Conference Proceedings

2018 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Nov 22-23, Jakarta

22 – 23 November 2018

Conference Venue

Universitas Al Azhar Indonesia, Komplek Masjid Agung Al Azhar, Jakarta, Indonesia

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## Table of Content:

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Particulars</th>
<th>Page Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Preface</td>
<td>3</td>
</tr>
<tr>
<td>2.</td>
<td>Keynote details</td>
<td>4</td>
</tr>
<tr>
<td>3.</td>
<td>List of Presenters</td>
<td>5-32</td>
</tr>
<tr>
<td>4.</td>
<td>List of Listeners</td>
<td>32-33</td>
</tr>
<tr>
<td>5.</td>
<td>Upcoming Conferences</td>
<td>33-35</td>
</tr>
</tbody>
</table>
Preface:

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KEYNOTE SPEAKER

Dr. Kuncoro Hadi, ST., M.Si
Dean of Faculty of Economy and Business, Universitas Al Azhar Indonesia, Komplek Masjid Agung Al Azhar, Jakarta

Dr. Kuncoro Hadi, ST., M.Si., was born in Jakarta, 18 August 1975. He took Civil Engineering study for his undergraduate degree from the Universitas Gadjah Mada, Jogjakarta. He graduated in the year of 2000. After that, he continued his study in the Universitas Indonesia, Jakarta. He took Financial Management and Islamic Investment major, graduated in 2004. Subsequently, for his doctoral degree, he took Financial Management and Islamic Banking major in the Universitas Islam Negeri Syarif Hidayatullah, Jakarta (2017).

Nowadays, he served as the Dean of the Faculty of Economic and Business, Universitas Al Azhar Indonesia. Besides also work as a lecturer in the same institution, particularly in the subjects of Management, Financial Management, and Proposal Research.

To support his academical career, he also published his researches. For example, Indikator Tingkat Kesehatan Bank Syariah Prespektif Maqoshid Syariah (The Islamic Bank Healthiness Indicator in the Perspective of Maqoshid Sharia) in 2010, Manajemen Perusahaan Berbasis Maqoshid Syariah (Corporate Management Based on Maqoshid Sharia) in 2012, Nilai Strategis Ekonomi Indonesia Islam di Mata Dunia (Strategic Values of Indonesian Islamic Economy in World Perspective), in 2015, etc.
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Usman Tomas</td>
<td>Critical Discourse Analysis of Nigeria Newspapers Headlines on the President's Six Months Sicknesses and Medical Trip</td>
<td>This paper aims to demonstrate how Critical Discourse Analysis (CDA) can be used as a conceptual framework for analyzing newspaper correspondences on the Nigeria’s president sickness in 2016. Journalism stereotypes in political media discourse. Language studies in media discourse work with a diverse theoretical standpoint underpinning each particular work, and are generally bound by a concern for the reproduction of ideology in language use, which is also one of the aims of CDA. However, CDA has previously been criticized for selecting and using only a small number of texts, leading to concerns of representativeness of the texts selected, and thus susceptibility to the researcher's bias in text selection for an intended analysis. In this paper, we used newspapers to examine how media stereotypes related to Presidents sickness are linguistically generated in media text. We demonstrate how an abstract concept such as stereotyping can be investigated through systematic linguistic analysis and how such criticisms, especially that of representativeness of the texts selected, or cherry-picking data, can be addressed when conducting a CDA research project. We propose that the potential bias in data selection can be minimized or even eliminated by systematically obtaining a data set large enough to be a representative sample. Doing so can help increase the ability to describe texts, and more thoroughly convince the reader of the resulting claims regarding how News stereotypes in politics are reproduced and generated through language used in media.</td>
</tr>
<tr>
<td>Rolyn Julianne</td>
<td>Darkness Before the Dawn: Experiences of Selected Parent/s with a Family Member who is HIV+</td>
<td>This qualitative study explores the different experiences of seven parents with a family member who is positive to HIV using Edwin Decenteceo’s (1999) Pagdadala Model as a guide. Participants were gathered through the use of snowball sampling and are members of different organizations and groups who supports people with HIV/AIDS. Results were gathered through semi-structured interviews and analyzed through direct-content and cross-case analysis. With the use the of the Pagdadala Model and its six aspects: (1) The Burden, (2) The Burden Bearer, (3) The manner by which the Burden Bearer carries the burden, (4) The destination of the Burden Bearer, (5) The path of the Burden Bearer, and (6) The experiences of the Burden Bearer on the way to the destination. The experiences of the participants were categorized in five themes in dealing with the burden together with their family member who’s positive with HIV/AIDS: (1) The relationship of the Parent and the family member before and after the disclosure of the disease, (2) Facing the consequences as a Parent of the HIV+ family member, (3) Dealing the stress or problems...</td>
</tr>
</tbody>
</table>
due to HIV/AIDS, (4) Experiences of the Parents: The disclosure of the Parents whose HIV+ to their family member whose also HIV+; The disclosure of the family member who’s HIV+ to their Parents who are HIV+, and (5) Acceptance on the family member for being HIV+. Despite their encumbrances, the parents still remained to have a positive look in life and continues to fight for their family member. This study can be used as a guide to know and understand the state of the PLHIV and even the family that is also affected by the disease.

Keywords: gay, HIV/AIDS, lesbian, PLHIV (People Living with HIV/AIDS)

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Islamic Pedagogy on Terrorism Deradicalization; Implementation of Valid Jihad

Ince Ahmad Zarqan
Department of Information System, Faculty of Computing, President University, Bekasi, Indonesia

Abstract

As the fact said that one of a biggest nowadays issue is terrorism, which is affecting almost a whole world. Most of the terrorism is conducted by the people who state that they are acting in the name of religion. Those people may misknow their religion or implement it in a misguided way. It is a mistake when we make a pattern based on a concept of that kind of religious perception. Instead, the best reference to understand Islam is through its holy source.

Hereof, this paper will elaborate the Islamic approaches in a terrorism deradicalization in order to ensure that Islam has not ever ordered violence in any form and to straighten a meaning of some verses in a holy book of Quran regarding violence and murdering in order to purify the real definition of jihadaad.

As a result, by understanding the Islamic theologies based on a valid references of Islam, it is clear that Islam is not a religion that teaches a violence and murdering. The Islamic theologies are teaching muslims to stay at peace for mankind.

Keywords: Islamic theology, Terrorism, Quran, Jihad

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Lecturers' Views About Intercultural Instruction in English for Islamic Studies Course in Indonesia

Dr. Naf'an Tarihoran
English Education Department, Faculty of Tarbiyah and Teacher Training, Sultan Maulana Hasanuddin State Islamic University, Banten, Indonesia

Abstract

The purpose of this study is to explore lecturers’ views about the implementation of intercultural instruction of English for Islamic Studies course at Islamic Higher Education in Indonesia. It is commonly believed that the practices of the English for Islamic Studies are always accompanied by the insertion of intercultural values, which are not always in harmony with Indonesian values. In line with the national education goals, it seems that the most possible way to overcome this problem is by integrating the intercultural values in the practices of the English for Islamic Studies. This study, which utilized mix-method approach, used interviews and questionnaires as the data collection tool conducted with
lecturers and head of Islamic education department. The results indicate that great importance is attributed to the use of cooperative learning, group work and the interdisciplinary approach to implementing intercultural education. The findings provide suggestions for the creation of a classroom environment in which the intercultural dimension will be promoted. Therefore, lecturers’ views and practices allow international readership to be informed of the intercultural context as well as to reflect a variety of teaching approaches and methods that can be well adopted by intercultural practitioners. It also contributes to the improvement of the entire spectrum of pedagogy and pursue further research.

