, Infection, Sepsis, Diagnosis, Preterm Infants

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Authors: Mohanad S. Al ezzy, Asaad Kh. Almayyahi

DOI: 10.37200/IJPR/V24I9/PR290532 (<https://doi.org/10.37200/IJPR/V24I9/PR290532>)

Pages: 5017-5026

Keywords: Draft force, Soil volume disturbed, Practical productivity, Specific fuel consumption

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DOI: 10.37200/IJPR/V24I9/PR290533 (<https://doi.org/10.37200/IJPR/V24I9/PR290533>)

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Keywords: internal determinants, external determinants, continuity of profits.

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Authors: Kariem A. Ghazal

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Keywords: Iraq; sprinkler irrigation; soil crust; droplet size distribution; cultivated soil

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The effect of different periods of early fasting on the economic and productive traits of broiler at Al-Muthanna Governorate

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Authors: Hayder H. Blaw, Miqdad J. Abed, Ibrahim F. B. Al-Zamili, Jassim K. Al-Gharawi

DOI: 10.37200/IJPR/V24I9/PR290535 (<https://doi.org/10.37200/IJPR/V24I9/PR290535>)

Pages: 5061-5070

Keywords: early fasting, economic, productive traits, broiler, Al-Muthanna Governorate

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Morphological and Molecular Characteristics of Alternaria citrus stem end rot

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DOI: 10.37200/IJPR/V24I9/PR290536 (<https://doi.org/10.37200/IJPR/V24I9/PR290536>)

Pages: 5071-5077

Keywords: Alternaria alternata, Citrus stem end rot, fungal pathogens isolation and identification

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The role of B cell receptor clone test and Adiponectin as a predictors of rheumatoid arthritis (<https://www.psychosocial.com/article/PR290538/35464/>)

Authors: Afrah Shlba Krakhei, Dr. Abdulknasser M. Al-Gebori, Dr. Mohammed Hadi Munshed Alosami

DOI: 10.37200/IJPR/V24I9/PR290538 (<https://doi.org/10.37200/IJPR/V24I9/PR290538>)

Pages: 5087-5096

Keywords: BCR, ADP, rheumatoid arthritis, biological treatment, chemotherapy treatment.

Abstract (<https://www.psychosocial.com/article/PR290538/35464/>)

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The Private Sector in Iraq: Reality and Constraints

(<https://www.psychosocial.com/article/PR290539/35466/>)

Authors: Ali Jabber Abdul-Hussain, Huda Abdul-Hadi Ubaid

DOI: 10.37200/IJPR/V24I9/PR290539 (<https://doi.org/10.37200/IJPR/V24I9/PR290539>)

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Keywords: The Private Sector, Iraq, Reality, Constraints.

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**Mental image role in the relationship analyzing between the provision and safety customers service and between social responsibility and the viewpoint of government and private bank customers in AlMuthanna Governorate
(<https://www.psychosocial.com/article/PR290540/35468/>)**

Authors: Shahad Baeer Jahel

DOI: 10.37200/IJPR/V24I9/PR290540 (<https://doi.org/10.37200/IJPR/V24I9/PR290540>)

Pages: 5110-5126

Keywords: mental image, provision and safety of banking services, social responsibility.

[Abstract \(<https://www.psychosocial.com/article/PR290540/35468/>\)](https://www.psychosocial.com/article/PR290540/35468/)

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Draft Genome Sequence of a Glutaminase production bacterium, Bacillus sp.B12, Isolated from Diyala Soil (<https://www.psychosocial.com/article/PR290541/35470/>)

Authors: Rana Hussein Naser Alqaysi, Israa Tareq Aakool, Alyaa Abdelhameed

DOI: 10.37200/IJPR/V24I9/PR290541 (<https://doi.org/10.37200/IJPR/V24I9/PR290541>)

Pages: 5127-5145

Keywords: Bacillus sp., Phenotypic characterization, WGS, L-glutamiace, metals tolerance .

[Abstract \(<https://www.psychosocial.com/article/PR290541/35470/>\)](https://www.psychosocial.com/article/PR290541/35470/)

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ACCESSIBILITY AND UTILIZATION OF PUBLIC HEALTHCARE FACILITIES: AN INVESTIGATIVE STUDY OF PRIMARY HEALTH CENTRES IN NAMAKKAL DISTRICT, TAMIL NADU

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Authors: A.Karthigaiselvam, Dr.S.Ramasamy

DOI: 10.37200/IJPR/V24I9/PR290542 (<https://doi.org/10.37200/IJPR/V24I9/PR290542>)

Pages: 5146-5157

Keywords: Quality of healthcare services, treatment, accessibility, infrastructure and utilization.

