CONFERENCE PROCEEDINGS
4th Singapore – International Conference on Social Science & Humanities (ICSSH), 13-14 November 2019

CONFERENCE VENUE
The National University of Singapore Society (NUSS), The Kent Ridge Guild House, 9 Kent Ridge Drive, Singapore

Email:
convener@eurasiaresearch.info
https://eurasiaresearch.org
https://sshraevents.org/
### 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 Speaker</td>
<td>4-5</td>
</tr>
<tr>
<td>3.</td>
<td>List of Presenters</td>
<td>6-34</td>
</tr>
<tr>
<td>4.</td>
<td>List of Listeners</td>
<td>34-35</td>
</tr>
<tr>
<td>5.</td>
<td>Upcoming Conferences</td>
<td>35</td>
</tr>
</tbody>
</table>
Preface:

Social Science And Humanities Research Association (SSHRA) is a global group of scholars, academicians and professionals from the field of Humanities and Social Sciences for encouraging intellectual development and providing opportunities for networking and collaboration. This association achieves its objective through academic networking, meetings, conferences, workshops, projects, research publications, academic awards and scholarships. The association is driven by the guidance of the advisory board members. Scholars, Academicians, Professionals are encouraged to freely join SSHRA and become a part of this association, working for benefit of academia and society through research and innovation.

For this conference around 85 Participants from around 17 different countries have submitted their entries for review and presentation.

SSHRA has now grown to 3355 followers and 8400 members from 45 countries.

Membership in our scholarly association SSHRA is completely free of cost.

List of members: https://sshraweb.org/membership/list-of-members/

Membership Application form link: http://sshraevents.org/membership?association=sshra

Proceedings is a book of abstracts, all the abstracts are published in our conference proceedings a day prior to the conference.

You can get our conference proceedings at: https://sshraweb.org/conference/proceedings/

We hope to have an everlasting and long term friendly relation with you in the future.

In this context we would like to share our social media web links: https://www.facebook.com/eurasiaresearch/

You will be able to freely communicate your queries with us, collaborate and interact with our previous participants, share and browse the conference pictures on the above link.

Our mission is to make continuous efforts in transforming the lives of people around the world through education, application of research & innovative ideas.
KEYNOTE SPEAKER

Dr Anna Czyż PhD

Doctor of Philosophy in Pedagogy, Pedagogical University of Cracow, Faculty of Education, Institute of Special Needs Education

Topic: Selected determinants of teachers’ attitudes towards the idea of open education for disabled pupils

Adjunct professor, audiophonologist; speech therapist; hearing care professional, Surdopedagogue. Psychologist.

Author of monographs and over 50 scientific articles published in Polish and international journals.

The beneficiary of staff exchange programs Charles University in Prague (2015, 2016), University of Barcelona in Spain (2017), University of Lisboa (2018). Visiting Researcher in North – West University, Republic of South Africa and Ivan Franko National University of Lviv, Ukraine. Delegate, keynote speaker and session chair of the conference i.a in Bulgaria, Latvia, Thailand, Australia, United Arab Emirates, Roma and Prague. The head of national and international projects.

Research interests are concentrated around the problem of development supporting of disabled people, biopsychosocial functioning of persons with hearing impaired especially for alternative and augmentative forms communication. An important part of the scientific work is devoted to the subject of social inclusion of disabled people and early intervention for children with developmental problems.

Currently conducted research:

Subjective determinants of coping with the stress of people with hearing impairment

Social distance towards diversity (in collaboration with Beit-Berl College, Mofet Institute, Israel)

Teachers’ attitude towards the idea of inclusive education (in collaboration with North-West University, Edu-Hright Unit, Republic of South Africa)
KEYNOTE SPEAKER

Dr. Sachin Gupta
Assistant Professor, Department of Business Administration, Mohanlal Sukhadia University, Udaipur, Rajasthan, India

Topic: Entrepreneurship and MSMEs

His professional activities include roles as Associate Editor, Editorial Board Member, Advisory Board Member and Reviewer for many Journals and Conferences. He has been invited as Chief Guest/Resource Person/Keynote Plenary speaker in many reputed universities and colleges. His sincere and committed efforts received applause from eminent personalities including MHRD and AICTE Chairman. Dr Gupta has been awarded by Best Poster Presentation Award of the Conference held at School of Rural Management, IIHMR Jaipur Titled, “Livelihood Challenges in a Globalizing India.” He has also been awarded Best Paper Presentation Award for the Paper Entitled “Ethics and E-Commerce Industry in India: A Review” in the National Seminar on Education for Enhancing Ethics & Excellence on 11th-12th January 2015, Organized by Faculty of Management Studies, Pacific University, Udaipur (Rajasthan).

He has written more than 50 Research Papers in ISSN/ISBN Numbered Journals and has presented papers in more than 25 National and International Conferences and Seminars. He has also contributed chapters for various edited books.

Dr Gupta has authored various books of national and international repute. He is continuously engaged in Research work. His current research interest is the investigation of the practical application and utility of Management Theories in the Indian context. Dr Gupta has directed a number of Research Project works in different areas of Management. Along with being a good academician Dr Gupta has handled various assignments successfully and made exemplary contributions through his dedicated committed and innovative approach with high integrity.

His expertise lies in General Management & Business Studies. His core subjects are Finance, Entrepreneurship & Innovation, Business & Corporate Laws, Industrial Relations Laws, Business Ethics and Corporate Social Responsibility, Corporate Governance, Corporate Strategy, Marketing Research & Analytical Marketing etc. Prior to joining Mohanlal Sukhadia University, Udaipur Dr. Gupta has served as Associate Professor & Head, Chairperson-Doctoral Research in JECRC University, Jaipur (Rajasthan), Assistant Professor & Programme- Coordinator MBA-Executive FMS-The IIS University, Jaipur, visiting faculty in University-Commerce College, University of Rajasthan, Jaipur, visiting faculty in PTU (Master Somnath Technical College) for B.Sc and M.Sc Hotel Management Students.
### PRESENTERS

<table>
<thead>
<tr>
<th>Presenter Name</th>
<th>Institution</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milano Carlitos Magsaysay</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td>Diverse Attachment Between Humans and Robots</td>
</tr>
<tr>
<td>Althea Casilla</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
<tr>
<td>Sophia Gamboa</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
<tr>
<td>Matthew Gois</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
<tr>
<td>Bryan Macalanda</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
<tr>
<td>Milano Magsaysay</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
<tr>
<td>Cristen Tolentino</td>
<td>Lorma Colleges Basic Education Schools, La Union, Philippines</td>
<td></td>
</tr>
</tbody>
</table>

**Abstract**

Robotics throughout the years, it has become a foundation that continues to opens doors to many opportunities that lead to a greater impact in our society. Therefore it is a must to understand the capabilities of both humans and robots creating a co-operative relationship between them that can strengthen the bond. The main goal of our study is to be able to spread awareness on how robots or automatons can give us an advantage in life, how it can assist us in the things we need to do, especially towards the minority: those who have special needs that can possibly be catered by robots. The theoretical framework is based on how a robot’s behavior can be evaluated by comparing it to another entity which is also capable of social interaction, which, in this case, are PWDs. The process we used for Data Procedures are using Coding, Thematization and Triangulation. With the data gathered by the researchers, functions and applications of robotics among people with disability were analyzed. The Human Robot Interaction among the perspective of PWD’s such as its relationship and challenges of integration were also effective as it gives them a keen understanding that this could also benefit and help them whether, physically and mentally. We researchers conclude that the process of the interview conducted gave an opportunity to discover and understand the certain aspects concerning the PWD’s. With this, it serves as a foundation that continues to develop and open doors to many opportunities that lead to a greater impact in our society.

---

<table>
<thead>
<tr>
<th>Presenter Name</th>
<th>Institution</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sooin Choi</td>
<td>School of Foreign Service, Georgetown University in Qatar, Doha, Qatar</td>
<td>Religion Working in Politics: A Historical Analysis of Protestantism's Evolution as a Social Mobilizer in South Korea</td>
</tr>
</tbody>
</table>

**Abstract**

This paper analyzes the manner in which religion seeks to engage with global challenges by examining the theological responses to the socio-political crises in the South Korean history. It attempts to explain how Protestant Christianity’s direct engagement with political difficulties in Korea transformed Protestantism into a resilient social force. By analyzing religious discourse alongside secondary research, I argue that South Koreans adopted Christianity as an alternative narrative that provided them with an identity of resistance and a means of social amelioration. The role of Protestantism in Korea in addressing political changes can be seen most acutely during two time periods: (1) the Japanese intervention from 1911 to 1945; and (2) South Korean government's oppression during the 1960s and 1970s. While the theological engagements from different time
Chu Chun Huang  
**Using Service Experience to Develop a Digital Platform for Promoting Quemoy Overseas Chinese Hometown Culture**

**Chu Chun Huang**  
Department of Tourism Management, National Quemoy University, Kinmen, Taiwan

**Abstract**  
This research aims to develop a digital platform to promote the Quemoy overseas Chinese hometown culture and features for the young people in terms of multi-disciplines integration such as tourism, service design, user’s experience study. The results are expected to be benefit to enrich the recognition of the relationship between Quemoy overseas Chinese hometown and the countries of new southbound policy as well as to uncover the opportunity of using design as the bridge connecting digital technology for tourism and the value of local humanitites.

The overall research is a tri-phasic process including: exploration – problem identification, development – system establishment. The exploration phrase will use expert interview and focus group to reveal the features and contents of Quemoy overseas Chinese hometown, and uncover the young people’s expectation and preference of surfing the current websites related to Quemoy overseas Chinese hometown, as well as the opportunity to improve the promotion using digital technology. In the development phrase, the digital platform will be establishment according to the results found from the first phrase. Participatory design method will be applied by which the experts from tourism, design, interactive technology and humanities will be recruited as well as the students from various disciplines. The results could be used in directing the further work in promoting such a culture and features as the base to enrich the tourism business of new southbound policy.

**Keywords:** Quemoy, Overseas Chinese Hometown, Service Design, Digital Platform

Dr. Christopher Udofia  
**Are Leaders Born or Made? A Disquisition on the Trait and Christological Paradigms of Leadership**

**Dr. Christopher Udofia**  
Department Of Philosophy, Akwa Ibom State University, Nigeria

**Abstract**  
The scientific study of leadership actually begun in the 20th Century, though, the word “leader” has been in public lexicon since the 1300s. In spite of the fact that people have exhibited leadership in various climes and times, the development of scientific understanding of leadership was actually initiated with the emergence and evolution of the different theories of leadership. The Trait and the Christological models of Leadership which constitute the subject of our examination are some of the paradigms propounded to explain the concept of leadership. The trait model of leadership avers that the possession of certain innate traits is what qualifies for leadership, hence a person is potentially a leader if he or she is born with some predisposing traits. The Christological model, in the alternative, posits that a leader is made via serving as a servant. Thus, leadership in the Christological model is synonymous with servanthood. The prime foci of this paper include doing a thorough discursive unveiling of the tenets of these leadership models and subsequently subjecting those tenets through the anvil of philosophical scrutiny so as to test their reasonableness in the light of philosophical disquisition.

