



INTERNATIONAL CONFERENCE

International College of Rajamangala University of Technology Krungthep
ADRI 23rd INDONESIA IN PATTAYA-THAILAND

"Human Capital Perspectives on Revolution 4.0 Era"

June 29 - 30, 2019

VENUE :

Pattaya — Thailand

Human Resources Management, Finance, Marketing, Education and Organization Culture.





TERM OF REFERENCE ICUTK-ADRI 23

International Conference on “*Human Capital
Perspective on Revolution 4.0 Era*”
(**June 29-30th, 2019, Pattaya, Thailand**)



Dr. Achmad Fathoni Rodli, M.Pd.
General Chairman, ADRI

ACKNOWLEDGMENTS

Welcome message from

Dr. H. Achamad Fathoni Rodli, M.Pd.

General Chairman of ADRI

(Association of experts and lecturers of the Republik of Indonesia)

Assalamu'alaikum warahmatullahi wabarakatuh

It is with great pleasure and appreciation to be here personally to thank UTK President Sukit Nitinai, University Council Chairman Dr. Sakthip Krairiksh, and everyone at UTK for having organized UTK the UTK-ADRI International Joint Conference, "Human Capital Perspectives on Revolution 4.0 Era". The common goals for the national agendas of the nations of Southeast Asia are prosperity for the people and the strengthening of national and shared economies. Towards these goals, ASEAN nations have developed roadmaps to the future. In Thailand it is called "Thailand 4.0", In Indonesia "Making Indonesia 4.0", and in the Philippines "Industry 4.0". These are terms for what is known as the "Fourth Industrial Revolution" (4IR). In our roles as educators – as Lecturer Experts who are members of ADRI – we are dedicated to the development of the processes and the sharing of knowledge, which are important factors in meeting the challenges of our contribution towards success in 4IR. Thus, through our warm and harmonious relationship with Rajamangala University of Technology Krungthep, today we are given the blessing of a wonderful opportunity to contribute to this knowledge-sharing. It is with gratitude to all who are present today that I participate in this Conference.

Respectfully,



Dr. Achmad Fathoni Rodli, M.Pd.

General Chairman, ADRI

June 29 2019

TERM OF REFERENCE (TOR)

ICUTK-ADRI 23

International Conference on “*Human Capital Perspective on Revolution 4.0 Era*”
(June 29-30th, 2019), Pattaya, Thailand

International Conference on “Human Capital Perspective on Revolution 4.0 Era” (June 29-30th, 2019), Pattaya, Thailand is supported through a partnership between ADRI in Indonesia and International College of Rajamangala University of Technology Krungthep Thailand. The event would be a forum to stimulate academic enhancement, research collaboration, and joint publication. In addition, the conference is the area for young scholars to step in to the academic atmosphere in the region of Southeast Asia.

RESEARCH AREA:

are as follows, but not limited to:

Economics

Economics; Islamic Economics; Economics of Public Policy; International Trade; Macroeconomic; and others.

Business

Global Business & Management; Business Ethics; Human Resource Management; Islamic Business Organizational Behavior; Management of Innovation; Entrepreneurship; Supply Chain Management; Corporate Governance; International Strategy and Sustainability; Production and Operation Management; E-Commerce; Retail Marketing; Services Marketing; Marketing Communications; Relationship Marketing; Direct Marketing; Advertising; Digital Marketing; Education Management and business; Politics Business;

Low of Business; Islamic Marketing Studies; Business Language; Communication Business; Business Administration; Business Policy;

Tourism Business; Business Women's Studies Management; and others.

Accounting and Finance

Corporate Finance; Financial Markets; Financial Management; Investments; Quantitative Finance; Risk Management; Finance Performance; Derivatives; Quantitative Methods; Islamic Finance; Islamic Accounting; Financial Accounting; Auditing; Management Accounting; Taxation; Social Accounting; Accounting Information System; Forensic Accounting; and others.

