



## Conference Proceedings

**2018 – VIIIth International Conference on Business, Economics, Law,  
Language & Psychology (ICBELLP), Dec 20-21, Bangkok**

**20 – 21 December 2018**

## Conference Venue

**KU Home, Kasetsart University, Chatuchak, Bangkok, Thailand**

**Email: [convener@eurasiaresearch.info](mailto:convener@eurasiaresearch.info)**

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## **Preface:**

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**KEYNOTE SPEAKER**



**Dr. Sita Yiemkuntitavorn**

**Associate Professor, School of Educational Studies,  
Sukhothai Thammathirat Open University, Thailand**

**Topic:** The effects of using Lesson Study in English subjects in Thailand

Associate Professor Dr. Sita Yiemkuntitavorn is currently an Assistant to the President and a full-time lecturer in School of Educational Studies, Sukhothai Thammathirat Open University. She received her Bachelor Degree in Liberal Arts, major in Linguistics and minor in English from Thammasat University in 1999. In 2001 and 2003, she graduated M.Ed major in TESOL and M.Ed (research) with Second Class Honor Upper Division from The University of Tasmania, Australia. In 2005, she received her Ph.D. in Education (Linguistics) from The University of Tasmania, Australia. Her expertise is in the field of TESOL, language learning and teaching, applied linguistics and related topics.



**KistiNurhayati**  
**ERCICBELLP1805053**

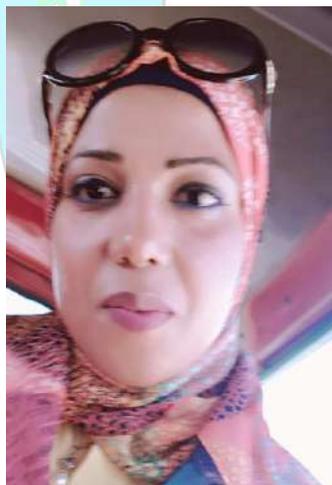
### **Religious Prejudice Towards Muslim Religious People Relating To The Case Of Terrorism In Indonesia**

**KistiNurhayati**  
**Department of Psychology, Universitas Negeri Semarang, Semarang, Indonesia**

#### **Abstract**

The number of recent terrorist bombing cases conducted by a group of people in Indonesia created social problems and gaps among certain individuals and changed people's behavior towards Muslim religious people. One of the aspect that changed people's behavior was their prejudice. Prejudice is a pervasive and destructive social problem. Previous research on prejudice almost entirely focused on racial and minority groups. This research is an attempt to broader the research of prejudice by explaining religious prejudice against Muslims related to the case of terrorism Indonesia. This study was conducted to show the level of prejudice that occurs among the society. Questionnaires regarding the issue given to the subjects that will reveal their religious prejudices. The predicted results from this research are (1) There are religious prejudice among Indonesian society; (2) People in the area of bombing have higher levels of religious prejudice than those who do not. An important implication of this research is the need to portray the level of religious prejudice among Indonesians regarding the case of terrorism for further prevention or minimization of religious prejudice.

**Key Words : Prejudice, Terrorism, Indonesia**



**Mona HamdyMostafa**  
**ERCICBELLP1805057**

### **Stress and Coping Strategies Among Paret of Autistic Children**

**Mona HamdyMostafa**  
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#### **Abstract**

Having child with autism is a major event that negatively affects families, and force families to re-evaluate its plans, goals, and relationships in light of restrictions and limitations associated with child's disability, and resultant stresses in parents, and their efficiency in coping with these stresses. This study aimed to assess stress and coping strategies among parents of children with autistic disorder. A purposive sample of thirty Parents of Autistic Children was recruited from the Center for Social and Preventive Medicine (Child Psychiatry Out-patient Clinic) in Abou-El-Rish University Hospital. Three tools were used to conduct the current study, demographic and medical data sheet, parent stress scale and coping strategies scale. The results showed that, sixty percent of the studied parents had moderate level of stress and slightly more than fifty percent of the studied parents using seeking information, avoidance and denial as a coping strategies. In conclusion, children with ASD require lifelong provision, management and service coordination.