**Keywords:** Leadership, Traits, Christological, Model, Disquisition

Sarah Jane Zaragoza  
**Occupational Health Hazards among Teaching Community- A Questionnaire based Survey**

**Sarah Jane Zaragoza**  
Department of Education, Faculty of Biological Sciences, Lourdes College Cagayan, De Oro City, Philippines
### Abstract

Teachers’ role is inevitable in spreading knowledge to pupils. These noble professionals are not exceptional to occupational hazards. Thus, this present study will deal with the occupational health hazards among teachers. This is descriptive in nature and has four main objectives: (i) determined the factors that influenced the type of tasks performed by teachers, (ii) the occupational health hazards they encountered—specifically vocal, physical and psychological hazards with respect to their workplaces, (iii) the working conditions that exacerbated workers exposure, and (iv) their management of health problems. A random sampling technique will be employed in the selection of primary and secondary school teachers in Cagayan de Oro City, Philippines. The data will be gathered using a survey instrument to examine the prevalence of symptoms related to their occupation like dysphonia, vocal fatigue, oral paresthesia and consistent incidence of voice symptoms like tired, weak voice. Furthermore, physical symptoms like cervical spondylitis, varicosis, back pain, pink eye infection/conjunctivitis, dryness of hands, atopic dermatitis, and contact dermatitis will also be observed. Thus, this study may recommend to strengthen the utilization of information and communication technologies, use of collar microphone, time lapse between lecture periods and workload of teachers to minimize the impact of occupational health hazards among teachers. In addition, this study will give comparison on the occurrence and management of occupational health hazards among teacher in private primary and secondary schools.

**Keywords:** Teachers, Occupational Health Hazards, and Management

<table>
<thead>
<tr>
<th>Uba Isaac Andiyawa</th>
<th>Spatial Distribution and Outreach of the Bank of Agriculture in Borno State of Nigeria</th>
</tr>
</thead>
<tbody>
<tr>
<td>ERCICSSH1924058</td>
<td>Uba Isaac Andiyawa</td>
</tr>
<tr>
<td></td>
<td>Department of Geography, Federal University Gashua, Yobe, Nigeria</td>
</tr>
<tr>
<td></td>
<td>Jajere, Ibrahim Ahmed</td>
</tr>
<tr>
<td></td>
<td>Department of Geography, Federal University Gashua, Yobe State, Nigeria</td>
</tr>
</tbody>
</table>

**Abstract**

Bank of Agriculture (BOA) stands the largest rural development finance institutions in Nigeria. Reaching the less privileged groups with micro credit to empower them is a priority objective of the bank. As spatial differences and negligence in development appears to be one of the causes of strife in the society, this paper therefor examines the spatial distribution of the BOA branches, its microcredit outreach and possible implication in Borno State. The study was delimited by insecurity to only ten out of sixteen Local Government Areas (LGAs) spatially served by the BOA out of the total twenty seven LGAs of Borno state. Data were primarily obtained through interview with the BOA officials and through questionnaire administration on the beneficiaries. Secondary data were extracted from official documents of the BOA and from related books and papers. Analytical tables and a descriptive map were used to expound the data. The findings revealed that BOA branches and their spatial coverage are biased towards Borno South and Central at the negligence of Borno North Senatorial Zone. It also revealed that social impediment constitutes the majority of the less privileged which the implication of neglecting such large able population could be restiveness and strife in the state. Recommendations are made for extension of BOA branches and services to the Borno North Senatorial Zone. It is also recommended for other studies to verify the spatial distribution and outreach of other rural development strategies launched in the state. The results may enable generalization about correlation between spatial negligence in development and restiveness and societal strife.

**Keywords:** Biased, Less-privileged, Restiveness, Spatial, Strife

<table>
<thead>
<tr>
<th>Ijeoma Chidiebere Samuel</th>
<th>Language &amp; Literature Aspanacea For Cultural Realignment: The Case Of French</th>
</tr>
</thead>
<tbody>
<tr>
<td>ERCICSSH1924059</td>
<td>Ijeoma Chidiebere Samuel</td>
</tr>
<tr>
<td></td>
<td>Department of French, Imo State University, Owerri, Imo State, Nigeria</td>
</tr>
</tbody>
</table>

**Abstract**

The contributions of a language and its literature cannot be over-emphasized in any given society.
Based on this fact, this paper tends to re-awaken the cultural values of our people (Africa) from oblivion and the Francophone Africans cannot be left out in this move. The roles of the Modern European languages like; English and French inherited by Africa should be better appreciated in this regard. That is also one of the interests of the research. The study affirms that the arrival of French language and its literature in the francophone African world imprinted a lot of cultural (literary and linguistic) values in the continent. This in no small way has given our francophone brothers a common cultural inclination and effected a total overhaul of their society. Obviously, the positivity that accompanied the arrival of French language and culture into Africa is accentuated in this study. The paper therefore concludes that the contact Africa had with European Cultural values has added more meaning to the existing African Culture (linguistic and literary) and catapulted the continent to a height that needs to be appreciated.

Keywords: Language, Literature, Overhaul, Culture

---

**Herbert Batta**  
ERCICSSH1924060  
Perception of Emerging Science in the Digital Age Among Communication Students, University of Uyo, Nigeria  

Herbert E. Batta, Ph. D  
Department of Communication Arts, University of Uyo, Nigeria  

**Abstract**  
Some solutions to development problems which stymie development reside in science, technology and innovation. While developing countries such as Nigeria are struggling with implementing STI polices mainly involving the conventional sciences; new, advanced, and ultra innovative forms of STI better known as emerging science and technology have developed and settled upon the horizon in advanced countries. Currently, no research data exists on the extent of emerging STI research and practice in Nigeria talk less of the knowledge and awareness science communication students have of it. Knowledge, awareness and use of STI as development catalysts are necessary for societal progress. Therefore, as future purveyors of development information, science communication students are significant factors in the public learning, appreciation, understanding and utilisation of STI. This research gap necessitates the following research questions: (a) to what extent are science communication students, University of Uyo, Nigeria aware of emerging science? (b) To what extent are the students knowledgeable about emerging science and technology? (c) How do the students obtain information about emerging science and technology? This interrogation is hinged on the theory of diffusion of innovation and adopts a survey of about 300 Communication Arts undergraduates of the University of Uyo. The survey is supported by in-depth interviews of a purposive sample of class representatives to uncover deep rationales beneath survey responses. Data obtained would be described and analysed statistically and qualitatively and predict the readiness of the students to report, cover and frame innovative science and technologies in the future. Recommendations would be made on the basis of the findings and conclusions.

Keywords: Innovative Science and Technology, Science communication, Survey Research

---

**Jia Niu**  
ERCICSSH1924061  
Analysis of the Risk Factors of Campus Bully  

Jia Niu  
Bellevue High School, Bellevue, WA, USA  

**Abstract**  
Bully has been a increasingly overwhelming problem among American teenagers. According to stopbullying.gov, bulling behaviors must be aggressive and include “An Imbalance of Power, and Repetition. 3In 2016, more than 20% of students in the country report being bullied. Due to the rising awareness about bullying, the federal government started to collect data about bullying among students since 2005. 2 Bullying can come in a various of shapes and forms. In general, it can be categorized into direct (bullying that took place while the victim is present) and indirect (bullying that took place when the victim is absent from the scene). Alternatively, bullying can also be categorized into physical, verbal, relational (efforts to harm the reputation or relationship of the victim), and damage to property. Bullying can cause devastating consequences towards the victim. Studies have found that bullying victimization has a strong positive correlation with mental disorders, such as anxiety and depression. Socially, bullying victim are more likely to experience reduced academic performance, loneliness, and suicidal ideation. Needless to say, majority of
bullying victim will also experience severe physical injury.
In this study, we aim to examine bullying data collected among high school students and build a logistic model to investigate the risk factors.

<table>
<thead>
<tr>
<th>Author(s)</th>
<th>Title</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Millicent Nwamaka Ogenyi ERCICSSH1924063</td>
<td>Political Development and the use of Information Communication Technology (ICT) for Peaceful Elections</td>
<td>Political development dwells on the emergence of national sovereignty and the integrity of the state, demanding respect and upholding commitments in the international system. The domestic attribute of the political stability attained through the formation of a settled framework of government, reliable procedures for leadership succession and a consolidation of the territorial administrative reach of government institution which can only be attained with the help of ICT; otherwise the nation shall be at a standstill. The researcher critically pinpointed the importance of ICT in political development of which any government that fails to recognize it wallows in shamble. The promotion of Information Communication Technology (ICT) in the area of exercising franchise (E-voting) for credible election and also good governance was not left out, the paper stressed more on the value of ICT in the development of any nation as it will boost the economy, provide employment, restore peace and above all eradicate youth political violence, cyber crime, terrorism, poverty eradication which had become a menace in the developing countries. Keywords: Political Development, ICT, Political Violence, E-Voting, Cyber Crime, Terrorism, Poverty Eradication</td>
</tr>
<tr>
<td>Revina Mendoza ERCICSSH1924064</td>
<td>Influence of Self-Discipline and Motivation to Academic Performance: The Case of College Students</td>
<td>The ability of the students to monitor and control their behaviors is essential for them to have a better focus in attaining their goals in terms of their academic performance. This study was primarily undertaken to determine if self-discipline and motivation influenced the academic performance in terms of the Grade Point Average (GPA) among college students. The study was conducted in a higher education institution (HEI) using a descriptive-correlational design involving ninety-eight (98) students enrolled during Summer 2019. Descriptive Statistics such as frequency, percentage, mean and standard deviation and Inferential Statistics particularly Pearson Product Moment Correlation were utilized in organizing the data. The study revealed that the participants had very good self-discipline, had high motivation and had very good academic performance. Furthermore, it was found out that both self-discipline and motivation significantly influenced the academic performance of the participants. The study points the need for the Student Services Office specifically under the Guidance Program to sustain its intervention activities to fully develop these skills. Keywords: Self-Discipline, Motivation, Academic Performance</td>
</tr>
<tr>
<td>Rinta Azzahrah</td>
<td>The Effect of Deep Acting, Surface Acting, Customer Orientation, and Emotional Exhaustion Towards Service Employee Creativity at Rumah Sakit Ibu Dan Anak Harapan Kita (Rsab), Jakarta</td>
<td>This study explores the impact Deep Acting, Surface Acting, Customer Orientation and Emotional Exhaustion towards Service Employee Creativity at Rumah Sakit Ibu Dan Anak Harapan Kita (Rsab), Jakarta Keywords: Deep Acting, Surface Acting, Customer Orientation, Emotional Exhaustion</td>
</tr>
</tbody>
</table>

4th Singapore – International Conference on Social Science & Humanities (ICSSH), 13-14 November 2019
The National University of Singapore Society (NUSS), The Kent Ridge Guild House, 9 Kent Ridge Drive, Singapore
### Exhaustion on Service Employee Creativity at Harapan Kita Hospital, Jakarta.

