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The Society Empowerment through Creative Economics and Education in Disruptive Era

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Universitas Negeri Gorontalo





International Seminar and Conference 2018

Jakarta, 15 November 2018



The Society Empowerment through Creative Economics and Education in Disruptive Era

The Society Empowerment through Creative Economics and Education in Disruptive Era

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Welcome Remarks

From Dean Faculty Of Economics
Universitas Negeri Jakarta



Assalamualaikum warohmatullahi wabarokatuh,

Dear All,

It is our pleasure to welcome you to the Internasional Seminar and Conference 2018. This conference is a routine program of the faculty of economics Universitas Negeri Jakarta due to enhancing the quality of academic skills of the faculties member and also the students. This conference is also the way to broaden our networking to other parties to make collaboration and cooperation in the future. The theme in this year is The Society Empowerment through Creative Economics and Education in Disruptive Era as we realized creative economics and creative education are the best way for Indonesia to face the the global competition in the future.

We appreciate everyone who supports as well as participate in the conference, such as the keynote speakers, the rector of Universitas Negeri Jakarta, and the Dean of Universitas Gorontalo for the valuable support in this event. We also express our gratitude to all authors, session chairs, and all participant for the contribution to ISC 2018. Congratulation to all the committee for organizing the conference.

Thank you again for participating in this year's conference. We hope you enjoy it and find this experience useful in your professional field. We look forward to seeing you at our upcoming conference next year.

Wassalamualaikum warohmatullahi wabarokatuh

Best regards,
Prof. Dr. Dedi Purwana, M. Bus

Welcome Remarks

From The Chair of The Conference



Assalamualaikum warohmatullahi wabarokatuh,

To our distinguished guest; The keynote speakers, The Rector of Universitas Negeri Jakarta, The Deans of Universitas Negeri Jakarta, The Dean of Universitas Gorontalo, The presenter, and all of the participant of International Seminar and Conference 2018. On behalf of the Committee of the ISC 2018, we welcome and give the appreciation for fulfilling the invitation to this event.

This year we have received many paper submission form many different fields including management, accounting, education, and social sciences. We are happy the authors are coming from many different universities in Indonesia. It seems the conference achieved the goals of the event. One of the goals of the event is enhancing the opportunity to make collaboration among the scholars to improve the quality of the study in Indonesia.

We owe to many parties regarding the succeed of the confrence. Therefore, we need to express the gratefulness to the keynote speakers, the rector of Universitas Negeri Jakarta, and the Dean of Universitas Gorontalo, the Dean faculty of economics Universitas Negeri Jakarta. However, we realize that it could be some shortcomings while we organize this conference. Hence, we appologize and promise to conduct a better conference in the future.

Wassalamualaikum warohmatullahi wabarokatuh

Best regards,
Dr. Siti Nurjanah, SE, M.Si

Curriculum Vitae

Dr. Nining Indroyono Soesilo, M.A



Dr. Nining Indroyono Soesilo M.A completed her undergraduate education as an architect at ITB in 1982. Then she completed her education at the University of Iowa in Iowa City, USA in 1986 and obtained an MA in Urban Geography and Regional Planning. She got her doctorate in Monetary Economics at the FEUI in 2004.

She has a variety of experience for her career. She began as a reporter for the campus magazine ITB in 1976. Then, she served as an architect for PT. Tripanoto-Sri in Jakarta in 1985. After that, she worked as a cartoonist for Media Caraka magazine in Washington DC until 1987. Since 1987, she has served as Research Staff at LPEM FEUI to date. She began teaching at the FEUI from 1990 until now.

Some of her researches included Revitalization of Trade Institutions in the Context of Export Development (BPEN, 1999), Feasibility Study of Barelang Law (Depperindag, 1999), Analysis of Economic and Social Impacts of Privatization of PT. Krakatau Steel (PT. Krakatau Steel, 1999), Basic Five-year Development Guideline for Karawang District 2000-2005 (Bappeda Karawang, 2000), Preparation of Regional Development Programs for the Bangka-Belitung province 2002-2006 (Bappeda Province Bangka-Belitung, 2001), Plan Strategic District of Indragiri Hilir (Regional Government of Indragiri Hilir Regency, 2002), Decentralization of JICA II (JICA, 2002), and Renstra DKI (2002).

Curriculum Vitae

Meg Mingchen Lu



Meg Mingchen Lu is a Professor of the Department of Education, National University of Tainan, Taiwan. She held a BA in Business Administration and received two master degrees, one Master of Science (MS) degree in Counselor Education from the Canisius College (USA) back in 1996, and another degree in Master of Education (EdM) from the Department of Educational Leadership and Policy, State University of New York at Buffalo (USA) in 1998. Then, She worked as a school counselor and also studied for her doctorate. She received her Ph.D. degree in 2001 with majoring in Social Foundations: the Comparative and Global Studies in Education. She keeps a good connection with her almmater, and still serve as a visiting professor in the Office of International Education of the State University of New York at Buffalo. She has many professional experiences, including:

- Ministry of Education Taiwan:
 - Coordinator for Curriculum and Instruction, Gender Equality Education Committee (2017-2019)
 - Committee member, 12-year Basic Education Curricula Review Board, 2016-present
 - Vice chairperson, Compulsory Education Counseling Group for Gender Equality Education, 2016-present
- Taiwan Hao Youth Association, Taiwan: Founder and President, 2014 – present
- National University of Tainan: Director, Gender Empowerment and Sexual Harassment Prevention Research Center, 2018 - present

Curriculum Vitae

Fajar B. Hirawan, BA, MS, Ph.D.



Fajar B. Hirawan, BA, MS, Ph.D., is a Special Staff Assistant for Economics of President Republic of Indonesia. He is also a lecturer of School of Government and Public Policy (SGPP), Indonesia as well as a researcher of Centre for Strategic and International Studies (CSIS) Indonesia. He received his BA in Economics in 2006 after completing his study at Faculty of Economics, University of Indonesia (FEUI). During his undergraduate program at FEUI, especially in 2005-2006, he was elected as the President of Indonesian Development and Economic Studies in 2008, he continued his Master degree in Development Studies at Faculty of Economics, University of Rome "La Sapienza" with the scholarship from Italian Ministry of Foreign Affairs and SPES Development Studies Research Centre. He completed his study in 2009 with thesis titled 'The Pattern of Employment and Growth in the Process of Structural Change: Examining the Role of Farm Sector in Indonesia 1993-2007'. Then, He was an Australia Awards PhD scholar in economics with the School of Economics, Faculty of Arts and Social Sciences at the University of Sydney, Australia. He graduated for Ph.D degree in 2017. His research mainly focuses on Macroeconomics, Development Economics, Food Security, Digital Economy, Indonesian and Asia-Pacific Economy, Agricultural Economics and Economic Growth.

Thursday, 15 November 2018

08.00 - 08.45 WIB	Registration
09.00 - 09.15 WIB	Opening
09.15 - 09.20 WIB	Speech of Economics Faculty Dean UNJ
09.20 - 09.30 WIB	Speech of Rector UNJ
09.30 - 11.30 WIB	Main Speakers: <i>Meg Mingchen Lu, Ph. D</i> <i>Dr. Nining Soesilo, M. A</i> <i>Fajar Bambang Hirawan, Ph.D</i>
11.30 - 12.30 WIB	Break, Lunch
12.30 - 14.30 WIB	Session 1
14.30 - 14.45 WIB	Coffe Break
14.45 - 16.45 WIB	Session 2

Friday, 16 November 2018

09:00 - 11:00 WIB	Qualitative Research Course
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Creativity that matter--Using Critical Reading, Thinking Skills and Dialogue to Rebuild Self-Esteem of Underprivileged Middle School Students in Taiwan

Meg Mingchen Lu

Program Leader, National University of Tainan

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Dr. Meg Lu's research interests include comparative and global education, multicultural education and gender equity education in teacher training and education, both pre-service and on-service. She has participated in a nationwide project hosted by National Academy for Educational Research. This project is mainly focusing on the creative and critical reading skills of students for K-12. She received grants for establishing gender mainstreaming, gender equity curriculum and teaching policies in Taiwan. Meg Lu is also a founder of HaoYoung Association for young adults. This association aims to help underprivileged students from elementary to high school students. She is also served as a consultant and committee members in gender equity for the Ministry of Education.

Abstract

This research project is funded by the Government, Ministry of Science and Technology in Taiwan. The purposes of this research are to help underprivileged middle school students examining their premonitions and beliefs, improving their reading and reasoning skills and ultimately move toward more rational thinking and ideas more easily supported with logic. Therefore, they should learn to think through reading materials, practicing to raise questions to their peers in a mannered way. By doing this process, students would be able to increase their self-confidence and self-esteem.

For training students to read and think creatively and critically, this research adopts the concept of Socratic questioning and uses Socratic Circles as research methodology and approach. Socratic circle turns the vast majority of the guidance of the conversation and the ownership of the material over to the students. Socratic circles are built as two circles, one focusing on exploring the meaning expressed in the text, second circle focusing on observing the conversation. The two circles are set upon a foundation of the following components: a short passage of text that students have read critically.

This research project is still in ongoing process for 3 years. Currently, our search teams are working in several middle schools located in rural areas.

Key words: Creative Education, Critical Thinking, Socratic Circles

Empowering Creative Economic in Disruptive Era

Nining I. Susilo

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Abstract

Regarding the elements of empowerment, it is found that this has close relation with many thing including goal, skill, coaching, performance. control, management, solution, guide. It is also mentioned by many scholars that empirical findings on empowerment on small and medium enterprise will have close connection with coaching, consulting, and training for better improvement in the future. Moreover, creative economic plays crucial role in Indonesia as it has 7.38% proportion of the total GDP or IDR 852.24 trillion. Most of them comes from culinary, fashion, and handicraft industry. Meanwhile, the whole industry facing the cyber physical system era which has disruption phases. Automation will reduce the need of the existing job, while the online will change the behavior of the people in spending their time and money. Indonesia government by the regulation in 2015 facilitates creative people to produce new businesses that are economically feasible through access to capital, access to infrastructure, and reliable human provision in this field. The recent policy in 2017 regarding the roadmap of e-commerce 2017-2019 that the government will apply the acceleration of the implementation the national electronic-based trading system.

Key words: Creative Economic, Disruptive Era, Empowerment

Indonesia's Creative Economy: Prospect and The Way Forward

Fajar B. Hirawan

Special Staff Assistant for Economics of President Republic of Indonesia

Abstract

The creative economy by Pangestu (2015) is mentioned as how value can be created from existing knowledge and technology, including cultural heritage. It is not just the cultural creative industries, but also the media, design, and science and technology-based industry. Indonesia has succeeded growth its creative economy and reached 5.95% in 2016 with around 16.91 million people behind it. The reasons of the crucial role of creative economy are the economic contribution, creation of value added, develop branding and national identity, preserving natural resources and cultural resources, and social impact on increasing social tolerance, pride, and love the nation. Some policies are released for answering the current challenges, such as: maintaining stability amidst increasing global uncertainty, policy collaboration to support economic growth, and building national capacity to utilize creative economy. In the future, it needs grand design to improve the role of creative economy. It has to give more incentives for creative economy's actors. It also needs to reduce the informality in the creative economy sector.

Key words: Creative Economic

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Development Models of Stub Establishment Renah Kayu Embun Tourist Village on Based Local Wisdom as A Strategy to Promote of Attraction Tourism of Bukit Kayangan Sungai Penuh City Post is Set As Most Popular Hightland of The Year 2017 by The Indonesian Enchantment Award

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ABSTRACT

This research study aims to find and develop a pioneering development models for the establishment of the Renah Kayu Embun tourism village based on local wisdom as a strategy to promote the tourist attraction of the Bukit Kayangan of Sungai Penuh after being determined as the most popular highlands by the Indonesian Enchantment Award in 2017. The development of this research is through a profile analysis of community activities as well as analysis of access and control of local potential to develop strategies for the development of a pilot model for the establishment of tourism villages based on local wisdom in the framework of promoting rural tourist attraction. This research was carried out in Sungai Penuh city, including the Renah Kayu Embun Village for the first stage, Sungai Jernih Village for the second phase and Talang Lindung village for the third stage. The population research was all household heads involved in the pioneering development activities for the establishment of the Renah Kayu Embun Tourism Village. The research sample was determined purposively, by taking 50 family of respondents. The type of research data includes. Data was collected by literature study, observation, and interview methods. Techniques analysis data in the form of quantitative and qualitative descriptive analysis. The results of the preliminary study indicate that in the research area based on the region's potential, the pioneering activities of tourism village establishment and local wisdom can be made 3 models, (1) The establishment of the Renah Kayu Embun Tourism Village was used as an alternative model for the development of natural tourism villages, (2) Sungai Jernih Tourism Village is used as an alternative model for the development of cultural and culinary tourism villages, and (3) Talang Lindung Tourism Village is used as an alternative model for the development of natural and cultural tourism villages.

Keywords : Model, Development, Pioneer, Village, Tourism

Effect of Salary Satisfaction and Job Satisfaction on Turnover Intention with Organizational Commitment as Intervening Variables at Suzuki Indonesia Official Workshop Employees

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ABSTRACT

Turnover is a problem that concern to all types of organizations because it creates extensive direct costs associated with the selection, recruitment and training of substitute employees. In addition, turnover also creates significant indirect costs such as reducing work morale, increasing pressure on remaining personnel and loss of social capital and institutional memory, which accompanies respected personnel departures (Dess and Shaw 2001). The purpose of this study was to examine the effect of salary satisfaction on turnover intention, job satisfaction on turnover intention, salary satisfaction on organizational commitment, job satisfaction on organizational commitment, and the influence of organizational commitment on turnover intention. This research was conducted at the Suzuki Indonesia Official Workshop, with a population of 2,762 people, researchers took 350 people as samples. This research method uses quantitative research using causal effects and primary data types. Data collection techniques using a questionnaire. The analysis method uses inferential statistics with parametric data types, and for internal analysis using Structural Equation Modeling (SEM). The results showed that the variable salary satisfaction towards turnover intention had a negative and significant effect. Likewise, job satisfaction on turnover intention has a negative and significant influence on turnover intention. Variable salary satisfaction towards organizational commitment has a positive and significant effect. Likewise, the variable job satisfaction on organizational commitment has a positive and significant effect. Finally, it can be seen that the organizational commitment variable to turnover intention has a negative and significant effect on turnover intention.

Keywords : Salary Satisfaction, Job Satisfaction, Organizational Commitment, Turnover Intention

Influence of External Environmental Business Factor and Management Factor Against Strategic Plan to Increase Performance of PT Wijaya Karya (Persero) Tbk.

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ABSTRACT

This research aims to identify factor which can influence the company performance. Company can achieve competing excellence if capability of management can be creative and implement a strategy that endure with imitation competition, able to create competition in long time period. Planning strategy is affected by managerial factor, environmental factor, and organization culture that are critical. There are many factors that can influence the company performance such as external business environmental factor that consist of government policy, power of laws and politics, technology, resources, competitors, customer satisfaction, and company management. Acceleration of environmental change that create uncertainty of business environmental will be expected to affect strategic plan that already defined and have further impact to performance. Intensity of implementation strategic plan that conducted by company has direct positive impact to finance performance and strategic planning has indirect impact to the company performance with intermediary variable are managerial factor and organization.

Keywords : Managerial, strategic planning, and company performance

Analysis of Quality of Marine Function Services (Census on Ship Parties In Tanjung Uban Oil Fuel Terminal)

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ABSTRACT

Tanjung uban TBBM as one of Pertamina's TBBM located in Riau province is one of the TBBM that serves to meet the needs of fuel for the North Sumatra, part of West Kalimantan and South Sulawesi. TBBM Tanjung Uban is focused on local consumption by serving approximately 20 TBBM in the region. TBBM Tanjung uban is expected to become a super terminal to support the resilience of National premium stocks. By providing good quality services and services, it is expected that the fuel distribution process to the regions mentioned above can be carried out optimally.

Based on the monthly data collected by the Marine TBBM TG Uban Function during 2016 there were 299 delays both in the loading and unloading process. With a total of 362 times the loading and unloading took place at the 5 jetties in Tg Uban during 2016. From the above data it can be said that of the total loading and unloading schedule there were 83% of the processes that were constrained or missed due to awaiting jetty (dock waiting time). Material losses that must be borne by the company are Rp. 33.8 billion Not to mention the moral loss in carrying out responsibilities as a company that regulates the distribution and supply of fuel throughout the archipelago. Constrained due to loading and unloading time which reached 11,956 hours over a period of 1 year. This is certainly not entirely on the path to achieving the company's vision that will expand internationally. Given the substantial material and moral losses that have occurred in the past two years.

So in order to improve the services provided, the function of the Marine needs to evaluate and review the services provided to its customers. This is so that it can be known directly what is the obstacle in serving its customers. If viewed based on the number of ships anchored TBBM TG gray sand receives quite a lot of ships and so far no research has been conducted on the level of service of Marine Functions of ships that are anchored, from the description above, research on service quality is needed on the level of customer satisfaction. whether the services provided by the company in this case the marine function can provide customer satisfaction, the authors raise the research topic with the title: 'Analysis of Quality of Marine Function Services (Census on Ship Parties in Tanjung Uban Oil Fuel Terminal)'

Keywords : Quality of Marine Function

Effect Analysis of Financial Ratios on Stock Prices in Property and Real Estate Sub-Sector Companies Listed on The Indonesia Stock Exchange

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ABSTRACT

This study analyzes the effect of financial ratios on stock prices in the property industry sector. The selected business institutions are property and real estate sub-sector companies in Indonesia. This study uses financial ratios consisting of Current Ratio, Debt to Equity Ratio, Earning per Share, Price Earnings Ratio, and Debt to Equity Ratio to the stock prices of the Property and Real Estate sub-sector companies listed on the Indonesia Stock Exchange. The research method used is multiple regression analysis. The results of this study show simultaneously the variables Current Ratio (CR), Debt To Equity Ratio (DER), Earning Per Share (EPS), Price Earnings Ratio (PER), and Return On Equity (ROE) significantly influence stock prices. While partially only the Debt to Equity Ratio (DER), Earning per Share (EPS), and Return On Equity (ROE) variables that have a significant effect on stock prices while Current Ratio (CR) and Price Earnings Ratio (PER) have no significant effect on stock price.