**Keywords: autistic disorder, parents stress and coping strategies.**

**HeydarLotfi**  
**ERCICBELLP1805059**

### **Geopolitical Features of Iran and Formulation of a National Strategy with an Emphasis on Foreign Policy**

**HeydarLotfi**  
**Political Geography, Garmsar Branch, Islamic Azad University, Garmsar, Iran**

	<p style="text-align: center;"><b>ZeinalabedinKarami</b> Computer Engineering &amp; Financial System Planning, Garmsar Branch, Islamic Azad University, Garmsar, Iran</p> <p style="text-align: center;"><b>Abstract</b></p> <p>Iran is in one of the most sensitive geopolitical situations in the world, so that the active geopolitical regions with its broad and diverse functions around it have become the focus of gravity of regional and international diplomacy. This situation is affecting Iran in the context of global and regional developments. The geopolitical position of countries over time and under the influence of various factors such as wars, revolutions, changes in the international system and the global system, and changes in the balance of power are constantly changing. Iran has been one of the countries in which its geopolitics has undergone many changes over the past four decades, whose causes can be found in a variety of internal and external geopolitical factors. This paper uses a descriptive-analytical research methodology and libraries to investigate the process of changes in the geopolitical situation in Iran before and after the Islamic Revolution and the imposed war on how and why the process is deeply rooted. The reasoning behind the present article is that the process of Iranian geopolitical developments has been very rapid and in recent decades has been more influenced by the process of internal transformation of Iran's society and internal power potentials, and external and national factors have played a secondary role in this process.</p> <p><b>Keywords:</b> geopolitics, international system, diplomacy, transregional</p>
<p style="text-align: center;"><b>Abdul Malik</b> ERCICBELLP1805061</p>	<p style="text-align: center;"><b>A Study of the Characteristics of Idealist Educators at Secondary Level</b></p> <p style="text-align: center;"><b>Abdul Malik</b> Education, UMT, Pakistan</p> <p style="text-align: center;"><b>Abstract</b></p> <p>The study is aimed at a “Study of the Characteristics of Idealist Educators at Secondary Level”. The objectives of the study were to identify the characteristics of idealist educators at secondary level. The significance of the research the value of this study could be obtained from the possibility of building bridges between the thoughts of Idealism and characteristics of educator at secondary level. The study will be further delimitations to characteristics of educators of the institutions of Secondary level. Research Design, this section of the research paper presents the study sample, instrument, content validity of the study questionnaire as well as its reliability, and then the study findings will be presented throughout the final part of this section. The study sample consisted of (30) secondary educators randomly selected from Lahore district secondary level of whom (15) males, and (15) females. Total Population of the research was 120 educators of the secondary school of district school Lahore. Data collection, the questionnaire will be personally administered by the researcher from the respondents mentioned in the sample. The data was obtained and shown in tabulated form and statistically analyzed using percentage method. The Findings of the research, the percentage about mind is more effective agree response 94% disagree 6% and undecided is 0%. The conclusion has been drawn out of this descriptive thus paving the way for making recommendation of this study. Recommendation the idealist educators promote the theory of idealist.</p> <p><b>Key words:</b> Curriculum, Methods, Teaching strategy, idealist, Mind and</p>