Exhaustion on Service Employee Creativity at Harapan Kita Hospital, Jakarta. Independent variable on this research is Deep Acting, Surface Acting, Customer Orientation, Emotional Exhaustion and Service Employee Creativity as dependent variable. This research uses field research by distributing questionnaires. Non Random Purposive Sampling involving 100 employees of Harapan Kita Hospital, Jakarta. The analysis tools in this research is multiple regression with version SPSS 25.0. The results of this study there is impact of deep acting, surface acting, customer orientation and emotional exhaustion on service employee creativity. From the results of this study it is recommended that managers should give more freedom to employees in displaying a feeling of service that focuses on culture and the regulation is a habit that is still in a stage that is in accordance with the needs of patients and does not subscribe to company rules.

Keywords: Deep Acting, Surface Acting, Customer Orientation, Emotional Exhaustion, and Service Employee Creativity

---

### The Impact of Motivation and Staffing on Employee Performance at Indonesia Central Bank Branch Banten Province

The Impact of Motivation and Staffing on Employee Performance at Indonesia Central Bank Branch Banten Province

Abstract

The objective of the empirical study is to examine and to analyse the impact of motivation and staffing on employee performance at Indonesia Central Bank branch Banten Province. Independent variable on this research is moral motives, material motives, social service and staffing, and also employee performance as dependent variable. This research uses field research by distributing questionnaires involving population of 50 employees in branch Banten Province. The analysis tools in this research is multiple regression with version SPSS 24.0. The results of this study showed that:
1) there was no impact of moral motives on employee performance,
2) there was no impact material motives on employee performance,
3) there was a positive impact of social service on employee performance,
4) and there was a positive impact staffing on employee performance. The implication for managers is the need to increase motivation and staffing to improve employee performance.

Keywords: Moral Motives, Material Motives, Social Service, Staffing, And Employee Performance

---

### The Problems of the Gender Equality Act in Thailand: Equality That Does Not Truly Exist


Abstract

The purpose of this paper is to analyze the problems of the Gender Equality Act 2015 of the Kingdom of Thailand that are the impediments to establishing gender equality in practice. Although Thailand launched the Gender Equality Act with the good intention to produce equality for men, women and LGBTQI people in Thai society, such law cannot be used effectively because of 4 problems. The most important one is that article 17 allows government agencies and any individual to discriminate by gender based on the grounds of religious principles or national security. This exemption opens way for gender inequality in the society. Another one is that article 18 provides conditions that impede effective implementation of the law. Moreover, the law has only legal punishments for people who violate this act. It does not have supportive measures to encourage people in the society to understand and accept gender diversity. Last but not least, the working procedures of the gender equality promotion committee are not clear, therefore, this committee cannot work effectively to promote gender equality in Thailand. After understanding the problems mentioned above, this paper will propose solutions to tackle such issues.
Declining Foreign Funds for NGOs and Careers of Field Workers in Bangladesh

Mohammed Mamun Or Rashid
PhD Candidate, Department of Social Work, School of Social Sciences, Universiti Sains Malaysia (USM), Penang, Malaysia

Abstract
NGOs (Non-governmental Organizations) activities have virtually grown into a movement in Bangladesh and eventually playing a very significant role in the nation’s development process. This article looks at the field-workers employed by local NGOs in Bangladesh. The main objective of this paper is to find out funding pattern, project continuation and their effects on the careers of field workers. Total 50 respondents were randomly selected from 10 local NGOs of Rajshahi City Corporation Area (in the north-western part of Bangladesh). It was found that foreign funding for NGOs had been declining in Bangladesh due to its transformation to middle-income economy. A large number of field-based workers lost their jobs from local NGOs due to fund crisis. Current development workers were worried about their job. Their lives and livelihoods were at risk. Local NGOs have been playing a vital role in the country’s socio-economic development, especially in health, education, microfinance and women development. Services of field workers are still very much needed.

Keywords: Bangladesh, Career, Field-Workers, Foreign Fund, Local NGOs, Well-Being

Filipino Big Bang Fandom: Online Communities, Identity Construction, and Fandom Activities

Diane Pulvera
Arts and Humanities, Graduate School, University of Santo Tomas, Manila, Philippines

Abstract
Fandom produces specific subcultures, which American media scholar Henry Jenkins described as something that cuts across traditional geographic and generational boundaries. The study focuses on how Filipino BIGBANG fans (VIPPH) form an online identity. The study is qualitative in nature and uses Netnography (mixed ethnography) as its research design. Online participant observation, offline in-depth interview, and Hermeneutics (method of interpretation) are used as research methods to determine how fandom practices, activities, and online discussions affect the cultural identity construction of VIPPH. Findings reveal that VIPPH likely construct their online identity through Facebook discussions and fandom activities. This study introduces a subculture that involves the new generation of Filipinos. Moreover, modern cultural activities are observed and discussed to understand the growing popular culture in the Philippines.

Keywords: BIGBANG, Facebook, Filipino, Identity Construction, K-Pop

A Comparative Analysis of The Practice of Human Right in Colonial and Post Colonial Zimbabwe

Asu Ugama Anoke
Department of History, Ebonyi State College of Education, Ikwo, Nigeria

Abstract
Zimbabwe was one of the many colonies of Britain. It was formally known as Rhodesia. She had been under the leadership of president Robert Mugabe under a political party known as ZANU PF. Since independence, the country has been structured in such a way that there was no room for opposition.Everything ventured around president Mugabe. In a critical view of human right practice in colonial and post colonial Zimbabwe. One can clearly state that, while the colonial state of Zimbabwe practiced racial discrimination, a situation where the natives were not allowed to participate in the government and were also reserved to a particular place. Their fundamental human right were preserved. For instance, right to life, dignity etc. while the post colonial Zimbabwe under the leadership of president Robert Mugabe and his ZANU–PF party, citizens’ right were deprived as many were fortuneed, others killed just because they called for true practice
of democracy and human rights. Crime against a particular ethnic group, race were committed. Many were discriminated because of their race or group. The post colonial Zimbabwe was more difficult than the colonial era.

Abstract

For over a century, cinema held a special place in the hearts of Filipinos. The nation’s propensity for romance paved the way for the emergence of Filipino romantic comedy as among the popular genres in the local entertainment industry. With ticket sales almost reaching P5 billion in gross, the trend and demand for romantic comedy movies in the country shows no signs of slowing down (Philtre, 2017). The latest data culled from the ABS-CBN Film Archives also revealed that the aforementioned genre enjoyed a robust 347 percent production growth, with 17 films in 2000s, to 76 movies in 2010 until the last quarter of 2018. That being said, the growing increase of Filipino romantic comedy movies proves that something worth examining lies within its surface (Kaklamanidou, 2013).

This thesis aimed to unravel the conventions of romantic comedy as a distinct Filipino and/or appropriated genre, and how it developed through time. By using Rick Altman’s (1999) Semantic/Syntactic Approach to Film Genre as a framework, six Pinoy ‘rom-coms’ are examined according to its form and function. The rom-coms under scrutiny are: Ang Daigdig Ko’y Ikaw (1965), Kung Mangarap Ka’t Magising (1977), Dear Heart (1981), May Minamahal (1993), Got 2 Believe (2002), and Starting Over Again (2014).

Also, in light of the centennial anniversary of Philippine cinema, this thesis endeavored to shift the focus on film archives and delves deeper into its potential as a concept lab for future researches on film history and film per se. Using Jussi Parikkas’s Media Archaeology (2013), this research surveyed the recurring genres of surviving Filipino films deposited in the ABS-CBN Film Archives. The ABS-CBN Film Archives is considerably the “de facto national film archive” (as cited in Chua, 2017) as it houses a humungous collection of over 2,400 classic and contemporary Filipino films (Atienza, 2015). The archival data showed that the action genre garnered the most number of produced films (with a total of 1304 titles), followed by drama (1238 titles) and comedy (809 titles). Meanwhile, science-fiction and animation films have the least number of films, with only 3 and 2 titles, respectively.

By putting these elements in parallel lines provide profound description of Filipino film genre’s history and development.

Keywords: Film Genre, Film Archives, Historiography, Media Archaeology, Semantic/Syntactic, Archival Studies, Genre Studies, Philippine Cinema, Filipino Romantic Comedy

The Impact of Social Media on African Value Systems: A Many Angled Scrutiny

Tertsea Ikyoive
Post-Doctoral Research Fellow, University of KwaZulu-Natal, South Africa

Ayub Sheik
Associate Professor, University of KwaZulu-Natal, South Africa

Abstract

The advent of the social media especially in Africa over the past two decades have impacted a lot on the African value systems. This paper takes a many angled scrutiny on how social media sites like Facebook, WhatsApp and Instagram have influenced the way Africans communicate and interact with themselves. The paper draws its analysis from a socio-cultural perspective and questions how social media is gradually reshaping notions of African value systems by promoting a global culture of individualism and cultural intolerance. The paper asserts that, African users of social media especially the youths have abandoned such value systems like respect for elders, honour and communal ethos. The paper concludes that, Africans can take advantage of social media but must not be influenced by any social media culture. Rather, attention should be given towards promoting...
### Communication Meaning and Inter-Cultural Characteristics of Gesture Communication

**Asitha Prabhath Mallawaarachchi**  
Lecturer, Department of Humanities, Sri Lanka Rajarata University, Mihinthale, Sri Lanka

**Abstract**  
Non-verbal communication can be identified in traditional society. Methods of non-verbal communications are studied in this research and basically a deep study was done regarding hand gestures. Attention was given for three subject areas in this research. Basic objective of this research is to identify hand gestures in iconology and dancing and identifying communication meanings of hand gestures as a sign language. Way of using hand gestures for personal communications, analytical exploration of communication meanings generating from hand gestures, way of using hand gestures in communication methods in common practices and studying inter cultural characteristics of those are other objectives of this research.  
It was investigated using both qualitative & quantitative research methods about analysis method of question; “what will be communicated using hand gestures related to above fields?” Therefore subject base ethnology was used as per qualitative research method and surveying method was used as per quantitative research method. Commonly including of hand gestures were considered under two aspects as per these two methods. Those are media contents and readers’ contents.  
Related to the research; “Communication meanings and inter cultural characteristics of sign communication”, data analysis was done according to semiological analysis by content analytical studying of similarities and differences. Conclusions were made after identifying inter cultural characteristics.  
**Keywords:** Hand Gestures, Communication, Communication Meanings, Inter-Culture