Keywords: English for Islamic studies, intercultural, Islamic higher education

<table>
<thead>
<tr>
<th>Inamul Haq</th>
<th>Counterinsurgency and Securitization in the Kashmir Valley: A Study of Security Laws</th>
</tr>
</thead>
<tbody>
<tr>
<td>ERCICBELLP1810056</td>
<td>Inamul Haq Centre for Gandhian Thought and Peace Studies, Central University of Gujarat, India</td>
</tr>
</tbody>
</table>

Abstract

In South Asia, insurgencies/counterinsurgencies are a common phenomenon and are carried out on the basis of identities, demand of political autonomy or secede from the state. From post-independence era, India is coped with the burning threats of internal ethnic conflicts and insurgencies that have impinged on national security policy as well as external strategy. Presently, India marches ahead to emerge as a major global power in the world with boundless political ambitions, strategic relations and sharpened framework of foreign policy with developed nations. However, the ongoing conflicts, insurgencies, violence, statelessness and hooliganism marks a question towards India’s domestic stability, trustworthiness as well as democracy. In 1947, the forcible merger of princely states with Indian union perceived sense of desertion, alienation and pervasive under development have led to the clamour of separatism from the state. Similarly, the demand of justice and self-determination turned the valley towards insurgency after the stiff state elections in 1989. For India, the insurgency in Kashmir valley was merely a proxy war assisted by Pakistan and both the countries experienced major wars, countless armed skirmishes and extensive cross-border communal violence, resulting in more than one million casualties, and enormous amounts of resources diverted towards security. In order to overwhelm the threat, counterinsurgency and measures of securitization revealed in the Kashmir Valley. The extra-ordinary measures like arbitrary power, military capabilities and polarity to deal against the threat. The imposition of laws like Public Safety Act, 1978 Jammu and Kashmir Disturbed Area Act, 1990 and Armed Force Special Power Act, 1990 were legislated that empowered the security forces to take prompt action. The paper will audit the state securitization in Kashmir after 1990’s in comparison to political realities, dynamics and consequences of armed rebellion.

Keywords: Kashmir Conflict, Insurgency, Counterinsurgency, Securitization, AFSPA, State of Exception and Violence.

| Softskill Formation: As a Role Character on Ethical Values and Performance | Lusy Muharlisiani |

2018 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Nov 22-23, Jakarta

Universitas Al Azhar Indonesia, Komplek Masjid Agung Al Azhar, Jakarta, Indonesia
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lusy Muharlisiani</td>
<td>Formation to build character in the digital era in the world of education through the development of ethical values and performance support to form the foundation of individual characters expected. The purpose of building character besides having benefits also have a negative impact can be described in the attitudes and behavior of individuals, which occurs demoralisasasi. The method used in building individual character that balance the mind / creativity, feeling / sense of, and willingness / intention in executing their daily duties. The result is an imbalance in the event over them in carrying out daily activities using irrational thoughts, dishonest, irresponsible, did not have a good work ethic. How to cope with the character education should play an active role in shaping the students to have a good character, capable of being honest, responsible, disciplined, passionate, creative and communication skills to achieve success both socially and career aligned with technology development is very fast and sophisticated. The characters develop their conclusion to follow up the results of studies showing that the majority of a person in carrying out daily activities always use excessive feelings so that there is an imbalance between thought, feeling and will.</td>
</tr>
<tr>
<td>Catra Diningrat</td>
<td>Carbon Mitigation Policy for Indonesia's Industrial Sector: Carbon Cap VS Carbon Tax</td>
</tr>
<tr>
<td>Aliyu Sani</td>
<td>Menace of Corruption and the efficacy of Sustainable Political Development in Nigeria’s nascent Democratic Experience</td>
</tr>
</tbody>
</table>

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**Abstract**

**Formation to build character in the digital era in the world of education** through the development of ethical values and performance support to form the foundation of individual characters expected. The purpose of building character besides having benefits also have a negative impact can be described in the attitudes and behavior of individuals, which occurs demoralisasasi. The method used in building individual character that balance the mind / creativity, feeling / sense of, and willingness / intention in executing their daily duties. The result is an imbalance in the event over them in carrying out daily activities using irrational thoughts, dishonest, irresponsible, did not have a good work ethic. How to cope with the character education should play an active role in shaping the students to have a good character, capable of being honest, responsible, disciplined, passionate, creative and communication skills to achieve success both socially and career aligned with technology development is very fast and sophisticated. The characters develop their conclusion to follow up the results of studies showing that the majority of a person in carrying out daily activities always use excessive feelings so that there is an imbalance between thought, feeling and will.

**Abstract**

**Carbon Mitigation Policy for Indonesia’s Industrial Sector: Carbon Cap VS Carbon Tax**

**Catra Diningrat**

**Department of Development Economics, Faculty of Economics, Parahyangan Catholic University, Bandung, Indonesia**

**Abstract**

Indonesia has declared its commitment to reduce 29% of its carbon emission by 2030 from its BAU scenario. Acknowledging the lack of incentives for economic agents to cut down their emission, a government intervention may be necessary. This research aims at comparing the possible environmental and economic impacts of two different carbon mitigation policies, namely carbon tax and carbon cap, with the use of coal in the metallurgy, cement, and textile industrial sub sectors being the policy target. By utilizing elasticity tests and complementary mathematical equations, the extent of how a carbon mitigation policy would affect economic performance differs depending on the use of coal in each respective sub sectors. The closer coal is to the final product of a certain sub sector, the more sensitive the sub sector is towards changes in its coal consumption. In the end, after designing two separate scenarios, carbon tax seemed able to fulfill the emission reduction target with the least damage towards the industry’s sub sector output. In contrast to the carbon tax scenario, the carbon cap scenario appeared to have reduced the sub sector’s output to a third of its initial output. This research can be developed by incorporating a trade aspect for the carbon cap scenario and implementing the concept of revenue neutrality for the carbon tax scenario.

**Keywords**

Carbon Tax, Carbon Cap, Coal Consumption, Industrial Sector

**Menace of Corruption and the efficacy of Sustainable Political Development in Nigeria’s nascent Democratic Experience**

Aliyu Sani

ERCICBELLP1810060
### Corruption in Nigeria: A Pandemic Adverse Effect on Socio-Political Life

**Aliyu Sani**  
Arts and Humanities, School of General Studies, Kano State Polytechnic, Nigeria

**Abstract**

Corruption in Nigeria has a pandemic adverse effect on all the facets of socio-political life of Nigerians with serious effect on the economy and the Country’s nascent democracy. Corruption has permeated into all levels of Governance in the Country i.e. Federal, State and Local Governments championed by many Politicians or public servants, civil servants, Military, paramilitary, Artisans, Students and virtually everyone was involved in one way or the other hence, Corruption become widespread and is looming despite all efforts to combat it. Literature reviewed in the analysis of the data have shown that democratic principles are seen to be the effective and efficient methods of checkmating the menace of corruption but with the current or contemporary trend of activities, it suddenly become the most lucrative and easy way of wealth accumulation in Nigeria, which is recognized and applauded by the social milieu. In order to forestall the menace of corruption, the paper suggests among others total overhaul of socio-political, Economic, Judicial and Psychological reforms to combat the syndrome of corruption for democracy to thrive in Nigeria.

**Keywords:** Corruption, Sustainable, Democracy, Political, Development

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### Entrepreneurship Education: A Strategy for Youth Empowerment

**Hassan Malami Alkanchi**  
Department of Religion/Islamic Studies, Umaru Ali Shinkafi Polytechnic of Sokoto State, Nigeria

**Abstract**

This paper examines entrepreneurship education, strategies, youth empowerment and challenges in Nigeria. The paper sees entrepreneurship as the process of creating something new valuable towards empowering youth through entrepreneurial businesses. Unemployment especially graduates have reached extremely an alarming height in Nigeria. This is due to the fact that education system is expanding much faster than the economy. It is for this reason that the researcher is looking carefully at entrepreneurship education as a way of exposing youth to acquire the knowledge of various skills and businesses, while in school so that after graduation they become self-employed rather than job seekers. The paper discussed the concept of entrepreneurship education, youth empowerment strategies and challenges face by entrepreneurship education in Nigeria and ways of enhancing and promoting entrepreneurship among Nigeria youths. The paper concluded that youths can only play the laudable roles of national development if they are well empowered through entrepreneurship education. The paper recommends that effective entrepreneur education, youth empowerment, and social welfare service as a catalyst for poverty alleviation. Financial support, training and facilities need to be provided to ensure youth active participation. The spirit of entrepreneurship among Nigerian youths should be promoted through conferences, seminars, and workshops especially for the youths towards to become self-reliance.

