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ACKNOWLEDGMENT

It is our pleasure to edit this proceedings and putting together the abstracts of all accepted papers that were presented and considered suitable for publication at the 3rd Global Conference on Business and Social Sciences held on 16th and 17th of December 2015 in Kuala Lumpur, Malaysia in collaboration with the National and International Universities and Publishers such as Elsevier (UK), Inderscience (Switzerland), UPM Press (Malaysia), Kalasalingam University (India), and University of Brawijaya (Indonesia) is organizing the 3rd Global Conference on Business and Social Science (GCBSS).

3rd GCBSS received a large number of abstracts for presentations, many of which were of a high quality. As a result, the selection panel had to make decisions with a considerable care. We are grateful to the authors for their enthusiasm, and to the reviewers for their painstaking work. Some of the accepted papers were selected for publishing in the Pertanika Journal Of Social Sciences & Humanities (Scopus), Elsevier Procedia Of Social And Behavioural Science (Scopus), Global Business and Economics Review (Scopus), International Journal of Business Governance and Ethics (Scopus) and Global Journal of Business & Social Science Review, an internationally refereed journal published by the Global Academy of Training & Research, the leading organizer of this conference.

The Conference provided a platform for sharing novel ideas and inspiring research outcomes of the academics from different countries, including the US, UK, Japan, Philippines, South Africa, Australia, Czech Republic, France, Finland, Poland, Malaysia, Iran, India, Indonesia, Nigeria, Pakistan, Sri Lanka, Egypt, Jordan, Turkey, Thailand, Vietnam, and the UAE. It was also attended by three prominent keynote speakers: Professor Danture Wickramasinghe, University of Glasgow, UK and Professor Gabriël A Moens, Curtin University, Australia and Professor Dr. Ahmad Fauzi Abdul Hamid University Sains Malaysia, Malaysia—we are grateful to them for their invaluable contribution.

We hope this conference will contribute to a meaningful paradigm shifts in business and social science research, in general, and the delegates’ career development, in particular. Finally, we would like to thank everybody who contributed in many ways to the success of the conference, especially to session chairs and the members on organizing committee.

Guest Editors:

1) Professor Dr. Danture Wickramasinghe, University of Glasgow, UK
2) Professor Dr. Gabriël A Moens, Curtin University, Australia
3) Professor Dr. Kamran Ahmad, La Trobe University, Australia
4) Dr. Kashan Pirzada* Global Academy of Training & Research (GATR), Malaysia & Pakistan

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DISPUTE RESOLUTION IN THE ASIA-PACIFIC:
HOW TO MAINTAIN THE ATTRACTIVENESS OF DISPUTE MANAGEMENT

KEYNOTE SPEECH

Conferences on Business often overlook the need for business disputes to be resolved amicably and in good faith. The management and resolution of disputes is necessary in order to facilitate trade in the Asia-Pacific region. Recently, there have been a number of notable developments in our region, including the Trans Pacific Partnership (TPP) and the conclusion of the China-Australia Free Trade Agreement, among others. These developments, which involve cross-border activities and trade deals, inevitably require the resolution of commercial disputes, especially by arbitration, often following unsuccessful attempts at negotiation, conciliation and mediation.

The importance of arbitration is revealed when contractual disputes occur in the commercial and resources sector. Arbitration provides a relief valve in the event that commercial disagreements emerge between parties to a commercial agreement. For example, a wide variety of disputes could potentially arise in the resources sector, from relatively simple disputes between two parties, to complex, multi-party disputes involving extremely valuable projects, the resolution of which can sometimes take years. Often, these disputes involve complex questions of law and fact, including issues around national boundaries, intellectual property, environmental claims, project financing, insurance and reinsurance, sanctions, bribery and anti-corruption. In addition, there could be disputes involving commodity sales agreements and other commercial agreements regarding the transportation of resource commodities both on land and, in the case of island countries such as Australia, on sea.

This paper focuses on four reasons for the popularity of arbitration as a dispute settlement process in the Asia-Pacific region. The primary reason is the ease with which arbitration decisions (awards) can be enforced.

In his paper, Professor Moens also provides an overview of regional dispute resolution institutions in the Asia-Pacific, including the Singapore International Arbitration Centre (SIAC), the Kuala Lumpur Regional Centre for Arbitration (KLRCA) and the Australian Centre for International Commercial Arbitration (ACICA). He also discusses the Asia-Pacific Regional Arbitration Group (APRAG).
Professor Dr. Danture Wickramasinghe

Adam Smith Business School,
University of Glasgow, UK

Professor Dr. Danture Wickramasinghe is professor of management accounting at the University of Glasgow. He has joined Glasgow after 19 years of research and teaching at the University of Manchester and a 1 and ½ years at the University of Hull as Professor of Management Accounting and the Director of the Centre for Accounting and Accountability Research. Previously, he has taught management accounting and related subjects at the University of Colombo (Sri Lanka) and the University of Ruhuna (Sri Lanka), and had a visiting appointment at Paris-Dauphine University, France. Formerly, he was the Dean of the Faculty of Management and Finance and the Head of the Department of Commerce at the University of Colombo, and the Head of the Department of Business Administration at the University of Ruhuna. At Manchester, he was the Programme Director of M.Sc. (Accounting & Finance) programme and the Coordinator of the Management Accounting Module on the MBA-worldwide programme.

He has produced a number of research papers out of a large project funded by CIMA and has publications in international journals including Accountability, Auditing, and Accountability Journal, Critical Perspectives on Accounting, Advances in Public Interest in Accounting, Qualitative Research in Accounting and Management, International Journal of Entrepreneurial Behavioral & Research and Journal of Accounting and Organizational Change. He is the co-author of Management Accounting Change: Approaches and Perspectives (2007), a social theory based management accounting text, a guest editor of the special issue on Management Accounting in Less-developed Countries (2007) at Accounting and Organizational Change and the co-editor of Handbook of Accounting and Development (2012). He continues researching on management accounting issues in both advanced capitalist countries and emerging/ less-developed countries.

Professor Wickramasinghe has over 25 years of experience as an enthusiastic and talented university teacher at undergraduate, postgraduate and MBS levels, has produced a number of PhDs, supervised 100s of Master’s dissertations, and acted as internal and external examiner for over 10 PhD candidates. He is a regular speaker at research and professional forums, including the workshops organized by CIMA. Currently, he is the Chief External Examiner at Manchester Metropolitan University and the External Examiner at the University of Aberdeen and continues PhD supervision at Manchester.
Professor Dr. Gabriël A Moens
JD (Leuven), LL.M (Northwestern), Ph.D (Sydney), GCEd (Queensland), MBA (Murdoch), MAppL (College of Law), FCIarb, FAIM, FCL

Professor Moens is Professor of Law and Director of Research, Curtin Law School. He is also Emeritus Professor of Law at the University of Queensland. Prior to his current positions he served as Pro Vice Chancellor (Law, Business and Information Technology) and as a long-serving Dean and Professor of Law at Murdoch University. He also served as Professor of Law and Head, Graduate School of Law, University of Notre Dame Australia and as Garrick Professor of Law and Director, The Australian Institute of Foreign and Comparative Law, The University of Queensland. He undertakes teaching and research in Constitutional Law, Banking Law, European Union Law, International Commercial Law, International Arbitration Law and Comparative Law. Professor Moens is a past winner of a University of Queensland Excellence in Teaching Award. In 1999, he received the Australian Award for University Teaching in Law and Legal Studies.

He is the Editor-in-Chief of International Trade and Business Law Review. In 2003, the Prime Minister of Australia awarded him the Australian Centenary Medal for services to education. In 1995-1996 he was a Visiting Professor of Law at J. Reuben Clark Law School, Brigham Young University, Utah. He served as a Visiting Professor of Law at Loyola University, New Orleans School of Law in 2002-2003. In 1997 and 2000 he successfully coached the T C Beirne School of Law (The University of Queensland) team to win the prestigious Willem C Vis International Commercial Arbitration Moot in Vienna, Austria. He also co-coached the winning City University of Hong Kong team in the Ninth Willem C Vis (East) Moot in 2012 and the 20th Willem C Vis Moot in Vienna in 2013. He is a Fellow (FCIarb) and Chartered Arbitrator (CArb) of the Chartered Institute of Arbitrators, London and Fellow and Deputy Secretary General of the Australian Centre for International Commercial Arbitration (ACICA). He is also the Editor-in-Chief of the ACICA Review and is the co-author of a Commentary on the ACICA Arbitration Rules. Professor Moens is a Membre Titulaire, International Academy of Comparative Law, Paris, a Fellow of the Australian Institute of Management (AIM WA) and a Member of the Advisory Board of the College of Law Western Australia. In 1998, the Asian Development Bank, Manila retained him to train officials of the Ministry of Law and Justice of his Majesty’s Government of Nepal. He has taught extensively in the United Kingdom, Germany, Belgium, Italy, Austria, Australia, Indonesia, Thailand, Singapore, Hong Kong, Japan and the United States. He is co-author/co-editor of Arbitration and Dispute Resolution in the Resources Sector: An Australian Perspective, 2015, The Constitution of the Commonwealth of Australia Annotated (8th ed), 2012, Jurisprudence of Liberty (2nd. ed), 2011, Commercial Law of the European Union, 2010, and International Trade and Business: Law, Policy and Ethics (2nd ed), 2006.
Professor Dr. Kamran Ahmed

La Trobe University,
Australia.

Kamran Ahmed is Professor of Accounting & Finance, La Trobe Business School. He was Head of School of accounting from 2006-2010. Professor Ahmed began his academic career in Australia in 1988 at the Australian National University, and later had academic appointments at Victoria University of Wellington and the University of New England prior to joining La Trobe University in 1999. He had visiting appointments at the University of British Columbia, Exeter University, the University of Houston and Monash University.


Professor Ahmed has supervised several Honors, Master and Ph.D. candidates. He is currently on the editorial board of several journals including International Journal of Accounting, International Journal of Accounting, Auditing and Performance Evaluation, International Journal of Accounting and Information Management, Journal of Accounting and Organizational Change, and Research in Accounting in Emerging Economies, and has been an ad hoc reviewer for several other reputed refereed journals.
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<td>Competitive Advantage Of Geotourism Market In Malaysia: A Comparison Among ASEAN Economies</td>
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A Triple Helix Approach to Supporting Emiratisation, Promoting Research by Moving From Didactic to Dialectic Learning in The UAE

Professor Rhys Rowland-Jones 1, Mohammed Bin Rashid School of Government2

1,2 Convention Tower, Level 13, P.O.Box 72229, Dubai, UAE

ABSTRACT

In the current economic climate, higher education is increasingly recognized as important in both upskilling staff and preparing the UAE as a whole for future demands, whilst assisting the Emiratisation process at grass root level by developing graduate competencies/skills in addition to the necessary conceptual knowledge base. There is increased global evidence of a convergence of three worlds which were once very much separate: public research, business and government. This convergence has been represented and explained by Dzisah and Etzkowitz (2008) through the Triple Helix model. Research alliances and strategic collaboration with universities provides a means of monitoring new developments in science and technology, and doing exploratory research in technical areas beyond the strategic core. At an institutional level the research conducted in the university sector of the UAE remains low, both in terms of output and impact, in comparison to other institutions in the region, and in Asia generally. With no principal UAE Federal Government allocation mechanism for funding research and innovation for economic growth and societal impact, or any framework for research assessment capable of providing intelligence for policy making, this paper seeks to establish a novel context for university based research within the triple helix model, and proposes recommendations for introducing a more dialectic teaching and learning philosophy.

Keywords: Higher Education: Learning Context: Research: Triple Helix: Development:
Spiritual Intelligence Forming Ulul Albab’s Personality

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¹ Phd, Senior Lecturer, Kolej Poly-Tech MARA, Kuala Lumpur, 56100, Malaysia
² Phd, Professor, Universiti Kebangsaan Malaysia, Bangi, 43000, Malaysia

ABSTRACT

Spiritual intelligence is intelligence that is capable of producing Muslim personality. It aims to maintain a good relationship with God, fellowhuman beings and nature. This study aims to clarify the role of spiritual intelligence in personality formation Ulul Albab. The methodology of the study is content analysis with qualitative approach. This study emphasizes the establishment of an inductive theory. The study found that there are eight roles of spiritual intelligence in personality Ulul Albab. Ulul Albab personality is also known Muslim personalities.

Keywords: Spiritual Intelligence Forming Ulul Albab’s Personality
The Impact of Tourist Arrivals, Physical Infrastructures And Employment in Regional Output Growth

James Marc J. Catudan
Miriam College, Philippines

ABSTRACT

As tourism boosts and its effects cut across all economic activities, physical infrastructures could prove to be a factor in the promotion of the tourism industry, thereby, boosting the influx of tourists. Though commerce and trade may be considered as the main beneficiaries of a vigorous tourism industry, tourism itself and its related infrastructure may be investment complements that local government units may find practical in the allocation of resources, and for these to significantly flow into the mainstream of development. As regions continue to invest on physical infrastructures as a way of attracting tourists, jobs will be created; thus, local communities will have the opportunity to improve their quality of lives. This paper examined the contribution of tourist arrivals, employment rate, and physical infrastructures to the Philippines’ regional output growth. This study is primarily based on secondary annual data from 1999-2008. Gross regional domestic product in real terms was used as a measure of output growth generated by its predictors. This paper used panel data regression model such as panel least squares, fixed effect and random effect models as tools in determining the relationship among the variables. In addition, the Hausman test was utilized in determining which between fixed and random effect models are more viable. The results of the study showed that all the predictor variables significantly affect regional output growth of the Philippines.

Keywords: Employment, Gross Domestic Product, Physical Infrastructures, Tourist Arrivals.
Labour Productivity and Human Capital Investment: Evidence from Panel Data

Suzillah Sidek ¹, Hayat Khan ²

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ABSTRACT

The economic value of education, in terms of its contribution to social and private returns (Psacharopoulos, 1994), motivate individuals and countries to invest in the education industry. One of the social returns of human capital investment is an increase in productivity that leads to economic growth. This paper studies the contribution of human capital investment towards productivity. In particular we quantify contribution of different levels of education to productivity growth in Malaysia during 2005 to 2012. We use the Arellano-Bond (1991) approach on two different sets of longitudinal data produces efficient and reliable estimates in our case. We extended the analysis to industry level and test whether labour’s levels of education impact in productive industries differ from non-productive industries using the Chow (1960) stability test. We find that at aggregate level, primary, secondary, and tertiary education levels are all important in terms of its contribution to productivity. The industry analysis however shows that primary education does not play a significant role in productive industries whereas it is more important than any other level of education in non-productive industries. We also study the impact of National Higher Education Strategic Plan (NHESP) 2007 policy during our sample period on productivity growth and subsequent policy change in 2009 due to change in the regime. We also identify the optimal mix of labour by their education level.

Keywords: Human Capital Investment, Productivity, Differenced GMM System.
Foreign Ownership, Foreign Directors and the Profitability of Malaysian Listed Companies

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ABSTRACT

Malaysian government has liberalized its restrictions on foreign equity ownership in local companies to enhance the country’s competitiveness against regional neighbours in attracting more FDI inflows. With an overall panel of 4,176 firm-year observations drawn from a sample of 348 Malaysia listed companies over the period 1999-2010, fixed-effect panel data regression found that percentage of foreign equity ownership, appointment of foreign chairman and appointment of foreign chief executive director did not have any significant relationship with firm’s return on equity (ROE). However, increase in percentage of foreign directors sitting on a company’s board significantly improved ROE. Besides, only when foreign investors have dominant (above 50%) voting rights, ROE increased. After categorized firm-year observations into five SIC-defined sectors, manufacturing sector sub-panel yielded similar results as overall panel. In contrast to overall panel, construction and wholesale trade sectors sub-panels showed the appointments of foreign chairman and foreign chief executive director negatively influenced ROE.

Keywords: Foreign Chairman; Foreign Executive Director; Foreign Equity Ownership; Return On Equity; Upper Echelon Theory.
STIE Competitiveness (Study of Leadership Capability for Market Orientation and Learning Orientation Toward the Institution Performance and Competitiveness At STIE in KOPERTIS Region IV of West Java and Banten Management Faculty Accredited B)

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ABSTRACT

This research was conducted using a quantitative approach with a survey method. Research designs are grouped into descriptive research and verification to analyze the causal relationship between the variables studied. While processing the data using descriptive analysis techniques and testing hypotheses with PLS (Partial Least Square). The unit of analysis in this study was 11 which represents the area of Economics of West Java and Banten accredited B. Sources of primary data obtained from questionnaires to the Chairman of Economics, Chairman of the Management Studies Program, Faculty, Student and Administration Staff. Day and Wensley (1988) there are two ground states in achieving competitiveness, namely resource advantages and superiority position. In these studies, they demonstrated that the competitiveness of the institutions affected by the performance of the institution. Narver and Slater (1995) says that the performance of institutions is a configuration of practical management that provides facilities for the development of basic knowledge into a competitive advantage. From the results of previous studies, indicated that most of the studies on market orientation and performance of universities is done in developed countries with the object of research is profit-oriented manufacturing industries. 66 published empirical research, there are three studies (Qureshi 1989, 1993, Caruana, Ramaseshan & Ewing, 1998) which discusses the relationship of market orientation and college performance. Descriptive analysis showed that the leadership capability of STIE, market orientation, learning orientation, performance, and competitiveness in the institutional environment of STIE at KOPERTIS Region IV West Java and Banten Management Faculty accredited B including the high category, partial and simultaneous variable leadership capabilities, market orientation, learning orientation and high performance contribute to the competitiveness of STIE. This suggests that all these factors are factors that determine the level of STIE competitiveness. This study also noted the level of competitiveness of each STIE. Based on the results, the researchers gave some of the following recommendations: create a fun learning environment, communicates optimism and confidence, develop high standards, dissemination of information, the speed in detecting changes in the user industries graduates survey, conducted periodically review, support academic community to achieve the goals of the organization, cooperation academic community in achieving the organization's objectives, financial aspects, as well as in the face of the threat of new entrants.

Keywords: Competitiveness, Leadership Capabilities, Learning Orientation, Market Orientation, Performance Institution.
The Relationship Between Burnout And Flow With Moderating Effect Of Socio-Cultural Factor. A Study On Hotel Industry In Malaysia

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ABSTRACT

Hotel employees often experience burnout due to too much work, being unappreciated, underpaid and have unrealistic working hours. This phenomenon could negatively impact either the hotel employees or employers, both on the financial or productivity level. Thus it is important to find strategies to minimize the impact of burnout. This study looked at flow, a holistic sensation that employees feel when doing tasks with total concentration. Flow is the ultimate positive experience and approach to be integrated in human resource development activities. There is an extreme lack of study conducted in investigating the influence of burnout on flow particularly in eastern context; Sarawak, Malaysia. Secondly, the creation of service climate, defined as focusing on quality services rendered and customer satisfaction in the hotel industry, is not enhanced with psychological capacity; flow. Past studies revealed that organization integrate flow as positive psychology movement resulted in positive outcomes such as increased in employee motivation and productivity. The objective of this paper is to explore the relationship between burnout and flow. In addition, this study specifically investigated the socio-cultural (i.e individualism/collectivism) factor as the moderator. This study tested the proposed framework by utilizing (n=316) data of full time hotel five star employees in Kuching, Sarawak sampled through random sampling. The data obtained through self-administered questionnaires was analyzed by statistical test for normality, outlier, validity, reliabilities, correlation and regression (PROCESS) via Statistical Package for the Social Sciences (SPSS) version 22. The findings showed there was a positive significant relationship between burnout and flow. Socio-cultural factor (individualism/collectivism) has a significant moderating effect between burnout and flow among the hotel employees. The results suggest that the organization should facilitate flow experience as supportive culture within the working atmosphere in the hotel environment. In addition, organization should create flow evoking experiences that could increases vigor as well as decreases exhaustion among hotel’s employees.

Keywords: Burnout; Flow; Hotel; Socio-Cultural; Moderating; Individualism / Collectivism
Impact of Perceived Company’s Innovativeness, Service Quality and Customer Satisfaction on Repurchase of Life Insurance

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ABSTRACT

The study attempts to increase the knowledge of how customers’ perception of company’s innovativeness and service quality has influenced their repurchase of life insurance. This research aims to investigate, develop and validate a causal relationship model of life insurance repurchase by means of structural equation modeling (SEM) analysis. The sample group of 400 people who had bought insurance policies from companies in Thailand was approached to answer a structured questionnaire. The results reveal that repurchase of life insurance was directly affected by perceived company’s innovativeness and customer satisfaction, and indirectly affected by service quality of insurance agents. From previous studies, whereas the correlation between service quality elements and repurchase, the correlation between corporate image and repurchase were well clarified, the interrelationship among the factors related to insurance company’s innovativeness was not well illustrated. This research has developed a generic model of life insurance repurchase by means of structural equation modeling; this has value for its originality.

Keywords: Perceived Company Innovativeness, Life Insurance Purchase, Service Quality, Satisfaction
The Consequences of Work-Family Conflict, Burnout and Organizational Commitment among Women in Indonesia

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ABSTRACT

An individual with symptoms of exhausted is believed to have a problematic tendency towards working attitude and lack of commitment by the organization as a whole. The subjects of this study were women who worked in the banking sector, in Pekanbaru, Riau, Indonesia. The results of hierarchical regression analyses were undertaken in which several of variables, work-family conflict, burnout, and commitment organizational. The excessive demands of work and family responsibilities cause individuals indicated to withdraw from an imbalance of the role and affecting of performance, such as organizational commitment.

Keywords: Consequences, Work-Family Conflict, Burnout, Commitment Organizational, Women, Bank Staff
Incorporating Market Orientation Within Universities of Technology in South Africa

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ABSTRACT

Engaging in marketing activities may be important but market orientation is a vital ingredient in determining an institutional success. The marketing orientation concept is posited as the philosophical foundation of the marketing disciplines and market orientation invariably refer to the operationalisation of the marketing concept into a management orientation. Although market orientation is critical for its influence on university performance, there are several barriers that impede its implementation and usage. This study was conducted with the main objective of seeking to establish Universities of Technology (UoTs) implementation levels of market orientation, possible barriers to market orientation and their influence on university performance. The study used a non-probability, convenient sampling technique since the characteristics of this method have particular appeal to financial and time restraints with respect to academics. The findings indicated that market orientation and barriers are opposite ends of a continuum and are not complementary to each other. In addition, the study also found a significant impact of market orientation and its associated barriers to market orientation on university performance. This study will significantly contribute to the critical challenge facing Higher Education Institutions (HEIs), being to create the climate that maximizes organizational learning, resources and capabilities to create superior university performance. Future studies could expand the variables used in this study to enhance UoTs performance and improve the levels of market orientation of the institutions to deal with complexity, diversity and challenge conventional wisdom.

Keywords: HEIs, UoTs, Market Orientation, Barriers To Market Orientation, University Performance
Intergenerational Support and Intergenerational Social Support among Elderly: A Short Review in Malaysian Context

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ABSTRACT

The current short review encompasses the currently available studies on intergenerational support in Malaysian elders. For the purpose 14 relevant and systematically selected documents are included in this review. Keyword search has been done with ResearchGate, Google Scholar, ScienceDirect, and Scopus data bases. The span of documents starts from 1997 to 2014. All the documents are read carefully and bifurcated into literature matrix for better comprehensibility. Further, themes and subthemes are made to categorize the findings. The overall conclusion exhibits that intergenerational support with its all variants positively affects the health of elderly in Malaysia. There is little or no study found directly linked with intergenerational social support among Malaysian old people living in institutional care. Future avenues and implications are also enclosed.

Keywords: Intergenerational Support; Intergenerational Social Support; Malaysian Elderly People; Institutional Care; Short Review.
Discovering of Exchange Rate and Interest Rate on Currency Reserves Position in Indonesia

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ABSTRACT

The purpose of this research is to explore the relationships among interest rate, exchange rate, and foreign exchange reserve in Indonesia. This study used data from the Central Bank of Indonesia to empirically test a proposed model of interest rate, exchange rate, and foreign exchange reserve in the long term and short term period. The findings confirmed that there is one way positive effect between foreign exchange reserve and exchange rate is used by granger causality test. In the short term and long term period, foreign exchange reserve has effect to exchange rate is used by cointegration test. Foreign exchange reserve has effect to interest rate is used by vector autoregression estimates test. Governments and central banks have to maintain reserves in order to smooth the vulnerability to the impacts of domestic and foreign shocks. Thus, the usefulness of the condition of the foreign exchange reserves should be maintained, so that the transaction can take place with a stable international.

Keywords: Interest Rate, Exchange Rate, Foreign Exchange Reserve, Granger Causality Models
Effect Of A Spirituality Workplace On Organizational Commitment And Job Satisfaction (Study On The Lecturer Of Private Universities In The Kupang City -Indonesia)

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ABSTRACT

Competition between educational organizations in this case university, demanding that universities can provide quality service and qualified stakeholders. One effort that can be done by universities in improving the quality of the learning process is to increase the professionalism of the lecturers. But so far the private universities in the province of East Nusa Tenggara (NTT) -Indonesia, yet have qualified lecturers, ultimately have an impact on the quality of education in the province. This shows that individual factors affect the organization, therefore, in the context of higher education, organizational commitment and job satisfaction of the lecturers will impact on the quality of higher education. A basic understanding of the meaning of work is closely related to spiritual values possessed by the individual in his work. For it to conduct a survey on college lecturer in Kota Kupang-NTT, obtained description of the relationship between spirituality in the workplace and organizational commitment and job satisfaction of the lecturer. Finally will give a referral to the college to meet the needs of both the psychological and spiritual, thus creating a work environment conducive to the achievement of organizational commitment and job satisfaction of the lecturer.

Keywords: Spirituality Workplace, Organizational commitment, Job satisfaction, Professionalism, Lecturer
Users’ Satisfaction and Return On Investment (ROI) on Online Database Library Databases: A Malaysian Technical University perspective

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ABSTRACT

Although library users’ satisfaction surveys have been abundant, those emphasizing on the online databases satisfaction and Return of Investment (ROI) have been lacking. Thus, this study aimed to identify the quality of the online databases in one Malaysian Technical University library and how it impacted user’s satisfaction and their future intention to continue using the online databases, and the relationship between users’ satisfaction and continuance to use the online databases. This study also investigate the library “Return of Investment” (ROI). A total of 80 users participated to yield a return rate of 29%. It is found that online databases quality dimensions are significantly related with user’s satisfaction and their continuance to use online databases. Among the dimensions of online database quality, Perceived Usefulness has been consistently shown to be significant predictors of both satisfaction and continuance to use. Calculation of ROI based on research grant show a positive ratio which indicate that more benefit has been generated through research grant. This signify the intensifying importance to improve service quality of online databases especially among Malaysian Technical University.

Keywords: Users’ Satisfaction, Online Databases, Return On Investment, Continuance To Use.
The Determinant of Financial Distress on Indonesian Family Firm

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ABSTRACT

Family firms are entities that are unique for its confusing separation between management and owners. Family company has a remarkable contribution to the economy. Therefore, it is very important to ensure the long term sustainability of the company. This paper aims to find the influence of the corporate governance attributes and variables of financial ratios on the probability of financially distressed family firms in Indonesia that are listed in Indonesia Stock Exchange in the period of 2008 – 2013. There is a performance difference between family firms and non-family firm in Indonesia, but there is no risk difference, measured by leverage, between both of them. Using the logistic regression, this study resulted that gender diversity, locdir, independent commissioners, quality of CEO and leverage influence of financial distress on Indonesian family firms. It showed that the adoption of corporate governance can boost financial performance of the company and allow them to avoid financial distress condition. The existence of the corporate governance will separate the management and owners well and result in lower agency cost. This study also showed that conservative capital structure is not adopted by the Indonesian family firm

Keywords: Corporate governance, Family firm, Financial Distress, and Financial Ratio.
Islamic Ethical Investment: Evidence from Jakarta Islamic Index

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ABSTRACT

This study aims to explore a principle and value of Islam in an investment decision. This research used explanatory with the quantitative approach and the research analysis is multiple regression. So, the results showed that the importance of principles and values of Islam is an investment decision.

Keywords: Islamic Ethical Investment, Capital Structure, Islamic Finance.
Event Marketing and Experiential Marketing Towards the Formation of Net Marketing Contribution Margin (NMCM) 
(Survey on PT.Garuda Indonesia, Tbk)

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ABSTRACT

In order to highlight some strategies that marketers do in running his business, this research presents the use of the calculation of the Net Marketing Contribution Margin in the analysis of the achievement of the company's return. This research aims to foresee any activity carried out (event marketing) with experience of successful (experiential marketing), created by identifying that the activities can continue to be made to the progress of the company. The survey results indicated that the event marketing and experiential marketing that is done simply affect the formation of Net Marketing Contribution Margin (NMCM). Although consumers who came when the Event had declined to 12.5 percent from the previous year in 2011, but this has no effect on ticket sales generated revenue by 60 percent. The findings suggested that the ratio of the load ticket promotions, and sales to the total sales experience fluctuations from year 2009-2014. This condition is of course contrary to the revenue generated through Event Marketing and Experiential Marketing that always increases from year to year. We predict this happening due to lack of a good communication strategy, which is expected in the form of company sales goals (return) will be achieved.

Keywords: Event Marketing, Experiential Marketing, Net Marketing Contribution Margin (NMCM)
Determinants of Systematic Risk of Banking Sector in Indonesia Stock Exchange

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ABSTRACT

Basically the purpose of the company is to add value and maximize the wealth of shareholders. The added value of the company is reflected in the price of shares traded in the capital market. Stock prices higher than the rate of return obtained will be high-risk is also high, the stock price lower than the rate of return and low risk will be obtained. Risk is one factor that should be considered by the company. Systematic risk is the risk that cannot be diversified by company. Therefore, companies must be able to know the determinants of the systematic risk in the company. The banking sector is one sector that is directly related to systematic risk. Risk is one factor that should be considered by the company. Systematic risk is the risk that cannot be diversified by company. Therefore, companies must be able to know the determinants of the systematic risk in the company. The banking sector is one sector that is directly related to systematic risk.

Keywords: Determinant, Banking Sector, Capital Market, Risk, Systematic Risk
The Impact of Macro Economy on Firm Values and Financial Performance as an Intervening Variable: An Empirical Study of LQ-45 Banking Industries in Indonesia

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ABSTRACT

The objective of the study is to empirically investigate both direct and indirect impact of macro economy, which are Exchange Rates, Inflation, Central Bank Rate, as independent variables, on Value Firms (Price to Book Value), as a dependent variable, and its Financial Performance (Return on Assets), as an interning variable. Population of the study is LQ-45 banks (11 banking industries in Indonesia). The sample is based on LQ-45 banks for the periods of 2008 – June 2015. The study uses a path analytical method of the SPSS for determining a strong causal relationship between independent variabel and the dependent variabel either directly or indirectly. The results of the study indicate that Exchange Rates do not significantly impact on ROA; Inflation postive significantly impacts on ROA; Central Bank Rates negative significantly impact on ROA; ROA does not impact on PBV; Exchange Rates negative significacantly impact on PBV; Inflation does not impact on PBV; Central Bank Rates do not impact on PBV; ROA does not mediate its impact of Exchange Rates on Firm Value (PBV); ROA does not mediate its impact of Inflation on Firm Value (PBV) dan ROA mediate its impact of Central Bank Rates on Firm Value (PBV).