 <p><b>Jamilu Yaya</b> ERCICBELLP1805063</p>	<p>soul.</p> <p><b>Influence of Social Media on Moral Decay among Youth in Bauchi State, Nigeria</b></p> <p><b>Jamilu Yaya</b> Department of Sociology, Faculty of Social and Management Science, Bauchi State University, Gadau, Bauchi State, Nigeria</p> <p><b>Abstract</b> Social media is one the outcome of technology that reduce the world to a global village; this medium enables users to interact, share feeling, thoughts and ideologies. Social media windows provides opportunities to users more especially the youth, it create an enabling environment for online interaction. Youth all over the globe exchange knowledge, messages, photos and videos. It was believed that, Youths are the predominant users of social media. These youth connect to people from almost every looks and cronies of the world. Now our days, youth use social media platforms such as Whatsapp, 2go, Facebook, Goggle+, Instagram, twitterer, You-tube, My Space, Skype, and LinkedIn for both economic, social, political and cultural purposes. This study examined the influence of social media on moral decay in Bauchi state, Nigeria. The study used quantiatative method. 220 respondents were used among the youth in Bauchi. Four Hypothesis were tested at 0.5, the study found there's significant relationship between moral decay and social media, peer groups influence and mass media was also found to have influenced moral deay. The study recommend that parents should regularly watch the social media activities of their children and governments should make policies that will put social media providers on track. The study recommend that further research should be conducted on social media and youth participation on political violence and terrorism in northern Nigeria.</p>
<p><b>Helio Mau-Quei</b> ERCICBELLP1805064</p>	<p><b>How Does The Informal Sector Affect Food Security In Timor-Leste?</b></p> <p><b>Helio Mau-Quei</b> Department of Economics, Waikato Management School, University of Waikato, Hamilton, New Zealand</p> <p><b>Abstract</b> This study analyzes the impact of informal sector work on food security among workers in Timor-Leste. We use primary data, directly collected from the field between January and early May 2017, on 349 households with a total of 658 adult respondents. Food security was measured using food insecurity experience scale (FIES) which suggested by FAO. We applied a linear regression model to identify the factors associated with food security, with a specific focus on the effect of informal work status. The results showed that the coefficient of informal sector variable (<math>\beta = -0.372</math>) is negative and statistically significant at the 0.05 level (<math>p=0.049</math>). This indicates that informal sector workers have lower food security than workers not in the informal sector, after controlling for other relevant covariates. These results are not causal, so we cannot conclude that informal sector work itself is bad for workers' food security. However, the results indicate that policy makers in Timor-Leste could improve food security by focusing their efforts on workers engaged in the informal sector.</p>
<p><b>Jaytee Pascua</b> ERCICBELLP1805065</p>	<p><b>21st Century Classroom: Gender Sensitivity in Language Use</b></p>

**Jaytee Pascua**  
English Department, College of Education, Rizal Technological  
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**Micaela Bantog**  
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**Abstract**

The main purpose of the study was to dig deeper in the issue of gender sensitivity in a 21<sup>st</sup> century classroom by means of analyzing gender stereotypes through language. Qualitative approach was the nature of the study and utilized the descriptive method. This study heavily relied on discourse analysis. Moreover, the data used in this study were in the forms of conversations from the audio recorded classroom discussions and interviews; which were transcribed as it was subjected for discourse analysis.

The study revealed that there were forms of stereotyping inside the classroom through language wherein gender stereotyping was evident through verbal cues and discourses. More so, a form of gender stereotyping was also through performance wherein such biases were evident by means of actions and performatives. In addition, each forms were narrowed down to come up with manifestations such as in the gender role which indicates stereotyping in traditional roles of genders; addressing which shows how genders were stereotypically referred to; capabilities which is how gender biases were employed through performativity and ability; and traits which exhibits how stereotypic behaviors are evident through biases of the genders' characteristics. These manifestations exposed some effects on the students such as practiced belief for treating the stereotyping as if normal in the classroom; negative feelings for it lowers their self-concept; and limitation to express oneself for not having freedom to say what they wanted to say without being judged based on their gender.

**Keywords:** gender-sensitivity, language, education

**Indonesian State Ownership of Natural Resources: A Comparative Study**

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**Abstract**

Indonesia is a country with a promising potential of natural resources, such as metallic mineral, oil and coal. To manage and utilize this potential, it is crucial to have a legit and strong legal basis regarding the ownership of this natural resources. Indonesia's law and doctrines recognize the term of state ownership right of the natural resources. Hence, there still are few misunderstanding regarding the definition and enforcement of this right. This reserach uses doctrinal research method supported by non-doctrinal reserach method to give a picture of Indonesian state ownership right and the enforcement of this right. This research uses mesthod of regulatory approach and also comparative approach regarding the natural resources exploitation in Botswana and Nigeria. This result of this study indicates that the state ownership is an effective way to manage the exploitation and utilization of natural resources in a country.

