

Organized by:



Co-Host:



msu
management &
science university

Book of Abstract Conference Proceeding

2ND ICE-BEST

**2nd International Conference
on Economics, Business, Science,
and Technology**

Venue:

Ramada Plaza
By Wyndham Istanbul City Center
Turkey

<https://ice-best.com>

30-31 October 2024

**Theme: "Harnessing Innovation for Global Community
Resilience: A Multidisciplinary Research Synergies".**



Book of Abstract Conference Proceeding

2nd International Conference on Economics, Business, Science, and Technology (2nd ICE-BEST)

Theme: “Harnessing Innovation for Global Community Resilience: A Multidisciplinary Research Synergies”

**Ramada Plaza By Wyndham Istanbul City Center, Istanbul,
Turkey**

**Hybrid International Conference
October 30-31, 2024**



Book of Abstract Conference Proceeding
2nd International Conference on Economics, Business, Science,
and Technology
(2nd ICE - BEST)

Theme: “Harnessing Innovation for Global Community Resilience: A Multidisciplinary Research Synergies”

Editorial Board:

Prof. Dr. Lela Nurlaela Wati, SE. MM. CRA. CRP

Dr. Hendrati Dwi Mulyaningsih

Santi Rahmawati, MSM.

Organizing Committee:

Dr. Peggy Ratna Marlianingrum

Dr. Rita Yuni Mulyanti, S.Pi., MM

Cover and layout:

Finna Zephyrine

Mochammad Rizal

Donny Maulana Jefrianto

Publisher:

Yayasan Sinergi Riset dan Edukasi

Office Address:

Komplek Sinergi Antapani

Jl. Nyaman 31, RT01 RW23, Bandung 40291, Indonesia

Contact: (+62) 811227479 / (+62) 8112331733

Email: contact@researchsynergy.org

First publication, October 2024

Copyright © 2024 by Yayasan Sinergi Riset dan Edukasi.

This book is only published once as a part of the specific international conference.

All rights reserved. No part of this publication may be reproduced or utilized in any form or by any means, electronic or mechanical, including photocopying, recording or by any information storage and retrieval system, without permission in writing from the publisher.

FOREWORD



Supported by :



SCHOLAR
VEIN
Transparency



REVIEWER
TRACK
Peer-Reviewing



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY
Transparency

F1000Research
Open for Science

**Vision:**

The vision of UTM Jakarta is to become a leading, Islamic, and globally competitive university that promotes technological self-reliance and innovation.

Mission:

1. Providing academic and/or professional education in the fields of economics, fisheries, and computer engineering.
2. Conducting research and community service based on science and technology that bring benefits to society, the nation, the state, and humanity. Cultivating a productive work culture, full of cooperation and tolerance, rooted in Islamic brotherhood.
3. Fostering an entrepreneurial spirit and preparing noble, intelligent, knowledgeable, skilled, creative, and independent human resources. Realizing Al-Islam and Kemuhammadiyah as a missionary movement.

The objectives of the Muhammadiyah University of Technology Jakarta are:

The achievement of Postgraduate School's vision and mission, is based on the same values as Airlangga University, namely Excellence with Morality.

1. To produce graduates who possess academic and professional capabilities in the fields of economics, fisheries, and computer science, characterized by noble character, knowledge, confidence, and who are beneficial to society, the nation, state, and religion.
2. To generate research and community service projects that empower the economic capabilities of the community through the development of productive and innovative economic ventures based on information technology.
3. To realize professionalism in work, fostering cooperation and a sense of family that results in effective and efficient performance.
4. To advance and prosper society through entrepreneurship by developing the disciplines of economics, fisheries, and computer science.
5. To prepare digitally-based entrepreneurial human resources who are faithful, pious, morally upright, towards the realization of a just and prosperous society that is blessed by Allah SWT.



Research Synergy Foundation is a digital social enterprise platform that focuses on developing the Global Research Ecosystem towards outstanding global scholars. We build collaborative networks among researchers, lecturers, scholars, and practitioners globally for the realization of knowledge acceleration and to contribute more to society and humanity. As a social enterprise, our aim is to provide a good research ecosystem and platform for researchers to share, discuss, and disseminate their ideas. In addition, it helps you to improve your research and contribute to the knowledge. Therefore, creating social value and impact is our priority.

From 2017 to 2023, more than 30.000 scholars have participated in our programs from Asia, Australia, Africa, America, and Europe continents. With the average of the increasing number of members by more than 5.000 each year, we continuously strengthen the global research ecosystem by having five support systems that are ready to help members from across the world.

There are various agendas (work and program) that we have already done since 2017 up to present. The agendas are coming from all the support systems in the Global Research Ecosystem, named: Scholarvein, ReviewerTrack, Research Synergy Institute, Research Synergy Press, and Global Research Community. Research and publication cannot be seen as a separate part. Otherwise, we should take both as a comprehensive program. Moreover, the quality of the paper is the biggest concern for publication. To achieve the Organization/University/ Institution goal, we provide some agendas that can support you in research and publication enhancement. Some of the prominent agendas are:

- a. International Conferences: It aims to create a "tipping point" of opportunities for participants to disseminate their research globally and have reputable scientific publication output.
- b. Scientific and Academic Writing Coaching Clinics: It aims to provide a targeted and intensive learning strategy for publishing papers in high-impact Scopus/ WOS international journals.
- c. Workshops: It aims to provide a vibrant learning forum to enhance the author's capability of scientific writing skills and the manuscript's quality.
- d. Learning and Knowledge Sharing Programs: It aims to provide the best practice and guide from the experts, editors, and publishers' perspectives in research and publication enhancement.
- e. Social Programs: It aims to empower and encourage society to share the value of creating an impactful program with us.

Research Synergy Foundation welcome all individuals, organizations/institutions (universities, governments, and private sectors) to be part of our Global Research Ecosystem.

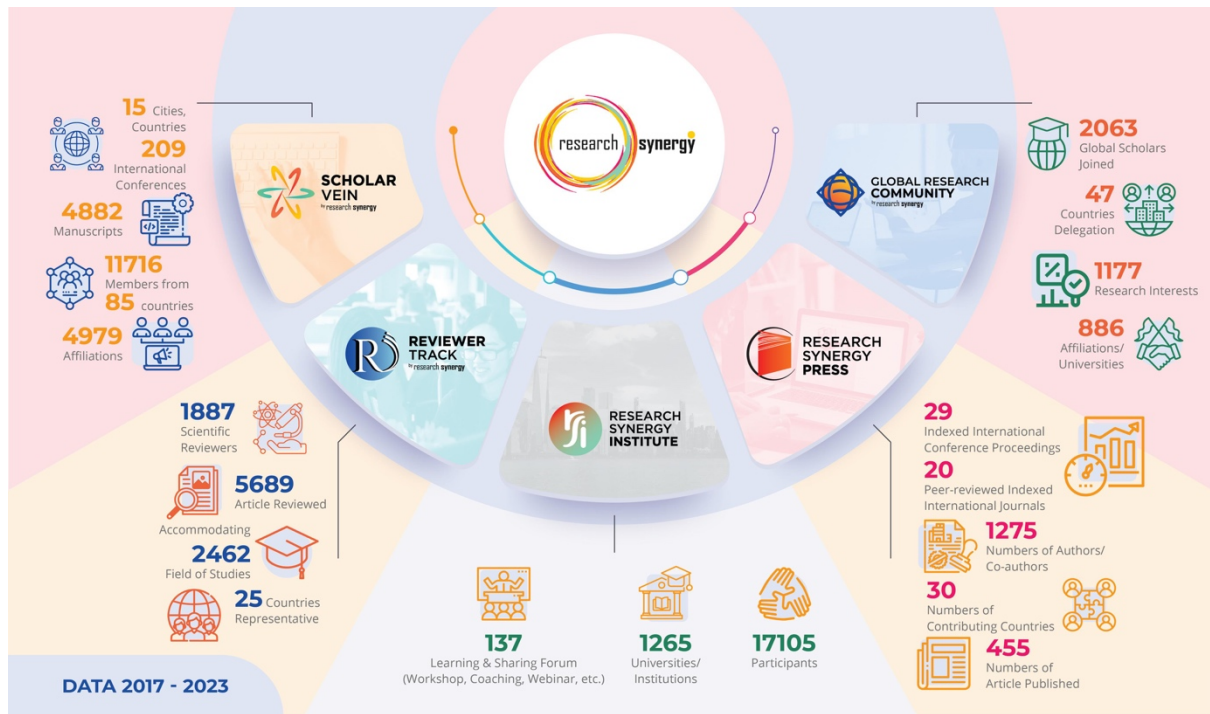


Figure: Global Research Ecosystem owned by Research Synergy Foundation (data from 2017 – 2023)

Please find other important links related to RSF profile:

- <https://www.researchsynergy.org/>
- <http://globalresearchecosystem.com/>
- <https://f1000research.com/rsf>
- <https://journals.researchsynergypress.com>
- <https://proceeding.researchsynergypress.com>
- <https://www.researchsynergysystem.com>
- <https://www.facebook.com/ResearchSynergy/>
- <https://www.instagram.com/researchsynergyfoundation/>
- <https://www.youtube.com/@researchsynergyfoundation8675>

TABLE OF CONTENTS

TABLE OF CONTENTS	6
ORGANIZING COMMITTEE	11
SCIENTIFIC REVIEWER COMMITTEE	12
CONFERENCE CHAIR MESSAGE	14
CONFERENCE CHAIR	15
CO-CONFERENCE CHAIR	16
OPENING SPEAKER	17
KEYNOTE SPEAKERS	19
MODERATOR	24
SESSION CHAIRS	25
CONFERENCE PROGRAM	29
LIST OF PRESENTERS	32
Track: Management	39
Understanding The Mental Health Implications of COVID-19 on BPO Employees Roetulyn Palonpon ¹ , Maria Bernadette S. White ² , Carmella M. Cabos ³	39
Literature Study on The Development of Cipule Tourism: Concept, Implementation, and Challenges Bambang Maryono ¹ , Suhana ² , Peggy Ratna Marlianingrum ³	41
What Factors Influence the Internationalization of Small and Medium Enterprises (SMEs)? A Gender-Based Approach Rita Yuni Mulyanti ¹ , Lela Nurlaela Wati ² , Suhana ³	42
The Impact of Compensation and Work Discipline on Employee Performance at PT. Equinox Bahari Utama's Head Office Awaluddin Abu ¹ , Lela Nurlaela Wati ²	43
Effect of Work Motivation and Discipline on Police Members' Performance in BRIMOB Corps Jajang Supena ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	44
The Effect of Work Motivation and Work Environment on Employee Performance in the General Bureau of the Vice President's Secretariat Fatia Hizriani ¹ , Rita Yuni Mulyanti ²	45
The Nexus of Work-Life Balance and Personnel Placement on Mental Health and Performance: Evidence from Police Members Serving on Police Ships Indonesia Aep Jaenudin ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	46
How Work Motivation Mediates the Impact of Self-Efficacy and Personality on the Work Productivity of Brimob Members in the National Police Dany Tri Asmara ¹ , Lela Nurlaela Wati ² , Ahmadi ³	47
The Influence of Motivation and Job Satisfaction on Employees Job Achievement in PT. Samudra Jaya Shipping Putra Afriansyah Chatra	48
Optimizing Taxpayer Compliance Through Tax Counseling and Sanctions with Taxpayer Awareness As A Mediating Variable Kiagus Amin	49
The Impact of Work Discipline and Internal Communication on Employee Performance at PT Kawasan Berikat Nusantara (Cakung Head Office) Endra Mulanto ¹ , A. Mukti Soma ²	50

How Training and Work Motivation Affect the Work Performance of Crew Members on the CS Nusantara Explorer Ship Gokmatua Parulian Steavany	51
The Influence of Work Commitment and Interpersonal Communication on The Job Satisfaction of Crews on The Vessel Mt Sindang Deni Farhan ¹ , Lela Nurlaela Wati ²	52
The Effect of Recruitment and Training on The Work Performance of Subdit Patroli Air Members in Ditpolair Korpolaairud Baharkam Polri Melky Marthen Yuli	53
Effect of Work Motivation and Organizational Culture on Police Members' Performance in The Water Patrol Sub-Directorate of Ditpolair Korpolaairud Baharkam Polri Catureksi Aswin Nugrahi ¹ , Rita Yuni Mulyanti ² , Eddy Azwar ³	54
The Impact of Work Environment and Motivation on Employee Performance at PT. Delta Anugrah Bahari Nusantara Eddy Azwar	55
The Effect of Competence, Compensation and Motivation on Employee Performance at The Head Office Pt. Alns Anglo Eastern Indonesia Dedi Bernard ¹ , Rita Yuni Mulyanti ² , Nova ³	56
The Influence of the Effectiveness of Work Ethics and Provision of Compensation on The Level of Job Satisfaction of Boat Children (ABK) at Anthony Veder Reza Rizky ¹ , Rita Yuni Mulyanti ² , Saiful Simanullang ³	57
The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police Amirudin ¹ , Suradika ² , Ahmadi ³	58
The Influence of Work Discipline and Work Environment on The Work Achievement of Mv Sinar Penida's Crews (ABK) Destruly Mangatur	59
The Effect of Rewards, Leadership Style and Motivation on Employee Job Satisfaction at PT. Cipta Wira Tirta Reza Ben Esqadani	60
The Impact of Work Motivation and Leadership Style on Enhancing Employee Performance at PT Pertamina International Shipping Rudy Handoko	61
The Influence of Career Development and Competence on Employee Work Effectiveness PT. Azure Samudera Karsa Muhamad Wahyu Fatchurohman	62
How Motivation and Work Skills Impact the Performance of the Crew on the MV Pegasus Unix Mohamad Arif Guntoro ¹ , Rita Yuni Mulyanti ² , AM. Soma ³	63
The Influence of Workload and Working Environment on Work Stress of Logistics and Equipment Employees at The National Disaster Management Agency (BNPB) Aditya Indra	64
The Impact of Leadership Effectiveness and Intrinsic Compensation on Job Satisfaction Among the Crew Members of MT Sun Apollon. Benediktus Yunando Ariawan Djumhan	65
The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police Putra Setya Wirajaya ¹ , Rita Yuni Mulyanti ² , Ahmadi ³	66
The Effect of Competence, Compensation and Workload on Hospital Service Quality Ida Farida ¹ , Abdul Mukti Soma ² , Rita Yuni Mulyanti ³	67
The Influence of Marketing Mix on Batik Gobang Buying Decisions Ety Setiawati ¹ , Lela Nurlaela Wati ² , Abdul Mukti Soma ³	68
The Impact of Organizational Commitment and Work Life Quality on Turnover Intention Udik Suhartono ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	69
Analysis of the Role of Leadership Style in Improving Employee Discipline on Employee Performance, Case Study: Public and Private Schools Saepul Haer ¹ , Peggy Ratna Marlianingrum ² , Abdul Mukti Soma ³	70

The Relationship Between Peer Support and Organizational Citizenship Behavior Among Malaysia Government Servants: Job Satisfaction as a Mediator Nor Azima Ahmad, Umi Hamidaton Mohd Soffian Lee, Nora'asikin Abu Bakar, Moch. Asmi Rizaldy	71
The Role of The Maritime Industry in Efforts To Develop The Economic Sector In Indonesia Haratua Panggabean ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	72
The Effect of Training and Work Experience Mediated by Competence on Performance (Study on PT. Chandra Asri Pacific 2019 - 2023) Muslim Feryanto	73
Does Competencies of Indonesian Migrant Workers in Accordance With International Standards? Yunus Riansyah ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	74
Digital Literacy, Social Capital, Perception of Benefits That Influence Interest in Using The Gobiz Application Through Ease of Use As An Intervening Variable I Ketut Oka Danumarta	75
The Influence of Work Discipline, HR Competence, And Organizational Culture on The Performance of Tambrauw Police Personnel Nyoman Piliana ¹ , Lela Nurlaela Wati ² , Rita Yuni Mulyanti ³	76
The Effect of The Use of SWOT And AHP Methods on Human Resource Performance on MT Sinar Agra Ships Arief Rahman ¹ , Rita Yuni Mulyanti ² , Abdul Mukti Soma ³	77
Analysis of The Influence of Service Quality on Employee Performance on Sea Sapphire Ships Shofar Solehudin Bisri ¹ , Rita Yuni Mulyanti ² , Abdul Mukti Soma ³	78
The Influence of Leadership and The Managerial Competence of The Leader on The Work Motivation And Performance of The Crew And Its Implications in Improving Work Safety in The Zamil Marine Company in Saudi Arabia Azmal Aziz ¹ , Rita Yuni Mulyanti ² , Abdul Mukti Soma ³	79
The Impact of Work Discipline, Work Spirit, And Compensation on Employee Performance I\in The Production Department of PT. EPG Jawa Timur. Randa Agung	80
The Effect of Work Skills and Motivation on the Performance of KM Sinabung's Crew Novel Sanjaya	81
The Effect of Training and Work Motivation on Member Performance with Job Satisfaction as a Mediating Variable Briptu Reza Dwi Saputra ¹ , Lela Nurlaela Wati ²	82
The Influence of Competency and Leadership on Member Performance with Work Discipline as a Moderating Variable Rahmad Ramadhan ¹ , Rita Yuni Mulyanti ² , Ahmadi ³	83
The Role of Organizational Reputation in Strengthening The Influence of Service Quality And Marketing Communications on Customer Satisfaction Jamal Madya ¹ , Abdul Mukti Soma ² , Rama Yuli ³	84
The Role of Work Motivation in Mediating the Influence of Training And Work Experience on Employee Performance Wahyu Fitriani ¹ , Rita Yuni Mulyanti ² , Saiful Simanullang ³	85
The Role of Motivation And Leadership on Performance of Satpolairud Patrol Ship Crew Sapril Sapril ¹ , Rita Yuni Mulyati ² , Nova Rini ³	86
The Effect of Competency Development and Work Environment on Employee Performance with Job Satisfaction as a Mediating Variable Priyo Siswoyo ¹ , Lela Nurlaela Wati ²	87
The Role of Leadership Style and Work Motivation Towards Performance Improvement of Crest Athena 2 Crew Moh Juhari ¹ , Rita Yuni Mulyani ² , Suhana ³	88
The Effect of Work Motivation And Leadership Style on Improving Employee Performance at PT. Pelayaran Sumber Rejeki Bahari Permai Dimas Wirahadi Kusuma ¹ , Lela Nurlaela Wati ²	89

The Role of Work Environment and Motivation on Employee Performance at Korpolaairud Baharkam Polri Iwayan Eka Satya ¹ , Lela Nurlaela Wati ²	90
The Effect of Compensation, Motivation and Self-Efficacy on The Performance of Employees of PT. Elang Perdana Tire Industry Muhlisinalahudi ¹ , Suradika ² , Suhana ³	91
The Effects of Motivation and Job Satisfaction on Employee Achievement Evan Raditya Pamphila Chaniago ¹ , Agus Fauzi ² , Suhana ³	92
The Role of Influence of Motivation, Work Discipline And Organizational Culture on Employee Performance at Ditpolair Korpolaairud M Fitrah Fadilah ¹ , Rita Yuni Mulyanti ² , Suhana ³	93
The Effect of Supervision and Discipline Implementation on The Performance of The ABK Mp. Endurance Ship with Work Motivation as A Moderating Variable Roni Tampubolon ¹ , Lela Nurlaela Wati ² , Saiful Simanullangi ³	94
The Role of Internal Communication and Work Discipline on Employee Performance at The Banten Regional Police Directorate of Water and Air Force Supriyadi ¹ , Lela Nurlaela Wati ² ...	95
Optimizing and Utilizing Cargo Ship Routes for Logistics Distribution in Offshore Areas Daramenusu Kumonong ¹ , Lela Nurlaela Wati ²	96
Ten Years of Research on Government Budgeting – A Systematic Literature Review Endang Tri Pratiwi ¹ , Mediaty ² , Grace T. Pontoh ³ , Sri Sundari ⁴ , Aini Indrijawati ⁵	98
Track: Economics	99
The Impact of Technological Innovation on Sustainable Development: Case of Morocco Abir El Aidi ¹ , Moussane Aboutayeb ² , Tarbalouti Essaid ³	100
The Role of Working Capital Management in Enhancing Profitability During the Covid-19 Pandemic: Evidence from Indonesia's Livestock Sector Cipta Putra	101
Full Reserve Interest Free Banking Qanit Khalilullah	102
Development of the Ornamental Fish Supply Chain System in the DKI Jakarta Province Syafrul ¹ , Suhana ² , Peggy Ratna Marlianingrum ³	103
The Impacts of Post-2010 International and Regional Political Developments on Turkey's Economic Downturn Seyfeddin Neslinebi	104
Tourism Demand in Malaysia: An ARDL Approach to Cointegration Nur Fadzlunnisaa' Wakimin ¹ , Kazeem Alasinrin Babatunde ²	105
Influence of Job Facilities, Incentives and Training on Job Satisfaction and Its Impact on Employee Performance in Vocational High Schools Image Health Husada Cibinong Asri Wibowo ¹ , Lela Nurlaela Wati ² , Achmadi ³	106
Track: Operations Management	107
Application of Total Quality Management to The Operational Performance of The PT Arohera Company Antan Permata ¹ , Lela Nurlaela Wati ² , Mukti Soma ³	108
Track: Marketing	109
Analysis of User Experience (UX) and Customer Satisfaction in Online Food Delivery in Jabodetabek Using the User Experience Questionnaire (UEQ) Muhammad Rizki Perdana ¹ , Lela Nurlaela Wati ² , Mukti Soma ³	111
Track: Education	112

Harnessing DNA Profiling for Educational Innovation: Exploring Genetic Predispositions to Shape Future Learning Technologies and Economic Growth Tengku Ahmad Ridhaudin ¹ , Norazlina Mohd Noor ²	113
Track: Technopreneurship	114
Product Innovation and Marketing Strategy of Traditional Kasuami Food In Wakatobi Regency Wa Ode Al Zarliani ¹ , Wardana ²	115
Track: Marine and Fisheries	116
Systematic Review of Coastal Community Well-Being as Research Implementation and Challenges Peggy Ratna Marlianingrum ¹ , Suhana ² , Sandra Dewi Elizabet Kaunang ³ , Sander Noferiyansyah ⁴	117
Track: Finance	118
How Financial Literacy Impacts Personal Financial Management: A Bibliometric Analysis Dwi Romadhon ¹ , Hari Mulyadi ²	119
Event Study: Do Politically Affiliated Affect the Stock Return During the Presidential Election? Pudi Setiyawan ¹ , Lela Nurlaela Wati ² , Mukti Soma ³	120
Enhance Corporate Equity Valuation through XBRL Implementation in ESG Reporting Niken Primasari ¹ , Endah Tri Wahyuningtyas ² , Heni Agustina ³	121
The Effect of Local Culture, Technological Literacy, Human Resources (HR), and Regional Potential on Village Fund Accountability with the Role of Leadership as a Moderating Variable Heni Nurhasanah ¹ , Ramdany ² , Heri Ispriyahadi ³	122
Reconstruction of Regional Tax Collection Policy (Analysis of the Motor Vehicle Tax Base Expansion in the Special Region of Jakarta Province) Edi Sumantri	123
CLOSING SPEECH	124
Future Events	125

ORGANIZING COMMITTEE

Conference Chair

Prof. Dr. Lela Nurlaela Wati, SE., M.M., CRA., CRP.
Universitas Teknologi Muhammadiyah Jakarta

Co-Conference Chair

Dr. Hendrati Dwi Mulyaningsih
Founder and Chairperson of Research Synergy Foundation

Organizing Committee

Supriatiningsih, S.E., M.Ak
Universitas Teknologi Muhammadiyah Jakarta

Dr. Rita Yuni Mulyanti, S.Pi., M.M.
Universitas Teknologi Muhammadiyah Jakarta

Santi Rahmawati, MSM.
Research Synergy Foundation

Finna Zephyrine
Research Synergy Foundation

Mochammad Fachrizal
Research Synergy Foundation

Donny Maulana Jefrianto
Research Synergy Foundation

SCIENTIFIC REVIEWER COMMITTEE

Prof. Dr. Lela Nurlaela Wati, SE., M.M., CRA., CRP. - Universitas Teknologi Muhammadiyah Jakarta

Dr. Peggy Ratna Marlianingrum, S.Pi., M.M. - Universitas Teknologi Muhammadiyah Jakarta

Dr. Ramdany, SE.Ak. M. Ak. CA. CPA. CRA. CRP - Universitas Teknologi Muhammadiyah Jakarta

Dr. Ir. Abdul Mukti Soma, M.M., CRP - Universitas Teknologi Muhammadiyah Jakarta

Shohib Shiyam Karsip, B.Acc, M.Sc., Ph.D - Universitas Teknologi Muhammadiyah Jakarta

Dr. Rita Yuni Mulyanti, S.Pi., M.M. - Universitas Teknologi Muhammadiyah Jakarta

Prof. Mary Anne C. Sedanza - Leyte Normal University

Dr. Daryl Ace Villanueva Cornell - Polytechnic University of the Philippines

Prof. Metee Pigultong - Rajamangala University of Technology Thanyaburi

Prof. Jessie I. Quierrez - Polytechnic University of the Philippines

Dr. Ma. Elena C. Estebal - Technological Institute of the Philippines

Dr. Siti Nur 'Atikah Zulkifli - Universitas Teknologi Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu

Prof. Muhammad Nawaz Khan - Higher Education Department KPK Pakistan

Dr. Varsha Kanojia - Sher-e-kashmir university of agricultural sciences and technology Shalimar Srinagar Kashmir

Prof. Tenepalli JaiSai - National Institute of Construction Management and Research (NICMAR)

Dr. Sivasamy Dhandapani - JNTUH

Dr. Abhijeet Mishra - University of Delhi

Prof. Muhammad Rayyan Fazal - Riphah International University, Faisalabad

Dr. Osamah Ibrahim Khalaf - Al-Nahrain University College of Information Engineering

Prof. Harshit Prakashbhai Bhavsar - Gujarat Technological University

Prof. Bhagwan Das - Quaid-e-Awam University of Engineering, Science & Technology, Nawabshah

Dr. Yeow Jian Ai - Multimedia University, Malaysia

Dr. Jocelyn Y. Camalig - Lyceum of the Philippines University-Manila, Philippines

Dr. Tan Lay Hong - Universiti Teknikal Malaysia Melaka, Malaysia

Dr. Arbia Hlali - Taibah University, Saudi Arabia

Prof. Dr. Joseph G. Refugio - St. Vincent's College Incorporated, Philippines

Dr. Chong Kim Mee - Taylor's University, Malaysia

Prof. Rajini G. - Vels Institute of Science, Technology & Advanced Studies, Chennai, India

Dr. Seyfeddin Neslinebi - Yıldırım Beyazıt University, Turkey

CONFERENCE CHAIR MESSAGE

Excellencies, distinguished presenters,
Esteemed attendees, ladies and gentlemen,

It is my distinct honor and privilege to warmly welcome you all to the 2nd International Conference on Economics, Business, Science, and Technology (2nd ICE-BEST), organized by Universitas Teknologi Muhammadiyah Jakarta and Research Synergy Foundation. Co-Hosted by Institut Bisnis Muhammadiyah Bekasi, Universitas Muhammadiyah Buton, and Management & Science University (MSU), Malaysia. This event is made possible with the generous support of our academic and research partners, including Scholarvein, Reviewer Track, Research Synergy Institute, Research Synergy Press, Global Research Community, and F1000 Research.