Keywords: Exchange Rates, Inflation, Central Bank Rates, Return On Assets and Firm Values (PBV)
What Can We Learn from the Organizational Life Cycle Theory? 
A Conceptualization for the Practice of Workplace Learning

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ABSTRACT

In the world of business and management, the practice of workplace learning is deemed important for firms to survive or stay competitive. However, firm characteristics such as business priorities, management styles, and limited internal resources and capabilities are always organizational factors that affect how firms may practice workplace learning. According to organizational life cycle (OLC) theory, during the firm’s growth from inception, to high-growth, to maturity, firm characteristics differ and the internal resources and capabilities of the firm develop. The literature has discussed the dynamics of organizational life cycle, but little is known about how it possibly relates to workplace learning. The paper synthesises the OLC literature and draws the characteristics of three common stages for firms (large or small) to conceptualize different patterns of workplace learning practices, promoting a new page of empirical research potential.

Keywords: Human Resource Development; Life-Cycle Stages; Organizational Development; Organizational Life Cycle; Workplace Learning
Determinants of Sustainable Continuous Improvement Practices in Mail Processing Service Operations

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ABSTRACT

This study aims to identify determinants of sustainable Gemba Kaizen practices, a concept of continuous improvement, for reducing carry over and enhancing productivity at a mail processing centre owned by a leading postal services provider in Malaysia. The company recorded a remarkable decline in volume of carry over during the introduction of Gemba Kaizen in 2012. However, inconsistency was detected in the percentage of carry over after 2 years of implementation, in 2014, showing ineffectiveness of the Gemba Kaizen practices. In order to discover determinants of sustainable Gemba Kaizen practices, this study looks into eight variables; organizational culture, employee participation, employee behaviour, leadership, ergonomics, maintenance, work procedures and process redesign. Questionnaires were distributed to 220 employees that are directly involved in the 5S activities. Interestingly, employees’ experiences show that factors related to employees competency, maintenance of equipments and ergonomics are vital in sustaining the Gemba Kaizen practices. The organization may need to review company’s policy in order to sustain the effectiveness of continuous improvement activities; the 5S. This study highlights concerns on Gemba Kaizen concept and practices for sustainability.

Keywords: Gemba Kaizen, Employees Competency, Standard Operating Procedures and Maintenance of Equipments
Modification Financing of Salam and Implication for Salam Accounting Treatment in Indonesia

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ABSTRACT

This theoretical study aims to formulate solutions to make the salam contract as one funding product which is applicable to be applied in the Islamic banking industry. The results of this theoretical study shows that the problems of not implementing salam contract in banking Sharia are; (1) The fear of the banks on dishonesty or farmers harvest failure (2) The Salam contract is risky (3) The lack socialization of salam contract to the farmers. By these problems, building solutions to make Salam as one of applicable financing products is needed to be applied in the Sharia banking industry. The need for building solution to make Salam contract as one of the applicable financing products to be applied in the banking industry Shariah. The problems of Salam are expected to be eliminated by doing modifications, such as; (1) Establishing agricultural bank; (2) Providing socialization and education to farmers; (3) Giving option to the payment system of salam by cash or instalment; (4) The amount of farmers; credit are not the basic price of farmers harvest. By the solutions made to modify Salam contract, then the implications for salam accounting are; accounting for buyers; the credit of Salam is admitted when the capital is paid to the seller. The amount of credits is not taken as the purchase price of the bank, but as down payment. The cost is determined after knowing to the farmers crops.

Keywords: Financing, Salam, Modification, Accounting of Salam.
The Effect of Music in Education to Development English Vocabulary Memory of Student

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ABSTRACT

The aim of this research is to study the factor of music in education training on vocabulary memory of preschool student. Twenty children, with age-range from 5.0 – 6.5 years were involved in this research. They were classified into the experimental group and control group that each consisted of 10 children. The research is an experimental study using music in education training as its independent variable and vocabulary memory as its dependent one. The intelligence of the two groups which tested by WISC not different and the pretest result on vocabulary memory before treatment were not different too. The researcher used one way analysis of variance to analyze the data. Computerized statistic showed that experimental group and control group had an effective difference at the end of the experiment. The result of this research showed that there were significance differences on vocabulary memory between control and experimental group.

Keywords: Music In Education, Vocabulary Memory, Preschool Student
Does Innovation Contribute To Employee Performance?

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ABSTRACT

An empirical study was carried out based on individuals as its unit of analysis at Transmission Division, one of the core divisions of the utility company. Two level sampling approaches were used in that the first approach used purposive sampling in identifying employees that are involved in innovation activities in the company. With the exception of 30 Innovation Change Agents and Coordinators, a set of questionnaire were given to 320 employees using convenient sampling approach through means of drop and collect method. The 30 Innovation Change Agents and Coordinators received their set of questionnaires via email since they are situated throughout the country. Out of 350 survey forms distributed from 3100 employees, 294 were useable with a response rate of 84%. The measurement used was divided into three sections in that the first section was on demographic information while the second section was on employee performance. The third section was on process, product, technological and organizational innovation. Analysis was done using SPSS for descriptive, factor analysis, reliability, correlation and multiple regression. The study further found among all types of innovation, technological and organizational innovation has the highest impact on employee performance followed by product and lastly process innovation. This again provides indication to management on the focus of innovation at the company. This study not only provides insights on the impact of innovation on employee performance but also on the strategic planning of the company in ensuring innovation in the company is addressed. It also can be translated on the amount of money to be put aside in the company’s budget for innovation. The company should consider itself lucky for having employees that are passionate about innovation since it may lead to productivity enhancement.

Keywords: Employee Performance, Organizational Innovation, Process Innovation, Product Innovation, Technology Innovation.
Implementing Islamic Corporate Governance (ICG) and Islamic Social Reporting (ISR) in Islamic Financial Institution (IFI) in Indonesia

Indrawaty

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ABSTRACT

Today Corporate Social Responsibility (CSR) is not only growing in the conventional economic, but also on the sharia economic, for example Islamic banks as one of the Islamic Financial Institution (IFI). Successful of Islamic banks as a service company depends on the confidence of customers must implement corporate governance in accordance with the value of Islam, the Islamic corporate governance (ICG). Effectiveness of the implementation of the ICG is reflected in the Islamic Social Reporting, an index of social activity reporting of Islamic banks. Various studies have been conducted to assess the effectiveness and determinants of ICG in Indonesia. Determinant of ICG, among others existence and composition of the membership of the Sharia Supervisory Board, the size and composition of the Board of Commissioners, Board of Commissioners frequency, size and composition of the audit committee, and the number of audit committee meetings. The results of these studies are inconsistent, which indicates that the implementation of the ICG in Islamic banks in Indonesia have not been standardized and still not optimal.

Keywords: Islamic Corporate Governance, Islamic Social Reporting, Islamic Financial Institution, Indonesia.
Defining Multidimensional Self-Perceived Freedom: FGD Evidence from Marginalized Pakistani Youth

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ABSTRACT

The aim of this exploratory study is to operationalize the definition of multidimensional self-perceived freedom through Focus Group Discussions (FGD) conducted with marginalized Pakistani youths. In total, three homogenous FGD are conducted in which 20 eligible volunteer youths are being recruited through multi-stage random sampling. As an inclusion, all youths belong to age group of 15-24 years, and they are residents from three sub-districts (Bahawalpur, Bahawalnagar, Jalalpur Peerwala) of Punjab, Pakistan - that are already established least quality of life zones of Punjab. Audio and video data are taken and transcribed carefully by veteran panel of field experts. To arrive at prudent findings, assertions content analysis is employed; findings are counter checked by two expert judges to avoid biases. Conclusively, a newfangled proposed definition is devised “perception of a youth/s about all possible and preferred domains of life in which one wants to see (become) oneself free”. Based on this definition, a questionnaire would be developed to measure the overall degree of multidimensional self-perceived freedom among youngsters.

Keywords: Assertions Content Analysis; Exploratory Study; FGD; Marginalized Youth; Multidimensional Self-Perceived Freedom; Pakistan
Implementation of Shariah Accounting Theory in Shariah Value Added: A Theoretical Study

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ABSTRACT

This article is aimed to give an understanding related to the concept of Shariah Value Added (SAV) according to the ideas of several syariah accounting researchers. Such understanding is gained in order to be able to support the Academicians to participate in learning deeper about Shariah Value Added formulation which can be applied in a practical level but still based on Islamic values and the Shariah objective (maqasid al-shari'ah 'ah). This article is written by using qualitative approach with the technique of literature study. The result shows that Shariah Value Added nowadays still have several weaknesses related to the definition which could possibly emerge the return of capitalism through ethics utilitarianism, the distribution of welfare is still focused on limited stakeholders and the difficulties of its application. Therefore, it needs deeper learning to find the appropriate formulation of Shariah Value Added, due to the fact that there are still a few researchers who are interested in the theoretical study of Shariah Accounting.

Keywords: Islamic Theory, Islamic Value, Shariah Accounting, Shariah Enterprise Theory, Shariah Value Added.
The Influence of Innovation Characteristics on Low Loss Microwave Transmission Glass Adoption: A Conceptual Paper

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ABSTRACT

This conceptual paper examines the relationship between the perceived relative advantage, complexity, compatibility, observability, and trialability and the users’ intention toward using the Low Loss Microwave Transmission Glass (LLMTG) innovation. Through the technological perspective of managers from all Industrial, Scientific and Medical (ISM) radio band applications industry in Malaysia, this study thus seeks to determine the adoption level of innovations by these five key characteristics of innovation. As the research is designed to model factors towards LLMTG adoption, it is strongly believed that this probation would contribute both to knowledge of the diffusion and to the implications for practice by aiding the industry to understand more about important factors when adopting innovation in general and LLMTG in particular towards achieving better product invention. Thus, this present study also reviewed the extensive literature from high impact journals, such as Journal of Computational and Theoretical Nanoscience. The research study will employ a self-completion questionnaire for data collection through survey with a cross-sectional approach. This paper propose a conceptual model that will contribute into management decision to adopt them.

Keywords: Characteristics Of Innovation; Diffusion Of Innovation (DOI); Low Loss Microwave Transmission Glass (LLMTG); Relative Advantage; Complexity; Compatibility; Observability; Trialability
Development and Validation Process of an Innovative Instrument to Assess Perception of Research University Image

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ABSTRACT

This paper reports the development of an innovative scale to measure the perceived brand image of Research University among postgraduate students. Based on an exploratory qualitative inquiry and quantitative assessment, a seven factor scale of Research university brand image was developed. A multistep approach was used to develop and validate a multidimensional brand image scale. The multistep approach demonstrated that the new brand image scale is reliable and valid. Basing on the results from two national samples it can be concluded that perceived brand image actually represent five components of brand image associated with satisfaction in terms of construct, convergent, discriminate validity.

Keywords: Brand Image; Research University; New Instrument; Convergent Validity; Discriminant Validity
The Impact of Entrepreneurship Orientation on Organizational Learning, Sustainable Competitive Advantage and Company Performance at Small and Medium Enterprises in West Java

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ABSTRACT

The goal of this research is to analyze the impact of entrepreneurship orientation, organizational culture and business strategy on company performance – both simultaneously and partially – of Small and Medium Enterprises in West Java. The objects of this research are entrepreneurship orientation, organizational culture, business strategy and company performance of Small and Medium Enterprises in West Java. The type of the intervariable relation is causality. The characteristics of this research are descriptive and verificative, and the verificative analysis is conducted to test the hypothesis by using Structural Equation Model (SEM) statistical tool. Based on the results, entrepreneurship orientation, organizational culture and business strategy have an impact on company performance whereas other factors affect the rest of the variables. Furthermore, partially the three variables influence company performance significantly.

Keywords: Entrepreneurship Orientation; Organizational Culture; Business Strategy; Company Performance
How Shareholder Retention Determine the Flipping Activity of Malaysian IPOs

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ABSTRACT

The high initial trading volume following the IPO listing is an anomaly in the aftermarket and this activity is mainly caused by the flipping activity of flippers. Therefore, this study argues that investors’ interest could be one of the factors that trigger flipping activity. This study uses the signalling theory argument, whereby the proportion of shareholder retention sends a credible signal to investors and sways flipping activity. Using cross section and quantile regression in high and median quintiles, this study found a significant positive relationship between shareholder retention and flipping activity. The finding suggests that to increase the liquidity of the IPOs in the immediate aftermarket, the shareholder has to retain a higher proportion of shares in order to signal the quality prospects of the IPOs.

Keywords: Shareholder; Retention; Flipping; Liquidity; Quantile, Ipos; Signal; Underprice; Demand
Determinants Of Women Involvement In Sarawak Cooperatives Movement

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ABSTRACT

The involvement of women in economic development activity has become a growing importance to the development of Malaysia nowadays. There are a few reasons that influence women to be involved in entrepreneurship such as helping to increase their flexibility and balance in their work lives, with having a control over how they work and on what they work on. The purpose of this study is to examine the determinants of women’s involvement in Sarawak cooperative business, whether interest, life impulse, having the necessary skills and environmental influence has any relationship with women’s involvement in Sarawak cooperative business. The convenience sampling method is used for data collection and 200 questionnaires were distributed among the women who are members in Sarawak cooperatives. The result reveals that interest, life impulse, having the necessary skills and environmental influence has a significant positive correlation with women’s involvement in Sarawak cooperative business. Implications and areas for future research are also discussed.

**Keywords**: Cooperatives, Life Impulse, Environmental Influence, Women Entrepreneur
Exploring The Motives of Appointing Independent Directors

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ABSTRACT

The aim of this study is to examine the views of nomination committee member on underlying motives in appointing an independent director in Malaysian public listed companies. The scope of interview also covers the expected role of independent directors in discharging their fiduciary duties as required by the Malaysian code of corporate governance. Semi-structured interview was used and 21 directors of Malaysian public-listed companies were interviewed. The analysis of results indicates that the underlying motives of appointing independent directors were mainly to execute their monitoring role independently and exercise unbiased judgment in questioning decisions made by the board. The participating nomination committee members were convinced that independent director should exercise their accountability in safeguarding balance of power between the board and management and providing objective perspective in monitoring the implementation of strategy and management performance. The capacity of monitoring role is enhanced through proactive questioning, probing, challenging, and debating. In addition, nomination committee member also believes that independent director should utilize and relate their capacity from related background, expertise and experience in board meeting discussion. Independent director should able to address issues or risks and make relevant suggestions and advice. This study utilized semi-structured interviews as method of collecting the data. Generalization may be an issue as the sample is mainly conducted with nomination committee member whom agreed to be interviewed. Findings of the study suggests that the scope of defining monitoring role should be widen up in specific context of discharging oversight duties and responsibilities and explicitly explained in the ‘best practices’ of the code. The findings also suggest that independent director is in the best position to provide unbiased judgment and opinion in ensuring the interest of shareholders as a whole and minority interest in particularly are protected and support board effectiveness. Conflicting evidence from previous studies which focus on how and what existing roles are performed by an independent directors or non-executive director raise concern to explore the primary reason for appointing an independent director in a listed company particularly in closely held listed companies. The findings highlight additional insights on alternative perspective in exercising monitoring role among an independent director in general and discrete settings. This viewpoint makes the study relevant to governance issues debated on “best practices” of independent director’s monitoring and advisory roles.

Keywords: Non-Executive Directors, Corporate Governance, Boards Of Directors, Emerging Economies
Value Added of Agroindustri Prime Commodity in Aceh Besar

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ABSTRACT

The increasing of value added in agro-industry of Aceh using input-output model will produce some objective functions and variable constraints. The objective variable is the support of agro-industrial capacity to the development of the Port of Krueng Geukuh as an export port. The independent variables are the actual production and the potential production of mainstay commodity of agricultural, yield agro-industrial products and raw materials. With the steady state model and simulation model, it is made the simulation of agro-industry support to export port of Krueng Geukuh. The analysis shown that several centers of production of raw materials is very sensitive to a decrease in productivity of commodity areas. Based on the output coefficients for each commodity, the biggest are: animal feed, industrial cocoa and spices. While the industry such as cocoa, coffee, coconut, pepper, turmeric and cloves are relatively small, but still larger than one. Therefore, it remains to be studied about the agro-industrial system capable of providing added value to the trade system of Aceh.

Keywords: Index of Technology, Agro-industry, Primery Commodities
Purchasing Luxury Handbag: Conveying Self-Image, Investment Items Or Self-Reward?

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ABSTRACT

A new trend has emerged within the handbag industry due to the consumer demand for status-laden products. Generation Y has had exposure to high technology and economic independence since their upbringing days, as a result of which their preference has always been spending on technology goods and brands perceived to have quality and class. The purpose of this study is to investigate why Generation Y acquires luxury designer handbags either for mere use or just to show off apart from functional utility. Handbags have been selected as the focus of this research because they are consumed visibly by individuals and have the ability to be used for higher-level needs such as conveying self-image, investment items, and self-reward. The results reveal that, functional value is the critical dimension of Generation Y purchase intention of luxury branded handbags. In terms of relationships shows that there is a positive relationship between purchase intention and the independent variables; financial value, functional value, individual value, and social value due to the absence of negative sign. Among all the independent variables, individual value holds the strongest association with the purchase intention.

Keywords: Purchasing, Luxury Handbag, Generation Y, Consumption
The Taboos And Intercultural Communication: A Study At University Malaysia Terengganu

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ABSTRACT

Malaysia is a multicultural country and knowing each other’s culture is a vital for a harmonious atmosphere. Information about a taboos of other ethnic groups could help to understand each other’s sensitivity. Therefore being able to learn each other’s restriction and taboos especially at the workplace could help to avoid any misunderstandings especially when dealing with the colleagues from different ethnicities. This paper outlines research conducted at University Malaysia Terengganu (UMT), Terengganu, East Coast of Malaysia, which investigated the taboos in relation to intercultural communication among UMT personnel of various ethnic background. The research employed a mix-method approach, with the use of quantitative methods (an online survey) complementing the qualitative methods (semi-structured interviews conducted using purposive sampling). There were eighty eight survey respondents across three managerial levels: lower, middle and upper levels consist of three largest ethnic group: Chinese, Indian and Malay personnel. The interviews were conducted with twenty one respondents across three managerial levels as well. Data were sequentially analysed using both SPSS and thematic analysis. The preliminary findings show every ethnic groups in this study, from all levels, acknowledge about the taboos of various ethnic groups. However, for the Malay respondents, they seems do not know much about a taboo of other ethnic group as compare to their colleagues from different ethnicity. The research concluded that Malay personnel assume that there is no problem with regard of this issues because they did not encounter any but minorities see this differently. To conclude, Malay personnel need to acquire more knowledge of their own religious knowledge and others taboos stemming from their religions, words, objects or animals in order to integrate proficiently and ethically with others.

Keywords: Taboo, Intercultural Communication, Ethnic Groups
Characteristics Of User in Adoption of Low Loss Microwave Transmission Glass: A Conceptual Paper

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ABSTRACT

This paper aims to examine the relationship between the innovation-related core benefit, user-manufacturer interaction, perceived ease of use, perceived usefulness, perceived trust and the users’ intention toward adopting the Low Loss Microwave Transmission Glass (LLMTG) innovation. The method used for this conceptual paper is based on literature review from journal articles, theses proceedings and conferences which are related with the research area. The present study also reviewed the extensive literature from high impact journals such as Journal of Physics Conference Series. Thus, this exploratory study discovered how the intentions of using LLMTG give the impacts between customers; adoption decision with users’ characteristics. Rich data are collected using online questionnaire, postal questionnaire and telephone questionnaire in administering the survey among managers from all industrial, Scientific Medical (ISM) radio band applications industry in Malaysia.

Keywords: Innovation-Related Core Benefit; User-Manufacturer Interaction; Perceived Ease Of Use; Perceived Usefulness; Perceived Trust; Low Loss Transmission Glass (LLMTG); Adoption
Implementation of Corporate Governance Influence to Earnings Management

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ABSTRACT

Corporate governance is a concept which based on agency theory, it can make measurement to the investor that they will approve of their return of investment fund. Corporate governance hope to be able to increase performance of corporate through the audit and monitoring management performance. It will insure the transparency and accountability managements to the owner. This research purposes to analysis the influence of corporate governance application to earnings management in manufacture corporate. This research used 80 respondents from manufacture corporate in Indonesia. They are performers in the corporate governance which are managers, decision makers, and owners. The data analysis used two stages. Firstly, its used asymmetric information as intervening variables. Secondly it used without intervening variables. The method analysis of research used SEM AMOS. The conclusion of the research is asymmetric information variable is part of corporate governance and it can not be as intervening variables. Implementation of corporate governance with the audit committee can reduce the negative impact in the practice earnings management.

Keywords: Corporate Governance, Asymmetric Information, Earnings Management,
Implementation of COSO Concept in Expectancy Theory
“Vroom” on PT. UMC Suzuki Jember

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ABSTRACT

“Vroom” expectancy theory explained that the strength of a tendency to act in a certain way depends on the strength of an expectation that the act will be followed by a specified output and the attractiveness of the output for the individual. In other words expectancy theory helps explaining why many employees are not motivated in their work and simply doing the minimum action to save them. Employee performance can be decreased due to the falling of motivation to work and the opportunities to commit fraud. Implementation of COSO concept on internal control in all company's organizational structures is sufficient guarantee of achievement and performance targets in keeping the affectivity and efficiency of the company’s operations, the qualified financial reports which has met the requirements of the law determination. Weak internal controls caused the insecurity of the company's assets, the incredible accounting information, inefficient and ineffective operational activities of the company and incompliance toward the established policy. Employees play important roles in running all activities of the company in order to grow and be able to face competitive business and able to sustain life Going Concern of the company in accordance with the company's goals. One of ways to increase the performance of employees is through employee perception on the implementation of internal control in the company. This study is important because you want to test and analyze the perception of employees of PT. UMC Suzuki Jember on internal controls implemented. This study is also to look at and assess the extent to which employees are consistently maintaining the performance that it provides. Moreover, it also aims to examine and analyze the effect on the concept of the COSO on internal control which consists of environment control, risk assessment, controlling activities, information and communication, and monitoring on the performance of employees with hypothesis testing using multiple regression analysis. This study uses purposive sampling method, and obtained 36 respondents who work in PT. UMC Suzuki Jember as research samples. Data used in the study is primary data obtained from respondents directly through questionnaires. The results showed that the concept of COSO acts as one of proof that can affect Vroom expectancy theory, in other words the perception of employees on environment control, risk assessment, controlling activities, information and communication, and monitoring significantly affect the employee’s performance of PT. UMC Suzuki Jember.

Keywords: COSO Concept, “Vroom” Expectancy Theory, Environment Control, Risk Assessment, Controlling Activities, Information and Communication, Monitoring and Employee Performance.
Does Growth Opportunity Matter in Explaining the Oversubscription Phenomena of Malaysian IPOs?

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ABSTRACT

The oversubscription ratio of IPO prior to listing is an anomaly in countries that employed fixed price mechanism. Thus, it is important to examine the factors that trigger oversubscription. According to the signalling theory argument, IPOs of good quality attract subscription from investors. We analysed whether IPOs with growth opportunity (good quality) account for oversubscription, based on 204 IPOs listed on Bursa Malaysia during the period 2005 to 2014. Using multivariate regression, we found a significant negative relationship between growth opportunity and oversubscription ratio. The negative effects of growth opportunity suggest that companies with high growth opportunity tend to have low risks and are not overly subscribed. The investors realize that they are compensated with low initial returns for bearing such low risk investment. In addition, the negative significant finding implies that companies with high growth opportunities are of less value to investors and receive less favorable subscription during IPO listings.

Keywords: Oversubscription; Growth; Signaling; Ipos; Size; Leverage; Institutional Investors; Initial Returns.
The Practicality of Nominating Committee in a Company.

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ABSTRACT

The directors of a company are expected to act as the guardians in manoeuvring the direction of the company to its best interest in order to secure the investors’ confidence. Hence, the directors’ skills, experiences, knowledge and professionalism are among important matters that need to be taken into consideration before being recommended for directorship. Recognizing the importance of the role of directors in a company, the Malaysian Corporate Governance Code 2012 (MCCG2012) attempts to strengthen the board structure and composition. In the MCCG2012, the Board is required to set up a Nominating Committee who is responsible in the recruitment and annual assessment of the directors. According to the MCCG2012, the Nominating Committee shall bear the responsibility of assessing independence of the directors as to ensure the objectivity of their judgment to Board deliberations. However, the Minority Shareholders’ Watchdog Group (MSWG) has voiced out their concern relating to quality of disclosures in area of board nomination and assessment amongst others. This paper attempts to examine the independence of the Nominating Committee itself in recruiting directors to the company seeing that the Committee is being established by the Board of Directors. The issue of whether the Nominating Committee merely recommends directors to the company or critically examines the candidates of directorships arises. In addition, concern arises in relation to the independence of the Nominating Committee in assessing the effectiveness and credibility of the directors. This paper also seeks to propose for an independent body outside of the company to be established in nominating directors to the company rather than the Board setting up the Nomination Committee itself.

Keywords: Corporate governance; Nominating Committee; directors; independence; Malaysia.
The Moderating Effect of Time Budget Pressure on the Relationship between Professional Commitment and Dysfunctional Auditor Behaviour

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ABSTRACT

The frequency of dysfunctional auditor behaviour increased sharply as time budgets were seen to approach unattainable levels of performance. The purpose of this study is to investigate the moderating effect of time budget pressure on the relationship between professional commitment and dysfunctional auditor behaviour. Professional commitment consist of three elements: affective, normative and continuance. This study was conducted using a survey on auditors who work in the second tier of Accounting firm in Indonesia. The analysis units are the auditor in all positions, including junior, senior, manager or supervisor, and partners. The research samples are 70 respondents. Data were analysed using multiple regression and interaction regression (pure moderator) in which the moderating variable is not independent variable. The results showed that the affective professional commitment, normative professional commitment and continuance professional commitment significantly gives a positive effect on the dysfunctional auditor behaviour (underreporting of time). Regression test was conducted to determine the effect of time budget pressure as moderating variable. The results showed that perceived time budget pressure strengthens the influence of affective professional commitment, normative professional commitment and continuance professional commitment towards the dysfunctional auditor behaviour. These findings suggest that firm should evaluate the auditor’s commitment to improve audit quality.

Keywords: Dysfunctional Auditor Behaviour, Professional Commitment, Time Budget Pressure
The Relationship Between Transformational Leadership Characteristic, Organizational Commitment, and Job Performance of The Employees of Four State-Owned Banks in Pontianak, West Kalimantan

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ABSTRACT

The main objectives of this study is to examine the relationship between transformational leadership characteristic (i.e., idealized influence, inspirational motivation, intellectual stimulation, and individual consideration), organizational commitment and job performance of the four State-Owned Banks employees in Pontianak, West Kalimantan. The research design applied in the study is a quantitative method. Data used in evaluating the model were gathered from the four State-Owned Banks in Pontianak, West Kalimantan. 345 permanent employees of those four State-Owned Banks participated in the survey. The Structural Equation Modeling (SEM), using LISREL 8.8 Software will be employed to examine the relationship among the constructs in the study, which are transformational leadership characteristic, organizational commitment, and job performance. The findings of the study concluded that transformational leadership characteristic insignificant relationship on job performance, transformational leadership characteristic positive significant relationship on organizational commitment, organizational commitment positive significant relationship on job performance, and Organizational commitment mediates the relationship between transformational leadership characteristic and job performance of employees of the four State-Owned Banks in Pontianak, West Kalimantan. Productivity of an organization depend upon the organizational commitment and job performance of its employees and escort to growing profits. Transformational leadership characteristic, an approach of enhanced interpersonal relationship between supervisor and subordinate, is a way to create higher level of organizational commitment and job performance of employees. Transformational leaders also help employees to become more creative, innovative and bring such new ideas which allow the organization to grow competitively and adapt itself to the changing external environment. The results of this study concluded that if managers adopt transformational leadership characteristic, they can get better committed to organizational and job performance of employees

Keywords: Transformational Leadership Characteristic, Idealized Influence, Inspirational Motivation, Intellectual Stimulation, Individual Consideration, Organizational Commitment, Job Performance.

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ABSTRACT

The experience is very important for customers, so that customers demand is not just competent in creating products or services, but must be able to create an experience that is "attractive, strong and impressive" to customers. Even creating a customer experience is now the strategies for the new millennium. Service experience is not the same as service quality, studies on the service experience is still much to do, especially in the public sector. Therefore in this study emphasized the importance of exploration customer of service experience because very important for service providers to deliver an excellent service experience to customers due to create value-in-use for customers although as a monopolist. The purpose of this study is: developing a conceptual model for service experience in the public sector. The technique analysis in this study is Repertory Grid Technique. The Repertory Grid Technique, responden can be articulate how they rate the quality of service experience at PDAM Tirta Khatulistiwa Pontianak. In this study, amounted to 150 respondent were taken from PDAM Tirta Khatulistiwa Pontianak. The results of this study show that the model concept of service experience is develop by five dimensions are: 1. Process experience, 2. Product/Service experience, 3. Provider experience, 4. Another customer experience and, 5. Physical facility experience.

Keywords: Customer Experience, Service Quality, Service Experience, Repertory Grid, Service Experience Model, Public Service Sector
IT Usage, Learning Culture and Intention to Share Knowledge among Business Students in a Malaysian Public University

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ABSTRACT

Knowledge sharing among university students has been recognized as an important and interesting area of study in the academic world. As a reservoir of knowledge, higher learning institutions are no longer just providing knowledge to students, but also managing and blending together as well as sharing such knowledge among the students. Thus, knowledge sharing is inevitably a challenging an important concept in higher learning institutions and recognizing the factors that influence knowledge sharing behaviour in learning environment is critical. With the increasing investment of information technology (IT) in educational institutions, one expects such investments to have a positive impact on the way knowledge is disseminated. In addition a good learning culture among students would definitely influence their behaviour in sharing knowledge among themselves. Therefore, this research investigates the factors that influence the intention to share knowledge among students in learning environment specifically in a public university. In order to observe these factors, 169 respondents specifically student who are enrolled in four bachelor programmes of a business faculty in a public university in Malaysia were surveyed. The data collection is tested using IBM SPSS Statistics software. The research findings showed that two factors, which learning culture and perceived usefulness have significant relationship with intention to share knowledge. The finding of this study has implication on the educators by providing guidance to them in terms of what factors that influence knowledge sharing intention among students. Besides, the findings will assist universities to have better knowledge in understanding of learning culture so that academicians could establish supportive and conducive environment in promoting the right attitude towards knowledge sharing.

Keywords: Intention To Share Knowledge; IT Usage; Learning Culture; Perceived Usefulness; University
Dividend Policy, Free Cash Flow, Investment Opportunity Set, Opportunistic Behavior of Manager and Corporate Values (Study of Agency Theory)

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ABSTRACT

This study aims to identify and analyze the factors that affect the Company Values such as Free Cash Flow, Dividend Payout Ratio, Investment Opportunity Set (IOS), Opportunistic Behavior of Managers in companies listed on the Indonesian Stock Exchange (BEI). Multiple regression model is an analytical model that is used by researchers to test multiple variables such as Dividend Payout Ratio, Free Cash Flow, Investment Opportunity Set, Opportunistic Behavior of Managers that allegedly affect the value of the company. The sample in this study using the 29 companies listed on the Indonesian Stock Exchange (BEI) during the 2009-2013 period. The results of this study proved to have the relationship (association), as hypothesized but most results are not significant. By looking at these results can be generally concluded that Free Cash Flow, Dividend Payout Ratio, Investment Opportunity Set and Opportunistic Behavior of Manager are indicated. The analysis showed that the independent variables Free Cash Flow no effect on the Dividend Payout Ratio, FCF and IOS has no effect on the Dividend Payout Ratio, Free Cash Flow effect on Investment Opportunity Set. While, Investment Opportunity Set, Dividend Payout Ratio and Opportunistic Behavior Manager affect the Corporate Values.