[Abstract \(<https://www.psychosocial.com/article/PR290542/35472/>\)](https://www.psychosocial.com/article/PR290542/35472/)

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IS MERGERS AND ACQUISITIONS OF INDIAN INDUSTRY GROWING POSITIVELY IMPACT DURING 1995 TO 2018?

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Authors: Dr. K A.Keerthi Prabu

DOI: 10.37200/IJPR/V24I9/PR290543 (<https://doi.org/10.37200/IJPR/V24I9/PR290543>)

Pages: 5158-5179

Keywords: mergers and acquisitions, Indian industry, M&A's

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Pricing with the American option on the futures of stock indices to hedge the risks of price Volatilities (Analytical study in Dubai Stock Exchange)

(<https://www.psychosocial.com/article/PR290544/35763/>)

Authors: Saad Majeed Aljanabi, Sajad Yousuf Khalaf

DOI: 10.37200/IJPR/V24I9/PR290544 (<https://doi.org/10.37200/IJPR/V24I9/PR290544>)

Pages: 5180-5190

Keywords: Hedge, Futures Options, Prices Volatility Risks, the American option

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Pricing with the American option on the futures of stock indices to hedge the risks of price Volatilities (Analytical study in Dubai Stock Exchange)

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Authors: Saad Majeed Aljanabi, Sajad Yousuf Khalaf

DOI: 10.37200/IJPR/V24I9/PR290545 (10.37200/IJPR/V24I9/PR290545)

Pages: 5191-5201

Keywords: Hedge, Futures Options, Prices Volatility Risks, the American option

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Behavioral Consequences of Hawking in Selected Cities in Nigeria

(<https://www.psychosocial.com/article/PR290546/35919/>)

Authors: Ikenyei N. Sandra, Akpotor Julie

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Pages: 5205-5212

Keywords: Hawking hazards, kidnapping, Sexual molestation stealing, endemic problems.

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Education Crisis in Nigeria Challenges of Reality and Future Prospects

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DOI: 10.37200/IJPR/V24I9/PR290547 (<https://doi.org/10.37200/IJPR/V24I9/PR290547>)

Pages: 5213-5217

Keywords: Education crisis, Independence, Nigeria, Degradation, Development

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The effect of exercises with oxygen lacking masks on the speed storage and the achievement of 800m runners under 18 years old

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Authors: Husham Hasan Khudhair, Zuhair Salih Majhool, ALAA FLAYYIH JAWA

DOI: 10.37200/IJPR/V24I9/PR290548 (<https://doi.org/10.37200/IJPR/V24I9/PR290548>)

Pages: 5218-5224

Keywords: exercises, oxygen lacking masks, speed reserve, achievement, 800m runners.

[Abstract](https://www.psychosocial.com/article/PR290548/36155/) (<https://www.psychosocial.com/article/PR290548/36155/>)

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Authors: Alexander O. DABOR, Anthony A. KIFORDU, Eyesan Leslie DABOR

DOI: 10.37200/IJPR/V24I9/PR290549 (<https://doi.org/10.37200/IJPR/V24I9/PR290549>)

Pages: 5225-5234

Keywords: Human resources disclosure, Firm size, Origin, Audit type

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CLIMATE CHANGE COMMUNICATION IN NIGERIA: TOWARDS PROFFERING SUSTAINABLE ALTERNATIVES

[\(https://www.psychosocial.com/article/PR290550/37357/\)](https://www.psychosocial.com/article/PR290550/37357/)

Authors: Joyce Ogho OGWEZI, Ese Steven UMUKORO

DOI: 10.37200/IJPR/V24I9/PR290550 (<https://doi.org/10.37200/IJPR/V24I9/PR290550>)

Pages: 5235-5259

Keywords: Climate Change, Climate Change Communication; Effective Climate Change Communication; Principles of Climate Change Communication; Theories of Climate Change Communication

[Abstract](https://www.psychosocial.com/article/PR290550/37357/) (<https://www.psychosocial.com/article/PR290550/37357/>)

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Equipment life prediction based on genetic algorithm under Weibull distribution

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Authors: Khalid Talib Othman, Qusay Essam Hamid

DOI: 10.37200/IJPR/V24I9/PR290551 (<https://doi.org/10.37200/IJPR/V24I9/PR290551>)

Pages: 5260-5267

Keywords: Weibull distribution; genetic algorithm; life prediction

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Authors: Felix ORISHEDE, Augustine AKPEDE, Patricia Ifeanyi MADUEMEZIA

DOI: 10.37200/IJPR/V24I9/PR290552 (<https://doi.org/10.37200/IJPR/V24I9/PR290552>)

Pages: 5268-5286

Keywords: Acquisition, Strategic Management, Socio-Psychological, Successful Outing.