MANAGEMENT OF EDUCATION, LEADERSHIP

MODERN APPROACHES AND CHALLENGES

• **Direction of teaching in the 21st century**

- Innovations in the field of education
- Management of educational institution for a new era
- Developing strategies for university education of quality
- Renovation of education in high school and in elementary school
- Enterprising ideas in education

• **Challenges**

- Benefits and traps of ability grouping
- Raising the scientific literacy
- Care of reading culture
- Significance of multilingualism and the circumstances of foreign languages in EU
- Exploring the world through the interaction of the senses (kindergarten)
- Perception of the senses and feelings with the whole body
- Working with pupils with special needs

- Creative games as a way of learning
- Recognition of mathematical legitimacy by help of games and art
- Teacher and farytale hand in hand
- Learning and teaching through the arts – creative drama and dance
- The Rhythm as a helping hand for child development and his social interactive activity

TEACHING ON THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

- **Values and the Environment**
 - The foundations of modern ecology
 - Lifestyle, consumer society and sustainable development
 - The problem of energy sources
 - The complexity of environmental problems
 - Environmantal impact on children's health
 - Environmental values

TOURISM TRENDS IN THE MILLENNIAL ERA

- Promoting Sustainable Tourism in the Millennial Era.
- Digital Tourism.
- Opportunity and Challenge of Community based Tourism.
- Sustainable Tourism in Various Types of Tourism Development.
- Sustainable Tourism Destination Management.
- Sustainable Island Tourism.
- Ecotourism.
- Agrotourism.
- Rural or Village Tourism.
- Wellness Tourism.
- Gastronomy Tourism.
- Spiritual Tourism.
- Nomadic Tourism.
- MICE, Sport, and Festival Tourism.
- Cultural and Heritage Tourism.

- Consumer Behavior in Tourism.
- Tourism Policy, Planning, and Development.
- Crisis and Disaster Management for Tourism.
- Tourism and Climate Change.
- Creative Tourism.
- Homestay in the Millennial Era.
- Tourism Promotion and Communication in the Millennial Era.

Important Date and Venue:

Event **June 29-30th, 2019, Pattaya, Thailand**

For details please visit at www.ic.rmuth.ac.th case your paper is multi-authored and more than one author will attend the conference, each attending author needs to register and pay the registration fee for the conference separately.

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- Dr. Karen Fernandez (Philippines)
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Conference Timetable

June 28- July01th, 2019

Friday, June 28th, 2019

13.30 – 17.15	Jakarta –Don Mueang
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Saturday, June 29th, 2019

07.30 – 08.45	Participant registration
08.45 – 09.30	Opening ceremony <ul style="list-style-type: none">● Greetings from the ICUTK-ADRI 23 Committee Chair● Opening Speech by Prattana Srisuk, Ph.D (Director of Ic-UTK)● Opening Speech by President of ADRI● Speech by Education and Culture Attache Embassy of The Republic of Indonesia● Opening Speech by Rector of International College of Rajamangala University of Technology Krungthep: Sukit Nitinai, Ph.D
09.30 – 10.00	Coffee break
10.00 – 12.30	Speakers: <ol style="list-style-type: none">1. Prof. Chira Honsadarom (Thailand)2. Prof. Dr. Manjinder Singh Dhaliwal (India)3. Dr. Karen Fernandez (Philiphine)4. Asst. Prof Qin Jie Ph.D (Southwest University, China)5. Mr. Abdul Wahid Maktub (Ministry of Research, Technology and Higher Education Republic of Indonesia)
12.30 – 13.30	Lunch break
13.30 – 20.00	Parallel session <ul style="list-style-type: none">● Engineering, Physics, and Environmental Science● Computer Science and Mathematics● Health Sciences and Psychology● Arts, Humanities and Social Sciences● Management, Finance and Economics

13.30 – 20.00	Visiting Professor Meeting Professor Consultant 1. Assoc. Prof.Dr. Chablong (Leader) 2. Prof.Dr. Mustari 3. Mr. Darius Hober (USA) 4. Dr. Tubagus Achmad Darodjat, M.Pd. (Moderator)
20.00 – 23.00	Signing M.o.U. Distributing Certificate Closing Ceremony

Sunday, June 30th, 2019

08.30 – 18.30	Visit and Tour in Pattaya
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Monday, July 01th, 2019

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The Linkage of Migratory Culture And Entrepreneurship Through Information Acquisition

Pudjo Sugito

Kamaludin

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Abstract

This research intends to analyze the linkage of migratory culture and entrepreneurship through information acquisition. The research population is migrant Madura entrepreneurs in East Java, Indonesia, with a sampling technique using a proportional random sampling at three locations: Surabaya City, Malang City and Jember Regency. The number of respondent are 170 Madura migrant entrepreneurs. The consideration is that there are relatively many Madura migrants in those cities. This research was carried out by designing questionnaires first and then validity dan reability test of the research instrument. Further, the questionnaire was broadcasted to Madura migrant entrepreneurs who were randomly selected. The primary data was analyzed by structural equation model with the Partial Least Square (PLS) data processing program. The research result demonstrate that migratory culture significantly effect entrepreneurship and information acquisition mediates the effect of migratory culture toward entrepreneurship. It means that information acquisition plays an important role to encourage entrepreneurship of madura migrants.