Today marks a remarkable gathering of scholars, professionals, and thought leaders from across the globe, united by a shared commitment to advancing the fields of economics, business, science, and technology. As we gather for this important conference, we are here to exchange knowledge as well as to collaborate, innovate, and shape the future of these disciplines, ensuring they continue to evolve and meet the demands of our rapidly changing world.

This 2nd ICE-BEST is the second annual international conference and marks the excitement and eagerness of the researchers to be in a platform that supports the ever-evolving world of research. Through the first day and second day, we will have approximately 72 (seventy two) presenters from various countries, joining us in here in Istanbul, Turkey, and virtually. on this conference, get ready to be involved in a multidisciplinary discussion, coming from around various field of studies.

on this conference day, together we will explore cutting-edge research, engage in dynamic discussions, and share invaluable insights into how these critical fields intersect and drive advancements that address both local and global challenges. This event offers a rare opportunity to connect with like-minded professionals, build collaborative networks, and discover the latest trends, technologies, and methodologies transforming economics, business, science, and technology.

I would like to express my deepest appreciation to all of you—our participants, keynote speakers, presenters, reviewers, session chairs, and attendees—for your dedication and contribution to this conference. Your commitment to sharing your research and expertise will undoubtedly enrich our discussions and inspire new ideas and collaborations for the future.

As we embark on this journey together, I encourage you all to take full advantage of the opportunities before you. Engage in the sessions, ask questions, and connect with fellow participants. I am confident that the connections we make, the knowledge we share, and the insights we gain during this conference will pave the way for future advancements and professional growth. Once again, welcome to 2nd ICE-BEST, and I look forward to a fruitful and inspiring conference.

Best regards,

Prof. Dr. Lela Nurlaela Wati, SE., M.M., CRA., CRP.
Conference Chair of 2nd ICE-BEST

CONFERENCE CHAIR



Prof. Dr. Lela Nurlaela Wati, SE., M.M., CRA., CRP.

Conference Chair of 2nd ICE-BEST

Universitas Teknologi Muhammadiyah Jakarta, Indonesia.

Prof. Dr. Lela Nurlaila Wati, SE., MM., CRP., CRA., is the Senate Chairperson of Universitas Teknologi Muhammadiyah Jakarta (UTM Jakarta). Holding the Doctorate from Universitas Padjajaran, Bandung, she is the senior Finance Analyst and has gained the Professional Qualification for Risk Management which is officially issued by National Professional Certification Agency (BNSP). Having a professional competence for more than 5 years, Prof. Dr. Lela has been taking care of every stage of risk management, such as planning, implementation, monitoring, analysis and calculating potential company risk. Her precious experiences provide worthy recommendations. Professionally equipped herself with the National Reviewer Competency Certificate from the Indonesian Ministry of Education and Culture, she has a proven track record of a National BKD assessor and of a National reviewer since 2018 and she actively takes part in national and International seminars and reputable publications as the speaker and the writer.

CO-CONFERENCE CHAIR



Dr. Hendrati Dwi Mulyaningsih, S.E., M.M.

Founder & Chairperson of Research Synergy Foundation

Dr. Hendrati Dwi Mulyaningsih is the chairperson and founder of Research Synergy Foundation that has shown great commitment on creating Global Network and Research Ecosystem. This GNR ecosystem has been developing since 2017 up to the present and having increasing numbers of the member up to more than 30.000 from all around the globe. Her passion in how to create impact and co creation value among all the stake holder of RSF has made her focus on upholding integrity in the scientific process through enhancement of RSF's support-support system as like Reviewer track, Scholarvein, Research Synergy Institute and Research Synergy Press. Thus, her work in this area has made her as the Nominee of Impactful Leadership Awards from Tallberg Foundation Sweden 2019 and 2024

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

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

OPENING SPEAKER



Prof. Dr. Agus Suradika, M.Pd.

Rector of Universitas Teknologi Muhammadiyah Jakarta, Indonesia

Prof. Dr. H. Suradika is the rector of Universitas Teknologi Muhammadiyah Jakarta (UTM Jakarta). Having the doctorate program from the state-run Universitas Jakarta, he started his lecturing career as the lecturer at the Education and Social Faculty of Universitas Muhammadiyah Jakarta. During his career at Universitas Muhammadiyah Jakarta, he was once in charge of the dean deputy, the rector deputy for academic, finance and student affairs. As the civil servant, he also spent some time at the Jakarta administration's position, among others are the head of Jakarta Library and Archive, the head of Jakarta Civil Servant, and the deputy of Jakarta Culture and Tourism.

Reputable research and books publications are his academic activities. His latest book was published in 2023 with the title of Black Swan Earthquake Theory dan Implementasi Kebijakan Publik pada Mitigasi Kebencanaan, whilst two of his research were "Model Inventarisasi dan Dokumentasi Budaya Masyarakat Betawi" (The Inventory Model and Cultural Documentation of The Betawi Community) and "Human as Perfect Being: Philosophical Basis of Education. The Social Perspective".



Dr. Peggy Ratna Marlianingrum, S.Pi, M.Si

Secretary of Senate, Universitas Teknologi Muhammadiyah Jakarta, Indonesia

Dr. Peggy Ratna Marlianingrum, S.Pi, M.Si is the Secretary Senat Universitas Teknologi Muhammadiyah Jakarta. Holding a doctorate from IPB University Bogor, her expertise as a Marine Economist has been recognized by reputable national and international publications. Her experience of more than 10 years makes Peggy have professional competence in every stage of marine economic analysis which includes planning, implementation, monitoring, analysis and calculation of marine economic potential so that she is able to provide easy and realistic recommendations. Apart from that, since 2015, Dr. Peggy has been a marine economic policy expert at BAPPENAS (National Development Planning Agency). She also develops teaching in the fields of mathematical economics and statistics, research methodology, economic valuation of resources.

CLOSING SPEAKER



Dr. Rita Yuni Mulyanti, S.Pi., M.M.

Vice Rector (Academic), Universitas Teknologi Muhammadiyah Jakarta, Indonesia

Dr. Rita Yuni Mulyanti, S.Pi., M.M., is the Vice Rector in Academic of Universitas Teknologi Muhammadiyah Jakarta (UTM Jakarta). She received her Doctorate degree from Universitas Padjajaran Bandung in 2017 and is expertise in the fields of Human Resources and Organizational Behavior. In 2022, she joined UTM Jakarta when it was still called Sekolah Tinggi Ilmu Ekonomi Muhammadiyah Jakarta (STIEMJ) and has been in charge of lecturing HR Management, Strategic Management and Performance Management and Compensation courses. She is also the National BKD assessor and the tutor at Faculty of Economics and the Open University postgraduate program.



Supriatiningsih, S.E., M.Ak.

**Head of LPPM,
Universitas Teknologi Muhammadiyah Jakarta, Indonesia**

Supriatiningsih is a Lecturer and Head of the Research and Community Service Institute (LPPM) at Universitas Teknologi Muhammadiyah Jakarta. With a background in Master of Accounting at Mercubuana University and currently continuing her doctoral studies in the Doctoral Program in Accounting at Sultan Ageng Tirtayasa University, Serang Banten. I have a high dedication to the development of science and community empowerment.

As Head of LPPM, Supriatiningsih leads various research and community service programs, striving to connect academics with practical needs in society. She has experience in managing research projects, encouraging collaboration between faculties, and facilitating the development of lecturers and students' capacity in the field of research.

In the teaching process, Supriatiningsih applies innovative and project-based methods, inspiring students to be active in research and social activities. She believes that quality research can have a real positive impact on society. Her area of expertise are Accounting and taxation, as well as Fraud and Tax.

KEYNOTE SPEAKERS



Prof. Amirul Mukminin, S.Pd., M.Sc. Ed., Ph.D.

Universitas Jambi, Indonesia

Amirul Mukminin is a professor of educational policy in the Graduate School/Faculty of Education, Universitas Jambi, Indonesia. He holds a PhD from Florida State University in Educational Leadership and Policy Studies with a specialization in sociocultural and international development education studies, an MS in educational sciences from Groningen University, the Netherlands, and BA in English Education from Universitas Jambi. He received a

Fulbright scholarship to pursue his PhD and was an Erasmus Mundus postdoctoral researcher at the University of Groningen, the Netherlands.

He also received a 2016–2017 Fulbright Senior Research at Claremont Graduate University, California. He is particularly interested in research in international and national educational policy, Economic of Education, language and educational technology, curriculum policy, teacher policy reforms, which will influence educational outcomes for underachieving student populations and family. His research papers were published in various peer-reviewed and international journals.

Summary of Speech

Topic: Does AI benefit or hurt research and innovation in Higher Education? The Risks for Human, Cultural, and Social Capitals

The rising resources of Artificial Intelligence (AI) lead to a critical stage for research in higher education. This is not merely a matter of expanding research with cutting-edge or advanced tools. Instead, Artificial Intelligence is commencing to interrupt conventional or established methodologies, ethical paradigms, and primary principles that have long guided scholarly work. AI in higher education provides abundant advantages, including assisting students and teachers or scholars in looking for information, providing personalized learning experiences.

However, AI also may lead to ethical issues, data privacy and security, increasing human laziness, lack of critical and analytical thinking. In higher education research, the potential drawbacks of AI and its risks for human, cultural, and social capitals require careful planning and consideration, as well as ongoing evaluation. The purpose of this paper is to discuss the advantages and disadvantages of AI for research and innovation in higher education. Particularly, it discusses the issues of risking the purpose of academic research, the practices of finding, reading and evaluating the literature, of academic writing, of reviewing articles, and of original thought and its risks for human, cultural, and social capitals.

KEYNOTE SPEAKERS



Prof. Ramayah Thurasamy.

School of Management, Universiti Sains Malaysia, Malaysia.

T. Ramayah, is currently a Professor of Technology Management, School of Management, Universiti Sains Malaysia, Visiting Professor Faculty of Economics and Business Universitas Indonesia (FEB-UI), Indonesia, University (China), Daffodil International University (DIU) Bangladesh, Fakulti Ekonomi dan Pengurusan, Universiti Kebangsaan Malaysia (UKM), Faculty of Business, Economics and Social Development, Universiti Malaysia Terengganu (UMT), Faculty of Economics and Business, Universiti Malaysia Sarawak (UNIMAS), Fakulti Pengurusan dan Perniagaan, Universiti Teknologi Mara (UiTM), Honorary Professor at the University of Jordan and Adjunct Professor at Faculty of Economics and Business Universitas Indonesia (UI), University Center for Research & Development (UCRD), Chandigarh University (CU), India, Sunway University, Universiti Tunku Abdul Rahman (UTAR), Faculty of Business Management, AIMST University, Malaysia and Universiti Tenaga Nasional (UNITEN), Malaysia.

He was also a Visiting Professor King Saud University (Kingdom of Saudi Arabia) and Adjunct Professor at Multimedia University previously. He has an h-index of 122 and citation of 61,845 in Google Scholar and i-10 index of 585, his h-index in SCOPUS is 72, with 20,266 citations while his h-index in ISI/Clarivate is 58 with 13,058 citations. He has taught courses in Statistics, Operations Management, Research Methods, Forecasting and Computer Literacy at undergraduate level. He has supervised numerous PhD/MA/MBA students in the fields of Information Systems, Technology Management, Operations Management, Marketing Management and Organizational Behavior.

KEYNOTE SPEAKERS



Dr. Ildus Rafikov.

Vice President (Research), Maqasid Institute

Dr. Ildus Rafikov serves as the Vice President (Research) at Maqasid Institute. He holds a Doctor of Philosophy degree in Philosophy, Ethics, and Contemporary Issues from ISTAC/IIUM, with a specialization in philosophy, Islamic economics, banking, and finance. He also possesses a Chartered Professional Certificate in Islamic banking and finance from the International Centre for Education in Islamic Finance (INCEIF), Kuala Lumpur, and a Bachelor's degree in Communications from IIUM. Dr. Rafikov has published numerous academic articles in both indexed and non-indexed journals, focusing on topics such as economic methodology, speculation, scarcity, sustain

nability, financial crises, banking, and finance, endowment funds, as well as educational reform from historical and contemporary perspectives. He has a particular interest in philosophy, integration of knowledge and Maqasid studies with application to contemporary issues. Currently, Dr. Rafikov serves as the Vice President (Research) at Maqasid Institute, where he has initiated various educational and research programs, and serves as academic advisor and lecturer. Moreover, he was formerly the Managing Director of Institute of Knowledge Integration (Georgia), and currently serves as a lecturer in the same institute.

Summary of Speech

Topic: Harnessing Innovation through Transdisciplinary Research: Islamic Perspective

The speech explores how Islamic principles, specifically the Maqasid Al-Wahy—the objectives of Revelation—can guide innovation through transdisciplinary research to address global challenges such as economic disparities and environmental degradation. Emphasizing purposefulness, connectivity, and holism, it highlights the integration of Islamic values with contemporary knowledge to foster sustainable and ethical advancements benefiting humanity. Real-world examples include Islamic fintech platforms like Ethis, which promote financial inclusion and social development; the revitalization of waqf for renewable energy projects in Malaysia, such as the Green Waqf initiative supporting solar energy development; and innovations in halal pharmaceuticals by companies like AJ Pharma Holding, which produce halal-certified vaccines and medications. The speech calls for embracing these principles to build shared prosperity, urging researchers, educators, and policymakers to integrate Islamic ethical frameworks into their work. By harnessing innovation guided by these timeless values, it advocates for collaborative efforts to create solutions that honor responsibilities to both humanity and the environment.

KEYNOTE SPEAKERS



Prof. Shenaj Hadzimustafa.

South East European University, North Macedonia

Shenaj Hadzimustafa, Ph.D., is a Full Professor at the Faculty of Business and Economics, South East European University in Tetovo. She received a Ph.D. in Economics with the dissertation thesis “The Knowledge Economy and sustainable development with special accent on the Republic of Macedonia.” She is an experienced professor in economic growth and development, environmental economics, monetary and fiscal economy etc. She has several scientific published works, prosperous academic experience, and different achievements in scientific research and teaching activities (scientific and professional papers, seminars, conferences, educational activities, projects, etc.). The author can be contacted at s.daut@seeu.edu.mk

Summary of Speech

Topic: Behavioral Economics: Concepts, principles and a case study

This presentation delves into the principles and findings within behavioral economics—a field merging psychology and economics to study market behavior where human limitations and biases influence decision-making. Behavioral economics differs from traditional economics by incorporating psychological motivations and empirical testing, rather than assuming purely rational decision-making models. Traditional economics assumes that individuals maximize utility and act with complete rationality. Still, behavioral economics highlights that people often act suboptimally due to cognitive biases, limited self-control, and preferences for fairness.

The presentation introduces Prospect Theory, a foundational theory by Kahneman and Tversky, explaining how people disproportionately weigh losses over gains, known as loss aversion. This is framed around the "reference point" concept, where individuals make decisions about potential losses or gains instead of absolute outcomes, leading to risk-averse or risk-seeking behaviors based on perceived losses.

Key principles of behavioral economics are discussed, such as bounded rationality, willpower, and selfishness. These illustrate that people’s decision-making is bounded by factors like experience, social preferences, and cognitive limitations. Unlike the assumption of unbounded rationality in traditional economics, bounded rationality implies that individuals rely on heuristics and often make decisions that deviate from optimal outcomes due to time and information constraints. Similarly, bounded willpower acknowledges that individuals struggle to maintain self-control over time, which can impact financial decisions and lead to issues like impulsive spending.

The presentation also covers bounded selfishness, recognizing that while individuals often act in their self-interest, they also show altruism and social considerations under certain conditions, which traditional models often overlook. These principles, combined with concepts like loss aversion and self-control limitations, underscore behavioral failures, where real-world decisions diverge from rational choice predictions, affecting market dynamics and individual well-being.

The presentation concludes with a study focused on self-control’s influence on financial behavior and well-being. Using data from 258 participants in Kosovo, the study finds that high self-control is linked to better financial management, reduced financial anxiety, and increased financial security. This aligns with the Behavioral Life Cycle hypothesis, suggesting that self-control

significantly impacts long-term financial success. However, the study also notes limitations related to the specific demographic context and the cross-sectional design, which restricts causal inference. These findings underscore the importance of self-control and behavioral insights in financial decision-making, with imp

MODERATOR



Santi Rahmawati, S.T., M.S.M.

**Founder & Director of Global Network and Operation
Research Synergy Foundation**

Santi is a Founder and Global Network Operation Director of the Research Synergy Foundation (RSF). She actively engaged with scholars around the world for strengthening the Global Research Ecosystem. As the Director of Scholarvein, she creates, maintains, and develops the integrated system for managing international scientific conference and forum since 2017 up to present and already give benefit to more than 8.448 participants coming from >85 countries. With the combination of engineering and management science educational background, she has built the optimum workflow for scholars to contribute more to the society and humanities.

Santi holds her bachelor's degree of industrial engineering from Universitas Indonesia (UI). Furthermore, she had received her Master of Science Management (focusing on Entrepreneurship and Technology Management) from Institut Teknologi Bandung (ITB) in 2015. Santi worked for several years as a Research Assistant and later as the Associate Director of the Centre for Innovation Entrepreneurship and Leadership at the Institut Teknologi Bandung. In her roles Santi helped lead the centre's Micro-Enterprise Development project, designed to support economic development throughout West Java Indonesia through the provision of entrepreneurship capability development. She also collaborates with ITB and Victoria University of Wellington, New Zealand, on a project that focuses on how Information Technology start-ups acquire finance support in developing economies.

Santi has appointed as a Gateway Advisor in F1000Research (Scopus Q1) and Taylor & Francis Open Access Advisor (Scopus Q1, Q2 & WOS). She has already been an editor of three published books (both published by Routledge, Taylor & Francis), a reviewer in many reputable international journals, an author and co-authored multiple international research articles and book chapters. Santi also serves as the Managing Editor for six international journals <https://journals.researchsynergypress.com> : IJEBCE, IJEIIS, IJEASS, JSETP, IJMADIC, and JHASIB.

SESSION CHAIRS



Dr. Seyfeddin Neslinebi

Yıldırım Beyazıt University, Turkey

Dr. Seyfeddin Neslinebi is a seasoned expert in political science, human rights, and project management, with extensive experience in both academia and field research. As an Assistant Lecturer at Yıldırım Beyazıt University, Dr. Neslinebi has taught courses on Islamic Political Thought, Turkish Political History, and Turkey-EU Relations. His background includes serving as Director of Human Resources and General Coordinator for a joint project between UNHCR and the General Directorate of Migration Administration of Turkey (GDMD), overseeing a large team of interpreters and coordinating with Turkish officials to support refugee communities.

Dr. Neslinebi's research experience includes fieldwork for Navanti Group, covering topics like public perceptions in southeastern Turkey, illegal migration, and cross-border smuggling. He also contributed to TUBİTAK's Human Rights Project, supporting several prominent Turkish NGOs. With a Ph.D. from Yıldırım Beyazıt University, he has further education from Istanbul Bilgi University and London Kaplan Academy. His professional journey spans roles as Foreign Relations Coordinator at TUMSİAD, editor for Mostar Journal, and contributor to various news outlets. Dr. Neslinebi's scholarly contributions include co-authoring an anthology on Islamic Political Thought, reflecting his commitment to advancing Turkey's socio-political research and analysis.



Dr. Jocelyn Y. Camalig

Lyceum of the Philippines University-Manila, Philippines

Dr. Jocelyn Y. Camalig brings a wealth of experience to her role as the Hotel and Restaurant Administration Chairperson at the Lyceum of the Philippines University-Manila. With 30 years in education, she has held various positions within the College of International Tourism and Hospitality Management at both the Cavite and Manila campuses. Dr. Camalig's commitment to excellence extends beyond the classroom, as evidenced by her active participation in academic committees and leadership roles like Internal Auditor for ISO 9001-2015 and College Chair of Quality Circle 5-Research. Her academic background is impressive, with a Master of Food Service Administration and a Bachelor of Science in Hotel and Restaurant from the University of the Philippines, Diliman Quezon, further bolstered by a recent Doctor in Business Management from the Philippine Women's University-Manila.

Dr. Camalig's dedication to professional development is reflected in her certifications as a Certified Hospitality Educator (C.H.E.), Certified Guest Service Professional (CGSP), ServSafe practitioner, and National Master Trainer/Assessor for the Food and Beverage Service Division. She is also a Board of Director for COHREP and holds a position as Board of Director in-charge of the COHREP Panay Chapter, demonstrating her active involvement in professional organizations. Passionate about facilitating student learning and growth, Dr. Camalig is a true asset to her students and the Lyceum of the Philippines University.

SESSION CHAIRS



Dr. Yeow Jian Ai

Multimedia University, Malaysia

Dr. Yeow Jian Ai is currently a lecturer in the Faculty of Business (FOB), Multimedia University. She has been in the academic industry for more than 15 years. She has been teaching and supervising undergraduate and postgraduate students mainly in areas of Management, International Business and Human Error (Operation Management) and Organisational Behaviour. Her research areas include Human Error, Ergonomics, Safety and Health, Strategic Management, Operations Management, Business Management and

International Business.

She has published various Scopus journals as co-author as well as main author. She has won several international awards in entrepreneurship competitions such as ITEX, PECIPTA, and more. She is now the Chairperson for the Centre of E-services, Entrepreneurship and Marketing in Multimedia University.



Dr. Chong Kim Mee

Taylor's University, Malaysia

Dr. Chong Kim Mee is a Senior Lecturer at the School of Accounting and Finance, Taylor's University, Malaysia, with extensive experience in financial planning, wealth management, and business management. She holds a PhD in Business Management (Finance) from University Malaysia Sarawak and has been recognized for her contributions as an educator and researcher, including the Young Researcher Award 2022 from SEGi University. Dr. Chong has held

visiting professorships at Yunnan Engineering Vocational College, China, and serves as an advisor at Anhui Technical College of Mechanical and Electrical Engineering.

An expert in financial planning, Dr. Chong is a certified financial planner (CFP) and registered financial planner (RFP), licensed by Malaysia's Securities Commission and Bank Negara Malaysia. Her research interests include sustainable finance, smart city initiatives, and financial literacy, and she has published widely in indexed journals. Dr. Chong also actively engages in supervising PhD and Master's students and is involved in international collaborations on education and research.

SESSION CHAIRS



Prof. Dr. Joseph G. Refugio

St. Vincent's College Incorporated, Philippines

Dr. Joseph G. Refugio serves as Dean of the College of Business Education of St. Vincent's College Incorporated. Diplomate in Business Education conferred by the Philippine Academy of Professional in Business Education, Certified Hospitality Professionals and a recipient of the Australian Leadership Fellow in Brisbane, Australia.

Obtained his Doctorate degree in Management from University of San Jose Recoletos. Finished his Master in Business Administration, BS in Commerce major in Accounting, BS in Secondary Education major in Mathematics and BS in Hotel and Restaurant Management at St. Vincent's College Incorporated.

He was one of the presenters of the Passage to ASEAN Assembly in Temasek Polytechnic University, Singapore, visiting lecturer at Asian Institute of Cambodia, Kingdom of Cambodia and an International Speaker at Poletiknik Piksi Ganesha, Bandung, Indonesia.

Recently, he was appointed as evaluator of the papers for the Pathways to Refereed Journal Publication Training in the field of Business in Polytechnic University of the Philippines and appointed as member of the Regional Quality Assessment Team in Business Education.

Currently, served as an elected National President of the Philippine Council of Deans and Educators in Business, Vice President of the Passage to ASEAN Philippine Chapter and Board of Director of the Professors World Peace Academy – Philippines.



Dr. Tan Lay Hong

Universiti Teknikal Malaysia Melaka, Malaysia

Dr. Tan Lay Hong currently holds the position of Senior Lecturer at the Faculty of Technology Management and Technopreneurship at Universiti Teknikal Malaysia Melaka (UTeM), Malaysia. She completed her doctoral studies at the Faculty of Technology Management and Technoentrepreneurship at UTeM. Her fields of expertise include Service Marketing, Service Quality, Quality Management, Technology Management and Sustainable

Management. In addition to her academic pursuits, Dr. Tan has accumulated several years of lecturing experience at various colleges and prestigious universities. Additionally, Dr. Tan has gained extensive industrial experience, particularly in the food manufacturing sector.

Her expertise in this domain demonstrated her practical knowledge of the industry and its associated challenges. This experience likely allows her to provide valuable insights into her students and enrich her teaching with real-world examples. Furthermore, Dr. Tan's involvement in government projects highlights her ability to engage in public-sector initiatives. By focusing on these projects, they are likely to gain a comprehensive understanding of government processes and the challenges and opportunities they present. This experience positions her as a well-rounded professional who can contribute not only to academia, but also to broader societal development.

SESSION CHAIRS



Prof. Rajini G.

**Vels Institute of Science, Technology & Advanced Studies,
Chennai, India**

Prof. Rajini G. is a distinguished academician and mentor, known for her commitment to the holistic development of students, balancing individual well-being with academic excellence. With a prolific career, she has authored 8 books and contributed extensively to Scopus and Web of Science Indexed journals. Her research papers have been presented at numerous prestigious conferences.

She has held key positions such as Director of Training and Placement, Head of MBA, MA (HRM), BBA, B.Com (Bank Management), and B.Sc (ISM) programs, and served as the Coordinator for 7 undergraduate courses. Additionally, she has been the Tamil Nadu State Coordinator for MGNCRE, Government of India. Prof. Rajini has played various significant roles including International Conference Chairperson, Resource Person, Behavioral Trainer, ISO 9001-2008 Management Representative, NBA College-level Coordinator, and NAAC Internal Coordinator.

In the realm of research, she has successfully guided 8 Ph.D. scholars and is currently supervising 8 more in areas such as Social Entrepreneurship, Organizational Citizenship Behavior, Talent and Knowledge Management, Consumer Behavior towards E-Wallets, and Sustainable Apparel. Her career objective centers on continuous learning, ethical business and management research, and the dissemination of knowledge, with a deep commitment to providing valuable service to society.



