



## **CONFERENCE PROCEEDINGS**

2019 – XXVIII International Conference on Business, Economics,  
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Lumpur

28-29 December 2019

## **CONFERENCE VENUE**

The Regency Scholar's Hotel, Universiti Teknologi Malaysia (UTM), Kuala  
Lumpur, Malaysia

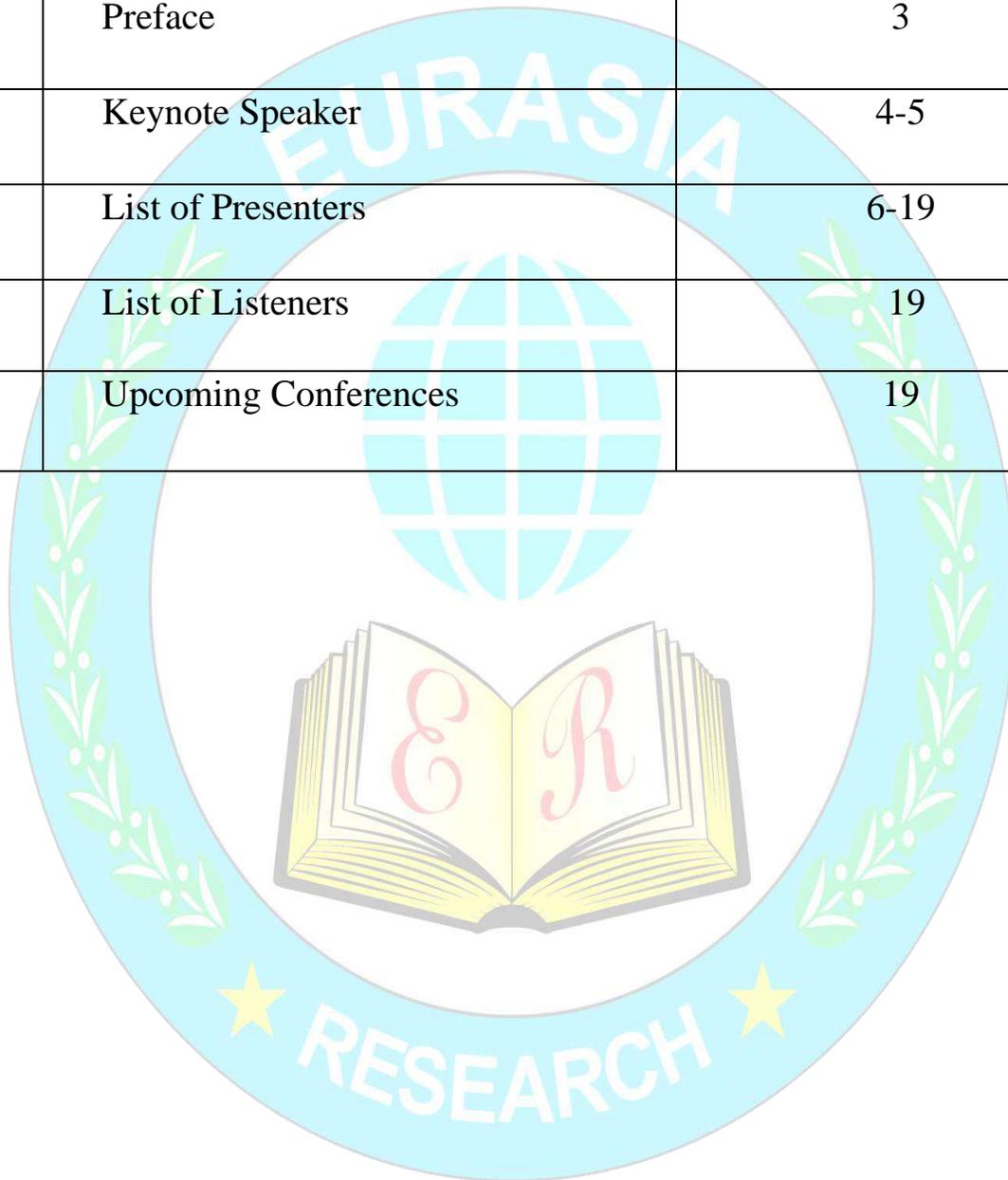
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**Preface:**

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## **KEYNOTE SPEAKER**



### **Dr Rajendra Parsad Gunpath**

**Professor, Law, University of Mauritius, Mauritius**

**Topic: Research Integrity in Tertiary Education**

Dr Rajendra Parsad Gunpath is a Professor of Law at the University of Mauritius with a Personal Chair in International Comparative Law with Specialisation in Employment Law and Trade Union Law. He holds a double PhD (Law) from the l'Université Paris V- René Descartes (France) in Public Law and l'Université de la Réunion in Private Law both with the highest distinctions (First Class). He holds a HDR (Habilitation à Diriger de la Recherches) from l'Université de la Réunion, a PGCE in Higher Education from the University of Mauritius and a Post-Doctorate from l'Université Paris X- Nanterre (France) in Public Law. He has authored more than 130 articles which have been published worldwide and several treaties on Mauritian Law and various books and manuals on Law (Labour Law, Media Law, International Humanitarian Law). He has participated in various Moot Competitions worldwide (India, Réunion, South Africa, Comoros, Madagascar) as Member of the Jury, and has presented a large number of research papers worldwide as well (Dubai, India, Indonesia, Thailand, Malaysia, Sumatra and Borneo, Seychelles, Singapore, South Africa, Kenya, Mozambique, Zambia) with the Best Award Paper on Surrogacy (Beppu, Japan, 2014). He has been Head of the Law Department at the University of Mauritius and Acting Dean of the Faculty of Law and Management. He has lectured at the Gujarat National Law University as a Visiting Professor and other universities (l'Université de la Réunion, University of Pretoria and University of New Delhi) as well. He is Editor-in- Chief of Just Africa (University of Limpopo, South Africa) and a member of various Editorial Board and research peer-reviewed journals. He is member of various national committees on Human Rights and International Humanitarian Law. He supervises PhD student. He is an Honorary Professor at the University of Xiangtan, China (Centre for African Laws and Society) and Visiting Professor at the Gujarat National Law University, Gandhinagar, India. He is also a novelist, writer and jurist.