Keywords: Migratory Culture, Information Acquisition, Entrepreneurship

The Effect of Incremental Innovation toward Product Life Cycle through Customer Relationship Management

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Faculty of Economics and Business, University of Merdeka Malang
Indonesia

Abstract

The aim of this study is to analyze the the effect of incremental innovation toward product life cycle through customer relationship management. The population of this study are Madura Batik entrepreneurs in Madura island, Indonesia, with a sampling technique using a proportional random sampling at four regency namely, Bangkalan, Sampang, Pamekasan and Sumenep Regency. The number of respondent are 200 Madura Batik entrepreneurs. This study was carried out by designing questionnaires first and then validity dan reability test of the research instrument. Furthermore, the questionnaire was sent to Madura Batik entrepreneurs who were randomly selected. The primary data was analyzed by structural equation model with the Partial Least Square (PLS) data processing program. The result shows that incremental innovation effect customer relationship management, incremental innovation effect product life cycle, customer relationship effect product life cycle and incremental innovation effect indirectly toward product life cycle through customer relationship management. It means that both incremental innovation and customer management relationship can extremely extend product life cycle.

Keywords: Incremental Innovation, Customer Relationship Management, Product Life Cycle

Evaluation of Ingrated Academic Information Technology System (SIAT) At Universitas Negeri Gorontalo

Fory A. Nawai, Ikhfan Haris, Novawaty Kansil
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Abstract

Research objectives: 1) to evaluate the utilization of SIAT technology at UNG from the aspect of the *Technology Acceptance Model (TAM)*. 2) to evaluate the utilization of SIAT at UNG from the aspect of *Task-Technology Fit (TTF)*. 3) to evaluate the utilization of SIAT technology at UNG from the aspect of *Human Organization Technology (HOT) Fit Model*. 4) to evaluate the utilization of SIAT technology at UNG from the aspect of *Technology to Performance Chain (TPC)*. 5) to evaluate the obstacles of SIAT utilization at UNG, 6) to evaluate strategic steps carried out to overcome those obstacle factors of SIAT utilization at UNG. This is a mixed approach study, which combines quantitative and qualitative methods. The study reveals: 1) TAM evaluation result is that utilization of SIAT is effective toward the optimal increase of individual performance. Facilities and features showed at SIAT are effective to support the user tasks at UNG. 2) TTF evaluation reveals that SIAT is effective to smooth the academic activities and assists in the improvement of individual SIAT user's performance at UNG. 3) The HOT evaluation result is that SIAT utilization is useful as it provides many benefits and easiness for its user, availability of clear guideline ease users to navigate through this SIAT; currently, the implementation of IT at SIAT is appropriate. This is shown by the increasing numbers of students enrolling at this university. 4) TPC evaluation reveals that high utilization of SIAT is effective to help its users to solve their tasks and jobs. 5) evaluation on the obstacle factors on the utilization of SIAT technology at UNG in principle has been effective and efficient, however, it also reveals that there are some downsides of SIAT such as, internet network problems (Wifi or LAN) are often down, data update problems during synchronization on table-based data, some lecturers are unfamiliar with utilization of e-learning feature on SIAT as there has been no training or familiarization on how to use e-learning feature, a culture to delegate tasks to students or operators, lecturers often late in inputting the grades, students forget to input their study plan and there are students who did not submit their study plan (online enrollment plan) but are able to take the subjects. 6) evaluation on the strategic steps taken to solve the obstacle factors in the utilization of SIAT technology at UNG reveals that SIAT users should first be familiarized or trained on how to use SIAT itself, and that server capacity should be increased to 20 GB.