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SMART POWER METER BASED ON IOT

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Authors: Dr Akash Saxena, Upendra Varshney

DOI: 10.37200/IJPR/V24I9/PR290553 (<https://www.psychosocial.com/wp-content/uploads/2021/05/PR290553.pdf>)

Pages: 5287-5295

Keywords: IoT is a network used to interrelate multiple things including mechanical and computer machines

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A Conceptual study on E-marketing & Its technologies

[\(https://www.psychosocial.com/article/PR290554/38198/\)](https://www.psychosocial.com/article/PR290554/38198/)

Authors: Dr AKash Saxena, Sonal Sharma

DOI: 10.37200/IJPR/V24I9/PR290554 (<https://www.psychosocial.com/wp-content/uploads/2021/05/PR290554.pdf>)

Pages: 5296-5300

Keywords: E-Marketing, E-Business, Internet, Future E-Marketing

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**THE EFFECT OF SELF - LEADERSHIP, ORGANIZATIONAL CULTURE,
AND WORK MOTIVATION ON JOB SATISFACTION
AT REGIONAL GENERAL HOSPITAL**

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ABSTRACT

The aim of this research is to obtain information and to suggest improvement related to the effect of self-leadership, organizational culture, and work motivation on job satisfaction at the Karawang Regional General Hospital. Survey was conducted in this research with 108 samples selected randomly. Data have been analyzed by path analysis. The findings of this research show that (1) self-leadership effects directly on work motivation (2) organizational culture effects directly on work motivation and (3) work motivation effects directly on job satisfaction (4) self-leadership effects directly on work motivation; and (5) organizational culture effects directly on job motivation. Based on those findings it can be concluded that any concern toward self-leadership, organizational culture, work motivation should be put into strategic planning of human resources development in increasing job satisfaction at The Karawang Regional Gereral Hospital.

Keywords : self-leadership, work motivation, organizational culture, job satisfaction.

INTRODUCTION

The paradigm shift in the government administration needs to be addressed and balanced who have adequate competence and are in accordance with the demands of the task. Currently,reform and implementation of regional autonomy has a very strategic position because very dependent on the competencies are possessed and controlled. The work done who need high-value knowledge and skills will result in job satisfaction which according to Mullins (2005) is complex and multi-concepts that can make a difference.

Yuan Ting found that there are 3 factors influence namely job characteristics, organizational characteristics, and individual characteristics. These job characteristics are expressed in the form

of salary satisfaction and career development, career clarity, job clarity, utilization of skills, and significance of assignments. Organizational characteristics are expressed with organizational culture to the organization and work motivation with coworkers and superiors. Individual characteristics are measured by self-leadership, spirit to serve the public (public spirit), age, education, race and marital status. The work authority is defined as overall job satisfaction.

There is a great belief that each individual has a direct effect as a substantive effect on his views and reactions to the environment. This belief is called the self-leadership which is a person's belief in controlling the events in his life. self-leadership has a good relationship with several variables such as work stress, work ethics, job satisfaction or performance.

Job satisfaction in the Karawang Regional General Hospital shows that in some parts it has not been felt optimally. Some of the factors have different personal perceptions on job satisfaction, organizational culture, work that is not in accordance with their expertise, still lack of facilities and infrastructure. This change in staffing paradigm requires more detailed attention in relation to the personality aspects, especially self-leadership, organizational culture, work motivation, and the changing job satisfaction paradigm. The following are question in relation to job satisfaction:

1. Does self-leadership have a positive direct effect on work motivation?
2. Does organizational culture have a direct positive effect on work motivation?
3. Does work motivation have a positive direct effect on job satisfaction?
4. Does self-leadership affect job motivation?
5. Does organizational culture affect job motivation?

LITERATURE REVIEW

Self Leadership, Organizational culture, Work motivation, Job Satisfaction

Self-leadership is a process through which individuals control their own behavior, influencing and leading themselves through the use of specific sets of behavioral and cognitive strategies (*Neck and Houghton, 2006*).