Keywords: Dividend Policy, Free Cash Flow, Investment Opportunity, Corporate Values, Agency Theory
Practices Of The Five Disciplines Of Learning Organization In A Private Organization In Indonesia

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ABSTRACT

Some literatures highlight the difficulties in understanding the concept of learning organization and how the implementation of the concept in daily activities. The purpose of this paper is to provide evidence that the Five Disciplines of Organizational Learning proposed by Senge’s (1990) which consist of personal mastery, mental model, shared vision, team learning and system thinking perceived as important discipline in promoting learning at the individual, team and organizational level. This qualitative study was conducted in a private organization in Indonesia where encouragement towards learning are prominent, improvement and innovation had always been the central issues and become a way of life ingrained among employees. A total of thirty staffs and managers were purposefully selected to participate in this study in order to get their experience in carrying out learning in the workplace context. Participants were interviewed using semi-structured questions and the data were analyzed using content analysis approach. Based on the narrative expressed by the employees regarding their daily working practice, this study have provide evidence that the five disciplines of organizational learning practiced by the employees have contributed toward sustainability of their organizational learning culture. By practicing the five disciplines the employees function as core toward sustainability of learning organization. This study provides evidence how the employees practice each of these disciplines by showing some quotations that support Senge's notion introduced in his famous book, The Fifth Discipline: The Art and Practice of The Learning Organization (Senge, 1990). This study has contributed in demonstrating the application of a concept where the previous literatures were more focus on the conceptual level.

Keywords: Learning Organization, Organizational Learning, Work-Place Learning.
The Relation of Professional Commitment of Auditing Student and Anticipatory Socialization toward Whistleblowing Intention

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ABSTRACT

The purpose of this research is to obtain the empirical evidence about the influence of professional commitment of auditing student and anticipatory socialization to the whistleblowing intention in Riau University. This research population is all students who have taken auditing subject and the entire population chosen as research sample. Data were analysed by multiple regression using SPSS software. A total of 69 questionnaires distributed to students - students who have taken auditing in Riau University, and the 52 questionnaires that can be processed (75%). The results indicated professional commitment of auditing student impact on whistleblowing intention. While no effect on the anticipatory socialization to whistleblowing intention.

Keywords: Professional Commitment, Anticipatory Socialization, Whistleblowing Intention.
The Effect of Environmental Performance, Foreign Ownership and Leverage to Disclosure Corporate Social Responsibility

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ABSTRACT

The purpose of this study is to examine the effect of environmental performance, foreign ownership and leverage to disclosure corporate social responsibility (CSR). CSR disclosure in this study using performance indicators based GRI (Global Reporting Initiatives). Data collection using purposive sampling method on manufacturing companies in Indonesia stock exchange in 2011 through 2013, there were 85 companies in the sample. Data were analyzed by multiple regression method. The result show that the environmental performance and leverage have effect on corporate social responsibility, while foreign ownership has no effect on corporate social responsibility. Implication of these findings will be discussed.

Keywords: Corporate Social Responsibility, Environmental Performance, Foreign Ownership and Leverage
Social and Environment Accounting Practices at the Time of the Ancient Bali

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ABSTRACT

To trace the history of accounting from thousand years ago during the Ancient Bali (1-1500 AD), we need an archaeological data source, such as inscriptions. To explore deeper about social and environment accounting practices, additional ethnographic data from traces of past culture are needed. A combination of archaeology and ethnography data results in an ethnoarchaeological research method used in an analysis related study. Social and environment accounting practices has been understood in this era using many forms of recording and reporting, inclusion of economic transactions with the agriculture sector and trading relations. Accounting transactions were performed between kingdom and society with simple model recording, as well. Inscriptions as a written data source are of high quality and can be used to construct the history of social and environment accounting practices in that era. Recording and reporting of social and environment accounting practices that were done in that era had a big relationship of buying and selling land and other social and environment accounting practices.

Keywords: Social And Environment Accounting Practices, Inscription, Ethnoarchaeological
Political Dynamics of Teak Forest Management in Java Indonesia

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ABSTRACT

Forest management Teak (Tectona grandis) in Java (Indonesia), has been carried out within a period of one and a half centuries. Indonesian government itself synthetically Perum Perhutani (state corporate) have been managing forests (production and protection) covering 2,445,006 hectares within almost half a century. In 2012, this corporate state incised net income (revenue) Rp. 3.5 trillion (Compare Indonesia State Budget 2000 trillion). In performing its duties Perhutani challenged to succeed in business, includes three aspects, namely (i) production, (ii) environmental conservation, and (iii) the prosperity of society. Two main problems faced by Perhutani is adaptation external and internal integration. In carrying out the external adaptation, especially Perhutani faced with high social pressure of the population continues to increase. 58 % of Indonesia's population is living in the land of Java less than 23 % of the national area. Rate of population increase in Java visits per century in the 18th century, 19, 20 (first), and 20 (second) are as follows: (i) the 18th century, in 1785-1815 (30 years, 30 deaths/km2 and the growth rate of 1.05%); (ii) the 19th century, from 1815 to 1895 years (80 years, 119 people/km rate of growth of 2.09%); (iii) the first of the 20th century, the year 1895 to 1930 (51 years, 250 people/km rate of growth of 1.90%); and (iv) the second the 20th century, in 1946-2000 (54 years, 689 people/km growth rate of 1.90 % is 2.64%). This paper analysis the dynamics of forest management conducted by Perum Perhutani in integrating human resources within the internal Perum Perhutani, and also adaptation in the face of external pressures, especially social community tenure and timber theft.

Keywords: State Corporate, Dynamics Management, External Adaptability, Internal Integration, Revenue.
Organizational Creative Climate in Determining the Work Innovativeness among the Knowledge Workers

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ABSTRACT

Technology and innovation are driving forces which determine the economic growth and global competitiveness for a nation. In Taiwan, the strong innovation capability has led it to be one of the main contributors to the world’s innovation particularly in global Information and Communications Technology (ICT) industry. Taiwan was ranked 1st in ICT product share in more than ten product categories. However, the performances of Taiwan ICT companies were significantly decreased in the first quarter of 2013 and this shown the dilemma faced by whole Taiwan ICT industry. Searching the solution to solve the problem occurs in innovation process and push up the development of the industry had become the main issue and concern to the Taiwan ICT companies. The knowledge workers are the key for boosting innovation in the companies. Hence, there is a need to conduct a research to explore the factors which may influence the work innovativeness of ICT engineers. The main purposes of this study is to examine the effect of organizational creative climate on the ICT engineer’s work innovativeness. Work innovativeness is conceptualized as uni-dimensional construct, while organizational creative climate is theorized as multidimensional construct that consists of ten dimensions, namely freedom, idea support, trust / openness, playfulness / humour, idea time, challenge, dynamism / liveliness, debates, conflicts and risk taking. The hypothesized relationships were tested using a sample of 253 ICT engineers working in ICT companies in Taiwan. We employed Structural Equation Modeling (SEM) using SMART-PLS version 2.0 package to analyse the model. The findings revealed that five dimensions of organizational creative climate (freedom, idea support, trust / openness, playfulness / humour and idea time) had significant positive influence on work innovativeness of knowledge workers and knowledge acquisition capability whereas another five dimensions (challenge, dynamism / liveliness, debates, conflicts and risk taking) were not significant with work innovativeness and knowledge acquisition capability. The results offer several suggestions to ICT companies in Taiwan. The management of the ICT companies will be benefit from this study as the findings of this study provide a good management insight about the influence of the organizational creative climate, and work innovativeness. In particular, the ICT organizations are suggested to seek out the way to improve the organizational climate since it can encourage more work innovativeness among employees by emphasizing the creative climate factors. This paper also wrap up with discussion, limitations and implications, and also the suggestions for future study.

Keywords: Organizational Creative Climate, Work Innovativeness, Structural Equation Modeling, ICT, Engineers, Taiwan
Reveal And Build Concept Coso And Philosophy Khalifatullah Fill Ard As Action Prevention And Detection The Occurrence Fraud Through Forensic Accounting

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ABSTRACT

The aim of this study was to reveal the occurrence of the phenomenon Disclaimer opinion the financial statements, explore and analyze the function of Internal Audit/Intern Controlling System (SPI) to perform its role in preventing and detecting fraud. This type of research is qualitative phenomenological approach with the interpretive paradigm as based of research and observation and in-depth interviews which is expected to answer the problem contained in the research question and research purposes. The object of research that will be examined is the SPI staff at a State University (PTN) is the Chairman and Vice-Chairman of the SPI. Research shows the disclaimer of opinion due to procurement and asset management are not in accordance with the regulations PJB (Management of Goods and Services) that indicated fraud behavior occurs. The conclusion of research is necessary with a strong internal control using an implementation of the concept of the COSO (The Committee of Sponsoring Organizations of the Treadway Commission) and philosophy khalifatullah fil ard and forensic accounting as a tool to prevent and detect fraud behavior.

Keywords: COSO, Forensic Accounting, Fraud, Khalifatullah Fil Ard
The Influence Of Ethics, Experience And Competency Toward The Quality Of Audit With Auditor Professional Skepticism As A Moderating Variable

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ABSTRACT

This research aims at finding out the empirical evidence on the effects of ethic, experience and competency of the auditor toward the quality of audit result with auditor professional skepticism as moderating variable of auditor's audit at the Finance and Development Control Board (BPKP) Riau representative. The population of the research becomes the sample of the research. The data collected were analyzed by means of multiple regressions by using SPSS program. 119 questionnaires were distributed to auditors working at BPKP in Riau province, however, 104 questionnaires (87%) can be analyzed. The results of the research showed that ethic, experience and competency has effect toward the quality of the audit result of auditor's audit. On the other hand, auditor professional skepticism as moderating variable in competency does not have the effect toward the quality of the result of auditor's audit.

Keywords: Ethic, Experience, Competency, Auditor Professional Skepticism, Audit Result Quality
The Influence Of Ethics, Experience And Competency Toward The Quality Of Audit With Auditor Professional Skepticism As A Moderating Variable

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ABSTRACT

This study aims to determine the effect of tax inspections of compliance in the corporate taxpayers pay income tax in particular article 25 of income tax on KPP Pratama Pekanbaru Tampan. The object of this study is the taxpayer who examined his or SKP published in 2012. The descriptive quantitative method is using to analyse the data in this research. The results of this study demonstrate that there is no influence of the tax inspections for compliance in the corporate taxpayers pay income taxes, especially income tax article 25.

Keywords: Tax Inspections, Compliance With Corporate Taxpayers, Descriptive Quantitative Method
The Effect of Awareness of the Taxpayer, Dissemination of Taxation, Quality of Service and the Costs of Compliance With Tax Penalties on Tax Compliance

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ABSTRACT

The purpose of this study was to determine the effect of awareness of taxpayers, dissemination taxation, quality of service, tax penalties, and the costs of compliance on tax compliance. The survey was conducted on 100 tax payers of motor vehicles in the city of Pekanbaru. Data collected through the questionnaire technique. Data analysis was using linear regression. The result showed that awareness taxpayer, tax penalties and cost of compliance have positive effect on tax compliance, socialization taxation and quality of service have‘nt effect on tax compliance. Implication of these findings will be discussed.

Keywords: Awareness of Taxpayers, Dissemination of Taxation, Quality of Service, Tax Penalties and the Costs of Compliance
Public Participation in Local Agenda 21 Programs Implemented by Seremban Municipal Council

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ABSTRACT

Public participation is an important element in democracy as it revolves around public needs and values. Furthermore, public participation in development programs such as service delivery improvements is an effective way to achieve sustainable development and socioeconomic impacts to the grass root communities. In Malaysia, public participation in sustainable development efforts has overflowed into the Local Agenda 21 (LA21) programs implemented by local authorities. Local Agenda 21 (LA21) is a Global Action Plan towards Sustainable Development for the first 21st century introduced in the Earth Summit Conference held in Rio de Janeiro in 1992, where the emphasis was on the reciprocal cooperation between the local authority and the public. Hence, the purpose of this paper is to showcase the level of public involvement in Local Agenda 21 programs implemented by the Seremban Municipal Council, Seremban, Negeri Sembilan. In order to explore the actual dimensions of public participatory practices, survey sessions were conducted in the residential areas around Seremban. Also, secondary data were obtained from the Ministry of Housing and Local Government, Malaysia. It was found that 35% of the respondents are involved with the Local Agenda 21 programs organized by Seremban Municipal Council. Further analysis found that most of the respondents participated in the cleanliness activities such as gotong-royong. This analysis of participation is demonstrated through a study of one element of participation in an authority’s Local Agenda 21 process. The research outcome is significant in increasing awareness and thus enhance the public participation in the local government administration in Malaysia especially through the Local Agenda 21 program.

Keywords: Local Agenda 21; Local Authorities; Public Participation; Sustainable Development; Safe City
Ethnic Interaction Among Youth

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ABSTRACT

Malaysian National Service Program (PLKN) is a government program proposed in 2004 by the Minister of Defense, Datuk Najib Tun Razak. The program was targeted for teenagers who were born in 1986 and of the age of 18 year old at the time of the program initiation. In Malaysia the objective of nation building and forging national unity amongst the various ethnic groups ranks highly in Malaysia. Thus, to promote national unity among diverse community in Malaysia, the government approached the Malaysian National Service Program (PLKN) as a medium to strengthen the concept and ethnic interaction for youths. In order to measure level of unity in PLKN, thus this study will investigate the arrays of ethnic interaction among trainers with different ethnic groups in PLKN, to examine the perception of trainees towards the acceptance of other ethnic groups in social relations and to investigate trainees’ awareness on national unity and integration, thus to identify the problems faced by trainees of different ethnic groups and to recommend closer interaction among different ethnics at Malaysian National Service Program (PLKN). A research was conducted in Setia Ikhlas Camp, Semenyih Selangor Malaysia with 410 trainees as samples. The nature of ethnic interaction in this study is classified according to several perspectives of social interaction such as (1) having number of friends from different ethnic group, (2) language used in communicate with other ethnic groups, (3) frequency of communication with friends from different ethnic groups, and (4) participation of trainees in module activities in PLKN. The trainees were given set of questionnaires and findings were analyzed quantitatively. The findings show that trainees prefer to interact most with their own ethnic group rather than friends from other ethnic groups.

Keywords: Ethnicity, Ethnic interaction, National Unity, PLKN, Youth
Mobile Platform in the Workplace: The Next Generation Practice in Human Resource

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\section*{ABSTRACT}

The impact of mobile platform started to change how business and education works in the past 5 years. We’ve seen the evolution of the apps and mobile computing that powers business and educational technologies in the process. This research paper uncovers the practice and challenges of implementing mobile platform in the workplace. The key contribution of this research study will enlighten business community to be open to the use of this platform in order to transmit data and information that is vital for the organization. These transform both business and education in the next level which serve as a challenge for organizational development. This platform will continue to shape our business and education system as the next generation of tools for learning and development. In fact using this platform will provide a foundation for readiness, effectiveness and faster responsive organization that empowers people to grow and develop.

\textit{Keywords}: Mobile Platform, Work Practice, Educational Tools, Business Communication, Organizational Development, Diversity, Talent Management, Recruitment And Staffing
The Relationship between the Antecedent Factors of the Entrepreneurial Intention with Entrepreneurial Intention: A Case Study of National Craft Institute Malaysia

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ABSTRACT

The objective of the study is to investigate the relationship between the antecedent factors of entrepreneurial intention with entrepreneurial intention among students of National Craft Institute Malaysia. This study is based on the Theory of Planned Behavior by Ajzen (1991) and previously presented model on determinants of entrepreneurial intentions and behavior by Bird (1988), Krueger and Carsrud (1993) and Shapero & Sokol (1982). A study was designed to determine the relationship of antecedent factor which is attitudinal factors (14 items), behavioral factors (8 items) and educational support (12 items) with entrepreneurial intention (5 items). Data were collected through questionnaires obtained from 119 final year students of certificate and diploma offered in national Craft Institute. Data collected have been analyzed by statistical technique such as descriptive statistic, reliability, correlation and regression statistic. In general, the findings of the study support the hypotheses. Attitudinal factors, educational support and behavioral factors have positive significant relationship with entrepreneurial intention. The findings of the study offer useful contribution to the field of entrepreneurship both internals of theory and practice. Theoretically, the study presents a relationship model that depicts the significance and role of the antecedent factors in explaining the entrepreneurial intention among the students. In practice, the results of the study will benefit to the teachers and education officers in order to improve the entrepreneurial programme and training which can increase the level of entrepreneurial intention among National Craft Institute Students.

Keywords: Entrepreneurial Intention, Entrepreneurship And Entrepreneurial Antecedent.
The Influence Of Psychosocial Factors On Entrepreneurial Quality Among Graduate Entrepreneurs

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ABSTRACT

This study investigates the influence of psychosocial factors (social support, work experience and mentoring) on entrepreneurial quality among graduate entrepreneurs. In order to gain sustainable growth, entrepreneurial quality is viewed as a crucial factor which affects the business potential such as in overcoming barriers as well as increasing the business survival (Darroch & Clover 2005). Entrepreneurial quality is essential in increasing the competitiveness of regional economy, not only the competitiveness of the entrepreneurs themselves (Cumplido & Alcalde 2002). PLS analysis in this study shows that in terms of the relationship between construct, the findings revealed that the psychosocial factors of social support and mentoring influenced the development of entrepreneurial quality among graduate entrepreneurs. Therefore several ways are suggested in fostering entrepreneurial quality among graduate entrepreneurs.

Keywords: Graduate Entrepreneurs, Entrepreneurial Quality, Psychosocial Factors, Social Support, Work Experience, Mentoring.
ABSTRACT

This study aims to propose a conceptual framework for a specific tax incentive on Islamic Housing Loans in Malaysia. In years of assessment 2009 until 2010, the Malaysian government had allowed tax deductions for interest paid on housing loans made by individual taxpayers. Through this incentive, many individual taxpayers enjoyed the benefits of minimizing their tax liability; however, this tax relief was only applicable for a limited time frame as stipulated under S46B on Income Tax Act, 1967. Interestingly in 2015 the current implementation of GST in Malaysia has dampened the construction industry, therefore, the proposed tax incentives for Islamic housing loans are timely to stimulate the construction industry. It is likely that the spillover benefits will not only be enjoyed by the individual taxpayers, but, it will also be advantageous to the industry as a whole. Since, the purchase of a house takes up a huge proportion of the household income, any related incentives would have the potential to improve the country’s economic growth. The study applies the psychological theory attempting to explain why taxpayers are driven towards positive behavior of responding favorably to take advantage of any incentives on housing loan. Primary data will be collected from the questionnaires survey distributed randomly to several individual taxpayers selected in various locations in Malaysia. The key element of the questionnaire intends to solicit the perception of taxpayers on the favorable characteristics and conditions in helping the tax authority to develop a decent tax incentive framework on Islamic Housing Loan in Malaysia. These indicators are expected to contribute towards the harmonization of the tax incentive design and the policy drawn in enhancing the Islamic finance, thus, making Malaysia a hub for the Islamic capital market.

Keywords: Tax Incentives, Housing Loans
Confirmatory Factor Analysis on Family Communication Patterns Measurement

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ABSTRACT

Measurement of Family Communication Patterns is widely used to measure the communication in family practice by many researchers either from local and abroad. It shows that the measurement has been used repeatedly. This measurement was developed by McLeod and Chaffee in 1972 and was later revised by Ritchie and Fitzpatrick in 1990. Family Communication Patterns measurement consists of two dimensions, namely conversation orientation and conformity orientation. Using SPSS (Statistical Package for the Social Science), the result of overall of measurement is 0.88 of Cronbach alpha. While the analysis conducted on each dimension also shows the Cronbach alpha of conversation orientation is 0.79 and 0.82 for conformity orientation. This shows reliability and validity of this measurement is consistent and reliable as Cronbach alpha over than 0.70. This means that measurements containing 26 items has been recognized credibility. However, the question is do reliability and validity of the measurement and the measurement of each dimension in this family communication have the same result if using Confirmatory Factor Analysis (CFA)? Thus the objectives of this study were (i) to evaluate the measurement of Family Communication Patterns by CFA, (ii) to know the reliability of the model, and (iii) to prove the validity of the model. The results showed that the resulting model from measurement of family communication pattern using CFA. The findings also show items and the number of items resulting from the CFA. The resulting model will help next researchers especially in studies related to family communication.

Keywords: Measurement Of Family Communication Patterns, Conversation Orientation, Conformity Orientation, Confirmatory Factor Analysis, Model
The Influence of Compensation and Job Satisfaction on Job Performance Among Employees at the Employees Provident Fund (EPF) in Kuala Terengganu, Terengganu Darul Iman

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ABSTRACT

One of the main issues in psychology of work and occupation is job performance. Job performance is considered very important as the worker who performs excellently has a great potential to help the organization in achieving its goals. The factors that affect job performance are job satisfaction and the compensation provided by the employer. This study looks at the effect of types of compensation and job satisfaction towards job performance. Unit of analysis is the employees of EPF in Kuala Terengganu. Results shows that there is no significant relationship between the levels of compensation satisfaction with employees job performance, and non-financial contributes most to the employees’ job performance with moderate relationship.

Keywords: Employees Of EPF, Job Satisfaction, Compensation And Job Performance.
Identifying Problems of Appraisal Ineffectiveness in the Implementation of the Performance Management System in Surabaya City Government: How Does the Government Innovate to Address the Problems?

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ABSTRACT

This study uses a qualitative approach by conducting in-depth interviews with the Head of the Development Planning Board Surabaya City Government as the initiator of performance management system in Surabaya City Government, all members of the performance management team as well as two experts in the human resource management field. This study has also applied a profound observation for five years since the beginning of the performance management system implementation in Surabaya City Government to capture the phenomenon on the site. This study reveals that after implementation for five years, some issues that have not been overcome are the following (1). The linkage between the e-performance system and the e-monev system is still insubstantial, (2). Job and workload analysis that is done by Surabaya City Government as per the regulation stipulated by the Central Government cannot meet the high expectation of the performance management system, (3). The current system does not interconnect with output realization and budget absorption and (4). Strategic management is not yet well established. In order to address the above problems, Surabaya City Government has proposed some innovations by means of creating several new application systems. All solutions to the above problems have been outlined in these new systems so that they can be easily adopted by other central or local governments to promote transparency and accountability, particularly in the implementation of strategic human resource management in Indonesia. These systems are expected to complete the already-established e-government system by Surabaya City Government to implement the total strategic management through the implementation of information technology to achieve the overall visions of the organization.

Keywords: Appraisal Ineffectiveness, E-Government, E-Monev, E-Performance, Performance Management System, Performance Management Team, Strategic Human Resource Management, Strategic Management
Challenges Experienced by Oversea Educated Early Career Faculty (ECF)

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ABSTRACT

Researches indicate that oversea educated academics face challenges in their early career stage upon returning back to their home countries. These include different mind setting of how systems work, beliefs and values differences, and mismatch between what was expected with what is gained. This research aims to explore the main challenges faced by oversea educated Early Career Faculties (ECFs) upon returning to Malaysia and the impact of these challenges on their career performances and professional development. A series of 3 in-depth focus group interviews were conducted with a total 15 participants from a public university in Malaysia. Results identified personal, teaching, research and publication as the main challenges experiences by the ECFs. As a result these talented ECFs face intellectual, emotional and psychological distress, which indirectly affect their career performances and work motivation.

Keywords: Early Career Faculty, Early Career Researcher, Career, Higher Education, Challenges, Academic, Research, Publication, Scholar, Teaching
Mobile Learning in Mathematics Secondary Classroom: A Review of Literature

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ABSTRACT

Mobile learning or m-Learning has been regarded as the conduit that supports students in acquiring knowledge and improvising identified skills in a ubiquitous manner. In general, m-Learning is referred as the usage of mobile technologies, which allows for feasible and flexible learning practices. Despite the significant usage of mobile phones, m-learning initiatives are still at an infancy stage or yet to be explored as means of learning especially in Mathematics classrooms. This paper reviews literature on the issues related to Mathematics teaching and learning, the driving factors and the challenges of implementing m-Learning in daily instructional practices. Later it proposes an operational framework to encourage effective m-Learning implementation for Mathematics teaching and learning.

Keywords: Mathematics, Mobile Application, Mobile Learning, Secondary School, Education, Framework, Ubiquitous, Flipped Classroom, E-Learning, Review
Innovation Culture in Higher Learning Institutions: A Proposed Framework

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ABSTRACT

This paper systematically reviews current literature on the antecedents of innovation culture among students in higher learning institutions. This study utilized content analysis as its main methodology, it takes a closer look at the concept of innovation culture, and the relationship between innovation culture and its influence on the resulting students’ innovative behaviour. As a result this paper proposes an operational framework to measure the concept of innovation culture specifically in higher education settings. This framework is important to help scholars and university administrators to scientifically measure the innovation culture of their own institutions.

Keywords: Innovation, Culture, Higher Education, Review, Framework, Content Analysis, Innovative Behavior, Acceptance Model, UTAUT
Critical Success Factors of Sustainability Risk Management (SRM) Practices in Malaysian Environmental Sensitive Industries

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ABSTRACT

This study aims to examine the Critical Success Factors (CSFs) of Sustainability Risk Management (SRM) practices and its impact on corporate survival in Malaysian environmental sensitive industries. SRM is an extended ERM approach which addresses and manages a broad spectrum of unknown and new risks derived from sustainability issues for a corporate survival. Risk culture, leadership, emerging risk governance and compliance were found to be critical factors for successful SRM practices. The study hypotheses were tested through stepwise regression analysis. From a survey on 53 companies among Malaysian environmental sensitive industries, compliance was found to be the most crucial factor for successful SRM practices and has an impact on corporate survival. Significantly, this paper contributes to better understanding of the critical factors on successful SRM practices for managing the emerging risks and other non-quantifiable risks which affected corporate survival.

Keywords: Critical Success Factors, Sustainability Risk Management, Environmental Sensitive Industries, Corporate Survival
Right Conversion: Comparative Views on the Position of Law, Religion and Practice in Malaysia, India and Egypt

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ABSTRACT

In recent times, human rights instruments have emphasized not only the right to profess any religion, but also the right to profess no religion, to change religious belief, or to adopt beliefs other than religious beliefs according to the individual's conscience. Article 18 of the Universal Declaration of Human Right 1948 (UDHR) declares that everyone has the right to freedom of thought, conscience and religion. This right includes freedom to change his religion or belief, and freedom either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship, and observance. This paper is a comparative study between three selected countries in relation to conversion cases in religion. This paper will focus on three jurisdictional nations, i.e Malaysia, India, and Egypt. The first part will discuss the definition of apostasy and the concept of conversion. The second part follows with the position on right of conversion in Malaysia, and the second and third part concerning the position in India and Egypt. These three crucial parts of this paper will narrow the discussion on right of conversion in the aspect of the practicing the right of conversion, the legal position and the approach of the government in handling the issue of conversion in their state. The final part would be the concluding section, which will sum up the discussion from the different jurisdictions on the right of conversion issue.

Keywords: Freedom of Religion, Right for Conversion, Islam, Human Right, Comparative Studies on Religion
Monte Carlo on Net Present Value for Capital Investment in Malaysia

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ABSTRACT

Capital budgeting becomes crucial investment decision in uncertain economic environment. Two major pitfalls of classical net present value are uncertainty and managerial flexibilities. These drawbacks lead to imprecise cash flows estimation. This study proposes the employment of the Monte Carlo method in the NPV model in order to achieve reliable cash flows estimation. Monte Carlo provides the risk analysis which can be adopted by investors in making capital budgeting decisions. The cash flows estimation using the Monte Carlo approach is presented in this paper.

Keywords: Capital Budgeting; Cash Flow Estimation; Monte Carlo Simulation; Net Present Value; Risk Analysis
An Empirical Study on Factors Affecting Organizational Commitment Among Generation X

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ABSTRACT

The biggest challenge for most organizations in these highly competitive eras comes from the changes in work attitudes and behaviors of the workers. Understanding the Generation X workers and get them committed is an important task for most managers. Thus this study aims to determine the factors affecting the organizational commitment among the Generation X workers. This research has identified the five organizational factors affecting Generation Xer’s organizational commitment namely knowledge sharing, task orientation, organizational justice, training and development and compensation and incentives. A total of 300 Generation X workers aged 31 to 46 were targeted as respondents and the self-administered questionnaires were employed as the main method of primary data collection. Partial least squares (PLS), a structural equation modelling approach was employed to examine the structural model and the measurement model for the constructs. Findings of this study reveal that all five factors are significantly affecting Generation X workers organizational commitment. Some recommendations and managerial implications are suggested at the end of this study.

Keywords: Generation X; Knowledge Sharing; Organizational Justice; Organization commitment; Task Orientation; Training and Development
Gender, Subsidies and Financial Capital Impact on Microfinance Institutions Performance

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ABSTRACT

The purpose of this study was to investigate the influence of gender, subsidies, and financial capital on microfinance institutions performance. Multiple linear regression was used to analyze data. The type of data used are secondary data from historical financial statements obtained from the Department of Cooperatives and SME’s Jember. The study shows that gender and subsidies have negatively affect to ROA. Once applied physical capital and age as control variables strengthened the significance of the effect of both on ROA. Financial capital has significant positive effect on ROA.

Keywords: Gender, Subsidies, Financial Capital, ROA, Microfinance Institutions
The Correlation between Social Anxiety and Academic Adjustment Among Freshman

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ABSTRACT

Academic adjustment problems in the first year of college are often the cause of the student withdraws or is experiencing a serious academic problems, such as low academic achievement, lazy attend lectures, and delays in doing their homeworks. changes in the academic situation of senior high school to college cause social anxiety in students that allegedly would interfere with the student's academic adjustment. The purpose of this study was to examine the social anxiety as predictors of college student academic adjustment. The study involved 439 students as participants in this study. Two scale prepared in this research that the academic adjustment scale and social anxiety scale. The results of these studies show that fear of negative evaluation and distress are predictor of a student's academic adjustment problems. This study concluded that social anxiety has a negative effect of academic adjustments. It means that if a student has concerns about the evaluation of other people and feeling uncomfortable in social situations as well as meeting new people who have problems with academic adjustment.

Keywords: Fear of Negative Evaluation, Distress, Academic Adjustment
Utilization of Productive Zakat Model on Poverty Reduction in Jember Regency

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ABSTRACT

The purposes of this research are (1) to investigate and analyze the problems faced in the management of productive zakat (2) finding the factors that constrain the failure and the success of productive zakat management (3) and finding utilization model of productive zakat. This research is a survey, exploratory and action research that will be carried out in the district of Jember using a triangulation method. The stages of research are conducted on two steps. The first step is conducting field studies / surveys that is used to find, uncover, and reveal the problem of productive zakat financing, and the second step is creating productive zakat financing model. The result of this research is the utilization model of productive zakat in Jember Regency.

Keywords: Zakat, Productive Zakat, Utilization of Productive Zakat Model, Poverty Reduction
The Effect Of Firm Size And Rate Of Inflation on Cost of Capital: The Role of IFRS Adoption in The World

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ABSTRACT

The objective of this research is to investigate the relationship between firms size and rate of inflation on cost of capital. Specifically, this research examined the existence of moderating effects of IFRS adoption on the relationship of the variables. Using a sample of 880 firm-year observations of 176 firms from 31 countries during the 2007 to 2011 period. This research find the evidence that larger firms have lower cost of capital. Further, this research also document that there is positive relation between the rate of inflation and cost of capital. But there is no evidence that IFRS adoption has positive impact to reducing cost of capital, not only for larger firms but also firms in higher inflation’s country. This result show that listed firms in New York Stock Exchange which is adopt IFRS or not, are already make financial statement with fully disclosure so that assymetric information would reduced, which means cost of capital would also decrease. Taken together, the role of IFRS adoption couldn’t be observed in a short period, since the firms should pay switching cost in order to change their financial statement’s standar from using local standar into IFRS. Additionally, countries need to make concurrent effort to improve their legal enforcement which likely play to see the role of IFRS adoption.