Keywords: Evaluation, Utilization, SIAT, UNG, Technology

Multisensory Method to Optimize Childrens's School Raediness: As A Provision to Face The Revolusioner Era 4.0

Pupung Puspa Ardini, Hijrah Syahputra, Taufik Nani, Rapi Us Djuko

¹Preschool and Primary School Education, Post Graduate Gorontalo State University, ²The Third Vocational Public School of Gorontalo

³Early Childhood Education, State University of Gorontalo

Abstract

This research aims to determine the effect of the multisensory method on the school readiness of children when entering elementary school, especially with regard to the child's academic ability. This research was conducted in the provinces of Jakarta Indonesia as many as 80 students were selected through techniques multistage random sampling. The result of the calculation using ANOVA showed that the average score of the academic ability to target children have high school readiness is 33.23. The average score in the group's ability to read the beginning of a child who has low school readiness is 28.18. The data showed that the ability to early reading, writing, and counting of the group of children who have a high school readiness is greater than the ability to early reading, writing, and counting of the group of children who have low school readiness. The results of this study can give you information about the importance of school readiness of children and learning appropriate to the child's needs and stages of child development, especially with regard to the ability of children in school. So it no longer imposes children learn reading, writing, arithmetic too early.

Keywords: School readiness, multisensory method, early reading, early writing, early counting.

The Evaluation of Cipp Model In The Cambridge Curriculum Program: Case Study Implementation In Islamic Junior High School of Bunga Bangsa Samarinda

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Abstract

this research aimed to evaluate objectively and comprehensively the Cambridge Curriculum Program implementation carried out in Islamic Junior High School of Bunga Bangsa Samarinda. 1) Contexts evaluation, covered the roles of Bunga Bangsa Foundation, teachers, students and their parents toward the Cambridge Curriculum Program implementation in Islamic Junior High School of Bunga Bangsa Samarinda; (2) Inputs Evaluation, covered the teachers' condition, infrastructures and facilities, learning materials; Processes Evaluation, covered learning process execution carried out in Islamic Junior High School of Bunga Bangsa Samarinda; (4) Products Evaluation, covered criteria of achievements used for assessing students' readiness in proceeding to a higher level. The approach used in this research was naturalistic qualitative elaborated with evaluative descriptive method. The data source of this research were the principal, teachers students and students' parents. The data was gathered through interviews, documentations, and observations. From the findings of this study, it was found that the Cambridge Curriculum Program implementation carried out in Islamic Junior High School of Bunga Bangsa Samarinda was considered excellent.

Keywords: Evaluation, Curriculum, Excellent

Development of The Model Drug Prevents & Stop Smoking On The Early Teen In The Cities Of Makassar and Mataram

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Abstract

Research results Muhasidah, et al (2014) in elementary school children on SDN Minasa Upa I Makassar city, showed that of the 91 boys elementary school – a man being sampled in this study, there are 47 who already smokes at grade 5th and 6th. Research results Lia, et al (2016) found 37 (92.5%) Elementary School of the 40 people who already smoke in SDN presidential instruction Minasa Upa I Makassar. With that data, then it should cover the possibility of the other in SD can be estimated there were 40-50% who are already smoking. Thus researchers interested in continued research on two city i.e city of Makassar and Mataram city/Lombok. The subject of the research is early teens who are in ELEMENTARY SCHOOL and in the neighborhood Mosque, teachers and community leaders diselitar mosque. Types of research: "Research Development" (Research and Development) is in this Research and Development Research is utilized to produce the learning model of prevention of drug abuse and treatment of children smoking. The number of samples on elementary school children as much as 94 people for implementation on each of the two groups of 30 older children at two Mosques in the city. The technique of sampling with cluster sampling and purposive. As for the design that was used to test the effectiveness of the guideline is to use design research quasi experiment with the approach of the "Pre test Post test One Group Design " using statistical test of Wilcoxon test, and N. Gains to see the level of knowledge and attitudes of children on the results of pre and post test. Test results showed N. Gains knowledge children have high values, dominant minority children that have value are 0%, and children who value low, whereas the attitude of 100% high value children. Wilcoxon test results showed there was a significant difference between knowledge and attitudes of teachers and community leaders with the knowledge and attitudes of children prior to the learning process by having given the matter through the book Guide, power point, and video.