The notion of self-leadership first arose in the 1980s as a development of selfmanagement theory (*Houghton & Neck, 2002; Manz & Sims, 2001*). Self-leadership focuses on the process of self-influencing trough which individuals control their own behavior, influencing and leading themselves to achieve the self-direction and self-motivation necessary to perform (*Tat and Zeitel-Bank, 2013*). Self-leadership is defined as a normative concept, which includes certain cognitive and behavioral rules of self-regulation theory, social cognitive theory, intrinsic motivation theory and self-control theory (*Sesen et al., 2017*).

McShane and Glinow (2008) stated that "Organizational culture referring to leaders is truthfulness and tendency to translate words into deeds. This opinion implies that organizational culture refers to honesty of leaders and tendency to translate words in deeds. Davis (2006) defines organizational culture as something that is used to establish high standards of personnel for oneself that are related to honesty, responsibility, respect for others, and fair conduct. This opinion implies that the organizational culture possessed by employees shows honesty, responsibility, respect for others, and is fair to others.

Work motivation is a type of two-way communication (two-way communication). As stated by West and Turner (2007) that "Work motivation refers to face-to-face communication between people. DeVito (2004), states "Work motivations as communication that takes place between two persons who have an established relationship and the people are in some way "connected". This

opinion implies that work motivation occurs between two people who have a defined relationship and are "connected". Griffin (2006) states, "Work motivation as the process of creating unique shared meaning, but the impact of this statement depends on images it calls to mind". This opinion shows that work motivation is a process of creating unique meanings and then conveyed to others. The influence of the message conveyed depends on one's views, which is called understanding.

Newstrom and Davis (2002), states that job satisfaction is a set of feelings of pleasure or displeasure and emotion which is his view of his work. Based on the research conducted Herzberg divided the situation which influenced a person's attitude towards his work into two groups, namely the group of satisfiers and dissatisfiers. The group of satisfiers or motivators are factors or situations that are proven as sources of job satisfaction which consist of achievement, recognition, work itself, responsibility and advancement.

RESEARCH METHODOLOGY

This research was conducted in order to determine empirically the direct influence of : Self leadership, Organizational culture, Work Motivation on employees' job satisfaction in Regional Public Hospital Karawang. The research was conducted at the Regional Public Hospital (Hospital) Karawang, which is located in Karawang, West Java Province. The research was carried out from June 2015 until August 2015.

Research Methods and Data Analysis Techniques. This study used a survey method with causal approach. The data analysis will use inferential statistics with Path Analysis Method (Path Analysis) to determine the direct and indirect effect of each variable of the study. The process of collecting data is conducted by a survey using a questionnaire as a research instrument. There are four variables that will be analyzed in this study, namely: Self leadership (X1); Organizational culture (X2), Work Motivation (X3), and Job satisfaction (X4).

Population of Research. Target population in this study are employees of health personnel in the Regional Public Hospital (Hospital) Falkirk. Meanwhile affordable target population of this research are health personnel , they were civil servants, based on the data amounted to 540 people.

Sampling technique. The sample in this study were taken by using simple random sampling technique for the target population homogeneous health personnel are employees with civil servant status, the number of samples in this study as many as 108 respondents employee health personnel.

Description Data Research

The sample which become the source of the data in this study were 108 employees Regional Public Hospital (Hospital) Karawang .They were selected using simple random sampling method. Based on data obtained from the questionnaire sheet about the identity of respondents, it is known 57 respondents (53%) were male and 51 respondents (47%) were female. The data illustrates that virtually balanced between the number of male employees and female employees. By level of education, it is known that 73 respondents (68%) educated to bachelor level and 35 respondents (35%) diploma III level. It can be said that the employees of Regional Public Hospital (Hospital) Karawang are generally educated to bachelor level.

DISCUSSION

Testing Requirements Analysis

Normality test

The testing process is done by testing the normality of the data distribution of the four variables. Summary of test results are presented in Table 4.5.

Table 1
Normality Test Results Summary Data

No	Variable	Statistical Testing		Conclusion
		L count	Ftable ($\alpha=0.05$)	
1	Self leadership (X1)	0.070	0.085	Normal
2	Organizational culture (X2)	0.067	0.085	Normal
3	Work Motivation (X3)	0.082	0.085	Normal
4	Organizational commitment (X ₄)	0.054	0.085	Normal

Model and Coefficient Line

Based on the causal model established theoretically, it will obtain the path diagram and calculated value of the coefficient of each track. Value needs to be known for further calculations adlah simple correlation values are presented in the form of the correlation coefficient matrix as follows:

Table 2
Simple Matrix Correlation Coefficient Between Variables

	X1	X2	X3	X4
X1	1	-	0,640	0,545
X2	-	1	0,835	0,699
X3	0,640	0,835	1	0,633
X4	0,545	0,699	0,633	1

Causal Effect of Variable Examined

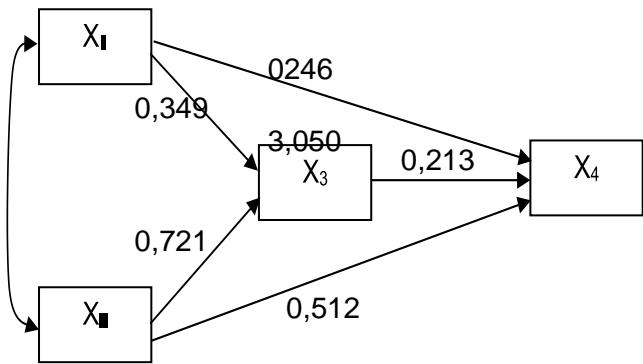


Figure 4.1. Model Theory

Description :

X1 : Self leadership

X2 : Organizational culture

X3 : Work Motivation

X4 : Job satisfaction.

The coefficient calculation Line

Path coefficient calculation is based on the correlation coefficient values in Table 4.18. The result of the calculation of the data shown in the following table:

Table 3
Results Calculation and Testing Coefficient Line

No	Coefficient Line	t count	t table	
			$\alpha = 0.05$	$\alpha = 0.01$
1	$\alpha_{31} = 0.349$	4.330 **	1.900	2.617
2	$\alpha_{41} = 0.246$	3.050**	1.900	2.617
3	$\alpha_{32} = 0.721$	8.946**	1.900	2.617
4	$\alpha_{42} = 0.512$	6.360**	1.900	2.617
5	$\alpha_{43} = 0.213$	2.638**	1.900	2.617

Description :

*) ** : Path coefficient was highly significant ($t_{count} > t_{table}$) at $\alpha = 0.01$

CONCLUSIONS

Based on the results of hypothesis testing, the fifth hypothesis turns out significantly acceptable. In this study compiled theoretical model that describes variable variations directly influence self-leadership, organizational culture, work motivation on Job satisfaction of Regional Public Hospital Karawang.

The results showed that the whole hypothesis is accepted, it is explained that employees at Regional Public Hospital Karawang affected by variables : Self leadership (X1); Organizational culture (X2), Work Motivation (X3), and Job satisfaction (X4).

The study also reinforces the theory Jason A. Colquitt, Jeffery A.Lepine and Michel J.Wesson about job satisfaction the organization's employees.

First, that the influence of self leadership with work motivation. This means there is self leadership to work in Regional Public Hospital Karawang so the higher the culture of the organization, the higher the motivation to work and vice versa worse the culture of the organization, the lower the motivation to work.

Second, that the influence of organizational culture and work motivation. This value gives the sense that the variation change of organizational culture described directly by the work motivation.

Third, that the relationship between work motivation with employee job satisfaction is statistically shown by the percentage value of 0.519. This value gives the sense that variation changes determined work motivation / explained directly by job satisfaction.

Fourth, that the relationship between self leadership and job satisfaction statistically shown by the percentage value. This value gives the sense that the variation change of self leadership specified / described directly toward job satisfaction.

Fifth, that the relationship between organizational culture and job motivation statistically shown by the percentage value of 0.045. This value gives the sense that the variation change of organizational culture specified / described directly toward job motivation.

Therefore, in order to increase job motivation to the Regional Public Hospital (Hospital) Karawang, need to be considered variable self leadership, organizational culture and work motivation in the strategic plan Regional Public Hospital Karawang from the influence of the change in environmental conditions, among others, the influence of the local economy the social, cultural, demographic and environmental. the political power of government and law, technology strength or strength of competition however the Regional Public Hospital is still under the control of local government influence.

Recommendation

1. Suggestions to the Director of Karawang Regional General Hospital

To find a new breakthrough to better recognize the weaknesses that exist in the organization/institution, so that the good sides need to be improved and the side that still lacks the need to be reconstructed.

2. Suggestions for employees in the Karawang Regional General Hospital

The need for employee to improve positive mindsets through increasing their internal self-leadership. This can be expected to increase understanding of identity and ability to overcome problems. This organizational culture also needs to be improved by signing the facts of the organizational culture of employees.

3. Suggestions to Researchers in the field of education

Management should be able to take advantage of the results of this research and try to find other variables that have a direct effect on job satisfaction. This is very useful in order to find out the

other variables that are very dominant which directly influence job satisfaction in order to increase the professionalism of employees.

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