Keywords: IFRS, Rate of Inflation, Cost of Capital
A Review of Political Branding Research

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ABSTRACT

Research in political branding has growing since increasing attention within marketing and political science journals, underlining the emergent consensus that political parties and politicians can be categorized as brands. This study aims to provide a comprehensive review of the political branding literature, classify research articles according to their areas, categories, approaches and methodologies, and find the gaps in the literature for future research. A range of online databases were searched to provide a comprehensive listing of academic journal articles on political branding. A 58 journal articles from 26 refereed journals are classified into five areas, marketing, politics, communication, economic and linguistic. Those articles also classified into categories. Research methodologies are classified into conceptual, empirical, descriptive, exploratory cross-sectional and exploratory longitudinal approaches. The finding shows that research on political branding has increased within the last two years. However, those research only conducted in certain countries, mostly in UK and USA. Finally, the finding reveal that there are many existing gap since a political branding concept is still relatively new. This is opportunities for researchers to examine the relationship between political parties or candidates as brand with their voters using branding metrics.

Keywords: Political Branding, Marketing, Politics, Journal Articles, Literature Review
Accounting Policy Making: A Political Avenue for Sustainable Development Agenda

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ABSTRACT

The purpose of this study is to synthesize the role of accounting policy making as a political avenue for sustainable development agenda in which the insertion of spirit can be assumed. This issue stems from a phenomenon implying the existence of gap in sustainability reporting practices by business enterprises. This study conclude that by adopting sustainable development thought as human spirit in accounting policy making, it offers possibilities to transform accounting policies and practices toward sustainability movement. Accordingly, transformative actions intended to overcome the deficiencies in existing policies and practices should be based on the efforts directed to incorporating the spirit of sustainable development into the conceptual framework underlying accounting standards and practices. By adopting spiritually improved concepts, business community and accounting profession can proceed to being a global corporate citizen that focuses on sustainability in a holistic view.

Keywords: Accounting Policy Making; Critical; Political Avenue; Sustainable Development; Transformative Action.
Personaliti, Ketagihan Internet Dan Buli Siber Dalam Kalangan Remaja Di Malaysia

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ABSTRACT

Buli siber didefinisikan sebagai penggunaan komunikasi berasaskan teknologi termasuk telefon selular, emel, mesej segera, dan jaringan sosial, yang bertujuan menimbulkan gangguan atau ugutan terhadap individu melalui mesej atau ekspresi secara dalam talian. Buli siber merupakan isu universal yang memberi impak khususnya dalam kalangan remaja, justeru ianya memerlukan satu kajian lanjut dijalankan. Kajian ini bertujuan mengenalpasti buli siber di Malaysia khususnya dalam kalangan pelajar di sekolah menengah, serta hubungannya dengan faktor personaliti dan ketagihan internet. Sampel kajian sebanyak 276 (n= 103 lelaki; n= 164 perempuan) terdiri daripada pelajar yang berumur antara 16 hingga 18 tahun. Dapatan kajian menunjukkan buli siber dalam kalangan responden secara relatifnya sebanyak 30% pernah menjadi mangsa buli dalam talian. Responden yang meluangkan masa dalam talian lebih lama, didapati lebih terdedah kepada situasi buli. Dapatan kajian juga menunjukkan terdapat hubungan yang signifikan antara personaliti neurotik dengan buli siber. Artikel ini juga membincangkan kaedah pencegahan dan intervensi bagi menangani buli siber dalam kalangan remaja.

Keywords: Buli Siber, Ketagihan Internet, Personaliti, Remaja
South-South Cooperation: A Case Study of Contemporary Sudanese Malaysian Relations

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ABSTRACT

South-South Cooperation is a term historically used by policymakers to refer to the exchange of resources, technology and knowledge between developing nations; also known as nations of the global south. Leaders of the South hope that this new cooperation will bring a new World Order to counter the existing Western social, economic and political dominance. This paper Examines and analyses Sudanese- Malaysian relations during the last few decades as a typical example. It offers a comprehensive description, analysis and evaluation of the relations between these two countries with emphasis on the diplomatic, economic and cultural spheres of these relations. In addition it undertakes an adequate survey of the historical evolution of relations. An historical but analytical methodology will be employed. Information sources for this paper includes primary and secondary sources comprising: archival materials, documents, interviews, books and statistical data sources particularly in the economic and cultural spheres. Examination of bilateral relations highlights the predominance of the economic factor as the major determinant of relations. Diplomatic relations between the two countries go back to the 1970s; yet it was only in the late 1980s and early 1990s that they witnessed rapid promotion. The Isolation imposed on Sudan due to its pan-Islamic discourse was the most important factor that forced Sudan to ‘look east’ and reorient its economic and cultural ties towards Asian countries, particularly China and Malaysia. Sudan’s ties with Malaysia resulted in steadily growing relations between the two countries resulting in increasing levels of trade and significant amount of investment particularly in the crude oil field. By virtue of it Sudan has successfully started and sustained its oil exploration and exportation project mainly with Malaysian finance and technology. Politically the two countries show identical views on different regional and international issues. Culturally, more and more students are coming from Sudan to study in Malaysia and vice versa. This paper will conclude by suggesting specific policy recommendations to help boost and bolster the bilateral relations between the two countries. It will also highlight the point that South-South relations in general can be a promising approach on the way towards sustained development. Implications of findings for theory will be highlighted.

Keywords: Sudanese, Malaysian Relations
Model Of Female Entrepreneurial Motivation For Small Business Development In West Sumatra

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ABSTRACT

Since the advent of gender issues, recognition and appreciation of the role of women in various activities begin to be considered. The activities of women is no less important is as an entrepreneur (entrepreneurship). There have been many studies that relate to the involvement of women (gender) in the business, both in Indonesia and in other countries, but there is still much research to be done on gender in West Sumatra. One study that needs to be done is dealing with the causes why a woman in business. The purpose of this study were: (a) To determine the factors that motivate women to become entrepreneurs in West Sumatra. (b) To obtain the model of "small business development based on entrepreneurship motivation for women entrepreneurs in West Sumatra." This research is an exploratory study with a population of small businesses in West Sumatra are managed by women. The sampling technique is a questionnaire and observation. Sample areas are of Padang and Bukittinggi. The analytical method used is descriptive analysis. Operational variables in this study was a composite variable used Orhan Muriel (2001) and research Ministry of Industry and Trade of Central Java Province (1997). There are 13 variables used in this study, but the results of the study found that only three variables that motivate women to become entrepreneurs, namely: (1) purely as an entrepreneur where they are motivated to become entrepreneurs on their own after they graduated or after they were married, (2) help the household economy, because of the husband's income was insufficient, (3) have the capability, this capability is obtained because once worked elsewhere, only a small part due to the hobby and are used to perform.

Keywords: Gender, Motivation Models Of Gender, Small Enterprises
Translation, Validation and Psychometric Properties of Tamil Version of Oldenburg Burnout Inventory (OLBI)

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ABSTRACT

Numerous studies propose that the organizational forces at work of police department and the way of police work add to law implementation stress, which decreases the satisfaction on job and increases the level of burnout. It is additionally all around reported that disagreeable organizational issues are more unsafe to the prosperity of workforces than are the stressors because of nature of policing. The pace of changes in Indian educational system has significant impacts on the teachers. Because of external and internal impacts teaching is an a great deal more demanding occupation than before, with noteworthy results for the teachers. Every one of the adjustments in the Indian education system creates stress. Conceivable results affecting on the teachers are burnout, work withdrawal, work dissatisfaction. At present, some questionnaires have been utilized and validated to measure burnout. This study intended to translate the Oldenburg Burnout Inventory 16 items (OLBI-16) and measure its psychometric properties. Oldenburg Burnout Inventory (OLBI), incorporates two measurements: exhaustion and disengagement from work. Exhaustion is characterized as an outcome of escalated physical, full of feeling, and psychological strain and disengagement refers to isolation oneself from one’s work object and feeling negative attitudes towards work content. The main aim of the study is to measure the psychometric properties of the Tamil adaptation of OLBI. This study inspected the factor structure and measurement invariance of the Tamil Oldenburg Burnout Inventory (OLBI-16 items) across different occupational groups (Police constables versus higher secondary teachers). The sample comprise of police constables and higher secondary teachers from Tamilnadu, India. The Tamil variant of Oldenburg Burnout Inventory adopted for the study and the sample comprised of police constables (n=492) and higher optional teachers (n=385). The psychometric properties of Tamil OLBI were inspected through the following analyses: confirmatory factor analysis (CFA), internal consistency and reliability (Cronbach’s alpha), and construct validity (Convergent and discriminant legitimacy). Result shows that two factor model obtained an adequate data fit for both samples compared with single factor model. The Cronbach’s alpha coefficient and construct validity was adequate for the two factor model. As a whole, outcomes clears that the two-factor model of the Tamil OLBI has sufficient psychometric properties for the investigation of burnout in the Indian cultural context. In total, this study propose that the Tamil form of OLBI is a strong instrument for the estimation of burnout in different occupational contexts.

Keywords: Burnout; Higher Secondary Teachers; Oldenburg Burnout Inventory; Police Stress; Tamil
Students’ Islamic Personality on Ibadah: A Structural Modelling Approach

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ABSTRACT

The aim of this study was to examine the factorial structure of the Ummatic Personality Inventory. One of the constructs in UPI, Ibadah (worship) was measured to understand the relationship among the factors namely, Fardhu ‘Ain (articles of Faith and Islam), Fardhu Kifayah-Deen (Islamic-related activities), and Fardhu Kifayah- ‘Aql & Mal (Nurturing mind and wealth). The sample of this study was a group of female students (n= 287) in a government school. Data was analysed using Confirmatory Factor Analysis and Structural Equation Modeling. The findings for the structural model revealed that Fardhu ‘Ain correlated to the Fardhu Kifayah (commitment to Islam). This reflects that Fardhu ‘Ain -closing to God, following the teachings of Prophet Muhammad- is significantly related to Islamic-related activities, more particularly participating in Islamic organization and giving charity. The closing to God and following the teachings of Prophet Muhammad has a strong direct effect on mental health and wellbeing. Thus, more efforts should be put on educating the closing to God and following up Prophet, representing Fardhu ‘Ain. In future, a deeper analysis of this nature could be made on the other remained construct of Ummatic Personality Inventory and personal functioning of commitment to Islam.

Keywords: Ibadah; faith in God; Prophet Muhammad; Islam; Islamic personality
Understanding of Corporate Social Responsibility for Local Communities around the Region Exploration Company Exxon Mobil Cepu Ltd. Bojonegoro in East Java

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ABSTRACT

This study aims to describe the understanding of local communities around the area of exploration on the implementation of CSR Exxon Mobil Cepu Ltd that explore the effectiveness of local community participation around the area of exploration on the implementation of CSR Exxon Mobil Cepu Ltd. Theoretically, this research can provide an effective CSR models based on community participation. This research is used a qualitative method of phenomenology with 10 key informants from Gayam village communities, Mojodelik, Begadon, Brabowan, and Ringin Single. The results showed that the Corporate Social Responsibility held on company directly to the public and through the partner companies that affect to the understanding of local communities around the area of exploration of the implementation of CSR. People who are less involved by implementation of the program that there is no clear information and sustainability affect the public's understanding of CSR implementation issues. In this case, social assistance is a form of corporate responsibility to society and the environment, as well as revenue sharing funds given to influence the public's understanding of local residents in the area around the exploration of the concept of CSR. EMCL has a negative impact to the company's presence in the field of economic, social, cultural, and environmental. This impact is predominantly understood by local people around the exploration area compared to the positive impact of CSR. Based on the needs of the community, right on target, the program must continues, and the standard rule must clearly for a perception of local people around the exploration of the effective implementation of CSR. There was not involved by planning and carrying out of CSR, but the perception of stakeholders on CSR practice involving the participation of local communities around the area of exploration. Proposition Mayor is forms of effective CSR regard to the concept of CSR that there was a positive impact of CSR and the negative impact of the existence of the company. The effective implementation of CSR is influenced by the continuity of the program, targeted, community-based issues, and standardized rules. The successful implementation of CSR programs is influenced by participation in planning and involvement in making CSR program to the communities.

Keywords: CSR, Implementation, Impact, Effective Participation

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ABSTRACT

It is observed that the phenomena of working children is a long standing issue in most under-developed and developing countries of the world and the number increases each year in the light of challenging domestic social and economic conditions. Most of the working children normally worked informally helping their parents either in the family food businesses, night markets, and small-scale industries. The question is whether the relevant law has special exemption to allow children to work and to what extent the law accommodates scenarios obtained from the empirical study for the purpose of this research? A survey was conducted among others to examine the reason children goes to work instead of pursuing education. The survey involved interviewing through a set questionnaire 400 working children in six states in Malaysia. Based on the survey, the Children and Young Person Employment Act 1966 is critically reviewed to evaluate the scope of protections for working children in Malaysia. Based on the empirical analysis, it is found that majority of the working children in Malaysia worked to help their family economically and they are not happy with their current job. The children in this context reported that they regretted for not attending schools as their have to work to help their family. In addition, by adopting content analysis on the current act, this research discovers that due to lack of efficient implementation of existing legal regime especially the Education Act 1996 to deal with issue pertaining to children not attending schools. This research concludes that effective implementation of all legislation dealing with working children and their compulsory education may have positive impact on overall child labour management in Malaysia.

Keywords: Child Labour, Children and Young Person Employment Act 1966, Education Act 1996, Malaysia
A New Approach For Sustainable Development Goals In Islamic Perspective

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ABSTRACT

Sustainable Development Goals (SDGs) are the new global commitment for the achievement of sustainable development in the world. Their implementation will depend on specific conditions of the world’s countries with their disparate ideological, socio-cultural, institutional and political structures. This paper discusses a new approach to SDGs from Islamic perspective. It seeks to answer the main question of how to implement SDGs in Muslim countries. Using content analysis, it is found that SDGs are primarily intended for the wellbeing of human beings. Seven of SDGs comprise of the end goals of development narrowed down to people’s wellbeing, and the rest of the goals are the means to reach the ends. Based on the secondary data obtained from library research, Islam provides guidance for SDGs in terms of the relationships between human and Allah SWT, human and human, and human and the environment. Islam does not solely promote the three relationships as the embodiment of spiritual power, but it also provides the mechanisms of the interrelationship. The new approach proposes a more comprehensive conceptual framework that encompasses the efforts of developing human beings and establishing a system as the medium for the implementation of the economic, social, educational, and governmental mechanisms.

Keywords: Sustainable Development Goals, Sustainable Development, Islamic Perspective
The Effect Of Psychological Contract And Workload Toward Intention To Leave: The Mediating Role Of Job Stress

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ABSTRACT

The purpose of the present study was to examine the role of job stress in mediating the psychological contract and workload toward the intention to leave. Determination samples used in this study were employees in hotel industry, which made a total of 113 respondents. Data being used in this research is primary data which was studied by using path analysis. The results of the analysis showed that violation on the psychological contract had no impact towards the intention to leave of the employees. Furthermore, psychological contract and workload had positive and significant impact toward job stress of the employees; workload had positive and significant impact towards intention to leave; and lastly job stress played a role in mediating the effect of psychological contract and workload toward the intention to leave of the employees. In order to decrease the intention to leave, the management needs to create some company policies related with the clarity of the employment contract, job roles and responsibilities, salary and compensation. Notwithstanding, the management should construct new approach which encompasses unambiguous job assignment and responsibilities, transparent salary system and compensation based on the workload, and achievable target or work goals.

Keywords: Psychological Contract, Workload, Job Stress, and Intention to Leave
Pancasila-Based Social Responsibility Accounting

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ABSTRACT

The purpose of this research is to formulate a basis of social responsibility accounting (commonly known as Corporate Social Responsibility/CSR) which nowadays trapped in the capitalistic frame by using triple bottom line concept. This research uses Pancasila (the ideology of Indonesia) as the paradigm and tool by observing ‘the outskirts’ or the marginalized. The observation results are formulated as the humanistic element based on Pancasila’s principles. Thus, this research has resulted to a conclusion that Pancasila is actually the right basis for the social responsibility accounting to build a humanist civilization. Originality of this article is the use of national ideology that is sprung local wisdom to build the concept of CSR.

Keywords: Social Responsibility Accounting, Corporate Social Responsibility, Pancasila Accounting, Humanistic Accounting, Humanistic Economic.
MICE Destinations Branding From Corporate Branding Perspective

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ABSTRACT

The paper demonstrates that how branding and corporate branding approach has been utilizing into destination branding, both tourist and MICE destination. The research addresses most common features in both MICE destination branding and corporate branding. The research was concentrated on MICE destination branding and corporate branding. Several of databases were employed for listing most relevant academic journal articles in relation to destination branding and corporate branding. Articles and other materials were reviewed and classified accordingly publication year. 25 articles were chosen for further review and analysis for utilizing corporate branding notion into MICE destination branding. For the research an abductive manner was employed and the process was substantiated independently. The study found that corporate branding issues may offer new intuitions in MICE destination branding. Consequently, the study suggested that corporate branding approach can be utilized for MICE destination branding. In addition, this provides new-fangled acumens for destination management organisation as well as for corporate branding researcher to conduct corporate branding research in different context.

Keywords: Branding, Destination branding, MICE destination branding and Corporate Branding
Tracing the Malays in the Malay Land

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ABSTRACT

This article is an attempt to reconstruct and explain the origin of the Malays based on compatible reality. The sources of this article consist of the resources that were used in the well-known written work on this topic, but also a revelation was made upon it. Basic explanations in this article are from the indigenous classical writings, which become the primary sources. This article proposes that the search for the origins of the Malays can trace based on ancient languages, archaeology, anthropology materials, a physical fossil, genetic and historical resources. The origin of the word Malay and the features of the Malays are discussed too.

Keywords: Malay; Orang Melayu; Origins; Genetic; Sejarah Melayu
The Influence of Servant Leadership on Organization Culture, Organizational Commitment, Organizational Citizenship Behaviour (OCB) and Employees Performance in Women Cooperatives

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ABSTRACT

This research is the further research of author’s dissertation that took a part of model in another types Cooperatives and tried to explore the relationship between servant leadership variable and organization citizenship behavior (ocb) variable. The research aimed: (1) to examine and to analyse the influence of servant leadership to organization culture; (2) to examine and to analyse the influence of servant leadership to organizational commitment; (3) to examine and to analyse the influence of servant leadership to organizational citizenship behavior (ocb); (4) to examine and to analyse the influence of servant leadership to employee performance; (5) to examine and to analyse the influence of organization culture to organizational citizenship behavior (ocb); (6) to examine and to analyse the influence of organization culture to employee performance; (7) to examine and to analyse the influence of organizational commitment to organizational citizenship behavior (ocb); (8) to examine and to analyse the influence of organizational commitment to employee performance; (9) to examine and to analyse the influence of organizational citizenship behavior (ocb) to employee commitment.

This research is quantitative was conducted in East Java and involved managers and employees of Women Cooperatives within numbers 40 respondents. The methods of analysis consist of descriptive analysis and inferential statistics (Partial Least Square=PLS). The results showed: (1) servant leadership influenced to organization culture significantly; (2) servant leadership influenced to organizational commitment non significantly; (3) servant leadership influenced to organizational citizenship behavior (ocb) non significantly; (4) servant leadership influenced to employee performance significantly; (5) organization culture influenced to organizational citizenship behavior (ocb) significantly; (6) organization culture influenced to employee performance significantly; (7) organizational commitment influenced to organizational citizenship behavior (ocb) non significantly; (8) organizational commitment influenced to employee performance non significantly; (9) organizational citizenship behavior (ocb) influenced to employee commitment significantly.

Keywords: Employee Performance, Organization Culture, Organizational Citizenship Behavior (Ocb), Organizational Commitment, Servant Leadership
Strategic CSR based on Local Wisdom for Corporate Sustainability (A Case Study on Sugar Factories in Karesidenan Besuki, East Java, Indonesia)

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ABSTRACT

In several last decades, corporate social responsibility is not anymore considered as a company obligation, but more as an opportunity for a company to internalize it in company’s business strategy (Bisnis & CSR, 2007). According to strategic CSR concept, it is very important to have CSR programme that are aligned to company’s strategy so that it will not only give benefits to company’s stakeholders but also give benefits to company itself to promote its sustainability. In 2007, the Government has issued a regulation concerning corporate social responsibility (CSR) in the Corporation Act No. 40/2007. Article 74 of the Company Act states that “The Company having its business activities in the field of and/or related to natural resources, shall be obliged to perform its Social and Environmental Responsibility”. This study is a qualitative study, which aims to analyze the CSR activities of sugar factories located in Karesidenan Besuki, East Java, Indonesia, based on strategic CSR concept. Furthermore, this study examines the CSR activities related to company’s financial performance. There is five sugar factories that are studied and analyzed in this study, i.e.: PG Assembagoes, PG Pandjie, PG Olean, PG Semboro, and PG Pradjekan. These sugar factories are owned by PTPN XI. They have a programme named partnership program and community development. The objective of this program is to help and support sugar cane farmers, cooperatives and small business, and engaged in community development (such as education/training, improving health, public infrastructure/facilities, also environmental conservation and poverty alleviation). Regarding the partnership programs, it is already aligned with the concept of strategic CSR, while the community development program is considered as more general CSR.

Keywords: Corporate Social Responsibility, Company Sustainability, Strategic CSR, Sugar Factory, Partnership Program and Community Development, Financial Performance
Green Supply Chain: Awareness of Logistics Industry In Malaysia

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ABSTRACT

This paper is to highlight on the awareness of green logistics and green supply chain in Malaysian logistics industry. Awareness and readiness of the Malaysian logistics players to promote practice green logistics and green supply chain are very important to ensure sustainability in environmental management. This paper presented five environmental activities that had been identified and hence their measurement on the awareness of logistics companies in Malaysia on environmental concern. The specific aims of this paper are to: (i) review the extent literature on green logistics and green supply chain and (ii) to identify the readiness of Malaysia logistics industry towards implementing green logistics and green supply chain. Statistical software named SPSS has been used to analyse the data from the constructed questionnaire. The research findings will be particularly important for logistics companies in developing environmental readiness towards green logistics and green supply chain in order to achieve sustainability performance.

Keywords: Green Supply Chain; Green Logistics; Environmental; Logistics; Sustainability Performance
Industry View on Academic Programme Development: An Empirical Study

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ABSTRACT

Automotive education trend in Malaysia is rapidly growing in both skills and academic based qualifications. There are various programmes offered by public and private educational institutions. The offers of these programmes are relevant to the automotive industry demand in Malaysia. The upstream and downstream process of automotive and service industry covers the production of automotive components, manufacturing, assembly, distribution and inspection. This study is conducted on Automotive Education Institution (“AEI”) in East Coast Malaysia which offers diplomas and undergraduates academic programmes in Engineering and Technology, in addition to Business and Management. The objective of this study is to acquire the automotive and services industry feedback prior to the development of new academic programmes. In developing new programmes for future offerings, a survey was conducted among the subsidiary companies of the automotive conglomerate in Malaysia. A survey method was used for collecting the data from 16 subsidiary companies totalling of 323 respondents from various positions. The findings indicated that AEI has the ability to develop relevant programmes for the institution which can cater the needs of automotive and services industry in Malaysia. These findings would assist the AEI in the preparation of teaching and learning facilities as well as the academic staff.

Keywords: Automotive Education Institution; Automotive and Services; Academic Programme Development
Securing Workers’ Rights and Equity in the midst of Globalization and Regionalisation: Towards a Sustainable and Mandatory Labour Charter

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ABSTRACT

This paper underscores the exploitation and marginalization of workers in some developing countries in Asia. It strongly argues and defends a basic code of labour rights and standards for protecting the workers’ rights and welfare. It strongly deplores the violation of these rights by modern businesses with the connivance of the host states. It argues that the rights of the working class are being constantly squeezed out with impunity due to wrongful and deliberate impacts of globalization and regionalisation. Modern corporate agenda of globalization and regionalisation has attacked the labour market by violating the rights of the workers resulting in the massive poverty and marginalization of general public constituting largely of the general labour force. Corporate agenda has hijacked the welfare of the poor causing acute inequality, poverty and unfairness amongst the general labour. The time has therefore come for the UN, ILO as well as other labour organisations and labour NGOs to require and mandate the modern businesses to refocus their agenda by paying serious attention to the poor particularly the general labour in order to eradicate human misery and exploitation. This study enlightens the real and core issues and concerns of the working class by providing an avenue on how to overcome these serious social evils by exploring the best possible reforms for securing sustainable development and to revisit and refocus the modern day agenda of globalization and regionalisation in order to promote and protect the workers’ rights and equity. It implores all modern states and businesses to adopt and respect international labour standards and labour friendly laws and policies in order to protect the workers from exploitation and marginalization. Unless and until modern businesses are committed to a mandatory and sustainable code of labour charter, the UN’s 17 sustainable development goals and all the high or middle income goals of UN’s member states will be mere rhetoric if we continue to let massive violations of labour rights and standards to continue to occur and go unredressed right under our noses.

Keywords: Exploitation; Marginalization; Workers’ Equity; Globalization; Corporate Social Responsibility (CSR); Sustainable Development.
“Taking Risk” in the Era of HIV: A Closer Look at Selling Sex in Thailand

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ABSTRACT

This paper analyzes the risk taking behavior of sex workers and clients (condom use and HIV testing) to understand how market and purchasing power influence such behaviors and its overall impact on HIV transmission. The paper provides a rigorous theoretical framework showing why clients and sex workers continue to engage in unprotected sex as well as possibilities of signaling under the situation of incomplete information by modeling sex worker’s and client's risk perceptions under a game-theoretical framework. The paper also provides results of a survey of 200 sex workers, both female sex workers (FSW) and male and transgender sex workers (MTSW), as well as 100 clients in Thailand conducted by the authors in late-2014. The paper finds that (1) theoretically incomplete information and risk perceptions are important factors for unprotected sex, (2) there is potential for signaling theoretically, but this is usually weak in practice, and (3) men who have sex with men (MSM) and TMSW represent the highest-risk and hence more vulnerable group in Thailand exposed to HIV. Overall paper suggests that information problems as well as risk behavior remain critical for the spread of HIV/AIDS. We argue for 100% condom usage especially given that signals are usually weak and more attention is required to address key affected populations (KAPs) especially MSM and TMSW as regards HIV prevention, treatment, care and/or support.

Keywords: HIV/AIDS, Incomplete information, Protected Sex, Sex Workers (Male and Female), Signaling
The Impact of Banks’ Characteristics on Profit Distribution Management of Islamic Banks

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ABSTRACT

In practice, management manages profit sharing to manage risks by following interest rate, namely Profit Distribution Management (PDM). Many regulations also allow banks making reserves as a portion of profit retained. Due to there hasn’t been detailed regulation in Indonesia, it causes management has bigger discretion in doing PDM. Therefore, this study purposes to prove how banks’ characteristics impact PDM and how reserves push PDM more by testing reserves as moderation. PDM is explained by Prospect Theory whereas management’s decision considerate the negative relationship between risk and return. Results of test of 11 Islamic banks in Indonesia are market share and third-party funds confirm the theory in explaining PDM. Low market share and high third-party funds suggest high uncertainty of returns, so bank takes risk by drawing reserves partially for supporting competitive return although income is lower. Effectiveness of third-party funds and banks’ age are found not confirming the theory. Profit sharing increases as they increase. Assets’ compositions do not support or restrict PDM. Results indicate that management considers internal financial conditions in doing PDM. This study implies the need of tighter regulation relating to reserves.

Keywords: Banks’ Characteristics, Islamic Banks, Profit Distribution Management, Prospect Theory, Return, Risk
The Effectiveness Of Visualization Logo Toward Brand Awareness For Public

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ABSTRACT

Nowadays, the business competition in the era of globalization is more tied that can make the competition not only domestic but global competition. The companies are competing to create the product more creative and innovative. In product development needs integrated marketing strategy to increase sales of the product by using the logo. The purpose is people tend to remember the logo rather than the name of the company or products. The logo is very important for a business or company. The logo is a symbol that represents the figure, image, or the existence of a company or a product that can generate a strong suggestion, to build trust, sense of belonging, and maintain the company's image. In the visualization, the logo is an image in the form of various elements of shape and color. The nature of which is represented by a logo different from one another, then the logo has a different shape. Logo to be one of the effective identification so easily identified and remembered by many people. Peter Says Denim (PSD) is one of the best brand denim or jeans in Indonesia has become a global brand and is marketed in various countries such as Australia, Singapore, Malaysia, Europe, America and Canada. PSD was founded by Peter Firmansyah in November 2008 in Bandung. Dare to penetrate foreign markets with the best quality, which is a key to the success of Peter Pirmansyah. By cooperating with famous bands, jeans PSD increased sales. Peter produces 500 to 1,000 pieces of jeans with an average price of Rp 350,000 to Rp 800,000 per piece. Thus obtained can be estimated turnover reach hundreds of million rupiah per month. Then he targets next year could have scored a turnover of USD 1 billion per month. Now almost everyone at Bandung has known about PSD logo listed in the product good jeans, t-shirt, or other accessories that reflect the identity of PSD. This research analyzed that the effectiveness of visualization logo toward brand awareness for public is significant effective or not. Types of research are a descriptive analysis and verificative analysis. Verificative test the hypothesis that search for truth, while the descriptive analysis of research that describes a condition associated with other conditions, the aim is to present an overview in a structured, factual and accurate as to facts, properties, and the relationship between the variables studied and further analyzed statistically to later obtained a conclusion by using a regression analysis, correlation, hypothesis testing with the t-test for partial and F-test for simultaneous. And the result of this research showed that visualization logo is effective and also has a significant influenced on brand awareness.

Keywords: Brand, Brand Awareness, Effectiveness, Logo, and Visualization.
Examining the Effects of Employee Empowerment, Employee Training, and Teamwork on Job Satisfaction

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ABSTRACT

Building job satisfaction has been considered to the main objective for several organizations. The advantages of improved job satisfaction include higher employee commitment, low turnover rate, and increased performance. This study is designed to test the effects of employee empowerment, teamwork, and employee training on job satisfaction in higher education sector. The data were collected from 242 employees who work at public universities in northern Malaysia using an online survey. The collected data were inserted into SPSS and then analysed using structural equation modelling. The findings showed that employee empowerment has a significant positive effect on job satisfaction. It was also found that teamwork has a significant positive effect on job satisfaction. Finally, the findings revealed that employee training has a significant positive effect on job satisfaction. The outcomes of this study provide useful suggestions and recommendations for the management in higher education sector to work out effective strategies related to human resources in an attempt to enhance their performance and competitiveness.

Keywords: Employee Empowerment, Employee Training, Job Satisfaction, Teamwork, Education Sector.
Teaching Entrepreneurship in Oman: Successful Approaches

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ABSTRACT

One of the most important responsibilities of education providers is to prepare today’s students for a successful career and eventual leadership in the global marketplace. Entrepreneurship education is one important tool to achieve the objectives and should be universally available to provide students with opportunities to explore and fulfill their potential. As a result of the importance of entrepreneurship development to many nations’ economy, many nations have started inculcating entrepreneurial spirit into their citizens through entrepreneurial education to help the would-be graduates manage and handle business activities in their future entrepreneurship practices. However, the implementation of entrepreneurial education in higher education systems is not without challenges as entrepreneurship education are brought in. Several researchers have assessed both the micro and macro-economic environment in which entrepreneurship education is implemented in Oman. They identified challenges faced by education providers in preparing would-be entrepreneurs. On the basis of the challenges indentified, the aim of this paper is to recommend structural conditions necessary and successful approaches in teaching entrepreneurship in the context of Oman. Some of the recommended actions in this study are centered on repositioning entrepreneurship education, adaptation of new learning models and approaches, which is in contrast with the traditional academic models. The requirement of entrepreneurship in curriculum at all level of studies at universities is also recommended.