Dr. Arbia Hlali

Taibah University, Saudi Arabia

Dr. Arbia Hlali, hold a PhD economics science, she worked as assistant professor in different universities in Tunisia and other countries, currently she work as an assistant professor at the Taibah university, Suadi Arabia, her research are related in general to management and economics, in particular supply chain management, transport and logistics, sustainability, digital transition, and among others.

CONFERENCE PROGRAM

Wednesday | October 30, 2024

https://ice-best.com	Organized by:		Co-Host:	
	 		  	
	Supported by:			
     				
CONFERENCE PROGRAM (ONSITE SESSION)				
2nd International Conference on Economics, Business, Science, and Technology (2nd ICE-BEST)				
Venue Conference: Ramada by Wyndham Istanbul City Center, Istanbul, Turkey				
October 30-31, 2024				
DAY 1 - Wednesday, October 30, 2024				
ZOOM & LIVESTREAMING START: 09.00 UTC + 3 ISTANBUL TIME (EQUAL AS 13:00 UTC+7 JAKARTA TIME)				
https://bit.ly/2ndICE-BEST OR				
https://us06web.zoom.us/j/84690264454?pwd=tD3kqkVqjvuaAzzuqtAaUKWiv90Wzc.1				
Meeting ID: 846 9026 4454				
Passcode: icebest				
Istanbul Time (UTC+3)	Dur'	Activity		
8:30 - 9:00	0:30	Welcome reception and registration at venue		
9:00 - 9:15	0:15	Welcome Address and Conference Publication Announcement by MC		
9:15 - 9:20	0:05	Indonesia Raya		
9:20 - 9:30	0:10	Welcome Remarks Prof. Dr. Lela Nurlaela Wati, S.E., M.M., CRA., CRP Conference Chair of 2nd ICE-BEST Universitas Teknologi Muhammadiyah Jakarta		
9:30 - 9:35	0:05	Token of Appreciation for Welcoming Remarks of 2nd ICE-BEST		
9:35 - 9:45	0:10	Opening Speech of 2nd ICE-BEST Prof. Dr. Agus Suradika, M.Pd. Rector of Universitas Teknologi Muhammadiyah Jakarta, Indonesia		
9:45 - 9:50	0:05	Token of Appreciation for Rector of Universitas Muhammadiyah Jakarta, Indonesia		
9:50 - 10:00	0:10	Global Research Ecosystem Introduction Dr. Hendrati Dwi Mulyaningsih Co-Conference Chair of 2nd ICE-BEST Founder & Chairperson of Research Synergy Foundation		
10:00 - 10:05	0:05	Token of Appreciation for Co-Conference Chair		
10:05 - 10:20	0:15	Conference Group Photo and Coffee Break		
10:20 - 10:40	0:20	Keynote Speaker 1 Prof. Amirul Mukminin, S.Pd., M.Sc. Ed., Ph.D. Universitas Jambi, Indonesia		
10:40 - 10:45	0:05	Token of Appreciation for Keynote Speaker 1		
10:45 - 11:05	0:20	Keynote Speaker 2 (Virtual) Prof. Ramayah Thurasamy School of Management, Universiti Sains Malaysia, Malaysia		
11:05 - 11:10	0:05	Token of Appreciation for Keynote Speaker 2		
11:10 - 11:30	0:20	Keynote Speaker 3 Dr. Ildus Rafikov Vice President (Research), Maqasid Institute		
11:30 - 11:35	0:05	Token of Appreciation for Keynote Speaker 3		
11:35 - 11:55	0:20	Keynote Speaker 4 (Virtual) Prof. Shenaj Hadzimustafa South East European University, North Macedonia		
11:55 - 12:00	0:05	Token of Appreciation for Keynote Speaker 4		

12:00 - 13:00	1:00	Lunch Break
Academic Onsite Presentation Session, Live from Ramada by Wyndham Istanbul City Center, Istanbul, Turkey Session 1 (Zoom Main Room)		
13:00 - 13:10	0:10	Session Chairs introduction Dr. Seyfeddin Neslinebi - Yıldırım Beyazıt University, Turkey
13:10 - 13:25	0:15	Paper ID: BST24104 Presenter: Dwi Romadhon Title: "How Financial Literacy Impacts Personal Financial Management: A Bibliometric Analysis"
13:25 - 13:40	0:15	Paper ID: BST24123 Presenter: Cipta Putra Title: "The Role of Working Capital Management in Enhancing Profitability During the COVID-19 Pandemic: Evidence From Indonesia's Livestock Sector"
13:40 - 13:55	0:15	Paper ID: BST24126 Presenter: Bambang Maryono (Virtual) Title: "Literature Study on the Development of Cipule Tourism: Concept, Implementation, and Challenges"
13:55 - 14:10	0:15	Paper ID: BST24161 Presenter: Kazeem Babatunde (Virtual) Title: "Tourism Demand in Malaysia: An ARDL Approach to Cointegration"
14:10 - 14:15	0:05	Distributing Certificate of Presentation, Testimonial, and Post-conference information announcement
14:15 - 14:30	0:15	Coffee & Tea Break
14:30 - 14:40	0:10	Session Chairs introduction
14:40 - 14:55	0:15	Paper ID: BST24149 Presenter: Seyfeddin Neslinebi Title: "The Impacts of Post-2010 International and Regional Political Developments on Turkey's Economic Downturn"
14:55 - 15:10	0:15	Paper ID: 894522 Presenter: Rita Yuni Mulyanti Title: "What Factors Influence the Internationalization of Small and Medium Enterprises (SMEs)? A Gender-Based Approach"
15:10 - 15:25	0:15	Paper ID: BST24124 Presenter: Tengku Ahmad Ridhaudin (Virtual) Title: "Harnessing DNA Profiling for Educational Innovation: Exploring Genetic Predispositions to Shape Future Learning Technologies and Economic Growth"
15:25 - 15:40	0:15	Paper ID: BST24102 Presenter: Qanit Khalilullah (Virtual) Title: "Full Reserve Interest Free Banking"
15:40 - 15:45	0:05	Distributing Certificate of Presentation, Testimonial, and Post-conference information announcement
15:45 - 16:00	0:15	Short Break for Announcement of Awards
16:00 - 16:15	0:15	Awarding Ceremony (ONSITE SESSION): Best Presentation Session Chair Recognition
16:15 - 16:25	0:10	Closing Remarks of 2nd ICE-BEST Dr. Rita Yuni Mulyanti, S.Pi, M.M. Universitas Teknologi Muhammadiyah Jakarta

CONFERENCE PROGRAM

Thursday | October 31, 2024

https://ice-best.com	Organized by:		Co-Host:							
										
	Supported by:									
										
CONFERENCE PROGRAM (ONSITE SESSION) 2nd International Conference on Economics, Business, Science, and Technology (2nd ICE-BEST) VIRTUAL CONFERENCE October 30-31, 2024										
DAY 2 - Wednesday, October 31, 2024										
ZOOM & LIVESTREAMING START: 09.00 UTC + 7 JAKARTA TIME https://bit.ly/2ndICE-BEST OR https://us06web.zoom.us/j/84690264454?pwd=tD3kqkVqjvuaAzzuqtAaUKWiv90Wzc.1 Meeting ID: 846 9026 4454 Passcode: icebest										
Jakarta Time (UTC+7)	Dur'	Activity								
8:50 - 9:00	0:10	Participant Login and Join Virtual Conference								
9:00 - 9:15	0:15	Welcoming and Conference Agenda announcement by MC								
9:15 - 9:20	0:05	Welcome Remarks Dr. Peggy Ratna Marlianingrum, S.Pi, M.Si. Universitas Teknologi Muhammadiyah Jakarta								
9:20 - 9:25	0:05	Token of Appreciation for Welcoming Remarks of 2nd ICE-BEST								
9:25 - 9:30	0:05	Conference Group Photo								
Academic Online Parallel Presentation Session Session 1 (Zoom Main Room, BR1, BR2)										
9:30 - 9:40	0:10	Session Chair Introduction at each parallel Zoom rooms. Main Room: Dr. Yeow Jian Ai - Multimedia University, Malaysia Breakout Room 1: Dr. Jocelyn Y. Camalig - Lyceum of the Philippines University-Manila, Philippines Breakout Room 2: Dr. Tan Lay Hong - Universiti Teknikal Malaysia Melaka, Malaysia								
9:40 - 12:10	2:30	Academic Online Presentation Session: maximum 10 presenters 15 minutes/presenter								
12:10 - 12:20	0:10	Distributing Certificate of Presentation, Testimonial, and Post-conference information announcement								
12:20 - 13:00	0:40	Lunch Break								
Academic Online Parallel Presentation Session Session 2 (Zoom Main Room, BR1, BR2, BR3)										
13:00 - 13:10	0:10	Session Chair Introduction at each parallel Zoom rooms. Main Room: Dr. Arbia Hlali - Taibah University, Saudi Arabia Breakout Room 1: Prof. Dr. Joseph G. Refugio - St. Vincent's College Incorporated, Philippines Breakout Room 2: Dr. Chong Kim Mee - Taylor's University, Malaysia Breakout Room 3: Prof. Rajini G. - Vels Institute of Science, Technology & Advanced Studies, Chennai, India								
13:10 - 15:40	2:30	Academic Online Presentation Session: maximum 10 presenters 15 minutes/presenter								
15:40 - 15:50	0:10	Distributing Certificate of Presentation, Testimonial, and Post-conference information announcement								
15:50 - 16:05	0:15	Short Break for Announcement of Awards								
16:05 - 16:15	0:10	Awarding Ceremony (ONLINE SESSION): Best Presentation Best Paper Session Chair Recognition								
16:15 - 16:25	0:10	Closing Remarks of 2nd ICE-BEST Supriatiningsih, S.E., M.Ak. Universitas Teknologi Muhammadiyah Jakarta								

LIST OF PRESENTERS

Thursday | October 31, 2024

Session/Room: Session 1 / Main Room

Time: 09:30 - 12:20 (UTC+7)

Session Chairs: Dr. Yeow Jian Ai - Multimedia University, Malaysia

Track Management		
Paper ID	Presenter	Paper Title
BST24106	Maria Bernadette S. White	Understanding the Mental Health Implications of COVID-19 on BPO Employees
BST24117	Daramenusa Kumonong	Optimizing and Utilizing Cargo Ship Routes for Logistics Distribution in Offshore Areas
BST24114	Awaluddin	The Impact of Compensation and Work Discipline on Employee Performance at PT. Equinox Bahari Utama's Head office.
BST24108	Jajang Supena	Effect of Work Motivation and Discipline on Police Members' Performance in BRIMOB Corps
BST24110	Fatia Hizriani	The Effect of Work Motivation and Work Environment on Employee Performance in the General Bureau of the Vice President's Secretariat
BST24107	Aep Jaenudin	The Nexus of Work-life Balance and Personnel Placement on Mental Health and Performance: Evidence From Police Members Serving on Police Ships Indonesia
BST24125	Dany Tri Asmara	How Work Motivation Mediates the Impact of Self-Efficacy and Personality on the Work Productivity of Brimob Members in the National Police
BST24172	Nor Azima Ahmad	The Relationship Between Peer Support and Organizational Citizenship Behavior Among Malaysia Government Servants: Job Satisfaction as a Mediator
251608	Haratua Panggabean	The Role of the Maritime Industry in Efforts to Develop the Economic Sector in Indonesia
147919	Muslim Feryanto	The Effect of Training and Work Experience Mediated by Competence on Performance (Study on PT. Chandra Asri Pacific 2019 – 2023)

Session/Room: Session 1 / Breakout Room 1

Time: 09:30 - 12:20 (UTC+7)

Session Chairs: Dr. Jocelyn Y. Camalig - Lyceum of the Philippines University-Manila, Philippines

Track Management		
Paper ID	Presenter	Paper Title
BST24119	Putra Afriansyah Chatra	The Influence of Motivation and Job Satisfaction on Employees Job Achievement In PT. Samudra Jaya Shipping
BST24132	Kiagus Amin	Optimizing Taxpayer Compliance Through Tax Counseling and Sanctions With Taxpayer Awareness As A Mediating Variable
BST24113	Endra Mulanto	The Impact of Work Discipline and Internal Communication on Employee Performance at PT Kawasan Berikat Nusantara (Cakung Head office)
BST24143	Gokmatua Parulian Steavany	How Training and Work Motivation Affect the Work Performance of Crew Members on the CS Nusantara Explorer Ship
BST24120	Deni Farhan	The Influence of Work Commitment and Interpersonal Communication on The Job Satisfaction of Crews on The Vessel Mt Sindang
BST24130	Melky Marthen Yuli	The Effect of Recruitment and Training on the Work Performance of Subdit patroli air Members in Ditpolair Korpolaairud Baharkam Polri
BST24116	Randa Agung	The Impact of Work Discipline, Work Spirit, and Compensation on Employee Performance in the Production Department of PT. EPG Jawa Timur.
BST24160	Yunus Riansyah	Does Competencies of Indonesian Migrant Workers in Accordance With International Standards?
408676	I Ketut Oka Danumarta	Digital Literacy, Social Capital, Perception of Benefits That Influence Interest in Using the Gobiz Application Through Ease of Use as an Intervening Variable
288770	Nyoman Piliana	The Influence of Work Discipline, HR Competence, and Organizational Culture on the Performance of Tambrauw Police Personnel

Session/Room: Session 1 / Breakout Room 2

Time: 09:30 - 12:20 (UTC+7)

Session Chairs: Dr. Tan Lay Hong - Universiti Teknikal Malaysia Melaka, Malaysia

Track Management		
Paper ID	Presenter	Paper Title
BST24142	Novel Sanjaya	The Effect of Work Skills and Motivation on the Performance of KM Sinabung's Crew
BST24122	Catureksi Aswin Nugrahadi	Effect of Work Motivation and Organizational Culture on Police Members' Performance In The Water Patrol Sub-Directorate of Ditpolair Korpolaairud Baharkam Polri
BST24109	Eddy Azwar	The Impact of Work Environment and Motivation on Employee Performance at PT. Delta Anugrah Bahari Nusantara
BST24127	Dedi Bernard	The Effect of Competence, Compensation and Motivation on Employee Performance at The Head office PT. Alns Anglo Eastern Indonesia
BST24112	Reza Rizky	The Influence of The Effectiveness of Work Ethics and Provision of Compensation on The Level of Job Satisfaction of Boat Children (ABK) at Anthony Veder
BST24111	Amirudin	The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police
BST24121	Destry Mangatur	The Influence of Work Discipline and Work Environment on The Work Achievement of Mv Sinar Penida's Crews (ABK)
BST24170	Arief Rahman	The Effect of the Use of SWOT and AHP Methods on Human Resource Performance on MT Sinar Agra Ships
BST24169	Shofar Solehudin Bisri	Analysis of the Influence of Service Quality on Employee Performance on Sea Sapphire Ships
BST24168	Azmal Aziz	The Influence of Leadership and the Managerial Competence of the Leader on the Work Motivation and Performance of the Crew and Its Implications in Improving Work Safety in the Zamil Marine Company in Saudi Arabia

Room: Session 2 / Main Room

Time: 13:00 - 15:50 (UTC+7)

Session Chairs: Dr. Arbia Hlali - Taibah University, Saudi Arabia

Track Management		
Paper ID	Presenter	Paper Title
BST24134	Reza Ben Esqadani	The Effect of Rewards, Leadership Style and Motivation on Employee Job Satisfaction at PT. Cipta Wira Tirta
BST24115	Rudy Handoko	The Impact of Work Motivation and Leadership Style on Enhancing Employee Performance at PT Pertamina International Shipping
BST24118	Muhamad Wahyu Fatchurohman	The Influence of Career Development and Competence on Employee Work Effectiveness PT. Azure Samudera Karsa
BST24128	Mohamad Arif Guntoro	How Motivation and Work Skills Impact the Performance of the Crew on the MV Pegasus Unix
BST24133	Aditya Indra	The Influence of Workload and Working Environment on Work Stress of Logistics and Equipment Employees at The National Disaster Management Agency (BNPB)
BST24129	Benediktus Yunando Ariawan Djumhan	The Impact of Leadership Effectiveness and Intrinsic Compensation on Job Satisfaction Among the Crew Members of MT Sun Apollon.
BST24163	Rahmad Ramadhan	The Influence of Competency and Leadership on Member Performance With Work Discipline As A Moderating Variable
BST24164	Jamal Madya	The Role of Organizational Reputation In Strengthening The Influence of Service Quality and Marketing Communications on Customer Satisfaction

Room: Session 2 / Breakout Room 1

Time: 13:00 - 15:50 (UTC+7)

Session Chairs: Prof. Dr. Joseph G. Refugio - St. Vincent's College Incorporated, Philippines

Track Management		
Paper ID	Presenter	Paper Title
BST24167	Muhlisinalahudin Muhlisinalahudin	The Effect of Compensation, Motivation and Self-Efficacy on The Performance of Employees of Pt. Elang Perdana Tire Industry
BST24151	Ida Farida	The Effect of Competence, Compensation and Workload on Hospital Service Quality
BST24157	Ety Setiawati	The Influence of Marketing Mix on Batik Gobang Buying Decisions
BST24158	Udik Suhartono	The Impact of Organizational Commitment and Work Life Quality on Turnover Intention
BST24152	Saepul Haer	Analysis of the Role of Leadership Style in Improving Employee Discipline on Employee Performance, Case Study: Public and Private Schools
BST24165	Wahyu Fitriani	The Role of Work Motivation In Mediating The Influence of Training and Work Experience on Employee Performance
277028	Sapril Sapril	The Role of Motivation and Leadership on Performance of Satpolairud Patrol Ship Crew
BST24166	Priyo Siswoyo	The Effect of Competency Development and Work Environment on Employee Performance With Job Satisfaction As A Mediating Variable
Track Marketing		
Paper ID	Presenter	Paper Title
BST24135	Tetty Rimenda	Comparison of Value Adopted By "Jastiper" Vs "Non-Jastiper" In Purchasing Goods Through Jastip
BST24171	Muhammad Rizki Perdana	Analysis of User Experience (Ux) and Customer Satisfaction In Online Food Delivery In Jabodetabek Using The User Experience Questionnaire (Ueq)

Room: Session 2 / Breakout Room 2

Time: 13:00 - 15:50 (UTC+7)

Session Chairs: Dr. Chong Kim Mee - Taylor's University, Malaysia

Track Management		
Paper ID	Presenter	Paper Title
178327	Moh Juhari	The Role of Leadership Style and Work Motivation Towards Performance Improvement of Crest Athena 2 Crew
639983	Dimas Wirahadi Kusuma	The Effect of Work Motivation and Leadership Style on Improving Employee Performance at Pt. Pelayaran Sumber Rejeki Bahari Permai
735958	Iwayan Eka Satya	The Role of Work Environment and Motivation on Employee Performance at Korpolaairud Baharkam Polri
666964	Evan Raditya Pamphila Chaniago	The Effects of Motivation and Job Satisfaction on Employee Employee Achievement
437110	M Fitrah Fadilah	The Role of Influence of Motivation, Work Discipline and Organizational Culture on Employee Performance at Ditpolair Korpolaairud
Track Accounting		
Paper ID	Presenter	Paper Title
BST24102	Endang Tri Pratiwi	Ten Years of Research on Government Budgeting – A Systematic Literature Review
Track Economics		
Paper ID	Presenter	Paper Title
BST24105	Abir El Aidi	The Impact of Technological Innovation on Sustainable Development : Case of Morocco
BST24147	Syafrul	Development of the Ornamental Fish Supply Chain System in the DKI Jakarta Province
884717	Asri Wibowo	Influence of Job Facilities, Incentives and Training on Job Satisfaction and Its Impact on Employee Performance in Vocational High Schools Image Health Husada Cibinong
Track Operations Management		
Paper ID	Presenter	Paper Title
BST24131	Antan Permata	Application of Total Quality Management to the Operational Performance of the PT Arohera Company

Room: Session 2 / Breakout Room 3

Time: 13:00 - 15:50 (UTC+7)

Session Chairs: Prof. Rajini G. - Vels Institute of Science, Technology & Advanced Studies, Chennai, India

Track Management		
Paper ID	Presenter	Paper Title
BST24150	Putra Setya Wirajaya	The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police
BST24162	Briptu Reza Dwi Saputra	The Effect of Training and Work Motivation on Member Performance With Job Satisfaction As A Mediating Variable
422695	Roni Tampubolon	The Effect of Supervision and Discipline Implementation on The Performance of The Abk Mp. Endurance Ship With Work Motivation As A Moderating Variable
941629	Supriyadi Supriyadi	The Role of Internal Communication and Work Discipline on Employee Performance at The Banten Regional Police Directorate of Water and Air Force
Track Marine and Fisheries		
Paper ID	Presenter	Paper Title
BST24146	Peggy Marlianingrum	Systematic Review of Coastal Community Well-Being as Research Implementation and Challenges
Track Finance		
Paper ID	Presenter	Paper Title
BST24145	Pudi Setiyawan	Event Study: Do Politically Affiliated Affect The Stock Return During The Presidential Election?
BST24159	Niken Primasari	Enhance Corporate Equity Valuation through XBRL Implementation in ESG Reporting
BST24154	Heni Nurhasanah	The Effect of Local Culture, Technological Literacy, Human Resources (HR), and Regional Potential on Village Fund Accountability with the Role of Leadership as a Moderating Variable
BST24153	Edi Sumantri	Reconstruction of Regional Tax Collection Policy (Analysis of the Motor Vehicle Tax Base Expansion in the Special Region of Jakarta Province).
Track Technopreneurship		
Paper ID	Presenter	Paper Title
568294	Wa Ode Al Zarliani	Product Innovation and Marketing Strategy of Traditional Kasuami Food In Wakatobi Regency

Track: Management



Supported by :



SCHOLAR
VEIN
Transparency



REVIEWER
TRACK
Transparency



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY
Transparency

F1000Research
Open for Science

Understanding The Mental Health Implications of COVID-19 on BPO Employees

| Roelyn Palonpon¹, Maria Bernadette S. White², Carmella M. Cabos³

^{1,2,3}Technological Institute of the Philippines

Abstract

Background – The pandemic brought about multifaceted impacts in the BPO sector. From remote work setup, operational resilience, workforce dynamics, and regulatory compliance. As the industry adapts to these changes, the implications of the pandemic on the mental health of BPO employees still remain a debatable topic.

Purpose – The study aims to establish the possible measures that HR may implement to lessen the stressors, thus decreasing the distress felt by the BPO employees rooted in their experienced stressors during the COVID-19 pandemic. The components are grouped into stressors and distress. The researchers analyze the stressors that can negatively impact employees' mental health and well-being, leading to distress.

Design/methodology/approach – An average of 385 respondents answered the Assessment of BPO Employees Mental Health and Well-being online questionnaire during the COVID-19 Pandemic. The researchers utilized the frequency and percentage distributions to classify the demographic profile of the respondents. Data collected was processed using IBM SPSS version 26. T-test and One-way ANOVA were used to determine the importance of differences in ratings when considering employee demographic profiles.

Findings – The results show that worry for family and friends is the stressor that has the worst effects on mental health, emphasizing the concern about family members suffering from COVID-19, followed by financial insecurity, mostly due to the fear of not being able to pay their bills, while uncertainty, work pressure, risk of infections, job insecurities, and isolation were all rated as moderately stressful.

Research limitations – This study is limited to BPO employees in Quezon City Philippines.

Originality/value – This study offers value to the BPO industry as by addressing the specific challenges faced by BPO employees in conditions such as the pandemic; it can lead to effective mental health strategies that can benefit both individuals and organizations.

Keywords: Pandemic, BPO, Mental Health, Employee Well-Being

Literature Study on The Development of Cipule Tourism: Concept, Implementation, and Challenges

| Bambang Maryono¹, Suhana², Peggy Ratna Marlianingrum³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Minawisata, or fisheries-based tourism, integrates the exploration of natural resources at Situ Cipule with the empowerment of local communities. This approach emphasizes sustainable tourism, enhancing both environmental conservation and community welfare.

Purpose – The study aims to review existing literature on the concept and implementation of minawisata, along with the challenges faced in its development across various countries. It seeks to analyze both theoretical and practical aspects of this tourism model.

Design/methodology/approach – This literature review examines multiple models of minawisata development, including community-based tourism, fisheries ecotourism, and aquaculture-based tourism. It analyzes diverse approaches tailored to specific local resources and socio-cultural conditions.

Findings – The review identifies several challenges to minawisata, such as environmental sustainability, inadequate infrastructure, limited local community involvement, and ineffective regulations. However, it also highlights significant potential for integrating public water conservation with local community welfare improvement, particularly in emerging locations like Situ Cipule.

Research limitations – The review focuses primarily on literature, which may not capture real-time data or case studies. The specific context of Situ Cipule may also limit the applicability of some findings to other regions.

Originality/value – This study offers a unique perspective on minawisata by synthesizing diverse models and highlighting the potential for sustainable tourism in newly developing areas. It provides actionable recommendations for enhancing minawisata implementation, focusing on supportive policies, community capacity building, and infrastructure development.

Keywords: Minawisata, Fishery Ecotourism, Community Empowerment, Sustainability, Regulatory Challenges

What Factors Influence the Internationalization of Small and Medium Enterprises (SMEs)? A Gender-Based Approach

| Rita Yuni Mulyanti¹, Lela Nurlaela Wati², Suhana³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The capacity of women to contribute to the development of small and medium enterprises (SMEs) in Indonesia is substantial; however, they encounter significant challenges in engaging internationally, particularly regarding digital technology, regulatory frameworks, digital ecosystems, host country policies, limited networking opportunities, and insufficient knowledge of SMEs in executing international transactions.

Purpose – This study seeks to examine the determinants affecting the internationalization of SMEs, including entrepreneurial characteristics, entrepreneurial orientation, SME attributes, digital technologies, environmental influences, and gender-specific rules.

Design/methodology/approach – The study methodology employs quantitative analysis with a focus on causality. The research sample was made up of 190 small businesses, with 135 being run by women and 55 by men. The businesses did both exporting and developing their export focus. The data was analyzed using Moderating Regression Analysis (MRA) with Smart PLS.

Findings – The study's findings indicate that the key determinants for the internationalization of SMEs in Indonesia include entrepreneurial characteristics, entrepreneurial orientation, SME characteristics, and environmental factors. In contrast, for international SMEs, digital technology and regulations do not serve as determining factors. Significant disparities exist between SMEs operated by men and those managed by women in terms of environmental and regulatory factors, with women's SMEs demonstrating greater adaptability and compliance with rules. Both men and women lead enterprises that exhibit parity in entrepreneurial traits, entrepreneurial attitude, SME attributes, and digital technologies when it comes to SME internationalization. This study's findings endorse gender equality, highlighting that women are the primary drivers of SMEs in Indonesia.

Research limitations – The lack of widespread sample distribution across various regions of Indonesia limits this study. We anticipate expanding the scope of samples in both urban and rural regions in a future study.