Keywords : Stock Price, Financial Ratios, Profitability.

Dulohupa Model for Community Education

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ABSTRACT

This study examines the effect of the dulohupa method on community empowerment in Gorontalo Province. The purpose of the study is to test the hypothesis of Dulohupa method on community empowerment. The method used is an experimental method one group pretest- posttest design. A sample of 36 people. Normality test using Lilliefors Test and obtained L O value < L table that is in pretest L O value = 0.138 and posttest L O value = 0.096 while for L table value = 0.149 data the results of this study indicate that for pretest and post data test is normally distributed. Homogeneity of the Barlett test variance chi squared statistics obtained 0.983 < 3.841 then the data is homogeneous, this test aims to determine the hypothesis test technique to be used because the homogeneous hypothesis test used is the t test statistic. From the results of hypothesis testing obtained t count > t table that is t count = 5.68 and t table = 1.67. Thus it can be concluded that there are significant differences from community empowerment before and after the dulohupa treatment or method. With these differences, it can be concluded that there is an influence of the dulohupa method on community empowerment.

Keywords : dulohupa method; Community empowerment

The Effect of Service Innovation, Corporate Reputation, and Customer Satisfaction on Corporate Performance PT Angkasa Pura I (Persero)

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ABSTRACT

Generally, the purpose of this research are: 1) Analysis service innovation, corporate reputation and customer satisfaction and its implication on corporate performance PT Angkasa Pura 1 (Persero). 2) Testing hypothesis on relationship between service innovation, corporate reputation and customer satisfaction and its influence on corporate performance. This research uses a quantitative approach and path analysis techniques. Research location in head office and branch office (Airport) of PT Angkasa Pura 1 (Persero), Indonesia. The populations in this study were all passanger in 13 brach office (Airport), middle and top management of PT Angkasa Pura 1 (Persero) and sample an entire population of 70 respondents using non probability technique and explanatory research method that aims to test a theory or hypothesis to confirm or reject the theory or hypothesis of the research that already exists. Research time is 4 months (September-December 2018). This research is still in the process of getting results.

Keywords : service innovation, corporate reputation, customer satisfaction, corporate performance, path analysis

The Effect of Pension Fund Investment Type on The Profitability Defined Contribution Pension Plan from Employer Pension Fund in Indonesia

Alfiana and Andi Santika

ABSTRACT

This study aims to find out the types of investment which affect on the profitability defined contribution pension plan from employer pension fund in Indonesia. The data used were secondary data from monthly pension fund statistics for the period 2015-2018, using multiple regression with verificative research. The result of study showed that only time deposit and building affect positively and the sukuk affects negatively on the profitability of defined contribution pensiun plan from employer pension fund industry which was from 19 types of investment appropriate to the regulation of the financial services authority for pension fund industry.

This study gave benefits for the financial services authority in making policy about the proportion and type of investment licensed and defined contribution pension plan from employer pension fund industry in investing fund gathered in order to get profit maximally.

Keywords : Employer Pension Fund, Investment, Profitability, Indonesia

The Impact of Pension Fund Investment Type on The Return on Investment Financial Institution Pension Fund Industry in Indonesia

Alfiana and Siska Putri Ningsih

ABSTRACT

This study aims to investigate which investment impacts on the return on investment financial institution pension fund in Indonesia.

This is verificative research using secondary data from monthly pension fund statistics for financial institution pension fund industry period 2015-2018 with multiple regression.

The result of study showed that the investments licensed by the financial services authority for pension fund industry were Saving, Deposit On Call, Time Deposit, Certificate Deposit, Central Bank Bond, Government Bond, Share, Bond, Sukuk, Mutual Fund, Medium Term Note, Asset Backed Security, Collective Investment Contract, Stock Option Contract, REPO, Direct Placement In Share, Land, Building, Land and Building. There were only three investments impacting significantly, namely share impacting negatively, while sukuk and Asset Backed Security impacting positively on the return on investment financial institution fund industry.

This study gave benefits for financial institutions pension fund industry in investing the fund gathered in order to obtain the maximum profit and financial services authority in creating policy and regulation which support the increase of pension fund industry profitability.

Keywords : Financial institution pension fund, investment, ROI, Indonesia

The Influence of Leadership, Organizational Commitment and Job Characteristic to Job Satisfaction and Its Implication to Turnover Intentions Company Employees Limited Liability Company Nusantara Plantation VI Business Unit Kayu Aro – Kerinci

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ABSTRACT

Turnover intentions in the plantation industry are the first signals of employee turnover in the industry. It should be a concern for the company because the high turnover within a company can disrupt the activity and productivity. In addition, turnover can also create instability and uncertainty about labor conditions. Based on this, the researcher sees there is a need to further examine the relationship between leadership, organizational commitment, and job characteristics to job satisfaction and its implications for employee turnover intentions in the plantation industry. The results of deep theoretical analysis of the variables that influence the turnover intention has led researchers to develop a research model consisting of five variables: leadership, organizational commitment, work characteristics, job satisfaction, and turnover intention and five research hypotheses. Data on leadership, organizational commitment, work characteristics, job satisfaction, and turnover intention were obtained through sampling using proporsionate random sampling technique using questionnaires to 500 respondents of Company Employees Limited Liability Company Nusantara Plantation VI Business Unit Kayu Aro Kerinci employees of a total population of 1240 people. The research method used in this research is descriptive survey method and explanatory survey. The data obtained were then analyzed using the Lisrel 8.8 Structural Equation Modeling (SEM) technique. Based on the results of research, the findings are as follows leadership, organizational commitment and job characteristics partially or together have a positive and significant impact on job satisfaction. Partially the most dominant leadership influence on job satisfaction. Leadership, organizational commitment, job characteristics and job satisfaction partially or together have a negative and significant effect on turnover intentions. Partially the most dominant job characteristics and organizational commitment have an effect on turnover intentions. Leadership effectiveness through their authority will increase job satisfaction in terms of freedom to complete the work so that it can decrease Turnover Intentions of employees of Perkebunan Terbatas Perkebunan Nusantara (PTPN) VI Business Unit of Kayu Aro.

Keywords : Plantation, Leadership, Organizational Commitment, Job Characteristics, Job Satisfaction and Turnover Intentions.

Analysis of Capital, Wages and Productivity on Employment Absorption In Cakalang Fish and Coconut Oil Industry

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ABSTRACT

The purpose of this study was to analyze capital and wages on labor productivity in the industry of Cakalang and Coconut Oil fish. This study uses a quantitative descriptive approach. Data collection is done by interviewing and giving questionnaires to the owners of Cakalang fish and coconut oil as samples. The study was conducted in Tondano Subdistrict, North Sulawesi Minahasa Regency. The results show that capital and wages have a positive and significant effect on labor productivity; capital, wages, and labor productivity have a positive and significant effect on employment; and labor productivity is not an intervening variable that mediates both capital variables and wage variables towards labor absorption variables.

Keywords : Capital, Wages, Productivity on Employment, Employment Absorption

Designing Performace Management System Improvement at PT. Jasaraharja Putera With Its Implementation Guidelines

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ABSTRACT

Every company that has different goals in the form of vision and mission, in order to achieve a definite goal the company must have a superior performance, to get superior performance, of course, it requires management, division, units and individuals who have good performance. These things can be delivered with an ideal management system. From the results of identification of the performance management system at PT. Jasaraharja Putera uses three methods, namely interview data, surveys and case studies that produce effectiveness and efficiency. The management currently in it is only complete information, in the sense that it is less loyal to the previous phase, namely performance improvement and follow-up. Related to this, at this stage improvements to the performance management system at PT. Jasaraharja Putera along with the implementation cake. Improvements made include making KPIs, improving the form, performance, guidance, refinement, refinement, and making SOPs for each stage of performance. Guidelines make it possible to guide the implementation of an improved performance management system.

Keywords : Design Improvement, Implementation Guideline, Performance Management System

Understanding The Motivation of Banking Impairment Policies In Indonesia

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ABSTRACT

The phenomenon shows that impairment can be processed to improve financial performance through the low allowance of losses established by the Bank to obtain high profits or high allowance of losses established to prevent an increase in Non-Performing Loans. Disclose the motive behind impairment policy conducted by banking industries in Indonesia, is the aim of this study. This research was conducted on 89 public banks in Indonesia in the period 2013 to 2017. The sample used was 151 serial data. The t test and F test are the methods used in this study. The results show that simultaneously, Customer Deposits, Total Financing, Write Off, ROA, CAR, NIM, Operational Efficiency, LDR, and NPL have an effect on the allowance for impairment losses. Partially, Customer Deposits, Total Financing, Write Off, ROA, and NPL have insignificant effect on the allowance for impairment losses. This research has succeeded in proving that, there is another motivation behind the impairment policies carried out by banking companies in Indonesia. A variance test should be held to obtain another evidence of side motive of an impairment policy.

Keywords: Banking, Impairment, Financial Ratios

Comparative Study : Micro and Macro Determinant of Non Performing Loan in Indonesia

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ABSTRACT

This research is performed on order to analyze the effect of micro and macro variables of Non Performing Loan (NPL) in BUKU 4 and BUKU 3 banks. The micro and macro determinants used in this research are Loan to Deposit Ratio (LDR), Capital Adequacy Ratio (CAR), Net Interest Margin (NIM), Operating Expense to Operating Income ratio (OEI), interest rate, inflation, exchange rate and Gross Domestic Product (GDP) growth. Sample for this research is all of BUKU 4 banks and six banks on BUKU 3 banks in Indonesia in 2006-2016 period. Data analysis using panel regression with fixed effect method. The result shows that all of independent variables have significant influence on NPL simultaneously. CAR, NIM and OEI have partially significant effect on NPL both in BUKU 4 and BUKU 3 banks, but other variables have various effect on NPL.

Keywords : Banking, Non performing loan, BUKU 3, BUKU 4

Rationality of Gender Equality of Indonesian Overseas Migrant Worker

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ABSTRACT

The phenomenon of the flock of workers from Indonesia to go to pick up sustenance abroad cannot be separated from domestic economic conditions. Structured poverty coupled with the limited employment provided by the government makes life more difficult. Meanwhile, due to poverty, there is no guarantee for a prosperous life for the community.

This condition has triggered many people to emigrate to other countries to find work to get sustenance to make a living. Being a migrant worker is a solution for them to survive. However, ironically, the intention of the heart is to find a comfortable job, but it turns out that they are persecuted abroad. In addition to the above, the bad luck of Indonesian migrant workers is also caused by bureaucratic weaknesses in sending migrant workers with a bad system too

The purpose of this study was to determine the phenomenon of factors that influence factors that influence the reasons for Indonesian women labor migrants to migrate abroad and to find out the factors that cause many problems that afflict Indonesian workers abroad. The method used in this study is to use probit analysis and analysis of qualitative methods

The study resulted that in the first week period Indomaret and Alfamart's market share experienced an insignificant decline. Indomaret which initially became the market leader with a market share of 55% in the first (week) period decreased 5.5% to 49.5%. Alfamart has increased by 5.7% from 45% market share to 50.7%. The second period of Indomaret again increased by 0.6% to 50.1%. While Alfamart decreased by 0.8% from 50.7% to 49.9%. In the third period Alfamart became the market leader with a market share of 50.1% while Indomaret was 49.9%. The prediction of Indomaret and Alfamart market share in the four to ten periods is the same as the market share of 49.9%, 49.89%, 49.84%, 49.79%, 49.74%, 49.69%, and 49.64%. Based upon the research finding, it can be concluded that store facilities, price affordability of each product in the retail store, and price discounts offered by retail stores are the most influential indicators of brand switching behavior or consumer movement from Indomaret retail store to Alfamart or vice versa. The prediction of future market share shows that the market share of Indomaret and Alfamart has decreased on average. Ininitially, the market share of Indomaret and Alfamart experienced significant fluctuations. Indomaret whose initial market share was higher than Alfamart is then decreased in each periods of observation. In vice versa, Alfamart has subsequent increase in each period of time. This means that the consumers loyalty has being questiona mark in thiis kind of modern market in Indonesia.

Keywords : shop switching behaviour, exploratory research, modern retail, puposive sampling

Business Environment Analysis of PT Bank Tabungan Negara (Persero) Tbk as Alternative Competitive Strategy to Face State Owned Bank Holding

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ABSTRACT

Banking in Indonesia at the time this enter future competition is very competitive. Activities operations of BUMN (State Owned) Banks are not different with commercial banks others, namely permanent collect fund from society and channel it in form credit. BUMN Bank is contributor profit clean banking with portion the biggest which is 44.8 percent. BTN Bank as known as one of state-owned bank that owns history the performance in 5 years last one occupy lowermost position compared to 3 other BUMN Banks so that need investigation deep about environment his business . The purpose of this study is to analyze environment business (internal and external) PT Bank Tabungan Negara (Persero) Tbk so that obtained alternative strategy compete in face up BUMN Bank *Holding* . Observation an environment business Bank BTN's external with approach economics , socioculture , technology and political law and Industry with approach analysis *PEST* and *Porter's Five Forces*. Observation an environment Bank BTN's internal business with approach analysis *value chain* and *VRIO (Value, Rare, Imitability and Organization)*. Based on observations obtained then analyzed use IFE matrix (Internal Factor Evaluation), EFE (External Factor Evaluation) and CPM (Competitive Profile Matrix). Results analysis that is then proceed with SWOT Matrix and IE Matrix . Stage last one is using QSPM (*Quantitative Strategic Planning Matrix*) consists from *key success factors* that are carried out weighting and award rating. Technique analysis used in research this is technique analysis qualitative, with use two technique data collection, namely : interview and documentation intended in Branch Manager, DBM (Deputy Branch Manager) Business, DBM Supporting, Unit Head and some staff as sample. For test data validity , then research this use technique triangulation source.

Keywords : Alternative competitive strategy , VRIO Analysis , Value Chain , Matrix CPM, QSPM

Entrepreneurship at Elementary School in Emerging Country: The Impact of Entrepreneurial Education and Outdoor Learning Environment on Entrepreneurial Self Efficacy

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ABSTRACT

This study aims to explore the impact of entrepreneurial education and outdoor learning environment on the entrepreneurial self-efficacy of the elementary student in Indonesia. To examine the hypotheses, the primary data is collected from 124 students of elementary school. The questionnaire which is developed both for the independent and dependent variable is measured using a Likert scale. Quantitative data were analyzed using the method of Multiple Regression to examine the effect of entrepreneurial education and outdoor learning environment on entrepreneurial self-efficacy. This study concludes that there is a positive influence on entrepreneurship education and outdoor learning environment on entrepreneurial self-efficacy. While outdoor learning environment has a more significant contribution in creating the character of entrepreneur especially entrepreneurial self-efficacy.

Keywords : entrepreneurial education, outdoor learning environment, entrepreneurial self-efficacy

Relationship of Digital Media Literation and Learning Style With Student Learning Achievements

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ABSTRACT

The purpose of this study is to find out and analyze the forms of digital media literacy relations and learning styles with student achievement in the subject of educational research methodology. The author uses students who take part in the lecture on educational research methodology as the unit of analysis (sample). This research was carried out by using a survey method with digital media literacy data collection techniques and learning styles with questionnaires, then the learning achievement data used the final semester exam results data on the course. The research data were analyzed using multiple linear regression analysis and produced a regression equation that is $Y = 63.164 + 0.063X_1 + 0.032X_2$ or learning achievement = 63.164 + 0.063 (digital media literacy rate) + 0.032 (learning style). Conclusions can be taken that digital media literacy and learning styles have a positive relationship with learning achievement.

Keywords : digital media literacy, learning style, learning achievement

The Effect of Leverage, NWC, Short Term Debt, and Operating Cycle on Cash Holding in Consumer Goods Sector

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ABSTRACT

The main purpose of this research is to analyze the influence of leverage, net working capital, short term debt, and operating cycle on cash holding in Consumer Goods Sector. According to purposive sampling technique, this study use 30 consumer goods companies which listed in Indonesia Stock Exchange as sample with observation period during 2011-2016. This study use multiple regression with panel data and t test is used to test the hypothesis. The result of hypothesis test showed that leverage, net working capital, short term debt, and operating cycle have significantly effect on cash holding.

Keywords : leverage, net working capital, short term debt, operating cycle, cash holding

The Effect of Competence And Organizational Culture, On Employee Performance With Work Motivation As A Mediation Variable (Study At 7 Universities)

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ABSTRACT

This study aims to analyze the performance of 7 university employees. The study was conducted to examine the influence of competency and organizational culture on employee performance mediated by work motivation. The study was conducted at 7 universities, with 205 employees as the respondents. Data collection use a survey method, by using questionnaires to analyze factors that affect performance. The data analysis technique in this study uses Structural Equation Modeling (SEM) analysis. Analysis was performed to evaluate statistical significance of the proposed research model.

Keywords : Employee Performance, Competence, Organizational Culture, Work Motivation

Development of Portfolio Based Logistic Management Learning Module

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ABSTRACT

The purpose of this study is to produce teaching materials in the form of portfolio-based learning modules and measure the feasibility and response of the existence of portfolio-based learning modules as learning resources for logistics Management subjects. his research is research and development (R&D). The research instruments used were module validation sheets and student response questionnaires to portfolio-based learning modules. The results of the average validation of the percentage of 66.25% with the appropriate category and the results of the trial by giving a questionnaire containing 49 items to 40 students of 2016 A Office Administration Education students obtained the percentage of student responses of 90.6% with very good categories. The overall results of the study indicate that the portfolio-based logistics management learning module is categorized as feasible and gets a very good response from students. this can be said that the module being developed has been in accordance with the function if it is used in the learning process of logistics management.