Keywords: Entrepreneurship Education; Education Systems and Structure; Learning Models and Approaches
Contribution of SMEs to Economic Development of ASEAN Countries: The Three Focus Areas

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ABSTRACT

Small and medium enterprises (SMEs) undeniably play an important role in the overall economic growth of respective ASEAN countries. Therefore, ASEAN governments and government agencies have implemented various policies and programmes to facilitate their SMEs. This paper will review the progress, outcomes and obstacles for some of these policies and programmes according to three focus areas, namely (A) Innovation and Technology Transfer, (B) Access to Finance, (C) Infrastructure Development. The information is of importance as each of the factors are able to strengthen the SMEs and in turn increase the contributions to each countries growth. The SMEs contributions to Economic Development is important and the paper will compare the ASEAN countries and Malaysia to offer to push Malaysia ahead driving its SMEs contributions materially towards Malaysian economy.

Keywords: SMEs, Contribution, ASEAN economic development, Malaysia, Innovation and Technology Transfer, Access to Finance, Infrastructure Development.
Impact of Work Life Balance on Job Satisfaction: A Study on Indian Women Journalists

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ABSTRACT

The main aim of the present study is to find the effects of work life balance of the women journalists of south Tamil Nadu on their level of job satisfaction. The data were collected keeping in consideration features such as age, monthly income and marital status. Factors involved are job satisfaction and work life balance with respect to general opinion about job, working conditions, payment, promotions, work relationship, organizational support, family support, role conflict, time management, gender inclusive culture, career advancement and social norms. A total of 250 women journalists from south Tamil Nadu were selected for the study. The selected method for sampling in this research is convenient sampling. Data were collected using primary sources, well-structured questionnaire was used. Primary data were collected through questionnaires. The data was analyzed using IBM AMOS 21, test applied was confirmatory factor analysis. The SEM results shows that work life balance dimensions are the reliable predictors of job satisfaction. This study concludes that key to work-life balance will fluctuate contingent upon field of work, family structure and monetary position. Individual life and expert work are two sides of coin which is hard to isolated and structure a wellspring of contention. Organizations must endeavor to build up an uncommon bond with its kin, so they will put in additional effort into their jobs and contribute emphatically.

Type of Paper: Empirical

Keywords: Job Satisfaction; Print Media; Work Life Balance; Women Journalists.
ABSTRACT

The paper deals with the practice of intercountry adoption as child protection measure for children in need of care and protection with special reference to the Hague Convention on Protection of Children and Cooperation in respect of Intercountry Adoption 1993. Intercountry adoption involves the transferral of a child to a new set of parent as well as to another country. The main international legal instrument that governs intercountry adoption is the Hague Convention 1993. It recognizes intercountry adoption as a means of providing the advantage of a permanent family setting to a child in need of a suitable family which is unavailable for him or her in the state of origin. This paper seeks to examine the practice of intercountry adoption as prescribed in the Hague Convention 1993 particularly in respect of its requirements and procedures. This is in order to describe the minimum safeguards provided by the Hague Convention 1993 in ensuring that such adoptions take place in the child's best interests. Examination extends to the analysis on The Implementation and Operation of the 1993 Hague Intercountry Adoption Convention: Guide to Good Practice Guide No 1. Finally, this paper discusses the conflicts between the Hague Convention 1993 and the United Nations Convention on the Rights of the Child relating to the position of intercountry adoption and what are the significant effects of the conflict.

Keywords: Child Protection, Intercountry Adoption, Protection of Children, Intercountry Adoption 1993
IT Management Practices in Innovation Projects: A Study in Thai Firms

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ABSTRACT

A pragmatic approach to project management methodology can enhance success. Project managers must confront obstacles and utilize methodology to improve the chance of project success. Lack of quality processes will impact on project schedules and budget. Project management practices establish common guidelines; however, processes may be customized for different types of projects. Despite the increasing in Information Technology (IT) projects, the research is still limited. This research reviewed the key elements pursuant to project achievement and interviewed 12 leading Thai firms for success factors and measuring IT project success. This finding was illustrated by the IT project management effectiveness framework, providing practical implications and suggesting potential for future research.

Keywords: Information Technology, Project Management, Project Effectiveness, Influencing Factors, Measurement Criteria
Philosophical Study of Interference in Setting The Legal Protection of Bank Customers in Indonesia

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ABSTRACT

Evidence suggests that bank customers should be given increased protection in their dealings with banks. The objectives of this research are, first, to analyze state interventionism in the protection of bank customers in Indonesia, and, second, to determine and analyze the form of state interventionism in the regulation of banks with regard to the protection of customers. This research is partly normative in nature; it assesses the intervention of bank in the protection of customers who usually are the weaker party in the bank-customer relationship. The research further reveals that state interventionism is required to ensure the protection of customers against the excesses of market mechanisms. Both forms of state interventionism are necessary in order to protect and enhance the rule of law. In particular, this paper discusses the validity of standard clauses set forth in the Consumer Protection Act. The paper concludes that the principle of freedom of contract can only be realized and meaningfully implemented if customers and banks are treated as equal partners in the customer-bank relationship.

Keywords: Bank, Customers, State Intervention
A Pragmatic Scrutiny on Coeval Issues: Obstacles Encountered by Journalists in India with Special Reference to Tamilnadu

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ABSTRACT

In one side of the gold coin, Journalism has become the most intriguing and challenging profession. There is no doubt that, it is a wonderful profession to serve people. On the other side of the gold coin, London-based International News Safety Institute (INSI) reported that India was the 4th most dangerous country for journalist. This review acted as a thought provoker for us to start up with the research on problems and difficulties of journalists in Tamilnadu state. This study aims to bring the obstacles encountered by the journalists in their walks of life to pursue a challenging profession and satisfaction towards their job. The major factors that paved the way for this study are organizational commitment, gender inclusive culture, work life balance and external influences (social cultural political pressures). The study has covered 300 respondents who are editors, writers, reporters, photo journalists, designers and marketing executives in print media. The quantitative approach is applied and AMOS (Analysis of Moment structures) software is used to test the conceptual framework. The findings of the study revealed that organizational commitment, gender inclusive culture, work life balance and external pressures highly influenced on job satisfaction of journalists. Especially gender inequality and external pressures played a predominant role in adding up difficulties to the journalists. This present study is an attempt to explore professional identity of journalists and bridge the gap between social identities of women and men. This paper produced a purposeful layout for the growth and support of journalists in the corporate environment for improving their career. This study also brings complete knowledge on journalism to the minds of youngsters and encourages them to excel in this profession by overcoming the obstacles faced by existing journalists.

Keywords: Coeval; Job satisfaction; Journalist; Tamilnadu; Obstacles
Normative and Empirical Research Methods: Their Usefulness and Relevance in the Study Of Law as an Object

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ABSTRACT

Legal research is either normative or empirical. The results of normative law research are prescriptive in nature: the norms provide a prescription as to how one should behave in accordance with the norms. Normative legal research involves the study of the law as an object and removes any non-legal material from the scope of this research. In contrast, empirical legal research focuses on the application of laws in society. This research paper analyses this dichotomy between normative and empirical research and assesses its relevance and usefulness in legal research.

Keywords: Normative, Dichotomy, Legal Research
The Investigation Model of Hospital Malpractices Based on Principles of Justice and Legal Protection in Indonesia

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ABSTRACT

This research aims at examining and analyzing investigation processes conducted by police departments in hospital malpractice cases. It concentrates on discussing the ideal model used by the police department in the investigation of hospital malpractices. In particular, it advocates the steps that need to be taken in order to ensure due process in police investigations. This research is empirical in nature and is based on interviews and library research. The data of this research are subjected to a qualitative method of investigation. The results of the research are: (1) the investigation model used by police departments to disclose malpractices in hospitals in Indonesia should be based on the Friedman theory which covers three elements of a judicial system, namely that the police department should be more proactive, not reactive, in handling malpractices by hospitals. There should also be an improvement in police department processes through the establishment of a special investigator for health cases. In addition, the relevant regulations of police departments in health cases need to be amended. This could be done by amending the Peraturan Kepala Kepolisian Negara Indonesia (Regulation of The Head of Police Department in Indonesia) about special investigation in health cases; and (2) steps that should be taken to apply due process approaches in the investigation by police department by embracing the principle of innocence until proven guilty.

Keywords: Investigation, Malpractices, Due Process Model
The Contribution of Health Law to Social Change

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ABSTRACT

Can national law, especially health law, reflect changes in the community in order to support community welfare, including the optimum health development which is in keeping with ideals of Indonesia as stated in the Preamble to the 1945 Constitution? The law implements social change in the form of the health law. Health infrastructures also change, along with the community changes, which reflect attitudes to healthy living. Business communities also seek to develop sophisticated medical equipment. All of these resulted in a shift in the pattern in community living, which in turn, leads to consumerism. Thus, Law Number 23 of 1992 on Health is considered no longer relevant with the current developments, demands, and the requirements of law in the community, so that it needs to be revoked and replaced with the new health law, namely Act Number 36 of 2009. Law could be used as an instrument of social engineering. Health law gives legal certainty and protection, both for the givers and the recipients of health care services, to improve, direct, and provide the basis of the health sector. Furthermore, health is a human right and one of the elements of well-being that has to be realized in accordance with Indonesian ideals such as stipulated in Pancasila (the Five Moral Principles) and the 1945 Constitution of Indonesia.

Keywords: Health Law, Social Change
How SME Build Innovation Capability Based on Knowledge Sharing Behavior?: Phenomenological Approach

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ABSTRACT

The research problem is how Small Medium Enterprise (SME) behavior shared their knowledge with the impact on improving product innovation capabilities. The aim of this research is to explore and understand attitudes toward knowledge sharing, motivations, values, and perceived behavioral of knowledge sharing. Using interpretive paradigm and phenomenological approach, this research was conducted in leather cluster Magetan---East Java, Indonesia. Data analysis using Creswell Model involved the SME’s owners as informants. The result showed, determinants of knowledge sharing are attitudes, motivations, values of SME’s owners, and perceived behavioral in knowledge sharing. Attitude factors toward knowledge sharing is determined by spirit of move forward, obligation, fortune sharing, and efficiency. Motivation factor of knowledge sharing reasons are growth, independent, partnership, and consumers’ satisfaction. Whist, harmony and patience are determinants of the values of SME’s owners. Perceived behavioral of knowledge sharing is determined by learning together, willingness, and understanding others.

Keywords: Knowledge Sharing Behavior, Innovation Capability, Phenomenology, SME
Drinking Motives as Mediator between Social Anxiety and Alcohol Use among University Students in Klang Valley

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ABSTRACT

As social anxiety becomes a threat, drinking becomes a trend in experiencing relaxation, acceptance and decreases performance fear. Alcohol use continues to be a major concern among people within the age group 15 – 29, particularly first year university students. This paper sought to assist in integrating a detailed analysis of potential unique mediator of alcohol use among socially anxious people through a quantitative study among 600 private university students in Klang Valley using Social Interaction Anxiety Scale, Alcohol Use Disorders Identification Test and Drinking Motive Questionnaires-Revised. Coping and conformity motives were hypothesized to significantly mediate the relationship between social anxiety and alcohol use the most. By examining the beta weights, coping motives (β = .27, p < .001) followed by conformity motives (β = .13, p < .05) were making relatively large contributions to the prediction model, followed by social anxiety (β = .15, p < .01) while controlling the mediators. Students with high social anxiety endorsed greater negative reinforcing drinking motives (coping, conformity) which independently mediated the relation between the two variables studied; in which the coping motives were believed to lead to adverse long-term consequences because the discrepancies that foster negative affects have never been adequately addressed.

Keywords: Alcohol Use; Drinking Motives; Social Anxiety; Students; University
Basel Requirement And Financial Stability: An Analysis Among Islamic And Conventional Banks In Selected Asian Countries

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ABSTRACT

Studies on bank role to support a sound and stable financial system resulted to an uncontested outcome that unstable banking institutions may destruct the economy. To prevent financial crisis or turmoil lead by unstable banking system, bank regulation has been established and updated gradually. Basel regulation, as a renown internationally accepted bank regulation is being formulated and updated gradually by the Bank for International Settlement (BIS) to ensure financial stability. Despite, the latest Basel requirement (i.e. Basel III) has been established and replacing Basel I and II, effectiveness of Basel regulation in preventing financial crisis through maintaining bank stability remains as a challenge. In this study, the new set of requirements under Basel III, which a more stringent capital ratio, introduction of liquidity and leverage requirements have been investigated with regards on their impacts on financial stability of banking institutions. At the same time, Islamic banking, although it is not being specified under Basel III, has perceived to be more stable and resistance during financial shake up. Therefore, this study examines the association of Islamic banking existence on stability of the banking system. Further, it also tries to compare the impact of new Basel III requirements on financial stability of both Islamic and conventional banks. An outcome from data collections of 596 financial data of 108 Islamic banks and 488 conventional banks in four Asian countries, i.e. Indonesia, Malaysia, Singapore, and Thailand, proves that Islamic banking has higher Z-score or stability than its conventional counterpart. Additionally, multiple regression analysis has been conducted to examine the relationship between Basel III’s capital requirement, liquidity requirement and leverage requirement on financial stability of both conventional and Islamic banking in these four selected Asian countries.

Keywords: Financial Stability, Basel, Islamic, Conventional Banks, Asian Countries
Code Implementation And Code Embeddedness: Perceptions Of Employees By Ethical Ideology

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ABSTRACT

This research is part of a wider study investigating ethics in Indonesian higher education institutions. In particular, it addresses the perceptions of the institutions’ staff to the implementation and the embeddedness of their institutional codes of ethics. The initial intent of the research was to include nine denominational higher education institutions in seven cities on the island of Java, Indonesia. By the time the research was conducted, however, only one of the institutions had a code of ethics. Therefore, the scope of this article was limited to this institution. The purposes of the article were two-fold. The first was to assess the perceptions of the staff in the institution to the implementation and the embeddedness of their code of ethics. The second was to ascertain whether relevant differences in the attitudes existed between employees based on their personal ethical orientation, namely idealism and relativism. A purposive sampling was used to identify respondents and to invite their participation in this project. A total of 200 questionnaires were distributed of which 103 were usable. Findings of the research suggested a positive association between idealism and the implementation of a code of ethics. A similar relationship was also shown to exist between idealism and the embeddedness of the code. In contrast, relativism was found not to have any correlation with code embeddedness whereas its relationship with code implementation was negative. These findings indicated that the promotion of codes of ethics in organisations is somewhat problematic. Idealists are basically people who comply with codes while relativists consider that codes of ethics would restrict their flexibility. It would be unwise, however, to dismiss the characteristics of people who embrace a philosophy of relativism since these are sometimes required for, or desirable in, organisational or institutional success. As such, this research had a number of limitations and these have been outlined accordingly. Some recommendations for further research in this area have also been discussed.

Keywords: Codes of Ethics; Denominational Higher Education Institutions; Idealism, Relativism; Indonesia
Determining Innovative Tourism Event Professional Competency for Convention and Exhibition Industry: A Preliminary Study

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ABSTRACT

Event management constitutes one of the most exciting and fastest growing forms of leisure, business and tourism-related phenomena where the recognition of tourism event as an important contributor to the country’s economy is unquestionable. Despite several attempts trying to improve the success of managing tourism events, the issue on the event professional competencies remained unanswered. This study is conducted to understand the concept of competency and to determine the innovative competencies of event professional for conventions and exhibitions industry. The study has adopted a six-step competency model development in order to determine what the conventions and exhibitions experts perceive would be the innovative event professional competencies that can provide them with the competitive advantage needed to intelligently capture the opportunities. A focus group interview was conducted where a set of questionnaires was further developed and a pilot test was conducted to test the reliability and validity of the instrument. Four main competencies emerged from the analysis namely entrepreneurial competencies, operational competencies, personal characteristics competencies and communication competencies.

Keywords: Competency; Event Professional Competencies; Innovative Competency
Determinants of Job Satisfaction: How Satisfied are the New Generation Employees in Malaysia?

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ABSTRACT

Globally, job hopping and employee turnover are increasing year by year since the new generation of employees entered the work force for the past decade. Most employees had begun to offer various packages to increase employees’ job satisfaction among the new generation in order to restrain this issue before it becomes more critical. The purpose of this study is to explore ways that are deemed suitable for companies to ensure high job satisfaction among the new generation employees. Furthermore, this study also explored the relationship between the individual and work-related factors on the satisfaction level of these new generation employees. A total of 150 new generation employees participated in this survey. The findings revealed there are factors that significantly contribute to the job satisfaction among the new generation employees. The implication of this study is of great importance for organizations in developing their retention package or to increase the job satisfaction among the new employees.

Keywords: Employee Turnover, Job Satisfaction, New Generation Employees
The Influence Of Personality, Driver Stress and Driver Behavior as Mediator on Road Accident Among Bus Driver in Riau Province Indonesia

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ABSTRACT

This study aims to examines the contribution of personality, stress of driver and driver behavior as a mediator on road accident among bus driver in Indonesia. The study adopts a survey method to elicit responses from a sample of 400 bus driver who were selected as a Respondent. The data collecting using the Big Five Personality questionnaires, Driver Stress Inventory, Driver Behavior questionnaires and Road Accident Inventory. The data collected were analysis confirmatory factor analysis and Structural Equation Model (SEM). The SEM results show that the model hypothesis predictor index of road accidents have a good match but personality factors do not have affect directly on road accident and the stress of driver and driver behavior have a significantly affect on Road accident ; therefore the model needs to be re-specified. The decision to re-model specification indicates the index a better match and be able to explain the accident to the fair. All of the predictors have influenced for 4% of variance on road accidents. Two predictor variables were accounted for 24% of variance on the behavior of drivers. Stress drivers directly affecting road accidents by (β = .13), and driver behavior (β = .07). Two predictor variables on the driver behavior also reveals that the personality basis directly affect the behavior of the driver (β = .18), followed by stress of the driver have a direct influence on the behavior of drivers (β = .38). The factor of driver behavior error and lapses have strong affect to road accident. The implication this study show that there is need for an intervention program in order to reduce the prevalence of accident involvement due to personality factors. The latter should be focused on managing driving behaviour.

Keywords: Personality, Driver Behavior, Road Accident
The Influence of the Management Control System on Good University Governance with the Internal Auditor's Role as Mediation

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ABSTRACT

The objective of this study is to prove the role of the Internal Control System (SPM) on Good University Governance (GUG) with the internal auditor's role as mediation in the context of open and distance higher education (PTTJJ). The study assessed the effectiveness of SPM within the COSO framework (Committee of Sponsoring Organizations of the Treadway Commission); GUG through indicators of audit findings, and the role of internal auditors through indicators of internal auditor competencies. The results of the test on 138 samples by using structural equation modeling (SEM) showed that the indicators of each variable valid and reliable. This study proves the effectiveness of SPM affects the GUG, but the internal auditor's role is not significant. Partial test results, only the auditor competence, either directly or as mediation do not even have a significant positive correlation. Thus in the context PTTJJ, the statement of Puspitarini (2012) and Sukirman and Sari (2012) that this study does not support the effectiveness of the SPM role in the achievement of GUG through the internal auditor's role. Based on the findings, the competence of accounts should be improved, especially in time management, communication skills, how to search for evidence, and an explanation for the recommendation. Auditors were still influenced by the old paradigm that is as a watchdog, the representative of the Chairman and not as a catalyser and consultant. Even if the model fit as mediation has not been established, but this study confirm the indicators of the effectiveness of the SPM, the role of internal auditors and GUG. The more consistent management in implementing the COSO framework, the better management control systems, the auditor's competence and professionalism behave and act, the greater the role of internal auditors, and the less significant audit findings, the better GUG. Results of this research would be more interesting for further study if it were to be reexamined in the context of the higher education with different characteristics such as demographics, ownership status, and expanding research on the corporate level.

Keywords: Good University Governance, Fit, Mediation, Auditor Internal
Issues and Challenges of Social Media Adoption by Tourism SMEs

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ABSTRACT

Tourism is one of the largest contributors to the Malaysian economy. Apart from the many natural and cultural resources that Malaysia has to offer, homestay is another unique tourism product that can be further developed to attract more tourists to come to Malaysia and add to the success of the tourism industry. Previous studies suggest that although social media has been widely used in various types of businesses, SMEs, particularly homestay businesses, still do not utilize social media in the effort to reach out to their potential customers all around the world. Therefore, the purpose of this study is to compile a literature review on the issues and challenges of social media adoption by SMEs. The empirical part of this study consists of review from existing literature related to social media adoption by SMEs published between years 2010 to 2015. Based on the literature review, it was found that there are barriers that prevent SMEs from adopting social media in their business. It also suggests that level of technology competency is the most crucial factor in the adoption of social media by SMEs. This review will add to the existing literature on the use of social media by SMEs. It will provide a source for researchers in discovering research trends in social media adoption literature and will help to simulate further interest in this area.

Keywords: Homestay; SMEs; Social media; Social media adoption; Technology competency; Tourism SMEs
Performance of Microfinance Institutions in Harmony Cultural Perspective

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ABSTRACT

This study aims to model the performance of Village Credit Institutions (LPD) which is one of the microfinance institutions in Bali through cultural harmony. This culture aims to achieve happiness by maintaining a harmonious relationship with God, company with employees, and the company with the villagers. 120 LPD as samples using stratified random sampling method. Qualitative data were collected in-depth interviews of managers and analyzed by the ethnometodology method. The results showed that the measurement of performance through CAMEL must be added the company's ability to support religious activities and culture that flourished in every village. Cultural harmony is applied in Bali and can be developed in other areas in accordance with the existing culture. Results of the study have implications for the performance of taking the measurements should pay attention to local culture and a new thing in microfinance institutions.

Keywords: Performance, Micro Finance Institutions, Cultural Harmony
The Characteristics Of The Regional Head And The Local Government Performance In Indonesia

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ABSTRACT

This study aims to provide empirical evidence about the influence of the characteristics and the regional head of local government performance. Local government performance is measured by scores on the evaluation of performance of regional government (EKPPD) derived from local governance report (LPPD). To realize the required capability of regional leaders and adequate competence in the regional administration. The capability can be attributed to education, tenure, and age as the upper view echelon theory. With a high level of education, the appropriate educational background, mature age, and work experience will be more open enough insight to regional executives can adapt to the changes and innovations to be able to create governmental achieve optimal performance. The population of this research is all the district / city in Indonesia in 2011. Total the study sample was 149 Government by using purposive sampling. The analytical tool used is linear regression. The results of this study indicate that the characteristics of elected regional head (term of office, incumbent, age, education). Term was integrated both individually and with other regional chief characteristics affect the regional head performance. Characteristics age was not significant individually or no effect but when integrated the age of the head of education attributes that area became influential means in this case that education is the education level becomes important in the area of financial management to achieve good financial performance area.

Keywords: Regional Head Of The Organization’s Performance, Term Of Office, The Incumbent, Age, Education
Understanding of Income in The Theatre of Life of a Medical Doctor

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ABSTRACT

Materialism invades in every aspects of human life. Materialistic character is believed to be harmful when it invades profession of humanity such as a doctor. The aim of this research is the understanding of income from doctor's perspective. Doctor is a humanist profession, which is very different with accountant, that they are educated to be materialistic from the beginning. This research used dramaturgy as instrument of data analysis. Result shows that income from doctor perspective is a humanist income. Humanist income, is an ideal income for human. Humanist income involves spiritual, compassionate, sincere, inner satisfaction, and money income. Humanist income shows that for human, income is a fulfilling physical needs sufficiently, it's a gift from God, obtained and distributed in compassion and sincerity with the principal aim is an inner satisfaction.

Keywords: Understanding Of Income In The Theatre Of Life Of A Medical Doctor
The Influence of Leadership Styles on Subordinates’ Integrity in Malaysian Local Authorities. The Role of Trust as Mediator

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ABSTRACT

The purpose of this study is to examine the influence of leadership styles on integrity and to test the mediating role of trust on the relationship between leadership styles and integrity using 300 questionnaires responded by the employees (support staff group) of local authorities located in the central region of peninsular Malaysia. The measurement scale employed in this study has met the acceptable levels of validity and reliability tests of the study. However, performing confirmatory factor analysis (CFA) based on structural equation modeling (SEM) has remained two of three components of second order measurement model of transactional leadership. They are contingent reward and management by exception (active). The management by exception (passive) was omitted for further analyses. Some items of first order measurement model of transformational leadership were also deleted through CFA. Regression results of SEM analysis indicated that integrity was not indirectly influenced by the transformational leadership and transactional leadership through the presence of trust as mediator. Trust mediated the relationship between transactional leadership and integrity. Further, this study provided the discussions and implications from the findings.

Keywords: Transactional leadership, Transformational Leadership, Integrity, Structural Equation Modeling, Local Authority
Brand Image and Product Price. Its Impact For Samsung Smartphone Purchasing Decision

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ABSTRACT

An Ordinal and likert scale were used as measuring instruments in this study. The result of multiple linear regression analysis showed that the variables of the brand image and product price simultaneously affect the purchase decision. The coefficient of brand image and product price almost the same. It indicates that the customer not just only influence by the product that is represented by the brand image but also the price as well. Referring to the condition in which the variable are brand image and product price, the result of coefficient of determination are 59.1%, the researcher suggest to the further research to add another factor to be investigated in such away that those factors are expected will increase the value of R square.

Keywords: Brand Image, Product Price, Purchase Decision And Samsung Smartphone
The Acceleration Strategy of Small Medium Enterprises Growth in East Kalimantan Province Indonesia

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ABSTRACT

This study's aim is to find out the root cause of problem inhabiting the implementation programs and to design strategies in creating problem solving of optimizing the role of CSR in accelerating SMEs growth. The data collected through in-dept interview, Focus Group Discussion, and the distribution of 600 questionnaires to the community as well as literature study. The data collected analysed by using the descriptive qualitative method to describe facts, the existing condition, and stakeholder perception about the role of CSR on SMEs growth around the mine of the region. The result showed that there were four root cause of problem, namely there was not any communication networking among the companies–local government and communities; the reluctance of companies to implement CSR program seriously as they should; lack of government commitment to enforce the rule and supervision; less concern of the government in economic empowerment. The solution strategy were developing internal and external effective communication patterns within and among stakeholder; increasing the role of institution to enforce the rules; increasing the capacity of stakeholder in monitoring and evaluating; and sharpening the CSR programs to empower the SMEs.

Keywords: Strategy; Smes; The Role Of CSR
Application of Theory of Planned Behaviour to Predict Consumer Intention to Purchase Safer Car

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ABSTRACT

In Malaysia, road traffic accidents cost RM9 billion per year in statistical evaluations and held responsible for the loss of lives of approximately 7,000 road users annually and thousand others incapacities. United Nation Decade of Action for Road Safety 2011 has outlined “Building Safer Vehicles” as one of its pillars to reduce road casualties. Malaysia as Working Party 29 of United Nations since 2006 has been improving its car safety level through regulation and consumer-based approach i.e. New Car Assessment Program in Southeast Asian Countries (ASEAN NCAP). However, the effectiveness of a regulatory or consumer-based approach intervention highly depends on how successful that intervention is in changing consumer behaviour of purchasing a safer car. Although, information on a safer car is still limited in Malaysia, a related study in the United States suggests that sufficient publicity of car safety ratings is possible to translate directly to car purchase. Thus, this study aims to investigate consumer’s behaviour intention with regards to purchasing a safer car in Malaysia. The Theory of Planned Behaviour (TPB) will be used for the study, as it has been used for many studies that investigate the relation between intention and behaviour.

Keywords: Road Traffic Accidents; Car Safety; ASEAN NCAP; Theory of Planned Behaviour; Purchase Intention
Adoption of Home Grown Medical Technology in Malaysia Health Care Centers, Exploratory Study

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ABSTRACT

The diffusion and adoption of Home Grown Medical Technology in healthcare organizations are constrained in developing nations. The problems with the Home Grown Medical Technology (HGMT) adoption in developing countries continue primarily because of inadequate skilled resources to handle and maintain the technology, dearth of home grown technology, inadequate expertise in the use of technology in healthcare along with the ideas of some health employees and the dependence mainly on imported medical technologies. The this paper was focused on the creation of extended model of the adoption of (HGMT), based on the integration of diffusion-based theories, particularly (Tornatzky & Fleischer) model and intention based- theories, particularly UTAU model that was empirically tested among the healthcare organizations in Malaysia. The main focus was limited to the organizational level in the healthcare centers. In this paper, the proposed conceptual model, integrates four key groups of factors: organizational factors, technological innovation factors, environmental factors, and individual factors. The model facilitates the creation of details to address the research issues confidently. Quantitative methods and theory testing were employed to test the model. The researcher was used SPSS software to analyze the data. This paper was revealed that that, the organizational factors, technological innovation factors, environmental factors, and individual factors have positive significant effect on the adoption decision of HGMT in healthcare organizations in Malaysia.

Keywords: Adoption, Developing Countries, Home Grown Medical Technology
A Study Of International Financial Reporting Standards (IFRS) Implementation In Indonesia: The Preparers’ Perspectives

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ABSTRACT

The costs and benefits of International Financial Reporting Standards (IFRS) adoption may vary from firm to firm. In addition, each country has its own unique characteristics and accounting practice as a reflection of country’s characteristic. Therefore, the dynamics of the IFRS implementation in Indonesia needs to be separately assessed. The new Indonesian Financial Accounting Standards (“IFAS” or most commonly known as “PSAK”) and interpretations comes into effect in 2012. This study is intended to explore the factual information; cost of implementation; general impact of implementation; progress to date; operational and strategic decision taken by management; implementation and impact of individual standards; and general other related to IFRS implementation in Indonesia by comparing before and after IFRS implementation. Data were collected by using content analysis from annual reports of manufacturing companies listed in the Indonesian Stock Exchange and analyzed by using SPSS. Statistical analysis showed that in Indonesia, the average number of pages that reveal category of operational and strategic decision taken by management; implementation and impact of individual standard; and general other differ between before and after the implementation of IFRS, but not for factual information and general impact of information. In addition, there is a significant difference in the average of number of listed manufacturing companies report category of progress to date; operational and strategic decision taken by management; and general other between before and after the implementation of IFRS-based Financial Statements. Findings of this research can serve as a guideline for companies in Indonesia and other developing countries in implementing the IFRS. The findings will also contribute to the knowledge and application of Financial Accounting System and Accounting Theory.