## **KEYNOTE SPEAKER**



**Dr. Ahmed H. A. Dabwan**

**Senior Lecturer, Head of Chemical and Polymer Innovation, Technology  
Cluster, Faculty of Chemical Engineering Technology, TATI University  
College, Malaysia**

**Topic: Laws & Regulations Related to Wastes Disposal in Malaysia**

Dr. Ahmed H. A. Dabwan got his Bachelor degree in Chemical Engineering from King Saud University, Riyadh, Saudi Arabia, Master (2001), and Ph. D. (2004) from Graduate School of Engineering, Mie University, Japan. He was appointed as a full time research in Mie Industry and Enterprise Support Center (MIESC), Japan from (4/2005 – 6/2007). Full time researcher in Anotsu Research Institute for Environmental Restoration (ARIER), Mie, Japan from 7/2007- 4/2009). From 5/2009 joined TATI University College, Terengganu, Malaysia as a lecturer, became the Dean of Chemical Engineering Technology, at the same university from 8/2012 to 2/2013. From 3/2013 till 12/2014; He was promoted as the Dean of Research Management Centre (RMC), in the same university. Currently he is a Senior Lecturer in the Department of Chemical Engineering Technology, TATI University College supervising student's final year projects and monitoring different research grants. Besides his research and academic activities including publications, funded projects, supervision of postgraduate students and undergraduate projects, he is also an accomplished expert in the sustainability, industrial wastes, and wastewater treatment processes, carbon dioxide chemistry, fuel production, analytical atomic spectrometry, pollution prevention, physical-chemical treatment. Moreover, he has also received prestigious scholarships and awards such as; awarded the Japanese government (MEXT, scholarship 1998-2004), Japan Society for the Promotion of Science fellow (JSPS June 2011-March 2012). In Malaysia awarded different medals in national and international levels such as ITEX, MTE, and PECIPTA for his significant contribution to cleaner environment. To date he have published more than 30 papers, 2 chapters in books, some of these papers published in high impact journals such as Chemical Engineering Journal (Elsevier), Arabian Journal of Chemistry (Elsevier), Frontiers of Chemical Engineering in China (Springer) and others

## PRESENTERS

Mustapha Bala Ruma  
ERCICBELLP1929054

**Moving with the Times: The Changing Patterns of the Female Body Aesthetics in Hausa Culture (Northern Nigeria)**

Mustapha Bala Ruma  
Department of English and French, Umaru Musa Yar'adua University, Katsina, Nigeria

### Abstract

This paper looks at the way body grooming has changed over time among Hausa women of Northern Nigeria. The paper argues that there is a remarkable shift in the way Hausa women aesthetically and cosmetically take care or groom their bodies in the present time when compared with the way it was done two decades ago. The main contention of this paper is that the influence of other cultures most especially Indo-Arabian have greatly influenced the way Hausa women viewed their bodies especially in terms of what constitute beauty and being "beautiful". The paper further argues that the transformation of body grooming among these women is a clear testimony of the globalising tendencies of cultural formations and modernity engendered by modern forms of communication, most especially the internet and its related media like YouTube and Face book.



Abubakar A. Murray  
ERCICBELLP1929055

**Financial Status, Responsibilities and Literacy In Relation to Job Satisfaction and Performance of Elementary Teachers**

Shiela Maguid

Abubakar A. Murray  
Graduate, University of Southern Mindanao, Kabacan, Cotabato, Philippines

### Abstract

This study was conducted to assess the teachers' current financial status, different financial responsibilities, literacy and financial management practices in relation to the job satisfaction and performance of elementary teachers. The study was delimited on elementary public school teachers in the Division of Cotabato, First Congressional District. Sequential explanatory design was employed, which implies collecting and analyzing quantitative and qualitative data in two consecutive phases within one study. The researcher used the sample size calculator in the selection of respondents' population. The survey questionnaire on financial status, responsibilities, and literacy underwent validation and pilot testing. The data were gathered through the adopted survey questionnaire and focus group discussion. Results showed that the respondents had an average level of financial literacy where they were able to manage their financial responsibilities well. Moreover, the respondents had neutral feeling of satisfaction towards their job that led to a satisfactory performance. Further, the financial status, financial responsibilities, management and literacy in relation to job satisfaction of the respondents show significant relationship to their job satisfaction in which the higher their financial status and financial literacy is approximately high towards their job satisfaction. The lesser their financial responsibilities, the more they are satisfied towards their job. On the relationship of respondents' financial status, responsibilities and literacy on their job performance, data show that the lesser the savings and financial status of the respondents means the higher effort they exert to their performance; the higher their management and responsibilities means respondents manage wisely their finances to have a satisfactory performance.

Keywords: Financial Status, Financial Responsibility, Financial Literacy, Job Satisfaction, Job Performance, Elementary Teachers

Mostafa Taleshi  
ERCICBELLP1929064

**Dynamic spatial changes in the central Iranian city and peripheral (Case Study of Yazd)**

Mostafa Taleshi  
Geography Department, Payam E Noor University, Tehran, I.R of Iran

### Abstract

An area of rapid socio-economic and spatial dynamics changes is occurring in most geographical

areas around the most cities in the world. In this regard, changes in developing countries are emerging with great intensity. Cities with more vulnerable ecological environment, especially in arid areas are more impressionable. In this paper, city of Yazd in central Iran is studied as a case study to know how in a short period of physical expansion of the city, the agricultural lands suffer from instability and its consequences has been encountered the city with limitation caused by unbalanced development.