Keywords : development, modules, portfolio based

Effect of Motivation, Competence, and Compensation In Improving The Performance Of Employees

Budi Suryadi

ABSTRACT

This research aims to measure the effect of motivation, competence and compensation in improving the performance of employees. The research of data was obtained from questionnaires distributed to employees. Statistical analysis of the results Showed that motivation, competency and compensated partially positive and significant effect in improving the performance of employees. The analysis also Showed that the variables of motivation, competence and compensation together positive and significant effect on the performance variables of employees.

Keywords : Competence, Compensation, Motivation

Effects of Work Family Conflict and Family Work Conflict on Job Satisfaction, Affective Commitment, Life Satisfaction and Emotional Exhaustion on DKI Jakarta Provincial Government Employees.

Citra Aprianty

ABSTRACT

This study aims to determine the effect of work family conflict and family work conflict on two consequences, namely work consequences (job satisfaction and affective commitment) and the consequences of health (life satisfaction and emotional exhaustion) on DKI Jakarta Provincial Government employees. This research was conducted on 398 respondents who were employees of the DKI Jakarta Provincial Government. The data obtained by respondents were then processed and analyzed using the Structural Equation Modeling method. The results of this study prove that work family conflict and family work conflict have a negative effect on job satisfaction, affective commitment and life satisfaction and have a positive influence on emotional exhaustion.

Keywords : Work Family Conflict, Family Work Conflict, Job Satisfaction, Affective Commitment, Exhaustion Life Satisfaction and Emotional, Government Employees.

Development of Entrepreneurial intention in Relation to Adversity Quotient and Self Efficacy for Students of Faculty of Economics of State University of Jakarta

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ABSTRACT

This study aims to determine the relationship between adversity quotient and self-efficacy with entrepreneur intention of College Student Faculty Economics State University of Jakarta. The research method used is survey method with correlational approach, the population used is students College Student Faculty Economics State University of Jakarta. The sampling technique used is a purposive technique sampling as many as 152 people. Based on the results of the analysis and discussion it is known that there is a positive and significant relationship between adversity quotient and entrepreneur intention, there is a positive and significant relationship between self-efficacy with entrepreneur intention, and there is a positive and significant relationship between adversity quotient and self-efficacy with entrepreneur intention of College Student Faculty Economics State University of Jakarta.

Keywords : Adversity Quotient, Self-efficacy, Entrepreneur Intention

Disruptive Innovation from *Laku Pandai* Campaign : Correlation system with Financial Technologies and Branchless Banking in Indonesia

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ABSTRACT

This paper discusses Disruptive Innovation and its influence on Banking in Indonesia. The central banking activity itself is caused by the necessary funds. Namely, development is originating from or collected from the community through banking, which is then channelled back to the community in the form of credit in order to become a productive destination. In general, the assessment used by banks to obtain credit confidence called the 5C principle analysis which consists of an analysis of (character, capital, capacity, collateral, and condition of the economy). Innovation disturbances are innovations that help create new markets, disrupt or damage existing markets, and ultimately replace the previous technology. Disruptive innovation develops a product or service in a way that is not marketable, generally by creating different types of consumers in new markets and lowering prices in old markets. The interference situation can be overcome by service and forms of social skills and handling problems quickly, the accuracy of the machine will indeed dominate, but the power of human supervision as a quality supervisor can be a solution to interference by maximising smart behaviour in some banks that have carried out the strategy.

Keyword : Banking, Disruptive Innovation, 5Cs Principle, smart behaviour, social skills

Phenomenology Study: Queen Bee Leadership

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ABSTRACT

This study aim to reveal the essence of meaning, the negative and positive impacts from Queen Bee phenomenon that happened in X private company, Semarang. This study used a qualitataive methods with approach phenomenological. Data collected with in-depth interviews with seven informants. Validation of this research used triangulation of data sources.

The results showed that Queen Bee's leader intimidate and tend not to support women's subordinate careers. In addition, Queen Bee's leader conducted a self group distancing to all her female colleagues at work. Queen Bee leaders tend to favor men. The negative effect from this phenomenon made bullying victims stress, work atmosphere become less conductive, not comfortable, and distrust the operations of the company. The positive impact is the work becomes quickly completed.

Keywords : Leadership, Queen Bee, Phenomenological

Implementation of SIKOP Applications as Cooperative Financial Software

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ABSTRACT

The purpose of this study is to provide a solution to facilitate the completion of financial statements through the SIKOP Software and create a manual book for their used. The method used in this research is survey method which results are expected to be used to assist the implementation of the work so that the work can be more productive, effective and efficient. The outputs in this study are the SIKOP financial report software products and the SIKOP application and SIKOP manual book.

Financial reports have been considered to be the most difficult work because most of the cooperative management teachers do not have competence in accounting and finance. Through the results of observation and in-depth interviews, it is evident that most teachers (85%) who are cooperative managers of public vocational high schools majoring in technology and engineering have never had the opportunity to attend training / workshops on good and right school cooperative management. Most teachers who are managers of school cooperatives (90%) do not have an accounting and financial education background.

Before this study was conducted there had been similar activities that had been done by Nugraha (2012) the creation of savings and loan cooperative software using lazarus & MYSQL Lokamandala (2015) conducted a study of web-based financial statement applications for service revenues and sales of goods. Furthermore Rahman (2017) with an accounting application to compile financial statements on the Amanah Jakarta Cooperative, using Zahir Accounting software. However, the problems of each software are difficult to use by people who do not have accounting and financial basic knowledge. Therefore, we make simple software where this software can be used by all people with accounting and financial basic knowledge, especially users who do not have accounting and financial basis.

The urgency in this study is to provide assistance in making financial statements through the SIKOP software and increasing the legal status of school cooperatives to become cooperative legal entities.

Keywords : Cooperatives, Cooperative Applications, Financial statements, SIKOP

The Effect of Compensation and Organizational Culture on Work Satisfaction and Its Impact on The performance of State Civilization in The Lemhanas-RI Environment

Didi Sumardi

ABSTRACT

Employee performance is a very important thing for an organization to improve, because it can be an indicator of the contribution that employees make to organizations. Employees who have a positive contribution in the organization will have an impact on organizational success and the ability of a person or employee can be one indicator of performance. As a State Civil Apparatus, it is demanded to be loyal and uphold each other's employee's oath value in a disciplined respect and willingness to comply with all the values stated in the 1945 Constitution and Pancasila, which is not easy to do but needs to be as long as the values of a company have not acted as a behavior with its members, as long as they also have not become a corporate culture. Organizational culture is conceptualized as shared beliefs and values in organizations that help to shape employee behavior patterns. Thus the concept above emphasizes that cultural organizations can be a way to safeguard employees to achieve organizational goals, so the definition of organizational culture or corporate culture can be concluded as dominant values that are disseminated within the organization as the work philosophy of employees, so as to shape behavior employees at work. As the most dominant impact to take this action needs to limit COMPENSATION, ORGANIZATIONAL CULTURE WORK SATISFACTION AND ITS IMPACT ON PERFORMANCE.

Keywords : Compensation, Organizational Culture, Work Satisfaction

Analysis of Marketing Strategy to Leverage the Business Growth of Waste Bank Tri Alam Lestari

Didip Diandra

Business Administration Study Program Tanri Abeng University

ABSTRACT

This research analyzes the marketing strategy of Waste Bank Tri Alam Lestari (TAL) to leverage their business growth. In order to optimize their performance, the effect of implementing customer driven strategies and marketing mix are analyzed. The objectives of this study is to reveal the current marketing strategies that implemented by Waste Bank TAL and to recommend the advance marketing strategy to optimize their business growth. This research used qualitative research approach and explanatory method by interviewing the owner and its stakeholder as a primary data and other sources such as journal, book, and report are as a secondary data. The result of analysis shows that the targeted market is niche market, customized products, and superior products. Hence, there is some factors of marketing mix should be optimized through their brand awareness "Kreasi Menik" in order to leverage the business growth of Waste Bank TAL.

Keywords : Customer Driven Strategy, Marketing Mix, Business Growth, Waste Bank TAL

Analysis of Strategic Partnership Strategy to Accelerate the Business Growth of Pertamina

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ABSTRACT

This reseach analyze the strategic partnership strategy to accelerate the business growth of Pertamina, in another word to explain an effect of non-financial performance of Pertamina. The objectives of study is to reveal the current strategic partnership strategy that implemented by Pertamina and to recommend the advance strategic partnership to accelerate their business growth. This research used qualitative research approach and explanatory method which employs both primary data and secondary data to gauge the impacts of strategic partnership onto Pertamina. The result of analysis shows that strategic partnership contributes moderately towards acceleration of the business growth of Pertamina.

Keywords: Strategic Partnership, Business Growth, Pertamina

Management of Facilities and Infrastructure in Nurjamilah Junior High School, Bekasi

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ABSTRACT

Facilities and infrastructure is one of the most important resources to support the learning process in schools. The good management of school facilities and infrastructure will improve the quality of learning. This study aims to analyze and describe the management of facilities and infrastructure include planning, organizing, mobilization, and supervision in Nurjamilah Bekasi Junior High School. This study used qualitative method. The data was obtained by interview, observation, and documentation that was conducted in Nurjamilah Bekasi Junior High School in December 2017 until June 2018. The results of the research are the management of facilities and infrastructure in SMP Nurjamah Bekasi was implemented by planning (Planning) that was conducted by coordination meeting, determination of school program, and determination of facility and infrastructure need. Organizing was conducted by arrangement of facility management and infrastructure organizational structure. Movement (Actuating) was applied by procurement, maintenance, and elimination of facilities and infrastructure. Controlling (Controlling) was implemented by inventorization.

Keywords : Management of Facilities and Infrastructure

Management of Homeschooling "Mutiara Ummat" In Bekasi

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ABSTRACT

The purpose of this research was to find out the management of Homeschooling at Mutiara Ummat in Bekasi City. This research uses qualitative Descriptive, where data is taken from documentation, observation and interviews. Homeschooling is one of the educational models that enriches the model of education in Indonesia. He is also an alternative educational institution that supports national education goals in Indonesia. Under the legal umbrella, the presence is not something that must be doubted. Opportunities for growth and development in this era of globalization are stretched. So naturally if its existence began to be ogled by many circles. This is an attraction to get to know the management of ling Ummat Homeschooling in Bekasi City.

Keywords : Management, Homeschooling.

Entrepreneurship Education In Distance Educational Setting: Universitas Terbuka Experience

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ABSTRACT

In an era where higher education is no longer seen as a linear path in getting education, high school graduates tend to try other things before eventually joining higher education. If previously school graduates were busy looking for universities to continue their education, now there are young people who choose to go directly to entrepreneurship. In some cases, in a not so distant future, they need higher education but at the same time feel comfortable with their business. Distance education is the suitable alternative for them. Learning in a distance education system allows them to be able to focus on their business while at the same time obtaining additional knowledge and skills. Universitas Terbuka (UT) has experience providing a rich educational experience for students who are also entrepreneurs. This paper presents efforts UT has made in providing entrepreneurial experience, namely for examples providing entrepreneurship training, capital assistance through collaboration with third parties, and business guidance.

Keywords : distance ducation, entrepreneurship, student entrepreneur, Universitas Terbuka.

Providing Quality Distance Education For Teachers: Challenge Accepted

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ABSTRACT

Improving and enhancing the quality, competence and qualifications of teachers is a never-ending challenge. This is because the teacher is the spearhead of the nation, a variable that plays an important role in the nation's growth. This situation is increasingly challenging given Indonesia's geographical condition which consists of many islands whose needs need to get a good education, therefore good teachers. Distance education has proven to be able to meet this challenge by providing distance education for teachers located anywhere in Indonesia. Universitas Terbuka (UT) initiated the implementation of a higher education system for teachers in 1984. The educational process that began with a simple learning process through the packaging of learning materials in books, commonly known as modules, has now developed following the trend information and communication technology by utilizing the Internet. In this paper, a discussion on the use of the Internet in the learning process in UT, especially online tutorials for courses in the Economic Education Study Program, is presented. Teachers, as adult learners, could gain benefit from the system.

Keywords : adult education, distance education, Education Economics Study Program, tutorial online, Universitas Terbuka.

Analisis Key Competitiveness Indicator Property Developer Company Case Study of the South Tangerang Region

Dwi Dewi Lavanti

ABSTRACT

The property industry in Indonesia has an important role in national economic development capable of absorbing a large number of workers and having extensive multiplier effects as well as substantial backward linkage to other economic sectors such as construction and finance. So that this sector will have a large impact to attract and encourage the development of other sectors. The decline in public purchasing power as indicated by Indonesia's economic growth which slowed to the lowest level (for the past 5 years) in 2015 with a GDP of 4.88 became one of the causes of the decline in the property market in Indonesia which still affected the current year. In conditions of competitive market competition, a highly dynamic industrial environment, rapid uncertainty and market changes, identifying and analyzing competitiveness indicators must be a major concern for the company. It becomes important for property companies to grow and develop healthily by understanding their competitiveness, so that appropriate strategic steps can be taken to increase their competitiveness. This study aims to determine the dimensions of competitiveness and to identify key competitiveness indicators from property development companies. The research method used is a qualitative approach with case studies and research samples of all property developers in the South Tangerang region. The method of data collection in the form of a questionnaire to find out the opinions of respondents about the competitiveness indicators of property developers and through interviews to complete and validate the survey results. Analysis of survey data using Factor Analysis and interview results were analyzed using the Analytic Induction approach.

Keywords : Competitiveness, Competitiveness Indicators, Key Competitiveness Indicator.

Human Resources Management and Organization Justice Impact on Employee Engagement through Perceived Organization Support: Case on LEMHANAS RI

Eka Setyaningsih

ABSTRACT

Employee Engagement is an important factor in the management of human resources, especially in an environment that is rapidly changing and increasingly challenging. For this reason, one of the efforts that needs to be done by each organization is to increase Employee Engagement towards its employees. This study aims to analyze the influence of HRM Practices and Organizational Justice on Employee Engagement through Perceived Organizational Support. The sample in this study were employees from II-IV groups at Lemhanas RI. The sample technique used was probability sampling where the minimum number of samples is to use hair et al theory, namely the indicator multiplied by five so that the minimum sample is 265 respondents, but the data obtained and can be used is 323. The data analysis method used in this study was Structural Equation Modeling (SEM) using AMOS version 22.

The results of the study showed that HRM Practices and Organizational Justice had a positive and significant influence on Perceived Organizational Support and also Employee Engagement. Perceived organizational support itself has a positive and significant influence on Employee Engagement. The results also showed that HRM Practices and Organizational Justice had a positive influence on Employee Engagement through Perceived Organizational Support.

Keywords : HRM Practices, Organizational Justice, Perceived Organizational Support, Employee Engagement.

Analysis of Influence of financial literacy factors on financial planning to face retirement. (In the case study of the Economics and Accounting Teacher of State Vocational Schools in Jakarta)

Eka Setyaningsih

ABSTRACT

This study aims to determine the effect of age, education, income on financial planning, namely readiness and awareness in the face of the economic and accounting teacher retirement of State Vocational Schools in Jakarta. This research will be conducted on 398 respondents who are teachers from Jakarta State Vocational School. Data obtained by respondents were then processed and analyzed using the Structural Equation Modeling method. The results of this study are that age and education have a positive effect on retirement planning, income has a negative influence on retirement planning.

Keywords: Financial Literacy, Financial Planning, Teacher

The Effect of Training and Work Motivation on Employee Performance at PT Matahari Department Store, Tbk

Feny Febrina Winandar

ABSTRACT

The aim of this study is to find out and analyze the effect of training and work motivation on employee performance. The background of this research is to know the relationship between training and work motivation to increase employee productivity so that it can improve the competitiveness of the company. The data collection method used in this study is to use a survey to collect primary data. And also uses literature studies as secondary data. The population in this study were part of the leadership staff, male and female at the head office of PT. Matahari Department Store Tbk. totaling 155 people. The data analysis technique used in this study is correlation and multiple linear regression.

Keywords : Training, Work Motivation

Analysis Antecedents of Job Satisfaction on Employee Performance: Testing Mediating Effect of Job Satisfaction

Fiqh Maria Rabiatul Hariroh

ABSTRACT

Various results of a recent survey (CareerBliss, 2014; TINYpulse, 2017; Jobstreet, 2017) suggests current factors (update) that affect job satisfaction and impact on employee performance. CareerBliss (2014) showed that the relationship between happiness levels of employees and the company's performance. TINYpulse (2017) showed that an employee who is happy with his job seemingly more productive, committed, focused and profitable. Then Jobstreet.com (2017) states that the level of employee happiness Indonesia, Singapore, Malaysia and Vietnam increased over the previous year, but the Philippines, Thailand and Hong Kong decreased. Happiness in the workplace is a positive feeling every time an individual has to work, because the individual knows, manage and influence the world of work in order to maximize performance and provide satisfaction for himself in work (Pryce & Jones, 2010). According to Handoko and Indriani (2014), human resources is one key to the success of the company, in addition to the other components. In a study conducted Wahyono (2018) showed the presence of significant value between happiness and performance variables. Improving the performance of employees is an important goal for the company to maintain their business success.

Based on the phenomenon and empirical facts, researchers want to know what are the factors that influence job satisfaction impact on employee performance. The purpose of this study was to analyze the extent of compensation, leadership, career development and motivation effect on employee satisfaction and employee performance. Then whether job satisfaction mediates the relationship between compensation, leadership, career development and work motivation on employee performance. The research will be conducted on 108 respondents who are employees of PT Tamco Indonesia. Methods of data collection questionnaire and equipped with direct interviews with respondents. The above data obtained were then processed and analyzed using methods *Partial Least Square* (PLS), which aims to predict the influence of variable X to Y and explain the theoretical relationship between the two variables.

Keywords : Employee Performance, Job Satisfaction, Compensation, Leadership, Career Development, Motivation.