Keywords: International Financial Reporting Standards; Indonesian Financial Accounting Standards; IFRS Implementation; And Manufacturing Companies.
Intellectual Capital on Property Sector in Indonesia

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ABSTRACT

Indonesia with a huge population has a very potential business in property in order to meet the needs of residential, entertainment venues, offices, and more. But whether the manager (CEO) saw this business potential by putting intellectual capital as knowledge based on its business to improve business performance and able to impact on the value of firm? The purpose of this study is to investigate the effect of intellectual capital on business performance and its impact on the value of firm on property sector in Indonesia. Intellectual capital is a resource that is measurable and became one of the company's most vital assets to increase competitive advantages that can be exploited in order to give a good contribution to the business performance in order to optimize the value of firm. Sawarjuwono and Kadir (2003) states that companies in Indonesia will be able to compete when using the competitive advantage gained through innovations that produced by the company's intellectual capital. Some studies that discuss about intellectual capital, Bontis et al. (2000) examined the relationship between intellectual capital on business performance, the results show that there is a significant relationship between intellectual capital on business performance. Neither the Maditinos et al. (2011) which states that the value added as a component of intellectual capital has a positive and significant relationship to the business performance. Intellectual capital in this study was measured by VAICT™ Model (value added intellectual capital coefficient) proxied by physical capital efficiency (PCE), human capital efficiency (HCE) and structural capital (SCE) (Pulic, 2000). Ducker (1999) stated Intellectual capital efficiency (ICE) = HCE + SCE and Physical Capital efficiency (PCE) = VA / Asset. While the business performance measured by ROE and the value of firm is determined by the price to book value ratio. This research is positivistic research paradigm that view the reality or phenomena can be classified, relatively fixed, concrete, observable, measurable, and symptoms of a causal relationship. The population is property companies listed on Indonesian Stock Exchange during the 2006-2010 periods. The sample was determined using purposive sampling method, based on sampling criteria the final sample in this study is 33 companies. The hypothesis of this research is tested by using multiple regression was used to compare the effect of human capital efficiency (X1), structural capital efficiency (X2) and physical capital efficiency (X3) on business performance-ROE (Y) and also its impact to value of firm-PBV (Z) as a research framework. Based on the hypothesis, it is expected there is a significant effect of intellectual capital on business performance and also the existence of a significant impact on the value of firm in the property industry listed on the Stock Exchange. The result is expected to contribute to the manager of property sector in Indonesia for knowledge based oriented as elements of the intellectual capital in order to improve business performance and value of firm, then for the academics can be used as a reference to examine the intellectual capital in other sectors in Indonesia or other country.

Keywords: Intellectual Capital, Business Performance, Value Of Firm.
Worldview Islam and Western capitalism in Zakat Management in Developing Countries

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ABSTRACT

Currently, the biggest challenge Muslims actually not be economic, political, social and cultural, will be but the principal challenges in mind. Because the problems posed by areas of economics, politics, social and cultural turns sourced from the subject matter. And the most serious challenges is the subject matter in the field of religion. This article aims to review the practice of zakat distribution and management of the corresponding values of sharia, separated from the spirit of capitalism. This paper uses literature study: reviewing the regulation and practice of distributing zakat in developing countries

Keywords: Worldview Islam, Zakat, The Capitalist Spirit
The Effects of Big-Five Personality Traits on Deviant Behavior

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ABSTRACT

Deviant behavior is pervasive in many organizations, and has now spread into the public sector organization. This behavioral problem is harmful as it reduces organizational efficiency and effectiveness, which causes productivity defect and reduces people’s satisfaction. As such, this article aims to identify the personality profile of the public sector employees and the relationship between personality differences and deviant behavior, as the literature indicate that personality is the influencing factor towards deviant behavior. In this study, the big-five personality traits are used, namely surgency, agreeableness, adjustment, conscientiousness and openness to experience, to classify individual differences at work. Simultaneously, two perspectives are used to describe workplace deviant behaviors, which include organizational deviance and interpersonal deviance. The data was analyzed using descriptive statistics, and hierarchical regression analyses. Studies indicate that age and gender are of significant influence in deviance studies and are the control variables to examine the effect of big-five personality traits on the two classification of deviant behavior. The study among managerial employees in the Malaysian Federal Ministries shows that all personality dimensions are highly evident. The study also indicates that these personality dimensions have an association with organizational deviance with surgency, conscientiousness and openness to experience reported to having significant relationships with organizational deviance. The study also revealed that all personality dimensions have an association with interpersonal deviance, with only surgency and conscientiousness having a significant relationship. In conclusion, the study supports previous empirical research which showed the influence of personality towards deviant behavior. The human resource practitioners have a role to instill the development of desirable personality at work to inhibit negative behavior.

Keywords: Deviant behavior, organizational deviance, interpersonal deviance, personality
Cost Management, Entrepreneurship and Competitiveness of Strategic Priorities for Small and Medium Enterprises

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ABSTRACT

In this paper, we examine the relationship between cost management practices and competitiveness of strategic priorities of Small and Medium Enterprises (SMEs). Based on resource based view theory, we argue that cost management is an important resource to develop competitiveness of strategic priorities of SMEs. This paper posits that there is positive relationship between cost management practices and competitiveness of strategic priorities of SMEs. Questionnaire surveys were mailed to either owners or senior management of SMEs in Malaysia. This study applies factor analysis and regression to test the hypotheses. Consistent with previous research, the results of this study provide evidence that cost management practices is positively associated with SME’s competitiveness of strategic priorities. A further analysis demonstrates that the relationship between cost management practices and SMEs’ competitiveness of strategic priorities is stronger by the mediating effect of entrepreneurship capabilities. This study contributes to the literature on resource based view by extending the understanding of integrated effects of cost management practices and entrepreneurship on competitiveness of strategic priorities. In terms of practical contribution, the results of this study can be used by regulators, policy makers and SMEs’ owners in developing the right resources to enhance the SMEs’ strategic priorities.

Keywords: Cost Management Practices; Competitiveness Of Strategic Priorities; Small And Medium Enterprises (Smes); Resource Based View; Entrepreneurship Capabilities.
The Effect of Good Corporate Governance Mechanism to Earnings Management Before and After IFRS Convergence

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ABSTRACT

This study aims to determine the effect of differences in the mechanism of “Good Corporate Governance” on Earnings Management, before and after Indonesian Financial Accounting Standards (PSAK) convergence International Financial Reporting Standards (IFRS), on the companies listed on the Indonesia Stock Exchange (IDX) in the year 2010-2013. The population in this study amounted to 136 manufacturing companies, where samples obtained was 65 unit companies in accordance with the sample selection criteria. This study using a different test analysis sample t-test and test Paired Sample t-test. Mechanism of good corporate governance is an independent variable that includes internal and external mechanisms. The results of study can be concluded that there were no differences influence of the independent commissioner board composition, commissioner board size, the composition of the audit committee, audit quality on earnings management before and after PSAK convergence to IFRS. While for managerial ownership and institutional ownership, there are differences in the effect on earnings management before and after PSAK convergence to IFRS. Influential or not internal and external mechanisms of good corporate governance on earnings management before and after PSAK convergence IFRS depends on the implementation of the mechanism of ”good corporate governance” itself. Then the results of Paired Sample t - test concluded there was no significant effect of the difference before and after PSAK convergence IFRS.

Keywords: Earnings Management, IFRS, Indonesian Financial Accounting Standards (PSAK), Mechanism of Good Corporate Governance
Development of Underground Land in Malaysia: The Need for Master Plan of Urban Underground Land Development

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ABSTRACT

Utilization of underground land for utility purposes especially for infrastructure nowadays has been widely developed where land is scarce. The development of underground land often takes place in the urban area where the cities are becoming increasingly overcrowded and congested. However, this kind of development comes years later after the planning authority had stipulated the urban master plan. The planning authority was seen to disregard the development of the underground land. Whenever underground land is to be developing, the developer will face the challenge on how development is to be carried out in term of its land use, zoning and also density. The objective of the study is to explore the need for the planning framework for underground land development. Therefore, the study attempts to review and discuss the important of planning framework in developing underground land especially in the urban. The findings will conclude that it is of utmost important for Malaysia to be ready with the master plan in developing underground land. Malaysia experience in developing underground land will highlight the challenges face by the developer in the absent for the planning framework. The discussion is expected to further assist in identification of the elements most appropriate for developing the planning framework and the master plan in utilization of the underground land for development.

Keywords: Underground Land, Land Development, Sustainable Development, Planning.
Globalization In The Perspective Of Islam And Economic Experts

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ABSTRACT

This paper aims to describe globalization in the perspective of Islam versus economists, using two approaches, structures and behavioral approaches. Analysis of backward linkages and forward linkages are used to determine the impact of globalization on the economic structure and the multiplier effect analysis is used to look at the behavior of entrepreneurs in globalization, both from the perspective of Islam and economists. Results of analyzes describe that globalization in the perspective of Islam is interpreted as a command of God to mankind in the whole world to know each other (QS. Al-Hujurat,: 13) so that people can work together in economic and trade activities that you both benefit and satisfaction. Further globalization in the perspective of economists, found two groups of economists whose outlook is pessimistic to say that globalization is a threat because globalization applying capitalist system that impact on the well-being, while the optimistic economists say that globalization is an opportunity that can raise the level of welfare of the people of the world.

Keywords: Globalization, Islamic Perspective, Economic Perspective
Sociological Monitoring of Interethnic Relations

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ABSTRACT

We consider optimal the research, which is focused on: 1) complex and differentiated evaluation of processes of interethnic and inter confessional interaction in contemporary Russia; 2) study for objective situation and subjective condition of interethnic and inter confessional relations in regions of contemporary Russia; 3) determination of effective directions of revelation and formation of a unified value attitudes, that will be accepted and shared by scientific-expert community by problems of stable and harmonic development of Russia and its regions in conditions of national, confessional and ethnic diversity. The suggested research is the base for further sociological monitoring and concretized in the following: 1) working out of methodological bases of a new scientific understanding of various interethnic and inter confessional relations and processes in conditions of interethnic society of contemporary Russia basing on complex approach; 2) working out of theoretical model of social mechanism of formation of interethnic and inter confessional interaction in regions of contemporary Russia; 3) formation of methodical bases for evaluation of peculiarities of interethnic and inter confessional interaction in contemporary Russian regions, working out of indexes and indicators, connected with peculiarities of positive and negative manifestations of interethnic and inter confessional interaction in different regions of Russia; 4) realization of a complex and differentiated evaluation of condition of interethnic and inter confessional interaction in different ethnic and confessional groups of population in contemporary Russian regions; 5) revelation of creative (positive) fields of interethnic and inter confessional interaction; 6) formation of methodical bases for evaluating, working out of indexes and indicators of value attitudes, accepted and understood by representatives of scientific-expert community by questions of stable and harmonic development of Russia and its regions in conditions of national, confessional and ethnic-cultural diversity; 7) revelation of unified value attitudes, accepted and shared by representatives of scientific-expert community by questions of stable and harmonic development of Russia and its regions in conditions of national, confessional and ethnic-cultural diversity; 8) working out of scientific-based system of monitoring of different indexes of interethnic and inter confessional relations in regions of contemporary Russia. In frameworks of concrete task the scale of planned researches is connected with obtaining results of the world level in the field of sociology of interethnic relations and ethnic sociology and determined by fundamental component, directed on the working out of methodological bases of new scientific understanding of different interethnic and inter confessional relations and processes. It is connected with the realization of retrieval scientific sociological researches in eight different in ethnic composition regions of Russia also.

Keywords: Interethnic Relations, Ethnic-Social Processes, Methodological Bases for Diagnostics of Interethnic and Inter Confessional Interactions.
The Influence of Relationship Quality on Customer Loyalty in the Dual-Banking System in the Northern States of Peninsular Malaysia

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ABSTRACT

As one of the most important players in the service industry, Islamic banking is no longer regarded as a business entity striving only to fulfill the religious obligations of the Muslim community, but as a business that is ineluctably in need for winning over customers whilst retaining the old ones. By retaining current customers, banks may gain benefits and economic advantages, including increasing profits and reducing costs to acquire customers. Thus, customer retention has been suggested as an easier and more reliable source of superior performance and long-term profitability. The increase in competitors’ rivalry and availability of innovative products from both conventional and Islamic banks has made it crucial to attract and retain Islamic bank customers in the dual-banking system. Various studies have shown that relationship quality is one of the most relevant antecedents of customer loyalty. While relationship quality has been identified as an important predictor of customer loyalty, relational behavior is also likely to influence relationship quality. However, limited research has been conducted and minimal attention has been given to the relationships between relational norms, relationship quality, and customer loyalty in a single framework. Therefore, this study intends to investigate the relationships between relational norms and relationship quality, and between relationship quality and customer loyalty. The mediating effects of relationship quality in the link between relational norms and customer loyalty will also be investigated. In the context of Islamic banking industry, particularly in the dual-banking system, further investigations may be useful to gain better insights of the reasons for the customers to remain loyal to the Islamic banks, or switch to the conventional banks. Data was collected from Islamic bank customers of the dual-banking system in the Northern area of Peninsular Malaysia between February and March 2015. The data was analyzed using SPSS and Partial Least Squares. Results of this study revealed that relationship quality mediates the relationship between relational norms and customer loyalty. Relational norms demonstrate by Islamic banks will increase the quality of relationships between the banks and their customers and enhanced customer loyalty. It is important for Islamic banks in the dual-banking system to focus on relationship quality since a better understanding of the concept of relationship quality will help them build a long-term relationship with their customers. The results of this study provide several implications for Bank Negara Malaysia and the Islamic banks. In order to enhance customer loyalty, Islamic banks should exercise relational norms that will enable them to have high relationship quality and thus, leads to loyalty behavior. Bank Negara should also evaluate the suitable products and services that can be introduced by Islamic banks before approving them so that the customers’ loyalty will not be jeopardized.

Keywords: Customer Loyalty, Dual-Banking System, Relational Norms, Relationship Quality, Partial Least Squares
Title: Suggested Information Sharing Strategies for Land Administration

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ABSTRACT

Land administration activities related on land tenures, land values and land use towards computerized system aims to improve the land administration information sharing. A non-technical integration issues such as institutional, legislation and jurisdiction, structure and cultural human resources management practices, and land information delivery services play an important role in information sharing. A technical integration issues related to limited updated data and information becomes a critical element in sharing activities. Successful of land administration system can be achieved with effective and efficient electronic land information system in an organization. The current electronic land information system is incapable of sharing land information between government agencies. The main problem is that the information is unavailable to the state and local authorities. The problem is also occurred to different districts, national levels, including sections of lands within a district and other government agencies that need land information for the urban development. Hence, this study attempts to review and discuss the strategies for information sharing, which appropriate in the Malaysian land information system. The discussion is expected to highlight the suggestions improvement framework in enabling information sharing for solving problems related to land administration.

Keywords: Information Sharing, Information System, Land Administration, Land Information System, Land Information Sharing
The Performance Of Micro Small And Medium Enterprises (MSMEs): Indigenous Ethnic Versus Non-Indigenous Ethnic

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ABSTRACT

The purpose of this study was to determine and analyze how the performance of MSMEs run by indigenous ethnic and non-indigenous ethnic and to test and analyze whether there are differences in the performance of MSMEs between indigenous ethnic and non-indigenous ethnic. This research was conducted using quantitative descriptive method and statistical analysis using a sample of 100 randomly selected respondents in Pontianak. Data was collected using a questionnaire distributed to MSMEs both indigenous ethnic and non-indigenous ethnic. The data analysis technique by testing through descriptive statistics, normality test data and paired sample T-Test. The results showed that there are differences in the performance of MSMEs between indigenous ethnic and non-indigenous ethnic.

Keywords: MSMEs Performance, Indigenous Ethnic, Non-Indigenous Ethnic

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ABSTRACT

The paper examines the impact of TPP Agreement on both US and Malaysian business in the context of US trade with Malaysia. First, an important implication of TPP is the explicit expectation by TTP members on Malaysia to improve labor practices, or potentially face severe sanctions. The question that arises is “what is the level of TPP-readiness among Malaysian business in relation to labour practices”. The level of readiness inadvertently influences the extent of business opportunity available for Malaysian companies or otherwise. At the same time, bigger US presence in the TPP area (in particular, Malaysia) also has implication on US business. US is a signatory to the Sustainable Development Goals (SDGs) that would be tabled in Paris in December 2015. In RTAs like the TPP, companies who take advantage of the trade opportunities, in fact, serve as ambassadors for their country. As global consumerism pressures and backlash escalate, arising from concerns over poor labour and sustainable development practices, US business need to explicitly demonstrate commitment to fair labour practices and sustainable development in order to retain global reputation and social licence to operate, for instance, in Borneo region of East Malaysia where exponential development is planned. The question that arises is “what is the level of TPP-readiness among US business in demonstrating commitment to labour practices and sustainable development” in the context of trade with Malaysia. The paper examines the state of readiness among US and Malaysian companies, in particular, from the plantation/agriculture, construction, mining and manufacturing sectors; and offers several proposals for both management and policy consideration and fortifying TPP’s success for both partners.

Keywords: Trans Pacific Partnership; Labor Practices, Sustainable Development, Trade; Free Trade Agreements; Regional
Building Information Modeling as a Process of Systemic Changes for Collaborative Education in Higher Institution.

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ABSTRACT

In this era of Information Technology (IT); building delivery method have remain dynamic and every aspect of building industry have fully embraced it for better output. Building Information Modelling (BIM) is a collaborative process of building delivery and as product of IT; it have been of use and is still expanding its usefulness across professional specialization in the built environment. Building information modeling (BIM) have proven to be a better alternatives process for all aspects of building delivery as against traditional methods that have being in use for ages. The adoption of BIM for project delivery is majorly a function of awareness, technical skill and education among professionals and across all specialization in the building industry. This was evident from the interview survey carried out by the study and prominent works of researchers in BIM. In other hand, the education sector is still to integrate a collaborative BIM education in its programs. Hence making the market needs for BIM experts very high and it adoption very low. Thus, this paper is an attempt to proffer a process of systemic changes for BIM adoption in education sector which will be invariably influence the building industry to take maximum advantages of BIM.

Keywords: Building Information Modeling (BIM); Awareness, Technical Skill; Systemic Changes; Information Technology (IT); Collaborative Education; Professional Specialization.
The Importance of Spiritual Leadership and Spirit at Work as Intangible Resource Capabilities in the Service Industry: A Resource Based View Framework

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ABSTRACT

This study attempts to make a rigorous empirical examination using SEM, on the relationship between organizational intangible capabilities in the form of spiritual leadership variables (Vision, hope/faith, altruistic love, meaning/calling and membership) toward spirit at work (SW), in a resource based view framework using 530 data taken from PT Telkom Indonesia. SW serves as a unique individual intangible resource which conform to the VRIO (Valuable, Rare, Inimitable and Organized) framework (Stead & Stead, 2014). This research is looking at the impact of Spiritual Leadership variables (Fry & Altman, 2009) which focuses on the organizational support, toward SW (Kinjerski, 2013), which focuses solely on the individual experience of spirit at work, with the moderating impact of individual spirituality which is derived from the Independent Spirituality Assessment Scale (Rojas, 2002) and furthermore examine how SW is impacting Job Satisfaction and Organizational Commitment as competitive advantages. Interesting finding shows that all work related spiritual leadership dimensions are significant toward SW (Vision, Hope/Faith, Meaning/calling and Membership) while one dimension of spiritual leadership namely Altruistic Love is not significant toward SW, which supports Grant (2005) finding that spirituality depends on the specific work context in which they are embedded. The SW is then significantly and positively impacting Job Satisfaction and Organizational Commitment. The hypotheses on the positively moderating impact of Individual Spirituality (Rojas, 2002) on the relationship between Spiritual Leadership variables toward Spirit at Work, are partially accepted.

Keywords: Resource Based View; Individual Intangible Capabilities; Organizational Intangible Capabilities; Spirit at Work; Spiritual Leadership; Independent Spirituality Assessment Scale; Workplace Spirituality; Competitive Advantage
The Impact of Organizational Role Stressors and Work Family Conflict with special reference to Women in IT Sector

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ABSTRACT

The quantum of work stress in Industrial Sector, especially in IT, is exploding day by day, and women are no exception. On one side the women started to break the glass ceiling, and on the other side, a good number of them make it more complex at their home as well as workplace. Due to high standard of living and industrialization, awareness of their rights has brought a lot of changes on the status of women. Working women percentage is increasing in India which in turn enhances the role of women in both domestic and outside world but then trying to balance between work and family leads to Work Family Conflict. Every organization has a system for roles which vary based on the different positions. Working women are facing more role stress compared to nonworking women. The focus of this study is IT sectors, which has become popular in modern India and youth are more interested to work in IT sector in spite of inherent attributes of IT sectors such as less job security due to higher pay structure. Certainly it is more competitive and one has to continually upgrade their skills to remain in IT field. The working condition in the information technology industry is becoming very stressful with a minimum of 50 working hours per week with very strict deadlines set by the customer, apart from working in different time zone. Unfortunately very few studies have been carried out among individuals in this particular profession. So the main aim of this study is to find the Organizational Role Stress and Work - Family conflict faced by the women in IT sector. This research focuses on (i) the influence of Work Family Conflict (WFC) and Organizational Role Stress (ORS) as such perceived/undergone by IT women. Irrespective of its outcome, the stress is certain; (ii) finding the impact of role stressors related to WFC. Data has been collected based on Work Family Conflict scale by Mathews 2010 and Organizational Role stress scale by Udai Pareek. Statistical Tools such as ANOVA, Correlation, Regression, Cross tabulation have been applied in data analysis. The outcome of this study/research indicates that there is a strong nexus between work to family conflict and family to work conflict. The remuneration too has got significant influence on job satisfaction. Overload of work, Inter Role Distance, & the one with high job demand are major role stressors. The selected study result also shows that most of the respondents’ spouses work in private sector of which 70% are in IT sector only. So the conclusion is if both are employed in IT sector, both could spare less time with their family/children. This is a major cause for work family conflict among married women. The limitation of the study is limited to IT sector, it has not taken into consideration of specific categorizations viz whether it is IT, or ITES, or BPOs. The chosen factors of study is a common one and can also be very well applied in other industries, as well as on Men working in those sectors. This study is just an iceberg of actual issues involved.

Keywords: Working Women, Work Family Conflict, Organizational Role Stress, Job Satisfaction
Conflicts between large shareholders in ASEAN 5

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ABSTRACT

The paper investigates principal-principal (PP) conflicts arising in mergers and acquisitions (M&A) in ASEAN 5 countries; Indonesia, Malaysia, Philippines, Singapore and Thailand. The issue is of importance to investors and the growth of the equity markets in ASEAN countries in South East Asia and probably well beyond. Large controlling shareholders in Asian public limited corporations according to prior research do cause agency conflicts. However, the net effect cannot be estimated with any degree of accuracy without understanding and being able to distinguish the single effect of an investment project. The relation between large shareholders and agency conflicts is difficult to test empirically since no public information is provided at the individual investment project level, which differs from the case of corporate mergers and acquisitions (M&A) (Amihud, Lev, & Travlos, 1990). The diagnostic testing potential the analysis to utilise Hausman-Taylor (HT) technique that takes into account of the time variant and time-invariant data into the model analysis. PP conflicts associated with M&A were found to be rampant. These suggest consequences in terms of limited willingness to participate in shareholding as part of individuals’ portfolios. Similarly, challenges regulators concerned to promote the secondary market for equities are address in this thesis by promoting the use of dividend ratio policies as an indicator for PP conflicts.

Keywords: Merger, Acquisition, Financial Performance, Asean
Local Government Action For Developing Primary Cooperative In Indonesia

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ABSTRACT

Cooperative movements have grown rapidly not only in developed countries but also in developing ones and have played critical roles in socio-economic development of those countries by creating jobs, generating income for the members, reducing poverty and exclusion, providing social protection for their members, and representing groups in civic engagements. However, the failures of cooperatives are still existed in several countries. Mostly, the causes of failures are related to the lack of management skills and the shortages of capital. The lack of management skills are related to the shortages of skilled human resources and the shortages of ability to balance with cooperative values. Therefore, the role of the government was necessary to develop cooperatives. However, cooperative development should be aimed at empowering cooperatives. In the other word, cooperative development should be met with the cooperative values. If the development doesn’t base on its values, it will be a “time bomb” that threatens the sustainability of cooperative itself. Thus, this paper focus to the action of the local government particularly in Malang District to develop primary cooperatives and to measure the appropriateness of the action with cooperative values and principles. The study relied heavily on descriptive research method. Consequently, the data was generated from semi-structured interview, observation, and documentary analysis in Department of Cooperative and MSMEs of Malang District, Indonesia who had responsibility to promote cooperatives in each area. The result of the research showed that strategy of Malang District local government focused on strengthening individual member businesses and financial capacity of cooperatives and member businesses. That was not met with cooperative values namely self help and mutual assistance. The strategy was also not suitable with the characteristics and principles of cooperatives such as community oriented; people oriented; owned and managed by members; and education, training and information.

Keywords: Government Action, Local Government, Primary Cooperative, Cooperative Value, Cooperative Principle
The Effect Of Banking Company Performance In Good Corporate Governance Listed Indonesia Stock Exchange

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ABSTRACT

Corporate Governance is still a major problem during the post-financial crisis period in emerging markets, particularly in Indonesia. Especially, financial institutions have implemented corporate governance reform fatherly improve company performance and increase profits. The purpose of this study was to measure corporate governance and performance of the banking sector in particular determine the mechanisms of corporate governance. Independent variables used in this study is the Return on Equity, Return on Assets, composition and size of the Company's Corporate Assets. While the dependent variable that is of good corporate governance. The sample used in this study is a banking company listed in Indonesia Stock Exchange 2010-2014. The data of this study is derived from the Indonesian Stock Exchange Corner, Corporate Governance Perception Index (CGPI) and the Indonesian Institute for Corporate Governance (IICG). The method of analysis used descriptive statistics and linear regression, according to the research objectives are to analyze the influence of independent variables on the dependent variable. Purposive sampling method is used to determine the sample size of the study. This method obtained from a sample of 10 commercial banks. The analysis showed that the return on equity significantly and negatively related to corporate governance. Return on Assets second positive and significant effect on corporate governance. Third, the composition of the Company's assets and a significant negative effect on corporate governance. The latter, Company Size and significant positive effect on corporate governance.

Keywords: Good Corporate Governance, Corporate Performance, Corporate Governance Mechanisms
Behavior Finance:
Student Entrepreneurships Effort Among Telkom University,
Determination Of Amount Of Investment, Source Of Funds And
The Potential Risk Of Return And Impacts Against Re-Investment Share

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ABSTRACT

The college has a responsibility to provide debriefing skills to students in accordance with their fields
and pay attention to the interests and talents of each. Problems that once a task is to help distribute
educational institutions graduate to the next level: (1) continuing higher education; (2) entering the
workforce; or (3) entrepreneurship. This paper discusses the issues into three, namely the role of
educational institutions to help the graduates to enter the world of entrepreneurship with the
preparation and the stages to be executed, resulting in a successful venture in accordance with the
planned objectives. This study refers to the theory financial behavior. Next will be implemented in
colleges, especially among students in starting a business in making investment to carry out the
business. Variables used as the basis for analysis include: amount of funds used (X1), acquisition
funds (X2), readiness to bear the losses (X3), results of operations selected (Y) and analyzing the
portion of operating results that are returned for re-investment (Z). Potential respondents selected
from students who participated in the student community who are doing business and some students
who are interested to establish a business. Results of the study will investigate the relationship
between variable amount of investment (X1) the source of funds (X2) the potential loss (X3) net
income (Y), as well as re-investment (Z). This research is expected to be used as reference to add to
the theory that is highly correlated with financial behavior.

Keywords: Entrepreneurship, Funds, Potential Risk, Return and Re-investment.
Islamic Branchless Banking Indonesian Model – Ibbim

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ABSTRACT

The majority of the Indonesian population is Moslem, and nearly 40 % of Indonesia's population not affordable banking services yet. Meanwhile, Bank Syariah or Islamic Banking has been present in Indonesia for over 20 years. This phenomenon is interesting for further study to look for the most appropriate solution. The Indonesian government has set Branchless Banking policies as one of the solutions to realize the financial inclusion program. Although met with a very responsive by the Bank, but the response of the target community has not revealed anything so positive. This has become a phenomenon that deserves to be further studied. From both these phenomena, the authors tried to build a model that will be the beginning of the study with the methodology of R & D results are expected to be used as a basis of reference for further research to help address the issue of financial inclusion in Indonesia

Keywords: Islamic Banking, Branchless Banking, Financial Inclusion.
Personal Sharing In Small Groups-A Case Study

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ABSTRACT

In this paper we discuss the concept of reciprocity in social network. The concept taken for the study is personal sharing among students of second year post graduate programme in two different Universities in India. The data collected is represented as a directed graph in which an arc from one vertex to another vertex represents the existence of personally sharing between the corresponding students. An analysis of these directed graphs is carried out and influential actors in the network are identified. Further the pattern of personal sharing between male and female students reveals a substantial difference of behaviour between the two Universities.

Keywords: Personal Sharing In Small Groups-A Case Study
Impact of Risk Assessment on Corporate Governance and Earning Management in Bank Of Indonesia

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ABSTRACT

The aim of this research is to investigate the impact of risk assessment on good corporate and earnings management in bank of Indonesian. We used data pooled from 2011 through 2013. A panel data multivariate regression methodology is used. We find that discretionary risk assessment using loan loss provisions no effect on the earnings management. We also document the reasons for the conflicting results on these effects observed in prior studies. We find that corporate governance can lower earnings management practice through loan loss provisions. The final conclusion are IFRS 50/55 and Basel II Accord generally evidence to improve in bank’s financial report quality

Keywords: Risk Assessment, Loan Loss Provisions, Good Corporate, Earnings Management.
The Implementation of Strategy, Organizational Culture and Performance: Finding ‘The Best Fit’

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ABSTRACT

This study examines the degree of aligment or “best fit” between the implementation of strategy and organizational culture, and its implication on company performance. The study was carried out using data obtained from the pharmacy network of PT. Kimia Farma. A total numbers of 121 questionnaires were sent through email address of respondents – operational managers of Kimia Farma Pharmacy located on the island of Java. Of which, 114 questionnaires were returned and were analyzed using descriptive analysis with SPSS version 20, and the analysis of Structural Equation Modeling (SEM) with a statistical program AMOS version 7. The finding of the study shows the implementation of strategy and two types of organizational culture (adhocracy and clan culture) respectively influence the performance of PT Kimia Farma Pharmacy. This study also found that the fitness of the implementation of strategy and clan culture has a greater value than adhocracy culture, hierarchy culture and market culture in affecting PT. Kimia Farma Pharmacy to generate a better performance. Overall, although this study cannot prove all the proposed hypothesis, the positive side of this research is that in practice, top-level managers need to pay attention to the dissemination of the culture so that middle managers have the same understanding of that culture. This is necessary given the fact that middle managers play a central role in implementing the strategy. This could mean that the implementation of the strategy without being followed by the construction of cultural fit will only result in short-term performance but is not sustainable in the long term.

Keywords: Best Fit; Strategy Implementation; Organizational Culture; Performance
Entrepreneurial Orientation of Family Business Within Maturity Industry:
A Multi-Case Study in Rice Milling Industry in Indonesia

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ABSTRACT

Rice milling industry is one of the oldest industries in Indonesia. It is characterized as a major connecting link between the agricultural industry as a supplier of paddy in the upstream sector, and the rice industry as the consumer market in the downstream sector. Using indicators of the industry life cycle, rice milling industry can be categorized as the industry entering into the maturity stage, if cannot be said declining stage. Today the industry is populated by more than 100 thousand firms, mostly family firms scattered around the country particularly in the rural area of rice-producing provinces such as Central Java, West Java, East Java and Lampung Province. Within this nature of industry characteristics, this paper tries to assess the entrepreneurial behaviors of family firms measured by the five dimensions (autonomy, innovativeness, risk taking, proactiveness, and competitive aggressiveness) of entrepreneurial orientation (EO). To do so, a qualitative multi-case study was carried out. Data were collected by means of in-depth interview and focus group discussion involving the owners/managers of 18 family firms. The firms are grouped into three categories: small-scale, medium scale and large scale family firms. The results of this study show that these five dimensions of entrepreneurial orientation have different degrees depending on the internal firm’s condition and the attitude toward industry environment. There is a tendency for small-scale family firms to be low in all dimensions of entrepreneurial orientation probably due to the internal capabilities of the firm. Meanwhile, for medium and large scale family firms there is tendency to be high in proactiveness and competitive aggressiveness. This would mean that both medium-scale and large-scale family firms try to survive despite the fact that the industry in general is in the maturity leading to declining stage. Overall this study concluded that entrepreneurial orientation dimensions are dynamics and their degree are influenced by both internal condition of the firms and the attitude towards industry environment

Keywords: Entrepreneurial Orientation, Family Firm, Firm Survival
Strategy Competitive for Creating Sustainable Growth in Software Development in Indonesia: A Conceptual Model

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ABSTRACT

Every company tries to achieve a competitive edge to maintain their market position. Thus, each company is required to have a competitive strategy to maintain and achieve its sustainable business growth. Software development is one of the emerging industries in Indonesia and has a high growth potential. In line with technological developments, the need for software especially software application to support government, educational institutions, businesses, and society activities increases attractively time to time. In the software industry, ideas and innovations are the main capital for business development. But in the industry usually the companies are in small-scale businesses that make this industry often arise sink. This study discusses the competitive strategy of industrial software development in order to achieve sustainable growth. The study also tried to give a picture of the actual condition of the software development industry currently in Indonesia. This paper presents conceptual models to identify factors that influence software development to achieve sustainable growth. The model that is developed is expected to become a reference to develop software industry development, especially in developing countries.