**Keywords:** Dynamic Spatial Changes, The City - Peripheral, Central Iran, Yazd



**Ethel Dzidefo Asimah**  
ERCICBELLP1929066

**Assessing the Determinants of Savings Behavior of Financial Intermediaries in Ghana: A Case of Ho Municipality**

**Ethel Dzidefo Asimah**  
School of Finance and Economics, Jiangsu University, Zhenjiang, China

**Abstract**

The study investigated the determinants of saving behavior of financial intermediaries in the Ho Municipality. The population consisted of individuals who constitute the employees and management, customers and market men and women of some selected financial intermediaries in the Ho Municipality of the Volta Region of Ghana. A sample size of 152 was drawn from the population using the probability and non-probability sampling techniques. Descriptive and inferential statistics were used to analyze the data collected. The findings showed that in general, majority of the individuals save with the financial institution in the Ho municipality. It also showed that many individuals' choice of the financial institutions was encouraged by interest rates. It was also realized that, a majority of the individuals within the Ho municipality have fewer dependents that triggered saving behavior in the Ho municipality. Also, the findings showed that a majority of individuals use the Automated Teller Machines (ATMs) to either withdraw or deposit and this encourages other individuals to save with the financial institutions. However, the study concluded that the determinants of saving behavior vary from person to person as they have diversified purposes of saving and consuming money. Finally, it was recommended that financial institutions in the Ho municipality should publicize their services to create awareness in the public domain and train them on how to use the Automated Teller Machines (ATMs). Also, the study recommended that individuals must plan their expenditure against their income and join fewer social groups to have enough income to save.

**Keywords:** Savings Behavior; Financial Intermediaries; Economic Growth

**Dr Lawal Musa Kagara**  
ERCICBELLP1929067

**Shari'ah (Islamic Law) In The Pre And Post Colonial Periods In North-West Nigeria: A Historical Perspective**

**Dr Lawal Musa Kagara**  
Department of Islamic studies, School of Arts and Social Sciences, Zamfara State College of Education, Maru, Nigeria

**Abstract**

As the name implies, are the periods before and after the arrival of the colonialists in the north-west Nigeria. It is pertinent to note that, Shari'ah existed in the Zone before the intrusion of the Europeans, upon their arrival; they met shari'ah well entrenched into the lives and activities of the Muslims in the area. In addition there were two Courts in existence namely: Emirs' and Alkalis' that were administering justice throughout the Zone, based on the Qur'an and Sunnah of the Prophet (S.A.W.). It is clear that, Shari'ah has been in the area right from the advent of Islam. it is against this back ground that the paper explores the observance of shari'ah(Islamic law) before and after colonial periods. However, before this, a historical survey of the area and the arrival of Islam will be provided, lastly conclusion and recommendations will be given.

**Keywords:** Shari'ah, Colonial, Period, Historical And Perspective



Felix Kwame Nyarko  
ERCICBELLP1929068

**Corporate Governance Structure and Intellectual Capital Disclosure: Evidence from Ghana**

Felix Kwame Nyarko

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**Abstract**

The main aim of this paper is to investigate the extent of the intellectual capital disclosure and the relationship between intellectual capital disclosure and corporate governance variables in Ghanaian listed firms. We tested the following independent variables comprising the various forms of corporate governance structure: board composition, dual role, size of audit committee and frequency of audit committee meetings. A sample of 50 firms listed on the Ghana Stock Exchange was selected. The descriptive statistics, content analysis and linear regression model were performed to analyze the data. Out of the four (4) variables tested, only the frequency of audit committee meetings has significant positive relationship in influencing the level of intellectual capital disclosure in Ghana. The result also found 74.67 percent of the selected companies disclosed intellectual capital in their annual reports. However, the extent of the intellectual capital disclosure among Ghanaian firms is still relatively low (about 4.45 percent). This result also revealed that, most of the Ghanaian firms are aware about the intellectual capital disclosure but however, they are not aware on how to measure, report and disclose this information in their annual report.

**Keywords:** Corporate Governance, Intellectual Capital, Structural Capital, Human Capital

Garba Usman Dala  
ERCICBELLP1929069

**Strengthening School Health Programme to Improve Health of Our Youths**

Garba Usman Dala

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**Abstract**

This paper examines how School health programme could be strengthened as an essential element to improve the health status of both students and staff in a school. School health programmed embodies health activities that are planned, organized and conducted by the school that contribute to understanding, maintenance, improvement of health of the school population. Improving and promoting sound health in youth has great implication for healthy living and academic achievement in school. Development of knowledge and skill that facilitates effective lifestyles and behaviour is one of the objectives of health education and should be maintained without compromise. It is suggested that schools and stakeholders in the education industry should further strengthen school health programme through effective planning and implementation to ensure healthy development of students and staff in a school setting.

Haruna Mamman  
ERCICBELLP1929070

**The Philosophy of Ecce Education In Nigeria**

Haruna Mamman

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**Abstract**

Early childhood care is a crucial period for early stimulation in the development of the cognizing of children. That period is perceived to be the most of right time for developing language in children because they are endowed with the capacity to acquire any language with almost mother tongue speakers standard it adequately, exposed to it. This paper therefore, takes a look for of early childhood care and education and it objectives, and reflects critically on those issues reacting as standard blocks in the path of developing children's communicative competence for expressing their communicative needs. It projects the potentials that if those issues are properly addressed, may immerse children into meeting their communicative language needs. In the end, a conclusion is reached and recommendations are after curriculum planners should research into what children have to talk about and how they want to talk about them to enable reflect the child's environment.



Yoke Lian Lau  
ERCICBELLP1929072

### The History Development of the study of Broca's Aphasia

Yoke Lian Lau

Center for the Promotion of Knowledge and Language Learning, University Malaysia Sabah, Kota Kinabalu, Malaysia

#### Abstract

The History Development of the study of Broca's aphasia

Broca's aphasia is a type of aphasia named after the French surgeon Broca. Broca's aphasic patients are difficulty in speaking, but they are able to understand both the spoken and written language. There were three important patients in the history development of the study of Broca's aphasia. Louis Victor Leborgne(1809-1861) was also known as "Monsieur Leborgne" or "Tan" as he only can speak out the syllable of "Tan" in his 21 years of illness. The second patient was called Lazare Lelong. His language was slightly better than Leborgne. He can speak out five simple syllables, such as oui(yes),non(no),toistrois(three). The third patients were Gage. He was a worker of a railway company. Broca collected similar cases after the next few years and come out with a brain function localization theory.