**Keywords:** Natural resources management, Exploitation, Utilization, State



**GenioLadyanFinasisca**  
**ERCICBELLP1805066**

<p>Lariosa Ma Bianca Isabelle C ERCICBELLP1805067</p>	<p><b>Ownership Right, Law.</b></p> <p><b>Multiple Case Study of Family Resilience among TreceMartires Railway Displaced Families</b></p> <p>Lariosa Ma Bianca Isabelle C Psychology Department, De La Salle University, Cavite, Philippines</p> <p><b>Abstract</b></p> <p>This multiple case study focused on identifying the protective factors utilized by the railway displaced families from TreceMartires, Cavite, Philippines, in addition to acquiring an in-depth understanding of the impact of displacement in their lives. Thus, methodological triangulation which includes semi-structured interviews and the brief resilience scale (BRS) was applied to gather information from the five representatives of the participating displaced families. The questions of the said interview focused on both family resilience and displacement. The gathered data was then subjected to thematic analysis which revealed three superordinate themes (source of strength and weakness, bilateral aftereffect of displacement, and utilization of protective factors) and seven subordinate themes (support system, Achilles' heel, interpersonal assistance, finding comfort through faith, optimistic point of view, positive impact, and negative impact). It was found out that the Filipino displaced families of the said study were able to slowly recover with the help of their family, friends, positive thinking, and spirituality. Apart from providing additional input to the existing literature regarding family resilience and displacement, these findings may also further contribute in the creation and development of interventions to properly accommodate the needs of the marginalized displaced families, especially in the Philippines.</p> <p><b>Keywords</b> Family resilience, Displacement, Marginalized, Philippines</p>
<p>Shaleen Jain ERCICBELLP1805068</p>	<p><b>Educational Inequalities in India in context of Affirmative Actions</b></p> <p>Shaleen Jain Bachelor of Law (B.A. LLB), Hidayatullah National Law University, Raipur, India</p> <p><b>ABSTRACT</b></p> <p>Education is considered to be a liberation force which has helped individuals in uplifting themselves intellectually and spiritually. It is a tool that can abridge the widening gap between the rich and the poor. India is one country which suffers from substantial inequalities when it comes to education. The parliament through Constitutional Amendment of 2002 inserted Article 21A and granted all the citizens the Fundamental Right of Education. Special rights to children through Right to Education Act (RTE), 2009, (which aims to provide free and compulsory education) were provided by the parliament.</p> <p>The policy of 'affirmative action', commonly referred to as 'reservation' in India, was adopted by the Constitution makers to help elevate the weaker section of the society. Affirmative action refers to the positive steps that are designed to eliminate the existing inequalities in terms of opportunities (which are on the basis of caste, sex, religion, or place of birth). These policies usually comprise of legislations, schemes, and programmes for the betterment of such deprived sections. However, affirmative action is not reservation. Reservation can be considered as a subset of affirmative action but not wholly affirmative action.</p>