Keywords: Competitive Strategies, Sustainable Growth, Software Development, Innovation, Conceptual Model
A Review of Vehicle Technology Acceptance

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ABSTRACT

Decade of Action for Road Safety 2011-2020 was established in vision to reduce the road traffic fatalities by half in 2020. One of the five pillar in the DOA i.e. safer vehicles, highlights the importance of global deployment of vehicle safety technologies (VSTs) for both passive and active safety, through a combination of harmonized relevant global standards, consumer information schemes and incentives to accelerate the uptake of emerging VSTs. Although certain VSTs have been shown to provide great road safety benefits, the full potential of the system cannot be greatly achieved if the technologies are not well penetrated into the market and accepted by the society. Understanding technology acceptance among intended consumers is essential for marketers and also policy makers in setting up priorities for product development and implementation of legislation. Thus, a review of research on vehicle related technology acceptance was performed in which multiple electronic databases were thoroughly searched for relevant empirical studies. Apart from reviewing various utilized conceptual models such as Technology Acceptance Model (TAM) and Unified Theory of Acceptance and Use of Technology (UTAUT), factors that influence acceptance and usage of such technologies, and potential limitations were also analysed and evaluated.

Keywords: Technology Acceptance; Tam; Utaut; Vehicle Technology; Vehicle Safety
A Testing of Efficient Markets Hypothesis in Indonesian Capital Market

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ABSTRACT

According to Fama (1970), The Efficient Market Hypothesis (EMH) theory is investigated on the share price movements in the securities market. All investors in capital market needed all the quickly, relevant, and precise information. For all of them, every decision to do next were very related to every single available information. On weak form efficiency, none of the investors will obtaining abnormal return using past information. This happen because every price of stocks fully reflects all the past information on weak form efficiency. With all the events around these years such as government changing and declaration of Asean Economic Community (AEC), this research’s objective is to see market efficiency progress on Indonesian stocks market. The previous research showing that Indonesian capital market is weak form efficiency (Husnan, 1990; Astuti, 2008; and Nasruldin, 2011). This research’s using daily stocks price data gathered from some indexs on Indonesian Stock Exchange which is LQ45 Index, Jakarta Islamic Index (JII), and Kompas 100 Index during the periods of 2013 until 2014. This research’s using two models to examining weak form efficiency in Indonesia which is run test and serial correlation test. Run test is used to examining the randomness of all the daily stocks price of those index that has been mentioned before. While serial correlation series is used to examining the changing price independence of the present day and the day before. Researcher using SPSS version 20 (statistic software) and Microsoft Excel 2007 for statistical analysis. The result findings showing that Indonesian capital market has been categorized as weak form efficiency capital market. The statistical testing was done and the result is: 1) the daily stocks price movement is random walk, and 2) the stock price movement doesn’t has correlation between the present day and the day before. This research’s useful providing input for Indonesian Stocks Exchange to improving Indonesian stock market efficiency. This research’s also providing additional information to every investor as an investment consideration.

Keywords: Capital Market, Efficient Markets Hypothesis (EMH), Indonesia Stock Exchange, Jakarta Islamic Index, Kompas 100 Index, LQ45 Index, Run Test, Serial Correlation Test, Stock Price, and Work Form
Customer Satisfaction in Hotel Industry: A Customer Experience-Based Approach in Unique Hotels in Bandung Indonesia

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ABSTRACT

Bandung is one of the tourist destinations in Indonesia. The tourism sector is closely related to the hospitality industry, where the growth of the hospitality industry cannot be separated from the development of the tourism sector. Currently, the comfort of the hotel is no longer the only aspect to be considered when choosing a hotel. The uniqueness has become one of the attractions of customers to provide customer experience. The aim of this study was to examine the relationship of customer experience management and perceived value to customer satisfaction in a unique concept hotel in Bandung. This study is quantitatively conducted through a survey approach. Questionnaires are distributed, which have gathered responses from 200 hotel customers. Multiple Linear Regression is taken to analyse those responses for doing tests on proposed hypotheses. The result shows that customer experience management and perceived value significantly influences customer satisfaction. The study also shows that customer satisfaction is a key factor that leads to success and competitive advantage of the hospitality industry. Therefore, the findings of this study will help hotel management to identify shortcomings and to minimize factors causing dissatisfaction among the customer.

Keywords: Customer Experience Management; Customer Satisfaction; Hospitality Industry; Perceived Value; Uniqueness
Archaeological Analysis of Corporate Governance

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ABSTRACT

Corporate governance is regarded as an acceptable instrument for preventing fraud in the company. Indeed, latest scandals, Toshiba failed to detect fraud by directors. The article criticized the concept of corporate governance through Foucault thoughts, archaeological theory. Archaeology purposes to reveal the history of the system and thought in corporate governance. Corporate governance examined through archives that state guidelines for corporate governance. As a result, the concept of corporate governance is a stable working in the framework of capitalism.

Keywords: Corporate Governance; Archaeology; Foucault; Fraud; Capitalism
Entrepreneurship Infrastructure on Education in Oman: A Successful Approach

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ABSTRACT

Considering the important role of entrepreneurship and entrepreneurs that play in the growth and development of countries, many governments have tried entrepreneurship training towards a large number of people who has entrepreneurial mind and characteristics. Since entrepreneurs have special skills in identifying opportunities and situations, they are considered as a real pioneers of changes in the development and evolution of society and on this basis, they are an engine of economic and social development in the society. Entrepreneurial process leads to profound effects on the society including job creation and resolving the unemployment crisis. This process will be even more important when it can lead to the empowerment of the people who can effects the economics of the country. By providing entrepreneurship education in accordance with individual and social conditions of the people, governments can take an effective step towards independence on one hand and on the other hand the development of equal opportunities in economic, social and equitable distribution of wealth in the country. Within the context of Oman, the composition of the population, the need to create job opportunities and the volatile oil prices are among the three main factors which have caused policy makers and decision-makers to think of other sources of income other than oil. Undoubtedly, initiative, creativity and innovation, human resources development, especially in education and higher education sectors after oil is one of the sources. Therefore, government support for entrepreneurship is a crucial strategy for economic development as a country that has entrepreneurs and business stimulus tend to be stronger. This research aims to study the facilities and services present within a given geographic area which encourage the birth of new ventures and the growth and development of small- and medium sized enterprises in Oman in order to find a solution for unemployment and to help the national economy of the country.

Keywords: Entrepreneurship; Education in Oman; Challenges; Trends; Strategies
Personal Factors and Acceptance of Dysfunctional Audit Behavior: Evidence From Indonesian Public Sector Audit

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ABSTRACT

Unlike its private sector counterpart, studies investigating auditor acceptance of dysfunctional audit behavior (DAB) in the area of public sector audit are quite rare. By conducting a survey research, this study examines various personal factors that influence auditor’s acceptance of DAB within the context of Indonesian public sector audit. Data used in this research were gathered from distribution of questionnaires. Questioners were distributed to all auditors of Indonesian Supreme Audit Board (BPK) in three provinces located in Sumatera Island (West Sumatera, Riau and Jambi) by using census technique. 84 percent usable response rate which is equal to 105 questionnaires was employed. This research adapted a modified version of previous research instruments developed by Donnelly et al (2003) and Paino&Ismail (2012). Variables of DAB used in this research are classified into premature sign off, altering/replacing audit procedures and underreporting of time. Personal factors are classified into five variables. They are external locus of control, perceived economic performance, turnover intention and organizational commitment. All indicators are measured by using a five-point likert scale. Path analysis using SmartPLS 2.0 Software Package were used. Overall, findings suggest that auditors with external locus of controls are more likely to accept DAB. External locus of control also contributes indirectly toward higher acceptance of DAB through its interactions with organizational commitment, perceived performance, and turnover intention. Negative association exists between external locus of control and organizational commitment and external locus of control and perceived performance. Yet, no evidence that can support the association between external locus of control and turnover intention. Further, this study found no direct association between organizational commitment, perceived performance, turnover intention and acceptance of DAB.

Keywords: Dysfunctional Audit Behavior, Public Sector Audit, Locus of Control
The Reputation Quotient as a Corporate Reputation Measurement in The Malaysian Banking Industry: A Confirmatory Factor Analysis

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ABSTRACT

The Reputation Quotient is one of the popular measurements for corporate reputation. It has been tested within a cross-cultural setting among countries within the United States, Europe and Australia. However, there is no reliable evidence that the Reputation Quotient is fit for Malaysia. The purpose of the paper is to empirically examine the Reputation Quotient model when it was applied to measure corporate reputation for the Malaysian banking industry. We resort to the standard confirmatory factor analysis tests. These include the test of each single dimension, the first order test and the second order test of multiple dimensions in the Reputation Quotient model. The confirmatory factor analysis has employed to test with the structure of dimensions of the Reputation Quotient model. Empirical results were found to support emotional appeal, products and services, financial performance, vision and leadership, workplace environment, social and environmental responsibility as the six distinct dimensions of corporate reputation up to the first order test. Workplace environment was found weaker in the second order test. The paper is of value by showing to uncover the issue of Reputation Quotient dimensions from the perspective of Malaysian banking stakeholders. It is a good start to make the first move on Reputation Quotient studies in Malaysia.

Keywords: Reputation Quotient, Corporate Reputation, Confirmatory Factor Analysis, Malaysian Perspective.
Innovation and Marketing Performance of Women entrepreneur in Fashion Industry in Indonesia

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ABSTRACT

Creative industry in Indonesia plays an important role since it gives a great economic contribution to Indonesia's GDP. Among 13 sectors in creative industry, fashion sectors contributed 28.3% to GDP in 2013. The existing condition shows the increase of competition in the industry and thus resulting in the decreasing of sales. It becomes a problem since it affects the industry's marketing performance. This research is focusing on women entrepreneur (womenpreneur) who are currently involved in fashion industry. Through their unique characteristics, it will be shown from this research the description of innovation in fashion industry, what kind of innovations has been done to win the competition, and how important it is in the development of fashion industry. Furthermore, this research will explore marketing performance in fashion industry, as well as analyze the influence of innovation to marketing performance of womanpreneur in fashion industry. This research is a survey explanatory research with the sample of 200 women entrepreneur in fashion industry. Purposive sampling technique was used based on the criteria, which are the business has at least 2 years of operations and categorized as small-medium enterprise. Data is collected through questionnaires, observation and desk study. Path analysis is used to analyze the data. Results show that innovation in the fashion industry is still low. Many of the products are copycat from imported fashion products. Most of the womenpreneur didn't understand the importance of having an original product that has uniqueness. In terms of marketing performance, sales as well customer growth is going down. There is a positive influence between innovation an marketing performance of womenpreneur in fashion industry. Therefore it is really important for womenpreneur to be innovative in every aspect of the business so that this will increase its marketing performance that leads to win the competition.

Keywords: Innovation, Marketing Performance, Womenpreneur, Fashion, Creative industry
A Discourse Analysis of Thematic Print Advertisements

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ABSTRACT

Advertising exists in numerous forms and is one of the major forces that helps to improve the standard of living around the world. In most of them, language is of crucial importance. Words in advertisements are carefully crafted to meet particular needs such as commercial and social functions. Together, these functions have made advertising become indispensable in the modern world. However, there is a very limited number of studies examine how companies embedded the social service messages and their products in advertisements. This paper presents a discourse study on the print advertisements of a particular theme in Malaysia, that is, Malaysia Day, for social and commercial functions by a telecommunication company. Through linguistic features and semiotic approach (i.e. sense-making), the study revealed that the soft-sell advertisements employed a combination of the four language styles to reflect the norms and values of Malaysia’s multiracial society. Besides language styles, some of the advertisements also included a number of semiotics such as the distinctive unity symbol, the national flag, landscape and historical building to represent the unity of the multiracial Malaysia’s population.

Keywords: Advertising, Linguistics Styles, Semiotics, Commercial Communication, Malaysia Day
Customer Satisfaction of B2C and C2C Online Business

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ABSTRACT

The number of internet users in Indonesia which has shown a significant growth recently, become an opportunity for online business enterprises. In spite of that, there are many factors that restrain customer satisfaction in online business such as customer trust of the website, fraud, and the delay of shipment. That is why online shopping has not yet become the first choice for customer in Indonesia. Online business itself can be categorized into B2B, B2C, and C2C. This research is focusing on B2C and C2C online business, how they can be compared with each other in terms of customer satisfaction. This research is aimed to understand, analyze and compare customer satisfaction of B2C and C2C online business. This is a survey explanatory research with the sample of 236 customers who has already experienced in shopping online. The sample is divided into 118 B2B customers and 118 C2C customers. Purposive sampling technique was used. Data is collected through questionnaires, observation and desk study. Customer satisfaction is measured by usefulness, ease of use, entertainment, complementary relationship, customer service, and buyer seller interaction. Results show that most of respondents are quite satisfy when they are shopping online. Ease of use is the dimension that has the highest score perceived by respondents, both in B2C as well as C2C type. Using Mann-Whitney U Test, there is no significance difference between customer satisfaction in B2C and C2C type. It is important for the online business enterprises to consider factors that contribute to customer satisfaction.

Keywords: Customer Satisfaction, B2C, C2C, Online Shopping, Online Business
Intercultural Adaptation Determines Workplace Adaptation: A Case Of Malaysian Professional Returnees

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ABSTRACT

Intercultural adaptation clinches the success of returnees’ adaptation at the workplace (Chaban, Williams, Holland, Boyce, & Warner, 2011; Kim, 2000). Although many researchers have widely investigated intercultural adaptation from various dimension such as reverse culture shock (Oberg, 1960; Gullahorn & Gullahorn, 1963), cross-cultural (Kim, 2000), cultural variation (Chaban et al., 2011), yet, it is still relevant and is the most challenges moment for returnees (Siddiqui & Tejada, 2014) to adapt in the home country. This study aims to gain insights values of Malaysian professional returnees. Such insight is important because of research shows that 60% of returnees were experienced reverse culture shock (Black, 1992; Oberg, 1960). Despite the substantial advances in the field, intercultural adaptation research has significant limitations (Chen, 2013), little is known about the cross-culture challenges and supportive role. The challenges and supportive components were derived from Person-Culture Fit Theory (Delle, 2013) and talent development environment model (Martindale, Collins, Wang, McNeill, Lee, Sproule & Westbury, 2010). Person-Culture Fit Theory (Delle, 2013) and Integrative Communication Theory (Kim, 2000) is used as the underpinning theories to explain the interaction between returnees, and the organization climate. This study conducted through a qualitative approach, semi-structured interview with 15 respondents from various professionals in Malaysia. This study includes healthcare, education, manufacturing, construction and biotechnology on returnees challenges and supportive of organization climate. Thematic analysis revealed in three themes: a) challenges at working environment; b) the supportive role, and c) the value of returnees’ experiences. The empirical finding indicates that Malaysian professional returnees experienced different challenges in the different type of organizations and industries. Top management supports are the prominent factor that influenced returnees’ adaptation at the the workplace.

Keywords: Intercultural Adaptation, Professional Returnees, Person-Culture Fit Theory, Malaysia, And Workplace Adaptation
The Determinant Factors of Technology Adoption for Improving Firm’s Performance: An Empirical Research connecting TOE to Dynamic Capability

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ABSTRACT

Connecting TOE to Dynamic capability this study proposed technology adoption as a functional capability which mediate relationship between absorptive capability with firm’s performance. The four determinant factors has been examined are externalities, entrepreneurial leadership, resources readiness, and absorptive capability. There is positively significance relation among them in firm level. Using 518 respondent represent 222 business unit of Indonesia Electricity Company this study found that without absorptive capability for managing the resource, technology adoption will be less effective and not significant to enhance firm’s performance. Consequently manager should provide some supporting “hardware” content such as resources and leadership, and should improve firm’s “software” ability such as absorptive capability in order to achieve a successful technology adoption in their organization. While externalities is proven to be antecedent of those all determinant factors.

Keywords: Technology adoption; Dynamic capability; TOE framework
Macroeconomic Determinants Of FDI Inflow: Malaysia Evidence

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ABSTRACT

The main objective of this paper is to investigate whether labor productivity is an important contributing factor to FDI inflows and in turn, FDI enhances labor productivity. Hence this is ensued by an investigation of whether a bi-directional causality between FDI and labor productivity exists. To increase robustness to our estimation model, a few control variables such as Trade Openness, inflation, Total Factor productivity, GDP per capita are included. In this paper, we have employed annual calendar data spanned between 1990 and 2012. We used the multiple regressions to generate output and the result postulates that total factor (TFP) and inflation (INF) have positive relationship with the FDI. On the other hand income per capita (ICP) and openness (OPN) seems to be negatively related with FDI. The findings from this study are consistent with the past and existing literatures where there is strong association between FDI and labor productivity. However, this study also revealed that openness seems to be insignificance towards FDI while many literatures argued that openness plays an important in FDI. But the negative relationship between FDI and trade openness could be overcome via implementation of provision for trade surplus. The research findings could also be used as part of the blueprints for market players particularly government to draft the necessary economic and financial policies with regard FDI.

Keywords: Direct Investment, Labor Productivity, Multiple Regressions, Malaysia
Implementation of Accrual Accounting: Review of Readiness and Arising Problem

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ABSTRACT

This study used mixed methods, an approach which combines research or associate the shape of qualitative and quantitative form. The population of the unit of analysis in this study is the work units (SKPD) in the working area of the State Treasury Services Office (KPPN) Palembang and as a respondent is Budget Authority (KPA) of each of the work units. KPA selection criteria as respondents because they are expected to know and understand about the implementation of the new accrual accounting system within their organization, so that answers to the questionnaire unreliable. The data which were used in this study are primary data and secondary data. Primary data is the research data obtained directly from the original source. The primary data obtained is the result of questionnaires by respondents and interviews with informants, namely the Budget Authority of work unit work unit in the region of the Treasury Office of Palembang. Findings: The results of the data collected by the method of quantitative survey showed that only 20.1% of the 25 sectors in Palembang which are already implementing accrual accounting on its Financial Statements. According to interviews with employees of the SKPD which is the method of collecting qualitative data indicates that there are some problems in implementing accrual accounting on their SKPD Financial Statements. The problems are not all financial staff is an accountant, the application of accrual accounting has not been helped by a consultant, the inexistence of the accounting information system, and not all financial staff understand accrual accounting as demanded PP 71/2010.

Significance of finding: through the results of this study are expected to contribute ideas so that they can make corrections on how to prepare and report LKPD based on the factors that influence the rate of adoption of accrual accounting in accordance PP 71/2010 for Local Government

Keywords: Accrual Accounting, Accountant, Financial Statements, Local Government Unit, Accounting System, Government Regulation
The Economic Consequences of the Political Instability in Arab Region

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ABSTRACT

In the recent years, the Arab world has witnessed many crises; the biggest was the revolutions that broke out in some countries that named later the Arab spring. 2011 was an exceptional Arab year, thus, the Tunisian revolution or “the Jasmin Revolution” was the first popular uprising that toppled an established regime in the middle east and north Africa, followed by not so different revolutions in other neighbour countries. This paper aims to evaluate the political instability, social repercussions of events and its implications on the economies of Arab countries; five years after the revolutions, focusing on the cases of three North African countries Tunisia, Libya and Egypt.

\textbf{Keywords:} Arab Spring, Economic Consequences; Tunisian Revolution, Political Instability.
Institutional Shareholder Activism and Agency Problems in Malaysia

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ABSTRACT

Corporate governance provides a structure to facilitate performance and corporate sustainability. Earlier researchers have viewed poor corporate governance as one of the main contributing factors to a major corporate disaster. The best practices of corporate governance suggest that shareholders should be actively engaged and involved with the investee companies to provide check and balance to the governance mechanism. This is particularly crucial for companies with suspicions of poor internal governance. The engagements from shareholders, especially the institutional shareholders in critical areas will give impacts to the governance structures and practices of the companies involved. Institutional shareholders usually have the capability to perform interventions throughout the year, not only limited to annual general meetings. As institutional shareholders are normally huge entities, they therefore have the resources to be actively engaged in shareholder activism. However, it must be strongly reminded that interventions should not be too excessive to the extent of micro-managing the day-to-day operations of investee companies. As shareholder activism has recently emerged in Malaysia, this paper focuses on the effectiveness of institutional shareholder activism in controlling corporate behaviours in Malaysia.

Keywords: Shareholder Activism, Institutional Shareholders, Corporate Governance, Emerging Market, Agency Problems
Impact of Student Satisfaction towards Customer Evaluation of HEI’s With Reference To Southern Tamilnadu

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ABSTRACT

Purpose: Aim of this research paper is to identify the dimensions, which is the best predictor of overall service quality in higher educational institutions service sector to the betterment of societal contribution. The paper aims to assess Education Quality Scale (EduQUAL) as an alternative to SERVQUAL in the context of southern tamilnadu educational environment. Methodology: The paper estimate validity of individual constructs forming part of EduQUAL structured questionnaire for its primary data collection. It incorporates RATER, Personality Development, Placement facility and customer evaluation model, its Perception level leads to overall student satisfaction and Confirmatory Factor Analysis has been used towards validation and development of EduQUAL. Findings: A five dimension EduQUAL item including the ‘Personality Development, and Placement facility’ dimension revealed reliable and valid results in southern tamilnadu context of HEI’s. The Chi – square table shows that chi square value is 31.730a and it has a significant p value of 0.002. Since this level of significance is lesser than 0.05, null hypothesis (H11) is rejected with high degree of confidence. Hence, it can be revealed from the above results that there is association between overall satisfaction and age wise classification of the respondents. The Chi – square table shows that chi square value is 13.031a and it has a significant p value of 0.111. Since this level of significance is greater than 0.05, null hypothesis (H11) is accepted with high degree of confidence. Hence, it can be revealed from the above results that there is no association between age wise classification and overall service offered by the respondents.

Keywords: Higher Educational Environment, Student Satisfaction, EduQUAL, Customer Evaluation
The Western Understanding To The Meaning of The Prophethood

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ABSTRACT

This paper highlights the different visions of the Western societies understanding to the meaning of the Prophethood comparing with the Muslim societies understanding. Accordingly, the paper focuses on exploring the multiple opinions of the Western intellectual elites toward this issue in addition to the media and common traditions in the West. However, The paper assumes that despite the existence of a misconception in the Western societies toward the meaning of the prophethood, there are bright aspects of some intellectual elites can be described as dealt with prophethood with kind of reverence and respect, especially the Prophet Muhammad Peace be upon him. Therefore, the paper will be keen to show some of these elites especially the poets and novelists, the scientists and the philosophers despite that the other elites in addition to the popular and traditional dominant perception dealt with Prophethood with kind of disdain, contempt and ridicule. The paper depends basically on the comparison methodology to discuss this issue in our contemporary fact, especially between Islam and the West, Muslim societies and Western societies. I try in this paper to examine the possibility to find a mean of communication between Muslim societies and Western societies today through addressing the West the equitable and rational to relieve and treat with the anger in Muslim world and to deepen the mutual understanding and the dialogue between the two cultures and civilizations.

Keywords: Western Understanding, The Prophethood, Meaning, Muslim Societies.
Social Media, Social Competence dan Remaja
(Study of Media Digital Literacy Level on Students Jakarta)

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ABSTRACT

Social media is one of the results of the development of new media. It grows with a wide variety of information and technology applications and has a great demand by all levels of society. The use of social media can provide a dual effect on the social fabric of society, especially the youth, because youth are the active users of social media. Students as a young generation need to be prepared with digital media literacy skills to be able to use digital media intelligently and effectively. This study aims to determine the ability of the digital media literacy of students Jakarta, in particular the usage of social media. The research used the instrument of Social Competence Framework based on European Commission (2009) to determine the level of digital media literacy of students. The results showed that the media literacy of students including medium level based on their social competence. Moreover, the result can be used as a foundation in creating digital media literacy education programs.

Keywords: Digital Media Literacy, Social Competence, Teenagers, Social Media
Challenges of Local Government in Community Development

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ABSTRACT

The main concern of local government is to identify the important elements involved in getting people to participate in community development. In Malaysia, the federal government has put effort by invested significant amount of money, time and energy in helping community development projects at local level to be a part of successful agenda. Almost all local government programs contain some element of public participation. There has been rapid growth in the number of programs initiated by the local government to promote public involvement. Yet, the local governments often complain of passive involvement of the communities to address the challenges and obstacles facing the communities. Thus, this study examines the challenges of local government in supporting community participation and examines the obstacles of local government in organizing community development programs. As a result, study shows local authorities play more significant role in creating more participatory, responsive and responsible community at local level. Therefore local government should find the opportunities and search of balance in providing better services to the people in the future.

Keywords: Challenges; Local Government; Community Development; Participation and Programs.
Residents Perception on Community Development Programs by Local Government

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ABSTRACT

People’s involvement in local government is an important factor to enhance productivity and community development. All the community development programs of local authorities represent a new and significant approach to nurture better environment in response to the needs and problems raised by people. However, many of the initiatives are not in tandem with the needs of the people as local governments tend to merely adopt existing policy instruments in planning development for the community without any review of its effectiveness to current application. The public rightfully has high expectations of local community development programs level and are often critical of the local government services provided to them. This is because it is common to have people’s expectations that exceed the delivery by the local government. This thesis examines the level of effectiveness on community development programs which have been actively promoted by the local government at local level. Furthermore, it intends to identify the impact of resident’s perceived performance on the level of satisfaction and determines the gap involved between expectation and delivery of community development.

Keywords: Residents; Perception; Participation; Local Government; Community Development; Participation and Programs.
Adoption of Mobile Augmented Reality Advertisements by Brands in Malaysia

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ABSTRACT

There has been great hype on Augmented Reality (AR) and its usage in industries such as education, military, healthcare and engineering. The utilization of this technology in marketing and advertising by brands in developed countries have yielded massive potential for increased customer engagement. The acceptance in Southeast Asian countries, particularly Malaysia however is in need of further investigation. This paper studied the adoption of mobile AR advertisements by brands in Malaysia through ads that appear in a leading local newspaper. Further data were gathered through interviews with personnel from advertising agencies to gauge brands’ receptiveness in using mobile AR technology in their advertisements. The findings illustrate the current AR market in Malaysia, thus providing a better understanding of the acceptance of this technology in Southeast Asia. This paper further suggests room for exploration in AR research in the advertising and marketing field.

Keywords: Advertisement, Advertising, Augmented Reality, Mobile Technology
The Impact of Social Media Among Undergraduate Students: Attitude

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ABSTRACT

This paper aims to study the impact of social media on Art students' attitude in Universiti Teknologi Mara (Perak) from Faculty of Art And Design. The study involved both qualitative and quantitative methods. The sample of 100 was drawn randomly from 5 departments (Fine Art, Graphic, Fashion, Ceramic, and Photography) to answer the questionnaire distributed and 5 selected students were interviewed. The finding was analyzed based on the likert scale of questionnaire and oral interview responses. The results reveal that most of students are actively in social media and they are realized the impact of social media in their daily life as well as their attitude.

Keywords: Art Student; Social Media; Questionnaire
Service Quality Dimensions and Customers’ Satisfactions in Mobile Communications

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ABSTRACT

The world is moving towards continuous and ubiquitous availability of information. Major operators in India are Airtel, Vodafone, Idea, Unior, Reliance, Tata DoCoMo, BSNL, Aircel, Tata Indicom and MTNC. The telecommunications systems in India are the second largest in the world. Entry of private operators in 1990’s, competition has caused prices to drop and calls across India are one of the cheapest in the world. Competition had forced the landline services to become more efficient and the quality of landline network has improved. Last few decades witnessed dramatic changes in market environment characterized by unprecedented levels of diversity, knowledge richness and turbulence. Technological advances combined with forces of globalization resulted in the transformation of the economy, industries, markets and customers resulting in a connected knowledge economy, borderless global economy, globalizing, covering and consolidating industries, fragmenting and frictionless markets and active, connected, informed and demanding customers. The objective of this research is to ascertain the constructs like customer satisfaction towards the mobile phone service providers, switching barrier and the customer loyalty factors. Respondents in the study are the customers who use mobile phones. Primary data were collected with the help of the specially designed questionnaire, which was administered to the mobile users. The final questionnaire was pre tested on 40 respondents and the coefficient values are all above .8 thus meeting Nunnaly’s recommendation of greater than 0.7 as the acceptable reliability level. The overall alpha value was 0.8 and the instrument consists of customer satisfaction regarding the mobile service providers, which includes factors like price (5 items, 0.816), network coverage (4 items, 0.795), customer service (5 items, 0.852) and usage (8 items, 0.884). Switching barriers factors consists of 28 items like credibility factors (8 items, 0.863), congruency factors (7 items, 0.816), switching cast (8 items, 0.871), and value (5 items, 0.900). Final part of the instrument includes 17 customer loyalty factors like trust (7 items, 0.858), commitmient (4 items, 0.848), word of mouth (3 items, 0.779) and cooperation (3 items, 0.691). Gender, location of the customers and service providers has significant association with level of customer satisfaction. Gender and occupation has significant association with level of customer switching barriers. Hierarchical regression analysis was used to analyze the main effect and the adjustment effect of those switching barrier factors and the relative effect. The contribution is that this study review theoretically and verifies empirically the relationship and mechanism between the customer retention and the switching barrier.

Keywords: Customer Satisfaction Factors, Switching Barrier Factors, Customer Loyalty Factors.
Organizational Justice: A Conceptual Discussion

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ABSTRACT

Organizational justice is conceptualized as a multidimensional construct. Organizational justice can affect not only organizational performance but also to a large extent determine the economic wellbeing of an employee. Thus, organizational justice has a great impact on organizations especially with regard to the relationship between employer and employee. Treating employees unfairly can create negative attitudes (e.g. refusal to follow instructions, sub-par work performance, intentionally violating company rules and regulations, etc.) among employees toward the management of an organization. Hence, several studies have been undertaken in order to better understand the issue of fairness in the workplace as a key factor for managers in reaching organizational goals. Based on past studies, this paper aims to discuss the conceptualization of organizational justice.