Originality/value – By identifying the factors that influence gender-based SME internationalization and using a second-order confirmatory approach not previously used by scholars, this study fills in the gaps in previous research.

Keywords: SME internationalization, entrepreneurial orientation, digital technology, environmental factors, regulation.

The Impact of Compensation and Work Discipline on Employee Performance at PT. Equinox Bahari Utama's Head Office

| Awaluddin Abu¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – High employee performance is the key to the success and operational efficiency of PT. Equinox Bahari Utama, especially at the head office, which manages various important aspects of the company. Optimal work performance can increase productivity, help meet company targets, and support business growth."

Purpose – The purpose of this study is to investigate how employee job performance at PT. Major Nautical Equinox's head office is impacted by pay and work discipline.

Design/methodology/approach – In order to analyze the information gathered from 41 employees via questionnaires evaluating pay, work discipline, and job performance, this study used multiple linear regression analysis. The sample was collected using the complete sampling method. With the aid of SPSS version 21, data analysis was done utilizing both multiple linear regression and descriptive analysis techniques.

Findings – Work discipline and remuneration have a good and considerable combined effect on performance. To be more precise, discipline at work has a very noticeable and favorable impact on productivity, whereas pay has little to no effect on output. This shows that work performance and work discipline are directly and proportionately correlated, but that money has a different effect.

Research limitations – Research results may not be generalizable to a broader population if the sample is limited to a single industry or occupational group, thus limiting the application of the findings to a larger context

Originality/value – This research focuses on PT. Equinox Bahari Utama, a company operating in a specific sector, thus offers a unique perspective on the influence of compensation and work discipline in the context of this company. The focus on headquarters provides an in-depth analysis of how internal policies influence performance at the central level of the organization.

Keywords: Compensation, Work discipline, Work performance

Effect of Work Motivation and Discipline on Police Members' Performance in BRIMOB Corps

| Jajang Supena¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Faculty of Economics and Business, Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The Brimob Corps, an elite unit of the Indonesian National Police (POLRI), handles emergencies, crowd control, and anti-terrorism operations. Their performance is vital for the success of police missions. Work motivation significantly impacts their effectiveness, with high motivation boosting enthusiasm, productivity, and job satisfaction. Work discipline is also essential, affecting adherence to regulations, time management, and task execution. Effective discipline helps prevent rule violations and ensures professional duty performance.

Purpose – This research aims to find out and analyze how much influence motivation and discipline have on the performance of members of the Brimob Corps.

Design/methodology/approach – This type of research is quantitative descriptive. The research method was conducted through a survey of 100 Brimob Corps respondents. The research instrument was a questionnaire using a Likert measurement scale. Data processing with the SPSS application. The analysis techniques used include classical tests and multiple regression.

Findings – The research results show that there is a simultaneous and parallel influence between motivation and discipline on member performance. The calculation results show that there is a significant influence between motivation and discipline together on the performance of members of the Brimob Corps. Thus, the level of work motivation and the quality of work discipline influence the level of members performance.

Research limitations – This research may be limited to a sample of Brimob Corps members from certain units or regions. Therefore, the results obtained may not be fully representative for all members of the Brimob Corps throughout Indonesia or other units with different characteristics.

Originality/value – This research specifically targets the Indonesian Police Mobile Brigade Corps, a police unit with unique tasks and operational challenges. Most of the previous research has probably examined motivation and discipline in the context of general policing or other units. This research offers an in-depth perspective on how these factors influence performance in a highly specialized and demanding operational environment.

Keywords: Motivation, Discipline, Performance

The Effect of Work Motivation and Work Environment on Employee Performance in the General Bureau of the Vice President's Secretariat

| Fatia Hizriani¹, Rita Yuni Mulyanti²

1,2Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – In the General Bureau of the Vice President's Secretariat, an "employee" includes all staff vital to achieving the Bureau's objectives. "Optimal performance" is characterized by high effectiveness and efficiency, involving skilled task execution, goal achievement, innovation, teamwork, and professional growth. Motivating and supporting the workforce is key to enhancing operational effectiveness and achieving strategic goals.

Purpose – This study examines how work motivation and the work environment affect employee performance at the General Bureau of the Vice President's Secretariat, focusing on their influence on employee effectiveness and productivity within this specific organization.

Design/methodology/approach – The research uses a quantitative approach with SPSS for data analysis, focusing on a sample of 30 employees from the General Bureau of the Vice President's Secretariat. Although primarily quantitative, a case study methodology is recommended for a more detailed exploration of the Bureau's work environment and timeframe. The study employs a well-designed questionnaire and rigorous analysis to ensure validity and reliability, aiming to thoroughly understand the impact of work motivation and environment on employee performance in this specific setting.

Findings – The research findings show that both Work Motivation and Work Environment significantly enhance Employee Performance at the General Bureau of the Vice President's Secretariat. Improving these factors is crucial for boosting employee effectiveness and overall performance within the Bureau.

Research limitations – The study's limitations include a small sample size of 30 employees out of 104, which may affect the generalizability of the results. The specific focus on this agency and the fixed timeframe of the research could also impact the relevance of the findings. These factors should be considered when interpreting the study's conclusions on the effects of work motivation and the work environment on employee performance.

Originality/value – Focusing on the General Bureau of the Vice President's Secretariat provides unique insights into how various factors impact a government agency's operations, offering valuable perspectives that are often missed in studies of private or other public organizations.

Keywords: Work motivation, work environment, employee performance

The Nexus of Work-Life Balance and Personnel Placement on Mental Health and Performance: Evidence from Police Members Serving on Police Ships Indonesia

| Aep Jaenudin¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – In Law Number 2 of 2002 and Regulation of the Chief of Police Number 6 of 2017 entrust the Directorate of Police with the responsibility of ensuring security and maintaining order in Indonesian waterways through the use of 66 police vessels. Challenging tasks and assignments frequently impact the equilibrium between the work and personal lives of employees, necessitating focused consideration towards their psychological well-being and productivity.

Purpose – This study examines the impact of work-life balance (WLB) and personal placement on Ditpolair members' mental health and personal performance.

Design/methodology/approach – The study used a quantitative, causality-focused approach with purposive sampling of 155 Indonesian police personnel from a population of 253. Validity and reliability were upheld through rigorous variable operationalization, established instruments, and pilot testing. Data analysis with SEM and PLS ensured accurate and reliable examination of variable relationships.

Findings – The study concludes that achieving a good work life balance significantly benefits the mental well-being of police personnel, which in turn improves their job performance. While work-life balance does not directly enhance performance, it has an indirect positive effect through improved mental health. Job placement itself doesn't significantly impact mental health or performance. The findings support theories that link psychological well-being with better stress management and performance. Therefore, organizations should implement flexible work policies, provide staff support and training, and promote mental health to boost both work-life balance and productivity. Regular assessments and incentive programs are essential for maintaining this balance and enhancing overall performance.

Research limitations – The research has many limitations. Firstly, the sample size may not be representative of the entire population of 66 police ships located around Indonesia. Furthermore, only 8 provinces were involved in the study. Furthermore, this study didn't validate the survey results through in-depth interviews with the respondents. We recommend employing a more geographically diverse sample in future studies and conducting interviews to validate the survey findings.

Originality/value – This study explores how work life balance (WLB) and personnel placement affect the mental well-being and job performance of Polair officers on the Ditpolair Korpolairud Baharkam Polri police ship. It addresses a gap in previous research by focusing on this specific and unique context.

Keywords: Work-life balance, personnel placement, mental health, performance.

How Work Motivation Mediates the Impact of Self-Efficacy and Personality on the Work Productivity of Brimob Members in the National Police

| Dany Tri Asmara¹, Lela Nurlaela Wati², Ahmadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Work motivation plays a crucial role in influencing the productivity and performance of organizational members, including in the police context. In the police environment, especially in units that have heavy and complex tasks such as the National Police Mobile Brigade, factors that influence work motivation can have a direct impact on operational effectiveness and mission success

Purpose – This research explores the role of work motivation in mediating the influence of self-efficacy and personality on the work productivity of Brimob Polri members.

Design/methodology/approach – This research method uses a correlational approach by analyzing data from a sample of 50 Brimob Polri personnel through a structured questionnaire. Statistical analysis was carried out to evaluate the mediating role of work motivation in the relationship between self-efficacy, personality, and productivity.

Findings – The research findings indicate that work motivation significantly mediates the impact of self-efficacy and personality on productivity. Increased self-efficacy and positive personality traits contribute to enhanced work motivation, which in turn affects productivity. These findings underscore the importance of developing work motivation to optimize the positive influence of self-efficacy and personality on performance.

Research limitations – Small or unrepresentative sample sizes can limit the generalizability of study results. If only a small portion of Brimob members or one region is involved, the results may not be universally applicable. In addition, similarities in background and experience of Brimob members can reduce the diversity of the data and limit the applicability of the results to other groups or contexts.

Originality/value – The originality of this study lies in its in-depth analysis of how self-efficacy and personality traits interact through work motivation to influence productivity within a specific organizational context. Unlike existing literature, which has explored these constructs across various professional settings, this research provides new insights into their dynamics within the unique context of Brimob, a specialized unit of the National Police.

Keywords: work efficacy, work motivation, personality, work productivity

The Influence of Motivation and Job Satisfaction on Employees Job Achievement in PT. Samudra Jaya Shipping

| Putra Afriansyah Chatra

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – In the context of an increasingly competitive world of work, companies must maximize the performance of their employees to achieve success and competitive advantage. PT. Samudra Jaya Shipping, as a company operating in the shipping industry, faces significant challenges in managing and improving employee work performance. The main factors that can influence work performance are employee motivation and job satisfaction.

Purpose – To determine the influence of motivation and job satisfaction on employee work performance at PT. Samudra Jaya Shipping

Design/methodology/approach – This research employs a quantitative approach using a survey method and descriptive analysis to examine the impact of motivation and job satisfaction on employee job achievement. Population: Employees of PT. Samudra Jaya Shipping, totaling 100 individuals, with a sample of 44 respondents selected randomly from various departments. The sample size is determined using statistical formulas such as Slovin's formula. Questionnaires are distributed either directly or through online platforms.

Findings – This study found that motivation and job satisfaction simultaneously did not have an effect on employee work performance, while partially motivation and job satisfaction did not have a significant effect on employee work performance.

Research limitations – This study involved a sample of 44 employees from a total population of 100 people at PT. Samudra Jaya Shipping. The relatively small sample size may not be fully representative of the entire employee population, especially if there is significant variation across departments or job levels. The study was conducted over a period of time at one company location.

Originality/value – This study focuses on PT. Samudra Jaya Shipping, a company in the shipping sector. This focus provides in-depth insights into the influence of motivation and job satisfaction in a specific industry context, which may have unique dynamics and challenges that differ from other sectors. This approach offers a more specific and contextual understanding of how these factors influence job performance in the shipping industry, which may not have been widely studied before.

Keywords: Motivation, Job Satisfaction, Job Performance

Optimizing Taxpayer Compliance Through Tax Counseling and Sanctions with Taxpayer Awareness As A Mediating Variable

| Kiagus Amin

Universitas Terbuka

Abstract

Background – Tax compliance is important because tax non-compliance will simultaneously give rise to tax avoidance efforts which will result in reduced deposits of tax funds into the state treasury. Tax compliance that does not increase will threaten the government's efforts to improve people's welfare.

Purpose – The aim of the research is to test and analyze the influence of education and tax sanctions on public compliance through public awareness.

Design/methodology/approach – This research uses a quantitative approach which relies on numbers in the form of scores as the basis for calculations and analysis, and the score was obtained using a survey method.

Findings – There is a positive and significant influence of tax education and tax administration sanction to increase taxpayers awareness and furthermore taxpayers compliance

Research limitations – The research objects were taxpayers who were registered as individual taxpayers at the Jakarta Tanah Abang Tiga Tax Office from 2018 until 2022. The number of respondents was 382 people.

Originality/value – Using taxpayers awareness as a mediating variable to optimize taxpayers compliance through tax education and sanctions

Keywords: taxpayers, compliance, education, sanction, awareness

The Impact of Work Discipline and Internal Communication on Employee Performance at PT Kawasan Berikat Nusantara (Cakung Head Office)

| Endra Mulanto¹, A. Mukti Soma²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – In an era of increasingly tight global competition, PT Kawasan Berikat Nusantara (KBN) faces the challenge of increasing operational efficiency. KBN's head office in Cakung, Jakarta, must focus on improving employee performance, which is a key factor in achieving company goals. Work discipline and internal communication are two important aspects believed to affect employee performance. However, there has been no in-depth study on how these two factors synergize in improving performance at PT KBN Cakung.

Purpose – The study examines the impact of work discipline and internal communication on PT staff performance. Zone of Archipelago Bonding.

Design/methodology/approach – The research method uses a questionnaire or questionnaire as an instrument for collecting data and analyzing this quantitative research using statistical figures, in this case the author uses tools from the SPSS program. The population in this study were all employees of PT Kawasan Berikat Nusantara who were at the head office with a sample of 68 respondents in this study.

Findings – According to the study, PT Nusantara Bonded Zone employees' performance is positively and significantly impacted by both work discipline and internal communication. This illustrates the significant and advantageous influence that these elements have in improving worker performance.

Research limitations – The measurement of internal communication and work discipline in this study may experience limitations in terms of validity and reliability. The instruments used may not fully reflect the complexity of these variables, thereby affecting the accuracy of the data obtained.

Originality/value – The originality of this study lies in the emphasis on the synergy between work discipline and internal communication in the specific context of PT KBN Cakung. With a holistic and contextual approach, as well as high practical relevance, this study offers a significant contribution in understanding and managing factors that influence employee performance.

Keywords: Internal communication, Performance, Work Discipline

How Training and Work Motivation Affect the Work Performance of Crew Members on the CS Nusantara Explorer Ship

| Gokmatua Parulian Steavany

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The maritime industry, including passenger and cargo ship operations, requires high performance from crew members to ensure safety, efficiency and customer satisfaction. The CS Nusantara Explorer vessel is the focus for improving service quality and operations. The quality of crew service greatly affects the passenger experience, so a well-trained and motivated crew is needed. Training improves skills, while motivation improves productivity. Good performance is important for a company's reputation and safety, especially considering the physical and mental challenges of the marine work environment.

Purpose – This study aims to identify the relationship between training, work motivation, and crew member performance. By understanding this relationship, it is hoped that more effective improvement strategies can be proposed to support crew development and overall ship operations

Design/methodology/approach – This type of research is quantitative descriptive. In this study the population is employees who work on the CS Nusantara Explorer Ship with a total of 100 respondents. Data processing using the SPSS application. Data testing with descriptive statistical tests, classical tests and hypothesis tests.

Findings – The results of multiple regression tests show that both independent variables, namely training and motivation, simultaneously have a significant influence on the training variable in the HR department of the CS Nusantara Explorer Ship head office. However, partially, only the training variable has a significant effect on employee work performance at the CS Nusantara Ship head office, while the motivation variable does not show a significant effect on work performance

Research limitations – The results of the study cannot be generalized to the entire population of ship crews. The small sample size may affect the validity of the findings. The study did not consider other factors that could affect performance, such as weather conditions, team management, and previous work experience, which could provide more comprehensive results.

Originality/value – This study combines two important variables training and motivation that are often studied separately. This approach provides a more comprehensive understanding of how the two factors interact and influence performance.

Keywords: Training, Work Motivation, Work Performance

The Influence of Work Commitment and Interpersonal Communication on The Job Satisfaction of Crews on The Vessel Mt Sindang

| Deni Farhan¹, Lela Nurlaela Wati²

¹PT. Pertamina Trans Kontinental, ²Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – To understand the influence of work commitment and interpersonal communication on the job satisfaction of crew members aboard the vessel MT Sindang, it is crucial to examine how these two primary factors impact the work environment on the vessel. Work commitment encompasses the crew members' dedication and loyalty to their roles, while interpersonal communication pertains to the manner in which they interact with one another. Analyzing these aspects provides insight into how they shape the overall work atmosphere and contribute to job satisfaction in the unique setting of the MT Sindang.

Purpose – The research aims to determine the influence of work commitment and interpersonal communication on the job satisfaction of crew members on the vessel MT Sindang.

Design/methodology/approach – This study utilized surveys to assess the relationships between work commitment, interpersonal communication, and job satisfaction using numerical data. It focused on identifying these relationships without manipulating the variables. The population comprised all crew members aboard the vessel, totaling 137 respondents. Data processing was carried out using the SPSS application.

Findings – The research results showed that both commitment and communication simultaneously influenced job satisfaction among MT Sindang employees. Additionally, commitment and communication each had a partial influence on job satisfaction.

Research limitations – This research focused only on the crew members of the vessel, so the results might not have been generalizable to other ships or industries. The isolated working environment of the vessel could have uniquely affected the respondents, and research conducted over a limited time period might not have captured seasonal or situational variations.

Originality/value – This research investigated the impact of work commitment and interpersonal communication on the job satisfaction of crew members aboard the vessel, a topic that had been infrequently explored within the Indonesian shipping industry. The primary aim was to discern how these two variables specifically affected job satisfaction in the distinct and isolated work environment of the vessel. Unlike prior studies, which typically focused on land-based industries or different types of vessel, this research provided novel insights by emphasizing the unique characteristics of this particular vessel.

Keywords: Work Commitment, Interpersonal Communication, Job Satisfaction

The Effect of Recruitment and Training on The Work Performance of Subdit Patroli Air Members in Ditpolair Korpolaairud Baharkam Polri

| Melky Marthen Yuli

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – A significant branch of the National Police, Ditpolair, struggles to uphold professionalism in a cutthroat atmosphere. It implements stringent hiring procedures to guarantee top-notch human resources in order to achieve these needs. In order to improve member professionalism, two types of programs are offered: main training, which focuses on developing skills and knowledge, and professionalism training, which enhances service function and competency both locally and globally.

Purpose – The purpose of this study is to examine how recruiting and training affect Subdit Patroli Air Ditpolair Korpolaairud Baharkam Polri members' job performance.

Design/methodology/approach – In order to evaluate the effect of hiring and training on the job performance of Polri members at The Subdit Patroli Air Ditpolair Korpolaairud Baharkam Polri, this study combines descriptive approaches with quantitative analysis. All National Police officers in this sub-directorate are included in the population, and to assure representativeness, a sample of fifty officers was chosen using sampling techniques. Questionnaires are used for data collecting in order to assess hiring, training, and job performance. The SPSS program is used for data processing.

Findings – Research indicates that The Subdit Patroli Air Ditpolair Korpolaairud Baharkam Polri members' work performance is positively and significantly impacted by both recruitment and training, partially and simultaneously.

Research limitations – The results of this study cannot be applied to all members of the Indonesian National Police or other agencies because it only included a subset of Subdit Patroli Air. Due to the cross-sectional methodology, performance changes affected by hiring and training may go unnoticed because the data only represents one point in time. Furthermore, although they were not completely controlled for in this study, variables including work environment, individual motivation, and work experience may also have an impact on performance.

Originality/value – This research presents a unique addition to the Marine Police environment by concentrating on The Subdit Patroli Air Units, particularly in units that manage specialized responsibilities connected to water patrols and surveillance.

Keywords: Recruitment, Training, Job Performance

Effect of Work Motivation and Organizational Culture on Police Members' Performance in The Water Patrol Sub-Directorate of Ditpolair Korpolarud Baharkam Polri

| Catureksi Aswin Nugrahi¹, Rita Yuni Mulyanti², Eddy Azwar³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This study explores how achievement motivation and organizational culture affect member performance, addressing key issues like lack of innovation, task delays, and poor adaptability to information technology. Using a survey method and multiple linear regression analysis, it examines the relationships between these variables, emphasizing the importance of enhancing motivation and organizational culture to improve effectiveness and achieve organizational goals.

Purpose – This study seeks to assess the impact of motivation and organizational culture on the performance of members of the Patrol Ship at Ditpolair Baharkam Polri, both individually and in combination. The goal is to offer a thorough understanding of how these factors affect work effectiveness within the organization.

Design/methodology/approach – This study used a survey method and multiple linear regression to analyze how achievement motivation and organizational culture affect member performance. It involved 41 participants from Kapal Patroli Wibisana 7013 Dit Polair Baharkam Polri, with data collected through a structured questionnaire measuring these factors.

Findings – The study demonstrates that both organizational motivation and culture have a substantial effect on member performance, with motivation accounting for 38.3% and organizational culture 25.6%, collectively making up a 48% influence. Factors related to motivation, including responsibility, risk-taking, feedback, creativity, and achievement, correspond with McClelland's Need for Achievement theory. Organizational culture is crucial in shaping behavior and stability, which in turn impacts morale and performance. The commitment of the Water Patrol Sub-Directorate reflects the National Police's dedication to addressing legal violations in Indonesian waters.

Research limitations – The study's limitations include the reliance on WhatsApp interviews rather than face-to-face interactions, time constraints, and the demanding schedules of the interviewed personnel. Furthermore, the extensive range of duties within Polairud Baharkam Polri limited the scope of the research.

Originality/value – This study underscores the significant effects of organizational motivation and culture on member performance, with motivation accounting for 38.3% and culture for 25.6%. These findings support McClelland's theory regarding the influence of achievement needs on creativity and performance. Moreover, the study validates that a positive organizational culture boosts commitment and performance, consistent with earlier research.

Keywords: Work Motivation, Organizational Culture, Performance, POLRI

The Impact of Work Environment and Motivation on Employee Performance at PT. Delta Anugrah Bahari Nusantara

| Eddy Azwar

Universitas Technology Muhammadiyah Jakarta

Abstract

Background – PT. Delta Anugrah Bahari Nusantara faces challenges in maintaining and improving employee performance. These challenges can include inadequate work environment, lack of motivation, and employee dissatisfaction. Declining employee performance can have a negative impact on company productivity, customer, satisfaction, and profitability.

Purpose – This research aims to analyze the influence of the work environment and providing motivation on employee performance at PT. Delta Anugrah Bahari Nusantara.

Design/methodology/approach – This study uses a quantitative method with a survey approach to collect data from 150 employees of PT. Delta Anugrah Bahari Nusantara through a questionnaire. Data analysis was carried out descriptively and quantitatively using SPSS 26 software. Testing was carried out using descriptive statistical data tests, classical tests and hypothesis tests.

Findings – Simultaneously, research shows that both the work environment and motivation provide a positive and significant influence on employee performance at PT. Delta Anugrah Bahari Nusantara. Partially, the research results show that work environment and providing motivation have also been proven to have a positive and significant effect on employee performance at PT. Delta Anugrah Bahari Nusantara

Research limitations – This research may only involve a sample of employees from PT. Delta Anugrah Bahari Nusantara, which may limit the generalization of the findings. If the sample does not cover all levels and departments in the company or is too small, the research results may not reflect conditions throughout the organization.

Originality/value – This research focuses on the work environment in the context of PT. Delta Anugrah Bahari Nusantara, a company that may operate in the transportation or logistics sector. Many previous studies tend to be general in nature or focused on specific industries, such as banking or manufacturing.

Keywords: Work Environment, Providing Motivation, Employee Performance, Employee

The Effect of Competence, Compensation and Motivation on Employee Performance at The Head Office Pt. Alns Anglo Eastern Indonesia

| Dedi Bernard¹, Rita Yuni Mulyanti², Nova³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – PT. ALNS Anglo Eastern Indonesia operates in a competitive sector, requiring improved employee performance to stay ahead. Good performance contributes to productivity, service quality, and customer satisfaction, making it a key factor in a company's success. It is important to understand the various factors that influence performance, especially motivation, which can be either intrinsic or extrinsic. By understanding employee motivation, companies can design more effective strategies to improve overall performance.

Purpose – Identifying how each of these factors affects employee performance and how the company can optimize these factors to improve overall performance. This approach can help companies formulate more effective human resource policies, optimize managerial strategies, and create a more productive and satisfying work environment.

Design/methodology/approach – Commonly used research designs are descriptive and causal. Population : Employees in the office PT. ALNS Anglo Eastern Indonesia center with total 161 respondents . Data processing using SPSS application . Data testing is a classic test and hypothesis test .

Findings – These competencies, compensation, and motivation simultaneously have a significant relationship and influence on the performance of PT. ALNS Anglo Eastern Indonesia employees. Competence and motivation influential to performance employees of PT. ALNS Anglo Eastern Indonesia but compensation No influential to performance employee of PT. ALNS Anglo Eastern.

Research limitations – Measuring competency, compensation, motivation, and performance can be subjective and complex. These variables are often difficult to measure precisely and there may be bias in data collection, especially when using self-assessment or questionnaire methods.

Originality/value – By combining three variables of competence, compensation, and motivation, this study provides a holistic approach to understanding employee performance. This combination may not have been widely explored in previous studies in similar contexts. Amid rapid changes in the world of work and increasing competition, this study offers practical and theoretical insights that are relevant to human resource management in modern companies, especially in responding to employee and market demands.

Keywords: Competence, Compensation, Motivation, Performance.

The Influence of the Effectiveness of Work Ethics and Provision of Compensation on The Level of Job Satisfaction of Boat Children (ABK) at Anthony Veder

| Reza Rizky¹, Rita Yuni Mulyanti², Saiful Simanullang³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – In the shipping industry, job satisfaction is crucial for the performance and productivity of ship crew members. For companies like Anthony Veder, which rely on their crew to operate efficiently, understanding and managing factors that influence job satisfaction is essential for achieving success and maintaining high morale. This, in turn, enhances overall organizational effectiveness. Additionally, it is important to clarify the term "boat children" to ensure accurate and clear communication.

Purpose – To assess how the effectiveness of work ethic and both partial and combined compensation impact the job satisfaction levels of ship crew members at Anthony Veder.

Design/methodology/approach – This study employs a quantitative research design using a survey approach. This method is selected to gather numerical data that can be analyzed statistically to test the proposed hypotheses. The study population includes all crew members at Anthony Veder, totaling 40 respondents. Data processing is conducted using the SPSS application, with analysis involving descriptive statistics, regression analysis, t-tests, and F-tests

Findings – Although both communication and work ethic significantly affect employee job satisfaction, communication has a more pronounced impact. Effective communication fosters a positive work environment, resolves conflicts, and clarifies expectations, which is crucial for job satisfaction. A deeper exploration into how communication influences job satisfaction such as interaction quality, feedback effectiveness, and overall job experience can help companies enhance job satisfaction through better communication practices.

Research limitations – This research focuses on just two variables: communication and work ethic. Nonetheless, numerous other factors can affect employee job satisfaction, including the work environment, work facilities, and reward systems. As a result, this study may not address all relevant factors comprehensively.

Originality/value – This research focuses on the shipping industry, specifically crew members at Anthony Veder, who face unique challenges compared to those in other sectors. By exploring this specific industrial context, the study offers new insights into how work ethic and compensation interact in a work environment that differs from the land-based sectors typically covered in previous studies.