Effect of Work Motivation and Organizational Justice on Organizational Citizenship Behavior (OCB) through Job Satisfaction as Intervening

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ABSTRACT

Objective - This study aims to determine the effect of Work Motivation and Organizational Justice on Organizational Citizenship Behavior through Job Satisfaction as Intervening. The research is based on the results of interviews with PT X HRD managers where there are known problems that occur in Organizational Citizenship Behavior variables with sportsmanship indicators, civic virtue, peacekeeping, and cheerleading.

Design / Methodology / Approach - The sample used was 83 employees. Data analysis method uses partial least square (PLS) analysis technique through SmartPLS 3.2.7 software. Hypothesis testing uses bootstrapping resampling.

Findings - According to previous research, Organizational Citizenship Behavior (OCB) is influenced by work motivation, organizational justice, and job satisfaction. In this study job satisfaction is an intervening variable between work motivation variables and organizational justice variables towards Organizational Citizenship Behavior (OCB).

Originality / Value - Organizational Citizenship Behavior is an employee's behavior at work that greatly helps the company indirectly, Organizational Citizenship Behavior that is embedded in employees will be an advantage for the company in terms of its human resources. It seems that family companies need Organizational Citizenship Behavior (OCB) to strengthen their excellence in the aspects of the company's human resources.

Keywords : **Work Motivation, Organizational Justice, Job Satisfaction, Organizational Citizenship Behavior (OCB), Partial Least Square (PLS)**

Effect of Organizational Climate, Stress and Work Motivation on Teacher Performance

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ABSTRACT

This study aims to determine the effect of school climate, work stress and work motivation on teacher performance. The research method used in this study is the correlational method. The technique of collecting data uses a questionnaire. Data analysis techniques use Path analysis. The results of the study show that; the school climate affects the performance of the sig column (significance), the sig 0,007 value is smaller than the probability value of 0,05 or $0,007 < 0,05$, then H_0 is rejected, meaning the path analysis coefficient is significant. Job stress has a direct effect on performance. It can be seen that in the sig column (significance) the sig value of 0.035 is smaller than the probability value of 0.05 or $0.035 < 0.05$, then H_0 is rejected, meaning the path analysis coefficient is significant. The Summary Model obtained the value of $R = 0.504$ and table 7 ANOVA obtained F value of 17,000 with a probability value (sig) = 0,000. Because the value of sig < 0.05 , then the decision H_0 is rejected and H_a is accepted, meaning that the school climate and work stress have a simultaneous effect on work motivation. Therefore teacher performance must always be good and it is necessary to update the teacher's insight into the latest information in education as a benchmark for improving teacher performance, b) teacher work motivation needs to be improved, among others by providing balanced rewards and punishments to the successes achieved by teachers and against violations committed so that it becomes part of an effort to motivate teachers to work.

Keywords : School Climate, Job Stress, and Work Motivation.

Internal Audit Contribution for Internal Control Effectiveness at Bandung Adventist Hospital

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ABSTRACT

This study aims to determine how much the influence of internal audit on the effectiveness of internal control. This study used descriptive analysis method with data collection techniques using a questionnaire. This research was conducted at the Bandung Adventist Hospital. Respondents in this study were 80 employees who deal directly or indirectly with the internal audit. The results show that the internal audit has a positive influence on the effectiveness of internal control at the Bandung Adventist Hospital. Coefficient values are seen in the output of the coefficients table and included in the following equation $Y' = 1.343 + 0.682X$ with the constant $b_0=1.343$ means that if the internal audit value is 0, then the internal control is positive at 1.343 – coefficient $b=0.682$ means if internal audit increased by 1 unit, then internal control will increase by 0.682 units

Keywords : Effectiveness, Internal Audit, Internal Control.

Application of The Investigation Group Method on Critical Thinking Ability

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ABSTRACT

This research is based on the background that students' critical thinking is still low. The purpose of this study is to improve students' critical thinking skills through the Group Investigation method. The research method used is quasi-experimental. The population is all students taking public economics courses. Samples were taken by two classes by purposive sampling or with certain considerations. Class A as the experimental class and class B as the control class. Data collection techniques by carrying out pre-test and post-test to determine students' critical thinking skills. The research instrument used was the student's critical thinking test questions. The data analysis technique used is the test of the two average differences. Based on the hypothesis test, the pretest and posttest of the experimental class were stated that there were differences in students' critical thinking abilities

Keywords : Group Investigation Method, Critical Thinking

Influence of Purchase Discount and Purchase Decision in Minimarket in Balikpapan

Gusti Noorlitaria Achmad, Fitriansyah, Mochamad Ridwan, Trifa Annur Falah, Lenny Meitha Wulur and Hasfar

Universitas Mulawarman Magister Manajemen and Universitas Mulawarman

ABSTRACT

This research aims to clarify the influence of discounts on purchase intentions, influence the purchase intention on the purchase decisions, and discount by the purchase intentions on the purchase decisions. This research method was conducted by explanatory research with a quantitative approach. The variable in this study include the discount, purchase intentions, and purchase decisions. The population of this study are consumers who buy products at a discount of Minimarket in Balikpapan. The sample is 80 respondents. The sampling method is simple random sampling and methods of data collection using the questionnaire. The analysis of the data used is descriptive analysis and path analysis. The result of the study obtained the following conclusions: (1) discount effect on purchase intention at Minimarket di Kota Balikpapan; (2) Purchase Intention effect on purchase desicion at Minimarket di Kota Balikpapan; (3) discount by purchase intention effect on purchase desicion at Minimarket di Kota Balikpapan. Thus, the Minimarket in Balikpapan. must be more active in promoting about discount and established communication with consumers about the existence of a discount product.

Keywords : discount, purchase intention, purchase decision

Analysis of Facebook Online Business Through Social Media And Instagram in the Student Environment

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ABSTRACT

This research is to describe how online business through Facebook and Instagram social media is carried out by students in Gorontalo State University using qualitative research methods. In this study, data collection uses observation, interview, and documentation techniques. The results showed that online businesses through Facebook and Instagram social media were in great demand by Gorontalo State University students because they were driven more by internal factors of students to earn income both now and in the future. Online business that is run by students in Gorontalo State University is by utilizing social media in marketing products offered to consumers. Students are able to overcome problems, especially in terms of dividing the time between carrying out tasks as students and running the business. Thus the online business through social media both Facebook and Instagram is a great opportunity for students who want to become entrepreneurs. Online business through social media is also able to become capital to increase income that is able to meet the needs of the present as well as in the future.

Keywords : online business, social media, facebook, instagram

Effect of Motivation, Compensation, and Work Satisfaction On Seller Performance Performance Pt. Sejahtera Buana Trada - Jawa Timur

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ABSTRACT

To do research and study which is the effect of motivation, compensation, and work satisfaction on performance performance of seller pt. Sejahtera buana trada - jawa timur We do questions and answers for sales staff related to compensation and satisfaction in contexts that make salespeople better in other cases:

1. To analyze motivation with employee performance.
2. To analyze the transformation between compensation and employee performance.
3. To analyze the difference between job satisfaction and employee performance

As a subsidiary of Indomobil-PT. Suzuki Indomobil Sales that are engaged in wheeled vehicles that can make leaders to make them more resilient in terms of motivating salespeople. Companies engaged in the services provided can make customers repurchase this is a unique way as salespeople are forged through several training stages such as: Training of trainees, Silver Training, Gold Training, Platinum Training.

This all needs to do something different, to build the trust that is demanded as a leader must be able to know and make a gap with each other. Compensation also has to make the salesman standard after class and very important job satisfaction given very profitable. As a reference, all this is done will be done with the translation of the following fishnet Motivation for work compensation

Keywords : Compensation, Motivation, Work Satisfaction

The Effect of Transformational Leadership and Work Environment on Organizational Commitments in Muamalat Banks with Work Satisfaction as A Moderator Variable

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ABSTRACT

This research was conducted to examine the effect of Transformational Leadership Style and Working Environment on Organizational Commitments of Bank Muamalat employees with Job Satisfaction as Moderators. The population in this study were all employees of the Bank Muamalat headquarters which amounted to 94 employees. This study uses a quantitative approach, the data for this study were obtained through a questionnaire filled in by Bank Muamalat employees. The data analysis method used is the Structural Equation Model (SEM) method. The results showed that the Transformational Leadership Style had a significant effect on Organizational Commitment at Bank Muamalat, Working Environment had a significant effect on Organizational Commitment at Bank Muamalat, Transformational Leadership Style had a significant effect on Job Satisfaction, Working Environment had a significant effect on Job Satisfaction, Transformational Leadership Style had a significant effect on Organizational Commitment through Employee Satisfaction at Bank Muamalat, Working Environment has a significant effect on Organizational Commitment through Employee Satisfaction at Bank Muamalat?

Keywords : Transformational Leadership Style, Working Environment, Job Satisfaction, Employee Performance

Evaluation of Effectiveness of the Village Fund Program in The Coastal District of Bintan Regency in Riau Islands Province

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ABSTRACT

The purpose of this study is to evaluate the Village Fund Program and to see to what extent the achievement of the program and to know the response and the obstacles and obstacles in the implementation of the policy regarding the holding of the program. Researchers used the evaluation model of the SSE-UCLA Evaluation Model, providing a comprehensive evaluation format at each stage of program implementation. Evaluation of village fund program in coastal community of bintan regency in Kepulauan Riau Province has an issue that is, the need for improvement of distribution system according to the assessment of the researcher needs a good distribution system. The next issue that is, the need for Monitoring and Evaluation, researchers assess the need for monitoring and evaluation for the Village Fund program so that the program can be controlled and can run smoothly. In the last issue, the need for socialization system of the research program also assessed the need for socialization system which was facilitated by the government regarding the Village Fund aid program because there are still people who do not know the information about the program. Based on the results of the above research, researchers recommend the following matters; (1) That the Village Fund program is good and can be continued because there is optimism in the running of the program with long-term impact on improving coastal community welfare; (2) It is necessary to improve the distribution system where it is necessary to specialize in supervising and managing the distribution of village fund grants to the community so that it is not misdirected and smooth; (3) There needs to be monitoring and evaluation for the Village Fund program so that the program can be controlled and can run smoothly. Need for socialization.

Keywords : Village Fund, Program Evaluation

Improving Earning Through Garbage Bank

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ABSTRACT

The importance of changing the paradigm of society regarding waste needs, to be carried out on an ongoing basis. Education of citizens' awareness and skills for waste management by applying the principles of reduce, reuse, recycle and replant (4 R) is important in solving waste problems through waste management from the source. The aim of this study is to determine the implementation of the waste bank program in increasing the income of the community in the waste bank community area of Depok city and Bogor Regency. The method used in this study is qualitative by collecting the data using observation, interviews and documentation. The results showed that integrated waste management can stimulate the creativity and the innovation from the community in order to improve the community welfare. Therefore, it can be used as the preparation material of mutual beneficial strategies, concepts and models of cooperation (Creditors, Debtors, City Government and Local Government) in accordance with the community and business climate typology within the waste bank community area of Depok and Bogor Regency.

Keywords : Garbage Bank, Earnings, Depok City and Bogor Regency

Twenty Years of Research on Brand Love: A Systematic Review and Agenda for Future Research

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ABSTRACT

This paper aims to understand the research on brand love since the first appearance of the word 'love' in consumer behaviour relationships and to provide a systematic review of brand love research in the literature. In addition, derive a comprehensive conceptualization of brand love, and summarize important key findings as well as the fundamental issues for future research. An extensive literature review was carried out on brand love, which was spread over 44 journals found on the ISI Web of Science, Scopus, Emerald, EBSCO, and Science Direct. A total of 79 conceptual and empirical papers from 1998 to 2017 were analysed using different classification schemes. Significant research activity found in the 2013-2017 period and most of that examined the antecedents and consequences of brand love in various research settings. This study can serve as a valuable tool for researchers to understand the concept of brand love and to direct further research.

Keywords : Brand Love, Consumer Brand Relationship, Systematic Review

Evaluation of "Getting Zero To Halinar" Program Implementation (Handphone, Background, Drugs) In Prison Class I Cipinang Jakarta

Indra Jaya Ali

ABSTRACT

The researchers see the phenomena that need attention, namely the widespread use of mobile telephones (HP), the occurrence of illegal payments (extortion) drug in prisons or detention centers. Human resource management approach is felt to be important in getting zero to halinar program because the purpose of the program is to eliminate cellphone use by prisoners in prisons, researchers tried to disclose and elaborate the factors that are thought to be the background of the phenomenon of mobile entry, levies illegal and drug trafficking in prisons so that new findings can be obtained that are at the root of the real problem.

The research is evaluation research that using Discrepancy Evaluation Model (DEM) with the facts in the background of the problem and the existence of formal rules for the program, then the formulation of the problem is described as follows 1. the legal foundation for anti-sunshine programs 2. the implementation of the anti-sunshine program network 3. the implementation of performance in terms of program management and management of human resources for anti-sunshine programs 4. implementation of anti-sunshine programs 5. the benefits of the halinar program for prison management institutions and prison residents.

The results of this study are expected to be a material for discussion of program evaluation in the prison environment and provide a new discourse on the importance of understanding human resource management and developing prisons implementing organizations at the level of technical implementation units. The research carried out has novelty, because it is the first time there has been research in Human Resource Management (HRM) which has a research focus on programs getting zero to halinar at prison.

Keywords : Evaluation, Halinar, WBP, Prison

How Islamic Human Resources Management Facing Modern Organization Nowadays

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ABSTRACT

Purpose – This research is designed to answer the question how is the practice of Islamic values in Human Resource Management in sharia-based companies? Is it true that the company carries out Islamic law or just uses language? Is Islam really answering the needs and problems of human resources (HR)?

Design/methodology/approach – This paper using Islamic texts and treaties then compares to conventional texts which have become general guidelines for companies around the world.

Findings – Islam has values that become guidelines in working so that employees do not feel work is a burden, but work is a form of social care and worship. So that the peace of work is not only felt personally, but also in the work and social environment.

Practical implications – This paper offers practitioners and researchers about the application of Islamic values to resolve HRM problems by spritual sides (peace with the situation).

Originality/value – This paper straightens out that the Islamic Human Resource Management should use Islamic values, not Islamic management values, because what is seen is how the influence of Islamic values on human resources, not Islamic management values, which is has been modified from social science to be fit in Islam.

Keywords : Human Resource Management, Islam, Management technique, spiritual management, Countries with Muslim Majority (CMM)

The Influence of Self Efficacy and Supervisor Support to Transfer of Training with Motivation to Transfer as Mediation Variable (Study on PT Sumatera Prima Fibreboard)

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ABSTRACT

The purpose of this study is to examine the direct and indirect influences of self-efficacy and supervisor support on the motivation to transfer and the transfer of training. Survey with questionnaire is used as design research method. The respondents of this study were people who had completed the Skill-up PMQ training at PT. Sumatera Prima Fibreboard, located in Palembang, South Sumatra. The sampling technique in this study used purposive sampling with a total sample of 120. Data collection was done by distributing questionnaires using a 5-point Likert scale. A research framework was first proposed and the structural equation modeling (SEM) subsequently utilized to test the research framework.

Keywords : Self-efficacy, Supervisor Support, Motivation to Transfer, Transfer of Training

Public Service Challenge In Disruptive Era (A Case Study On Land Certification In Karanganyar Regency)

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ABSTRACT

Data of land certification in Karanganyar Regency shows that 11.3% of land has not been certificated. This condition can underlie an evaluation to find out whether or not public service in this land certification still has negative stereotype, so that people perform land certification reluctantly. This research studied land certification in Karanganyar Regency, using 5 (five) service dimensions suggested by Zeithamal, Parasuraman, and Berry (1990), including: Tangibles, Reliability, Responsiveness, Assurance, and, Empathy.

This study employed a descriptive qualitative method. Methods of collecting data employed were: in-depth interview, non-participatory observation, and document study. Data validation was carried out using method triangulation technique, while data analysis using an interactive model of analysis.

The result of research showed that Tangibles dimension including waiting room and parking lot has not been adequate. Reliability dimension found obstacle in the term of timeliness and of officer's service speed. Responsiveness was considered as inadequate in the term of clear access to information and response to grievance. Meanwhile Assurance and Empathy dimensions have been optimal. The service should be reinforced in the future by means of improving facility, and the officers' competency should be reinforced in order to provide first-rate service.

Keywords : Public service, land certification, service dimension

The Influence of Entrepreneurial Knowledge and Business Capital on the Performance of SMEs in Tomohon City

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ABSTRACT

This study aims to examine and analyze entrepreneurial knowledge and business capital on the performance of SMEs in Tomohon City. This type of research is explanatory with a quantitative approach through survey methods. The population in this study were all SMEs (Restaurants, and others) in Tomohon City. With a sample of 36 SMEs as respondents. Sampling uses purposive sampling technique with data analysis techniques using multiple regression.

The research findings show that: partially, 1) there is a significant effect of entrepreneurial knowledge on the performance of SMEs, with a contribution of 55.9%; and 2) there is a significant effect of business capital on the performance of SMEs, with a contribution of 42.9%; simultaneously, there is a significant effect of entrepreneurial knowledge and business capital on the performance of SMEs, which is shown by the equation $Y = 23.118 + 0.730X_1 + 0.197X_2$, with a contribution of 54.0%.