**Keywords:** entrepreneurship education, strategies, youth empowerment, unemployment
<table>
<thead>
<tr>
<th>Authors</th>
<th>Title</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shalini Sen</td>
<td>Prevalence of Child Work and Its Linkage with Child Migration: A Case Study of Maharashtra</td>
<td>The main aim of this paper is to study the unique yet growing feature of child workers in the state of Maharashtra whose per-capita income is 1.5 times higher than the national average. India has legislations that prohibits and regulates child labour on many levels but is incapable yet to define what exactly is child labour and child work. This forces us to loosely combine the two phenomena as differentiated by UNICEF into one broad category called child work, which encompasses both labour (child work without access to education) and child work (mild work with access to education).</td>
</tr>
<tr>
<td>Kayode Elusakin</td>
<td>Language and Politics: A Pragmatic Analysis of General Mohammadu Buharis Campaign Speech at the Presidential Primary Election of 2014 in Nigeria</td>
<td>This studies gives an awareness and insight into the pragmatic features in General Mohammadu Buhari's campaign speech at the All Progressive Congress' Presidential Primary Election of December 10, 2014 in Lagos. This is done with a view to determining the efficacy of the choice of word and the function it performs in the aforementioned campaign speech. The study also unveils the fact that in political discourse, language is a critical instrument of rhetoric, and that linguistic structures are not incidental but structured towards arousing the interest of supporters in the quest for votes. The study, therefore, adopts the speech act theory of Austin (1962) and Searle (1969) in analyzing the text of the campaign speech with a view to challenging political leaders to imbibe the appropriate choice of word, rather than the use of brigandage and coercion in winning the heart of the electorate.</td>
</tr>
<tr>
<td>Antonius Dieben Robinson Manurung</td>
<td>Heroic leadership as mediator of the influence spirituality intelligence and emotional intelligence to work achievement in PT. Prudential Life Assurance</td>
<td>This study aims to examine and analyze the heroic leadership as mediator of the influence of spiritual and emotional intelligence on the work achievement in PT. Prudential Life Assurance.</td>
</tr>
</tbody>
</table>
quantitative research with population of all agency managers of PT. Prudential Life Assurance in Jakarta is 400 people. Sampling technique with purposive sampling, the number of samples determined 96 respondents. Data analysis uses Structural Equation Modeling (SEM) technique with the help of Software Smart PLS 3.0. The findings show that emotional intelligence significantly influences on agency manager work achievement, spiritual intelligence has a significant effect on agency manager work achievement, and heroic leadership as a mediator of the influence of spiritual intelligence and emotional intelligence has a significant effect on the work achievement of the agency manager of PT. Prudential Life Assurance in Jakarta. The contribution of this research is to provide data and input, that emotional intelligence, spiritual intelligence and heroic leadership affect the work achievement of marketers. Therefore, PT. Prudential Life Assurance is recommended to conduct an activity program that aims to improve emotional intelligence, spiritual intelligence and heroic leadership of marketers.

Keywords : emotional intelligence, spiritual intelligence, heroic leadership, work achievement

Sharif Economic Empowerment Efforts in Islamic Boarding School Education Institutions

Muhammad Zuhirysan

Sharia Banking and Finacial Program Study, Politeknik Negeri Medan, Medan Indonesia

Abstract

This study aims to explore the empowerment of Islamic economics in islamic boarding scholl institutions. Various resources within the islamic boarding scholl can be empowered as a facility in the implementation and development of Islamic economics. The results of this study show that Islamic economic empowerment can be implemented in Islamic boarding schools which can be classified in several ways, including the education of sharia economic principles, contract and cooperation in Islamic economics, accounting of sharia, sharia culinary and halal tourism. While in the form of sharia economic development, islamic boarding scholl as an institution known for its independence makes it as a laboratory for the study of Islamic economics, establishes a sharia business forum, becomes an Islamic economist center and inspirers of sharia-based economic development.

This study uses a qualitative phenomenological approach that is descriptive analytical and inductive by digging up data to find the basic things of the phenomenon, reality and experience.

Keyword: Islamic Economics, islamic boarding scholl

Numbers and Letters: Problem-solving and Comprehension Skills

Ma. Carmela Mores

Department of English, Rizal Technological University, Manila, Philippines

Abstract

Mathematics and Literature work in partner like how comprehension and problem-solving skills work together in providing an accurate answer. Through the help of Schoenfeld’s (2013) four categories, there are already existing studies that had proven the vivid connection of these two subject
matters. Hence, this dissertation further determined the factors that acted as the contributors in the success of students’ problem-solving attempts. The researchers used descriptive method of research, which includes the instruments used in the study. In the end, this study puts forward recommendations, which are based on fact-finding with accurate interpretation of findings. For the accomplishment of this study, Senior High School students of Rizal Technological University, particularly Science, Technology, Engineering and Mathematics academic track of year 2017-2018 were chosen as respondents, as these classes are both having English and Mathematics related subjects. According to the results, the students appeared to be aware of the use of their comprehension skills upon solving math problems. Based on the analysis, self-discipline and prior knowledge are the most factors that are believed to be great contributors in students’ problem solving attempts. This study suggests innovative strategies and competencies in teaching the two subject matters by making intervention programs and related activities happen.

Mohammad Ziaul Islam
ERCICBELLP1810073

Non-Performing Loan as Eroding Factor of Capital Adequacy: Evidence from Banking Industry In Bangladesh

Mohammad Ziaul Islam
Department of Business Administration, Faculty of Business Administration, Leading University, Sylhet, Bangladesh

ABSTRACT
The purpose of the research paper is to investigate the impact of Non-Performing Loan (NPL) on Capital Adequacy (CA) of bank in a developing country as Bangladesh. The study is important in the context of Bangladesh as growing non-performing loan is eroding significant portion of bank’s capital as an assumed factor without empirical evidence to show the extent of the impact. The study employs a sample size of 40 consisting of the data of Capital Adequacy Ratio (CAR) against Non-Performing Loan (NPL) ratio for last 10 years (2008-2017) generated from four categories of bank. Test of hypothesis, correlation, regression analysis and trend analysis have been conducted using SPSS software. The paper provides empirical evidence that non-performing loan has significant impact on capital adequacy of bank. This study will help the policy makers to control to the desired NPL ratio for ensuring CAR prescribed by the prudential regulatory requirement of central bank. This study seems to be the first attempts to address such an issue in the context of Bangladesh.

Key Words: Non Performing Loan (NPL), Capital Adequacy Ratio (CAR).

Pituwela Kankanamge C

Influence of Social Networks Recommendations For Consumers Purchase Decision In A Retail Setting

Pituwela Kankanamge C Dinesha
Department of Marketing, Faculty of Management and Finance, University of Ruhuna, Wallamadama, Matara, Sri Lanka

Abstract
The paper investigates the relationship between the social media recommendation and consumer purchasing in retail setting. Further, it is observed whether the influence of these recommendations are changed based on the gender of the consumers. The study will be contributed to the academia with filling gap of knowledge in influence of information in social networks and consumer purchase decisions in Asia context. For the study a
<table>
<thead>
<tr>
<th>Authors</th>
<th>Title</th>
<th>Keywords</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dinesha</td>
<td>Sample was conveniently selected consisting 100 respondents. The survey was employed as the tool to collect primary data by using self-administered questionnaire. Information exchange in social network examine through main three variables: opinion leadership, opinion seeking and pass-along behavior. Through the findings it was revealed that, all three main variables show significant positive relationship in consumers' purchasing decisions. However, as further results gender significantly influence the relationship between main variables: social media recommendations and consumers purchase decisions regards to all three variables. The future research implications have discussed.</td>
<td>Consumer purchase decisions, Opinion leadership, opinion seeking behavior, pass-along behavior, and Social networks Sites</td>
</tr>
<tr>
<td>Seta Furqan</td>
<td>The Description of Psychological Well-Being in Jodipan Malang Community after Revitalization into 'Jodipan Tourism Village'</td>
<td>Psychological Well-Being, Revitalization, Jodipan, Malang</td>
</tr>
<tr>
<td>Umi Amanah</td>
<td>Messages of Peace on The Islamization Process of Java (Indonesia) in A Malay Manuscript</td>
<td>Psychological Well-Being, Revitalization, Jodipan, Malang</td>
</tr>
</tbody>
</table>
rarely being studied. The forms of peaceful messages of Islam in the process of Islamization of Java are manifested in a manuscript. The treasure of Classical Malay Literature obviously has Hikayat Tanah Jawa (Malay Manuscript). This manuscript is an old Malay literary work in the form of prose that implicitly tells stories about Java. One of the frames that is emerged from this manuscript is the arrival process of Islam to Java. The Islamization process of Java indeed has been through many ways. Those ways certainly contain Islamic messages that are intended to be spread and implemented to Javanese in particular and society in general.