Keywords: Work motivation, work environment, employee performance

The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police

| Amirudin¹, Suradika², Ahmadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This research focuses on the South Balikpapan Sector Police and examines how work discipline and mutation affect the work performance of personnel. The background of this research may be rooted in the importance of understanding the factors that can affect employee performance in the context of police organizations, where discipline and mutation are often considered important variables.

Purpose – The purpose of this study is to examine the relationship between work discipline and mutation on the work performance of personnel in the South Balikpapan Sector Police.

Design/methodology/approach – This study uses a survey method with a sample of 65 employees who are randomly selected. The data were analyzed using correlation techniques and multiple linear regression analysis to identify the relationship between work discipline, mutation, and work performance.

Findings – The results of the study showed that the employee mutation procedure was considered effective with an average score of 4.07. However, although employee mutation was considered effective, there was no significant relationship between work mutation and work performance, which was shown by a correlation value of 0.199 ($p > 0.05$). on the other hand, work discipline has a very strong correlation with work performance, with a correlation value of 0.885 ($p < 0.05$). Multiple linear regression analysis revealed that work discipline and mutation simultaneously affected work performance by 78.7%, while the remaining 21.3% was influenced by other variables that had not been studied.

Research limitations – The study has limitations, such as only covering 65 randomly selected employees, which may not be fully representative of the entire employee population in the South Balikpapan Sector Police. In addition, there are other variables affecting work performance that have not been studied, and these results may not apply to other contexts outside the site of this study.

Originality/value – This study provides insight into the importance of work discipline in influencing work performance, and shows that employee mutations, although considered effective, do not have a significant impact on work performance in the South Balikpapan Sector Police. These findings contribute to the understanding of how these factors can be managed to improve employee performance in the police sector.

Keywords: Work Discipline, Mutation, Work Performance.

The Influence of Work Discipline and Work Environment on The Work Achievement of Mv Sinar Penida's Crews (ABK)

| Destruly Mangatur

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The shipping industry plays a key role in global trade, with crew members vital to ship operations. Good work discipline can improve ship productivity and reliability, while poor discipline can lead to errors and safety issues. A supportive work environment can improve crew performance, while a poor environment can reduce their morale and performance. This study aims to evaluate the effect of work discipline and work environment on crew performance on the MV Sinar Penida ship.

Purpose – To assess the impact of work discipline and the work environment on the job performance of crew members (ABK) aboard the MV Sinar Penida. Has been cleared and good.

Design/methodology/approach – The type of research used in this study is quantitative descriptive research. Testing simultaneously and partially between work discipline, work environment and performance. The population in this study were all crew members of the MV Sinar Penida ship totaling 24 crew members. Data processing using the SPSS application with data testing: descriptive data test, t test and f test.

Findings – The results of the study found that partially work discipline and work environment have an influence on work performance on MV Sinar Penida. While simultaneously, work discipline and work environment have an influence on work on MV Sinar Penida.

Research limitations – This study integrates two important factors, namely work discipline and work environment, in one study to assess their effects on work performance. Many previous studies may have focused on only one of these factors. By combining these two factors, this study offers a more comprehensive understanding of how they interact with each other and affect ABK performance.

Originality/value – This research focuses on the MV Sinar Penida, providing specific context and practical relevance. Many previous studies may have been more general or not focused on a particular type of ship and/or company, so this research offers in-depth and applicable insights for specific ships.

Keywords: Work Discipline, Work Environment, Work Performance

The Effect of Rewards, Leadership Style and Motivation on Employee Job Satisfaction at PT. Cipta Wira Tirta

| Reza Ben Esqadani

Universtas Teknologi Muhammadiyah Jakarta

Abstract

Background – Understanding how rewards, leadership style, and motivation affect employee job satisfaction is essential to creating a fulfilling work environment. High job satisfaction contributes to employee well-being and reduces turnover rates.

Purpose – Knowing how rewards, leadership style, and motivation affect job satisfaction of employees at PT. Cipta Wira Tirta in helping companies develop strategies to improve employee performance, which has an impact on performance and work results.

Design/methodology/approach – This study uses a quantitative approach to measure the relationship between reward, leadership style, and motivation, on employee job satisfaction at PT. Cipta Wira Tirta. This approach allows the collection of numerical data that can be analyzed statistically. The researcher determined that the population in this study was the Crew of the MV Pegasus Unix Jakarta Ship with a total of 126 respondents. Data processing uses the SPSS application with data testing: descriptive statistical data testing and hypothesis testing.

Findings – Rewards, leadership style, and motivation collectively have a significant impact on employee job satisfaction. However, leadership style alone significantly affects job satisfaction, while rewards and motivation individually do not significantly influence job satisfaction.

Research limitations – If the sample size is too small or not representative of all employees of PT. Cipta Wira Tirta, the research results may not reflect the broader situation in the company. Keywords: Rewards, Leadership Style, motivation, satisfaction

Originality/value – This study combines reward, leadership style, and motivation as factors that interact with each other and influence job satisfaction. Many studies may only focus on one or two factors, but this study presents an integrated approach that analyzes the interaction between the three variables.

Keywords: leadership, employee, motivation, performance, reward

The Impact of Work Motivation and Leadership Style on Enhancing Employee Performance at PT Pertamina International Shipping

| Rudy Handoko

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – PT. Pertamina International Shipping faces challenges in improving efficiency and service quality amid intense global competition. Optimal employee performance is crucial for meeting market demands and achieving company goals. While work motivation drives employee performance, creating effective motivational conditions is often difficult. Additionally, leadership style significantly impacts employee responses and performance, with good leadership fostering a positive work environment and enhancing satisfaction. This study examines PT. Pertamina International Shipping, offering insights into the specific challenges and dynamics within the international shipping industry

Purpose – The aim is to examine the influence of work motivation and leadership style on employee performance at PT. Pertamina International Shipping both simultaneously and partially

Design/methodology/approach – Population in study This is all over PT. Pertamina International Shipping employee, totaling 71 people. Deep data collection methods study This done with method questionnaire, internal data analysis study This is Partial Least Square (PLS) with use software SmartPLS 3.2.8.

Findings – The research findings indicate that Motivation and Leadership Style collectively impact the performance of employees at PT. Pertamina International Shipping. Specifically, Motivation has a significant effect on employee performance at the company, while Leadership Style does not have a notable impact on the performance of employees at PT. Pertamina International Shipping.

Research limitations – The study's results may not apply to companies with different cultures or organizational structures. Work motivation can be influenced by factors not fully captured in the study, and individual differences in perceptions and motivations may affect the results. Additionally, constraints on time and resources may limit the analysis depth and data quality

Originality/value – This study focuses on PT. Pertamina International Shipping which operates in the maritime industry and sea transportation. This approach offers an important contribution in understanding how the combination of motivation and leadership can be optimized to achieve better work results in the company PT. Pertamina Internasional Shipping and how this is different or similar to findings in other industries

Keywords: Leadership style, Motivation, Performance, Shipping

The Influence of Career Development and Competence on Employee Work Effectiveness PT. Azure Samudera Karsa

| Muhamad Wahyu Fatchurohman

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – PT. Azure Samudera Karsa is a company engaged in the shipping sector, which has experienced significant growth in recent years. Along with this growth, the company faces challenges in ensuring that employees have the competencies that match the needs of the organization. Good career development is expected to meet these needs by improving employee skills and knowledge.

Purpose – This study aims to analyze how career development and competency enhancement affect employee work effectiveness at PT. Azure Samudera Karsa. By understanding this relationship, companies can identify effective strategies to improve employee performance and, ultimately, achieve organizational goals.

Design/methodology/approach – This study uses a quantitative approach to measure the relationship between career development and motivation. This approach allows the collection of numerical data that can be analyzed statistically. The researcher determined that the population in this study was employees of PT. Azure Samudera Perkasa with a total of 120 respondents. Data processing uses the SPSS application with data testing: descriptive statistical data testing and hypothesis testing

Findings – Both career development and competence simultaneously influence employee effectiveness at PT. Azure Samudera Karsa. However, when considered separately, only career development impacts employee effectiveness, while competence does not affect it.

Research limitations – Research that focuses on a single company, such as PT. Azure Samudera Karsa, may experience limitations in terms of variability and context. Differences in internal policies, corporate culture, and organizational structure may affect the results and make them less representative for other organizations in the same or different sectors.

Originality/value – This study identifies and analyzes the specific needs and challenges faced by PT. Azure Samudera Karsa, which may differ from other companies. This includes the career development policies implemented and the competencies considered important in the company's work environment

Keywords: Career Development, Competence, Work Effectiveness

How Motivation and Work Skills Impact the Performance of the Crew on the MV Pegasus Unix

| Mohamad Arif Guntoro¹, Rita Yuni Mulyani², AM. Soma³

^{1,2,3}Universitas Teknologi Muhamadiyah Jakarta

Abstract

Background – The increasing demand for maritime transportation makes the quality of Crew performance very important for the success of ship operations. Good performance not only increases efficiency, but also creates a positive experience for passengers. Work motivation plays a key role in increasing the spirit and productivity of Crew; those who are motivated are more proactive and have high job satisfaction, and contribute better to the team. Both technical and non-technical skills are needed to carry out tasks effectively, and training and work experience can improve these abilities. Good performance also affects the safety and security of the ship, while poor performance can be fatal for the crew and passengers.

Purpose – To examine the influence of motivation and work ability on the performance of the crew of the MV Pegasus Unix ship.

Design/methodology/approach – This study uses a quantitative approach to measure the relationship between motivation, work ability, and ABK performance. This approach allows the collection of numerical data that can be analyzed statistically. The researcher determined that the population in this study was the Crew of the MV Pegasus Unix Jakarta Ship with a total of 71 respondents. Data processing used the SPSS application with data testing: descriptive statistical data testing and hypothesis testing.

Findings – Work motivation and work ability each significantly impact employee performance on the MV Pegasus Unix Ship. Additionally, their combined effect on performance is also notable

Research limitations – This study only involved crew members from the MV Pegasus Unix. This limits the generalizability of the results to other vessels or different shipping industry contexts. If using surveys or questionnaires, there is a risk of bias in the responses, which can affect the accuracy of the data. Subjective data may not reflect the reality of performance.

Originality/value – Many previous studies may only focus on one aspect, such as motivation or work ability. This study integrates both factors to evaluate their combined influence on ABK performance. This helps understand how the interaction between motivation and work ability affects work outcomes.

Keywords:

The Influence of Workload and Working Environment on Work Stress of Logistics and Equipment Employees at The National Disaster Management Agency (BNPB)

| Aditya Indra

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The National Disaster Management Agency (BNPB) is tasked with handling disaster situations that often involve high workloads and significant mental stress for its employees. This includes task volume, time pressure, and work intensity, as well as physical and social work environment conditions. This research explores how these factors contribute to employee stress and their impact on performance and well-being. Understanding this relationship is crucial for developing interventions to reduce stress and enhance employee well-being, enabling more effective disaster

Purpose – This research aims to determine the influence of workload and work environment on work stress for employees in the logistics and equipment sector at the National Disaster Management Agency.

Design/methodology/approach – This research uses a quantitative approach to measure the relationship between workload, work environment, and work stress with numerical data. This research uses a correlational survey design to explore the relationship between these variables. The population is employees in the logistics and equipment sector at BNPB with a total of 35 respondents. Data processing uses SPSS application . Data testing using descriptive statistical tests , hypothesis testing

Findings – Based on results research This that in a way simultaneous There is influence significant from burden work and environment Work to creation stress Work . There is significant influence from variable burden Work to variable stress Work whereas environment Work No there is significant influence Work to stress Work

Research limitations – If the sample size is too small or unrepresentative, the research results may not be generalizable to all BNPB employees. If the sampling method is not random or only includes employees from certain locations, the research results may not reflect conditions throughout the organization or region.

Originality/value – This research specifically examines employees in the BNPB logistics and equipment sector, who play a crucial role in disaster management. Often, work stress research is more general or conducted in different industries

Keywords: Workload, Work Environment, Work Stress

The Impact of Leadership Effectiveness and Intrinsic Compensation on Job Satisfaction Among the Crew Members of MT Sun Apollon.

| Benediktus Yunando Ariawan Djumhan

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The maritime industry is a highly dynamic and complex sector where the performance and well-being of crew members are key to the successful operation of a vessel. MT Sun Apollon, as a tanker, faces various challenges that affect productivity and safety. Two important factors that can influence crew members' job satisfaction are leadership effectiveness and intrinsic compensation.

Purpose – This research aims to analyze the influence of leadership effectiveness and intrinsic compensation on the job satisfaction of crew members on MT Sun Apollon.

Design/methodology/approach – The research method employs a quantitative approach by collecting data through questionnaires distributed to a sample of crew members on MT Sun Apollon, with a total of 65 respondents. Data processing is conducted using the SPSS application. The sampling method used in this research is likely a non-probability sampling technique, specifically convenience sampling. This involves selecting crew members who are readily available and willing to participate. Data analysis is conducted using the SPSS application, which allows for various statistical analyses.

Findings – The results of this research indicate that Leadership Effectiveness and Intrinsic Compensation have a positive but insignificant effect on Job Satisfaction. Additionally, the combined influence of Leadership Effectiveness and Intrinsic Compensation on Job Satisfaction is also found to be insignificant. The insignificance of the effects of Leadership Effectiveness and Intrinsic Compensation on Job Satisfaction could be attributed to several factors such as a small sample size may reduce the statistical power, making it harder to detect significant effects.

Research limitations – The research sample was limited to the crew members of MT Sun Apollon, which may not capture the variations in work experience or perspectives held by crew members on other ships or in different positions within the company. The sample size can also affect the statistical power and generalizability of the findings.

Originality/value – This study focuses on the ship crew (ABK) on MT Sun Apollon, a vessel operating in the shipping industry. It evaluates the effectiveness of leadership and compensation in the specific context of this vessel. This research offers a deep and specific outlook on crew work satisfaction, which is often overlooked in more general studies about the shipping industry.

Keywords: Leadership, Extrinsic Compensation, Job Satisfaction

The Relationship Between Work Discipline and Mutation with Personnel Work Performance in the South Balikpapan Sector Police

| Putra Setya Wirajaya¹, Rita Yuni Mulyanti², Ahmadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This study investigates factors influencing personnel performance in the South Balikpapan Sector Police, specifically focusing on work discipline and job mutations. There is a disconnect between the title and the background discussion on quality of work life and work motivation. Additionally, referencing both the Polres Metro Jakarta Utara and Unit IV Reskrim Polres Metro Jakarta Utara creates confusion regarding the study's focus. Clarifying these elements is essential for enhancing the coherence and understanding of the research.

Purpose – The primary objective of the study is to analyze the relationship between work discipline, job rotations, and personnel performance in the Polres Metro Jakarta Utara, in line with the title. However, the abstract inaccurately emphasizes "quality of work life" and "work motivation," which diverges from the main focus. By clarifying these relationships, the study aims to offer insights that enhance member performance and improve organizational effectiveness within the police unit.

Design/methodology/approach – The research employs a quantitative methodology using questionnaires to collect data from POLRI members in the Polres Metro Jakarta Utara, effectively examining the relationships between work discipline, job mutations, and performance. It provides a structured approach to understanding these variables within the context of the organization.

Findings – The findings reveal that work discipline and job rotations significantly impact personnel performance in the Polres Metro Jakarta Utara. Effective work discipline and well-managed job rotations are crucial for enhancing individual performance, aligning with the broader organizational goals of the police force and fostering a productive work environment.

Research limitations – The study recognizes its limitations, particularly the omission of external factors—such as political pressures, local crime rates, and community relationships—that could affect performance. By concentrating solely on the Polres Metro Jakarta Utara, the findings may not be broadly applicable to other contexts within POLRI, highlighting the necessity for further research.

Originality/value – The study highlights the essential link between work discipline and job rotations in improving performance in police organizations. It argues that effective work discipline boosts accountability and motivation, while job rotations enhance skills and adaptability. By advocating for structured interventions, the study emphasizes that these practices are vital for effective policing and better community relations.

Keywords: Quality of Work Life, Work Motivation, Performance, POLRI Members, Polres Metro Jakarta Utara.

The Effect of Competence, Compensation and Workload on Hospital Service Quality

| Ida Farida¹, Abdul Mukti Soma², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Hospitals must deliver exceptional service to patients, with a focus on the quality of work by medical staff. Effective human resources are crucial, especially in the context of Indonesia's National Health Insurance (BPJS Kesehatan). Despite government efforts for equal service, disparities exist between BPJS and Non-BPJS patients. Increased BPJS patient numbers have heightened workloads for healthcare workers, leading to potential fatigue and burnout.

Purpose – To analyze the influence of workload, compensation, and competency on service quality, with employee satisfaction serving as a mediating variable at Harapan Jayakarta Hospital in Jakarta.

Design/methodology/approach – The study employs a quantitative approach using Partial Least Squares (PLS) analysis to address specific research questions. It begins by defining objectives and formulating hypotheses, followed by data collection through a structured survey to ensure representativeness. After cleaning the data to address missing values and outliers, PLS analysis is conducted in several steps: developing a structural model, evaluating the measurement model for reliability and validity, and assessing the structural model for significance of relationships. Bootstrapping methods validate the findings, which are then interpreted to draw conclusions and make practical recommendations. This systematic process enhances the understanding of the data and the credibility of the study's outcomes.

Findings – The study aims to uncover the relationships between workload, compensation, competency, service quality, and employee satisfaction. Through the analysis, it seeks to explore how these variables interact and influence each other, providing insights into factors that contribute to overall employee satisfaction.

Research limitations – The study is focused on a single hospital, which may limit the generalizability of the results. Additionally, it does not consider external factors, such as government regulations.

Originality/value – This study provides new insights into the relationships among workload, compensation, and competency in influencing service quality, with employee satisfaction emphasized as a mediator. It underscores the importance of human resource management in hospitals serving both BPJS and Non-BPJS patients.

Keywords: Workload, Compensation, Competency, Employee Satisfaction, Service Quality.

The Influence of Marketing Mix on Batik Gobang Buying Decisions

| Ety Setiawati¹, Lela Nurlaela Wati², Abdul Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Indonesian batik faces global market competition, necessitating innovation to remain relevant. Batik Gobang Jakarta is dedicated to preserving and developing Jakarta traditional batik styles, producing culturally rich products that reflect local flora, fauna, and traditions.

Purpose – This study aims to analyze how to use the 7P marketing mix (Product, Price, Place, Promotion, People, Physical Evidence, and Process) influences consumer purchase decisions for Batik Gobang.

Design/methodology/approach – This research employs Partial Least Squares (PLS) analysis to examine how the 7P marketing mix affects consumer decision-making. A survey of approximately 500 respondents was conducted over four weeks using stratified random sampling, incorporating both online and in-person methods with Likert scale and open-ended questions. Following data preprocessing, PLS analysis was performed using SmartPLS or ADANCO. The findings revealed significant influences of each 7P element on consumer choices, providing marketers with essential insights to enhance their strategies according to consumer preferences.

Findings – The results demonstrate that certain elements of the 7P marketing mix significantly impact consumer purchasing behavior for Batik Gobang products. Derived from a robust methodology using Partial Least Squares (PLS) analysis on data from around 500 respondents, the study assessed each 7P element—Product, Price, Place, Promotion, People, Process, and Physical evidence. Key findings indicate that Product quality and Promotion strategies notably influence consumer preferences, while Place and Physical evidence also contribute meaningfully. These insights guide marketers in prioritizing aspects of the marketing mix to enhance consumer engagement and boost sales of Batik Gobang products.

Research limitations – The study limitations include a respondent scope confined to Batik Gobang consumers, which may not represent broader trends in the batik market. Additionally, external factors like market trends and competitors are not considered.

Originality/value – This study contributes originality by applying the 7P marketing mix to the local batik industry, specifically focusing on Batik Gobang, thus providing new insights that can help other batik producers formulate effective marketing strategies for consumer.

Keywords: 7P Marketing Mix, Purchase Decision, Marketing Strategy, Batik Gobang

The Impact of Organizational Commitment and Work Life Quality on Turnover Intention

| Udik Suhartono¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The XYZ Group is a firm that operates palm oil plantations. poor attendance rates, employee status as a non-permanent employee, and poor wages for non-permanent harvesters are believed to be the root causes of the high harvester turnover data over the last five (five) years (2019 to 2023) high harvesters.

Purpose – This study looks at how employee turnover intention is affected by work life quality and organizational commitment

Design/methodology/approach – Using business secondary data and interviews with 100 harvesters at PT XYZ1 and PT XYZ2, this study uses quantitative methods. The work life quality, which encompasses social integration, constitutionalism, growth and security, safe and healthy environments, social relevance, and appropriate and equitable compensation, is the first independent variable in this study. The second independent variable is organizational commitment, which includes normative, continuance, and affective commitment. The dependent variable is turnover intention, which comprises the intention to look for a new job, to quit, and to consider quitting. By using Smart PLS

Findings – The study's findings show that employee turnover rates are directly impacted by Work life quality, which in turn affects individual decisions to stick with the organization and fully embrace its mission. The findings also demonstrate that employee turnover intentions are highly influenced by an organization's ability to commit effectively and sustainably. By adding to the body of knowledge on the impact of organizational commitment and work life quality on turnover intention, particularly for oil palm plantation enterprises, this research makes theoretical contributions. The results of this study can be utilized by business management to create policies that enhance employee well-being and organizational commitment and effectively lower the intention of employee turnover, particularly among harvesters

Research limitations – Without making any comparisons to plantations that produce other commodities, this study looks only at the work life quality and organizational commitment to employee turnover intention among harvesters in oil palm plantations. Its impact on all staff sections is anticipated to be assessed through additional research

Originality/value – This study different from study previously researched the influence of quality work life quality and commitment organization on the turnover intention of harvesters in Plantation Companies palm oil

Keywords: Work life quality, organizational commitment, turnover intention, harvester

Analysis of the Role of Leadership Style in Improving Employee Discipline on Employee Performance, Case Study: Public and Private Schools

| Saepul Haer¹, Peggy Ratna Marlianingrum², Abdul Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Employee discipline is one of the key factors in improving employee performance, especially in educational environments such as public and private schools. The role of leadership style in this context is very important, because the way a leader interacts and motivates staff can affect the level of employee discipline and productivity. The right leadership style can create a positive work environment, support collaboration, and increase employee commitment to their duties and responsibilities. The education sector in Indonesia faces various challenges, ranging from improving the quality of education to effective human resource management. Public and private schools often have different characteristics and organizational cultures, which can affect the way leadership is applied. A participatory leadership style, for example, can encourage employees to be more disciplined and responsible, while an authoritarian style creates dissatisfaction and resistance that negatively impacts performance.

Purpose – This study aims to analyze how leadership style contributes to employee discipline and how this affects employee performance in public and private schools..

Design/methodology/approach – The method used is a comparative study with a qualitative approach. Data were collected through interviews, observations, and documentation from employees in both types of schools.

Findings – The results of the study indicate that transformational leadership style tends to be more effective in improving employee discipline in private schools, where leaders focus on individual motivation and development. In contrast, in public schools, authoritative leadership style is more dominant, although employee discipline also increases, but not as optimally as in private schools. This finding indicates the importance of adjusting leadership style according to the context and needs of employees to achieve better levels of discipline.

Research limitations – This study only examines the influence of the role of leadership style, so further research is needed to examine the influence of other factors that have not been studied on improving employee performance.

Originality/value – Analyzing the dynamics of implementing a more inclusive and adaptive leadership style to improve overall employee performance and discipline in the context of education for the development of human resource management in all schools in Indonesia.

Keywords: Leadership style, Discipline, private employees, civil servants

The Relationship Between Peer Support and Organizational Citizenship Behavior Among Malaysia Government Servants: Job Satisfaction as a Mediator

| Nor Azima Ahmad, Umi Hamidaton Mohd Soffian Lee, Nora'asikin Abu Bakar, Moch. Asmi Rizaldy

Management and Science University, Universiti Sains Islam Malaysia, Management and Science University, Muhammadiyah University of Jakarta

Abstract

Background – Dynamic organizations should have workplace well-being among employees to ensure good relationships are established among employees in their organization to achieve the job satisfaction desired by employees because employees are one of the most valuable assets in an organization. Peer support plays a vital role in the organization as an employee needs to cooperate and build good teamwork with colleagues to create collaborative and sustainable practice and positive behavior among them.

Purpose – This paper measures the direct effect of peer support on organizational behaviour and the indirect mediating effect of job satisfaction in the relationship of peer support and organizational citizenship among government servants.

Design/methodology/approach – Data from 334 respondents who work at a public service department in Peninsular Malaysia were collected through non-probability purposive sampling. Measurement analysis and structural analysis (PLS-SEM) was used to test the validity of the constructs and to test the hypotheses.

Findings – There are four findings of the study; first, peer support has a positive relationship with organizational citizenship behavior. Second, peer support has a positive relationship with job satisfaction. Third, job satisfaction has a positive relationship with organizational citizenship behavior. Fourth, job satisfaction acts as a partial mediator in between employee support and organizational citizenship behavior.

Research limitations – This study has several conceptual and methodological limitations. First, ability of the researchers in assessing detailed causal relationship between intended variables in the sample data are limited due to the cross section method applied in this research. Second, the findings of this study cannot be generalized to others organization and only limited to the chosen organization only. Third, this study is not able to control response bias in the sample data as the researcher used a non probability sampling technique.

Originality/value – The implication in this study is that the organizations need to focus on implementation of organizational support policies and sustainable practice regarding support in organization to ensure a the employee can perform the job very well in organization as well as manage to balance socioeconomics in the organization.

Keywords: Workplace well-being, Co-Worker Support, Job Satisfaction, Organizational Citizenship Behavior, Collaborative and Sustainable Practice

The Role of The Maritime Industry in Efforts To Develop The Economic Sector In Indonesia

| Haratua Panggabean¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Indonesia is a country that is dubbed as a maritime country where Indonesia has many islands and natural resources in it. Not only from Indonesia's military capacity and abundant underwater wealth, the maritime industry also plays a role in Indonesia's economic development as a maritime country. There are several elements that must be identified in national development efforts in the economic sector of the maritime industry.

Purpose – This study aims to see how much impact Industry maritime sector has on the development of the economic sector in Indonesia

Design/methodology/approach – This research uses a qualitative approach with an understanding of social phenomena. The data is taken based on phenomena in the economic sector that occur in Indonesia which are influenced by the maritime industry. These phenomena are analyzed using multiple regression and moderation analysis to test the proposed hypotheses.

Findings – The results showed that Indonesian maritime has a significant influence on the development of the economic sector in Indonesia. In addition to being one of the country's foreign exchange sources, the maritime industry is also able to strengthen Indonesia's relations with other countries through interstate cooperation which will have a major impact on Indonesia's economic development. The development of the maritime industry is one of the ways that has a major influence in realizing Indonesia's equitable development.