Keywords: Organizational Justice; Distributive Justice; Procedural Justice; Interactional Justice; Equity Theory.
Financial Resilience: A Comparative Study of Islamic and Conventional Banking Systems

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ABSTRACT

The stability and resilience perspective is a developing area of study in banking finance whereby banks are compared on their strength to stand sturdy and salubrious through the investment period in order to preserve value for investors. After Global Financial crisis not only the foundation of commercial finance was juddered but the crisis also bared that fact in the course of time banking had stymied basic values of trust and justice. This is what led to ascent of Islamic Finance as an ethical alternative. However, the research on Islamic banks and their relative resilience as compared to conventional commercial banks has been so far very divergent and inconclusive. Theoretical arguments do not suffice in an environment where both systems co exist and seem to converge at many points, creating a colossal gap in body of research pertaining to actual resilience of Islamic banks not only in turbulent times but also during serene waters. Therefore, the persistently compelling question here is whether from a financial resilience and stability perspective the commercial banks are creating capital and liquidity cushions in order to compensate the inherent risks and are better off than commercial banks as being postulated theoretically, or the failure on sukuk and similar other instruments is a sign of debility and vulnerability as compared to commercial banking system? The objective of this research paper is to answer this question by carrying out a probe on predilection status of Islamic Banking as an alternative to conventional banking system by analysing financial resilience of banks operating under both the systems and examining their comparative effect on economic growth and stability using z-score and Basel II and III compliance ratios.

Keywords: Islamic, Conventional, Banking Systems.
Model Management of Infaq and Shodaqoh to Improve Economic Welfare Society

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ABSTRACT

The mosque is the center of the Muslims in order to happiness in this world and the hereafter through the religious and social functions. Therefore in managing the mosque requires good management. One of the ways is to increase the development of people's economic resources of the mosque as a place of empowerment of Muslims in overcoming poverty and improve people's welfare. The potential is derived from the management of infaq and shodaqoh from people to the mosque. The phenomenon that occurs today is the role of the mosque ineffective in combating poverty through infaq and shodaqoh optimization. The aim of this study is to create a model of infaq and shodaqoh management for mosques. This research is a qualitative research with triangulation method. Survey conducted on two mosques namely Al-Hikmah mosque and Babussalam mosque. Data is collected through depth interviews, observation and desk study. The results showed awareness of citizens in give infaq and shodaqoh in Al-Hikmah mosque and Babussalam already well and should be maintained. The Techniques in collecting funds from infaq and shodaqoh in the mosque are already innovative. Activities that can prosper the mosque with funds of infaq and shodaqoh already includes religious functions and social functions. Both of these functions need to be enhanced through economic function, for example through the Economic Empowerment Mosque. Infaq and shodaqoh fund management model to improve the welfare of the citizens of pilgrims can be done by increasing the economic function, namely economic empowerment Mosque.

Keywords: Mosque, infaq, Shodaqoh, empowerment management, Economic Empowerment Mosque
Assessing Option Pricing In Indonesian LQ 45 Index :
( Put – Call Parity Approach )

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ABSTRACT

The purpose of this research is to assess the accuracy of GARCH Option Model and to Compare with the Black – Scholes Model Using Put – Call Parity Approach. Using Composite Index from Indonesian LQ 45 Index during 2010-2014 The finding from this research show that by comparing the price absolute error of the GARCH Option Model and Black-Scholes Model Using Put-Call Parity Approach , GARCH Option model more superior than Black-Scholes Model Using Put-Call Parity Approach

Keywords: Black-Scholes Option Model , GARCH Option Model, Put-Call Parity , Indonesian LQ 45 Index.
Capital Structure And Investment Decision In Indonesian Telecomunication Industry

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ABSTRACT

The purpose of this research is to test the relation between capital structure and investment decision in Indonesian Telecomunication Industry. Data was collected through financial statement report during 2000-2014 and Debt to Equity Ratio, Long term Debt to Equity Ratio, Debt to Asset Ratio , Long term Debt to Asset Ratio, Equity to Asset Ratio are represent Capital Structure and Investment Decision is represented by Fixed Asset Ratio. Finding from this research show that capital structure has significant effect on investment decisions

Keywords: Capital Structure, Investment Decision, Indonesian Telecommunication Industry
Macroeconomic Factors And Agricultural Sector In Nigeria.

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ABSTRACT

In most developing nation, agriculture is both the main sector that provides employment to large segments of the population and the key to sustained economic growth of the nations. Nigeria as a developing country is yet to utilize this sector’s resources or abundance judiciously to aids growth and exportation. In the light of extending past works on macroeconomic variables and agriculture, this study aims to analyse the effect of macroeconomic variables influencing the agriculture in Nigeria. It will considers annual data from 1981 to 2013 and a multivariate cointegration approach for investigating their relationship. The paper will also reveal the variations between the dependent variable which is agricultural output and explanatory variables like unemployment rate and inflation rate. The findings will give policies based on the results for the country’s improvement through macroeconomics variables effect on the agricultural sector.

Keywords: Agriculture, Inflation Rate, Unemployment Rate And Import Values.
An Empirical Study on the Effect of Service Quality on Student Satisfaction in Malaysian Distance Learning Institutions

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ABSTRACT

Distance education programs have been increasing rapidly in accordance with demand. Assessment of the quality of distance education has become a strategic issue that is crucial for program survival. This study uses a modified SERVQUAL instrument for assessing distance education quality. The instrument consists of five dimensions: Assurance, Empathy, Responsiveness, Reliability, and Facility. Since almost all of the distance education providers in Malaysia use blended learning approach in delivering the courses, the last dimension takes into account of physical and online appearance of the service. Data analysis from 765 distance education students shows that all five dimensions play a significant role in perceived distance education quality. However, the findings also show that even though there is a real relationship between perceived quality and satisfaction, this effect is not very strong. Managerial implications of the major findings are provided

Keywords: Service Quality; SERVQUAL; Distance Education; Higher Learning Institutions
The Challenge of Implementing BSC in Public Sector-empirical study

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ABSTRACT

The BSC’s acclaimed merits and prescribed design seem to be identical for both the business and the public management contexts. The literature is full with examples of the successful implementation of the Balanced Scorecard approach, especially in private organizations. In Public sector, companies have recognized that financial metrics by themselves are inadequate for measuring and managing their performances (Kaplan 2001a). The BSC as a strategic management technique has achieved much popularity amongst managers, since it has given corporate management a structured approach to measuring and managing business performance in four key areas, namely customers, financials, internal processes, and organisational learning and improvement (Kaplan and Norton, 1996). Papalexandris et al. (2005) discussed the fact that Kaplan and Norton provide significant insight into the application potential of the BSC for private and public sector companies and provide numerous design and implementation examples from a range of industries. Nevertheless, little attention is paid to different supporting elements such as organisational culture, strategy, top management commitment, information and communication systems, human resources, organisational structure, organisational learning and continuous improvement, which may be considered critical for the successful implementation of BSC. In the last ten years, several large companies in Saudi Arabia, for example the Saudi Arabian Oil Company, Al-Zamel Company, Saudi Telecom, Saudi Basic Industrial Corp, and the National Commercial Bank (NCB), have adopted the BSC. While many cases of successful BSC implementation have been reported, there are also numerous instances of failure. This research aims to investigate the critical success factors of BSC implementation in Public organisations. In addition, to identify the challenges it faces for the future. This is followed by an empirical investigation to understand how Strategic BSC system, processes and the critical factors identified are being addressed. The study divided these critical factors into four groups from different perspectives point views to BSC. A survey questionnaire was employed as the main instrument to collect data from the organization in the selected public sectors in King Saudi Arabia. The empirical findings of this study provide an initial step forward in identifying the critical success factors of BSC implementation in Public organisations.

Keywords: Balance Scorecard, Critical Factors, Performance, Public Sectors, Strategic Management
Dillman’s Graphic language and Negative Worded Statement in Psychological Measurement

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ABSTRACT

A vast of well-established psychological measurement was used in social science research. In order measure the perception of attitudes and behaviour of the intended participants, the negative worded items were included as a way to tap the true feeling of agree or disagree on certain subject. Results from prior studies indicate that those psychological measurements presents lower reliability which may affect the conclusion of findings of studies. This may lead to poor interpretation and misleading understandings on certain subject. This study was conducted to identify clearly certain behaviour of respondents on the negative worded statement. The results of this study would suggest certain strategies on how to overcome the misleading behaviour of the respondents on the negative worded statement which may be useful for future research that intend to use the psychological measurement.

Keywords: Negative Items, Negative Worded Statement, Ignorance
Testing the Effect of Employee Motivation on Productivity and Organizational Commitment in Higher Education Sector

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ABSTRACT

This paper examines the impact of employee motivation on employee productivity and organizational commitment in higher education sector. The review of previous literature shows that there are few studies on employee motivation and productivity in higher education sector, particularly, in Asian context. Therefore, this study intends to provide empirical evidence towards the link between both variables. The data were collected using an online survey from 242 academic and administrative staff at public universities in northern Malaysia. The analysis of data was conducted using structural equation modelling (AMOS). Interestingly, the results showed that employee motivation has a significant positive impact on employee productivity. Moreover, the effect of employee motivation on organizational commitment is positive and statistically significant. Finally, the findings confirmed that organizational commitment has a significant positive impact on employee productivity. These findings carry extreme significance to policy makers to put a prime focus on employee motivation if they intend to enhance organizational productivity and competitiveness. It is true that employees are the drivers of organizational success and without them the business will not run. Therefore, motivation is one of the key tools to reinforce this success, which will ultimately results in higher productivity.

Keywords: Employee Motivation, Employee Productivity, Higher Education Sector, Organizational Commitment.
The Influence of Religiosity Value on Happiness Through Islamic Consumption Ethics as a Moderator Variable

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ABSTRACT

Happiness is the goal of human want to be achieved. Therefore, people are always trying to find the source of happiness. The previous studies found there were a positive correlation between the value of religiosity and quality of life. This means it will also affect on happiness. This research is important to do because the topic is still rare investigated. The aim of research is to determine the effect of religiosity value on happiness through Islamic consumption ethics. Type of research is field survey with SEM is as a method of analysis. The samples are employees who work in higher education institution in Bandung city. The study found Islamic consumption ethics strengthen the influence of religiosity value on happiness.

Keywords: The Influence of Religiosity Value on Happiness Through Islamic Consumption Ethics as a Moderator Variable
Diversification: A Sharia Effect? Evidence From Malaysia

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ABSTRACT

This study compares the effect of diversification between the Sharia and non-Sharia stocks listed on Bursa Malaysia during the period January 2002 to June 2015. The standard deviations of stock portfolios were calculated for the entire and two market phase defined bull and bear periods. Independent samples T-test indicated that there is significant difference in standard deviation between Sharia and non-Sharia portfolios for the whole period, the bear and first bull period with no significant difference in the second bull period. It can be concluded that portfolio diversification applies in both Sharia and non-Sharia compliant stocks of the Malaysian stock market. In addition, Sharia compliant stocks required a smaller number of stocks in a portfolio to reduce specific amount of risk.

Keywords: Diversification, Sharia portfolios, Malaysian Market, Market phase
Public Participation Efficiency in Traditional Cities of Developing Countries: 
A Perspective of Urban Development in Bida, Nigeria

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ABSTRACT

Inefficiency of public participation which could be due to lack of opportunities by the citizens in traditional cities of developing countries is confronted by series of challenges. However, despite axiomatic desirability and increasing interest in public participation, there has been insignificant motivation and participation by the citizens in planning for urban development in the traditional cities. There are many studies focused on public participation, although, these studies failed to examine how development in urban communities are confronted by inefficiency of public participation practices in a traditional oriented cities of developing countries. This study therefore, was aimed at determining factors of public participation efficiency in urban development by examining the parameters of participatory process in Bida, Nigeria. In this study, 344 respondents which comprises of planning officers, traditional leaders, youth leaders and household heads were used in questionnaire survey. Principal component analysis in SPSS was adopted to analyze data where 10 factors were identified as determinants of public participation efficiency in urban development. These findings might encourage the public participation practitioners to focus on ways and manner of designing effective public participation programmes in planning and management of socio-economic activities and environmental management in traditional cities of developing countries, like Bida-Nigeria.

Keywords: Citizens, Information Exchange, Citizen Involvement, Efficiency of Programme, and Urban Development
Marketing Organ Donation in Universities: A Literature Review

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ABSTRACT

Organ donation and transplantation have become a global issue due to the critical discrepancies in organ demand and supply. Many patients have to suffer with serious illness and some of them have died while waiting for the organs. To address this problem, there is a need to increase the number of organ pledgers especially among the young generation. In Malaysia, it is found that the youngsters are not keen to become organ pledgers because they do not have much information about such issues. The unawareness and misinformation among our university students reflect poor execution of educational campaign. University students are seen as the most potential segment to be recruited as organ pledgers as they are young and healthy. In addition, they are also open to new knowledge and information and may become opinion leaders that can shape others attitude towards organ donation. Therefore, the role of universities in promoting organ donation is crucial towards developing educated community. Hence, the objective of this chapter is to review university organ donation campaign in foreign universities and determine the potential strategies that could be adopted by our universities. This review is expected to contribute to the educational campaign literature and provide recommendation to relevant authorities in designing University Organ Donation Campaign in our universities.

Keywords: Organ Donation; University; Organ Donation Campaign; Educated Community, Marketing
Determinants and Impact of Online Social Interaction on Online Buying Behavior

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\textbf{ABSTRACT}

Interactions in the e-commerce between companies and consumers are mainly through the retailer’s Web site, interactions in social media such as Facebook are mainly based on virtual activities between consumers and consumers. The primary purpose of this paper is to investigate the determinants of consumer buying behavior and the role of online social interaction on online buying. Results of natural experiment indicate that online social interaction among the consumers will change the opinion of buying behavior.

\textbf{Keywords}: Social Media, Online Social Interaction, Social Influence, Consumer Buying Behavior, Field Experiment
Why the Ancient Musical Essence is Still Retained in Dusun Tindal’s Instrumental Music within its Modern Community?

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ABSTRACT

This paper examines the Dusun Tindal instrumental music practiced within the context of modernity of the society in Tenghilan situated at the northern west of Sabah. The study looks into the deriving modish musical styles and forms in root of the ancient traditions especially in the aspects of the musical instruments, tuning systems, music compositions, musical functions and philosophies. Dusun Tindal belongs to the largest ethnic group, Kadazandusun, in Sabah and is widely exposed to rapid technological modernization and subsequent interactions within multi-cultural and new contexts of performance in the cosmopolitan cities. Since 1990s, Dusun Tindal in Tenghilan have begun to lose most of their old musical culture. Contemporary musical groups are developed such as Bamboo Orchestra which becomes trendy and popular among their youngsters. The contemporary musical ensemble is a newly developed tradition combining a mixture of traditional and western musical instruments and styles. Due to the new mindsets and tastes of their young people, as well as to open up opportunities to venture into the exotic blooms of globalized musical festivals and tourism, their music is manifold and endeavoring in captive of the hearts of the global audience. However, the people still keep hold of some of their old tradition realizing the integral role it plays in their life and society. The people are also aware of the power of these primeval cultural constituents that have attracted a colossal number of audiences and guaranteed the consumable sales of their performance tickets and CDs. This study attempts to disclose the grounds and rationale behind the persistence of Dusun Tindal in upholding their ancient musical essence until today.

Keywords: Bamboo Orchestra, Dusun Tindal Contemporary Music
The Attempt To Improve Mathematicss Learning Motivation Using The Geoboard (Spiked Board) Among Grade II Elementary School Students In Sdn Duren Tiga 09

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ABSTRACT

The purpose of the research is to increasing the motivation of student in SDN Duren Tiga 09 Pagi especially for level II on learning mathematics in Geoboard (Papan Berpaku). This research is to reform studying mathematics which has to purpose the active learning, creative, effective, fun and growing the motivation to all of student in learning mathematics. The research methodology used in this research is action research (Tindakan Kelas) with two cycles. There are 4 procedures on this research. First procedures are Planning (Perencanaan), acting (Aksi / Tindakan), Observing (observasi) and Reflacting (Refleksi). The subject of this research is the students of level II. There are 40 students which consist of 20 male and 20 female in 2011 – 2012. In this research, the researcher does as a teacher in SDN Duren Tiga 09 Pagi, level II. The result of this research shows on the increasing of the motivation on studying mathematics. There are three motivation classifications. First is the low motivation. Second is Middle motivation and the last is High motivation. The result shows that the low motivations in cycle I. Cycle II have a 0% from the total students. On cycle I, the middle motivation is 35% from the total student. Even though on cycle I, high motivations have 65% from total students and in the cycle II the percentage are decreases to 7.5% from total students. The totals of percentage are increase to 92.5% from total students in cycle II. Based on the result, the researcher concludes that the geoboard media (papan beraku) proves the increasing of the motivation in studying mathematics to students level II in SDN Duren Tiga 09 pagi. The usage of geoboard in this subject can help the student to understand the subject and it can be increasing the motivation students.

Keywords: The Attempt To Improve Mathematicss Learning Motivation Using The Geoboard (Spiked Board) Among Grade II Elementary School Students In Sdn Duren Tiga 09
Proposed Framework for Cyber Wellness Index in Singapore

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ABSTRACT

It is unknown who coined the term “Cyber wellness” in the first place. However, the term has been used extensively where media literacy education is introduced and implemented. In Singapore, “Cyber Wellness” has been used by various Ministries to refer to the “positive well-being of Internet users,” though the focus is always on the children and youths. The concept “Cyber Wellness” has been embedded in the media literacy education in Singapore’s schools. The cyber wellness programmes are conducted via Form Teacher Guidance Period in primary schools and in the Character and Citizenship Education (CCE) curriculum in secondary schools. Key Cyber Wellness topics are also incorporated in subjects such as English and Mother Tongue Languages. These programmes guide students to understand online behaviour and teaches them how to protect themselves on the Internet. Two principles, “Respect for Self and Others” and “Safe and Responsible Use,” are the key learning outcomes to help students proactively make careful and well-considered decisions when it comes to Internet access. It’s been many years since the Cyber Wellness programme was introduced to the school, but there is no systematic study to evaluate and track the progress of students’ cyber wellness. This paper is a proposal to establish a research framework for cyber wellness index, which measures the level of cyber wellness among youths through a methodical process. This paper proposes a cyber-wellness scale, which measure the various dimensions of online behaviours, perception and attitudes. For example, understanding the consequences of harmful and illegal online behaviours, and making responsible choices to protect themselves and the community, etc. The Cyber Wellness Index should be released annually and the same framework may be further customised for other countries to track the cyber-wellness of their young citizens.

Keywords: Youth And Internet, Cyber Wellness.
Factors Influencing Business Zakah Compliance Behavior among Moslem Businessmen in Malaysia: A Research Model

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ABSTRACT

Obligation to pay Zakah is one of the five pillars in Islamic faith. Its significance to Moslems socio-economy development is paramount. The development could be improved through incremental of Zakah fund. However, Business Zakah is one of the unresolved issues in Malaysia since its payment among eligible Moslems businessmen is still low. Despite various factors that influence one’s compliance behavior have been suggested in the literature, research models that address this issue from the Zakah perspective is still limited. Thus, this paper aims to propose a research model for examining the influence of internal and external factors on Business Zakah compliance behavior among businessmen in Malaysia. An extensive literature review method was utilized to identify and analyze the relevant literatures in order to propose the model. This paper identified two internal and two external factors of the compliance behavior. The internal factors are knowledge and self-efficacy while service quality and interaction are the external factors. Theoretical and practical implications of the paper as well as suggestions for future research were also discussed.

Keywords: Business Zakah Compliance Behavior; Knowledge, Self-Efficacy, Service Quality, Interaction; Moslems Businessmen.
Moderating Effect Of Attitude Toward Zakat Payment On The Relationship Between Moral Reasoning And Intention To Pay Zakat

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ABSTRACT

Zakat is an important mechanism for the development of most Muslim countries as it contributes to social security and harmony. Additionally, Zakat is a vital instrument for poverty reduction, economic inequality and reduction of unemployment in the society. Despite the importance of Zakat to the general public, studies about intention to pay Zakat in other places such as Kano remained insignificant. Thus, this study is very useful to understand intention to pay Zakat and the role of moral reasoning on Zakat payer in Kano. The purpose of this paper is to discuss the moderating effect of attitude toward zakat payment on the relationship between moral reasoning and intention to pay among Muslim businessmen in Kano Nigeria. Previous studies made an effort in tax environment, yet in Zakat field remained limited. Hence, the paper proposed this variable as it was yet to be tested in Zakat environment. For the study to know whether attitude can help in moderating moral reasoning and intention to pay Zakat. The paper proposed the use of Structural equation modelling and Partial Least Square techniques. Theoretical and practical implications of the article were also discussed.

Keywords: Intention to Pay Zakat, Moral Reasoning, Attitude toward Zakat payment, Zakat Institution Kano.
Interaction Between The Type Of School And Learning Outcomes In Soft Skills Enhancement Student Through Cooperative Learning Model

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ABSTRACT

The purpose of this study was to measure the interaction between the type of school and learning outcomes in improving the soft skills of students through cooperative learning in vocational students in Bandung. The study was conducted through quasi experiments on three types of vocational schools, namely State Vocational School with “A” Grade, Private Vocational with “A” Grade and Private Vocational other than “A” Grade. The study involved 240 students in six classes of observation. Data were analyzed using factorial design (2 x 3 x 3) with three ways ANOVA models. Results showed that the first, there is no interaction between cooperative learning and types of schools to increase students' soft skills. Secondly, there is no interaction between the cooperative learning and learning outcomes to increase students' soft skills. Third, there is an interaction between type of school and student learning outcomes to increase students' soft skills. Fourth, there is an interaction between cooperative learning, types of schools and learning outcomes to increase students' soft skills.

Keywords: Cooperative Learning, Studens’ Soft Skill, type School, Learning Outcomes, Quasi Experiment, Three ways ANOVA.
Consumer Electronics E-Retailing: The Alliance Of Vendor’s E-Service Quality, Trust And Trustworthiness That Matter

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ABSTRACT

While e-retailing for various segments are experiencing exponential growth, e-retailers are facing some difficulties in obtaining sales from their consumer electronics category. This is a critical issue to be addressed as consumer electronic products contribute a significant amount of value to the business. Thus, this study focuses on the challenges faced by e-retailers in securing sales from the consumer electronics category by investigating the influence of electronic service quality on consumer’s purchase intention with trustworthiness and trust acting as mediators. Empirical findings, based on 202 respondents who have purchased consumer electronics online, have shown that trustworthiness and trust play a critical role in mediating the impact of e-service quality on consumer’s purchase intention. This provides a deeper insight for online retailers to focus on fostering consumer trustworthiness and trust towards the websites in order to increase their purchase intention.

Keywords: E-Service Quality; Trustworthiness; Trust; Online Purchase Intention; Consumer Electronics.
Portraying the History of Malaysia in Online Newspapers: A Conceptual Paper

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ABSTRACT

There has been rising interest in analyzing history textbooks and historiography of Malaysia for the past decade. Much of conducted studies highlight the controversial issues of what is included or excluded. The matter received heightened attention not just among scholars, but it affects the public. With the digital media and web becoming increasingly pervasive in our everyday lives, the online newspaper has become one of the mediums for the public to communicate, exchange their views and interpretation of history to the mass audience. It is imperative that Malaysians from all ethnicities rouse themselves from their stupor and come together to correct past wrongs. The primary aim of this paper to demonstrate how increased participation of users in online news reshaped public history. In a sense, it argues that online news goes beyond as a site of news and other informative articles, by enabling the sharing of historical knowledge and perspective on the web. This paper contributes to the body of knowledge on the new media and history by having a better understanding to assist in nation building.

Keywords: New Media; Malaysia’s History; Online News.
Stimulus Of Nostalgia Effects On Attitudes, Emotional Responses As Well As The Intention To Come Back To A Restaurant That Provides Traditional Cuisine In Malang, East Java, Indonesia

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ABSTRACT

This study uses the emotions and attitudes as mediating variables, because it can strengthen the influence of nostalgia and desire to come back to the restaurant. This research was conducted at a restaurant that provides typical dishes of East Java in the city of Malang. The object of this study is Tourism City where there are many dishes that exist in the East Java city of Malang. A phenomenon that occurs when the community is currently more like traditional dishes than western cuisine, actually unconsciously that attitude can bring out nostalgia because wanted to try the taste of food because they had never come to the house to eat it.

Keywords: Attitudes, Emotional Responses, Traditional Cuisine.
Sustainability of Domestic Debt in Nigeria

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ABSTRACT

The fluctuations in African States revenue, has become a vexing issue, facing policy makers especially mineral resource (oil) rich countries. However, being the main stay of the largest economy in Africa, and its connection with the problems and shortages of finance/funds from traditional sources, in financing government budgets in recent times, makes it crucial and disturbing. This has, made it inevitable for the ushering of fiscal policy reforms by the DMO, pension’s funds, bonds market and financial system deepening as a whole, in aiding and sustaining growth and development. Therefore, this policy stance, has led to an upsurge in domestic debt/borrowing over external debt/borrowing. However, this policy direction has raised several concerns and has become more worrisome regarding the sustainability of the debt. Thus, this study is an attempt to investigate, whether this policy path is sustainable or not. Hence, we adopt the (Inter temporal Budget Constraint (IBC) approach using ARDL bound testing cointegration technique, with annual data set for the period 1981-2013 fiscal years. Government oil revenue and Non oil revenue is expected to cointegrate in the long run, suggesting that government is complying with the IBC rule. Policy makers should, ensure strict compliance in respect of obeying the IBC rule.

Keywords: Domestic Debt, Oil Revenue And Non Oil Revenue, Financing Government Budget, Domestic Debt Sustainability.
Effects of Interest Rate Liberalization on Stock Market Development

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ABSTRACT

The paper investigates the relationship between interest rate liberalization and stock market development in the seven selected sub-Saharan African countries using panel dataset that spans 1990 to 2013. Interest rates deregulation is measured by liberalization index considering the different periods that the respective SSA countries liberalized their interest rates. The index of stock market development is proxied by market capitalization. The study employs dynamic heterogeneous panel method using the techniques of Pesaran & Smith (1995) Mean Group (MG) and Pooled Mean Group (PMG) of Pesaran, Shin & Smith (1999) and Dynamic Fixed Effect (DFE). The results reveal that on the average liberalizing the interest rates have a negative long run impact on the development of the stock markets in the selected SSA region. The policy recommendation as a result of this finding is that liberalization of interest rates in the SSA region should be a guided one and not a wholesome interest rate deregulation.

Keywords: Interest liberalization, Stock market, Pooled Mean Group, Mean Group
The Association between Industry Specialist Auditor and Financial Reporting Timeliness- Post MFRS Period

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ABSTRACT

This study examines audit report lag as one of the mechanisms to measure timeliness of financial reporting. The convergence of International Financial Reporting Standards (IFRS) with Malaysian Financial Reporting Standards (MFRS) might challenge the auditors to issue their listed clients’ audited financial statements on time. The presence of industry specialist auditors is believed to be able to reduce the audit report lag and subsequently enhance financial reporting timeliness. Therefore, this study investigates the association between the presence of industry specialist auditors and financial reporting timeliness under full convergence with MFRS. Annual reports of 342 public listed companies on Bursa Malaysia for 2012 that fully complied with MFRS were examined. The results reported that the existence of industry specialist auditors has a negative association with audit report lag during the first year of the MFRS implementation. The overall results of the study suggest that the appointment of industry specialist auditors to undertake auditing work under full MFRS convergence improves financial reporting timeliness.

Keywords: Audit Report Lag; Financial Reporting Timeliness; Industry Specialist Auditors; Malaysian Financial Reporting Standards; Full Convergence

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Forms of Acknowledgement of Debt in Malaysia: The Legal Implications

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ABSTRACT

Payment of debt is regarded as an obligation and it must be paid according to the terms and conditions of business or loan agreements. Failure to pay debt or to refund the outstanding sum will result with many consequences such as declaration of bankrupt and winding up company. Usually, the debtors or borrowers will comply with the terms of the loan agreement. But if they refuse to pay and ignore the request made by the creditor, the latter may proceed with legal action against the debtor. The debtor will normally argue that the action is time barred or the claim is unreasonable. However, if there was an acknowledgement of debt by the debtor, the creditor will rely on the acknowledgment made by the debtor in order to proceed with his claim. Based on court decisions, there are many forms or methods of debt acknowledgment which have been used by both the borrowers and the creditors in Malaysia. This paper will examine various forms of debt acknowledgement and the legal implications of such acknowledgment.

Keywords: Payment; Debt; Acknowledgment; Time Barred; Forms
Is Cohabitation an Alternative to Marriage?

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ABSTRACT

In many countries in the world, the number of people resorting to cohabitation is increasing. In the USA, for example, the number of couples involved with cohabitation reached 7.8 million in 2012. In the United Kingdom, cohabitation rose from 2.1 million couples in 2001 to 2.9 million in 2010. By 2031, it is projected to rise to 3.7 million. In the Republic of China, the act of cohabitation has been accepted and no longer considered a sin as before. In Malaysia, the trend to cohabit is also increasingly common and accepted. The question arises whether this practice brings benefit to the parties involved, including the children, and more importantly the impact on society at large. If the impact of cohabitation is negative, especially to the children, it is feared that we are breeding problematic future generations which sooner or later brings bad impact on the society. This paper highlights, to what extent, cohabitation brings an impact to the parties concerned as well as society in general from various aspects, including religious, legal, psychological and sociological.

Keywords: Cohabitation, Children, Impact, Legal, Society
Crude Oil Price and Food Security Related Variables in Malaysia

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ABSTRACT

In these recent years, there has been an increasing spate of fluctuations in the world crude oil prices. The extreme volatility in crude oil price has put a heavy burden on global economy particularly food security issues all over the world. The main reason is because of crude oil is an important commodity which is used in almost every aspect of economic activity. This study thus, analysis the dynamic relationship between crude oil price and food security related variables (crude palm oil price, exchange rate, food import, food price index, food production index, income per capita and government development expenditure) in Malaysia using a Vector Auto Regressive (VAR) model. The data covered the period 1980-2014. Impulse response functions (IRF) was applied to see what will be the results of crude oil price changes to the variables in the model. To explore the impact of variation in crude oil prices on the selected food security related variables a forecast error variance decomposition (VDC) was employed. Findings from IRF suggest there is stimulus effect of positive oil price changes on food import and food price index. The VDC analyses suggest that crude oil price changes have different impact on the food security related variables. The relatively largest impact can be seen from the variation of real crude palm oil price, food import and food price index. This study therefore would suggest that the crude palm oil prices, food import and food price index should given priorities while designing national food strategies. Overdependence on food imports also need to be reduced.

Keywords: Crude Oil Price, Food Security Related Variables, IRF, VAR, VDC
Competitive Advantage of Geotourism Market in Malaysia: A Comparison among ASEAN Economies

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ABSTRACT

With proper administration emplaced, there is huge opportunity for geotourism to accelerate economic return, participate in community well-being and conserve geoheritages. Thus, there is a need to investigate the prospective scope of this globally emerging tourism sector to understand the market and competitive advantage for Malaysia among ASEAN. This study addresses this issue by analyzing the role of three major components of geotourism market: demand side, supply side and related agencies using travel and tourism competitiveness scores and summarizes them into a SWOT (Strength-Weakness-Opportunity-Threat) diagram. The analysis reveals the potential demand for geotourism in Malaysia due to increasing demand trend for nature-based tourism. In addition, the supply side has enormous possibilities with the inauguration of Langkawi Global Geopark – the first UNESCO geopark in Southeast Asia, abundance of other geological heritages, and established tourism infrastructures. Furthermore, the reviews reflect that the related agencies are supportive to promote the market and price competitiveness makes Malaysia very attractive destination for travel and tourism. Nevertheless, the findings suggest that in order to be the pioneer in geotourism market among ASEAN, Malaysia needs to realize its competitive advantage by ensuring the sustainable management of the geoheritages and further prioritize in travel & tourism sector.

Keywords: Geotourism; Demand; Supply; Competitive Advantage; ASEAN; Malaysia.
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