Keyword: Islam, Islamization, Java, Indonesia, manuscript, Malay

The Practice of Judicial Activism as Constitutional Review Retrigration in Indonesia (A Normative Study toward Conditionally Unconstitutional Decision Number 76 / PUU-XII/ 2014 about Open Legal Policy Doctrine and Its Implication on the Implementation of Substantive Justice)

Jovi Andrea Bachtiar
Constitutional Law Department, Faculty of Law, Universitas Gadjah Mada, Yogyakarta, Indonesia

Monica
Undergraduate Student, Criminal Law Department, Faculty of Law, Universitas Sriwijaya, Indralaya, South Sumatera

Abstract

During the past decade, there were several decisions of the Constitutional Court Republic Indonesia (MK RI) which justified the Judicial Activism practices. One of them is conditionally unconstitutional Decision No. 76 / PUU-XII/ 2014 which deviates from the Open Legal Policy doctrine. That doctrine gives a chance for the branch of legislature to determine further law arrangements. Whereas on the other hand, the Constitutional Court seemed to atone its sin by not granting the petition filed regarding to the constitutional review of Presidential Threshold. This research is a legal research using normative approach. The recent study will answer about two main problems. First, it related to the juridical implications of the Judicial Activism concerning the practice of reviewing the concrete norms (Konkretes Normenkontrollverfahren) a law in the Constitutional Court as a Negative Legislator in relation to irregularities of Non Ultra Petite principle. Second, it is about binding force (Erga Omnes) characteristic of Constitutional Court Decision related to its position as Negative Legislator in a relationship to the legislative function of the House of Representative (DPR RI). This paper also aims to criticize the application of Judicial Activism which does not refer to the doctrine of Virtue Jurisprudence. The result of study will show that the Constitutional Court has been not consistence to implement the Open Legal Policy. There are two main factors to explain about that condition. First, the definition about Open Legal Policy is not clearly defined by the Constitutional Court. Second, there is a lack of clarity in the indicators for judges in determining the use of Open Legal Policy doctrine to state that is not its authority whether a policy option can be applied.

Keywords: Conditionally Unconstitutional, Open Legal Policy, Judicial Activism, Virtue Jurisprudence, Presidential Threshold.
Migrant Children From Afghanistan in Makassar, Indonesia

Andi Samsu Rijal
English Literature, Universitas Islam Makassar, Makassar

Abstract

The essence of language is a human activity. Communication with language is carried out through two basic human activities; speaking and listening. Immigrants were in Makassar city communicate with immigrant communities and Makassar people. It was used language to communicate out of theirs. It was English as their first international language. The aimed of this article was to offer the issues of immigrant language use especially the Unaccompanied Migrant Children (UMC) from Afghanistan who live in Makassar, the communication strategies and speech act applied by UMC. The data were taken from UMC in the shelter under the auspices of Makassar’s social office.

This study showed that mostly migrants acquire language naturally doing the social interaction with Makassar people, but UMC were very difficult to socialize to Indonesian than adults. Beside their lack of language mastery but outside of those, they have anxiety to adapt with other immigrant and Makassarese. Language is a power for human being and it become social indentity for language user in one of community. During the interaction of UMC at Makassar city showed the role of English as International language.

Anandha Sartika Putri

The Effect Of Multiple Large Shareholders And Family Ownership On Corporate Investment

Anandha Sartika Putri
Management Department / Faculty of Economics and Business, University of Indonesia, Depok, Indonesia

Abstract

An important issue in corporate governance (CG) is about mechanism to decrease agency problem in corporate. Agency problem is able to occur in company between manager and shareholders or between shareholders. It will affect the efficiency of corporate investment. This research explains the effect of multiple large shareholders (MLS) and family ownership existence toward corporate investment, as well as find out moderation effect of MLS toward the relation between family ownership and corporate investment. The data is analyzed by using regression of unbalanced panel, researchers conduct examination that focuses on family business which officially registered in Indonesian Stock Exchange during period of 2011-2017.

Key Words: Multiple Large Shareholders, Family Ownership, Corporate Investment, Corporate Governance.

Corporate Governance Structure and Intellectual Capital Disclosure: Evidence from Ghana

Felix Kwame Nyarko
School of Finance and Economics, Jiangsu University, Zhenjiang, China

Abstract

The main aim of this paper is to investigate the extent of the intellectual capital disclosure and the relationship between intellectual capital...
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Keywords</th>
</tr>
</thead>
<tbody>
<tr>
<td>Felix Kwame Nyarko</td>
<td>Disclosure and corporate governance variables in Ghanaian listed firms.</td>
<td>Corporate Governance, Intellectual Capital, Structural Capital, Human Capital</td>
</tr>
<tr>
<td>Recca Ayu Hapsari</td>
<td>Model of Traffic policy on Bandar Lampung City as hinterland in Indonesia</td>
<td>Policy Model, Traffic, hinterland</td>
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<tr>
<td>Melisa Safitri</td>
<td>Genetic resources and traditional knowledge for Indonesia’s marine and fishery prosperity</td>
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</tbody>
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Melisa Safitri
ERCICBELLP1810058

Abstract
In order to make The Republic of Indonesia as The World Maritime Axis, Indonesia is bound to wise up and discern itself as a futuristic nation which his identity and prosperity determined by how Indonesia comprehensively supervising its marine resources. The expansion of marine areas is representing the development direction by The Law of Indonesia No. 17/2007 about Indonesia Long-Term Development Plan 2005-2025. This research intend to review the regulations of marine and fishery genetic resources along with traditional knowledge (GRTK) by means of intellectual property value. The utilization of empirically normative research method analyzing with a qualitative result based on library and field researches. As the result of this research, there are a number of regulations are adduced to explain how far the marine and fishery GRTK have been protected all this time. Those regulations including: The Law of Indonesia No.5/1990 about The Conservation of Natural Resources and The Ecosystems; No.5/1994 about The Ratification of United Nations Convention of Biological Diversity; No.11/2013 about The Ratification of Nagoya Protocol on Access to Genetic Resources and The Fair and Equitable Sharing of Benefits Arising from Their Utilization to The Convention on Biological Diversity; No.31/2004 about Fishery; No.32/2014 about Marine, besides there are some of Indonesia Government Regulations, moreover there is an academic draft of a bill that hopefully will supersede the old law which may no more appropriate at this free trade era. Yet there is no comprehensively superintend protection of Indonesia’s GRTK (in suigeneris) as The Intellectual Property Regime itself is made of industrialized country enforcement which isn’t admitted the communal property rights existence.

Keywords
Genetic Resources, SDGPT, Traditional Knowledge, Intellectual Property Rights, Patents, Biopiracy

Kamal K K Hewawasam R
ERCICBELLP1810067

How Organisational Culture within Australias Department of Home Affairs affects compliance with the Refugee Convention-a methodological contribution to the legal research tradition

Kamal K K Hewawasam R
Faculty of Law, Queensland University of Technology(QUT), Brisbane, Australia

Abstract
This paper describes and analyses the suitability of an auto-ethnographic approach as a data collection method for a legal research study. The present study centred on current Australian asylum and refugee decision-making process and the application of procedural fairness (PF) in complying with 1951 Refugee Convention (RC) and the 1967 Protocol by the Department of Home Affairs (DHA). The researcher uses qualitative research methods for this study and developed an approach using his own experience in the industry as a Migration Lawyer for data collection. In the methodology, he will argue the importance and relevance of this method as a worthwhile research practice to investigate the visa decision-making process of the DHA.

This study aims at exploring and exposing the complexities and realities of the current Australian asylum and refugee visa decision-making process and critically evaluate DHA’s organisational culture (OC) and the
application of PF criteria in compliance with the RC requirements. Based on the review of relevant literature, the researcher primarily argues if Australia claims it supports and protects asylum seekers and refugees and respects human rights, then Australia should respect international human rights standards. Review of literature also highlights that the DHA has issues within its OC; these, the researcher suggests, may impact upon its PF and visa decision-making of the DHA. The researcher therefore, seeks to gain insight into the role of DHA visa officials as front-line decision-makers and their perceptions, focusing attention to DHA’s OC in affording PF to asylum seeker and refugee applicants.

Use of auto-ethnographic methods are very rare in legal research studies and by using this method the researcher is making a methodological contribution to the body of knowledge of law, as no similar study carried out in socio-legal studies in the past relating to the Australian Migration industry. This paper specifically discusses about various steps of preparation used by the researcher to overcome obstacles and challenges he faced in the use of his own experience by being an ‘insider’ in researching industry and its implementation in legal research.