	<p>This paper examines the educational inequalities that continue to exist in India and how the policy of affirmative action (commonly called ‘reservation’) has helped so far in bridging the gap that it was aimed at. The paper also attempts to look how this policy is being misused in India. <b>Key words:</b> Affirmative Action, Educational Inequalities, Reservation, Right to Education</p>
<p><b>Mengyuan Zhou</b> ERCICBELLP1805071</p>	<p><b>Relationship in Inheritance Attitudes Towards Children and the Spouse</b></p> <p><b>Mengyuan Zhou</b> Graduate School of Economics, Keio University, Tokyo, Japan</p> <p><b>Abstract</b> This study investigates individuals’ inheritance attitudes towards children and the spouse by using survey data conducted in the U.S. and Japan. The questions are asking about an individual’s opinion on leaving an inheritance as much as possible towards children/spouse. Because the subjective questions concerning inheritance attitudes may arouse the subjective measurement error (SME), to solve this problem, this study uses a new method called “S-O, S-O (Subjective-Objective, Subjective-Objective).” The results show that (1) Japanese people are less likely to leave inheritance as much as possible towards children and the spouse, comparing to Americans; (2) the bequest attitudes towards children and the spouse are positively correlated; (3) the sources of income have different effect on Japanese’s bequest attitudes towards children and the spouse. This study provides a unique method to solve the SME problem. Also, the finding of income source effect will contribute to the inheritance tax policy. <b>Keywords:</b> Bequest motives, Bequest attitudes, Income effect, intergenerational and intragenerational transfer.</p>
<p><b>NishaJia</b> ERCICBELLP1805072</p>	<p><b>FDI and Labor Share of Home-country: Empirical Evidence from Micro Data of Chinese Enterprises</b></p> <p><b>NishaJia</b> International Business School, Shaanxi Normal University, XI’AN, China</p> <p><b>Abstract</b> When an enterprise is operating globally, it will surely lead to the flow of production factors, and thus change the factor income distribution in the home country. This paper studies the influence of FDI on the labor share in enterprises’ home country under the background of continuous economic globalization. Based on the theory of Heterogeneity of FDI Motivation, this paper firstly analyzes the influence mechanism of FDI on home country labor share. Then, with the micro data of Chinese enterprises, this paper adopts Mahalanobis distance matching and Difference-in-Differences (DID) estimation to have empirical test on the influence of FDI on the labor share in enterprises’ home country. The results show that, overall, enterprises’ FDI and labor share in the home country present a negative correlation. In terms of heterogeneity of FDI motivation, market-seeking FDI significantly decreases the labor share in the home country, while resources-seeking and technology-seeking FDI significantly increase the labor share in the home country. From the perspective of host country heterogeneity, FDI in developed countries significantly increases the labor share in the home country, while the FDI in developing countries inhibits the increase of labor share in the home country.</p>

	<p><b>Keywords:</b> Foreign direct investment (FDI); labor share; Motivation of FDI</p>
<p><b>RawanAlafeshat</b> <b>ERCICBELLP1805077</b></p>	<p><b>Effect of Training and Development and Selecting and Recruitment on Organization performance: The Mediating Role of Employee Engagement</b></p> <p><b>RawanAlafeshat</b> <b>Tourism Management,Eastern Mediterranean Universty,North Cyprus, Turkey</b></p> <p><b>Abstract</b> The purpose of this study was to examine the mediating role of employee engagement in the relationships selecting and recruitment, training and development with organizational performance. The participants in the current study were 277 employees working in the private airline sector in Jordan. The results of the study revealed that both selecting and recruitment and training and development were positively linked with employee satisfaction and employee retention as indicators for organizational performance. Finally, the findings indicate that employee engagement partially mediates the relationships of both selecting and recruitment and training and development with employee satisfaction and employee retention. This study is the first empirical study of the airline sector in Jordan also it is the first to focus on employee engagement as a mediator of the effect of selecting and recruitment and training and development on employee satisfaction and employee retention using structural equation modeling (SEM) to analyze data collected from employees working in the airline sector. <b>Keywords:</b> Selecting and recruitment, training and development, employee engagement, employee satisfaction and employee retention</p>
<p><b>AchinthaEkanayake</b> <b>ERCICBELLP1805078</b></p>	<p><b>Cultural Impact on Commitment to Change of Blue-Collar Workers</b></p> <p><b>AchinthaEkanayake</b> <b>Department of Business Management, Faculty of Management Studies, Sabaragamuwa University of Sri Lanka, Belihuloya, Sri Lanka</b></p> <p><b>Abstract</b> Many efforts for successful implementation of planned changes have fail due to various reasons; out of which people factor is crucial.Thus,managing a change is a challenge. Hence the present study considered commitment to change of blue-collar employees in Sri Lankan context. The research was based on two studies; first, to find out the levels of commitment to change; and second, to find out the relationship between commitment to change and two cultural dimensions; power distance and individualism using a survey method. The findings revealed that, blue-collar workers have less affective and normative commitment to change while high continuance commitment to change. Both power distance and individualism significantly and negatively correlated with commitment to change. Thus, lower level employees expect a less power distant and collective work culture to support a successful change effort. <b>Keywords:</b> Commitment to change, Culture, Organizational change</p>
	<p><b>The Discourse of Governance in the Linguistic Landscape of Quezon City Government</b></p> <p><b>Jaybee Coronel</b> <b>Department of Filipino and Philippine Literature,University of the Philippines, Diliman,Quezon City, Philippines</b></p>