---

### Online Shopping trends among the students of Rajarata University of Sri Lanka

**R.A.N.M.Jayasinghe**  
Lecturer, Department of Humanities, Rajarata University of Sri Lanka

**Abstract**  
At present, Consumers have identified online shopping is very convenient compared to traditional shopping. As a result of that, a huge amount of shopping is done over the Internet. Purchasing items through Internet has rapidly increased in Sri Lanka over the last two decades.  
The main objective of this study is to understand the online shopping trends among the students of Rajarata University. Survey method was used to collect data with a valid and reliable questionnaire. 100 questionnaires were equally distributed among three faculties namely, Faculty of Technology, Management Studies, Social Sciences and Humanities. According to the Major findings of the study, Majority of the respondents who engaged with online shopping was from the Faculty of Technology. Respondents from the Faculty of Social Sciences and Humanities were least engaged with online shopping. Respondents have mentioned that cash on delivery is the convenient method of payment rather than other methods of payments. Major drawback of online shopping was the delivery time period to the rural areas, which was highlighted as a time consuming process compared to Colombo and suburbs. Some of the respondents were not satisfied with the quality of the items delivered by some online sellers. Similarly, They were not satisfied with the return and cash back policy as well.  
In conclusion, Students of Faculty of Technology, Rajarata university of Sri Lanka often engaged with online shopping. According to the main suggestion, online consumer and seller relationship needs to be more strengthen through out the process.  
**Keywords:** Cash back; Delivery; Online Shopping; Return Policy, Consumer
The Perceptual Gaps Constructed by the Chinese and the Western Media in the East China Sea

Weijin Wang  
School of International Relations, Sun Yat-sen University, Guangzhou, China

Abstract  
The geopolitics in the East China Sea is a scholarly hotspot. But the Western and Chinese scholars differ greatly in perceiving the situation. Many Western scholars argue that China is claiming the resources of other countries, expanding its military activities or even building up hegemony in this area, while the Chinese scholars believe that China’s rights and interests are being undermined by the USA and its allies. Nonetheless, to study the geopolitical dynamics in the East China Sea, scholars have to heavily rely on the media reports. Since media can influence people’s perception of an event and thus construct the realities, this paper examines the extent to which Chinese and Western media’s construction of realities differ. By employing the analytical framework of media package and looking into the narrative structures of news reports, this paper argues that the framing and reasoning devices implemented by the Chinese and Western media are completely different. This leads to the mistrust between China and the Western countries led by the USA. Hence, the building of peace and security in the East China Sea is often hampered.

Hamid Farahmandian  
ERCICSSH1924090

Ulysses: Lost Homosocial Desire in Ambiguous Identity

Hamid Farahmandian  
School of Foreign Languages, Sun Yat-Sen University, Guangzhou, China

Abstract  
This paper aims to analyze the homosocial desire and the lack of it in two protagonists and heroes of James Joyce in his Ulysses. Unlike the fame of this novel and the extensive research done on this novel, the theoretical relevance of Homosociality in Ulysses has not been widely discussed. This is mostly due to the fact that although, the theory first became popular in the 1990s, it is still a relatively new perspective. This study analyses various views of the social bonds and private lives beside their effects on social behaviors – to determine the reasons of lack of homosociality and the ways in which it is regained – in two Joyce protagonists. Furthermore, this study will seek to argue that if the characters endeavour logically to solve the problems in their lives and mind, their homosociality will be boosted. For example, according to the plot of the story, if Stephen and Bloom as the main characters find their paternity and the root of fatherhood, their relationships and associations with other males in society will be changed accordingly. In order to achieve the mentioned results, the theory of homosociality which was coined for the first time by Jean Lipman-Blumen in 1976 and became popular by Eve Kosofsky Sedgwick, will be applied to the novel.

Emmielyd Guiriba  
ERCICSSH1924092

Brainwave Analysis on Auditory Processing In Children with Autism Spectrum Disorder

Emmielyd Guiriba  
Graduate School, University of Santo Tomas, Manila, Philippines

Rosalito De Guzman  
The Graduate School, University of Santo Tomas, Manila, Philippines

Abstract  
Abnormalities in auditory processing are one of the most commonly reported sensory deficits in children with Autism Spectrum Disorder (ASD). However, there is limited understanding on how auditory processing among children with ASD increases the severity of autistic symptoms. In this quasi-experimental study, the researcher aims to investigate on how children with ASD perceive and process auditory stimuli through brainwave analysis during experimental tasks. Furthermore, the present study will also verify the role of auditory processing in relation to the severity of autistic symptoms among children diagnosed with ASD. Using a portable wireless EEG neuroheadset, the research attempts to understand the functional brain abnormalities involved in processing auditory stimuli among children with ASD. The study is designed to understand the mechanisms underlying the difficulties in processing auditory stimuli that can shed light on observed behavioural deficits among children with ASD. Thus, a greater understanding of the auditory processing will in turn
serve as a guide in the implementation of enhancement of both assessment and individualized intervention in achieving desired outcomes to further improve social behaviour, functionality, and quality of life among children with ASD.

Keywords: Brainwave, Auditory Processing, Electroencephalogram (EEG), Autism Spectrum Disorder (ASD)

Arnel Paranada
ERCICSSH1924093

Word of Mouth, Self-Concept an Band Perceived Value on Purchase Intent Behaviour

Arnel Paranada
Graduate School, Psychology Department, University of Santo Tomas, Manila, Philippines

Dr. Eugene P. Hontiveros
Graduate School, Thesis Adviser, University of Santo Tomas, Manila, Philippines

Abstract
The study aims to identify the relationship of purchase intent behaviour of consumers to word of mouth, self-concept and brand perceived value. Using a descriptive correlational design, various relationship will be tested and established among the variables. The statistical tool to be used will be Pearson’s R and Regression to evaluate linear relationships of variables. The target participants will be selected consumers of Metro Manila working on a BPO Industry. At the end of the analysis, the results of the study are expected to provide information to marketers, researchers and academicians to enhance their sales and knowledge about how these variables correlate to purchase intent behavior.

Keywords: Purchase Intention, Word Of Mouth, Self-Concept, Brand Perceived Value, Consumer Behaviour

Mary Louise Miranda
ERCICSSH1924095

An Evidenced-Based Study on the Role of Menstrual Cycle and Estradiol Among Filipino Women With PTSD

Mary Louise D. V Miranda & Dr. Rosalito De Guzman
University of Sto. Tomas, Manila, Philippines

Abstract
Greater vulnerability and severity of symptoms of post-traumatic stress disorder (PTSD) are likely to develop in women as compared to men. Fluctuations of gonadal hormones through menstrual cycle may be a significant contributing factor. The scarcity of studies focusing on fluctuation of the gonadal hormones in the different phases of menstrual cycle to explain the vulnerability of women to develop PTSD symptoms serves as the gap in understanding the complexity of PTSD. Using descriptive-correlational method, this study seeks to investigate and provide evidences in the possible association of fluctuation on the level of estradiol in the development of PTSD symptoms among women with respect to menstrual cycle phase. The study hopes to shed a new perspective to view PTSD in terms of gender differences that will provide new information as a possible basis for intervention, PTSD management, and health care program among women.

Keywords: Posttraumatic Stress Disorder (PTSD), Menstrual Cycle, Gonadal Hormones, Estradiol, Women

Ipsita Sahu
ERCICSSH1924096

Arrival of Television in India: Governmentality and Infrastructure

Ipsita Sahu
Cinema Studies at School of Arts and Aesthetics, Jawaharlal Nehru University, India

Abstract
My paper looks at the arrival and expansion of television in India between 1950s and 1970s as a charged moment. I locate the founding of television’s educational form in the context of cold war politics, national emergency, and developmental idealism that characterized Indian political and economic scene during this time. I will be looking at various primary materials such as government files, committee reports and Information and Broadcasting ministry’s documents as well as seminar reports to map international financial networks and ministerial maneuvers that crucially negotiated the expansion of an expensive medium such as television at a time of severe financial and political crisis in India. A key question and critical inquiry that will inform my study is the relationship
between governmentality and infrastructure. My paper will explore television as technology and infrastructure as challenge and a promise, and as integrally tied to the larger ideologies and structures of developmentalism and centralized planning. Such investigations will also reveal the decisive roles played by organizations such as UNESCO, Ford Foundation, and local communication media institutions such as Indian Institute of Mass Communication in manufacturing discourse about the need for television as a prerequisite for progress.

Keywords: Television, Infrastructure, Governmentality, Developmentalism, Cold War, Planning, Communication Media

Unconscious was Discovered by Shakespeare Even Before Sigmund Freud

Md Sajib Miah
MA in English Studies, Jahangirnagar University, Bangladesh

Abstract

Epilepsy (a neurological disorder marked by sudden recurrent of sensory disturbance, loss of consciousness, or convulsions, associated with abnormal electrical activity in the brain), psychiatric breakdown, sleep disorders, rage, high ambition, sexual and aggressive desires and dysfunctional utopia in the psyche for taking blood from enemies illustrate a surprising amount of modern psychological details in Shakespeare’s renowned characters. Sigmund Freud stated in his works on psychoanalysis “The poets and Philosophers before me discovered the unconscious” which the world famous literary critic Harold Bloom of Yale University thinks refers to Shakespeare. Indeed, Bloom also contends that what we think of as the Freudian map of the mind is in fact Shakespeare’s and he invented the human. By this he means that while all the various character traits that are in Shakespeare existed before, few before Shakespeare written down in such details, inspiring generations to be more reflective when considering their own behaviours. Whether one agrees with Bloom or not, Shakespeare’s influence on understanding of unconscious of the mind seems undeniable. This paper delves into the evil force or unconscious state of mind of the major renowned characters of Shakespeare specially Hamlet, Macbeth, Lady Macbeth, Othello and unpleasant and creepy Shylock by applying Freud’s theory of unconscious who went through Shakespeare as a child and was influenced by the psychology of his characters.

Keywords: Disturbance, Ambition, Dysfunctional, Bloom, Unpleasant, Unconscious

Affection of Corporate Social Responsibility to Job Satisfaction Mediated By Quality of Work Life (Case Study of Four Star Hotel in Indonesia)

Maria. P. Adrian
Graduate School of Service Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Sarfilianty Anggiani
Department of Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Abstract

The purpose of this study is to discuss the perceptions of employees in the hospitality industry on corporate social responsibility and their influence on employee job satisfaction which is mediated by the quality of life of employees. This study hypothesizes about employee job satisfaction with corporate social responsibility mediated by the quality of work life. The population in this study consisted of the hotel industry with 4 star classes working for companies where CSR practices. Methods of data collection include the distribution of survey questionnaires. Using samples taken from four star hotel employees in DKI Jakarta Indonesia, 175 samples were used as samples for analysis using Structural Equation Model.