Noor Hasmini Abd Ghani
ERCICBELLP1810068

Halal Consumption Pattern: The Role of Brand Personality, Packaging, Environmental Concern, Perceived Price, and Muslim Lifestyle

Noor Hasmini Abd Ghani
Faculty of Entrepreneurship and Business, Universiti Malaysia Kelantan (UMK), Kota Bharu, Kelantan

Abstract

Nowadays the demand for Halal food is increasing and the expected growth rate is at 20% by 2025. Therefore, Muslims are, and will form, a large segment of the total global consumers that will affect the consumption pattern in Halal context. Hence, more creative strategies need to be investigated to understand the sources of Halal consumption. Moreover, the area of Islamic marketing, Islamic branding and Muslim consumer behavior is still lacking in research attention. Therefore, the need to investigate the sources of Halal consumption is necessary and vital as this Halal segment is enlarged from time to time. In relation, this present study is conducted to fulfill the above gaps. Particularly, the objective of this research is to examine predictive role of six factors (brand personality, packaging, environmental concern, perceived price and Muslim lifestyle) on Halal consumption pattern. In addition, the role of Muslim lifestyle will be examined further as a mediator in the relationships among brand personality, packaging, environmental concern and perceived price towards Halal consumption pattern. This study adopts the quantitative research design by adapting measurements from past studies. to examine the interaction between six variables. A total of 240 data were collected from Muslim consumers in Malaysia. The finding suggests that Muslim lifestyle, brand personality and environmental concern are significant predictors of Halal consumption pattern, while brand personality, environmental concern and perceived price are significant predictors of Muslim lifestyle. Additionally, Muslim lifestyle mediates the linkages between brand personality, environmental concern, price and Halal consumption pattern. This implies that the marketers cannot ignore the importance role of Muslim lifestyle as it can improve the marketing strategy of halal food to Muslims all over the world and making Malaysia as one of the leaders in managing Halal hub in the world.
DOES THE AVAILABILITY OF CAPITAL AFFECT THE RELATIONSHIP BETWEEN ENTREPRENEURIAL INTENTION AND ACTUAL DEVELOPMENT

Abstract
Nowadays the demand for Halal food is increasing and the expected growth rate is at 20% by 2025. Therefore, Muslims are, and will form, a large segment of the total global consumers that will affect the consumption pattern in Halal context. Hence, more creative strategies need to be investigated to understand the sources of Halal consumption. Moreover, the area of Islamic marketing, Islamic branding and Muslim consumer behavior is still lacking in research attention. Therefore, the need to investigate the sources of Halal consumption is necessary and vital as this Halal segment is enlarged from time to time. In relation, this present study is conducted to fulfill the above gaps. Particularly, the objective of this research is to examine predictive role of six factors (brand personality, packaging, environmental concern, perceived price and Muslim lifestyle) on Halal consumption pattern. In addition, the role of Muslim lifestyle will be examined further as a mediator in the relationships among brand personality, packaging, environmental concern and perceived price towards Halal consumption pattern. This study adopts the quantitative research design by adapting measurements from past studies, to examine the interaction between six variables. A total of 240 data were collected from Muslim consumers in Malaysia. The finding suggests that Muslim lifestyle, brand personality and environmental concern are significant predictors of Halal consumption pattern, while brand personality, environmental concern and perceived price are significant predictors of Muslim lifestyle. Additionally, Muslim lifestyle mediates the linkages between brand personality, environmental concern, price and Halal consumption pattern. This implies that the marketers cannot ignore the importance role of Muslim lifestyle as it can improve the marketing strategy of halal food to Muslims all over the world and making Malaysia as one of the leaders in managing Halal hub in the world.

Keywords: Halal Consumption Pattern; Brand Personality; Muslim Lifestyle; Perceived Price; Environmental Concern

Development Of Leadership Qualities Through Methods Of Direct Experience Of Live Living

Rasa Balte-Balicuniene
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Abstract
This article examines the problem of formation of special mindset of the leader – a person, who is able to implement his life project and coordinate actions of other people bringing novelty to the context of his operation. Modern neuropsychology recognizes existence of two main neural networks of the brain: default mode neural network and direct experience neural network. In order to develop leader’s ability to create novelty, it is necessary to change reaction of the default mode neural network which blocks the potential.

Keywords: Halal Consumption Pattern; Brand Personality; Muslim Lifestyle; Perceived Price; Environmental Concern

Rasa Balte-Balicuniene
ERCICBELLP1810077
Psychological research of participants of consciousness leadership training program was conducted before and after the program (44 leaders at all, period from 2013 to 2015). During this program such methods as cinematology, psicotea, authentication counseling allowed for participants’ direct experience of Live Living to occur, activating direct experience neural networks, instead of default mode neural networks.

Results of the study showed that changes in value orientations of participating leaders took place in the form of changes in their behavioral priorities. Importance of independence of action and stimulation grew while importance of conformity decreased. Responsibility and internality in the process of business decision-making significantly increased while influence of stereotypes decreased.

Keywords:
Leader, consciousness, authenticity, innovation

The Effect of Brand-Consumer Social Sharing Value on Brand-Hosted Social Media Engagement In Indonesia

Vandany Lubis
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Abstract
The spread of brand-hosted social media is currently considered not enough to explain how consumer social sharing contribute to media engagement. However, in previous studies, it was suggested that consumer-brand involvement is a variable that greatly contributes to media engagement (Facebook brand page) rather than consumer satisfaction with the brand itself. Therefore, this study will examine its effect by using another platform, namely Instagram brand account, by using the theory of close relationship approach that describes how the gratification that comes from the interaction between brand-consumers. This study uses two social media platforms namely Facebook brand page and Instagram brand account to compare the results of the two platforms. This study was tested quantitatively using a questionnaire as an instrument for collecting data distributed to 200 respondents who used the Facebook platform and 200 respondents who used Instagram. The findings of this study reveal that consumer-brand involvement is the biggest contribution in media engagement. Further research on social media are discussed.

Key Words: Brand-hosted social media, Social media engagement, Brand satisfaction, Relationship investment.

The Important Role of Physical Work Environment on Innovative Work Behavior in Startup Company

Nadira Puspa Dewi
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Abstract
Everyday work innovation, refers to the term of work innovation behavior, is become an interesting topic for the research in recent years. Stimulating work innovation behavior, such as idea generation, idea
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nadira Puspa Dewi</td>
<td>Innovative Work Behavior, Physical Work Environment, Startup</td>
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<tr>
<td>Agung Sanggabuana</td>
<td>Business Process Improvement Based On Customer Experience at Directorate Consumer of Telco Company</td>
<td>Magister Business &amp; Administration (MBA), Institut Teknologi Bandung, Bandung, Indonesia</td>
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<tr>
<td>Denni Windari Purboadi</td>
<td>The Influence of Goal Setting to Employee Performance with Optimism and Leadership as Mediating Variable</td>
<td>Master of Management, Faculty of Economic &amp; Business, Universitas Indonesia, Jakarta, Indonesia</td>
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**Promotion, and idea realization, which important in maintaining the company's competitive advantage. Some companies have found attention to the physical environment, they change physical work to be more open spaces. However, in discussing innovation, most academics are often relate it to the intrinsic attributes of employees, while research on the relationship between physical environment and its effects on worker's innovation behavior has been limited. Therefore, this study will examine the physical work environment with innovation work behavior. This research will be conducted using a questionnaire with a Likert scale and distributed to 150 respondents who work in a startup company that prioritizes innovation in its business.

**Keywords**
Innovative Work Behavior, Physical Work Environment, Startup

**Abstract**
Indonesia the ninth rank of countries with the largest Internet users in 2017. Mobile phone have the highest share of internet user in Indonesia, 56.92% share on 2015. The second biggest chunk on Indonesia Internet user is household with Internet Access, it has 38.4% share on 2015. With average growth from 2011 until 2015 for Household with Internet Access is bigger than mobile phone user growth, respectively 23.1% and 10%. Despite this big opportunity, unfortunately IndiHome still has high churn rate. In first semester 2017 average churn rate IndiHome is 37,391 meanwhile average sales IndiHome is 105,967. Average percentage of churn/sales every month is 35%. Telkom aim that maximum %churn/sales is 20%, with current average 35% Telkom need to decrease their churn rate. This research focus on solving the churn rate problem by analyzing existing condition of end to end customer experience from product and service IndiHome. The tools used to analyze customer experience are Net Promoter Score (NPS) and Net Emotional Value (NEV). Based on exploration of customer experience, selected moment of truth (MoT) will be improved using Business Process Framework eTOM. The lead indicator from eTOM will be implemented in order to decrease IndiHome product churn rate.

**Keywords:** Business Process Framework, Customer Experience, NPS, NEV, Telecommunication Service.
leadership as mediating variables. Optimism and supervisor’s leadership are hypothesized to have mediating effect on the relationship of goal setting and employee performance. Data gathered from 84 respondents were analyzed using mediating analysis method in PLS-SEM. This research was conducted in a certain oil and gas company in Indonesia. Three types of leadership; the transformational, transactional, and passive/laissez-faire leadership are used to find out which of these are more impactful to the improvement of employees’ performance. The outcome of this research reveals that optimism has no mediating effect on the relationship of goal setting and employee performance. Of the three leadership types researched, transformational leadership is proven to have mediating effect on the relationship of goal setting and employee performance, while transactional and passive/laissez-faire leadership are not. This research provides new empirical background for the implementation of performance management system in the organization which emphasize the importance of goal setting and leadership in improving employee performance.