Mitra Mesgar  
ERCICBELLP1929079

### Implementation of Technology-Mediated Task-Based Language Teaching as a process-oriented approach to concentrate on learner's interactions

Mitra Mesgar

Management and Humanities Faculty, Universiti Teknologi Petronas, Seri Iskandar, Perak, Malaysia

#### Abstract

Task-based learning is a meaningful learning needs to precede different learning strategies to perform independently. Task-based teaching (TBT) has served as a framework with technology-mediated TBT providing a fertile environment in which researchers can investigate established constructs of lifelong learning in a still relatively under-investigated context, with research seeking to establish the ability of technology to provide learners with opportunities to negotiate for meaning, receive comprehensible input and corrective feedback, and produce modified output (Smith, 2004). Task-based learning is a meaningful learning needs to precede different learning strategies to perform independently in their future career. This study used aims to do an in-depth investigation on online task-based learning strategies used by online learners which effects on their human capital development. The students were selected at the early stage of this study through locus of control scale. The study identified 11 internal locus of control students and they perform learning through using online platform and task-based activities to understand the text. Data for this study were collected through observations, interviews and online platform recording. Results showed that students with an internal locus of control are more likely to do well in task-based learning strategies and it has an impact on human capital development and lifelong learning. Technology mediated task-based teaching application can maximize learners' opportunities for interaction, feedback, and negotiation to prepare them for lifelong learning to enhance human capital.

Caroline Geetha  
ERCICBELLP1929082

### The Study on the Liquidity Trap in China's Money Market

Caroline Geetha

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Soon LinFei

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#### Abstract

This study aims in identifying the liquidity trap and indicate the factors that affect money liquidity in China. Liquidity trap is an economical issue which is faced by lots of developed countries when their economy has achieved certain stage of development, such as Japan, America and Europe. However, China as the fastest growing developing country, some scholars suggested that its

economy has also being trapped in a liquidity trap. Thus, to verify this opinion, monthly data of several important economic index were selected through a series of econometric process to indicate two major findings. First, the economy of China hasn't fallen into a liquidity trap. Besides, the interest rate and real estate price had negative impact on the liquidity of money in China while the development of financial industry had positive contribution.

**Keyword:** Liquidity Trap, Interest Rate, Real Estate Price, Financial Market

Malik Shahzad  
Shabbir  
ERCICBELLP1929083

**Does Terrorism effect the Sustainability of Banking Sector in Pakistan?**

Malik Shahzad Shabbir  
University of Lahore, Pakistan

**Abstract**

The financial institutions of any country play a vital role in its development. From last several years, Pakistan has become the victim of terrorism attacks and uncertain political and financial stability, which has badly affected overall Pakistani economy. This study is first ever attempted to investigate the terrorism impact on Pakistan banking sector. This study investigates, why these multinational companies and financial institutions, such as Royal Bank of Scotland, Citi Bank, and Standard Chartered Bank left Pakistan after this incident. This study also examines the importance of Islamic financial institutions in the times of terrorism and how international banks merged with Islamic and conventional financial institutions with their equity flows. This study used the primary data to develop questionnaires and distribute it among both Islamic and conventional banking customers. This study used statistical packages of social sciences (SPSS) software for data analysis. The results reveal with these remarks that banking sector is seriously affected by terrorism activities in Pakistan. However, the majority of the respondents are satisfied that their banks cooperative and friendly during and after terrorism period. Moreover, years 2006 and 2009 are most effected from terrorism activities in the whole time frame.

**Keywords:** Terrorism, Banking Sector, Financial Stability, Pakistan Economy, Sustainability



Yuli Andriansyah  
ERCICBELLP1929088

**Application of Islamic Business Values In Convection Industry: A Case Study In Pattani Thailand**

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**Abstract**

This paper analyzes application of Islamic business values in convection industry. It take a case study approach in 3 Nur Shop in Pattani, Thailand. Data were collected from self-administered questionnaire from 30 consumers and from interview with business owner and 9 workers. Quantitative analysis was conducted to analyze data collected from questionnaire and qualitative analysis was conducted to analyze data collected from interview. The results show that in general 3 Nur Shop in Pattani, Thailand has applied Islamic business values. Consumers indicate that Islamic business values in the form of four prophetic attitude: sidiq, amanah, tabligh, and fathonah. Business owner and workers also indicate application of Islamic business values in 3 Nur Shop in the forms of prophetic teachings: paying wages in time, providing time for practicing prayers during working hours, and good attitude towards partners. Based on these findings, it can be concluded that 3 Nur Shop has applied Islamic business values in its activities in relation to consumers and workers. This paper contributes to further analysis on application of Islamic