Keywords : Entrepreneurship Knowledge, Business Capital, Performance of SMEs

The Influence of Organizational Change and Organizational Culture on Employee Performance with Organizational Commitment as an Intervening Variable in PT Bank Panin KCU Plaza Pasifik

Julfrida Panjaitan

ABSTRACT

The development of information technology in the banking sector has resulted in a shift in the pattern of conventional business towards digital. This shift led to structural changes and a reduction in the number of employees at banks in Indonesia. In PT Bank Panin KCU Plaza Pasifik, the opposite happened, namely the number of employees increased every year, but the employee's performance decreased even though there was already a clear organizational culture and organizational commitment in improving human resources. This research was conducted to determine and analyze the influence of organizational change and organizational culture on employee performance with organizational commitment as an intervening variable in PT Bank Panin KCU Plaza Pasifik. The population in this study were all permanent employees of PT Bank Panin KCU Plaza Pasifik, totaling 210 employees. This thesis research uses quantitative methods. Data collection was obtained through a questionnaire filled in by PT Bank Panin KCU Plaza Pasifik employees. In analyzing data, researchers used structural equation modelling (SEM) analysis techniques using Partial Least Square (PLS) statistical software. The results showed that organizational change had a significant effect on employee performance at PT Bank Panin KCU Plaza Pasifik, organizational culture had a significant effect on employee performance at PT Bank Panin KCU Plaza Pasifik, organizational commitment had a significant effect on employee performance at PT Bank Panin KCU Plaza Pasifik, a change organization has a significant effect on organizational commitment, organizational culture has a significant effect on organizational commitment, organizational change has a significant effect on employee performance through organizational commitment, and organizational culture has a significant effect on employee performance through organizational commitment.

Keywords : Organizational Change, Organizational Culture, Organizational Commitment, Employee Performance

The Effect Of Aspect Conspicuousness, Uniqueness, Extended-Self, Vanity, Hedonism, Value Consciousness Consumers To Repurchase Intention Products Affordable (Study On The Consumer PT Mitra Adi Perkasa Tbk)

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ABSTRACT

The current of globalization era has brought a series of changes to life in society. The Part of the change is develop of a lifestyle that brings consumers to follow people's lifestyles in Western countries. That tends to like using quality luxury goods. At the same time, the rising middle class consumers in Indonesia have shifted the paradigm of luxury meaning. The Asian Development Bank (ADB) defines those who have expenditures per day in above \$ 2 are lower middle class, \$ 2- \$ 4 are middle class and \$ 10- \$ 20 are upper middle class in the US. Middle class (middle class, consumer class) has a range of expenditure per day between \$ 2- \$ 4. f it is converted to the dollar value against the current Rupiah, which is around Rp. 13,000.00 / \$, the expenditure per day is approximately Rp. 26 thousand to Rp. 52 thousand to be classified as middle class. (Ministry of Finance, 2017). The rising middle class has created opportunities for companies to move down by providing affordable for luxury products. Based on report for Euromonitor, that Indonesian regarded as developing market for luxury goods in the world. Euromonitor (2015) have to identification of five of the best emerging market international potential in middle class namely China, India, Indonesia, Nigeria and the Philippines. The growing tendency of people to consume luxury goods in Indonesia is constrained by the limited ability of the global community to get luxury goods that tend to be identical with high prices. These weaknesses become an opportunity for producers who are smart to respond to market conditions, to meet the desires of consumers who have these limitations. This condition is used as a business opportunity for PT Mitra Adi Perkasa Tbk to produce goods with a luxury perception but at an affordable price. This study aims to determine the effect of aspects of conspicuousness, uniqueness, extended-self, vanity, hedonism, value consciousness on the intention to repurchase affordable luxury products (Study on Consumer PT. Mitra Adi Perkasa Tbk). This study used a survey by distributing questionnaires to 140 respondents who represent the mid-level to upper PT Mitra Adi Perkasa Tbk in South Jakarta. The study used linear regression. The findings in this study stated that the only variable of conspicuousness had significant positive effect on repurchase intention of affordable luxury products. The variable of uniqueness had a significant negative effect on the repurchase intention of affordable luxury products. While the variable of extended-self, hedonism significant had negative effect on the purchase intention affordable luxury products. The variable of vanity, value consciousness did not have significant positive effect on repurchase intention affordable luxury products. Through the multiple linear analysis results could be seen that the variable conspicuousness, uniqueness, extended-self, vanity, hedonism, value consciousness simultaneously had affected the intention to repurchase affordable luxury products PT Mitra Adi Perkasa Tbk.

Keywords : luxury goods, conspicuousness, uniqueness, extended-self, vanity, hedonism, value consciousness, repurchase intention

Effect of Transformational Leadership and Work Satisfaction On Organizational Citizen Behavior With Education Foundation Organization Commitment In Kunamatan Gunung Putri, Bogor District.

Khitara Aldila Chandra

ABSTRACT

This foundation is a type of legal entity that provides authority for roles in organizations and education for access to education to schools. This research was conducted to find out and analyze transformational leadership and job satisfaction in the behavior of citizenship organizations with the commitment of educational foundation organizations.

The method of collecting data by giving questionnaires to 79 samples of permanent employees of the Foundation in Gunung Putri Regency was obtained based on sampling techniques. Proportional Random Sampling from population data. The statistical analysis used is structural equation model (SEM) and is processed using Analysis of Moment Structure or AMOS software version 24.

Keywords : Transformational Leadership, Work Satisfaction

The Role of Bandung Masagi to Support Character Education of 2013 Curriculum in Integrated Science Lesson

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ABSTRACT

Bandung Masagi is the implementation of a character education local wisdom, which is formulated by the Educational Departement of Bandung. This paper discusses the role of Bandung Masagi to support character education of 2013 curriculum in integrated science lessons. This study was conducted in five junior high schools for five weeks *i.e* junior high school 1of Bandung, junior high school 2 of Bandung, junior high school 5 of bandung, junior high school 12 of Bandung and junior high school 29 of Bandung. Research was conducted in each school for one week. We conducted observations of student activities related to their characters, interviews with science teachers and representatives of curriculum fields in each school. The data collection was performed using documentation method by observation, interview and teacher questionnaire. The research concludes that Bandung Masagi is very helpful for teachers and schools in achieving character education in accordance with the 2013 curriculum. This finding also shows that Bandung Masagi increases student interest in local culture, enhances religious value, defends the country and loves the environment. This fact shows that bandung masagi needs to be applied in all schools in the city of Bandung considering that not all schools have implemented this curriculum. For that, further preparation and socialization of the Educational Departement of Bandung, as well as a special syllabus are needed to support the teaching and learning process.

Keywords : Bandung Masagi Curriculum, 2013 Curriculum, Integrated Science, Descriptive Research Science Education

Effect Of Word Of Mouth And Service Quality Against Customer Loyalty Through Customer Trust

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ABSTRACT

Banking competition in Indonesia is increasing rapidly. Banks are required to create customer trust from establish communication and service excellent that will ultimately create loyalty customers as a key to the business success. Bank OCBC NISP as a commercial bank not also can escape from the threats of competitions. This research was conducted at the branch Gunung Sahari in Central Jakarta, samples taken as many as 210 customers with purposive sampling methods. Data collected by questionnaires by using a 5-point likert scale to measure 30 indicators. The analysis technique used is Structural Equation Modelling (SEM) with the AMOS 22.0 program to calculate the effect of each variable.

Keywords : word of mouth, service quality, customer trust, customer loyalty.

The Effect of Job Design, Quality of Work Life, And Affective Commitment Toward Work Productivity of Teachers At Junior High School Ternate City Indonesia

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ABSTRACT

The purpose of this research is to analyze the direct effect of job design, Quality of work life and affective commitment toward work productivity teachers at junior high school in Ternate City. This study used a quantitative approach with survey methods, and data analysis techniques used path analysis. Population in this research is all teachers of junior high school in Ternate City, which amount of 120 people and taken sampel 92 people using slovin formula. The technique used is *proportional random sampling*. The result of this research shows that there is direct positive effect of job design, quality of work life and affective commitment toward work productivity. There is a direct positive effect of job design and quality of work life toward affective commitment. There is a direct positive effect of job design toward the quality of work life.

Keywords : work productivity, Job design, Quality of work life, Affective commitment.

Implications of Development in Village Areas Concerning with Disruption Era

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ABSTRACT

Development in Village Areas related to this disruption era has some implications. The first is the problems in developing the infrastructures and facility. The second is human resources that are inadequate or that are not in line with the knowledge and skills due to old-fashioned and traditional attitudes. The third is the empowerment of the village community through the acceptance modernization cultures, new technology, strong motivation, dissatisfaction with basic economic condition, and the culture of being rich persons. This present article explores various data either from the results of publications, academic papers, or from the Internet to understand any problems dealing with the development of human resources, especially in the field of education. Moreover, the local government also have to handle various other social infrastructures such as health and prosperity.

The results showed that the village government has not handled fully anything happens to the development of infrastructures in the village, whereas it also has to prepare adequate facility and infrastructures for the whole people in Indonesia, especially those living in villages. Moreover, it is also demanded to improve their dignity by improving their prosperity, life condition, education, health where they automatically can improve the family of their families.

Keywords : Village development, empowerment, and disruption era

Education in Indonesia (Between Expectation and Reality)

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ABSTRACT

As supported by education experts, education is believed as a component enabling the society to survive during different social situations in Indonesia. In this regard, some theories of education and its implementation have been formulated in schools along with supporting factors of education, including human resources and non-human resources. The regulations of the implementation of education have been applied as well as the purpose of national education that has been formulated and stipulated officially in Law on National Education System. This is carried out in order to result in the expected outcomes of quality education as described in the formulation of national education purpose. Nevertheless, the reality reveals a question “has the Indonesian government succeeded in implementing proper education and in embodying the expected characteristics in society?”. This study examines the education in Indonesia from the perspective of Indonesia’s current educational context and how it should have been implemented.

Keywords : Education in Indonesia

Relevance of Goodwill and Book Value of Equity on Market Value of Equity in Companies Listed on the Indonesia Stock Exchange Period 2013-2016

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ABSTRACT

This study aims to examine the relevance of goodwill and the book value of equity to the equity market value of companies listed on the Stock Exchange in 2013-2016. This study uses secondary data. The samples used 26 companies from various types of industries. Using purposive sampling method with multiple regression analysis model.

The result of the study proves that goodwill and equity book value simultaneously have a significant effect on equity market value. While goodwill partially has a significant effect on equity market value and the book value of equity has no significant effect on equity market value. The influence of the variable of goodwill relevance and book value of equity on the market value of equity is 22,9%

Keywords : Goodwill, Book Value, Market Value, Equity

Relationship Between Student Entrepreneurship and Self-Esteem

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ABSTRACT

The purpose of this article is to examine the relationship of interest in entrepreneurship with student self-esteem. The interest in entrepreneurship is very important to be instilled and developed in students, considering that in the current era of globalization it is very necessary to have human resources who are able to compete and have high fighting power in achieving life success. The interest in entrepreneurship is the desire, interest and willingness to work hard or be strong-willed to be self-sufficient or try to fulfill their life needs without feeling afraid of the risks that will occur, and always learn from the failures experienced. To be able to have a positive interest in entrepreneurship students must have a positive assessment of themselves. Self-assessment is related to self-esteem. Self-esteem is an assessment carried out by students to themselves and others positively and negatively. Students with positive self-esteem will feel confident and confident that the effort and hard work done will bring a success in the future. Positive self-esteem will be a capital to foster entrepreneurial interest, become an independent and full of innovation, and have a strong mentality.

Keywords : Interest in Entrepreneurship, Self-esteem, Student

The Influence of Leadership and Organizational Culture on Job Satisfaction and Its Impact on the Performance of the Directorate General of Sea Transportation, Ministry of Transportation

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ABSTRACT

This study aims to determine the effect of Leadership Styles and Organizational Culture on Work Satisfaction and its impact on Employee Performance at the Directorate General of Sea Transportation, Ministry of Transportation. This study is cross-sectional, which is a type of research that collects information / questionnaires only once a time to a sample. Because the data is collected at one time at a time and only once by distributing questionnaires to employees. From the employee population of the Directorate General of Sea Transportation, the Ministry of Transportation as many as 15200 employees, the sample used in this study was 135 employees. The sampling method in this study uses random sampling with simple random sampling techniques or simple sampling techniques. Determination of the use of simple random sampling in this study is because members of the population are homogeneous, so that each member of the population can be used as a sample. In this study, the data analysis method uses structural equation modeling (SEM) to assess hypotheses because it has the ability to estimate various relationships and relationship interrelationships when explaining measurement errors in the estimation process.

Research Results for the performance of employees of the Directorate General of Sea Transportation, Ministry of Transportation. The standardized direct effect value of the variable organizational culture and leadership style is 0.381 and 0.044 smaller than the standardized indirect effect of 0.382 and 0.241, so it can be concluded that there is a direct influence between organizational culture and leadership style on employee performance mediated by job satisfaction.

Keywords : Organizational Culture, Leadership Style, Job Satisfaction, Employee Performance

Competitiveness Analysis of PT. KTB in the Automotive Industry in Indonesia

Minar Siahaan

ABSTRACT

The writing of this paper aims to explain how tight competition is in the automotive industry today. The number of new variants issued by manufacturing companies through the general distributor or commonly called Sole Distributor of each brand makes sole distributor trying to get as many customers as possible. This prompted Sole Distributor to continue to improve its performance and services by implementing a more effective competitiveness analysis strategy.

PT. KTB as a Sole Distributor of Mitsubishi truck brand holders in Indonesia has its own competitiveness analysis strategy developed based on nearly fifty years of experience and applied to be able to face its competitors. SWOT analysis and Five Force Model are used by the writer to be able to see whether the analysis carried out has been effective and efficient.

The writers hope that the analysis could be applied at PT. KTB so that PT. KTB can continue to survive and outperform other competitors.

Keywords : Automobile, Industry

Relationship Of Potential Sectors Of Coastal Ecosystem As Basis For Development Of District And Education In Tanjung Jabung District Jambi Province

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ABSTRACT

This activity aims to analyze, identify and develop potential sectors of coastal ecosystems that form the basis of economic development specifically as a basis for the development of marine tourism and educational tourism in the East Tanjung Jabung district located in Jambi Province, and can be used as a strategic planning for marine development in the region Jambi Province. Data to be used are Gross Regional Domestic Products in fisheries, extensive data on mangrove forests, seagrass, and the number of coral reef and population and number of family heads obtained from the Central Bureau of Statistics, the agency regional development planning and research and through direct field surveys by disseminating Questionnaires and active participation of the team in the target community. There are five sub-districts directly involved in this activity, namely Muara Sabak Timur sub-district, Muara Sabak Barat, Berbak, Rantau Rasau and Nipah Panjang. This activity period is 2 years from 2018-2019. The analytical tool used for processing data and reports on the results of activities and research results is the location quotient, shift share, index gravity, MRP, SWOT. The results of the activities which are expected to show the development of potential sectors of coastal ecosystems in the West Tanjung Jabung Regency of Jambi Province. These sectors are expected to be able to meet the needs of the community both inside and outside the region, increase per capita income, reduce inequality and uneven income distribution and educate local communities in particular. In addition, this activity is then directed to further enhance the linkages between coastal areas. For this reason, the research is also expected to produce a marine development strategy in Jambi Province.

Keywords : potential sectors, coastal ecosystems, marine tourism, location quotient, Tanjung Jabung Timur

Analysis of Integrated Marketing Communications Strategy Vocational Education Program UI: Management of Website and Product that Supporting Public Relations

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ABSTRACT

Vocational Education Program, Universitas Indonesia (Vokasi UI) is an educational institution in the field of applied science with education level 3 Diploma (which had stood since 2008). Previously holding education level 3 Diploma in Universitas Indonesia spread across several faculties, such as Faculty of Medicine, Faculty of Economics and Business, Faculty of Social and Political Sciences, Faculty of Humanities, Faculty of Mathematics and Natural Sciences, and the Faculty of Public Health. Vokasi UI is a vocational education program at the college level that aims to prepare personnel to apply the expertise and skills in the field, ready to work and are able to compete globally.

To be able to support the achievement of Vocational UI vision is to be "the best vocational education in Southeast Asia by increasing the knowledge and applied technology that benefit the nation", Vokasi UI has Division of Cooperation, Public Relations and Venture. Public Relations Unit seeks to Build Positive Reputation of Vocational Education Program Universitas Indonesia through activities of relationship development and communication with various internal and external public groups to create supportive behavior toward the organization.

This paper aims to analyze the integrated marketing communications strategy of the Vocational Education Program UI, which is limited to website management and public relations support products. In the event of Appreciation of Public Works of Universitas Indonesia in 2017, Vocational Education Program won 3rd prize for best website and 3rd prize for best product that supporting public relations among 12 faculties at Universitas Indonesia.

The author will analyze the achievements obtained by Public Relations Unit of Vocational Education Program UI, in terms of planning, production, implementation and evaluation. The overall public relations strategy applied is then linked to an assessment indicator drawn up by a jury from the Public Relations and Information Disclosure (KIP) of the Universitas Indonesia. The authors hope this paper can be a reference to determine the criteria of measurement and implementation of website management and product that supporting public relations in various educational institutions in Indonesia.

Keywords : Public Relations, Integrated Marketing Communications Strategy, Website, Product Supporting PR, Vocational Education Program UI.

The Impact of Top Management Team Characteristics And Company Performance on Dividend Policy

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ABSTRACT

Using panel data analysis, this study aims to determine the impact of Top Team Management Characteristics (TMT) and company performance on dividend policy. Observation of 45 companies on IDX LQ45. TMT Characteristics (Board Size, Composition of Independent Board of Commissioners, Independent Director, Women's Existence, Assets Mastery and Returns) as the dependent variable, TMT as an independent variable, and to see the combined impact of TMT characteristics and company performance on dividend policy. This study found a significant relationship between TMT characteristics and company performance. However, the study found no significant relationship between company performance and dividend policy. Furthermore, the study found a significant relationship between the shared effects of TMT characteristics and company performance on dividend policy.

Keywords : TMT Characteristics, Company Performance, LQ45, Dividend Policy

The Antecedents of Employee Intention to Leave the SMEs in Ngunut District

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ABSTRACT

The purpose of this study was to find out how the effect of the antecedents of intention to leave involve job dissatisfaction and work-related stress in the Small Medium Enterprises (SMEs). The variables were moderated by the perceived alternative job opportunities (PAJO) as Indonesian Migrant Workers. A total of 89 questionnaires were distributed to the employees of SMEs located in Ngunut District, Tulungagung Regency. The Data were analyzed using the associative descriptive method, using PLS version 3.0 software. The results of the analysis obtained in this study indicate that work dissatisfaction and work-related stress have a positive influence on the intention to leave the SMEs. The perceived of alternative job opportunities as Indonesian migrant workers successfully moderating the effect of employee work-related stress on the intention to leave SMEs in Ngunut District, Tulungagung Regency.