Keywords: Goal setting, optimism, leadership, performance management
## Abstract

The Garment industry is one of Indonesia's largest foreign exchange earners, but the industry is plagued by problems of low productivity and high level of staff turnover. The working environment is a crucial factor to the labors' satisfaction. The methodology used to test the hypothesis are both quantitative and qualitative in nature. A survey has been collected from 2,537 workers from different cities including Yogyakarta, Ungaran, Bandung, Subang, Bogor, Cianjur, Jakarta, and Surabaya. The data analysis reveals that supervisor context and emotional exhaustion factors have the highest impact on staffs’ turnover decision in Indonesian garment manufacturers. To create an encouraging and positive work environment, encouragement and recognition for staff are suggested. In addition, providing flexible work schedules allows employees to create a work-life balance for themselves. This study contributes to the rapidly expanding body of knowledge on textile firms in developing countries in the context of the Indonesian garment industry.

**Keywords:** Garment, Textile, Manufacturers, Labors, Turnover, Indonesia

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**Karen Sheila Gustin**  
ERCICBELLP1810090

**The Relations of Work Engagement, Tacit Knowledge Sharing, Organizational Identification and Job Involvement in Online Transportation Services**

Faculty of Economic and Business, University of Indonesia, Jakarta, Indonesia

**ABSTRACT**

The revolution of information and technology and organizational design has created unique context for understanding virtual work environment and organizations. Major development in digital world also affect transportation services in Indonesia. Job Involvement refers to the psychological and emotional extent to employees in an organization. There are many studies that directly correlate high job involvement with job satisfaction and how it affects the organization itself. Organizational identification can help to understand regarding the organizations and their interactions within their environment. Several researches shown positive effect of organizational identification at organizational level on financial performance. Organizational identification gives impact on performance because employees with higher organizational Identification level are more “willing” to put more effort into their work. Knowledge sharing can translate individual and group knowledge into organizational knowledge. Face to face interaction is the primary means for tacit knowledge sharing. Work engagement is one of important factor in the organization because it includes the emotional relationship between employees and the organization. The population of this study is drivers of online transportation services. Findings of this study suggest that organizational identification has positive effect on job involvement in online transportation services.

**Keywords:** Work Engagement, Tacit Knowledge Sharing, Job Involvement, Organizational Identification, Performance

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**Alfikalia Alfikalia**  
ERCICBELLP1810091

**Parents Financial Socialization of Indonesian Millennials**

Faculty of Economics and Business, University of Indonesia, Jakarta, Indonesia

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2018 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLIP), Nov 22-23, Jakarta

Universitas Al Azhar Indonesia, Komplek Masjid Agung Al Azhar, Jakarta, Indonesia
Alfikalia Alfikalia
Psychology Department, Faculty of Philosophy and Civilization, Paramadina University, Jakarta, Indonesia

Abstract
The purpose of this paper is to describe the financial socialization in parents of millennials who born between 1980 – 2000. Financial socialization operationalized as how often father and mother respectively, modeled and taught 10 aspects of financial activities in the family, and how often the millennials themselves conducting these activities as a part of socialization. The research used quantitative design, using questionnaire adapted from Clarke, Heaton, Israelsen, dan Egget (2005) and translated into Indonesian. The data was taken using online questionnaire and also paper and pencil method from 6 provinces in Indonesia: Maluku Utara (N = 148), Nusa Tenggara Timur (N = 554), Riau (N = 833), Sumatera Barat (N = 525), DKI Jakarta (N = 1235), and Gorontalo (N = 135) with the total amount of respondence 3430 and the age range between 18-38 years old (\(\bar{x} = 22.45\); mode = 20). Percentage of male and female respondence is 37.3% and 67.3% respectively. The result showed the average frequencies of each aspect of financial socialization range from never (score 0), very rare (1), seldom (2), sometimes (3), often (4), to always (score 5). The rank of the most socialized to the least socialized financial aspect by parents of the millennials is as followed: 1) saving in using money and goods (\(\bar{x} = 3.615\)), 2) have principles in using money (\(\bar{x} = 3.599\)), 3) considering career opportunities in choosing job (\(\bar{x} = 3.539\)), 4) assessing financial situations and deciding the use of the money (\(\bar{x} = 3.4773\)), 5) responsibilities in purchasing house and its maintenance (\(\bar{x} = 3.4567\)), 6) budgeting (\(\bar{x} = 3.389\)), 7) managing taxes (\(\bar{x} = 3.2583\)), 8) having insurance (\(\bar{x} = 3.2531\)), 9) deciding and making investments (\(\bar{x} = 3.1928\)), and 10) considering how to pay the installment and interest when making purchase (\(\bar{x} = 3.1394\)). This result indicated that parents of the millennials place the importance of financial socialization at intermediate level.

Keywords: financial socialization, parents, millennials

Ronald Hasudungan Sianturi
ERCICBELLP1810092

Administration and Criminal Responsibility for State Financial Losses
Ronald Hasudungan Sianturi
Law Faculty, Prima Indonesia University, Medan, Indonesia

Abstract
The absence of a limitation between the competence of the State Administrative Court and the Corruption Court causes uncertainty in the enforcement of administrative and criminal law in terms of abuse of authority. This research has 3 formulation of the problem, namely (1) How to regulate the abuse of authority concerning the loss of state finances according to administrative law and criminal law. This research approach is a regulatory approach. The results of this study conclude that Abuse of authority in administrative and criminal law occurs when an official who has authority (both attribution, delegation and mandate) does not exercise the authority in accordance with the purpose of authorization. In this case, abuse of authority can result in the loss of state finances, between administrative law and criminal law is influenced by intentions (mens rea) with the consequences of actions (actus reus). This research results indicate that parents of the millennials place the importance of financial socialization at intermediate level.

Keywords: abuse of authority, administrative court, criminal court, court competence, state financial losses

2018 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Nov 22-23, Jakarta
Universitas Al Azhar Indonesia, Komplek Masjid Agung Al Azhar, Jakarta, Indonesia
Strategic Agility in Market and Technological Turbulence A case of Banking Sector in Indonesia

Winda Anggraini Harahap
Department of Science, Faculty of Economic & Business, University of Indonesia, Jakarta, Indonesia

Abstract
Adapting to environmental turbulence is mandatory for every player in the banking sector. They need to develop rational strategies and respond effectively. Market turbulence and technological turbulence, which happen lately in banking industry, require firms to review their strategies continuously. Strategic agility with its dimensions: strategic sensitivity, resource fluidity, and collective commitment, is a capability of a firm that has been identified as a key to succeed in a highly competitive and rapidly changing environment. Strategic agility is also known as a source of competitive advantage which will also enhance performance of the firm. This study tries to examine strategic agility and its dimension, and reveal its importance in the banking sector in order to gain competitive advantage in environmental turbulence. Furthermore, this study explores the application of strategic agility and its potential to improve unit performance through competitive advantage. The population of this study is managers in one of private bank in Indonesia. This study uses Structural Equation Modeling (SEM) to analyze the data. Findings of this study suggest that strategic agility has a role to gain competitive advantage by taking advantages from market and technological turbulence which in turn will also improve firm performance.

Keywords: Strategic Agility; Market Turbulence; Technological Turbulence; Competitive Advantage; Performance

Investor Sentiment on Twitter and Its Implication on Indonesia Stock Mispricing Period 2017

Ratna Arista Dewi
Department of Management, Faculty of Economics and Business, University of Indonesia, Jakarta, Indonesia

Abstract
The efficiency form of Indonesia capital market, which is still in weak/semi-strong form, forces stock price away from its fundamental value, which is known as a condition of stock mispricing. It can be harmful for investor if they do not have any skill or knowledge about stock valuation before they do investment decision. Previous research shows that it is caused by investor sentiment which measured by market sentiment index. However, along with advancement of technology, investor sentiment can be measured through social media such as Twitter. According to Twitter data, Indonesia is one of the country that has the most active users in Southeast Asia. Moreover, Indonesia is in the top three after US and Japan that has most active Twitter users, which they are known as country with strong form efficiency. This study aim to analyze the impact of investor sentiment on Twitter to stock mispricing in Indonesia period 2017. Twitter data was obtained by using Python in Anaconda and classified into positive, neutral, and negative sentiment using Sentiment Score. While stock mispricing will be divided into two components: earnings mispricing and required return mispricing, using Vector Autoregressive (VAR). Although we find no significant relationship, our result show that stock mispricing will be
### Health Risk Assessment Workers in Aircraft Maintenance Pt. GMF AeroAsia TBK

**Rachmad Hidayat**  
Department of Health, Safety & Environment, Faculty of Public Health, Sriwijaya University, Palembang, Indonesia

**ABSTRACT**

**Background:** Health Risk Assessment (HRA) was a tool used to determine the hazards and their impact on health in the workplace by conducting hazard identification, exposure assessment, risk assessment, control and documentation. PT GMF AEROASIA has a variety of hazards as well as having a high enough exposure so that the health risk assessment needs to be done. The purpose of this study was to determine the description of work activities, identify potential hazards, exposure level, know to the risks that may arise, and to determine the priority control based on the Risk Management Matrix.