Research limitations – This study examines how much influence the maritime industry has on economic development efforts in Indonesia. Future research is expected to identify external and internal influences and what impacts are given in Indonesia's development efforts not only in some regions but national development evenly.

Originality/value – This research provides insights to readers by identifying the role of the maritime industry in the context of equitable national development.

Keywords: Impact Industry maritime, economic sector, national development evenly

The Effect of Training and Work Experience Mediated by Competence on Performance (Study on PT. Chandra Asri Pacific 2019 - 2023)

| Muslim Feryanto

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This study focuses on the relationship between training and work experience and employee resource capabilities at PT Chandra Asri Pacific. Although companies are experiencing rapid growth and the demand for employee skills is increasing, the challenge of improving their skills remains. The purpose of this study is to understand the impact of training and work experience on employee.

Purpose – The purpose of this study is to analyze the effect of training and work experience on employee resource capabilities and how these two factors affect employee performance at PT Chandra Asri Pacific

Design/methodology/approach – This study used a qualitative approach with in-depth interviews and observational methods. Data were collected from employees working in the production department and analyzes were conducted to identify patterns and relationships between the variables studied.

Findings – The results showed that effective training and relevant work experience have a positive effect on employee skills. Employees who participated in structured training showed improvements in knowledge and skills, while on-the-job experience enriched their practical understanding of job duties and responsibilities

Research limitations – The weakness of this study is its narrow focus on one firm and production department, hence the results may not be generalizable to all other companies or industries.

Originality/value – This research has made new contributions to the area of human resources, especially in connection with the Indonesian Petrochemical Industry, the importance of emphasizing education and work experience in improving employees' ability.

Keywords: Training, Work Experience, Competence, Employee Performance, PT Chandra Asri Pacific

Does Competencies of Indonesian Migrant Workers in Accordance With International Standards?

| Yunus Riansyah¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This challenge of Indonesian migrant workers (PMI) is particularly pronounced due to their frequent engagement in low-skilled and semi-skilled employment overseas, the comparative evaluation of the quality and competence of Indonesian migrant workers against their counterparts from other nations, such as the Philippines, is of paramount importance for enhancing their competitiveness in the context of globalization.

Purpose – The objective of this study is to ascertain and scrutinize the significance of evaluating the efficacy of work competency certification as a compulsory criterion for Indonesian migrant workers (PMI) who are set to engage in employment within their respective host countries

Design/methodology/approach – Through interviews with informants that represent one (1) BP2MI employee at IETO Taiwan and two (2) formal and informal Indonesian migrant workers from Taiwan, the study technique employs a qualitative methodology

Findings – The study's findings indicate that for Indonesian Migrant Workers (PMI) who would be employed in the country of placement, work competency certification is an essential first step. PMI can reap substantial advantages from possessing a globally recognized work competency certificate, including enhanced legal protection, improved access to decent employment prospects, and heightened competitiveness in the global labor market. In addition, this certification guarantees that PMI possesses the abilities, know-how, and work ethics required by international standards, which promotes an improvement in the caliber of the Indonesian labor force as a whole

Research limitations – Only a small number of informants from Taiwan's formal and informal sectors make up this research; there are still many other nations with a widespread. To reflect data from 89% of Indonesian migrant workers overseas, additional research will be conducted with informants from the five largest countries where the majority of migrant workers are from

Originality/value – This research differs from that of other researchers in that it has examined the significance of safeguarding and enhancing PMI competency, including certification and training. In order to make this research unique and distinct, it was conducted to close the knowledge gap regarding the actions that the Indonesian government has taken and will need to take going forward in order for Indonesian migrant workers to obtain work competency certificates as the best protection to be recognized globally

Keywords: Work competency certification, Indonesian migrant workers, protection strategies

Digital Literacy, Social Capital, Perception of Benefits That Influence Interest in Using The Gobiz Application Through Ease of Use As An Intervening Variable

| I Ketut Oka Danumarta

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Currently, the use of online media in trade transactions has been widely carried out, but there are still culinary MSME actors who have not utilized e-commerce applications in marketing their products.

Purpose – To find out and analyze how the perception of benefits, digital literacy, and social capital, mediated by ease of use, influence the willingness to use Gobiz, which is one of the leading e-commerce applications in Indonesia.

Design/methodology/approach – This study is included in the category of quantitative research through the collection of questionnaire data to 235 respondents. The resulting data were analyzed systematically with a descriptive analysis approach, outer model, and inner model using Smart-PLS software.

Findings – The results showed that the perception of benefits, level of digital literacy, and social capital mediated by convenience influenced the willingness of culinary MSME actors in Bekasi City to use the Gobiz application in conducting business transactions.

Research limitations – This study is limited to the perception of MSME business actors towards the use of merchant applications in running and developing their businesses. In this study, namely how the willingness of MSME business actors to use the Gobiz application is influenced by the perception of benefits, digital literacy, social capital, and mediated by ease of use.

Originality/value – Continuing previous studies, this study analyzes how the willingness of MSME business actors to use the Gobiz application is influenced by perceptions of benefits, digital literacy, social capital, and mediated by ease of use.

Keywords: Gobiz, perceptions of benefits, digital literacy, willingness to use, MSME

The Influence of Work Discipline, HR Competence, And Organizational Culture on The Performance of Tandrau Police Personnel

| Nyoman Piliana¹, Lela Nurlaela Wati², Rita Yuni Mulyanti³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This study focuses on analyzing the influence of human resource (HR) competence and organizational culture on service quality at SPKT Tandrau Police, with an emphasis on the role of First Line Supervisor (FLS).

Purpose – The purpose of this study is to identify and analyze how HR competencies and organizational culture contribute to improving the quality of public services, as well as to explore the role of FLS in the process.

Design/methodology/approach – The methodology used in this study is a quantitative approach with data collection through questionnaires distributed to employees at the Tandrau Police SPKT. Data analysis was carried out using statistical techniques to test the hypothesis proposed.

Findings – The results of the study show that there is a significant positive influence between HR competence and organizational culture on service quality. In addition, the role of FLS has proven to be a key factor in improving the quality of services at SPKT.

Research limitations – The limitations of this study include a limited number of respondents and a focus on only one agency, so the results may not be generalized to a broader context.

Originality/value – This research makes a new contribution in the field of public management by highlighting the importance of human resource competence and organizational culture in the context of public service, as well as emphasizing the strategic role of FLS.

Keywords: HR Competence, Organizational Culture, Service Quality, First Line Supervisor, SPKT Tandrau Police.

The Effect of The Use of SWOT And AHP Methods on Human Resource Performance on MT Sinar Agra Ships

| Arief Rahman¹, Rita Yuni Mulyanti², Abdul Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This research focuses on the application of SWOT (Strengths, Weaknesses, Opportunities, Threats) and AHP (Analytic Hierarchy Process) methods to improve the performance of human resources (HR) on the MT Sinar Agra Ship. In the context of a competitive maritime industry, it is important to evaluate and optimize the performance of human resources in order to achieve operational efficiency.

Purpose – The purpose of this study is to analyze the impact of the implementation of SWOT and AHP-based strategies on human resource performance, as well as to provide actionable recommendations for the management of MT Sinar Agra Ship.

Design/methodology/approach – This study uses a quasi-experimental design with a mixed-method approach, which integrates quantitative and qualitative data. Data is collected through surveys, interviews, and observations, and analyzed using statistical software such as SPSS and qualitative analysis tools such as NVivo.

Findings – The results show that the application of SWOT and AHP methods significantly improves human resource performance. The analysis showed an increase in employee motivation, productivity, and job satisfaction after the implementation of the strategy.

Research limitations – The research is limited to one company in the maritime sector, so the results may not be generalized to other industries. In addition, the study only covers a specific period of time, which can affect long-term results.

Originality/value – This research makes a new contribution in the field of human resource management in the maritime industry by combining SWOT and AHP methods, and offers a comprehensive approach to performance evaluation.

Keywords: SWOT, AHP, human resource performance, maritime industry, quasi-experimental.

Analysis of The Influence of Service Quality on Employee Performance on Sea Sapphire Ships

| Shofar Solehudin Bisri¹, Rita Yuni Mulyanti², Abdul Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This study focuses on analyzing the influence of service quality on employee performance on Sea Sapphire Ship. In the maritime industry, good service quality is expected to increase job satisfaction and seafarers' performance.

Purpose – The purpose of this study is to evaluate the relationship between service quality, job satisfaction, and seafarer performance, as well as to understand how job satisfaction serves as a mediator in this relationship.

Design/methodology/approach – This study uses a quantitative design with a survey approach and a cross-sectional design. The data was collected through a questionnaire distributed to seafarers on the Sea Sapphire Ship. Statistical analysis was used to test the hypothesis proposed.

Findings – The results show that the quality of service has a positive influence on seafarers' job satisfaction, which in turn has a positive impact on their performance. Job satisfaction serves as a significant mediator in the relationship between service quality and performance.

Research limitations – This research is limited to a single ship and may not be generalized to the entire maritime industry. In addition, the data collected only reflects the views of seafarers at any given time.

Originality/value – This research provides new insights into the importance of service quality in the context of the maritime industry, as well as highlighting the role of job satisfaction as a determining factor in seafarers' performance.

Keywords: Service Quality, Job Satisfaction, Seafarer Performance, Cross-sectional Research Design, Maritime Industry.

The Influence of Leadership and The Managerial Competence of The Leader on The Work Motivation And Performance of The Crew And Its Implications in Improving Work Safety in The Zamil Marine Company in Saudi Arabia

| Azmal Aziz¹, Rita Yuni Mulyanti², Abdul Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Leadership is crucial for guiding teams toward achieving organizational goals, while motivation drives individuals to take action. Employee performance directly impacts a company's efficiency and effectiveness. This study investigates the influence of leadership and competence on work motivation and crew performance, focusing on improving work safety at Zamil Marine Company in Saudi Arabia.

Purpose – The study aims to explore the relationship between leadership, competence, work motivation, and crew performance, highlighting their implications for enhancing safety in marine operations.

Design/methodology/approach – Utilizing a quantitative descriptive method, this research examines the interactions between independent variables (leadership and competence) and dependent variables (work motivation and crew performance). Based on positivist philosophy, data collection involves a structured questionnaire distributed to a sample of 100 crew members from nine ships over six months (April to October 2024). Statistical analyses are performed to test the established hypotheses.

Findings – Results indicate that leadership, management competence, and motivation positively influence employee performance. Descriptive analyses reveal that these elements operate at a good scale, significantly impacting work safety aboard ships, although optimal achievement remains a challenge. Verification results confirm a substantial contribution of leadership, competence, and motivation to crew performance.

Research limitations – The study's limitations include a specific focus on a single company in Saudi Arabia, which may affect the generalizability of findings. Additionally, the reliance on self-reported data through questionnaires may introduce bias.

Originality/value – This research contributes to the understanding of how leadership and competence influence motivation and performance in the maritime industry, emphasizing the importance of these factors in promoting work safety. The findings provide valuable insights for organizations aiming to enhance operational effectiveness and crew welfare.

Keywords: leadership, competence, work motivation, performance crew, work safety.

The Impact of Work Discipline, Work Spirit, And Compensation on Employee Performance In The Production Department of PT. EPG Jawa Timur.

| Randa Agung

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Employee performance is a key factor in determining operational efficiency and effectiveness in the production industry. at PT. EPG Jawa Timur, a company in the production sector, employee performance significantly affects production results, product quality, and ultimately, customer satisfaction. Given the intense competition in this industry, companies must ensure that employee performance is optimized to maintain their competitiveness.

Purpose – This research aims to investigate the influence of work discipline, work morale, and compensation on employee performance in the production department of PT. EPG Jawa Timur.

Design/methodology/approach – The research method used is a quantitative approach with data analysis carried out descriptively and statistically. Data was collected through a survey involving 150 production employees of PT. EPG Jawa Timur using a questionnaire as a research instrument. Analysis was carried out using SPSS 26 software

Findings – Simultaneous test results show that the three independent variables together have a significant influence on employee performance. Further analysis shows that each of the variables Work Discipline, Work Morale, and Compensation also individually has a significant effect on employee performance, with Compensation standing out as the dominant variable based on the highest β value and the lowest statistical significance

Research limitations – This research focuses on production employees at PT. EPG Jawa Timur, which may limit the generalizability of the findings. Results may not fully apply to employees in other departments or companies in different production sectors. Variations in industry type or geographic location may influence the relevance of findings.

Originality/value – This research specifically focuses on the three main factors of work discipline, work morale, and compensation and evaluates how the three simultaneously influence employee performance. Many previous studies may have focused on only one of these three factors or compared only two factors. This research integrates these three elements to provide a more comprehensive picture of how the interaction between these factors affects employee performance

Keywords: Influence, Work Discipline, Work Spirit, Compensation, Employee Performance

The Effect of Work Skills and Motivation on the Performance of KM Sinabung's Crew | Novel Sanjaya

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – KM Sinabung as one of the ships operating in the shipping industry requires an in-depth evaluation of how the work ability and work motivation of the crew affect the ship's performance. In KM Sinabung, there are differences in performance levels among crew members. This creates a gap between crew members, so that it is interesting to conduct research on the factors that influence this performance, especially those related to ability and motivation.

Purpose – The purpose of this study is to determine how work ability and work motivation impact the performance of KM Sinabung's crew (ABK) employees.

Design/methodology/approach – Type of descriptive statistical research. Using a questionnaire with a population of ABK on KM Sinabung with a total of 72 respondents. Data processing using the Smart PLS application. Data will be tested with classical tests, linear regression tests and hypothesis tests.

Findings – The results of the study are that work motivation has a significant effect on employee performance, and work ability has an effect on employee performance on the KM Sinabung Ship. Simultaneously there is a significant influence of the independent variables (work motivation and work ability) on the dependent variable (employee performance).

Research limitations – If the sample size is limited, the results of the study cannot be generalized to the entire ABK population. This can affect the validity of the findings and reduce the power of the analysis. Data collected through surveys or questionnaires may be biased, either from dishonest respondents or their lack of understanding of the questions. This can reduce the accuracy of the data obtained.

Originality/value – This study focuses on KM Sinabung, a ship with specific operations in the shipping industry. By assessing the influence of work ability and work motivation on the performance of Crew Members (ABK) on a specific ship, this study provides in-depth and contextual insights into how these factors affect performance in a unique and focused work environment.

Keywords: work abilities, work motivation, performance

The Effect of Training and Work Motivation on Member Performance with Job Satisfaction as a Mediating Variable

| Briptu Reza Dwi Saputra¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Korpolaairud Baharkam Polri plays a strategic role in maintaining security and safety in Indonesian waters. With a total of 28 employees, it is important for this institution to optimize personnel performance to achieve operational goals. Adequate training and work motivation are considered important factors influencing performance. However, member performance is also influenced by job satisfaction, which can act as a mediating variable. When members feel satisfied with their work, the training and work motivation provided will be more effective in improving performance.

Purpose – This research aims to analyze the influence of training and work motivation on the performance of members in the National Police's Baharkam Police Corps, as well as examining the role of job satisfaction as a mediating variable that strengthens this relationship. It is hoped that this research will provide deeper insight into human resource management in the law enforcement environment, especially in the water sector.

Design/methodology/approach – This study used a quantitative approach by conducting a survey of 28 Member. Data analysis used Smart PLS software with a structural equation modeling (SEM) approach.

Findings – The research results show that training and work motivation have a significant influence on member performance. In addition, job satisfaction is proven to play a role as a mediating variable that strengthens this influence. This means that when members feel satisfied with their work, the effects of training and work motivation on performance become more significant. Members who are more satisfied with working conditions are more likely to utilize training and respond to motivation with better performance.

Research limitations – This research is limited to a relatively small sample size, namely 28 members, so the results may not be generalizable to other units within the Polairud Corps. In addition, this study did not include other variables such as leadership or organizational culture that might also influence performance.

Originality/value – This research offers a new contribution to the HR management literature in the law enforcement sector by using job satisfaction as a mediating variable in the relationship between training, work motivation and performance. This provides more complete insight into how to manage human resources to achieve optimal performance in organizations such as Korpolaairud Baharkam Polri.

Keywords: Training, Work Motivation, Member Performance, Job Satisfaction, Mediation

The Influence of Competency and Leadership on Member Performance with Work Discipline as a Moderating Variable

| Rahmad Ramadhan¹, Rita Yuni Mulyanti², Ahmadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Dit Polair Korpolaairud Baharkam Polri plays an important role in maintaining national waters security, requiring competent personnel and effective leadership to maintain operational performance. Individual competency and strong leadership are believed to have a direct influence on member performance. However, work discipline is also considered to play an important role as a moderating factor that can strengthen or weaken the relationship between competence and leadership on member performance. This research was conducted to measure this influence, with a focus on the role of work discipline in increasing the effectiveness of competence and leadership.

Purpose – The aim of this research is to analyze the influence of competence and leadership on the performance of members at the Directorate of Air and Water Research, Korpolaairud Baharkam Polri, and to test whether work discipline moderates this relationship. It is hoped that this research can provide input for improving HR management through increasing work discipline, competence and leadership.

Design/methodology/approach – This study used a quantitative approach by conducting a survey of 26 Member. Data analysis used Smart PLS software with a structural equation modeling (SEM) approach.

Findings – The research results show that both competence and leadership have a significant influence on member performance. In addition, work discipline is proven to significantly moderate this relationship. This means that when work discipline is high, the influence of competence and leadership on performance becomes stronger. Conversely, if work discipline is low, the influence of competence and leadership on performance is weakened.

Research limitations – This research is limited by the small sample size, namely only 26 members, so the results may not be generalizable to other units within the Polairud Corps or similar organizations. In addition, this study did not include other factors such as work stress or organizational commitment that might also influence member performance.

Originality/value – This research offers a new perspective by using work discipline as a moderating variable in analyzing the relationship between competence, leadership and member performance in the water law enforcement environment. This study provides strategic insights for human resource management in National Police agencies operating in the field of water security.

Keywords: Competence, Leadership, Member Performance, Work Discipline, Moderation

The Role of Organizational Reputation in Strengthening The Influence of Service Quality And Marketing Communications on Customer Satisfaction

| Jamal Madya¹, Abdul Mukti Soma², Rama Yuli³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The Tangerang City Public Works and Spatial Planning Department has a big responsibility in providing public services related to infrastructure and spatial planning. Customer satisfaction, in this case the community and stakeholders served, is an important indicator in assessing the success of public services. Service quality and effective marketing communications are key factors that can influence customer satisfaction. In addition, organizational reputation is thought to be able to strengthen or weaken this relationship as a moderating variable. This research aims to examine the influence of service quality and marketing communications on customer satisfaction, as well as the role of organizational reputation as a moderating.

Purpose – This research aims to analyze the influence of service quality and marketing communications on customer satisfaction at the Tangerang City Public Works and Spatial Planning Department, and to test whether organizational reputation moderates this relationship. It is hoped that the results of this research will provide insight for agencies to improve marketing strategies and services to the public.

Design/methodology/approach – This study used a quantitative approach by conducting a survey of 50 Responden. Data analysis used Smart PLS software with a structural equation modeling (SEM) approach.

Findings – The research results show that service quality and marketing communications have a significant effect on customer satisfaction. In addition, organizational reputation has been proven to strengthen the influence of service quality and marketing communications on customer satisfaction. A good reputation of an organization increases customer trust and strengthens the impact of the quality of service provided and the communication strategy implemented.

Research limitations – This research is limited by the small sample (50 employees and respondents), as well as limited geographic coverage which only involves one agency in Tangerang City. Other factors that might influence customer satisfaction, such as customer loyalty or the quality of the products offered, were not analyzed in this study.

Originality/value – This research provides a new contribution by examining organizational reputation as a moderating variable in the relationship between service quality, marketing communications, and customer satisfaction in the public service sector. This broadens horizons in implementing marketing strategies in government agencies.

Keywords: Service Quality, Marketing Communications, Customer Satisfaction, Organizational Reputation

The Role of Work Motivation in Mediating the Influence of Training And Work Experience on Employee Performance

| Wahyu Fitriani¹, Rita Yuni Mulyanti², Saiful Simanullang³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The maritime industry, especially tanker ship operations, requires competent and experienced human resources to maintain operational safety and efficiency. To ensure optimal performance of employees, training and work experience are considered important factors. However, work motivation factors as mediation that influence the relationship between training, work experience and performance have not been widely explored.

Purpose – This research aims to analyze the effect of training and work experience on employee performance, with work motivation as a mediating variable.

Design/methodology/approach – This study used a quantitative approach by conducting a survey of 27 Tanker Ship Employees. Data analysis used Smart PLS software with a structural equation modeling (SEM) approach.

Findings – The research results show that training and work experience have a positive and significant influence on employee performance. Apart from that, work motivation also acts as a significant mediating variable in strengthening the influence of the two independent variables on employee performance. Employees who are more motivated tend to optimize the results of their training and work experience in carrying out their duties. In particular, relevant training can increase motivation, which ultimately has a positive impact on employee performance.

Research limitations – This research is limited to one tanker with a relatively small crew (27 people), so generalization of the results to the entire maritime industry needs to be done with caution. In addition, this study did not include other factors such as leadership style or work environment conditions that might also influence performance.

Originality/value – This research contributes to the development of HR literature in the maritime industry, by combining analysis of mediating variables in the form of work motivation in the relationship between training, work experience and employee performance. This study provides a new perspective on the importance of motivational factors in improving performance in tanker operations.

Keywords: Training, Work Experience, Employee Performance, Work Motivation

The Role of Motivation And Leadership on Performance of Satpolairud Patrol Ship Crew

| Sapril Sapril¹, Rita Yuni Mulyati², Nova Rini³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Performance is very important in the progress of a company or institution. However, good performance is still difficult to obtain in the corporate environment, so there are still many performances that cannot be maximized. Problems in obtaining such performance affect motivation and leadership.

Purpose – This study aims to analyze the role of performance as a tool with the best performance to achieve goals in the company.

Design/methodology/approach – This study uses a quantitative approach by conducting a survey of 30 employees. Data analysis using Smart PLS software

Findings – Based on the results of the analysis, the study shows that motivation has a positive effect on performance, as well as leadership shows that it has a positive effect on performance. Good motivation and leadership will be able to have an impact on employees so that they can improve good performance and can develop performance interests progressively.

Research limitations – The scope only includes information regarding the results of the influence of motivation and leadership on the performance of the patrol boat crew of the Water Police Unit at the Samarinda Police.

Originality/value – Based on previous research related to research on the role of motivation and leadership for performance, there has not been much previous research, so this research has a good level of originality. This model can be generalized to employee performance in surrounding companies.

Keywords: motivation, leadership, performance

The Effect of Competency Development and Work Environment on Employee Performance with Job Satisfaction as a Mediating Variable

| Priyo Siswoyo¹, Lela Nurlaela Wati²

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – PT. Jaya Samudera Karunia as a company operating in the maritime sector faces challenges in managing human resources (HR) to remain competitive and productive. With a total of 28 employees, the company needs to optimize employee competency development and create a supportive work environment. However, it is still less clear how these two factors contribute to improving employee performance. In addition, job satisfaction is thought to play a mediating role in strengthening the relationship between competency development, work environment, and performance.

Purpose – This research aims to examine the effect of competency development and work environment as independent variables on employee performance, with job satisfaction as a mediating variable. This research also aims to provide strategic recommendations for optimizing HR management at PT. Jaya Samudra Karunia.

Design/methodology/approach – This study used a quantitative approach by conducting a survey of 28 Employees. Data analysis used Smart PLS software with a structural equation modeling (SEM) approach.

Findings – The research results show that competency development and the work environment have a significant effect on employee performance. Job satisfaction is proven to be a mediator that strengthens the influence of the two independent variables on performance. The development of appropriate competencies and a conducive work environment increases employee job satisfaction, which ultimately contributes positively to their performance.

Research limitations – This research is limited to a small number of respondents, namely 28 employees, so the results cannot be generalized to all other maritime companies.

Originality/value – This research offers a quantitative approach that combines competency development, work environment, and job satisfaction in one model to understand employee performance in the maritime sector. This study provides a new perspective for PT. Jaya Samudera Karunia in increasing the effectiveness of HR management.

Keywords: Competency Development, Work Environment, Job Satisfaction, Employee Performance, HR

The Role of Leadership Style and Work Motivation Towards Performance Improvement of Crest Athena 2 Crew

| Moh Juhari¹, Rita Yuni Mulyani², Suhana³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – superior human resources are certainly able to drive a company to progress. A company with positive performance will affect the increase in employee productivity. The existence of a leadership style to stabilize and control better human resources

Purpose – This study aims to analyze the role of leadership style and motivation on employee performance on the crew.

Design/methodology/approach – This study uses a quantitative approach by conducting a survey of 45 ABK Crest Athena 2. Data analysis using Smart PLS software

Findings – Based on the results of the research analysis, it shows that leadership style has a positive effect on improving work, and providing motivation has a positive effect on improving work on ABK Crest Athena 2. Good human resources can certainly provide good results and vice versa. A productive and active company is the impact of providing motivation with a wise leadership style.

Research limitations – The scope only includes information on the results of the study of the role of leadership style and motivation to improve work on ABK crest athena 2.

Originality/value – Based on previous research related to research on the role of leadership style and motivation to improve work on ABK crest athena 2. This study has a good level of originality and is an example for other companies. This model can be generalized to institutions or companies to become a picture or reference.

Keywords: leadership style, motivation, work improvement

The Effect of Work Motivation And Leadership Style on Improving Employee Performance at PT. Pelayaran Sumber Rejeki Bahari Permai

| Dimas Wirahadi Kusuma¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Employee performance is an important factor that influences the success of a company. PT. Pelayaran Sumber Rejeki Bahari Permai as one of the national shipping companies that is developing in Indonesia, has its own complexity both at the operational and managerial levels. The decline in employee performance can be caused by a lack of work motivation and the incompatibility of the leadership style applied. Motivation and leadership style are important factors in increasing productivity and operational effectiveness in achieving company goals.

Purpose – This research aims to analyze the role of motivation and leadership style in influencing employee performance.

Design/methodology/approach – This research uses a quantitative approach by conducting a survey of 14 employees. Data analysis using Smart PLS software.

Findings – Based on the analysis of the results of the study, it shows that motivation has a positive effect on employee performance, as well as work leadership style has a positive effect on employee performance at PT. Pelayaran Sumber Rejeki Bahari Permai. The work motivation provided by the company and the leadership style applied can influence employee performance improvement in achieving company goals.

Research limitations – The scope of the study only includes information from research on the role of motivation and work leadership style on employee performance at PT. Pelayaran Sumber Rejeki Bahari Permai.

Originality/value – Based on previous research related to research on the role of motivation and leadership style on employee performance at PT. Pelayaran Sumber Rejeki Bahari Permai, this study has a good level of originality. This model can be generalized to developing companies.

Keywords: motivation, leadership style, employee performance.