Keywords : Job Dissatisfaction, Work-Related Stress, PAJO, Intention to Leave, SMEs

Magnificent Academic Culture: Enhancing Student's Spirit in Contributing to Knowledge

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ABSTRACT

Students awareness in improving knowledge needs to be continuously fostered. Not only from themselves, but also through the culture created on campus to support the scientific atmosphere. If a student only comes and goes home as an attendance obligation without understanding the nature of the knowledge he is learning, we can imagine what graduates will be like in the future. Therefore, this study wants to know, both from the side of the lecturers and the students, the ideal academic culture that makes each one wants to always contribute to science.

This research use descriptive qualitative approach. Information is obtained from two parties, lecturers whose criteria are to enter as the ideal lecturer for students, and also some related students. We use authenticity as the data validity technique and also we use organizational culture perspective in organizational communication.

The results of this study are expected to contribute to both the campus and the lecturers in creating a good and ideal academic culture. Furthermore, it is hoped that it can provide a discourse in carrying out various ways to encourage students to love science.

Keywords : academic culture, organizational communication, knowledge, students.

Important Factors of Online Consumer Purchase Decision towards Islamic Fashion: Indonesia Context

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ABSTRACT

Nowadays the Islamic fashion industry growing rapidly because of the increase in Islamic fashion users, varied models offered, and supported by technological developments as part of the marketing channel of its products as well. The online shopping is one of the latest purchasing platforms. The use of it offers an increasing potential for e-shopping because today the internet is primarily take an important role not only as a source of communication, information and entertainment but also a form for commercial transactions. This study aims to explore various factors that influence Indonesian consumer purchase decisions online towards Islamic fashion. Data collection uses quantitative approach online and offline survey. The results of this study applied to refine appropriate online platform promotional strategies over Islamic fashion.

Keywords : online shopping, Islamic fashion, purchase decision, consumer behavior

Junior Entrepreneurship: Case of SMP St.Yusuf Bandung

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ABSTRACT

Entrepreneurship is increasingly recognized as an important factor of economic development. Developing entrepreneurial spirit requires a comprehensive approach. Entrepreneurship education develop a sense of initiative and entrepreneurial skills and prepare students to enter the business world. Learning about entrepreneurship early can have major life skills such as resilience, self-sufficiency, responsible and creative problem solving. This paper explores the student centered learning on entrepreneurship education in junior high school. At the request of SMP St.Yusuf, Catholic University of Parahyangan designing junior entrepreneurship curriculum as a part of community services. Crucial points discussed regularly with the head of SMP St.Yusuf to found best approach. During the implementation of curriculum, team of Entrepreneurship lecturer found that entrepreneurial intention creates based on entrepreneurial experience.

Keyword : junior entrepreneurship, entrepreneurship education, community services

The Role of Motivation as Mediation of the Effect of Competence, Organizational Culture, and Career Development on the Performance of Private College Lecturers in the City of Manado

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ABSTRACT

The purpose of this study was to find out and analyze the influence of competence, organizational culture, and career development on motivation and the influence of competence, organizational culture, career development, and motivation on the performance of lecturers at private colleges in Manado, both partially and simultaneously. The method used in this study are descriptive and explanatory survey with a sample size of 200 respondents; data collection techniques using a questionnaire instrument with a Likert scale and structural equation modeling analysis technique with the Lisrel 8.80 program. The results showed partially that competency, organizational culture, and career development had positive and significant effect on motivation. Competence, organizational culture, and career development simultaneously have positive and significant effect on motivation. But when viewed partially, it turns out that competence has the most dominant influence on motivation. Partially, competency, organizational culture, career development, and motivation have positive and significant effect on lecturer performance. Competence, organizational culture, career development, and motivation simultaneously have positive and significant effect on the performance of lecturers. But when viewed partially, it turns out that career development has the most dominant influence on lecturer performance.

Keywords : Competence, Organizational Culture, Career Development, Motivation, Lecturer Performance

Comparative Analysis of Competence Teachers Office Administration Vocational High School in Surabaya and Sidoarjo

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ABSTRACT

This article aims to analyze the comparison of pedagogical competencies of teachers in Office Administration Vocational Schools in Surabaya and Sidoarjo. The competence that must be possessed by a teacher is a combination of knowledge, ability, and application in carrying out teaching tasks. One of the abilities is the ability to compile learning tools, apply learning models in accordance with the 13 revised curriculum, learning evaluation techniques, thus making a professional teacher in accordance with the demands of the Industrial Revolution 4.0. The method used in this article is descriptive comparative with a quantitative approach. The result of this article is that there are differences in pedagogical competencies of Vocational School Administration in Surabaya and Sidoarjo. The level of comparison that has the highest difference is in professional competence, where Office Administration Vocational School teachers have better professional competencies than teachers of Office Administration Vocational Schools in Sidoarjo.

Keywords : Pedagogical Competencies, Office Administration Vocational Schools, learning models

The Influence of Brand Positioning and Brand Equity on Purchase Decision in Improving Customer Satisfaction of Central Jakarta Apartment

Novika Anggraini

ABSTRACT

The object of the research are :

- 1) to test the influence of brand positioning on purchase decision
- 2) to test the influence of brand equity on purchase decision
- 3) to test the influence customer satisfaction on Brand positioning
- 4) to test influence of Customer Satisfaction on Purchase decision in central Jakarta Apartment.
- 5) to test influence Brand equity on customer satisfaction. Using the Structural Equation Modeling (SEM).

The population are saving 100 customers. The results have shown that brand positioning influence on purchase decision , brand equity influence on purchase decision and the influence customer satisfaction on brand positioning, customer satisfaction on purchase decision , brand equity on customer satisfaction

Keywords : Brand positioning , Barand equity, Customer satisfaction and Purchase Decision of Central Jakarta Apartment

Administrasi Village Management in Improvement of Village Apparatus Services North Gorontalo The Districts Improvement of Village Apparatus Services

Novianty Djafri, Syamsu Qomar Badu

ABSTRACT

The performance of the government apparatus is increasingly intensely demanded by the Apparatus in the real action of the service movement, in this case in the National Mental Revolution Movement, given the importance of apparatus bureaucratic reform in all agencies, as well as the role of the village government, as public servants . organize and manage village administration, in improving the quality of services for the community. This research was conducted in North Gorontalo District, Anggrek District. The Research Objectives to determine service performance village government apparatus in providing public services , through orderly administration to villagers, consisting of 5 (Five) Villages, namely; Iloheluma, Langge, Popalo, Mootilango, Talanga, and Putiana villages . The method used is quantitative descriptive, for the purpose in the presentation of research results described quantitatively and described more f leksibel, in order to freely explore and examine more specifically according deng Permas an a la han this study. Informants yes ng set is the head of the village, village, village consultative body, the Institute of Rural Community Empowerment, youth, religious leaders, village leaders and villagers. The results of the study show that from the three performance indicators, namely; 1) productivity, not good enough, (can be seen in the lack of providing services to the community , with sub indicators of labor discipline, work ethic and work responsibilities are answered respondents are in the low category, 65%). 2) Service quality is good enough (can be shown by the communication, skills / reliability, friendliness, and timeliness of village officials in serving the community , through responses from the community, the response is in the good category, which is 78%). 3) Accountability in service in the field of adm i nistrasi to the public, is in good enough category, it is seen on the answer resoponden for low integrity, service provision in the field of administrative population, yet pretty good views of the implementation of the rules da norms and ethics of public service.

Keywords : Village Administration Management. Village Apparatus Services

The Effect of Organizational Culture, Career Development on Organizational Commitment With Job Satisfaction as an Intervening Variable To Asn in The Ministry of Defense

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ABSTRACT

The problem in this research is there any influence of organizational culture and career development to organizational commitment and is there any influence indirectly through job satisfaction. The purpose of this study to determine the influence of organizational culture and career development to organizational commitment and empirically test whether job satisfaction mediates the relationship of organizational culture on organizational commitment and career development to organizational commitment. The population in this study were ASN of the ministry of defense as many as 1550 people. A sample of 318 people was taken by using convenience sampling techniques. Methods of data collection using questionnaires distributed to ASN. Analysis of data to test the hypothesis of this study using Structural Equation Modeling with the help of AMOS software.

Keywords : Organizational Culture, Career Development, Job Satisfaction, Organizational Commitment.

The Effect of Placement, Career Development on Employee Performance With Work Satisfaction as an Intervening Variable In The Social Education, Research and Revenue Agency of The Ministry of Social Affairs

Nur Aisyah

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ABSTRACT

The purpose of this study ware: 1). To find out and analyze the direct influence of placement and career development on the performance of the Ministry of Social Affairs's Education, Research and Social Counseling Agency. 2). To find out and analyze the influence of placement and career development on job satisfaction at the Ministry of Social Affairs's Education, Research and Social Counseling Agency. 3). To find out and analyze job satisfaction has an effect on the performance of employees 4). To find out and analyze the influence of placement and career development on employee performance which is mediated by job satisfaction. The population is employees of the Center for Social Education, Research and Extension (Badiklit Pensos), Ministry of Social RI, about 230 employees from each stratum were taken proportionally with sample size with a sample of 146 employees with a 5% allowance using Slovin's opinion. Sample collection in this study was conducted using stratified random sampling. The technique of collecting data uses questionnaires. To test the instruments used in extracting data in this study, it is necessary to test the validity and reliability of the instrument using the normality test data analysis method and path analysis. Data analysis using SEM with AMOS 24 program.

Keywords : Placement, Career Development, Job Satisfaction and Employee Performance

The Influence of Remuneration and Motivation of Achievement To Organizational Commitment In Lecturer's Faculty of Economics State University of Jakarta

Nuryetty Zain

Universitas Negeri Jakarta

ABSTRACT

The objective of this research is to determine the effect of remuneration and achievement motivation on organizational commitment. This study uses survey method with path analysis techniques. The sample of this study are 71 lecturer's who are randomly chosen at Faculty of Economics State University of Jakarta. The results of the research show:

- (1) organizational commitment is effected directly by remuneration and achievement motivation,
- (2) achievement motivation is affected by remuneration.

This research concludes that any change or variation occurred on organizational commitment are effected by remuneration and achievement motivation.

Keywords : Organizational commitment, remuneration, and achievement motivation.

The Biggest Adoption of Online shop Technology in 2018 Using the Tam Method (Technology Acceptance Model)

Osly Usman

ABSTRACT

The use of Online Shop is very helpful for online businesses in marketing their products. There are several factors that cause the communication behavior of active Online Shop users, namely supporting facilities, the desire to produce better works, high frequency of access and encouragement of relatives. Today's technological sophistication and modernization if it is used properly and maximally will definitely produce benefits that actually produce, for example we can open job openings using internet technology especially we can open online stores that do not have physical forms that are considered risky, so that it will make it easier for us to run the business even though we don't have much time because our media controls At behavioral intention there are 2 variables that are discarded, on the Attitude toward using there is one indicator that is discarded is the external variable there are 3 variables that are discarded after it is Perceived useful also there are 3 indicators wasted Output above shows that the correlation of all constructs is greater than 0.8 construct It means that latent constructs predict indicators on their blocks compared to other indicators can be seen that of the seven hypotheses all received because P-Values <0.05 and everywhere so it is very flexible. The instructions on the Online Shop are clear and easy to understand so that users are not complicated in marketing their products. In order to develop theories about the adoption of Online Shop services, the next researcher is expected to add indicators that have not been included in this research variable. Online Shop, the sample size should be increased so that the results can be more representative and can be used to generalize the actual conditions that occur in the field. The results of the data show that the direct influence of perceived ease of use and perceived usefulness on actual usage has a greater coefficient than the indirect effect of perceived ease of use and perceived usefulness on actual usage through the attitude variable toward using.

Keyword : TAM, Online Shop, Adoption of Technology

The Influence Of Leadership Style, Work Discipline, And Organizational Culture On The Performance Of Employees In The Ministry Of Religion Of The City Of Bekasi

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ABSTRACT

Leadership style has a significant influence on employee performance, followed by work discipline and organizational culture. According to researchers leadership factors can influence employee work ethic and cultural values within the organization because in the context of cultural values in the ministry of religion, namely integrity, professionalism, innovation, responsibility and exemplary (source of Indonesian Ministry of Religion 2014).

According to researchers, a leader's leadership style can influence, both individual and general employee performance in an organization and between them. Good cultural values according to researchers can lead to a positive social behavior towards the organization and generate strong commitment so that the vision and mission of the organization can be achieved.

Keywords : The Influence Of Leadership Style, Work Discipline, And Organizational Culture

The Decrease of Turnover Intention

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ABSTRACT

One of the problems that affect human resources in a company is a high turnover rate. Turnover is a tangible form of turnover intention, turnover intention can be caused by various factors one of which is work load and work stress. This means that if the workload given by the company is too heavy, then employees will experience the stress of work and will impact on the intent of turnover. So this study to determine the conditions of workload, job stress and intentions of turnover on call center employees

Workload is a task given to workers to be completed and accountable within a certain timeframe. Job stress is a condition of tension that affects emotions, thinking processes and one's condition. Turnover intention is the desire to move from one company to another and not to the stage of realization, because only a new desire only.

The type of research used is descriptive verifikatif, with sampling technique using Slovin technique so that the number of respondents studied is 76 respondents. Types of data used are primary data and secondary data with data collection techniques through questionnaires, and multiple regresion analysis.

Workload conditions on call center employees are in very heavy categories, high job stress and high turnover intentions. Simultan workload and work stress significant influence the of turnover intention. And the influence of workload on the turnover intention either directly or indirectly through work stress has a significant effect.

Keywords: workload, work stress, turnover intention.

The Station: Game Based on Windows Power Point to Recognize the Concept of Mitigation Program of Earthquake in Kindergarten

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ABSTRACT

This research aims to develop computer-based games as learning media for children aged 4-5 years. The game modified for the earthquake risk mitigation learning media in kindergarten in Gorontalo. The research method used in this study is research and development from Hanafin. with the development stage: analyze, design, develop, implement and evaluate. The data analysis technique used in this study is a qualitative data analysis technique. Data collection in the analyze stage is carried out through Forum Group Discussion activities, then the researcher performs the product design stage using a Windows PowerPoint program. Researchers develop products at the develop stage through discussions with experts in the field of educational technology, national SAR agencies, and early childhood education experts. This research was conducted for one year to produce three stages of the introduction of the earthquake concept, the direct practice of earthquake evacuation training, and psychological rehabilitation programs after the earthquake. In this study, new games included the earthquake concept and evacuation during the earthquake.

Keywords : Computer-Based Games, The concept of earthquakes, Children aged 4-5 years, Kindergarten

Implementation of Storytelling Learning Strategies in Developing Language Skills Early childhood

Rapi Us. Djuko

ABSTRACT

This research was carried out in the Patriotic Kindergarten of Suwawa Subdistrict by using a qualitative approach with descriptive research, which was conducted for 6 months starting from July to December 2017. The objectives of this research were students of PG-PAUD who were in the preparation stage of the thesis as many as 3 people. The expected results of this study are:

- 1) The teacher optimizes children's language learning, especially telling stories by applying five steps of storytelling activities which consist of: setting goals and themes, determining the shape of the selected story, determining the materials and tools needed in storytelling activities, defining the design steps for storytelling activities and setting design assessment activities storytelling,
- 2) Student thesis research proposal;
- 3) Completion of student thesis on time.

Keywords : Storytelling strategies, language skills (storytelling)

Utilization of Internal Audio Visual Media Writing the Stories Story in Students in SD

Rusmin Husain

ABSTRACT

The problem statement of this research is “ how is the utilization of audio visual media in writing fairy tale on student of grade III, SDN 33 Kota Selatan Gorontalo City?” This research aims at describing the utilization of audio visual media in writing fairy tale on student of gade III, SDN 33 Kota Selatan Gorontalo City.

The research subjects are 29 students of grade III in SDN 33 Kota Selatan Gorontalo City consisting of 13 males and 16 females. Findings show that fairy tale writing can be casier by utilization the audio visual media. Through observation, it is found that 96.15% students are categorized as able, 3.84% are less able, and 0% is categorizes as not able.

Based on the research, in canbe concluded that through the utilization of audio visual media, the students’ ability in writing fairy tale can be developed.

Keywords : audio visual, fairy tale

Comparison of The Quality Perception of Japanese And European Car (Survey of Community in Bandung City, West Java-Indonesia)

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ABSTRACT

The development of automotive in the world has experienced very rapid progress. The number of four-wheeled vehicles in Indonesia is increasingly crowded the highway and is often the cause of long traffic jams in various corners of the city including the city of Bandung. Although the development of the automotive industry has been so rapid, it turns out that car manufacturers are still dominated by the countries of Japan, USA, Europe and Korea. Cars made in Japan and Europe are the most choices for the people of Indonesia. This study aims to determine the public perception in the city of Bandung regarding the quality of Japanese and European car products.

This study uses eight dimensions of quality according to David A. Garvin (1987), namely performance, features, reliability, conformance, durability, serviceability, aesthetics and perceived quality. This research is a quantitative research with descriptive and comparative methods. The research population was the Bandung City Community with a sample of 125 respondents. The survey uses a questionnaire that has been tested for validity and reliability, and distributed through Google Form. The analytical tool used is a different test (t-test) and Wilcoxon test.

The results showed that: (1) overall, the quality of Japanese cars was perceived better by the people of Bandung compared to European cars except for features dimension of European car perceived better than Japanese cars, and (2) there were differences in the perception of Japanese car product quality with European cars, except for the aesthetics dimension there is no difference between Japanese cars and European cars.