**Method:** This study used descriptive survey, observational approach that uses Walk Through Survey, where results are walking through the checklist, and then analyzed in Matrix Hazard Rating, Matrix Exposure Rating, Risk Matrix, and developed into Risk Manageable Matrix.

**Result:** The results of this study found hazards included in the high risk category was Noise, medium risk categories was Illumination, solvent, food sanitation, and ergonomic, and low risk categories was vibration, water supply, and psychosocial.

**Conclusion:** Based on these results, expected in PT GMF AEROASIA TBK can be done by applying noise control with Hearing Conservation Program, such as evaluating noise exposure, employee training, audiometric evaluation, control engineering/administrative control, and Personal Protective Equipment, such as earplug.

**Keywords:** Health Risk Assessment (HRA), potential health hazard in workshop, noise

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### The Relations of Job Involvement, Organizational Identification, Burnout, Counterproductive Work Behavior and Performance - Analysis on Indonesian Motorcycle Taxi Drivers

**Terra Andi Pasomah**  
Faculty of Economy and Business, University of Indonesia, Depok, Indonesia

**Abstract**

The objective of this research is to examine the impact of burnout, counterproductive work behavior, job involvement, and organizational identification together on performance. This research also presents a description about which factors that influence performance more strongly. To do this research, 131 drivers of online motorcycle taxi operated in Bogor have been selected as respondent. The research model has been examined by using Structural Equation Modeling (SEM). The results of this research showed that job involvement which mediated by organizational identification has a positive significant effect on performance, while burnout that mediated by counterproductive work behavior has negative significant effect on performance. Finally, the research also showed that the positive factors, including job involvement
and organizational identification, influence performance more strongly.

Keyword: Performance, Burnout, Counterproductive Work Behavior, Job Involvement, Organizational Identification, Online Transportation, Taxi Motorcycle

Rule in the International Court of Justice from the Dynamic Commentary

Farkhondeh Dashti
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Abstract

The International Court of Justice, in applying the law, interprets the rules and regulations in the international community, it has helped to develop international law that embraces the concept of change and innovation. The main task of the Court of Justice is to resolve disagreements between governments. In this regard, the Court has, in some of its votes, used dynamic interpretation in the path of compliance with the intentions of the parties to the treaty given the time and needs of the international community and with the discovery of the true will of the parties, Uncertainties in international law have been resolved. The present writer is unable to communicate with the International Court of Justice explicitly rules out, with the dynamic interpretation, some of which are considered as the mainstream, The role of dynamic interpretation in eliminating existing ambiguities and fill the gaps in international law, Apart from other effective tools in this regard.

Keywords: International Court of Justice, International Law Development, Rulemaking, Interpretation, Dynamic Commentary

Leadership Effect and Dynamic Capability on the Speed of Decision Making in Hospitals

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Abstract

This study analyzes the influence of strategy leadership style and dynamic capability on the speed of decision making with a focus on the object of research in the health industry known as a hospital. The background of the problems faced in this study is that hospitals face turbulent environmental changes and very tight competition that makes hospital management required to be able to make quick and appropriate decisions. Decision making, which is one of the main tasks of the leader, is the process of selecting several alternatives, where expertise is needed to take action, an efficient method that fits the situation. A leader in making decisions requires knowledge and accuracy of information from the problems faced quickly so that he can make accurate decisions, this is very useful to determine the solution of the choices taken. This study uses Hart's (1992) leadership theory which consists of: command, symbolic, rational, transactive, and generative. In addition to leadership factors, it is necessary to examine the influence of strategies where in the context of the dynamic environment a dynamic capability of a company will be used. Leaders must regularly make decisions about how to renew existing operational capabilities into new ones that are more in line with the changing environment, dynamic capabilities are an important challenge for
managment in their efforts to achieve sustainable competitive advantage. The research data was collected from 300 respondents who were middle management in hospitals. Data was analyzed using the help of SPSS 24 devices with regression techniques. The results of the study show that the company's dynamic capability is more influential in the speed of decision making than leadership. Generative and rational leadership styles influence the speed of decision making. While dynamic capabilities moderate the influence of leadership on the speed of decision making.

Keywords: Dynamic capability, leadership style, speed of decision making.

Diyah Candrawati
ERCICBELLP1810103

Transformational Leadership, Dynamic Capabilities, and Performance: Strategi, Structure and Environments

Diyah Candrawati
Department of Management, Faculty of Economic and Business, University of Indonesia, Depok, Indonesia

Abstract
The dynamic capability approach has become a general theoretical framework for analyzing how companies (profit sectors) overcome rapidly changing environments. This paper uses a dynamic capability approach through the presentation of a theoretical framework and empirical evidence about how the relationship between transformational leadership style and dynamic capabilities influences the performance of non-governmental organizations (NGOs) - (nonprofit sector)

Keywords: Competitive environment, dynamic capabilities, non-governmental organizations, organization performance, organization structure and transformational leadership.

Ayyuhatsanail Fithri
ERCICBELLP1810104

Analysis Of Translation Of English Wordplay Into Indonesian In The Subtitle Of Friends Television Series

Ayyuhatsanail Fithri
Universitas Gunadarma, Jakarta, Indonesia

Abstract
In the new era of audiovisual translation (AVT), identifying the translation of wordplay from English into Indonesian in various English comedy movies and series is a massive task as the wordplay is a form of humour which quite problematic to translate. The fundamental issue in translating humour is about the diversity of languages and different linguistic typology. This paper is to investigate types of wordplay found in the subtitles of Friends and strategies applied to translate English wordplay into Indonesian. The data of this study was collected from a long American series entitled ‘Friends’ from season 1 to 10. Hence, the most appropriate method employed is qualitative. As the data are collected using document analysis, purposive sampling is employed. The total four types of wordplay found in an American series entitled ‘Friends’ to create laughter, namely: phonological and graphological structure (consists of homonymy, paronymy, and homophony), lexical structure (polysemy), morphological structure, and syntactic structure. In the translation strategies, there are three dominant ways used by the translator, namely: wordplay to wordplay, wordplay to non-wordplay, and editorial technique. However, most of the translator whom sub movies or series used wordplay to non-wordplay strategy. This technique has a significant effect in rendering the meaning to the target text that affects the audience when they watch the film whether to laugh or not to laugh.
The Relationship between Job Stresses, Over Engagement, Value Conflict with Public Service Motivation on Individual Performance. Analysis on Government Employee

Christy Michiko Victoria H
Department of Sains Management, Faculty of Economy and Business, University of Indonesia, Depok, Indonesia

Ir. Aryana Satrya, M.M., Ph.D
Department of Sains Management, Faculty of Economy and Business, University of Indonesia, Depok, Indonesia

Abstract
The purpose of this paper is to examine the impact of job stress, over engagement and value conflict with public service motivation on individual performance. To do this research, 100 respondents of government employee in Jakarta have been selected as respondents. In this study, it will be seen how job stress, over engagement and value conflict can influence public service motivation. And other element is public service motivation that has positive correlation to individual performance. Public service motivation as a form of work motivation that leads to increase commitment, engagement, and performance. In this research also present the description about which factors that influence public service motivation more strongly.

Keyword: Job stress, Over engagement, Value conflict, Public service motivation, Individual performance, Government employee

The Effect of Servant Leadership, Self Efficacy, and Intrinsic Motivation on Employee Innovation in the Indonesian E-Commerce Industry

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Abstract
Purpose of this study was to examine the effect of servant leadership conducted by managers on employee intrinsic motivation, examine the effect of employee’s self-efficacy on intrinsic motivation of employees, and to examine the influence of employees intrinsic motivation on employee innovation at E-Commerce Industry. Along with the development of technology and the internet to be a supporter of the establishment of e-commerce. The servant leadership wants to see how their characteristics verbally include listening, awareness, conceptualization, and foresight. For the characteristics shown in deed are empathy, healing, building community, and persuasion. Whereas what can be demonstrated through oral and deed is commitment to the growth of people and stewardship. Servant leadership increases the activity of employees by influencing their intrinsic motivation. Self-efficacy that is owned by employees such as understanding the correct way of working, confidence in the ability to show good performance, have the ability to do work, and have the ability...
to succeed in work. High self-efficacy levels encourage individual expectations of their potential and their motivation to take action. Individual intrinsic motivation, related to innovative work behavior. With the innovation of the company, it will provide more value to compete in the e-commerce industry that is increasingly prevalent in Indonesia.