The results showed that there are influences of each dimension of CSR (legal, economy, ethical, philanthropic) to the quality of work life. This study also shows the influence of employee job satisfaction to the quality of work life of employees. There is a mediation of quality of work life between CSR dimensions to job satisfaction.

this research is expected that the company can find out the needs that must be met by the company for job satisfaction of its employees through CSR activities.
Sarfilianty Anggiani  
Department of Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Abstract  
This study aims to analyze how the effect of talent management on commitment to competence development that mediated by psychological contract on employees of electronic media television companies in Indonesia. Data obtained directly by distributing questionnaires to 168 respondents at six electronic media television companies. For the serial analysis, SPSS and Structural Equation Model was utilized to test the proposed hypothesis model. Results provide facts that psychological contract has a significant mediation between talent management to commitment to competence development. Moreover, the implication how management drives commitment to competence development in creative industry such electronic media television, the management should actively create open communication, discussion and commit to keep the promise to employees.

Keywords: Talent Management, Commitment to Competence Development, Psychological Contract.

Chinonso Ihuoma  
Department of History, University of Ibadan, Nigeria

Abstract  
Most countries are concerned about how to continuously increase their Human Development Index (HDI) and this has led to the rise in global HDI. As a result, Sub-Saharan Africa went from the second slowest growing region on the HDI in the 1990s to the fastest growing between 2000 and 2010 (UNDP, 2018). Despite the generalised HDI condition in Africa, the low human capital development in Nigeria poses a very stringent challenge in Nigeria’s development. Nigeria is faced with low Gross Domestic Product (GDP), Gross National Product (GNP), Per Capita Income, and Human Development Index (HDI). Nigeria’s Human Capital Index and Human Development Index (HDI) in 2015, 2016 and 2017 were 47.43%, 48.86%, 51.06% and 0.527, 0.530, and 0.532 respectively. This has continuously maintained a slow rise from 0.443 that was seen in 2003. Despite the gradual rise, Nigeria remains among the countries classified under low HDI, being the 156th country out of 178 countries presented in the 2018 HDI study (UNDP, 2018). However, Nigeria has engaged in a drive to develop a unified vision for human capital development and to drive implementation of interventions under the Economic Recovery and Growth Plan (ERGP) pillar, which was focussed on ‘investing in our people’. Yet, human capital development remains poor in Nigeria.

Using historical method of data analysis, this paper analysis the human capital issue in Nigeria and recommends possible panacea to its improvement through an improved Technical and Vocational Education (TVE) system.

Key Words: Development, Education, and Human Capital Development

Dania Firstaria  
Graduate School of Service Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Abstract  
Influencing of Transformational Leadership on Employees Job Satisfaction and Turnover Intention: Mediated by Quality of Work Life (QOWL) (Study of Architects in Jakarta, Indonesia)

Dania Firstaria  
Graduate School of Service Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Sarfilianty Anggiani  
Department of Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Keywords: Corporate Social Responsibility, Job Satisfaction, Quality of Work Life, Hotel Industry

Influence of Talent Management on Commitment to Competence Development: Psychological Contract as Test Mediator, Study on Electronic Media Television Industry in Indonesia

Sarfilianty Anggiani  
Department of Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

Abstract  
This study aims to analyze how the effect of talent management on commitment to competence development that mediated by psychological contract on employees of electronic media television companies in Indonesia. Data obtained directly by distributing questionnaires to 168 respondents at six electronic media television companies. For the serial analysis, SPSS and Structural Equation Model was utilized to test the proposed hypothesis model. Results provide facts that psychological contract has a significant mediation between talent management to commitment to competence development. Moreover, the implication how management drives commitment to competence development in creative industry such electronic media television, the management should actively create open communication, discussion and commit to keep the promise to employees.

Keywords: Talent Management, Commitment to Competence Development, Psychological Contract.
Abstract

The architectural consulting service industry known has the long working hours and frequent overtime activities. This condition can be one of the problems that continue happen that can be impacted to turnover intention in a company. The purpose of this study is to analyze all variables namely transformational leadership, quality of work life (QoWL), job satisfaction and turnover intention. Also, to analyze the effects of transformational leadership on job satisfaction and turnover intention that mediated by quality of work life (qowl). The data collected through primary data by questionnaire that answered by 215 Architects who work in Architecture Consultants in Jakarta Indonesia. for analysis the hypotheses used Structural Equation Model. The findings in this study are the work performances influenced by how the employee’s performance and how much HR in the company. The high and low number of qualified workers in the company influenced by the quality of work life (QoWL) of employees which will impact the company successful itself. The implications obtained in this study which transformational leader needs to increase job satisfaction in order for reducing turnover intention that can be mediated by quality of work life (QoWL).

Keywords: Architect, Turnover Intention, Job Satisfaction, Transformational Leadership, Quality Of Work Life (Qowl)
Tuan Guru Sekumpuls Dogma as a Holder of the Balance for Counter Terrorism in Indonesia

Stella Paschalina
Defense Strategy, Indonesia Defense University, Bogor, Indonesia

Abstract
The wave of globalization can be a challenge, opportunity, even a threat for one's country. The threats that related to Information technology, morale, organization, and time are evolved and called asymmetrical threats. Terrorism as one of the asymmetric threats has a long history associated with the development of human life which is increasingly following the flow of the wave of globalization. With a sophisticated technology, the terrorist will be easier to terrorize wherever and whenever. The phenomenon of terrorism has changed and has had an impact that is felt by the society. Terrorism develops with a strategy to achieve its goals, that is faith, hijra and jihad. The faith they believe is conveyed through da'wah in the presence of another Muslim individual. Hijra from one area to another by conducting marriages with the local women. As well as the terrorist jihad movement which is increasingly being done by women and children. The economy factor is one of the reasons for terrorism movement to continue to grow. Statistically, the economy of Banjarmasin City has a positive contribution to the Indonesian economy. The city of Banjarmasin is also included in one of the livable cities in Indonesia that has fulfilled a few aspects, such as; food availability, living places availability, place of worship availability, clean water availability, education and health with availability value 65.1%. With the condition that Banjarmasin City is the oldest city on the Kalimantan with its background in royal history, rich natural resources, and the diversity of tribes that inhabit Banjarmasin City makes it vulnerable to asymmetric threats such as terrorism that is targeting the destruction of its soft power to get natural resources which are the main needs of all countries in the future. The purpose of this research is to find out about the dogma of Tuan Guru Sekumpul that attached strongly in Banjarmasin society in countering the threat of terrorism which is increasingly developing along with the flow of globalization. According to the synthesis, traditional religion-based organizations will increase the conflict that occurs in an area. But there is an anti-thesis for the theory in Banjarmasin City, that is called by Tuan Guru Sekumpul’s dogma which is capable of being a single holder of the balance in maintaining security and stability in Banjarmasin City.

Factors Contributing to Democratic Culture Alertness: a Case Study of Suan Sunandha Rajabhat University (Bachelor Degree Students)

Kanyakorn Sangkhachat
Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Thailand

Kanthong Jaidee
Lecturer in Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Kanphet Sarananthawat
Lecturer in Political Science, College of Innovation and Management, Suan Sunandha Rajabhat University

Abstract
The objectives of the research are: 1) to study the level of attentiveness in democratic culture; 2) to compare the level of attentiveness in democratic culture based upon personal factors and political socialisation; and 3) to study factors contributing to the attentiveness in democratic culture. The samples are 181 bachelor students studying Political Science at the College of Innovation and Management. The research used surveys for data collection. Statistical analysis was done using frequency, percentage, mean, standard deviation, t-test, One-way ANOVA and Multiple Regression Analysis.

The research found; 1) the students’ level of attentiveness to democratic culture is at the highest (x̅=4.27, S.D= .427); 2) hypothesis testing found student’s major is a factor contributed to difference in democratic culture attentiveness while gender, age, religion and college year do not contributed to difference in democratic culture attentiveness; and 3) Multiple Regression Analysis shown...
<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Rise of China: Case Study Belt and Road Initiative in Indonesia</td>
<td>Ellysia Nur Ifatari, Helda Risman</td>
</tr>
<tr>
<td>The Relationship between Strategic Leadership and Management Efficiency of Tar-yak Subdistrict Administration Organisation in Srakaew</td>
<td>Chutirat Ngamkaew, Khantong Jaidee, Marndarath Suksanga</td>
</tr>
</tbody>
</table>

### The Rise of China: Case Study Belt and Road Initiative in Indonesia

**Ellysia Nur Ifatari**  
Student, Defense Diplomacy, Faculty of Defense Strategic, Indonesia Defense University, Bogor, Indonesia  
Head Department, Defense Diplomacy, Faculty of Defense Strategic, Indonesia Defense University, Bogor, Indonesia  

**Abstract**  
The Belt and Road Initiative (BRI) is a grand strategy used by China to expand and strengthen its influence in the international sphere. This is done by China to strengthen the political, economic, socio-cultural and military aspects. In spreading BRI, China established strategic partnerships with middle and minor power countries through infrastructure development, funds injection on Foreign Direct Investment (FDI), construction of an Asia-Europe silk train route, construction of a lower oil & gas pipeline sea, as well as building high-tech seaports that are spread not only in China but also in its destination countries. Furthermore, Chinese aggressiveness is increasingly visible from China's efforts to realize the Cra Canal. China also began to strengthen the ties of the Chinese diaspora in supporting BRI by allowing its citizens to have dual citizenship. BRI actually has a long-term negative financial impact in the economic and trade sectors which could be seen on some African countries. However, BRI actually has a significant short-term impact, especially in improving the country's infrastructure sector and the development of national growth. In Indonesia, the BRI project has been approved by the government to help Indonesia realize Indonesia’s vision as a Global Maritime Axis country. Furthermore, Indonesia sees the realization of the Global Maritime Axis in the interests of the stability of the Asia-Pacific Region. This study will be analyzed using rational choice theory. The method used is a case study method related to the findings in this study aimed at analyzing the reasons and impacts of Indonesia choosing and establishing strategic partnerships with China amid the turmoil of the Chinese and American trade wars. Indonesia’s choice on establishing strategic partnerships with China could appear as a security dilemma that Indonesia faces regarding the Asia-Pacific regional stability.  
**Keywords:** China, Belt and Road Initiatives, Foreign Direct Investment, Diaspora, Global Maritime Axis, Infrastructure

### The Relationship between Strategic Leadership and Management Efficiency of Tar-yak Subdistrict Administration Organisation in Srakaew

**Chutirat Ngamkaew**  
Branch Police administration, Faculty of Humanities and Social Science  

**Khantong Jaidee**  
Lecturer, Police public Administration, Faculty of Humanities and Social Science  

**Marndarath Suksanga**  
Local Politics and Governments, Faculty of Humanities and Social Science  

**Abstract**  
There are three main objectives to the research: 1) to study the level of strategic leadership; 2) to study the level of management efficiency of Tar-yak Subdistrict Administration Organisation; and 3) to study the relationship between strategic leadership and management efficiency of Tar-yak Subdistrict Administration Organisation of Srakaew. Population sample are 47 staffs currently employed in Tar-yak Subdistrict Administration Organisation. Research tools are questionnaires. Research analyses are done statistically via mean, standard deviation, and Pearson Correlation Coefficient.
The result found: 1) the overall level of strategic leadership is at a high level with its highest mean being the morality aspect, follow by effective cultural support, and balanced organisation control; 2) the level of work efficiency is also on a high level overall, with democracy alertness at the highest level, follow by budget management efficiency, and human resources development; 3) strategic leadership is correlated to management efficiency of Tar-yak Subdistrict Administration Organisation at statistical significance level of 0.01. The four strategic leadership aspects positively correlated with management efficiency on a highest and a high level. The relationship is the weakest on strategy direction as its result stands on a moderate level.