The Role of Work Environment and Motivation on Employee Performance at Korpolaairud Baharkam Polri

| Iwayan Eka Satya¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Companies certainly expect employees to have positive performance and influence the surrounding environment. it is very important in a company or institution to have a high sense of responsibility balanced with motivation and the surrounding environment, so that employees with maximum performance and confidence are created.

Purpose – This study aims to analyze the role of the work environment and the provision of motivation on employee performance.

Design/methodology/approach – This study uses a quantitative approach by conducting a survey of 35 korpolaairud. Data analysis using Smart PLS software

Findings – Based on the results of the analysis, the study shows that the work environment has a positive effect on employee performance, and providing motivation has a positive effect on employee performance at the korpolaairud baharkam polri. Good employee performance can certainly provide good results and vice versa. A productive and active company is produced because of motivation and a good work environment.

Research limitations – The scope only includes information regarding the results of the role of the work environment and providing motivation on employee performance at the korpolaairud baharkam polri

Originality/value – Based on previous research related to research on the role of the work environment and providing motivation on employee performance at the korpolaairud baharkam polri, this study has a good level of originality. This model can be generalized to good Institutions or Companies.

Keywords: work environment, providing motivation, employee performance

The Effect of Compensation, Motivation and Self-Efficacy on The Performance of Employees of PT. Elang Perdana Tire Industry

| Muhlisinalahudi¹, Suradika², Suhana³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This research was conducted at PT. Elang Perdana Tire Industry to explore the influence of compensation, motivation, and self-efficacy on employee performance. Employee performance is an important factor that affects the productivity and success of the company.

Purpose – The purpose of this study is to analyze in depth how compensation, motivation, and self-efficacy contribute to employee performance at PT. Elang Perdana Tire Industry.

Design/methodology/approach – This study uses a descriptive quantitative method with data collection through questionnaires and interviews. The data obtained was analyzed using statistical techniques to test the hypothesis that had been established.

Findings – The results of the study show that there is a positive and significant influence of compensation, motivation, and self-efficacy on employee performance. Simultaneously, these three factors contribute significantly to the improvement of performance.

Research limitations – This research is limited to employees of PT. Eagle Perdana Tire Industry and does not consider other factors that may affect performance, such as working conditions and organizational culture.

Originality/value – This research makes a new contribution to understanding the relationship between compensation, motivation, and self-efficacy in the context of the tire industry in Indonesia, and highlights the importance of these factors in improving employee performance.

Keywords: Compensation, Motivation, Self-Efficacy, Employee Performance, PT. Elang Perdana Tire Industry.

The Effects of Motivation and Job Satisfaction on Employee Achievement

| Evan Raditya Pamphila Chaniago¹, Agus Fauzi², Suhana³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – One of the main factors that determine the success of an organization is the work performance of its employees. Companies or organizations must continue to improve the performance of their employees in an increasingly competitive environment. Two important factors that affect work performance are work motivation and job satisfaction. Motivation and job satisfaction function as drivers that direct employee behavior to achieve organizational goals.

Purpose – This research aims to analyze the role of motivation and job satisfaction in influencing the performance of Korpolaairud Baharkam Polri employees.

Design/methodology/approach – This research uses a quantitative approach by conducting a survey of 14 employees. Data analysis using Smart PLS software.

Findings – Based on the analysis of the results of the study, it shows that motivation has a positive effect on employee performance, as well as job satisfaction has a positive effect on employee performance. The work motivation provided by the company and the job satisfaction applied can affect the improvement of employee performance in achieving organizational goals.

Research limitations – The scope of the study only includes information from research on the role of motivation and job satisfaction on employee performance at Korpolaairud Baharkam Polri.

Originality/value – Based on previous research related to research on the role of motivation and job satisfaction on employee performance at Korpolaairud Baharkam Polri, this research has a good level of originality. This model can be generalized to organizations that are increasingly developing.

Keywords: motivation, job satisfaction, employee performance.

The Role of Influence of Motivation, Work Discipline And Organizational Culture on Employee Performance at Ditpolair Korpolaairud

| M Fitrah Fadilah¹, Rita Yuni Mulyanti², Suhana³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Human resources are an important element in a security institution. In order for management operations to run well, members must have high knowledge and expertise. To improve member performance, they must try to manage the organization optimally. The National Police uses performance as a strategic tool to measure the ability of its members to carry out their duties in accordance with the laws and regulations that govern them. The performance of Polri members is very important in efforts to achieve the goals that have been set in accordance with the police's vision and mission.

Purpose – This research aims to determine motivation, work discipline and organizational culture on employee performance in the Ditpolair Korpolaairud environment

Design/methodology/approach – This research used a quantitative approach by conducting a survey of 60 respondents within the Korpolaairud Directorate of Air and Water Resources. Data analysis uses Smart PLS software with a Structural Equation Modeling (SEM) approach.

Findings – Based on the results of motivation research, work discipline has a significant positive influence on employee performance and organizational culture has a positive but insignificant influence on employee performance.

Research limitations – The scope only includes information on the results of motivation, work discipline and organizational culture with employee performance in the Ditpolair Korpolaairud environment.

Originality/value – Based on previous studies related to research on motivation, work discipline and organizational culture, employee performance is different because it is generalized to the Directorate of Air and Corpolaairud.

Keywords: Influence of Motivation, Work Discipline and Organizational Culture on Employee Performance.

The Effect of Supervision and Discipline Implementation on The Performance of The ABK Mp. Endurance Ship with Work Motivation as A Moderating Variable

| Roni Tampubolon¹, Lela Nurlaela Wati², Saiful Simanullangi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The MP. Endurance ship is one of the ships operating in the global maritime industry. However, challenges such as oil price fluctuations and regulatory uncertainty can affect its operational performance. The success of the company is highly dependent on the quality of human resources that can contribute directly or indirectly. Therefore, it is important to understand how motivation and discipline can improve crew performance to support company goals.

Purpose – This research aims to analyze the role of supervision and discipline in influencing employee performance with work motivation as a moderating variable.

Design/methodology/approach – This research uses a quantitative approach by conducting a survey of 14 ship crew members. Data analysis using Smart PLS software.

Findings – Based on the results of the research analysis, it shows that supervision has a positive effect on employee performance, as well as work discipline has a positive effect on performance. While motivation can moderate the effect of supervision and work discipline on crew performance. Good performance can produce a productive and active company so that it can improve operational performance in achieving company goals.

Research limitations – The scope of the study only includes information from research on the role of motivation and work discipline on employee performance on the MP. Endurance Ship.

Originality/value – Based on previous research related to research on the role of supervision and discipline implementation on performance at MP. Endurance Ship with work motivation as a moderating variable, this study has a good level of originality. This model can be generalized to developing companies.

Keywords: supervision, work discipline, motivation, employee performance

The Role of Internal Communication and Work Discipline on Employee Performance at The Banten Regional Police Directorate of Water and Air Force

| Supriyadi¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Companies certainly expect employees to have positive performance and influence the surrounding environment. It is very important for a company or institution to have a high sense of responsibility, even in terms of good communication, it can create employees with maximum performance and confidence.

Purpose – This study aims to analyze the role of internal communication and discipline on employee performance

Design/methodology/approach – This study uses a quantitative approach by conducting a survey of 40 ditpolairud. Data analysis using Smart PLS software

Findings – Based on the results of the analysis, the study shows that internal communication has a positive effect on employee performance, as well as that work discipline has a positive effect on employee performance at ditpolairud. Good employee performance can produce a productive and active company so that it can increase communication access and improve discipline to be able to achieve the goals of a company.

Research limitations – The scope only includes information on the results of the role of internal communication and work discipline on employee performance at the Banten Police Water Police Directorate

Originality/value – Based on previous research related to research on the role of internal communication and work discipline on employee performance at the Banten Police Water Police Directorate, this study has a good level of originality. This model can be generalized in developing companies.

Keywords: internal communication, work discipline, employee performance

Optimizing and Utilizing Cargo Ship Routes for Logistics Distribution in Offshore Areas

| Daramenusa Kumonong¹, Lela Nurlaela Wati²

^{1,2}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Logistics distribution is a crucial aspect in the global economy, especially in the context of the maritime industry. Cargo ships play a central role in the transportation of goods from one location to another, both within the country and between countries. Cargo ship route optimization is the key to increasing operational efficiency, reducing costs, and ensuring on-time delivery.

Purpose – This research aims to identify problems that happen in logistics distribution, analyze optimal use of routes and trajectories, and formulate strategies to increase efficiency in logistics distribution.

Design/methodology/approach – The research method used in this paper is a case study with a qualitative and quantitative approach. The population in this study is the Oil and Gas Company, namely PT. Pertamina Hulu Energi Offshore North West Java with a sample of 46 routes per week.

Findings – The study results showed that reducing routes from 3 to 2 per week resulted in significant fuel savings and reduced other operating costs, including permits, docking, loading and unloading, and shipping costs. The research results show that by optimizing the routes and trajectories of cargo ships, efficiency in the use of engine fuel can be achieved. The conclusion of this research is the importance of choosing the right route and trajectory to increase efficiency in offshore logistics distribution.

Research limitations – The findings of this study may be limited to the context of a specific offshore region and may not be fully generalizable to other regions or different types of cargo vessels. Results possible varies If implemented on location or condition different operations.

Originality/value – This research offers originality with a special focus on logistics distribution in offshore areas, which has often received less attention in previous studies. Although researches has been conducted on cargo ship route optimization, much of it focuses on routes in domestic or international waters with better infrastructure access. This research fills a gap by analyzing the unique routes and challenges in offshore regions, which often face extreme weather conditions, limited infrastructure and limited accessibility.

Keywords: Fuel, Cargo boat tray, Route, Trayect , Utilization

Track: Accounting



Ten Years of Research on Government Budgeting – A Systematic Literature Review

| Endang Tri Pratiwi¹, Mediaty², Grace T. Pontoh³, Sri Sundari⁴, Aini Indrijawati⁵

¹Universitas Muhammadiyah Buton, ²Faculty of Economic and Business, University of Muhammadiyah Buton,
^{3,4,5}Faculty of Economic and Business, Hasanuddin University, Faculty of Economic and Business, Hasanuddin University

Abstract

Background – This study synthesizes and reviews the existing literature on the practice of government budgeting and its application to theory, context, characteristics, and methodologies in the last ten years. Although government budgeting practices are widely used to promote good governance, the academic literature on this subject is still fragmented and insufficient. The important role of key persons in government budgeting practices requires a comprehensive review of current unfulfilled research.

Purpose – This article aims to identify common issues regarding the role of key persons and the budgeting cycle to minimize gaps in the future budgeting practice literature.

Design/methodology/approach – The use of PRISMA-SPAR4 in this study was a widely accepted and rigorous systematic review protocol. Through the Watase UAE application, a comprehensive search and strict supervision in this article includes 133 articles according to keywords and then screened into 43 articles. The search for article data starts from March to May 2024 with the search keyword being "Government Budgeting". The research keywords were chosen to filter articles that raised the topic of government budgeting or local budgeting. Furthermore, the screening process is determined by several criteria, namely 1) only articles published in scientific journals; 2) Between 2014 and 2023; and 3) Indexed by Scopus Q1–Q4.

Findings – As a result, this review reveals important trends in articles, authors, countries, journal performance, and trends in government budgeting research themes in the past, present, and future. Various research gaps were identified such as the conditions that trigger changes in budgeting strategies and the different types of budgeting chosen under multidimensional conditions, as well as pathways for future research that reflect important emerging and unexplored areas related to theory, methodology, and contextual frameworks.

Research limitations – This study sorts out various types of budgeting in the government sector in various countries it can be a source of reference for interested parties in formulating types of budgeting in multidimensional conditions.

Originality/value – It can be a source of reference for interested parties in formulating types of budgeting in multidimensional conditions. In addition, this research is a form of literature review that focuses on government budgeting practices in the last 10 years.

Keywords: Systematic Literature Review, Government Budgeting, Key Persons, Government Budget Cycle, Budgeting Type

Track: Economics



The Impact of Technological Innovation on Sustainable Development: Case of Morocco

| Abir El Aidi¹, Moussane Aboutayeb², Tarbalouti Essaid³

^{1,2,3}Cadi Ayyad University, Marrakesh, Morocco

Abstract

Background – Technological innovation is known to be a crucial element of growth and sustainable development, but how can developing countries take advantage of its benefits?

Purpose – Our main objectif by presenting this paper is not solely the economic progress that could be provide by technological innovation but also it's role in sustainability.

Design/methodology/approach – We worked on the variables representing each pillar of sustainable development in order to be able to measure the impact of the innovation on sustainable development in morocco. The study was carried out using the ARDL model. Starting with introduction followed by the launch of the methodology and then the review of theoretical and empirical literature followed by the the choice of model and variables and then the empirical analysis, results and discussion and finally the conclusion.

Findings – Our results have shown that there is a correlation between innovation and the economic and environmental levels, but the relationship is not verified for the social pillar, which has led us to look for other ways of adopting innovation.

Research limitations – The introduction of social innovation into the discussion can be seen as limited.

Originality/value – Our study leads to have a better insight into the practice of innovation in developing countries and enables a better redirection of the way in which innovation is adopted so that we can finally achieve long-term results.

Keywords: Technological innovation, Economic growth, Environment, Human development, Social innovation.

The Role of Working Capital Management in Enhancing Profitability During the Covid-19 Pandemic: Evidence from Indonesia's Livestock Sector

| Cipta Putra

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The assets of the agribusiness company in Indonesia's livestock sector showed an upward trend from 2017 to 2023, while the earnings generated declined. This phenomenon demonstrates that an augmentation of assets does not ensure a corresponding rise in the company's profits. Consequently, efficient working capital management enhances the company's profitability.

Purpose – This study seeks to examine the impact of working capital on the profitability of agribusiness firms during the COVID-19 pandemic and under normal circumstances.

Design/methodology/approach – This research uses a quantitative method with a causal and comparative approach. The independent variables in this study include cash turnover, accounts receivable turnover, inventory turnover, and net working capital. Meanwhile, the dependent variable is the company's profitability level, measured through profitability ratios. The sample is a livestock company listed on the IDX, a total of 17 companies from 2017-2023 (119 panel data). Data analysis using moderating regression analysis with Covid-19 as a moderating variable

Findings – The study's results demonstrate a substantial disparity in the influence of working capital management on profitability between the Covid-19 pandemic period and normal conditions. Cash and receivables turnover exert a positive and considerable influence on profitability, whereas inventory turnover yields inconsistent outcomes contingent upon economic conditions. Net working capital was determined to positively influence the profitability of agricultural firms within the cattle sector. This paper offers a theoretical contribution by enhancing the literature on working capital management and profitability, particularly for agriculture firms listed on the stock exchange. The findings of this study can be employed by firm management to design more efficient working capital management techniques to enhance profitability.

Research limitations – This study examines working capital management and profitability without assessing their influence on company value and does not juxtapose them with other agriculture industries. Subsequent research is anticipated to evaluate its influence on the valuation of cattle enterprises and juxtapose it with other agricultural sectors.

Originality/value – This study diverges from prior research that examined the impact of working capital management encompassing cash turnover, accounts receivable turnover, inventory turnover, and net working capital on corporate profitability during both the COVID-19 epidemic and standard conditions.

Keywords: Working capital management, profitability, agribusiness companies, Covid-19 pandemic

Full Reserve Interest Free Banking

| Qanit Khalilullah

Maqasid Institute

Abstract

Background – The fractional reserve banking system, while facilitating economic growth, has led to significant issues such as financial instability, inflation, and debt accumulation. By allowing banks to lend out the majority of deposits, this system continuously expands the money supply, contributing to unsustainable debt levels and the formation of asset bubbles, as seen in the 2008 financial crisis.

Purpose – The purpose of paper is to adopt full reserve banking to create a more stable and sustainable financial system by requiring commercial banks to hold 100% of deposits in reserve, thus preventing them from creating money through lending. This system shifts the power to create money solely to the central bank, reducing the risks of bank runs, financial crises, excessive debt, and inflation, while promoting economic stability, financial equity, and long-term growth.

Design/methodology/approach – The choice of Turkey and Pakistan as case studies is justified by their significant economic challenges exacerbated by the fractional reserve banking system. Both countries face high levels of government debt—with Pakistan spending 60% of its revenue on interest payments—and suffer from inflation and currency instability, especially in Turkey. These issues are driven by excessive money creation through lending. Additionally, full-reserve banking aligns with Islamic finance principles, offering an interest-free alternative, making it particularly relevant for their predominantly Muslim populations.

Findings – The findings present full-reserve banking as a transformative economic model that can address systemic financial risks, promote economic stability, and align with religious principles in Islamic countries, while offering significant long-term benefits such as zero inflation, zero domestic debt, and zero interest payments. ok

Research limitations – The paper may not fully address the social and political resistance that could arise from vested interests. ok

Originality/value – The paper's originality lies in its innovative application of full-reserve banking to emerging economies, its integration of Islamic finance principles, and its practical policy recommendations for transitioning away from fractional reserve banking. Its comparative analysis of Pakistan and Turkey adds value by offering insights that can be adapted to other economies facing similar challenges. ok

Keywords: Poverty, Unemployment, huge Government Debt, Interest, and Inflation

Development of the Ornamental Fish Supply Chain System in the DKI Jakarta Province

| Syafrul¹, Suhana², Peggy Ratna Marlianingrum³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Indonesia is one of the top 10 exporters of ornamental fish globally, with a trade balance reaching 27.16 million USD in 2019, making it the second-largest exporter after Japan. The ornamental fish export sector has shown an average growth of 7.33% per year from 2015 to 2020.

Purpose – This research aims to develop a sustainable supply chain system for ornamental fish in the DKI Jakarta Province, enhancing the economic viability of small and medium enterprises (SMEs) in this sector.

Design/methodology/approach – The study employs a qualitative descriptive method, utilizing interviews with ornamental fish SMEs and documentation analysis. The sample includes managers from ornamental fish businesses located in the Jatinegara animal market.

Findings – The research is expected to provide insights into the current state of the ornamental fish supply chain, identify challenges faced by SMEs, and propose strategies for improvement. It aims to establish a sustainable supply chain model that can be replicated in other regions.

Research limitations – The study is limited to the DKI Jakarta Province and focuses specifically on SMEs in the ornamental fish sector. The findings may not be generalizable to other regions or industries.

Originality/value – This research contributes to the existing literature by offering a comprehensive analysis of the ornamental fish supply chain in Jakarta, highlighting the importance of sustainable practices in enhancing the competitiveness of SMEs in the ornamental fish market.

Keywords: Ornamental Fish, Supply Chain System, Small and Medium Enterprises (SMEs), Special Capital Region of Jakarta, Development Strategy

The Impacts of Post-2010 International and Regional Political Developments on Turkey's Economic Downturn

| Seyfeddin Neslinebi

Ankara Yıldırım Beyazıt University

Abstract

Background – After high economic growth in the early 2000s, Turkey has faced significant financial challenges, characterized by high inflation, currency devaluation, and sluggish growth. While domestic factors, including economic mismanagement and structural vulnerabilities, have played a role, this study focuses on external political influences. Key international events, such as the Eurozone crisis, fluctuating relations with the European Union and the United States, and shifts in global trade dynamics, have impacted Turkey's economic performance. In addition, regional factors, particularly the Syrian civil war, Turkey's involvement in Middle Eastern conflicts, and changing energy geopolitics have strained its economy. These developments have contributed to increased security costs, a loss of foreign direct investment, and instability in trade routes. The paper also explores the impact of Turkey's shifting alliances, such as closer ties with Russia and tensions with NATO, on its economic policies.

Purpose – This paper examines the role of international and regional political developments since 2010 in shaping Turkey's economic downturn.

Design/methodology/approach – Combining both qualitative and quantitative research methods will be applied in this study which will provide a comprehensive understanding of the political-economic dynamics.

Findings – By analyzing the intersection of political developments and economic performance, the study provides a nuanced understanding of the external pressures that have exacerbated Turkey's economic difficulties post-2010. The findings suggest that while internal economic policies are crucial, external political factors have significantly influenced Turkey's economic trajectory.

Research limitations – This study examines the effects of international and regional political developments since 2010 on the decline of the Turkish economy. Therefore, the study does not cover economic and political developments before this date.

Originality/value – I believe that the study will help political leaders in taking accurate steps to fix the economy by examining the effects of international and regional political developments that have occurred since 2010 on the economic decline, and will also contribute to researchers working in this field examining the causes of the economic decline more accurately.

Keywords: Turkish Economy, International Relations, Political Economy, the EU, NATO

Tourism Demand in Malaysia: An ARDL Approach to Cointegration

| Nur Fadzlunnisaa' Wakimin¹, Kazeem Alasinrin Babatunde²

¹Management and Science University, ²Faculty of Business Management and Professional Studies, Management and Science University

Abstract

Background – The Malaysian economy relies heavily on tourism, which contributes significantly to the country's growth and GDP. Understanding the factors influencing tourism demand is crucial for policymakers and industry stakeholders. This study focuses on identifying both long- and short-term factors that impact Malaysia's tourist arrivals, such as carbon dioxide (CO₂) emissions trade, income per capita, and tourism price.

Purpose – This research aims to examine the long- and short-term factors affecting tourism demand in Malaysia using an Autoregressive Distributed Lag (ARDL) model. Specifically, it seeks to understand how income per capita, tourism price, trade, CO₂ emissions affect tourist arrivals.

Design/methodology/approach – This study employs the ARDL bound test for cointegration to analyze data from 1970 to 2022. The test evaluates the short- and long-term impacts of tourism-related factors such as income per capita, tourism price, trade, and CO₂ emissions on demand for tourism in Malaysia.

Findings – The analysis reveals that CO₂ emissions trade, income per capita, and tourism price significantly influence tourism demand in Malaysia. While income per capita and carbon dioxide emissions have long-term effects, tourism demand is positively impacted by income per capita and negatively affected by carbon emissions.

Research limitations – The research's findings are based on historical data from 1970 to 2022, and future research may need to consider additional factors such as the impact of post-pandemic recovery and sustainability initiatives.

Originality/value – This paper offers valuable understanding into the economic and environmental factors shaping tourism demand in Malaysia. The findings provide policymakers with data that can be used to develop innovative tourism policies, particularly in addressing sustainability challenges related to carbon emissions.

Keywords: Tourism demand, Co-integration, Autoregressive distributed lag (ARDL) model, Bound test, Malaysia

Influence of Job Facilities, Incentives and Training on Job Satisfaction and Its Impact on Employee Performance in Vocational High Schools Image Health Husada Cibinong

| Asri Wibowo¹, Lela Nurlaela Wati², Achmadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Human resources play a crucial role in a company's success, directly impacting employee performance and motivation.

Purpose – The study aims to determine the effects of training, work facilities, and compensation on employee job satisfaction at SMK Citra Husada Cibinong.

Design/methodology/approach – The research employs a saturated sampling method, including the entire employee population as samples. Multiple linear regression analysis is used to assess the relationships between the variables.

Findings – The study concludes that training, work facilities, and compensation collectively have a positive and significant impact on job satisfaction. However, training alone does not significantly affect job satisfaction, while work facilities and compensation do.

Research limitations – The study may be limited by its focus on a single institution, which may affect the generalizability of the findings.

Originality/value – This research adds value by highlighting the distinct roles of different motivational factors in employee job satisfaction, particularly in an educational institution setting.

Keywords: Human Resources, Job Satisfaction, Influence of Motivational Factors

Track: Operations Management



Supported by :



SCHOLAR
VEIN



REVIEWER
TRACK



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY

F1000Research
Open for Science

Application of Total Quality Management to The Operational Performance of The PT Arohera Company

| Antan Permata¹, Lela Nurlaela Wati², Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – This research examines how TQM dimensions—management support, customer focus, teamwork, and training education—affect the operational performance of PT Arohera, a recognized EPCM industry player. Despite its strong reputation, the company has not achieved its 95% operational efficiency target due to issues like inadequate management support and ineffective teamwork. The study aims to demonstrate how improving these TQM dimensions can enhance productivity, quality, and customer satisfaction, offering practical insights for optimizing PT Arohera's operational performance.

Purpose – This research investigates the impact of TQM dimensions—management support, customer focus, teamwork, and training education—on the operational performance of PT Arohera. By exploring these relationships within the context of the company's challenges, the study aims to offer recommendations for improving TQM practices, ultimately enhancing operational outcomes and increasing competitiveness in the EPCM sector.

Design/methodology/approach – This research employs a case study methodology based on Creswell and Yin to investigate PT Arohera's specific context. Data collection involved a structured questionnaire measuring TQM dimensions, which was validated by experts. The analysis utilized structural equation modeling (SEM) to effectively explore the impact of these TQM practices on operational performance.

Findings – The findings highlight that management support is vital for improving operational performance, reflected in a significant sample value of 0.449. In contrast, customer focus has a negative sample value of -0.067, indicating inefficiencies in addressing customer needs. Teamwork positively impacts operational outcomes with a sample value of 0.486, underscoring the importance of employee collaboration. However, training education is less effective, as shown by a sample value of 0.095, suggesting deficiencies in current training programs.

Research limitations – The study is limited to PT Arohera, affecting the generalizability of the findings. The unit of analysis involves employees engaged in TQM-related operational processes. Data collection spanned three months, capturing a specific operational performance snapshot. Concentrating on four TQM dimensions may overlook other relevant factors influencing performance.

Originality/value – This research uniquely focuses on the direct relationship between TQM dimensions and operational performance at PT Arohera. In contrast to previous studies that generalize across various industries, it delivers a detailed analysis of a single organization, providing targeted insights to tackle its specific challenges and opportunities.

Keywords: Total quality management, management support, teamwork, training education, operational performance

Track: Marketing



Supported by :



SCHOLAR
VEEN



REVIEWER
TRACK



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY

F1000Research
Open for Science

Comparison of Value Adopted by “Jastiper” Vs “Non-Jastiper” In Purchasing Goods Through Jastip

| Tetty Rimenda¹, Sylvia Rozza², Innas Rovino Katuruni³

^{1,2,3}Politeknik Negeri Jakarta

Abstract

Background – The development of web 2.0 transformed e-commerce (EC) into s-commerce (SC). SC is characterized by the use of social media to promote its products, which makes consumers active and participate in sharing their experiences when using a product. A phenomenon in consumer shopping behavior in Indonesia are marked by the emergence of jastip. Jastip means someone buys a product through a deposit service by other buyers. Goods purchased through jastip are usually hedonic, branded goods, both foreign and domestic. Research on jastip is mostly viewed from the angle of immigration and taxation laws, where there are still few who examine it from the angle of consumer behavior. It turns not all consumer have ever done jastip, they don't believe on jastip especially since the prices when buying goods through jastip are quite high, The only products seen are image ads promoted through social media.