Keywords: Drugs, smoking, teen, teacher, public figure

Water Hyacinth (*Eichhornia crassipes*) and Apu-Apu (*Pistia stratiotes*) As A Media Growing Manggot (*Hermetia illucens*) For The Fish Feed

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Indonesia

Abstract

This study aims to determine the number of maggot populations with different compositions for growing media of water hyacinth (*Eichhornia Crassipes*) and apu-apu (*Pistia Stratiotes*), also for the proximate maggot pellet test process. The study was conducted in October 2018 in Tanjung Taruna village, Pulang Pisau District, Central Kalimantan Province. The method used was a Completely Randomized Design (CRD) method with 3 treatments and 3 replications, the materials used were *Eichhornia crassipes* and *Pistia stratiotes*, tuak/baram, honey, eggs and bran, with different mixed media compositions for every treatment. The results showed that for *Eichhornia crassipes* growing media, the high maggot population was in treatment B = 6411 maggot, the average weight was 1 gram / maggot and the length was 1.6 cm. The *Pistia stratiotes* plant media, the high population maggot was in treatment C = 1727 maggots, the average weight was 0.09 grams and the length was 1.92 cm. The proximate test of pellet maggot were 10.93% water content; 6.62% ash; 12.65 crude protein; 8.46% fat; 2.35% crude fiber and 67.45% carbohydrate.

Keyword: Composition, *Eichhornia crassipes*, *Pistia stratiotes*, maggot, fish feed

Interactive Learning Based on *Facebook Group* on Student Learning Outcomes in Writing Explanation Text

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Abstract

This study aims to examine the effectiveness of *facebook group*-based interactive learning on student learning outcomes in writing explanatory texts. The research design used in experimental This study uses a quantitative approach. This research was conducted at SMK Negeri 4 Gowa. The population in this study were all class XI in SMK Negeri 4 of Gowa Regency. The sample in this study were 22 students obtained from Class XI TKJ 3 through random sampling techniques. Data collection is done using observation and test techniques. The data analysis technique used is descriptive analysis and t test. The results of the study show that $t_{count} > t_{table}$ (5.68 > 2.08). There is a significant effectiveness of *facebook group*-based interactive learning on student learning outcomes in writing explanatory texts.

Utilizing eSmartphone As A Media To Learn For Parents To Support Stimulation Of Development Of Basic Levels In The Industrial Revoluion Era 4.0

(Study Research and Discovery of Parents in Cinunuk Sub-District, East Bandung Regency, West Java)

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Abstract

This research is motivated by the use of smart phones as communication technology products carried out by parents to support the stimulation of children's development, at the elementary school level. Research objectives: 1) Describe the opinions of parents in the use of smart phones, 2) Describe the stimulation of child development by parents using smart phones, 3) Analyze the use of smart phones by parents in supporting stimulation of child development. Descriptive, quantitative research methods. Population of parents who have children aged 6-10 years. Research at Cijati Elementary School and Mekarwangi Elementary School. Data collection through questionnaires, field research. Research results: The use of smart phones for parents tends to use smart phones in aspects of expediency in indicators makes work easier the highest percentage compared to effectiveness, the highest stimulation of child cognitive domain development in indicators of thinking, stimulation, in the psychomotor domain of the medium category and low category. The use of smart phones to stimulate the development of elementary school-age children in knowing knowledge, understanding, and integrated skills. The use of smart phones in the Industrial Revolution 4.0 era is a hope as well as a challenge for the community, especially for school-age children and families.

Keywords: Smartphones, learning media, stimulation, development, Industry Revolution 4.0

Pengaruh Senam Kaki Diabetik Terhadap Sensitivitas Neoropati Perifer Pada Penderita Diabetes Mellites Tipe II Di Puskesmas Mangasa Kota Makassar

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Abstrak

Senam kaki diabetik adalah kegiatan yang dilakukan untuk melancarkan peredaran darah, memperkuat otot-otot kecil dan mencegah terjadinya luka pada kaki. Neuropati perifer merupakan salah satu komplikasi mikrovaskuler dari DM (Diabetes Melitus) yang terjadi pada bagian perifer dan menimbulkan kerusakan fungsi saraf. Penelitian ini bertujuan mengetahui pengaruh senam kaki diabetik terhadap sensitivitas neuropati perifer pada penderita diabetes mellitus tipe II di Puskesmas Mangasa Kota Makassar. Metode penelitian eksperimen semu dengan desain penelitian one group pre and post test design tanpa kelompok kontrol. Pengambilan sampel dilakukan dengan cara purposive sampling dengan 21 subjek penelitian. Instrumen penelitian yang digunakan yaitu Lembar observasi dan Monofilament 10 g. senam kaki diabetik ini dilakukan setiap hari selama 4 minggu.

Kata kunci: Senam kaki diabetik, sensitivitas neuropati perifer.