Keywords: Servant Leadership, Self Efficacy, Intrinsic Motivation, Innovation, E-Commerce

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ERCICBELL1810107
The Impact of The Trump Tariffs to The Stock Market in ASEAN+4
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Abstract
This paper tests the impact of the first series of Trump Tariffs news, starting from January through March 2018. By utilizing the short term performance event study, we see how fast the stock market of the ASEAN (Indonesia, Singapore, Thailand, Malaysia, Philippines, Cambodia, and Vietnam) plus four other countries (Shanghai, South Korea, Japan, and India) absorb the information regarding the Trump Tariffs news. The President United States of America, during January through March 2018 announced to impose new tariffs under U.S. acts: (1) Presidential Proclamation 9693 for the Trade Act Section 201 which impacted other than the “GSP-Eligible” developing nations, exclude Philippines and Thailand. (2) Presidential Proclamation 9704-9705 for Trade Expansion Act Section 232 (steel mill and aluminum). The new imported steel tariff affected all countries except Argentina, Brazil, and South Korea (with absolute quota for those three countries) plus Australia, and imported aluminum new tariff for all countries other than Argentina (with absolute quota) and Australia. (3) Presidential Memoranda for Trade Act Section 301, affect the products from China’s.

The cumulative abnormal return was utilized and with the level of confidence of 95%, the news shows the significant factor for the ASEAN, Shanghai, South Korea, Japan, and India stock market. The result is for Event 1, seems no effect for Philippines and Thailand (even though they are excluded as GSP-Eligible) as well as other countries (except Shanghai). Almost all of 11 countries reacted negatively on event 2 (except Shanghai and South Korea) and event 3 (except Cambodia) Keyword: Event Studies, Trade War, Trump Tariff.

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ERCICBELL1810094
Practice of Innovation and Performance Implications for Micro, Small and Medium Enterprises
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Abstract
Micro, Small and Medium Enterprises (MSMEs) differ from large companies that have been established and stable for tens or hundreds of years. The main difference is defined by the characteristics of reactive, mental, MSMEs such as fire fighting, very limited resources, informal strategies, and flexible structures (Hudson, Smart, and Bourne, 2011; Qian and Li, 2003), as a consequence MSMEs has higher failure rate than the company that has been stable in general In economic development. In Indonesia, Micro, Small and Medium Enterprises are always described
as something that has a very important role because it greatly helps economic growth in Indonesia, data from the Ministry of Cooperatives and MSMEs (2016) mentions that the contribution of MSMEs to Gross Domestic Product (GDP) in Indonesia is 60.34%, MSMEs also contributes to domestic employment and has increased from 96.99% to 97.22% in the last 7 years. MSMEs are useful as economic diversification and drivers of development and economic growth (Peprah et al, 2016). but most research on innovation only focuses on large companies. This article identifies things that affect innovation and performance in MSMEs In Indonesia by collecting survey data from 45 MSMEs in Indonesia, this study found that MSMEs have similarities with large companies which innovation strategies is the main key in company performance.

Keywords : Innovation, MSME, strategy, performance

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FDI Foreign Direct Investment Laws in Saudi Arabia

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Abstract

With its ability to exploit oil wealth faltering, Saudi Arabia has been seeking more foreign investment to boost its economy and help develop its other industries. However, mass arrests of top Saudi figures in a purported anti-corruption crackdown in November 2017 as well as questions swirling around the kingdom’s role in the surprise resignation of Lebanese Prime Minister Saad Hariri have thrown the political situation into uncertainty and put investors on edge.

In the past, the kingdom could rely on its oil wealth to keep the economy afloat and secure its political stability. However, the situation has changed in recent years as American oil production has surged, thanks to new extraction technologies and the discovery of new reserves, and oil prices have dropped.

In 2016, an independent estimate of world oil reserves by the firm Rystad Energy found that the United States (US) held more recoverable oil reserves than both Saudi Arabia and Russia. Although the following year’s estimate showed Saudi Arabia retaking the number one spot, the report noted, ‘If natural gas liquids (NGLs) were included in the review, the US would surpass Saudi Arabia by more than 50 billion barrels of recoverable oil and petroleum liquids.’

Adolfo Laurenti, a global economist at Bank J. Safra Sarasin AG, said the surge in US oil production “has really set a ceiling on energy prices in general and oil in particular”. The sustainable level is now between $50 and $60 per barrel, compared to more than $100 a barrel during previous price spikes.

For the Middle East oil-producing countries and Saudi Arabia in particular, Laurenti said that the current prices have “completely changed the political and economic equation … [Oil-producing countries] needed to come up with an alternative source of revenues or to reform the economy to become more inclusive”.

Saudi Arabia, under the leadership of Crown Prince Mohammad bin Salman, has made moves since 2015 to diversify the economy and attract foreign investors. The Vision 2030 economic plan released in 2016 lists as one of its pillars making Saudi Arabia ‘a global investment powerhouse’ and specifically increasing foreign direct investment from 3.8 per cent of gross domestic product (GDP) to the international level of 5.7 per cent by
The World Bank estimated in 2016 that foreign direct investment accounted for only 1.2 per cent of Saudi GDP. In 2015, the kingdom began allowing large foreign investors to invest directly in its stock market. The following year, the Saudi Council of Ministers removed a requirement that retail and wholesale businesses operating in the kingdom must be 25 per cent Saudi owned, allowing full foreign ownership of those enterprises. The government also moved toward privatizing state-owned entities in sectors including aviation, education, energy and healthcare.

In 2017, Saudi Arabia announced plans to give foreign investors full access to NOMU, a capital market launched for small- and medium-sized enterprises. The kingdom also said it plans to take a portion of its state oil company Saudi ARAMCO public next year, a move it hopes will raise about $100 billion, although some reports have said the offering will likely be delayed until 2019, in part due to the current low global oil price. The Saudi Arabian General Investment Authority, originally established as a regulatory agency, has increasingly focused on promoting investment and assisted potential investors. Its website touts ‘strategic benefits’ to investing in the kingdom including access to a large market, a population of 30.7 million, an educated workforce, a ‘supply of industrial land, commercial real estate and utilities at very competitive prices’, a ‘positive regulatory environment’ and incentives including a ‘very favourable tax environment’.

Recent moves to open up the workforce to women, improve women’s mobility by lifting the ban on women driving and reforming the male guardianship system may have also been partly aimed at improving the kingdom’s image among foreign investors. Despite these changes, foreign direct investment in Saudi Arabia was on a downward trend, according to a report by Santander Trade Portal. In 2016, the inflow of investment fell by 8.5 per cent compared to the previous year to $7.45 billion. The report noted that ‘political and social tensions, reduced access to credit and the policy of “Saudization”, which started in 2011 and favours a domestic labour force’, have stood in the way of foreign investment.
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- Bangkok – International Conference on Research in Social Science & Humanities (ICRSSH), 18-19 Dec 2018
- 2nd Dubai – International Conference on Research in Social Science & Humanities (ICRSSH), 23-24 Dec 2018
➤ Bali – International Conference on Research in Social Science & Humanities (ICRSSH), 26-27 Dec 2018
➤ 2nd Bangkok – International Conference on Research in Social Science & Humanities (ICRSSH), 04-05 Feb 2019
➤ 2019 – IIInd International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Feb 06-07, Bangkok
➤ 3rd Dubai – International Conference on Research in Social Science & Humanities (ICRSSH), 23-24 Feb 2019
➤ 2019 International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Feb 25-26, Dubai
➤ 2nd Singapore – International Conference on Research in Social Science & Humanities (ICRSSH), 12-13 March 2019
➤ London – International Conference on Research in Social Science & Humanities (ICRSSH), 08-09 April 2019
➤ Rome – International Conference on Research in Social Science & Humanities (ICRSSH), 30 April – 01 May, 2019
➤ 2019 – Vth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), May 02-03, Rome
➤ Prague – International Conference on Social Science & Humanities (ICSSSH), 04-05 June 2019
inership and academic development.

Organizational and Management Sciences

- 2019 – VIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 05-06, Prague
- 2nd Malaysia – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019
- Lisbon – International Conference on Social Science & Humanities (ICSSH), 25-26 June 2019
- 3rd Singapore – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019