Keywords: Strategic Leadership, Work Efficiency, Tar-Yak, Subdistrict Administration Organisation

Kanjana Anuchan

The Relationship between Transformational Leadership and Leadership Efficiency in the Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University

Kanjana Anuchan
Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Buabuttri Siriwat
Lecturer in Police Administration, Faculty of Humanities and Sociences, Suan Sunandha Rajanhat University, Bangkok

Wanjak Noichan
Lecturer in Police Administration, Faculty of Humanities and Sociences, Suan Sunandha Rajanhat University, Bangkok

Abstract
The purpose of the research is to: 1) study transformational leadership; 2) study the level of leadership efficiency; 3) study the relationship between transformational leadership and leadership efficiency. The research uses questionnaires for data collection from 38 key informants working in academic support role. Statistics used in the research were frequency, percentage, standard deviation, and Pearson’s Product Moment Correlation.

The research found; 1) the level of transformational leadership is high ($\bar{x} = 4.02$); 2) the level of leadership efficiency is also high ($\bar{x} = 3.95$); and 3) the correlation coefficient value is also high and corresponds to the null hypothesis. Therefore, the data shown transformational leadership correlates to leadership efficiency.

Keywords: leadership, efficiency, executives, Suan Sunandha Rajabhat University

Pimpakarn Rattana

Factors affecting the Implementation of Sufficient Economy Philosophy in Dusit Community, Bangkok

Pimpakarn Rattana
Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Duangporn Saengthong
Lecturer in Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Rapeepat Juntanintorn
Lecturer in Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Abstract
The research objectives are: 1) to study the level of success of sufficient economy philosophy implementation in a community; 2) to compare the level of success of sufficient economy philosophy implementation as characterised by personal factors; 3) to study factors affecting sufficient economy philosophy implementation in a community. The population of this study is 390 people living in Dusit community, Bangkok. Data collection is done by survey and statistics used are
The research found: 1) the level of success of sufficient economy policy is at a high level overall ($\bar{x} = 3.67$); 2) the hypothesis shown gender and level of education do not contribute to a significance difference in the level of sufficient economy philosophy implementation success whereas age, career, and income do alter the level of success; 3) multiple regression analysis found every sufficient economy philosophy factor is a significant predictor of sufficient economy philosophy implementation, and that the regression significantly predicted implementation success at 55.4 Percent.

Keywords: Success, Sufficient Economy Philosophy, Dusit, Bangkok
was found that ‘work benefiting the society’ was rated the highest at 4.17, follow by ‘fair wages’ at 4.16 and ‘safe and healthy working condition’ at 4.09 consecutively.

2. The comparison of level of quality of life in migrant workers in Sri-khema Market in Bangsue district of Bangkok differentiated by personal factors found: gender, marital status, education level, and income level do not induce different level of quality of life whereas age, nationality and length of employment induce differences in the levels of quality of life.

Keywords: Quality Of Work Life, Migrant Workers, Sri-Khema Community

Thatdao Kraiya
ERCICSSH1924116

Expectations towards the Welfare of Non-commissioned Police Officers: A Case Study of Nanglerng Police Station

Thatdao Kraiya
Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Khanthong Jaidee
Lecturer in Police Administration, Faculty of Humanities and Social Sciences, Suan Sunandha Rajabhat University, Bangkok

Abstract
The purpose of this research was to study: 1) the welfare satisfaction; 2) the welfare expectations and; 3) the level of needs for welfare of the non-commissioned police officers working in Nanglerng police station. The research is Quantitative Research. The samples were 131 non-commissioned police officers in Nanglerng Police Station. The instruments used in this research were questionnaire. The statistics used in the analysis are percentage, mean, and necessary needs are prioritised using Modified Priority Needs Index (PNI) method.

The results showed that satisfaction towards the welfare of non-commissioned police officers in Nanglerng Police Station on the overall was at a low level with an average 2.226. When considering each aspect, it was found that the highest aspect is “health care” followed by “economy” and it was found that the lowest aspect is “education”. Moreover, the results shown the expectations towards the welfare of non-commissioned police officers in Nanglerng police station on the overall, was at the highest level with an average of 4.602. When considered by aspect, it was found that the highest aspect is “education” followed by “security” and the lowest aspect is “health care”. And the need for welfare of non-commissioned police officers in Nanglerng police station on the overall in ranked by aspects, in order of importance, are “education”, “security”, “recreation”, “economy” and “health care.”

Keywords: Expectation, Welfare, Non-commissioned police, Nanglerng Police Station

Abu Bakar Siti Anis
Nadia
ERCICSSH1924117

Human Capital and Social Impact towards Social Business Perspectives

Siti Anis Nadia Abu Bakar
Faculty of Accountancy, University Technology Mara Melaka Branch, Malaysia

Dr Vani a/p Tanggamani
Faculty of Accountancy, Universiti Teknologi MARA, Malaysia

Afidah Sapari
Faculty of Accountancy, Universiti Teknologi MARA, Malaysia

Abstract
The provision of various types of public services such as healthcare, social care, transport and waste collection are crucial for effective functioning of any communities. To date, there is a growing interest globally on social businesses (SBs) as innovation in providing these services. The emergence of social business enterprises has in part has been attributed to the increased demand for sustainability among the non-profit organisations (NPOs) due to diminishing funding from traditional sources and increased competition for these scarce resources. The rise of SBs contributes to the social wellbeing of communities and this in turn can be linked directly or indirectly to economic development of the nation. This reflects that the sustainability level of the country is not measured in terms of economics alone but also specifically towards the development of human
capital and solving the social problems. Indeed, having both economic and non-economic aims, social business would be the potential solutions to address a range of societal issues and increase the efficiency and quality of public sector services that focus on equitable growth with ecological sustainability that is congruent with the social cause and the social community. In support of this argument, it is important to explore the relationship between capability of social businesses and the social impact created. This paper explores the literature focusing on capability based on human capital and social impact or value created through social businesses. This is expected to provide some insights on the sustainability and credibility of social businesses to support the government efforts in moving towards high nation income.

Keywords: Social Enterprise, Third Sector, Human Capital

The research is interdisciplinary in nature as the discourse is based and conceptualised in the historical context with social insights to the contemporary development of events. It undertakes both quantitative and qualitative method of social research that requires both theoretical and empirical analysis. The importance of this study lies in understanding the typology of effects that nuclear weapons have on the foreign policies of the states that acquire them. Such work would have considerable policy relevance, because it would allow policymakers to make more precise assessments of the foreign policy behaviours of states that possess nuclear weapons.

Keywords: Russian Nuclear Strategy, Defensive Realism, Offensive Realism, Foreign Policy

After the disintegration of Soviet Union and the end of cold war by 1991, Neo-liberalism became the dominant economic model in the Russia. The Neo-liberal reforms were aimed at ending the Communist policies of Soviet economic planning and involved - slashing the inordinately high
By 1998 ideas of free market and economic liberalism, as it left the Russian economy races the transition from Neoliberalism to State capitalism in Russia over the past two decades and its implications for the global capitalist economy.

Against this background, the present research seeks to understand - 1) the nature of political economy in the Soviet Union and how was it different from the West; 2) the political economy of Russia post Soviet disintegration which involves two phases - (a) the phase of triumphant neoliberalism and predatory capitalism under Boris Yeltsin and (b) the phase of economic recovery and a reversal towards state capitalism under Putin.

The research is interdisciplinary in nature and involves historical, comparative and contemporary study of Russian Federation. It undertakes both quantitative and qualitative method of social research that require both theoretical and empirical analysis of the subject. The importance of this study lies in analysing State Capitalism as an alternative economic model to Neo-liberal world order. It traces the transition from Neoliberalism to State capitalism in Russia over the past two decades and its implications for the global capitalist economy.

Keywords: Neo-Liberalism, Shock-Therapy, Privatisation, State-Capitalism, Russia

---

### Talent Acquisition as a Strategic Tool of Business Performance

**Prof. Ganga Karunathilaka**
Faculty of Business, National School of Business Management (NSBM) Green University, Homagama, Sri Lanka

**Abstract**

The business performance has been closely tied with the talent management strategies in the hyper-competitive and increasingly complex global economy in order to attain growth and sustain. The company which excelled in talent acquisition experienced which leads to leap up the business performance. Regardless of the size and nature of the business, all the organizations face war for talent. Hence, acquisition of right talent and making a talent pool can be the biggest challenge. This study moves forward theory of talent acquisition strategies (TAS) through the practical implication of private sector organizations in Sri Lanka. The talent acquisition strategies comprise with talent mapping (TM), talent identification (TI), and talent onboarding (TO). The foremost intention of this study is to scrutinize the association of talent acquisition strategies on business performance. The questionnaire survey was conducted for 220 HR professionals in the private sector companies in Sri Lanka. In order to analyze data, Kolmogorov-Smirnov test was employed to test for its normality, and spearman correlation test was used for measuring the relationship between variables and chi-square analysis was applied for determining the association of variables. The results indicate that talent acquisition strategies are not associated with business performance in private sector companies in Sri Lanka. Internal alignment between talent management strategies and Business Strategy are suggested for future research as crucial to trump business performance.