Mapping Corporate Image in Corporate Marketing For Community Development

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Abstract

This paper is a preliminary research about Corporate Image (CI), specifically to observe the position of previous studies using Systematic Literature Review (SLR) and Systematic Mapping Studies (SMS). The purpose of this mapping research is to figure out the Corporate Image topic which has been studied earlier. The literature search was done on Scopus electronic database and Emerald Insight. 68 (sixty eight) articles obtained in the form of scholarly journal fall into the category of inclusion. This study attempts to map 68 previous articles based on several variables, from general definition to involved-variables categories (Antecedent and Cosequences), and also map the article variables based on article theme group. This study has limitation in which the writers did not include the 6C criteria by Balmer and Geysler (2006). It is expected that future researches of SMS and SLR would involve this 6C's concept. The writers also look forward to corporate image concept improvement for further studies. The result of Systematic Mapping Study, illustrates the potential of exploring the current topic or sharpening the existing one

Keywords: Corporate Image, Corporate Marketing and 6C's Concept

Thes Muna Language Sustainability In South-East Sulawesi

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Abstract

The expert find that the widest traditional language distribution on South East Sulawesi is Muna language. Another expert find the threat of extinction in the Muna language due to not being used by the Muna tribe. Through this study researcher reveals why Muna people do not speak Muna language and also how the indicative of Muna language sustainability. The theory use to read this research data is Hobbes thinking about Leviathan and Bourdieu, and Pierre theory regarding to the practice. As the results, Muna people do not speak Muna language in order to hide their Muna identity which is identical to rude workers and poor people. While Indications of Muna language sustainability are by cultural arts curriculum and skills, traditional life cycle ceremonies, folk games, and traditional arts. Meanwhile, Muna people in Kendari City who claim to be Bugisnese and speak Bugis language in their everyday life, make people create the aphorism “bugis lolama” to them, which is mean a laughingstock to these Muna people. Recommendations, it is necessary to immediately establish a Muna cultural studio.

Keywords: Muna language, sustainability, hiding identity

The Existensi of Language Policy and Language Planning in The Decentralized Education

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Abstract

This research focused on national political views on the appropriateness of language planning in relation to respectively the status, the corpus, and the acquisition of various languages. In this light of concrete “language policy events” and various debates that they have raised at the parliamentary level, in the media and in the academic discourse. In relation to these, the aim of the paper is to discuss which domains within language matters are considered objects of national political intervention and for which reasons. In educational term, the language policy refers to the expression of the ideological orientations and views. While language planning deals with the actual proposal that makes up their implementation. Other words, language policy is a theory while language planning is the actualisation or practice in real context. The data collection procedures consist of observation, language teacher and student interviews, and questionnaire. The major interviews consisted of individual interviews and a group interview. The individual interviews were conducted face-to face. Each individual interview lasted between 15 and 20 minutes. The group interview was conducted with the language teacher and students after the first round of data analysis. Based on the finding indicated that all language teachers 99% agreed with the government’s policy to apply decentralized education. This policy gave opportunities for local government to handle and build a creative strategies progress and also to maintain cultural heritage, including mother tongue.

Impact of HIV-AIDS Disease on Human Capital Continuing The Era of Rerovation 4.0 in The Papua Province of Indonesia 2019. (Case Study At Biak Numfor Regency)