Purpose – The purpose of this study is to compare the reason for doing jastip by justip users (jastiper) and non-jastiper. What factors make them buy good through jastip

Design/methodology/approach – This study uses a mixed method with 167 respondents who are members of the jastiper group. Data were collected by distributing questionnaires to jastiper groups and social media, and conducted an in-depth interview

Findings – The results showed the differences between the jastiper group and the non-jastiper group where the jastiper group believe in the seller's ability and reputation in shopping, while the non-jastiper group still has doubts about price and quality of the products. The skill in using digital technology differentiates jastipers and non-jastipers. Jastipers are technology savvy and have a lot of networking in s-commerce, meanwhile, the non-jastipers are vice versa. These findings prove that consumer purchasing decision are influenced by the values consumers believe in evaluating goods.

Research limitations – The limitation pf this research is that there is no distinction between respondents who buy goods from abroad and with in the country

Originality/value – shopping entrusted goods service has become popular phenomenon in online purchasing in Indonesia. The reasons behind different purchasing decision between jastiper and non jastipers are the emphasis of this research

Keywords: decision making, jastiper, non-jastiper, s-commerce, value

Analysis of User Experience (UX) and Customer Satisfaction in Online Food Delivery in Jabodetabek Using the User Experience Questionnaire (UEQ)

| Muhammad Rizki Perdana¹, Lela Nurlaela Wati², Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The online food delivery (OFD) market in Indonesia has experienced rapid growth, with GoFood and GrabFood emerging as dominant competitors. While both platforms share similar origins, GoFood has gained a significant market lead, achieving the highest transaction value and becoming the top-of-mind application for consumers. User experience (UX) and customer satisfaction are key components in shaping user preferences and maintaining competitiveness in this dynamic market..

Purpose – This study aims to analyze and compare the user experience (UX) and customer satisfaction of GoFood and GrabFood using the User Experience Questionnaire (UEQ). The goal is to determine how UX influences customer satisfaction and contributes to GoFood's market dominance in the Jabodetabek area

Design/methodology/approach – The research adopts a quantitative approach, utilizing the UEQ to evaluate UX across six dimensions: attractiveness, perspicuity, efficiency, dependability, stimulation, and novelty. Additionally, the study measures customer satisfaction based on how these UX dimensions impact users' overall experience. Data were collected from 290 respondents in Jabodetabek, and the results were benchmarked against a UEQ dataset of 468 product evaluations. A comparative analysis, including t-tests, was conducted to identify significant differences in both UX and customer satisfaction between the two platforms.

Findings – The results show that GoFood outperforms GrabFood across all six UX dimensions, receiving excellent ratings in attractiveness, perspicuity, efficiency, dependability, and stimulation, with good ratings in novelty. These superior UX ratings are directly linked to higher levels of customer satisfaction for GoFood. In contrast, GrabFood received above average ratings in most dimensions. The analysis revealed a significant difference in both UX and customer satisfaction, demonstrating that GoFood's superior UX strongly influences its market leadership and customer loyalty..

Research limitations – The study is limited to data collected in Jabodetabek in 2023, which may not reflect broader geographical trends or platform updates beyond this period.

Originality/value – This research provides valuable insights into the relationship between UX and customer satisfaction in the competitive OFD market. The findings highlight the importance of improving both UX and customer satisfaction to sustain market leadership and enhance user loyalty.

Keywords: User Experience, Customer Satisfaction, GoFood, GrabFood, Online Food Delivery

Track: Education



Supported by :



SCHOLAR
VEIN



REVIEWER
TRACK



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY

F1000Research
Open for Science

Harnessing DNA Profiling for Educational Innovation: Exploring Genetic Predispositions to Shape Future Learning Technologies and Economic Growth

| Tengku Ahmad Ridhaudin¹, Norazlina Mohd Noor²

^{1,2}ISTAC IIUM, ISTAC IIUM

Abstract

Background – Recent advancements in DNA profiling have presented new opportunities to improve educational outcomes through personalized learning strategies. Understanding genetic predispositions can help tailor educational methodologies to better suit individual learning needs and cognitive capabilities.

Purpose – This pilot study aims to explore the relationship between genetic markers, and their influence on students' readiness for different types of educational technologies and methodologies, such as TVET (Technical and Vocational Education and Training) or traditional learning models. The study focuses on Southeast Asian populations to assess potential implications for the future of education and economic growth.

Design/methodology/approach – The research collected DNA samples from 300 individuals across four Southeast Asian countries: Malaysia, Brunei, Singapore, and Indonesia. The samples were analyzed to identify correlations between genetic markers and key learning traits, such as language ability, hearing ability, and childhood intelligence. The study employed statistical methods to examine the relationship between these genetic traits and predispositions toward specific learning methodologies.

Findings – Preliminary findings reveal significant correlations between specific gene variants and cognitive traits like flexibility, auditory processing, and language acquisition. These traits are likely to influence a student's suitability for particular educational approaches, such as TVET or traditional academic pathways. However, the limited sample size restricts the statistical significance of the results and highlights the need for broader research.

Research limitations – The study's sample size of 300 individuals limits the generalizability of the findings. Expanding the sample to a larger, more diverse population across multiple regions would be necessary to validate these initial observations and provide stronger evidence for the impact of genetics on educational readiness.

Originality/value – This study provides an innovative foundation for integrating DNA profiling into education to improve learning outcomes. It opens the door to further global research, exploring how genetic predispositions can shape the future of learning technologies and contribute to economic growth through optimized workforce readiness.

Keywords: DNA profiling, educational technology, cognitive development, TVET, personalized education.

Track: Technopreneurship



Product Innovation and Marketing Strategy of Traditional Kasuami Food In Wakatobi Regency

| Wa Ode Al Zarliani¹, Wardana²

^{1,2}Universitas Muhammadiyah Buton

Abstract

Background – Kasuami is a traditional food originating from the Wakatobi and Buton regions, with the potential to enhance the local economy through the development of micro, small, and medium enterprises (MSMEs).

Purpose – This research aims to identify the potential for cassava-based kasuami product innovation that can increase the added value for MSMEs and to formulate marketing strategies to expand the market share of kasuami products in Southeast Sulawesi and beyond

Design/methodology/approach – 1. Literature Review: Reviewing various literature on traditional product innovation, MSME development, and marketing strategies. 2. Surveys and Interviews: Conducting surveys and interviews with kasuami MSME actors in Southeast Sulawesi to understand the current conditions and challenges they face. 3. SWOT Analysis: Analyzing the strengths, weaknesses, opportunities, and threats in developing kasuami products through innovation. The SWOT analysis is expected to help address weaknesses and threats while maximizing existing strengths to capitalize on opportunities (Gandhy and Kurniawati 2018).

Findings – The innovation of cassava-based kasuami products holds significant potential to enhance the added value for SMEs in Southeast Sulawesi. Developing innovative products aligned with modern consumer trends, such as more practical packaging, flavor variations, and digital marketing strategies, can boost the competitiveness of kasuami in broader markets.

Research limitations – The collected data were analyzed descriptively and using a SWOT analysis

Originality/value – The conclusions drawn from this study are twofold: first, cassava-based kasuami product innovation holds great potential for increasing the added value for MSMEs in Southeast Sulawesi. Developing innovative products aligned with modern consumer trends, such as more practical packaging, flavor variations, and digital marketing strategies, can enhance the competitiveness of kasuami products in broader markets. Second, the primary strategy for improving kasuami marketing is strengthening the brand and consumer education, by educating consumers about the advantages of kasuami as a local product with cultural value and a symbol of resilience. The second strategy is to improve competitiveness through quality by ensuring the quality and durability of the product are maintained to compete with modern food products, while emphasizing the uniqueness of kasuami as a traditional food with high nutritional value.

Keywords: kasuami, SWOT, traditional food, Wakatobi

Track: Marine and Fisheries



Systematic Review of Coastal Community Well-Being as Research Implementation and Challenges

| Peggy Ratna Marlianingrum¹, Suhana², Sandra Dewi Elizabet Kaunang³, Sander Noferiyansyah⁴

^{1,2,3,4}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Coastal community welfare includes various aspects that aim to improve the quality of life of people living in coastal areas. Measurement of coastal community welfare involving the function of the mangrove ecosystem has not been calculated comprehensively. Calculation of coastal community welfare based on various aspects, both social, economic, and environmental (ecological) aspects, is needed as a basis for government policy in managing coastal resources, especially mangrove ecosystems, in improving the welfare of coastal communities.

Purpose – This study aims to review the existing literature on the concept and implementation of coastal community welfare measurement. This study attempts to analyze the theoretical and practical aspects of the coastal community welfare model.

Design/methodology/approach – This literature study examines various models of measuring coastal community welfare, including measurement models using poverty indicators according to the World Bank, measurements based on food sufficiency lines, and models of measuring coastal community welfare based on social, institutional and economic dimensions. This study analyzes various models of measuring coastal community welfare that are adjusted to the resources and characteristics of the area.

Findings – This study identifies several models for measuring the welfare of coastal communities, which have so far only been calculated based on the availability of access to the fulfillment of basic people's rights, adequate education levels, and decent living standards. This is as if the services of the mangrove ecosystem (ecological benefits) are ignored, and coastal communities are below the poverty line. The model for measuring the welfare of fishermen around the mangroves is measured based on an analysis of the level of family welfare with indicators of prosperous families according to the National Population and Family Planning Agency (BKKBN). However, this study also highlights the significant potential to integrate all dimensions, both social, economic and environmental dimensions, in measuring the welfare of coastal communities based on mangrove ecosystems.

Research limitations – The limitation of this research is in obtaining journals that write about measuring the welfare of coastal communities.

Originality/value – This literature study provides recommendations for measuring improvements in the welfare of coastal communities, not partially, so that it can contribute to poverty alleviation in coastal communities.

Keywords: coastal community, poverty, mangrove ecosystem, welfare

Track: Finance



How Financial Literacy Impacts Personal Financial Management: A Bibliometric Analysis

| Dwi Romadhon¹, Hari Mulyadi²

^{1,2}Universitas Pendidikan Indonesia

Abstract

Background – Financial literacy is vital to improving individuals' ability to manage their finances. Individuals can make more intelligent and informed financial decisions with a good understanding of the economic concepts and products. There is a lack of comprehensive understanding of how improvements in financial literacy translate into specific behavioral changes, such as increased savings, better investment choices, and effective debt management.

Purpose – This study aims to provide an overview of the impact of financial literacy on personal financial management and a comprehensive understanding of how to improve personal financial management through bibliometric analysis.

Design/methodology/approach – This study used bibliometric analysis. This study uses data from 2014-2024 with the keywords: financial literacy and personal financial management. The data obtained are Scopus, Google Scholar, and Crossref. The data was analyzed using the VOSviewer application.

Findings – The results of the study show that financial literacy uses the keywords financial literacy and personal financial management have a significant and direct relationship with the effectiveness of personal financial management. Good financial literacy helps individuals make better financial decisions, manage debt, and plan for long-term finances.

Research limitations – A limitation of this study is that it only uses Scopus, Google Scholar, and Crossref as data sources with a time span of 2014-2024.

Originality/value – This study uses data sources over the past 10 years to examine the impact of financial literacy on personal financial management. In addition to providing empirical evidence about the importance of financial literacy, this study also examines the quality of personal financial management, which has not been found in many previous studies.

Keywords: Financial literacy, personal financial management, bibliometric analysis

Event Study: Do Politically Affiliated Affect the Stock Return During the Presidential Election?

| Pudi Setiyawan¹, Lela Nurlaela Wati², Mukti Soma³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – The surge in the IDX after the election is the highest increase in 2024. One stock that is also in the spotlight is the food and beverage consumer sector. This happened along with the vision and mission of the presidential candidate pair for free lunch and milk. PT Champ Resto Indonesia Tbk (ENAK) rose 13.18%, PT Industri Jamu dan Farmasi Sido Muncul Tbk (SIDO) shot up 12%, PT Akasha Wira International Tbk (ADES) jumped 9.84%, and various other consumer goods stocks. Stocks related to the elected presidential candidate's policies in the quick count results have a positive impact

Purpose – This study compares the impact of political relations on stock returns before and after the 2024 Indonesian presidential election.

Design/methodology/approach – This study uses a quantitative method with a comparative approach. Factor variables use dummy variables for PA (Political Affiliation): winning affiliation (1), losing affiliation (2), and other (0). Meanwhile, the dependent variable is stock return as measured by AAR. The sample used is livestock companies listed on the IDX as many as 34 companies from H-10 to H+10 (374-panel data) during the event. Data analysis using event study method before and after the event.

Findings – This study unquestionably enriches the existing literature on risk management and finance for publicly traded companies. It offers valuable insights for company management to improve profitability by carefully selecting leaders, particularly those with political involvement. The research also underscores the significance of effective risk management for investors in companies listed on the IDX, especially during politically sensitive periods such as elections

Research limitations – This research was only studied in 2024 in Indonesia. Future research is expected to evaluate its impact on stock returns and compare it between advanced countries and developing countries. Additionally, explores its effects on stock volume and stock price volatility to further develop this research.

Originality/value – This study addresses the gap in previous research by examining the impact of elections on stock returns in the year following the election.

Keywords: Presidential Election, event study, stock return, Political affiliation

Enhance Corporate Equity Valuation through XBRL Implementation in ESG Reporting

| Niken Primasari¹, Endah Tri Wahyuningtyas², Heni Agustina³

^{1,2,3}University Nahdlatul Ulama Surabaya

Abstract

Background – As global interest in Environmental, Social, and Governance (ESG) factors continues to rise, the demand for transparent and standardized corporate disclosures has intensified. eXtensible Business Reporting Language (XBRL) has emerged as a key tool in streamlining ESG reporting, improving the accuracy, comparability, and transparency of sustainability data. However, the impact of XBRL adoption on corporate equity valuation remains underexplored.

Purpose – This study aims to investigate how the implementation of XBRL for ESG reporting influences corporate equity valuation by improving the quality of ESG data and reducing information asymmetry.

Design/methodology/approach – A mixed-methods approach was employed, combining quantitative analysis of publicly available financial and ESG data from companies that have adopted XBRL with qualitative insights from interviews with financial analysts. The quantitative analysis involved regression models to assess the relationship between XBRL adoption and equity valuation. Qualitative data were analyzed to understand investor perceptions of XBRL's impact on ESG transparency.

Findings – The results show a positive correlation between XBRL adoption for ESG reporting and higher corporate equity valuations. Companies using XBRL experienced greater investor confidence, attributed to enhanced data transparency and reduced information asymmetry. The findings also suggest that XBRL helps companies meet regulatory and market expectations more effectively, leading to better stock performance.

Research limitations – The study is limited by its focus on firms from specific sectors that are early adopters of XBRL for ESG reporting, which may affect the generalizability of the results. Additionally, data availability is constrained to markets where XBRL has been implemented for several years.

Originality/value – This research provides new insights into the role of digital reporting tools like XBRL in improving ESG reporting and its tangible benefits for corporate equity valuation. By exploring the direct impact of XBRL on market perceptions and stock performance, the study contributes to a deeper understanding of how enhanced transparency can influence corporate financial outcomes.

Keywords: ESG, Equity, Valuation, XBRL

The Effect of Local Culture, Technological Literacy, Human Resources (HR), and Regional Potential on Village Fund Accountability with the Role of Leadership as a Moderating Variable

| Heni Nurhasanah¹, Ramdany², Heri Ispriyahadi³

^{1,2,3}Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Accountability of village funds is a very important aspect of transparent and accountable village financial management. Factors such as local culture, technological literacy, human resources, and regional potential can influence the level of accountability. Leadership acts as a moderating variable that can strengthen or weaken the level of accountability.

Purpose – This study is to analyse the influence of local culture, technological literacy, human resources, and regional potential on village fund accountability and explore the role of leadership as a moderating variable in the relationship.

Design/methodology/approach – This research uses a quantitative approach with a survey method. Data were collected through questionnaires distributed to village officials in various regions. Data were analysed using multiple regression and moderation analysis to test the proposed hypotheses. The sample used in this study was 180 samples in Indonesia.

Findings – This study emphasizes the influence of local culture, technological literacy, human resources, and regional potential on village fund accountability. Effective leadership plays a crucial role in strengthening these factors. The research also suggests practical implications for policy-making, such as preserving local culture and improving human resource competence in villages, as well as adopting digital financial systems and online transparency platforms.

Research limitations – This study was limited to a sample of village officials in a particular region, so the results cannot be generalised to all regions of Indonesia. In addition, this study uses a quantitative approach that may not be able to capture the qualitative nuances of the factors studied.

Originality/value – Relevant theories that can be used in this research are cultural value theory, competency theory, organisational technology theory, resource dependency theory, and leadership theory.

Keywords: Village Fund Accountability, Local Culture, Technological Literacy, Human Resources, Regional Potential.

Reconstruction of Regional Tax Collection Policy (Analysis of the Motor Vehicle Tax Base Expansion in the Special Region of Jakarta Province)

| Edi Sumantri

Universitas Teknologi Muhammadiyah Jakarta

Abstract

Background – Motor vehicle tax is levied by local governments to respond to negative externalities caused by using motor vehicles, such as road damage and environmental pollution. This tax is needed to finance the provision and repair of road infrastructure. The current motor vehicle tax collection system in Indonesia is still based on the sale value of the vehicle, which doesn't entirely follow the main objective of motor vehicle tax, which is to reduce the negative impacts of the use of the vehicle.

Purpose – To boost locally generated revenue (LGR) in Jakarta Province, this study examines the possibility of broadening the motor vehicle tax base. The goal is to reconstruct regional tax policy.

Design/methodology/approach – A mixed method by combining quantitative and qualitative data analysis, is used in this study. FGD and interviews with informants, including academics, government regulators, the community, and NGOs, were used to gather qualitative data. N-Vivo software was utilized to evaluate the data through the application of the coding approach. In the meantime, 1,196 respondents underwent quantitative analysis using linear regression and descriptive analysis.

Findings – The study's findings show that the existing system for collecting motor vehicle taxes is inefficient since it ignores the direct effects of vehicle use on environmental pollution and road degradation. According to this analysis, the policy should be reconstructed with a vehicle use per kilometer variable, meaning that extra charges would be assessed according to the vehicle's distance traveled. It has been demonstrated that this reconstruction will raise LGR, enhance mass transit and road infrastructure, and reduce the number of private vehicles used in Jakarta.

Research limitations – The research is restricted to the province of Jakarta, and its findings might not have direct relevance to other areas with dissimilar economic or infrastructure backgrounds. Additionally, the research is predicated on present policy frameworks, which might change in the future.

Originality/value – This study contributes to the development of tax theory by expanding on the work of Johansson and Mattsson (1995) and Samudra (2015), introducing a cost-per-kilometer approach to motor vehicle taxation. It also provides practical policy recommendations for enhancing LGR and addressing the challenges of road damage and pollution through a more effective tax system.

Keywords: Kilometer tax, Locally-Generated Revenue, Motor Vehicle Tax, mixed method.

CLOSING SPEECH

Excellencies, Presenter, Attendees

Ladies and Gentlemen,

As we conclude the 2nd International Conference on Economics, Business, Science, and Technology (2nd ICE-BEST), it is my great pleasure to extend my heartfelt gratitude to each of you for your engagement, dedication, and valuable contributions throughout these two inspiring days of our conference.

Today's sessions brought together an incredible range of perspectives from around the world, with 68 talented presenters sharing their research and insights under the expert guidance of our distinguished session chairs:

- Dr. Yeow Jian Ai from Multimedia University, Malaysia
- Dr. Jocelyn Y. Camalig from Lyceum of the Philippines University-Manila, Philippines
- Dr. Tan Lay Hong from Universiti Teknikal Malaysia Melaka, Malaysia
- Dr. Arbia Hlali from Taibah University, Saudi Arabia
- Prof. Dr. Joseph G. Refugio from St. Vincent's College Incorporated, Philippines
- Dr. Chong Kim Mee from Taylor's University, Malaysia
- Prof. Rajini G. from Vels Institute of Science, Technology & Advanced Studies, Chennai, India

Your insights and discussions have underscored the importance of interdisciplinary collaboration, bringing forward new perspectives and deepening our understanding of how economics, business, science, and technology intersect and drive progress.

On behalf of the organizing committee, Universitas Teknologi Muhammadiyah Jakarta, we would like to thank our partner, Research Synergy Foundation for organizing this impactful event, as well as to our valued co-hosts and partners: Institut Bisnis Muhammadiyah Bekasi, Universitas Muhammadiyah Buton, and Management & Science University (MSU) Malaysia. Your commitment to fostering knowledge exchange and academic excellence has been the foundation of this successful conference.

As we part ways, I encourage each of you to carry forward the connections, ideas, and collaborations sparked over the past two days. Let these experiences fuel further research, inspire new partnerships, and pave the way for continued innovation within your fields. Together, we have the potential to create lasting impact, not only in our professional communities but also in the societies we serve.

Thank you all once again for being a part of this journey, and for making the 2nd ICE-BEST a resounding success. Until we meet again, may you continue to innovate, collaborate, and inspire.

Good luck for your future endeavors and may we meet again in next opportunity of collaborations, discussions, or even next international conferences.

Supriatiningsih, SE., M.Ak

Universitas Teknologi Muhammadiyah Jakarta

Future Events



Supported by :



SCHOLAR
VEIN
Technology



REVIEWER
TRACK
Technology



RESEARCH
SYNERGY
INSTITUTE



RESEARCH
SYNERGY
PRESS



GLOBAL RESEARCH
COMMUNITY
Technology

F1000Research
Open for Science

<https://bit.ly/UpcomingConference-RSF>

9th MASOS

9th International Conference on Management Studies and Social Science

<https://www.masosconference.com>

Virtual conference – November 5, 2024

2nd ICP-IBS

2nd International Conference on Psychology and Interdisciplinary Behavioral Studies

<https://icpibs.com>

Virtual conference – November 12-13, 2024

2nd ICANEAT

2nd International Conference on Artificial Intelligence, Navigation, Engineering, and Aviation Technology

<https://icaneat-apibanyuwangi.com>

Hybrid conference (Banyuwangi, Indonesia) – November 22, 2024

UINACEB

UIN Annual Conference on Economics and Business

<https://uinaceb.com>

Virtual conference – November 29, 2024

JICRISD 2024

Jakarta International Conference on Research Innovation and Sustainable Development 2024

<https://jicrisd.com>

Hybrid conference (Jakarta, Indonesia) – December 5, 2024

5th MESS

The 5th International Conference on Management, Education, and Social Science

<https://messconference.com>

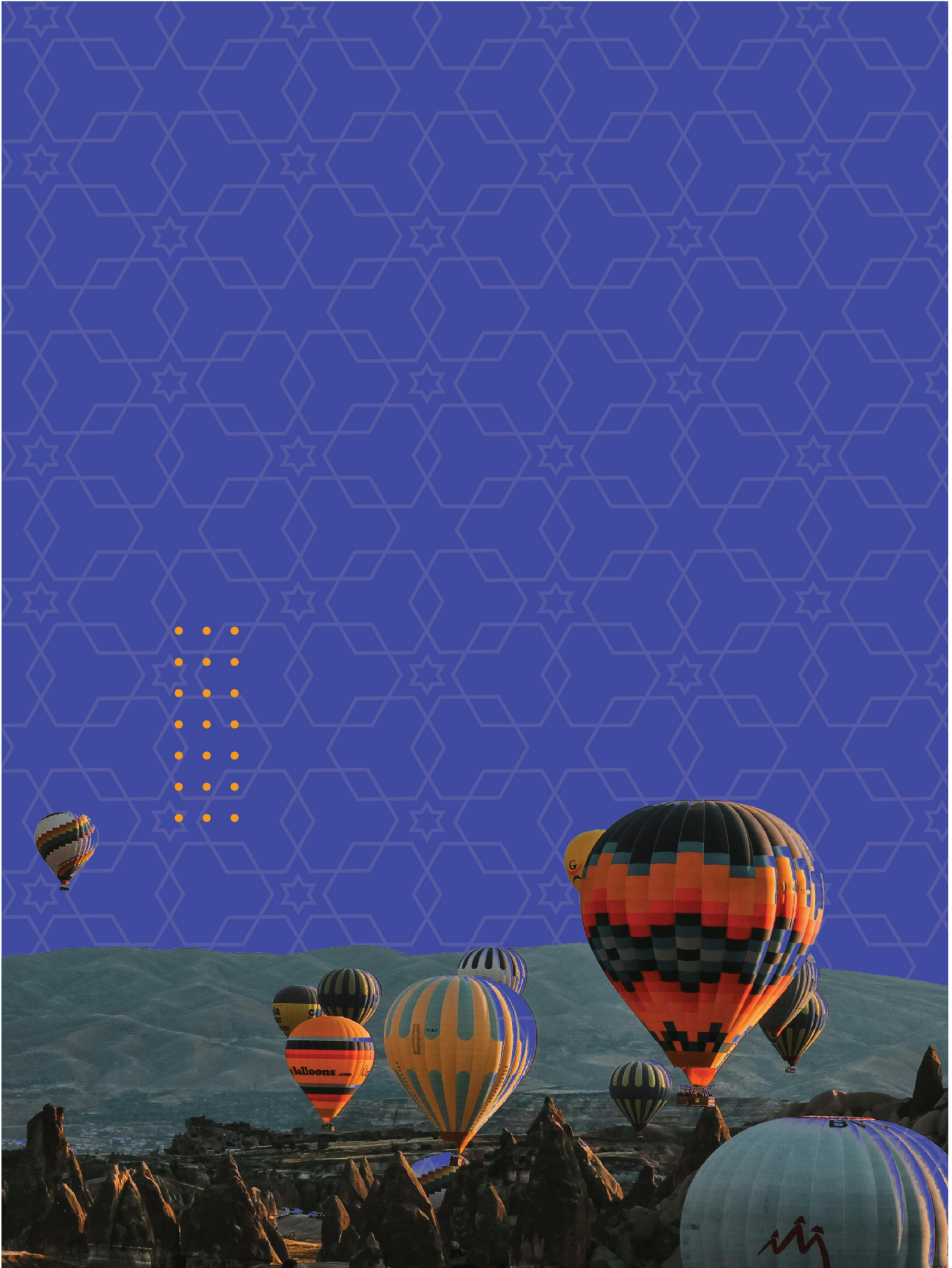
Virtual conference - December 10, 2024

IHSATEC

The International Halal Science and Technology Conference 2024: 17th Halal Science Industry and Business (HASIB)

<https://www.ihsatec.com>

Hybrid conference (Bangkok, Thailand) - December 19 - 20, 2024



Supported by :



**SCHOLAR
VEIN**
by research synergy



**REVIEWER
TRACK**
by research synergy



**RESEARCH
SYNERGY
INSTITUTE**



**RESEARCH
SYNERGY
PRESS**



**GLOBAL RESEARCH
COMMUNITY**
by research synergy

F1000Research
Open for Science