Keywords: Talent Management, Talent acquisition, Business performance

---

### The impact of diglossia on the development of morphological awareness in Arabic: A comparison between mid-high SES and low SES

**Shahbani-Kassem Abeer**
The Arab Academic College of Education, Elinor Saiegh-Haddad Bar-Ilan University, Haifa, Nazareth, Israel

The Arab Academic College of Education, Rachel-Schiff Bar-Ilan University, Haifa, Nazareth, Israel

**Abstract**

Arabic speakers grow up within a diglossic condition; the existence of Spoken Arabic (SpA)
alongside Standard Arabic (StA), with a remarkable linguistic distance between them across all language domains (Saiegh-Haddad & Henkin-Roitfarb, 2014). The study tested the impact of the morphological distance between Spoken Arabic (SpA) and Standard Arabic (StA) on morphological awareness (analogies and sentence completion for inflection and derivation) in Arabic-speaking school graders from low versus mid-high Socio-Economic Status (SES). two hundred students in the 2nd, 4th, 6th, 8th, and 10th grade (N=40 per grade) participated in the study. Eight morphological awareness tasks were administered: four of them employed SpA words and four employed StA words; two tasks within each set (analogy, sentence completion) tested inflection and derivation awareness. Repeated measure ANOVA showed that morphological awareness, analogies and sentence completion for inflection and derivation, was higher in SpA than in StA, and it was higher in mid-high SES than in low SES; the participants from the low SES were unable to close gap between StA and SpA for the two analogy tasks, both by inflection and derivation. The mid-high participants, however, succeeded to close the gap between the StA and SpA by the 8th grade for the two analogy tasks, both for inflection and derivation. Furthermore, the findings show that children from both SES groups were not able to close the gap between StA and SpA for the two sentence completion tasks (inflection and derivation), yet the intensity of the gap was larger in the low SES than in the mid-high SES. These underscore the long-lasting impact of diglossia on the development of standard morphological awareness, while its impact is larger among low SES as opposed to mid-high SES. Keywords: Diglossia, Morphological Distance, SES, Analogy Awareness, Sentence Completion Awareness.
<table>
<thead>
<tr>
<th>Title</th>
<th>Abstract</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sulaiman Ahmed ERCICSSH1924077</strong>&lt;br&gt;Comparing the Philosophical and Theological Thought of al-Maturidi with Contemporary and Classical Philosophers - Free Will in the Thought of al-Maturidi&lt;br&gt;Sulaiman Ahmed&lt;br&gt;Faculty of Humanities and Performing Arts, University of Wales Trinity Saint David, Lampeterwales, United Kingdom&lt;br&gt;Shaykh Abu Mansoor al-Maturidi is an Islamic philosopher and theologian, who is responsible for establishing one of the two main Sunni theological schools. Despite holding such a significant role in Islamic theological and philosophical thought, there hasn’t been much analysis on the ideas of al-Maturidi, despite the fact that he established his own school more than a thousand years ago. I will be presenting the sixth chapter of my PHD research. The sixth chapter will explore the well-known positon of Free will. The thesis will present a unique perceptive on free will, because according to most experts of Islam, Muslims believe in people having free choice, but in reality this is far from being accurate, with the standard positon of Islam being that everything has been pre-determined. This thesis will explore this in detail and present the various positions on free will, which includes the Ashari, Mutazalite and Athari position on free will.</td>
<td></td>
</tr>
<tr>
<td><strong>Subhat Dagga ERCICSSH1924082</strong>&lt;br&gt;Tourism, Cultural Exchange, Hospitality and Social Development in the Post-Modern Era: Contemporary Issues, Technology Use and Analysis&lt;br&gt;Subhat Dagga&lt;br&gt;Sri Satya Sai University of Technology &amp; Medical Sciences, Sehore (M.P.), India&lt;br&gt;Abstract&lt;br&gt;Tourism has been central to the existence of human beings today. Social development requires life style in a balanced manner. Tourism is cultural in nature hence different societies have different concepts and types of leisure. In this manner hospitality and tourism has been operational to every society. Leisure and its inventive operation have been critical to social development. The economists would emphasize upon raising of per capita income and better distribution system. Sociologists have been emphasizing of the fact that culture has been supreme for the overall development of human beings, which has an overall influence on the economic activities of the individual.</td>
<td></td>
</tr>
<tr>
<td><strong>Paulyne Joanne Pascual ERCICSSH1924091</strong>&lt;br&gt;Human Rights Education Practices of Public Secondary Schools in Division City Schools of Manila&lt;br&gt;Paulyne Joanne Pascual&lt;br&gt;Humanities and Social Science, Faculty, Department of Education, Senior High School, Manila, Philippines&lt;br&gt;Abstract&lt;br&gt;This study was conducted to assess the human rights education practices of teachers and students among public secondary schools in Division City Schools of Manila in terms of curriculum, learning environment and students’ participation. After assessing this, a proposed sustainability plan was formulated. This study used cluster sampling in the selection of schools participants, purposive sampling for teachers and random sampling technique for students as respondents in gathering data and information needed for the study and collecting data among public secondary schools in Division City Schools in Manila. This study found out that students and teachers often practiced human rights education in terms of curriculum, learning environment and students’ participation. It is evidently manifested in their answers in the interview.</td>
<td></td>
</tr>
</tbody>
</table>
Through T-test of independent means, it was revealed that there is a significant difference on the assessment of the teachers and students in human rights education practices because the assessment showed that there are specific sub-indicators in curriculum, learning environment and students’ participation that teachers and students have different levels of interpretation. Furthermore, it was revealed that the school must sustain their practices in Human Rights Education. A proposed sustainability plan was formulated based from the findings of the study. Based from foregoing findings, the following were hereby recommended: (1) The Division City Schools of Manila must adopt the sustainability plan in order to empower teachers and students through the suggested actions and activities in the plan. (2) The Department of Education shall hold benchmarking activities with other countries that have better human rights education practices so that they will acquire significant insights on how to sustain the existing good practices and improve those that need essential improvement in the schools in the country and (3) Future studies similar to the present study should be conducted with larger respondents in other divisions and regions to validate its findings and results.

<table>
<thead>
<tr>
<th>Alexandru Maxim</th>
<th>The Value of Quick Loans, Healthcare, Jobs and the Environment's Applications of Choice Modelling In the Valuation of Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>ERCICSSH1924121</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Alexandru Maxim</td>
</tr>
<tr>
<td></td>
<td>Department of Management, Marketing and Business Administration, Alexandru Ioan Cuza</td>
</tr>
<tr>
<td></td>
<td>Univeristy of Iasi, Romania</td>
</tr>
<tr>
<td></td>
<td>Teodora Roman</td>
</tr>
<tr>
<td></td>
<td>Department of Management, Marketing and Business Administration, Alexandru Ioan Cuza</td>
</tr>
<tr>
<td></td>
<td>Univeristy of Iasi, Romania</td>
</tr>
</tbody>
</table>

Abstract

Throughout history, prices have been the deciding factor in the purchase of a product or service in most economic systems. Willingness to pay is a strong indirectly self-reported indicator of the monetary value or the price up to which a customer would decide do make a purchase. The current paper seeks to identify research areas in which valuation studies could benefit companies, customers and regulators to identify fair values for intangible services. The topics covered are healthcare services, loans, declared work and ecosystem services. We propose methodologies that could answer the question “what is this service worth to your customers?” by implementing choice modelling techniques, such as discrete choice experiments. The state of the art research in the field is assessed and the potential academic added value of the proposed approach are outlined. Acknowledgement: This work was supported by a grant of the Ministry of Research and Innovation, CNCS-UEFISCDI, project number PN-III-P1-1.1-PD-2016-1864, within PNCDI III. Keywords: Willingness To Pay, Valuation Study, Choice Modelling, Healthcare, Ecosystem Services, Lending Services

<table>
<thead>
<tr>
<th>Teodora Roman</th>
<th>Reverse Logistics in the Eyes of the Consumers Competitive Advantage and Market Positioning</th>
</tr>
</thead>
<tbody>
<tr>
<td>ERCICSSH1924122</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teodora Roman</td>
</tr>
<tr>
<td></td>
<td>Department of Management, Marketing and Business Administration, Alexandru Ioan Cuza</td>
</tr>
<tr>
<td></td>
<td>Univeristy of Iasi, Romania</td>
</tr>
<tr>
<td></td>
<td>Adriana Manolică</td>
</tr>
<tr>
<td></td>
<td>Department of Management, Marketing and Business Administration, Alexandru Ioan Cuza</td>
</tr>
<tr>
<td></td>
<td>Univeristy of Iasi, Romania</td>
</tr>
<tr>
<td></td>
<td>Maria Madela Abrudan</td>
</tr>
<tr>
<td></td>
<td>Department of Management-Marketing, University of Oradea, Romania</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Alexandru Maxim</td>
</tr>
<tr>
<td></td>
<td>Department of Management, Marketing and Business Administration, Alexandru Ioan Cuza</td>
</tr>
<tr>
<td></td>
<td>Univeristy of Iasi, Romania</td>
</tr>
</tbody>
</table>

Abstract
In a society that seems to be increasingly aware of environmental and social issues, focused on sustainable economic development, some companies have decided to integrate reverse logistics within their supply chain in order to limit their environmental impact. The current study looks at such cases in order to identify whether perceived differences exist in the positioning of these companies compared to those that have maintained the status quo (i.e. no explicit focus on recovering used products). The scope of the research covers the household appliances sector and assesses the opinions of 25 to 44 year old consumers in Romania. Aspects that have been analyzed include: spontaneous notoriety of retailers that recycle used products, the impact of sales promotions including buy-back schemes, the impact of specialized recycling stores on buying decisions and level of preference for ‘sustainable’ retailers within the purchase intention. Our results show that consumers prefer companies that support the recycling of old appliances. Thus, incorporating sustainable business practices through reverse logistics can be a competitive advantage for retailers. Further studies based on choice modelling can be used to identify the ‘green premium’ that consumers are willing to pay to insure that their discarded appliances are recycled and disposed of properly. Acknowledgement: This work was partially supported by a grant of the Ministry of Research and Innovation, CNCS-UEFISCDI, project number PN-III-P1-1.1-PD-2016-1864, within PNCDI III.

Keywords: Reverse Logistics, Competitive Advantage, Market Positioning, Sustainability, Consumer Behavior

<table>
<thead>
<tr>
<th>Anju Unny</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD Student, St. Xavier’s College foe Women, Aluva M.G University, Kerala, India, University of Delhi, India</td>
</tr>
</tbody>
</table>

Disability and Marginalisation: Politics and Public Policy Making in India

Abstract

Disability is not an impairment that needs to be cured but the construct of specific socio-cultural settings that creates an atmosphere of social exclusion and marginalisation. The World Health Organisation (WHO, 1980) states that “disability is not just a health problem; but it is a complex phenomenon reflecting the interaction between features of a person’s body and features of the society in which she or he lives.” Disability is a socially, culturally and politically constructed and experienced universal phenomenon. Disabled people even today remain as helpless subjects who are dependent on able-bodied people for their survival and existence. Disabled people remain as subaltern people at the periphery of the lives of the normal people.