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IsakJH Tukayo

Abstract

According to WHO, human immunodeficiency virus (HIV) is a virus that can cause AIDS by attacking white blood cells called CD4 cells, which can damage the immune system of humans which ultimately cannot survive even though very mild disease disorders (WHO, 2006). Acquired Immune Deficiency Syndrome (AIDS) is a set of symptoms of a disease that shows weakness or damage to the immune system obtained from external factors or not from birth (Rachimhadi&Juhari 1992). AIDS dementia complex is a disease that decreases mental ability (dementia) which occurs due to decreased brain cell metabolism (metabolic encephalopathy) caused by HIV infection, and is also driven by immune activation by macrophages and microglia in the brain that has HIV infection, thus releasing neurotoxins (Geurant et al., 1990). Specific nerve damage is seen in the form of cognitive, behavioral and motor abnormalities, which occur many years after HIV infection occurs. The community must take part in the 4.0 industrial revolution that has been carried out by developed countries in various parts of the world, because the concept of Industry 4.0 as part of efforts to improve Indonesia's competitiveness in the digital era and in essence, if we apply industry 4.0 can get maximum results, increased income, cost savings and operational efficiency. The results of the Arwam study at UGM Yogyakarta (2011) with regression analysis showed that the prevalence of HIV-AIDS in Papua continued to increase from year to year. In 2003 PR was 0%, in 2009 PR was 2.4% and in 2020 PR was 4.8% in 2030 PR at 9.6% and at the end of 2040 PR increased sharply by 19.6%. According to an analysis of Arwam, the number of cases in Papua in 2020 will reach 20081, the fact that the growth of HIV-AIDS is much faster like the calculation series according to the report of the Papua Provincial Health Office in 2018 which has reached 39,978 people (Papua Provincial Health Office). Arwam research also shows several factors that influence the increase in AIDS PR in Papua are (1) free sex behavior with OR = 11 (2) liquor with OR = 4, (3) drugs with OR = 1, (4) spiritually weak with OR = 4 and (5) Negative culture with OR = 7.88. The research questions are (1) Does HIV AIDS affect investment in human resources in Papua entering the Era of Industrialization 4.0 (2) How much influence does HIV AIDS have on investment in Papuan Human Resources entering the Era of Industrialization 4.0. even though there is a bonus demographic in Indonesia, including Papua where there will be an increase in the market and an increase in human capital but with increasing PR HIV-AIDS that has an impact on the human brain which results in Papuan humans not being productive. Method. The research method used is a quantitative method with a cross-sectional approach. The number of samples is 100 people consisting of 50 HIV-AIDS sufferers and 50 people control. The statistical analysis used is the chi-square test and correlation analysis.

Result: From the results of the above research it appears that there is a significant difference in the age factor of PLWHA with control ($p < 0.05$). There were no significant differences in child factors ($p > 0.05$). There were significant differences in educational factors ($p < 0.05$) and sex factors did not differ significantly ($p > 0.05$).

Keyword: *impact of HIV disease, human capital continuing, the era of Revolution 4.0*

The Influence of Product Quality, Pricing Policy, Distribution And Customer Satisfaction To The Marketing Performance Fertilizers And Its Impact To The Strengthening Food Security (Survey to Fertilizers Distributor in West Java Province)

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Abstract

The purpose of the research was to obtain empirical evidence and find clarity phenomenon and influence the conclusions of the analysis of the product quality, pricing policy, distribution and customer satisfaction with marketing performance fertilizers and its impact to strengthening food security (survey to fertilizers distributor in West Java province). The research is expected to contribute to the development of economic science in particular; the scientific literature marketing management disciplines, as reference material in scientific writing marketing management, as material information, both for the government, producers and consumers of fertilizer to make decisions and determine the policy direction of fertilizer marketing. The study was conducted by using descriptive methods and verification, the SEM (Structural Equation Model) Lisrel program, namely; collecting, presenting, analyzing, measuring models and hypothesis testing, as well as making inferences and suggestions. The results of the analysis of the data obtained the following conclusions : the product of quality is appropriate fertilizer distributor desires, but there are still some drawbacks. Fertilizer pricing policy is not much fertilizer according to the maximize price listing (HET). Distribution of fertilizer has not been achieved well. Customer satisfaction fertilizer has been reached but some indicators of customer expectations have not been met, marketing performance fertilizer in West Java province which is not optimal due to the presence of price does not match the HET and frequent shortages of fertilizer, strengthening food security in West Java in general not meet the targets and expectations, relationship product quality, pricing policy, distribution of customer satisfaction is quite strong and meaningful these variables are elements of the marketing mix is the core fertilizer contribute to one another, influence of the product quality, pricing policy, distribution, and customer satisfaction on marketing performance fertilizer very significantly. The model equations marketing performance fertilizer can be explained by the product quality, pricing policy, distribution of customer satisfaction, influence marketing performance fertilizer very significantly to strengthening food security. Strengthening food security equation model can be explained by the marketing performance fertilizer models and meet the eligibility criteria (the goodness of an econometric) which is based on a strong theoretical perspective.

Keywords: product quality, pricing policy, distribution, customer satisfaction, marketing performance and strengthening food security.