Jaybee Coronel  
ERCICBELLP1805070

Jophel Ryan S. Angustia  
Trinity University of Asia

**Abstract**

The study aims to analyze the discourse of governance on the body signature line and slogan of tarpaulins, posters, and titles from newsletters of Quezon City government, which are posted and distributed on the identified public spaces. The researcher used the three-dimensional model (description, interpretation, and evaluation) of Critical Discourse Analysis designed by Norman Fairclough as a method for document analysis. Likewise, the Rights-Based Approach in Governance formulated by the National College of Public Administration was used as a theoretical guide in analyzing the discourse of governance in Quezon City.

Issues relative to human rights emerged in the texts gathered from the materials such as necessities and rights of the marginalized sectors of women and children and issues such as poverty, globalization, public safety, public trust and social development. Apart from the rights and needs of its citizens, the texts also manifest the advocacies of the local officials and the thrust of the current administration.

The study concludes that (1) despite the negative statements of the national government about human rights, the local government still believes of its influence in responding the needs of the constituents. In addition, (2) since the English language is being used in most of the transactions and communications of bureaucracy, the city government used Filipino language and Taglish to simplify and further explain the importance of enacted policies and created programs to their everyday lives. (3) There has been no policy in using the National language/Filipino language in the government aside from its use as a medium to communicate with the mass. And lastly (4), Language can create and close the gap between the government and citizens.

**Keywords:** Language, linguistic landscape, discourse, governance, human rights



Cheng Mei Seung Catherine  
YRSICBELLP1805051

Students' perception of the effectiveness of summative, feedforward and dialogic approaches to feedback

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**Abstract**

In this paper, I describe how formative feedback approaches are incorporated into individual-based and group-based assessment tasks in a Hong Kong sub-degree academic writing course to support students' learning. The effectiveness of these approaches is evaluated through a post-study survey questionnaire on students' perceptions after the course is completed. A total of 118 out of 155 students responded to the survey. Findings were: (1) most participants chose individual-based learning as their preferred learning method, rather than group-based learning; (2) feedback approaches on the individual-based assessment tasks have the highest perception score compared with the group-based ones; (3) perception of the end-of-term test has the strongest association with the perception of the overall course assessment. Findings are discussed and recommendations are made, followed by the conclusion and

	<p>limitations of the study.  <b>Keywords:</b> Feedforward feedback, summative feedback, dialogic feedback, students' perception, corrective feedback</p>
<p><b>Thuy Le</b>  <b>ERCICBELLP1805084</b></p>	<p><b>Foreclosure on Collateral Under French and Vietnamese Laws</b></p> <p><b>Thuy Le</b>          Department of Foreign Languages, Office of External Relations, University of Economics and Law, Vietnam National University Ho Chi Minh City, Vietnam</p> <p><b>Abstract</b>          Vietnamese laws on secured transactions has been recently developed, learning from French laws. The paper focuses on presenting the differences of the foreclosure on pledged and mortgaged property between French and Vietnamese laws and suggests some modifications to Vietnamese relevant statutes to protect the right of both debtors and creditors in pledge and mortgage transactions. The recommendations include a more active role of the securing party in security right enforcement process under judicial supervision, the court's involvement in property value appraisal, an extra-judicial mechanism for creditors for collateral repossession and a provision setting forth an obligation of the secured party to diligently and effectively exploit the secured property to earn maximum fruit and incomes and deduct such amount from the interest and original loan.  <b>Key words:</b> collateral, foreclosure, security right enforcement, secured property</p>
<p><b>Francy Iriani Ekawati</b>  <b>ERCICBELLP1805085</b></p>	<p><b>T-Cash, which Affects Most: Benefit, Product Feature or Promotion?</b></p> <p><b>Francy Iriani Ekawati</b>          Management Department, Economy and Business Faculty, Universitas Trilogi, Jakarta, Indonesia</p> <p><b>Abstract</b>          E-money or cashless payment is new in the Financial industry in Indonesia. Digital payment, or using internet/mobile banking to pay transaction has been grown for the last three years. And so does the payment method using virtual account or mobile phone number, it is something new and grow interests among youngsters or we can say as millennial generations. This study aims to explain how the benefits of T=Cash, product features and promotion affect on the consumer's intention in reusing electronic money T Cash, in South Jakarta. This study using questionnaires as a research instrument, distributed to 100 respondents. The analytical method used in this research is SEM (Structural Equation Modeling), and the researcher uses Smart PLS 3.2 software to analyze data.          The results of the study showed that the variables such as benefit of the product, product features and promotions altogether influenced the consumer's intention in reusing T Cash. Partially, only product feature variables and promotion that influence the intention of reusing T-Cash. The most influenced variable in the intention of reusing T-Cash is the product feature.  <b>Keywords:</b> Product Benefits, Product Features, Promotions, Intention to reuse.</p>