	<p>business values on industry that can be viewed from prophetic attitudes and teachings. <b>Keywords: Convection Industry, Halal Clothing, Islamic Business Values, Muslim Consumers</b></p>
 <p><b>Fauzan Novaldy Pratama</b> ERCICBELLP1929090</p>	<p><b>Perspective of Academics in Online Article of The Conversation toward Islamophobia: Critical Discourse Analysis</b></p> <p><b>Fauzan Novaldy Pratama</b> Department of Linguistics, Indonesia University of Education, Bandung, Indonesia</p> <p><b>Abstract</b> This qualitative research investigated discourse in text written by academics in online news page The Conversation with the main topic of Islamophobia. This research aimed at figuring out the exposure of Functional Grammar's transitivity and the perspective of academics, that being paradigm in writing the discourse. Two articles with particular tagging Islamophobia were selected with different background of country and university in period of January-March 2019. Fairlough's CDA approach was used by utilizing theory of Transitivity from Halliday's Functional Grammar. The finding showed that there were domination of two transitivity processes; 1) material process, to show writer's act in manifesting their attitude toward Islamophobia by undertaking their research to measure and reduce paradigm of Islamophobia, and 2) relational process, to project the people's paradigm, especially western people, toward Islam in negative perspective. The study revealed that there was an intention of the academics in their writing attempting to reduce paradigm of Islamophobia, which is the inversion of previous researches investigating the intention of some western media as discourse maker that wanting to amplify this particular issue. Moreover, this research implicates that academic path is completely possible for student or academics, especially for those having Islamic background, to manifest their thought or even ideology by creating other scientific discourses to counter Islamophobia. <b>Keyword: Critical Discourse Analysis, Transitivity, Islamophobia</b></p>
<p><b>Zeena Mahmood Ameen</b> ERCICBELLP1929091</p>	<p><b>Prompts as Accommodative Strategies: A Study of the Interactions between a Speech-Language Therapist and Children with Autism Spectrum Disorder</b></p> <p><b>Zeena Mahmood Ameen</b> Department of English Language, University of Malaya</p> <p><b>Abstract</b> Children with Autism Spectrum Disorder (ASD) are associated with impairments in communication, social interaction and restricted and repetitive behaviours. Because of these characteristics of ASD, this study introduces several communicative challenges faced by an experienced speech-language therapist when providing speech and language therapy to her patients who are children with ASD at the University of Malaya Medical Centre (UMMC) in Malaysia. This study also identifies the types of prompts (gestural, verbal prompt, etc.) used by the speech-language therapist to overcome the problems faced in order to achieve her therapy goals. Video-recordings of therapy sessions were analysed and in-depth interviews were conducted with the speech-language therapist. This study which employs some parts of the Communication Accommodation Theory (CAT) aims to show if the prompts used by the speech-language therapist are indicative of the accommodative strategies. This study discovers that several prompts used by the speech-language therapist with her patients with ASD function as accommodative strategies. The findings of this study would be useful for the parents of children with ASD and other speech-language therapists. <b>Keywords: Autism Spectrum Disorders, Speech-Language Therapist, Prompts, Accommodative Strategies</b></p>
<p><b>Wu Xia</b> ERCICBELLP1929051</p>	<p><b>Study on CAT(Computer-aided Translation) Course Construction in Colleges and Universities of China</b></p> <p><b>Wu Xia</b> School of Foreign Languages, Northeast Normal University, Changchun, China</p> <p><b>Abstract</b> With the deepening of economic globalization and the increasing frequency of international</p>

exchanges, translation industry has developed rapidly in our country. Therefore, the traditional human translation (HT) can no longer meet the needs of language service market, compared with Computer-assisted Translation (CAT), which is becoming more and more popular among translation service agencies for its features such as high efficiency, convenience and good quality. Meanwhile, professional translators are required to have both the language competence and the ability to utilize a range of computer-assisted translation tools. This new trend makes it necessary for colleges and universities in China to provide Computer-assisted Translation (CAT) courses for MTI (short for Master of Translation and Interpreting) students to meet the needs of the society. As a new course, CAT course is challenging for many colleges and universities. This paper aims to analyze the importance of CAT course, and to be specific, to explore the teaching objectives, teaching methods and testing and assessment of CAT course. It is my hope that the research analysis such as this will help, to some extent, provide information on CAT course construction for other colleges and universities.

**Keywords:** Computer-assisted Translation; Course Construction; Teaching Objectives; Teaching Methods; Test and Assessment



**Khadiguia O. Balah**  
ERICBELLP1929053

**Evaluation on the Case Management and Psychosocial Care Services For Sexually Abused Adolescents and Children In The Home For Women And Children In Amas, Kidapawan City**

**Khadiguia O. Balah**

**Department of Psychology, University of Southern Mindanao, Kabacan, Cotabato, Philippines**

**Abstract**

Considering the results of the evaluations, the Home for Women and Children met the Minimum Standards (for mandatory requirements or the optional category) for Case Management Services to their clients who experienced sexual abuse; although there are psychosocial supports given to the child survivors the caseworkers are unable to provide additional psychosocial supports; and the staffs and caseworkers are unable to explain to the child and caregiver that they can always come back for further services.

For the evaluation of the psychosocial care services performed by the staff and caseworkers, some clients felt uncomfortable in sharing their experiences, felt blamed by the staff for the abuse, felt bored and missed her family, and was still not contented because her step-father was not yet arrested. Another client feedback was she wished that she could go back to school next year and look for a job after, and the other one said she wished for more improvements in the HWC programs to better help the clients and the youth in general who also experienced abuse.

In view of the findings of the study, it recommends that the minimum standards in the practice of case management services in Home for Women and Children should be maintained. Additionally, based on the remark of the Case Supervisor, re-integration plan must be formulated prior to the integration of the client, preferably, six months after care program or also monitoring must be conducted; and there must be appropriate ways to prevent and respond to sexual violence, thus, HWC or PSWDO should link with the academe and conduct researches on mapping how and where sexual violence is frequently occurring, and how it is normally dealt.

The PSWDO and CIC should provide additional psychosocial supports to the clients and supplementary trainings, seminars, and workshops should be conducted to the staff and caseworkers in the care for child-survivors of sexual violence.



**Sedra Murray**  
ERICBELLP1929056

**Development of Training Modules on Environmental Protection. Dissertation. Graduate College, University of Southern Mindanao, Kabacan, Cotabato**

**Sedra Murray**

**Department of Biological Sciences, College of Arts and Sciences, University of Southern Mindanao, Kabacan, Cotabato, Philippines**

**Abstract**

Textbooks in Environmental Science were used as instruments in the control group. The modular approach was done by using the Self-Instructional Material (SIM), the modules in lieu of the textbook. Four environmental concerns were included in the modules throughout the experimental period in which the researcher served as facilitator and consultant of the respondents. Development of modules followed four stages, namely: the design, construction, validation and

revision stages. The researcher examined and studied textbooks/references, pamphlets, journals, magazines, and newspapers about environmental protection. Then a task analysis was prepared which included specific objectives, concepts, skills to be developed and instructional strategies. The actual construction followed. Included in this phase was the construction of two criterion-referenced tests. One was the self-test and the other the pre-post/post test. The pre/post test questions were validated by sixty (60) students who have taken up Environmental Issues and Policies under the researcher. This was administered as part of their final examination. Kuder-Richardson formula 20 was used to determine the reliability of the test. The validated 100-item test was used to determine the reliability of the test. The validated 100-item test was used as one of the instruments used to gather in order to determine the difference of the modules used versus lecture-discussion method. The modules developed were refined, corrected and evaluated by five Biology Professors teaching presently Environmental Science.