Keywords : Performance, Features, Reliability, Conformance, Durability, Serviceability, Aesthetics, Perceived Quality

The Influence of Entrepreneurial Interests on Students' Decision Making In The Studens' Cooperatives Program

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ABSTRACT

The problem studied was the student decision-making process in participating in the Student Cooperative Program. While the purpose of this study is to find out how much influence the interest in entrepreneurship has on student decision-making processes in participating in the Student Cooperative Program. The research method used is descriptive analysis method with data collection techniques using observation, interviews, questionnaires and literature. The population taken is students who take part in student cooperative Program. The technique used in determining the number of samples is simple random sampling technique. From the regression results, it can be seen that the interest in entrepreneurship in economic education students has a positive influence on the decision-making process in participating in the Program Cooperative Student. The hypothesis test results obtained by the value of $t_{count} >$ from the conclusion table is that H_0 is rejected or H_a is accepted, which means that the interest in entrepreneurship has a significant effect on the student decision-making process in participating student cooperative Program.

Keywords : interest in entrepreneurship, decision making

The Effect of Organizational Culture and Interpersonal Communication on Organizational Citizenship Behavior (OCB) With Organizational Commitment as Mediation Variables In PT. Jaktour

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ABSTRACT

In the current era of globalization, the tourism sector is one of the industries which is significant contributor to national income, especially in terms of the economy of the community and the country. The Indonesian tourism industry plays an important role in increasing its contribution to Gross Domestic Product (GDP) because this will trigger more foreign exchange income and also provide employment opportunities for the people of Indonesia. The hospitality industry is the biggest part of tourism. At present the growth of the hotel business both domestically and internationally is growing very rapidly. One of the companies engaged in the hospitality industry in Jakarta is PT. Jaktour. Seeing that hospitality industry growth and competition are getting tighter, PT. Jaktour must be able to compete with other hospitality companies by paying attention to the quality of its Human Resources. As one of the industries engaged in the service sector, the employees needed in this industries are employees who not only have good performance but also employees who want to do the work more than the ordinary work they do (extra role). This behavior is also called Organizational Citizenship Behavior (OCB). This research analyzes the influence of the organizational culture and interpersonal communication on Organizational Citizenship Behavior (OCB) with organizational commitment as a mediating variable. The determination of sample using proportionated stratified random sampling. The number of sample used is 237 samples and analyzed using Structural Equation Modeling (SEM).

Keywords : Organization Culture, Interpersonal Communication, Organizational Citizenship Behavior, Organizational Commitment

Blue Ocean Strategy, Creating Market Space Without Competitors and Let the Competition No More Relevant

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ABSTRACT

The tight competition in the business world requires the birth of new strategies that are not immediately imitated by competitors. One way that is usually done is to create competitive advantages, so that in order to continue to exist the company must try to regulate strategies that build excellence in winning competition. This effort requires not a small amount of money for promotion and product development that is directed towards keeping a product in the market. This condition directly affects open competition between products. So that there are products that survive in the market and there are products that are forced to "go out of business", knocked out of the arena. Marketers compete with competitors by competing to highlight the competitive advantage that the company has.

According to W. Chan Kim and Renee Mauborgne (2005), companies always try to seize the biggest part of the market by building a defense against competition in one industry that is similar. The strategy used is to make a choice between the value that will be given to consumers and the costs that must be incurred. The creation of more value for consumers also means the amount that must be incurred. Finally, marketers must make a choice between differentiation and low cost. Consumers who are increasingly "smart" can begin to choose between the benefits provided by a product and the costs incurred. Current loyalty is being questioned because of the large selection of products available. In order to remain an option, companies must strive harder to fulfill the value consumers want for goods and services in the form of Point-of-difference (POD), which is a positive attribute or benefit associated with a brand and is believed by consumers not to be obtained from competing brands.

Interested in the above problems, this article will discuss how to divert yourself from the competition in the very competitive Red Ocean, towards Blue Ocean, which makes the competition irrelevant. Blue Ocean Strategy does not use competition as a benchmark. Instead use a strategy called value innovation.

Keywords : business world, competitive advantage, blue ocean strategy, value innovation

The Effect of Leadership Style, Work Climate And Welfare on The Work Performance of The Employees In Religion Education And Training Centre Manado

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ABSTRACT

The aim of this study is to observe the effect of the leadership style, work climate, and welfare on the work performance of employees in the Religion Education and Training Centre, Manado. This study used the correlational technique survey method. With the error level of 5% (0,05) and the number of population of 70 employees (N=70), it has been found the number of samples of 60 respondents (n=60). Data was collected based upon the questionnaires with Likert Scale. The result of the research showed the positive effect partially or simultaneously among the leadership style, work climate and welfare on the work performance of the employees in Religion Education and Training Centre Manado. The finding of the research showed the weak managerial skill in the division of monitoring. The work atmosphere was found conducive and dynamic but the coordination and communication was weak and there was an attempt to develop the welfare program with the nuance of spiritual satisfaction and the family day program. The effect of the development of the program in fact can reduce the work stress.

Keywords : Leadership Style, Work Performance, Prosperity, Employee Performance

Analysis of the Effects of Compensation, Work Environment and Work Ability on Employee Performance at the Jakarta Provincial Youth and Sports Department

Rya Paramitha

ABSTRACT

This study aims to find out there is no relationship between employees, employees, employees and employees. The hypothesis in this study is that there is a significant relationship between employees, employees and employees. The variables in this study are Compensation (X1), Work Environment (X2), Work Ability (X3) and Employee Performance (Y). The research method used is an explanatory method (quantitative) using surveys and questionnaires. The direct population is 287 respondents. To decide on a sample, use the Slovin formula. The sample we got was 75 respondents. The instrument used to collect data is a questionnaire with validity and reliability tests. Validity test is done by calculating the moment of product (Pearson) while the reliability test is carried out using Alpha Cronbach. The general variable in this study is employee performance, while the independent variables in this study are Compensation, Work and Work Environment. The data analysis technique used is Structural equation modeling (SEM) and SPSS.

Keywords : Compensation, Work Environment, Work Ability

The Influence of Organizational Climate, Career Development on Organizational Commitments To Increase Organization Citizenship Behavior (OCB) Relationship Manager (RM) SME Segment In Mandiri Bank

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ABSTRACT

Organizational climate and career development have a significant influence on organizational commitment in improving the organization citizenship behavior (OCB) Relationship Manager (RM) of the SME segment in mandiri banks. According to researchers a good organizational climate can increase employee commitment to the organization. according to researchers, career development can also increase employee commitment to the organization. where if an employee has a high organizational commitment it will grow the organization's behavioral behavior (OCB) in every Relationship Manager (RM) in Mandiri Bank. in this study, researchers use the research method of the structural equation model (SEM)

Keywords : Organizational Climate, Career Development, Organizational Commitments, Organization Citizenship Behavior (OCB), structural equation model (SEM)

Finance Cash Management With Digital Economy Base

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ABSTRACT

The importance of changing paradigm of society regarding waste needs, to be carried out on an ongoing basis. Education of citizens' awareness and skills for waste management by applying reduce, reuse, recycle, replant (4 R) principles is important in solving waste problems through waste management from the source. The aim of this study is to determine the implementation of waste bank program in increasing income of community in waste bank community area of Depok city and Bogor Regency. The method used in this study is qualitative. The results showed that integrated waste management can stimulate creativity and innovation from community in order to improve the community welfare. Therefore, it can be used as the preparation material of mutual beneficial strategies, concepts and models of cooperation (Creditors, Debtors, City Government and Local Government) in accordance with community and business climate typology within waste bank community area of Depok and Bogor Regency.

Keywords : Cash Management, Digital Economy, Small and Medium Enterprises, and Small and Medium Industry Doer

Effectiveness of Public Speaking Implementation in Increasing Professionalism of Village Devices in Cilebut

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ABSTRACT

Communication ability is one of the many advantages that exist in each individual. Through these capabilities, each individual is expected to be able to convey what is in his mind to other individuals. Communication is also what distinguishes one individual from another, because communication skills are a very important part of every aspect of human life. Soft skills in the form of public speaking abilities do not recognize age, position and profession. No exception is a Civil Servants (PNS) who are in charge of serving the community and are community leaders who incidentally are leaders (both formal and informal) in the place where they live. For this reason, civil servants and community leaders are required to have the ability to deliver messages and information to many parties in many ways, such as disseminating government programs and information that is effectively notified to the public. However, not all members of the village apparatus have this capability. This is experienced by the village of Cilebut Barat. Judging from the working mechanism system, the Cilebut Barat Village has a number of work program arrangements which are planned to be disseminated to the surrounding community. However, in the implementation of the implementation of its working mechanism, the plan to socialize the work program of the Cilebut Barat village equipment had technical problems, namely the lack of their level of communication. This study aims to analyze the level of capability of the village public speaking equipment in Cilebut Barat. This study uses qualitative methods with observation and case studies as data collection techniques. The results found in this study indicate that through training in public speaking members of the Cilebut Barat Village apparatus were able to understand the contents of work programs so that they were able to communicate these programs to the surrounding community well.

Keywords : Public Speaking, Civil Servants, Cilebut Barat Village Equipment

Model of Triple Helix-Based Creative Economy Development for SMEs in West Java Province

Sintha Wahjusaputri, Somariah Fitriani and Tashia Indah Nastiti

Universitas Muhammadiyah Prof. DR. Hamka

ABSTRACT

This objective of study is to elaborate the pattern of creative economy development based on Triple Helix for small medium sized enterprises in West Java. The main issue is that there have not been any synergies between the three actors of the Academic, Business and Government (ABG) sectors in developing the creative economy for SMEs. The research employed Analytical Hierarchy Process approach (AHP), which aims to synthesize comparisons of decision-making judgment and solve complex problems in order to develop the weight or priority of SMEs that have successfully implemented a triple helix model as best practice. The research is expected to design Triple Helix model in developing creative economy for SMEs in West Java Province. Academics as knowledge and technology resource focus on producing findings and innovative applications. Businesses capitalize on providing economic benefits and social benefits for society, while the Government guarantees and maintains stability of the relationship with conducive regulation.

Keywords : Model Triple Helix Model, SMES, creative economy, Analytical Hierarchy Process

The Effect of Leverage Towards Response Coefficient Earnings In Manufacturing Companies In Indonesia Stock Exchange

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ABSTRACT

Study of the factor affecting Earnings Response Coefficient has long been a theme in capital market research. ERC is defined as a slope regression of Unexpected Earnings on Cumulated Abnormal Return. Factor suggested by Dhaliwal and Reynolds that possibly affects the ERC is leverage. The debt issuance would increase default risk and in turn would lead to reduction in the ERC. The purpose of this study is to examine this theory using Indonesia Stock Exchange industrial companies data from 2014-2016. This study uses three control variables: systematic risk, persistence level, and opportunity growth.

The results using pool regression estimates ERC with sign opposite to those expected. Leverage level had significantly effected ERC the sample companies with positive sign,

Keywords : Earning Response Coefficient, Systematic Risk, Leverage

The Effect of Transformational Leadership on Organizational Commitment and Its Implications on the Performance of Sundanese Restaurant Staff in West Java

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ABSTRACT

Employee performance in the restaurant business plays a very important role. The restaurant business includes hospitality. The hospitality business is physical and

spiritual well-being and security gained through spending a certain amount of money. The higher the employee's performance, the more meticulous hospitality of consumers will be, the lower the employee's service performance will affect the visit of the next consumer, the customer is disappointed and not satisfied. With

In other words, customers are not met with hospitality. Regarding these problems, transformational leadership and organizational commitment are alternative solutions. The study aims to analyze the effectiveness of transformational leadership, organizational commitment and employee performance, the effect of transformational leadership on organizational commitment, the effect of transformational leadership on employee performance, the influence of organizational commitment on employee performance.

This research method uses descriptive and survey implants using sampling techniques for 158 typical Sundanese restaurant employees who have 6 branches spread across West Java. The research instrument used a questionnaire. The data analysis technique uses path analysis and is processed by SPSS 17.

Based on the results of the study, it can be concluded that transformational leadership, organizational commitment, employee performance has been carried out effectively. Transformational leadership has a positive effect on organizational commitment, transformational leadership has a positive effect on employee performance. Organizational commitment has a positive effect on employee performance.

Keywords : Transformational leadership, organizational commitment, employe performance.

Analysis of Information Technology-Based Training Needs Is The Improving Efforts of Effectiveness of Training Management

Sri Ratna Widyaiswara

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ABSTRACT

The effectiveness of training management is one of the determinants of the civil employee's quality of human resources produced. Management of training carried out by government training institutions in general has not been effective, so that the civil employee's quality of the human resources produced is not as expected. This is determined by various factors, among others, the concept of comprehensive system training has not been implemented.

This study analyzes the effectiveness and efficiency of integrated system-based training management and in-depth discussion of one of the subsystems. The solution offered is the implementation of information technology-based training needs analysis. Thus, it is expected to contribute to the improvement of the effectiveness of training management, which in turn can improve the quality and professionalism of civil employee's human resources..

This study uses an evaluative approach, with documentation study data collection methods, in-depth interviews and observations, which are then analyzed using qualitative data analysis techniques by describing the results of implementation juxtaposed with concepts and theories based on critical thinking to find the best alternative solutions. For this reason, it is recommended that the Institute of Education and Training institutions be able to develop the implementation of information technology-based training needs analysis.

Keywords : Training Management, Training Needs Analysis and Information Technology

Influence of Brand Image, Price and Promotion on Consumer's Buying Decision of Fast Moving Consumer's Goods With Culture as a Moderating Variable in Basmallah Retail Store in Indonesia

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ABSTRACT

This research aimed to investigate the behavior of consumers buying decision in modern moslem stores in Indonesia. The high and low context culture would be the intermediating factor on influencing the decision. With 100 samples the data was collected through out multy stage sampling procedures with Banyuwangi being selected region. The validity and reliability questionnaire were tested. Normality data was also tested using skewness and kurtosis before regression is employed.

The population in this study are customer of the Basmallah in a specific teenager in Banyuwangi. The measurement scale in this study uses semantic differential. The method of analysis used is Moderated Regression Analysis. The results showed that: 1) Brand image effect on purchasing decision; 2) Price affects purchasing decisions; 3) Promotion affects purchasing decisions; 4) culture moderates the influence of brand image on purchasing decisions; 5) culture moderates the influence of prices on purchasing decisions; 6) Culture moderates the influence of promotion on purchasing decisions of Basmallah FMCG.

Keywords : Brand image, Price, Promotion, Culture, FMCG

Management of Education in Package C Equivalence Education In The Prison (A Case Study in Class IIA Prison of Bekasi)

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ABSTRACT

The objective of this research was to understand comprehensively the management of education implemented in the package C equivalent education. It was a qualitative research with a case study method (explanatory case study) conducted in the class IIA Prison of Bekasi in 2012 until 2015.

The data was collected through participant observation using interview, observation, document study, and recording. Mechanism of data analysis consists of data collection, data reduction, data display, and conclusion drawing/verification. The data analysis and interpretation indicates that (1) Planning is arranged with coordination of both team work, unfortunately, external customers and supervisor were not involved; (2) Decision making process used group decision making, in which mostly driven by consensus of both team work and without intervention of both head of institution; (3) Team work is formed formally by joint team work consist of representatives of SKB and class IIA Prison of Bekasi, team work runs effectively.

The findings lead to recommendation to maintain this joint team work in order to the sustainable package C equivalent education will still continue in class IIA Prison of Bekasi. It's also recommended that some improvement needs to be taken.

Keywords : Equivalent package C education, planning, decision making and team work

Factors That Influence The Interests of Students To Become Accounting Teachers

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ABSTRACT

The purpose of this study is to find out what factors influence student interest in becoming an accounting teacher. This research is quantitative research. The population in this study were all students of Accounting Education Study Program, Faculty of Economics, State University of Malang (UM) and Surabaya State University (Unesa). Sampling using purposive sampling technique. The sample of this study was the 2015 class students. The technique of collecting data used the questionnaire and documentation methods. Data analysis used to determine the factors that influence students' interest in becoming accounting teachers is to use Confirmatory Factor Analysis (CFA) with the help of SPSS version 22 software for Windows. Based on the results of the study it can be concluded that the factors that influence student interest in becoming an accounting teacher include perceptions of the teaching profession, personality aspects, aspects of associates, family aspects, learning achievement, learning experience, and teacher welfare are valid and trustworthy factors in reflecting students' interest in becoming an accounting teacher. The dominant factor that influences students' interest in becoming accounting teachers is student perceptions of a teacher, aspects of personality and learning experience.

Keywords : Factor Analysis, Interest in Being a Teacher, Accounting Teacher

The Effect of Compensation, Empowerment And Competency Toward Performance of Lecture In Wiralodra Universiti of Indramayu

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ABSTRACT

The performance of UNWIR lecturers has not been fully in line with the expectations. Achievement of lecturer performance at UNWIR is quite good category. This study aims to determine the effects resulting from compensation, empowerment and competence on the performance and compensation and empowerment on competence of UNWIR lecturers. The method used in this study is quantitative associative that 104 respondents of UNWIR lecturers are assigned. The data was collected by using performance appraisal instrument by chairman of UNWIR and lecturer response instrument relating to the compensation, empowerment and competence of UNWIR lecturer. Data processing were analyzed using path analysis by LISREL 9.30 software. The result showed that performance appraisal of lecturers of UNWIR by chairman of UNWIR is quite less / low category, response of lecturer on compensation received is sufficient, the empowerment done by UNWIR to the lecturer is enough and the competency assessment of each lecturer are respectively in the good category and overall there is a significant there is a relationship between compensation, empowerment and competence on performance and relationship between compensation and empowerment on competence.