Sarunya Tarat and  
Manassaphorn Wongsawat  
ERCICBELLP1805082

Job Satisfaction among Social Sciences Cluster Academic Staff in the  
Public University Situated at the Lower Northern Region of Thailand

Sarunya Tarat and Manassaphorn Wongsawat  
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Phitsanulok, Thailand

**Abstract**

This study focuses on job satisfaction in various aspects: Day – to – day activities, work environment, compensation, and communication. In addition, it finds out what factors lead to potential problems such as absenteeism and turnover. All participants are Social Sciences Cluster academic staff aged between 25 to 60 years old in the public university situated at the lower northern region of Thailand. The survey questionnaire was applied as research instrument to collect the quantitative data. The findings revealed that the overall job satisfaction of the academic staff was high. Day – to – day activities was ranked as the highest and compensation was ranked as the lowest. Additionally, the factors that led to the problem at work the most belonged to work overload, lack of communication and lack of professional growth and development, respectively. The results obtained from this study can assist the university administrators to make some changes to improve the satisfaction level.

**Index Terms**— Job satisfaction, Social Sciences Cluster academic staff, Absenteeism, Turnover

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Jamaatu Suleman Bako  
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## **Upcoming Conferences**

<https://eurasiaresearch.org/sshra>

- 2nd Dubai – International Conference on Research in Social Science & Humanities (ICRSSH), 23-24 Dec 2018
- 2018 – IXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Dec 25-26, Dubai
- Bali – International Conference on Research in Social Science & Humanities (ICRSSH), 26-27 Dec 2018
- 2018 – Xth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), Dec 28-29, Bali
- 2nd Bangkok – International Conference on Research in Social Science & Humanities (ICRSSH), 04-05 Feb 2019
- 2019 – IInd 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
- 2019 – IIIrd International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), March 14-15, Singapore
- London – International Conference on Research in Social Science & Humanities (ICRSSH), 08-09 April 2019
- 2019 – IVth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), April 10-11, London
- 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 (ICSSH), 04-05 June 2019
- 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
- 2019 – VIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 27-28, Malaysia
- Lisbon – International Conference on Social Science & Humanities (ICSSH), 25-26 June 2019
- 2019 – VIIIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 26-27, Lisbon
- 3rd Singapore – International Conference on Social Science & Humanities (ICSSH), 26-27 June 2019

- 2019 – IXth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), June 27-28, Singapore
- 2nd Bali – International Conference on Social Science & Humanities (ICSSH), 09-10 July 2019
- 2019 – Xth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 10-11, Bali
- 2nd Budapest – International Conference on Social Science & Humanities (ICSSH), 09-10 July 2019
- 2019 – XIth International Conference on Business, Economics, Law, Language & Psychology (ICBELLP), July 10-11, Budapest