**Keywords:** Training Modules, Traditional Approach, Environmental Protection, Solid Wastes, Forest destruction, Coral Reef



**Dialica Caup**  
ERCICBELLP1929057

**Values Reflected In The Proverbs of The Meranao Ethnic Group: An Emic Study**

**Dialica Laguidong Caup**

**Claribel Diaz Bartolome**

**Abstract**

This study was conducted to collect 100 indigenous proverbs of Meranao proverbs, which were translated to English, classified, and interpreted with the help of the Panel of Experts from the Meranao ethnic group in the Philippines.

The primary objectives of the study were: 1) to analyse the cultural meanings/ interpretations of the Meranao proverbs; and 2) to discover what roles and functions these Meranao proverbs served to ethnic members as perceived by the Meranao Panel of Experts.

The proverbs were collected from 15 key informants (interviewees) from the five provinces from Cotabato, Lanao del Norte, Lanao del Sur, and Maguindanao. The proverbs were taken from both published and unpublished library sources.

The DECS Values Classification Scheme in 1998 was the reference used to classify the one hundred proverbs. The scheme identifies seven Dimensions and Core values. The Dimensions were Moral, Social, Economic, Intellectual, Political, Spiritual, and Physical. Each of the seven Core Values exemplified particular related values such as the following: a) Love with particular related values as personal discipline, self-esteem/self-worth, honesty and/or integrity; b) Social responsibility with eight particular related values namely, mutual love and respect, fidelity, responsible parenthood, concern for others common good, freedom/equality, social justice/respect for human rights peace/active non-violence, and popular participation, c) Economic efficiency with particular values as, thrift/conservation of resources, work ethics, self-reliance, productivity, scientific and technological knowledge, vocational efficiency and entrepreneurship, d) Truth with two related or particular values namely: knowledge, creative and critical thinking, e) Nationalism with eight related values namely; common identity, national unity, esteem of national heroes, commitment, civic consciousness/pride, loyalty to country, global solidarity and international understanding and cooperation, f) Spirituality with faith in God as the particular value, and g) Health with related values such as physical fitness, cleanliness, harmony with the material universe, beauty and arts. **Keywords:** Values, Proverbs, Meranao



Monaliza C. Nawal  
ERCICBELLP1929058

### Challenges and Coping Mechanisms of Students In Writing: A Narratology

Monaliza C. Nawal

Lawrence U. Dollente

#### Abstract

English is emphasized as a necessity in all kinds of professions (Flanegin and Rudd, 2000). Using it requires full understanding of its terminologies. Students must have a good command of it to provide writing output with content. In doing so, there are problems that challenge the students in doing so, especially the ESL learners such as Filipinos. The purpose of the study is to answer the research questions: What are the challenges and problems of the students in their writing? and what are the coping mechanisms of the students to address the challenges and problems?

The study was conducted to the students who were enrolled in the subject English 211 in University of Southern Mindanao. They were interviewed about the usage of English in writing. Their answers revealed problems in writing and these are as follows: 1- Lack of Vocabulary, 2- Poor Grammar Usage, 3- Difficulty in organizing of thoughts/ideas, 4- Spelling problems, and 5- Absence of feelings, emotions and moods. Along with these, it also uncovered the coping mechanisms they used to address their challenges: 1- Reading Books and Watching English Movies, 2- Browsing Dictionaries, 3- Deep Studying with Application of Knowledge, 4- Drafting outlines, 5- Focus/ Brainstorm and feel the nature. Thus, the research questions were answered and discussed thoroughly based on cognitive/motivational approach exemplified in an influential model of writing developed by Hayes (1996) and theory of Larry Selinker.

**Keywords:** Problems in Writing, Challenges in Writing, Coping Mechanisms



Abubakar A. Murray  
ERCICBELLP1929059

### Personality and Values of Muslim College Students In The Three State Institutions In Central Mindanao

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Carmat K. Amilbahar

#### Abstract

A total of 320 Muslim college students enrolled in three universities and a college in central Mindanao as Islamic Studies and non-Islamic Studies constituted the sample of the study. Of the 320 respondents 78 were enrolled in Islamic Studies course and 242 were enrolled in social science non-Islamic studies courses. The age range of the respondents were mostly those of the usual age for first, second, and third year college students which are 17, 18, 19, and 20, mostly female, and Maguindanaon. Based on the mean responses on the Philippines and the Bangsamoro Islamic Armed Forces of MILF turned to be most bothersome for both Islamic Studies and non-Islamic Studies students. The Muslim College Students are likewise not too tolerant, lax over correcting people, neither they are too jealous, suspicious of interference. They are also not too dependable in practical judgment, neither they are completely absorbed in ideas, fanciful. Suspiciousness and imagination personalities are merely average. They are not too vague and injudicious in their mind, not too lacking self insight, neither are they completely socially aware, possessing calculating mind. They are not too confident, insensitive to people's approval or disapproval, not caring neither they are completely worrying who cries, easily touched, lonely. Shrewdness and guilt-proneness personalities are average. The Muslim College Students can be viewed also as not too conservative, respecting established ideas, neither they are too radical by being experimenting. Liberal, analytical and free-thinking. They are not too group dependent, a sound follower neither they are completely self-sufficient that is highly resourceful and preferring their individual decisions. Their rebellious and self-sufficiency personalities are just average. They are also not too lacking of control where they are lax, following own urges, and careless of social rule, neither they are completely capable of binding anxiety so that they are being socially precise. They are not too unaffected by tension such that they relaxed, tranquil, unfrustrated, neither they are too tense, and

frustrated. Compulsivity and free- floating anxiety personalities were average. Nine Value Dimension of the respondents found out to fall under the Value 4 categories of Islamic values and within the 33.50-4.49 bracket. These are values on: prayer (3.81); helping the poor and the needy (4.48); Deen al Islam (3.90); rights of others (4.14); family (4.01); animal (3.72); nature (3.68); and person's honor (3.71). Value 4 represents the "Sunnah" or highly recommended values as used in this study. A "Sunnah" (Value 4) value is such that the beholder is rewarded when done and not punishable when omitted