<table>
<thead>
<tr>
<th>Scott Baum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Innovation Hub, Griffith University, Brisbane, Australia</td>
</tr>
</tbody>
</table>

Labour Market Underutilisation for Older Australians

Abstract

In the wake of the Global Financial Crisis, although the Australian economy remained largely buoyant in aggregate terms, outcomes across different groups were not evenly shared. In labor market terms, different demographic groups appeared to more or less impacted by the post-GFC economic environment. One such group were older workers, who witnessed a change in employment fortunes compared to others in the labor force. This paper provides an investigation of these uneven labor market outcomes and presents an analysis of labor underutilization using pooled panel data, taking account of both individual level supply-side factors together with the strength of the local labor market (demand-side). The result is an analysis that accounts for the impact of changing macroeconomy, local labor market conditions and the employability assets of older individuals.
### Influence Factors on Employee Engagement
*(Empirical Study on Front Liners Pt Bank Bni.Tbk)*

**Desi Karmila**  
Bank BNI, Indonesia  

**Sarfilianty Anggiani**  
Department of Management, Faculty of Economics and Business, University of Trisakti, Jakarta, Indonesia

**Abstract**  
One of problems in banking industry in Indonesia is how to build the employee engagement to make employee engaged to company and perform greatly to deliver service to customers. Therefore, the objective of this research is to analyze the influence factors included service orientation, perceived learning and employee loyalty on employee engagement front liners PT.Bank BNI, Tbk. Methodology uses in this research is hypothesis testing that use 200 primary data collected by questionnaire to front liners in Bank BNI Tbk South Jakarta Region, Indonesia. Analysis method in this research uses multiple regression with SPSS version 16. The research found that there is a significant influence between service orientation and employee engagement and also there is a significant influence between perceived learning and employee engagement, on the other hand there isn’t any significant influence between employee loyalty and employee engagement.  

**Managerial implication:** To develop more improvement for front liners service orientation through team leaders; To create better approach to front liners in order to build the better emotional relationship; and To improve front liners learning and awareness to work in social way and professional to consumers.  

**Keywords:** Service Orientation, Perceived Learning, Employee Loyalty, Employee Engagement

---

### The Effect of Family Composition in Chinese Migrant Social Integration

**Ruifan Ji**  
Student Department, High School Affiliated to Fudan University, Shanghai, China

**Abstract**  
Subjective sense of belonging to the community is an important indicator of well-being for flowing population in China. The paper analyzed the effect of family composition on migrant family using data from 2012 and 2017 Chinese Migrant Dynamic Monitoring Survey. With ordered logistic regression, the paper discovered that the presence of kids correlate negatively with subjective integration while spouse and parents correlate positively with it. Migrants with more income are less affected by children, showing that children may be a financial burden to low-income families.  

**Keywords:** Migrant, Social Integration, Income, Family Composition

---

### The Gift: Mana concept in CSR Mining Corporate

**Sanju Waladata**  
Department of Anthropology, University of Indonesia, Depok, Indonesia

**Abstract**  
This paper argues for the existence of the mana concept behind the gift of mining corporate CSR practices. During this age the idea of The Gift is always herded in a reciprocity debate over a gift. I see the archaic concept that remains from this discourse in the modern economic era, which is the concept of mana. The concept of mana as a non-material thing is behind giving a material from one party to another party.  

The research data was collected through a case study on a mining company that practices the concept of CSR in a community in one of the gold mining operation areas located in West Sumbawa Regency, Indonesia. Data collection techniques through interviews and field observations of parties related to the CSR program of the mining company.  

The results of this study state the mana concept of the ancient societies exchange can be elevated to the practice of The Gift in the modern economic era by diplomatically fix the debates of experts in interpreting of mana from the classic ideas of The Gift. Without dismissing the existence of...
| **Iqbal Saujan**  
**ERCICSSH1924128** | **Misconceptions of Women's Rights in Islam and Its Refutations: A Conceptual Study Based on Sources of Islamic Law**  
Iqbal Saujan  
Department of Islamic Studies, Faculty of Islamic Studies and Arabic language, South Eastern University of Sri Lanka- Oluvil  
**Abstract**  
The status of women in Islam is clear and very unambiguous. Concerns are often raised about the status of women in Islamic law. Frequently, misunderstandings and misinterpretations about how women are handled by Islam are used to encourage the notion that Islam is misogynistic in the western world. Consequently, the objectives of this study to identify the misinterpretation, misconceptions of woman's rights in Islamic and to provide appropriate refutations for the misconceptions through the sources of Islamic Law and To provide awareness through this study to the people who are misinterpreting women's rights in Islam. In this paper examining five common misinterpretations of women's rights, such as polygamy in Islam, Testimony of Women, Women's right of inheritance, divorce power with man and Travel without immediate male escort. This paper explores to provide clarity, background, and explanation in these five areas. The data were obtained from secondary sources such as books, magazines, journals, research articles, newspapers and websites for this research, have been explained using a descriptive approach. The findings show these misinterpretations and misconceptions are groundless argument on the perspective of Islamic Law. Furthermore, this paper provides reason for the misconceptions is that misinterpretations of Islamic scours and attributions.  
**Keywords:** Women's rights; Islam; Misconceptions; Sources of Islamic Law |
| Marzia Fatema  
ERCICSSH1924131 | Extent of Social Support and Assessing Its Effects on Parents Regarding Rearing Autistic Children In Selected Institutions In Dhaka City  
Marzia Fatema  
University of Dhaka, Bangladesh  
**Abstract**  
The aim of this study is to find out the extent of social support and its effects on parents regarding rearing an autistic child in Dhaka city. The two types of social support: informal and formal social support influence the well-being of autistic children and their mothers. This is a quantitative study. A structured questionnaire is used in study based on the modified Family Support Scale (FSS), Parenting Stress Index (PSI) and Social Support Index (SSI). 100 mothers from two special schools have been interviewed in this study. Findings show that informal social support is more helpful with a total mean score of 22.84 than the formal social support (14.67). Again the lack of social support has clear implication on the mental health of mothers which creates mental stress among them. Findings show that mothers have almost equal mental stress from both sources of social support. The mean score of stress from informal support is 6.55 and 6.38 from informal support. Findings show that number of autistic children is a significant predictive variable for mental stress among mothers. |
|---|---|
| Tharindu Jayanath  
Thotagamuwa  
ERCICSSH1924132 | Mutual Intelligibility between Romance Languages  
Tharindu Jayanath Thotagamuwa  
Department of Linguistics, University of Kelaniya, Sri Lanka  
**Abstract**  
Romance languages are the modern languages which evolved from Vulgar Latin languages between the third and eighth centuries. This comes under a subgroup of Italic languages within the Indo-European language family. The five major and mostly spoken Romance languages all over the world are Spanish, Portuguese, French, Italian and Romanian. The fundamental vocabularies of all the Romance languages were inherited from Latin. Besides, some words shared in Romance languages are not directly from the Latin inheritance but they are words which were borrowed from the Celtic origin. The main intention of this research is discovering the similarities between the Romance languages not only in the morphological, syntactic, semantic and phonetic base but also the vocabulary variations in this language family. By the beginning of the 21st century, 920 million people claimed a Romance language as their mother tongue and meanwhile 300 million people as a second language. Romance methods of forming new words are also inherited from Latin origin. For instance, the suffix “-āre” in Latin morphology which is a part of infinitives has made the influence for languages such as French, Italian and Catalan in making verbs. For example, the word for “to plant” in Latin is “plantāre” and similarly “planter” in French, “plantare” in Italian and “planter” in Catalan. In conclusion, the Romance languages, which were originated from the Latin, have more intelligibilities even if they are considered as different languages of different regions at present.  
**Keywords:** Romance, Intelligibility, Latin, Italic Languages, Indo-European |
| Indraneel Sahu  
ERCICSSH1924133 | Why Do Government Offices in India Fail to Perform: Evidence from Time and Motion Study of Mhow Revenue Office  
Indraneel Sahu  
Department of Ceramic Engineering, Indian Institute of Technology (BHU), Varanasi, India  
Ashutosh Kumar  
Anshul Gupta  
**Abstract**  
We investigate the performance of Mhow revenue office. The government offices in India are often criticised for being slow. Through this study, we intend to identify whether this delay in work is
because of the excessive workload on government offices or because of the inefficiency of the government officials. For this purpose, we have conducted the time and motion study of the revenue office. During this study, we also found out various processes because of which the processes get delayed in the office. The findings suggest that there is inefficiency among people working in government offices. Also, many processes in the office are redundant and unnecessarily time taking. Keywords: Inefficiency, redundant

**LISTENERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laila Hannana</td>
<td>Semiotics, University Mohamed v Rabat Morocco, Guelmim, Morocco ERCICSSH1924052</td>
</tr>
<tr>
<td>Ramesh S</td>
<td>Assistant professor, Department of Historical Studies, Sri Subramaniaya Swamy Government Arts College, University of Madras, Tamilnadu, India ERCICSSH1924078</td>
</tr>
<tr>
<td>Muhammad Nur Fiqri Adham</td>
<td>Department of Statistic, Faculty of Mathematics and Natural Science, IPB University, Bogor, Indonesia ERCICSSH1924079</td>
</tr>
<tr>
<td>Sevi Dian Fadhila</td>
<td>Department of International Relation, Faculty of Humanities, University of Darussalam Gontor, East Java, Indonesia ERCICSSH1924079</td>
</tr>
<tr>
<td>Selvaraj Danielselvan</td>
<td>Director - Health care, Bethany Health care centre, Chennai India ERCICSSH1924081</td>
</tr>
<tr>
<td>Mujtaba Ahmad</td>
<td>Advocate, District Courts Attock, Punjab University, Attock, Pakistan ERCICSSH1924085</td>
</tr>
<tr>
<td>Fadare Moses</td>
<td>Global Leadership, Kukje the Lological University, South Korea ERCICSSH1924086</td>
</tr>
<tr>
<td>Charles Jideofor Ofodile</td>
<td>Department of Political Studies, Faculty of Arts and Social Sciences, Universiti Malaysia, Sarawak, Malaysia ERCICSSH1924099</td>
</tr>
<tr>
<td>Kumar Chinnakkannu</td>
<td>District Institute of Education and Training, SCERT Chennai, Vellore, Tamilnadu, India ERCICSSH1924100</td>
</tr>
<tr>
<td>Ramachandran Gurusamy</td>
<td>District Institute of Education and Training, SCERT Chennai, Krishnagiri, Tamilnadu, India ERCICSSH1924101</td>
</tr>
<tr>
<td>Md Akhlakur Rahman</td>
<td>Department of Social Services, Ministry of Social Welfare, Pirojpur, Bangladesh ERCICSSH1924094</td>
</tr>
<tr>
<td>Ahmad Naddaf</td>
<td>Research and Learning Department, Qatar National Library, Al Rayyan, Qatar ERCICSSH1924097</td>
</tr>
<tr>
<td>Abu Bakar</td>
<td>Education Authorities, Aceh Jaya Government Regency, Aceh, Indonesia ERCICSSH1924126</td>
</tr>
</tbody>
</table>
Upcoming Conferences

https://sshraevents.org/sshra