Keywords : compensation, empowerment, competence, job satisfaction, performance

Development of Economic Learning Laboratory Model In High School

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ABSTRACT

This research aims to develop lab-based learning in high school and development produce a product in the form of a technopreneurs-based High School Economics lab learning guide module. The stages carried out in this research and development are as follows: a) definition, b) design, c) development. In this lab-based learning module, the subject matter of economic experiment learning is developed indoors and outdoors so that it draws constructivist learning in the 2013 scientific curriculum. Based on the trial assessment conducted by material experts and media experts, it can be seen that the value obtained from the material expert is 3.47 and the value of the lab-based learning expert is 4.03 so that the module for tecnopreneurs-based economic lab learning guide is good. Also, the trial conducted by 10th-grade students of IIS Avicenna South Jakarta received an average score of 3.86 or good, so that it can be used as a reference for learning in the School. Based on input from Experts, this guidance module needs to be further developed well and the establishment of a lab for schools that do not yet exist. Research and development carried out with 4D are define, design, develop, and disseminate. In this study only to 3D so that it can be developed on a wide scale through dissemination.

Keywords : High School Economic Laboratory, Technopreneur, Model Development

Influence of Workload, Occupational Safety, and Health on Job Satisfaction with Work Stress as a Mediating Variable: The study of The local Government of Jakarta

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ABSTRACT

Job satisfaction is an emergency some very important factors to get maximum results. Job satisfaction can be influenced by several factors, organizations need of looking at these factors to improve employee job satisfaction. This purpose of research to determine how much influence the workload, occupational health and safety on job satisfaction with job stress as a mediating variable. This research was conducted at transportation agency of the local government of Jakarta. The number of samples taken by 92 employees, with the saturated sample method. Data were collected by a questionnaire survey and interview tool. Path analysis was used to obtain the results that found workload positive affects on job stress, if the workload of employees increase, job stress will increase. Workload negatively affects of job satisfaction, when the workload increase, job satisfaction decreases, and vice versa. Occupational health and safety negatively affects of job stress, when occupational health and safety increase, job stress decreases, and vice versa. Occupational health and safety negatively affects of job satisfaction, when occupational health and safety increase, job satisfaction decreases, and vice versa. Job stress negatively affects of job satisfaction. Job stress increase, job satisfaction decreases, and vice versa.

Keywords : Workload, occupational health and safety, job satisfaction, job stress.

Examination Of Theory Of Reason Action To Understand The Interests Of Working As A Driver Of Online Transportation Modes On High Education Workers

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ABSTRACT

The work force of graduates of higher education, is a workforce that should have special skills and skills that can be a provision for achieving formal employment. However, lately there has been an interesting phenomenon. Many of the workforce of college graduates are working as drivers of online transportation modes, even though the profession is not a formal job. Of course, this is something interesting to study. We try to understand this, through the Theory of Reason Action (TRA). The approach of this research is the quantitative method, where the analysis is using multiple regression statistical methods. Data were collected using a questionnaire, which was arranged in a semantic differential scale. A total of 116 samples were included in this study. The results of the analysis show that in general the attitude towards the profession of the driver of online transportation and subjective norms is a variable that significantly influences the interest in working as an online transportation driver. This result also shows that among the workforce with a high level of education, formal or non-formal work is not a primary consideration.

Keywords : Theory of Reason Action, Attitude towards the profession, Subjective norms.

Analysis of the Effect of Financial Fundamental on the Stock Prices of Indonesian and Malaysian Stock Exchange Property Companies (Case Study 2 Country) Year 2010 - 2017.

Surasti Febrianty

ABSTRACT

This research was conducted on the top five property companies listed on the Indonesia and Malaysia Stock Exchanges in 2010-2017. This study aims to determine the fundamental effect of finance consisting of Return on Equity, Net Profit Margin and Earning per Share on Stock Price.

The results of this study indicate that in Indonesia, the ROE variable has a significant positive effect on the stock price, the NPM variable has a significant negative effect on the stock price and the EPS variable has a significant negative effect on the stock price. For Malaysia, it shows that the ROE variable has no negative significant effect on the stock price, the NPM variable has no positive significant effect on the stock price and EPS has a not significant effect on the stock price.

The effect of ROE shows the company's ability to return after-tax deducted capital, the effect of EPS shows the company's ability to provide a picture of profits for shareholders, and the influence of the NPM shows the company's ability to generate net profits after tax deduction.

Keywords : Stock Price, Profitabilitas, Return on Equity, Net Profit Margin, Earning pershare. Investasi, Property.

Account Representative's Roles, Taxpayer's Knowledge And Taxpayer's Compliance

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STIE STEMBI

ABSTRACT

This study aims to determine the role of account representative and taxpayer knowledge in influencing the compliance of individual taxpayers registered at the Pratama Majalaya Tax Service Office, Bandung Regency.

The population in this study is a personal taxpayer (WPOP) registered at the Pratama Majalaya Tax Service Office, Bandung Regency. The sample in this study was 100 individual taxpayers. Methods of collecting data by distributing questionnaires. Questionnaire data was tested using validity and reliability tests. The data analysis technique in this study used multiple linear regression.

The results showed that the role of account representative had a positive but not significant effect on individual taxpayer compliance. While knowledge of taxpayers has a significant positive effect on individual taxpayer compliance. Simultaneously, the role of account representative and taxpayer knowledge has a positive and significant effect on individual taxpayer compliance.

Keywords : Account Representative's Roles, Taxpayer's Knowledge and Taxpayer's Compliance

The Effect of Transformational Leadership, Organization Culture and Learning Organization on Effectiveness of NGOs.

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ABSTRACT

This study aims to investigate the influence of transformational, organization culture and learning organization on effectiveness of NGOs. The transformational leadership model in this study will be model provided by Bass and Avolio (Four I's), Organization Culture model by Denison and Mishra and learning organization by Watskin and Marsick. In the study after a comprehensive literature review an empirical study by means of a survey questionnaire has been conducted to find out the effect of leadership, organization culture and learning organization on effectiveness. A quantitative method was conducted to examine the correlation amongst variables. Simple random sampling was used as the technique to determine. Respondents are 120 employees at supervisors level in NGOs Jakarta. The data obtained by respondents are then processed and analyzed using Partial Least Square (PLS-SEM). The results obtained from the survey show that a) transformational leadership, organization culture and learning organization have positive effects on effectiveness of NGOs, b). Transformational Leadership have positively effect on organization culture, c) Organization culture have positively effect on learning organization.

Keywords : NGO, Effectiveness, Leadership, Organizational Culture, Learning Organization

Financial Ratio Analysis Based on Risk Based Capital and Early Warning System to Assess the Financial Performance of Life Insurance Companies

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ABSTRACT

This research is important because the insurance company must manage and optimize its financial performance appropriately so that it can meet the criteria as a healthy insurance company so as to attract customers.

This research conducted to determine financial performance of insurance company used analysis financial ratio method based on Risk Based Capital (RBC) dan Early Warning System (EWS). The company's financial performance can be said as a measure of how efficient and effective the company's activities have been carried out in managing financial resources that exist in a certain period.

Keywords : financial ratio, risk based capital, early warning system

Trends In Health Insurance Across Vietnamese Regions: A Binary Logit Model

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ABSTRACT

Vietnam is under the process of intensifying people's health protection, care and improvement. The promoting access to health insurance is one of the significant schemes on which the government has been placing their concern.

The purpose of this study is to examine the trends in health insurance across 6 Vietnamese regions: Red River Delta, Northern midlands and mountainous, Central North and Coastal, Central Highlands, South East and Mekong River Delta. From that, our findings suggest some public policies in order to improve the health insurance access in these regions.

This paper develops a binary logistic regression with 29,611 among 37,456 individuals from 9,399 households in Vietnamese Household Living Standard Survey (VHLSS) 2016. They possess at least one of these following Health Insurance Card: voluntary; compulsory state-run; compulsory non-state; for children aged 6 or less; for the poor and nearly poor; for policy beneficiaries and others. The model's explanatory variables include household characteristics, family wealth, labor market conditions, infrastructure and policy measures.

Keywords : Health Insurance, Public Policies, Health Insurance Access, Binary Logistic Regression, Binary Logit Model, Vietnamese Household Living Standard Survey (VHLSS).

The Effect of Work Compensation And Discipline on Employee Performance With Work Satisfaction As An Intervening Variable (Study In Pt Xd Sakti Indonesia)

Tri Mulyani Kartini

ABSTRACT

This research was conducted to test the Effect of Compensation and Work Discipline on Employee Performance of PT. XD Sakti Indonesia with Job Satisfaction as an Intervening Method. The population in this study were all employees of PT XD Sakti Indonesia, totaling 242 employees. This study uses a quantitative approach, the data for this study was obtained through a questionnaire filled in by PT XD Sakti Indonesia employees. The data analysis method used is the Structural Equation Model (SEM) method. The results showed that compensation had a significant effect on employee performance at PT XD Sakti Indonesia, work discipline had a significant effect on employee performance at PT XD Sakti Indonesia, compensation had a significant effect on employee job satisfaction, work discipline had a significant effect on employee job satisfaction, compensation had a significant effect on performance through employee job satisfaction at PT XD Sakti Indonesia, work discipline has a significant effect on performance through employee job satisfaction at PT XD Sakti Indonesia.

Keywords : Compensation, Work Discipline, Job Satisfaction, Employee Performance

Effect of Group Settings Symbolic Modeling Technique on Self-Discipline of Students of Class VIII State 12th Smp In Gorontalo City

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ABSTRACT

The problem that is the focus of this study is the lack of student understanding and the low self-discipline attitude of students in Gorontalo State Middle School 12 by using symbolis modeling technique counseling. The purpose of this study was to determine the effect of group counseling on students' self-discipline attitudes. This research is experimental research (quasi-experimental). The population in this study were eighth grade students of SMP Negeri 12 Gorontalo City, amounting to 180 students. The sample members were 15 students who were determined by purpose sampling techniques. The data collection technique used is the questionnaire instrument. Analysis was carried out by t test technique. Based on data analysis, the price of t is 10.81, while from the distribution list t the 5% level is obtained $t_{0.975}(28) = 2.05$. It turns out that the price t counts $(10.81) > t\text{-list}(2.05)$ or t-count is outside the receiving area H_0 , so it can be concluded that H_0 is rejected and accepts H_1 . Thus it can be concluded that there is the influence of the implementation of counseling services for symbolis modeling techniques on self-discipline of students in SMP Negeri 12 Kota Gorontalo. It is recommended that the counseling teacher apply counseling to the symbolis modeling technique group in dealing with the problem of self discipline in students.

Keywords : Group Counseling, Symbolis Modeling Technique, Self Discipline

The Impact of Leadership Styles and Workplace Environment on Employee Performance: A Case Study of the Office of Agricultural and Livestock North Sulawesi Province

Ventje A Senduk

ABSTRACT

In the era of globalization that is growing rapidly, the Government of Indonesia emphasizes human resources issues or more specifically to improve the quality of human resources. Based on Government Regulation No. 46/2011, concerning Work Performance Assessment, all civil servants need to improve work performance in organizational activities. Things that can affect a workplace performance are the existence of leadership styles and a good workplace environment. This research aims to find out the impact of Leadership Styles and Workplace Environment on Employee Performance. Type of this research is quantitative descriptive. The location of this research is on the Office of Agricultural and Livestock North Sulawesi Province. The sample size that used from this study is 100 out of 114 respondents from the population. This paper practices multiple regression analysis and validity & reliability tests. The results show that both the Leadership Styles and Workplace Environment have an impact on Employee Performance. The Office of Agricultural and Livestock of North Sulawesi Province must maintain appropriate leadership styles in order to create a good performance for employees. Furthermore, both employees and leaders must preserve an existing workplace environment, so that the excellent performance from employees are still maintained.

Keywords : Leadership Styles, Workplace Environment, Employee Performance.

The Effect of Work Satisfaction, Work Stress And Organizational Commitments To Turnover Intention In Employees of Pt. Aia Financial Indonesia Fa Academy Division

Victor Witness Chandra

ABSTRACT

The purpose of this study is to find out whether job satisfaction, work stress, and organizational commitment have a significant influence on the turnover of PT. AIA Financial Indonesia's employees in the FA Academy Division partially. The hypothesis in this study is that there is a significant relationship between job satisfaction, work stress and organizational commitment to turnover intention. These are Job Satisfaction (X1), Job Stress (X2), Organizational Commitment (X3) and Turnover Intention (Y). Data obtained from questionnaires were distributed to 200 respondents who were employees of PT. AIA Financial Indonesia FA Academy Division. The dependent variable in this study is Turnover Intention, Job Satisfaction, Job Stress and Organizational Commitment. The Analysis of the used method of Structural Equation Modeling (SEM) and Statistical Product and Service Solutions (SPSS).

Keywords : Organizational Commitments, Turnover Intention, Work Satisfaction, Work Stress

The Influence of Servqual And Financing Margin on Financing Decisions And Their Impact on Customer Satisfaction

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ABSTRACT

Indonesia has potential market in sharia product and service, because majority is Islam. In fact, islamic banking has only 5,7% market share. Service quality and financing margin is predicted have influence in customer decision on taking financing. The purpose of this study to determines the influence of service quality and financing margin on financing decisions and their impact on customer satisfaction. The population in this study were employee of PT Bank Syariah Mandiri. Sample was taken by purposive sampling technique. A self administered questionnaire was carried out on respondents to collect the raw data. SEM-AMOS were employed to analyse the data.

Keywords : Service quality, financing margin, financing decisions, ,customer satisfaction

Analysis of Inflation Rate, Bond Coupon, Bond Maturity, and Sbi Rate Towards Price of Government Bond Variable Rate (Vr) Series Registered at Indonesia Stock Exchange Year 2012-2016

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ABSTRACT

This study aims to examine the effects of the inflation rate, bond coupon, bond maturity, and SBI interest rates towards the price of government bond variable rate (VR) series registered at the Indonesia Stock Exchange 2012-2016.

The research method is survey method with descriptive analysis procedure and statistical analysis with data analysis technique using normality test by using Jerque-Bera test, autocorrelation test using Durbin-Watson test, heteroscedasticity test by using Breusch-Pagan-Godfrey test, linear regression test multiply $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$, hypothesis test with test statistic test (t test) and model feasibility test by using f test, and coefficient of determination test (R²). This study uses secondary data obtained from the Association of Government Bond Traders (HIMDASUN), Bank of Indonesia, and Directorate General of Financing and Risk Management (DJPPR). Sampling technique that was used in this study is purposive sampling.

From the results of the analysis conducted in this study, it can be concluded that the bond coupon effects the price of government bond Variable Rate Series. While inflation rate, bond maturity, and the SBI interest rate do not affect the price government bond Variable Rate Series.

Keywords : Inflation Rate, Bond Coupon, Bond Maturity, SBI Interest Rate, Bond Price.

Community Empowerment As A Preventive And Curative Effort To Manifest Disaster-Resilient Villages

Wenny Hulukati and Rizki Djibran

ABSTRACT

The objective this study is to empower community as a preventive and curative effort to manifest disaster-resilient villages through (1) the establishment of resilience of children and adolescents so that they are able to survive and remain stable as well as to be psychologically healthy after experiencing traumatic events; (2) children and adolescents no longer experience psychological problems or disorders such as: (a) physical symptoms: insomnia, feeling unwell, and easily startled, (b) Symptoms of emotions: fear or anxiety, sadness, feeling guilty, (c) symptoms of the mind: confusion and difficulty to focus, often recalling events, and nightmares, and (d) Symptoms behavior: easily crying, withdrawal from groups, fear of separation from parents, and irritability, and (3) generating products that are guidelines for preventive and curative efforts in dealing with children and adolescents (before and post-disaster). The methodology utilized the Education and Training (DikLat) through the provision of material (preventive) and conducting counseling (curative).

Keywords : Community Empowerment. Preventive and Curative Efforts. Disaster Resilient Villages

The Effect of Leadership Style and Work Environment on Good Governance With Employee Motivation As A Mediation Variable In The Coordinator Ministry of Economic Affairs

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ABSTRACT

Performance accountability of government agencies is a reflection or part of the performance of public organizations and is one of the instruments used in fulfilling the obligation to answer the success and failure of the implementation of the organization's mission which consists of various components and is a systematic and continuous unity. Performance accountability is a manifestation of the implementation of good, clean and authoritative governance programs, known as good governance. The Coordinating Ministry for Economic Affairs is a government agency that has the task and authority to carry out coordination, synchronization and control of the affairs of the Ministry in the administration of the economy. The Coordinating Ministry for Economic Affairs is required to realize good performance accountability. The realization of good goals or performance can be seen from the motivation of employees to achieve that. Several factors that can influence employee motivation are chosen for research, so that leadership and organizational environment are factors that are thought to have a strong influence. This study aims to determine how the influence of the Leadership Style and Work Environment on Good Governance and Employee Motivation as a Mediation Variable in the Coordinating Ministry for Economic Affairs. The sample in this study amounted to 215 respondents and analyzed using Structural Equation Modeling (SEM).

Keywords : Leadership Style, Work Environment, Employee Motivation Good Governance

Regulatory & Context Approaches: Educational Curriculum Development According to Regulation & Characteristics of Distance Education

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ABSTRACT

In 2017 the Government issued Minister of Research and Technology Regulation No. 55/2017 which regulates teacher education standards. The regulation requires each study program to evaluate their basic framework and curriculum to be adjusted to the conditions set out in the Government Regulation. The Economic and Cooperative Education Study Program (PEKO) Universitas Terbuka (UT) must also carry out the necessary evaluations. Since UT implements distance education system, adjustment of the basic framework and curriculum of study programs in UT environment must also consider the characteristics of distance education which, among others, depends on media use. During 2017, the PEKO Study Program has conducted the evaluation with the objective of producing a basic framework and curriculum for PEKO S1 Study Program. The objective of the activity is to refine the basic framework and curriculum that has been developed internally with expert inputs so that it is ready to become a basic framework and curriculum that is both academically and socially, culturally, and pedagogically tested and ready to become the foundation for the development of the next steps. This paper describes steps taken, the parties involved, and the challenges faced during the evaluation.

Keywords : curriculum, distance education, Minister of Research and Technology Regulation No. 55/2017, Universitas Terbuka



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