Alimen W. Sencil  
ERCICBELLP1929060

**Participation of Maguindanaon Moro Community in Alternative Learning System Management**

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**Abstract**

The study entitled, "Participation of Maguindanaon Moro Community in Alternative Learning System Management", was conducted to analyse ALS implementation in the Maguindanaon community using the lens of participation based on local context; and, eventually to recommend participation approaches and strategies in program management that are appropriate especially to the community. Results of the study show that the stakeholders, particularly the Maguindanaon community members, did not participate regularly in the program because of the following reasons: (1) the strong influence of the Islamic religious group on other community sectors to support only a purely culture-based program management; (2) the DepEd's unprepared turnover of the program to the Municipal LGU's which resulted in the latter's limited technical and financial assistance to the program; and (3) the scarce human and financial resources of the District DepEd which resulted in limited program campaign, inadequate support for the contextualization of ALS learning modules and insufficient training programs for community members. Cognizance to the foregoing findings, the grassroots stakeholders should collaboratively design a participation system founded on the following arrangements: 91) harmony of program operation policies and strategies with the cultural beliefs and practices of the community; (2) assumption of roles by the stakeholders based on their individual interest and capacity; (2) enhancement of the stakeholders' skills to ensure effective and efficient performance of their roles in the program; (3) institutionalization of a convergence system that will promote complementation among stakeholders during the management process; (4) establishment of participation conditions that will stir up program implementation; and (5) institutionalization of local initiatives for fund-sourcing and guman resource augmentation to ensure program sustainability.



Dr. Suresh Frederick  
ERCICBELLP1929065

**Loss of Identity and Equality: Silenced Subalterns from Australian Literature**

Dr. Suresh Frederick

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**Abstract**

Survival of the fittest is the evergreen adage. Where will the subaltern stand in a typical situation? In a situation of hegemony, the subalterns are relegated to the last position. The subaltern is a technical term for a certain kind of dispossessed person of inferior rank. This term is adopted from Antonio Gramsci. In Australia, Aborigines are the suppressed lot. They have no chance against the colonisers. This paper makes use of two writers Charles Harpur (1813 – 1868) and Oodgeroo Noonuccal (1920 – 1993) to understand the plight of the first nation people. Charles Harpur is an Australian poet. He presents reality in "Aboriginal Mother's Cry". Even though he was a white Australian, he was the first Australian writer to attempt to deal seriously with local realities. Oodgeroo Noonuccal (1920 – 1993) is an Australian Aboriginal writer and political activist, considered the first of the modern-day Aboriginal protest writers. She also brings out the pitiable plight of the aborigines through her works. Research Objective is an attempt to bring out the hegemony of the ruling classes and how the subaltern people were silenced all over the world. Methodology used is literary theory applied to understand the prevailed condition. Findings: The aborigines were terrorised and suppressed by the colonizers. Research Outcome: The real condition is exposed. Future Scope: Similar suppressed groups can be identified with the help of

	<p>literature. <b>Keywords: Subaltern, Hegemony, Australian Literature</b></p>
<p><b>Prof (Dr) P K Padhi</b> <b>ERCICBELLP1929073</b></p>	<p style="text-align: center;"><b>The New Wage Policy &amp; Its Implications in Indian Economy</b></p> <p style="text-align: center;"><b>Prof (Dr) P K Padhi</b> <b>LL.M.; Ph.D. (Law), Professor of Law, XLRI Jamshedpur, Jamshedpur—831001</b></p> <p style="text-align: center;"><b>Abstract</b></p> <p>The Second National Commission on Labour recommended simplifying the central labour legislations into four or five definite Code and the current Government after 17 years introduced The Wage Code in 2019. The foreign investors doing the business in India always complain about the complexity of labour laws and multiple compliance which is not a healthy sign neither for Indian corporates nor for foreign investors. Therefore, the Indian Government has planned to introduce the four labour codes like — Code on Wages, Code on Industrial Relations, Code on Social Security and Code on Safety, Health and Working Conditions.</p> <p><b>Research Objective:</b> Before 2019, the existing labour legislations led to immense confusion and complexities. To overcome the same, the Government desired to bring about uniformity. The new code seeks to incorporate a fundamental legal structure in order to promote effective enforcement, accountability and transparency to create employment.</p> <p><b>Methodology used:</b> Theoretical</p> <p><b>Findings:</b> Foreign as well as national investors will be happy to invest in India.</p> <p><b>Research Outcome:</b> Once 2019 Wage Code would be implemented there will be more employment generation and in return there shall be growth in GDP.</p> <p><b>Future Scope:</b> Once this new Wage reform will be implemented, there researcher will get the scope to find out the pros and cons of the new reforms effecting Indian economic growth.</p> <p><b>Keywords: Wage Code, Employment Generation, Economic Growth</b></p>
 <p><b>J. Premkumar</b> <b>ERCICBELLP1929075</b></p>	<p style="text-align: center;"><b>Climate Emergency; Prognosis view of Steven Zaillian's A Civil Action</b></p> <p style="text-align: center;"><b>J. Premkumar</b> <b>Research Scholar, Bharathidasan University, Assistant Professor of English, Bishop Heber College, Tiruchirappalli-17</b></p> <p style="text-align: center;"><b>Dr. Suresh Frederick</b> <b>Associate Professor and UG Head, Department of English, Bishop Heber College, Tiruchirappalli-17</b></p> <p style="text-align: center;"><b>Abstract</b></p> <p>Environmental sustainability is one of the biggest issues faced by mankind at present. At the dawn of this millennium, environmental issues are on the front page news. The world is in an emergency. Humans have spoiled almost all the natural resources, for their selfish needs like drilling the earth for oil and hydrocarbon, fishing, deforesting, etc. The Earth is in the eleventh hour, so many countries in the world have announced 'climate emergency'. For this research, the researcher has chosen Steven Zaillian's movie A Civil Action. Water contamination is the main theme of the movie, and also this movie is based on real-life events, so the impact level would be high. The research article tries to unearth the ecological issues through the lens of the "Environmental Sustainability" theory.</p>



Kevin Frederick S.  
ERCICBELLP1929080

**An Investigation on Calendar Anomalies in the Indian Capital Market**

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**Abstract**

The main objective of this paper is to investigate the presence of the day-of-the-week and the month-of-the-year effects in the Indian equity market, using National Stock Exchange (NSE) returns between 2009 and 2019. The researcher has done a comparative study of the returns of some of the stocks in the NSE Nifty 50, the NSE Nifty Midcap 50 and the NSE Smallcap 50. The researcher has tried to analyze the presence of January and Wednesday effect for some of the stocks in these three indices. It is concluded that the Indian equity market is reasonably efficient, where prices reflect all publicly available information and no trading rule and market timing can be used to generate abnormal returns.

**Keywords:** Equity Market, Returns

Fitri Ayu  
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ERCICBELLP1929084

**Perceived Organizational Support and Organizational Commitment Among Pt. Pelindo Iv (Persero) Balikpapan Employees**

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**Abstract**

This study aims to find out the correlation between perceived organisational support and organisational commitment on employees at PT Pelindo IV (Persero) Balikpapan. Respondents in this research are 106 employees of PT Pelindo IV (Persero) Balikpapan, consists of male and female employee. The hypothesis proposed in this study is that there is a positive relationship between perceived organisational support and organisational commitment. This study used two scales namely the Survey of Perceived Organisational Support proposed by Eisenberger (1986) with alpha cronbach = 0,845 and Organizational Commitment Scale (OCS) which covers aspects proposed by Allen and Meyer (1993) with alpha cronbach = 0,920. Data was analyzed using Spearman correlation analysis from SPSS version 25. The result shows that there is a positive correlation between perceived organisational support and organisational commitment ( $r = 0.575$ ,  $p = 0.000$ ). Thus, the hypothesis proposed in this study is accepted.

**Keywords:** Organizational Commitment, Perceived Organizational Support



Dr. Kawa Rasul  
ERCICBELLP1929092

**Representing Eastern Spirituality in Elif Shafaks Novel Forty Rules of Love: A Critical Discourse Analysis**

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**Abstract**

Human kind is oppressed by fanaticism, discrimination, feuds and toxic views because of the religious clashes, power fights and political arguments in this world. Elif Shafak's novel "Forty Rules of Love" reveal the concept that in this chaotic world, still people can find happiness and contentment by fighting all the odds in their life. This world and humans can be integrated under roof of affection, love and self-discovery. The Elif Shafak's write up frequently focuses on the eastern spirituality. This novel magnificently epitomise the concept of Rumi's Sufism. This paper aims towards critically analysing the conversations and dialogues of Rumi in the context of Sufism. This study utilised the techniques of decontextualisation and oversimplification by representing it through eastern culture. This paper critically discovered the links of several socio-cultural, political and historical discourses in the novel The Forty Rules of Love through literary discourse

analysis of intertextuality. In addition to this, the idea of post modernism have been evaluated in the novel that emboldens the syncretic collaboration of tradition and modernisation as well as present the past into a unified approach. Furthermore, the critical discourse analysis have been carried out in this paper through the qualitative approaches that analyses and critique this novel particularly the concept of oversimplification, intertextuality and decontextualisation. This research attempted to answer that how eastern culture and orientalist strategy are symbolised in “The Forty Rules of Love”. The representation of Sufism philosophy is also included in the paper thoroughly.



Fasiha Kamal  
ERCICBELLP1929093

**Assimilation and Acculturation as Forming the Happiness of Muslim Minorities in Toraja**

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**Abstract**

Toraja society is society that has Christian religion, while muslim is minorities. They are also called society that defend and keep their culture, this condition that for Toraja as one of the tour at South Sulawesi. This article has the purpose to find out the connection of assimilation and acculturation with happiness of muslim society at Toraja. From the analysis of writer there is real connection between assimilation and acculturation as forming happiness of muslim minorities. This thing can be happened because Toraja society is friendly to receive the difference of religion (tolerance between one religion with the others), the difference of culture (tolerance between culture), there is interaction of selling at market between muslim seller with Toraja society, non muslim seller with muslim society, interaction of culture is marked by collaboration muslim society in art and culture activities (Rambu Solo) that has character Toraja culture and all of it is opposite with Islamic religion, but in this activity muslim society has special place, food and drink is safe and there is marriage between culture and religion is common.

Alish Roy  
ERCICBELLP1929074

**Employees Right with a Special Reference to Outsourced Employees**

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**Abstract**

India is one of the members of WTO. Hence foreign players are also investing in India for business. There is a cut throat competition in the global market for the business survival. In order to survive one investor has to reduce the cost of production. Hence, the viable model is only outsourcing the activities like perennial as well core.

Outsourcing – “someone is in the payroll of someone but working for someone else”

The reasons for outsourcing from the investor’s point of view – Less cost to company as well as skilled and trained outsourced employees are available. Hence, the company can concentrate in its own core activity.

It is a known fact outsourced employees are exploited. Hence, they are protected by the various labour legislations which provides how much to pay, when to pay, who shall take care of the social security and other benefits.

Research objectives: The outsourced employees are the last line of workforce and are immensely exploited by the contractor as well as the principal employer. Hence, this research will provide a guideline to the management and the executive authorities to eliminate such exploitation.

Methodology: Empirical as well as theoretical

**Findings:** whether the outsourced employee's rights are well protected under the law? Whether the employer is respecting the rights of the outsourced employee? Even though the law is there to protect the rights of the outsourced employees but it has not complied by the employer and the executives are also not implementing any rigor punishment.  
**Research outcome:** The outsourced employees are exploited by the contractor as well as principal employer.  
**Future scope:** The service conditions of the outsourced employees are not protected in any organization including Govt. organization.  
**Keywords:** Outsourced Employees, Exploitation And Prevention, Outsourcing

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