The Influence of Managerial Competence, Business Partnership and Entrepreneurial Spirit on Fund Management and its Impact on Financial Performance (Survey on BUMDes in West Java Registered in the Ministry of Village, Development of Disadvantaged Regions and Transmigration)

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Abstract

This research is expected to be the subject of study and development of science, especially related to the field of financial management in village owned enterprises (BUMDes), management strategy, entrepreneurship, competence theory and performance as well as input for the managers and government. The method used in this research is descriptive research method and verifatif. Descriptive research aims to get a picture and information about managerial competence variables, business partnerships, entrepreneurial spirit, fund management and financial performance as the basis for making decisions to solve problems. Verifatif research to determine the relationship between vavriabel through hypothesis testing. The design of analysis using path analysis by using SEM analysis. The results of this study are: (1). Managerial competence, business partnership and entrepreneurial spirit in BUMDes in West Java have been well implemented, (2). The ability of BUMDes fund management in West Java has been running well, (3) Financial performance in BUMDes in West Java has been running well, (4). The partial and simultaneous influence of managerial competence, business partnership and entrepreneurial spirit on the implementation of BUMDes fund management capability in West Java is significant, (5) The influence of financial management ability on financial performance on BUMDes in West Java is significant. The empowerment of BUMDes must be done with good governance through managerial competence, business partnership, entrepreneurship spirit, fund management capability and financial performance improvement for the managers and keep supervised and accompanied by the government.

Keywords: managerial compoetence, business partnership, entrepreneurship spirit, fund management and financial performance.

Isolation and elucidation of secondary metabolites compound from Lichen *Usnea* sp. and its bioactivity test against Brine Shrimp Lethality Test and Antioxidant

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Abstract

Organism of Lichen *Usnea* sp. is widely used for medicinal therapy due to containing the secondary metabolites which active against microbial and a cancer cell. This study, we present the exploration of secondary metabolites from Lichen *Usnea* sp. obtained from Southeast Sulawesi, Indonesia. Extraction, separation, and purification have been carried out by using n-hexane: ethyl acetate: methanol as gradient and we obtain the crystal structure from F5 and F7 fractions. These fractions were recrystallization using acetone and obtained the yellow and white crystals. Two crystals have been identified by using UV-Vis spectrophotometer, FT-IR, LC-MS/MS, and 1D-NMR shows that it is usnic acid and diffractic acid compounds. Toxicity test has been conducted by using brine shrimp lethality test (BSLT) method exhibits that the usnic acid compound has a toxic category with LC_{50} value of 40.74 mg L^{-1} and diffractic acid is low toxic with LC_{50} value of 208.93 mg L^{-1} . In addition, we also testing against antioxidant activity by DPPH method shows that the acetone extract has high activity with an IC_{50} value of 52.22 mg L^{-1} . Moreover, secondary metabolites from usnic acid and diffractic acid were very weak with IC_{50} value of 607.12 mg L^{-1} and $2164.62 \text{ mg L}^{-1}$.

Keywords: Isolation, lichen, *Usnea* sp., bioactivity.

Student Satisfaction On Academic Services In Faculty Of Education, Universitas Negeri Gorontalo

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Abstract

The objective of this research is to explore student satisfaction on academic services in the Faculty of Education, Universitas Negeri Gorontalo. It focuses on exploring the student satisfaction on (1) learning services, (2) administration services, (3) facilities and infrastructures, and (4) extracurricular programs in the faculty; these are from the research problem statement. The data of this descriptive quantitative research were generated from the questionnaire and observation. The results show that the academic services by the Faculty of Education are adequate. The level of the student satisfaction on (1) learning services, (2) administration services, (3) facilities and infrastructures, and (4) extracurricular programs in the faculty fall under moderate category. This study proposes several recommendations. (1) Stakeholders in Universitas Negeri Gorontalo, particularly the Faculty of Education, should consider the Standard Operating Procedures of the academic services. (2) Lecturers and administrative staffs are urged to provide immediate and accurate services to students as it increases student satisfaction level, and (3) students should understand the implementation of academic services. (4) Further researches are encouraged to examine aspects relating to student satisfaction on academic services.

Keywords: Student satisfaction, academic services

Agricultural Extension Performance Private Companies (Case in West Bandung Regency- West Java Province- Indonesia)

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Abstract

This study aims to assess the performance of agricultural extension services by private companies. It is a qualitative research, with empirical and meaningful qualitative data. Retrieval of data is done by observation, interviews, focus group discussion (FGD), and document study. Data analysis is done by reading and studying documents, reading the entire text of the interview transcription, accompanied by summarizing and eliminating duplication. The interview results are classified so that the essence of the interview results are obtained. The results of the study are: There are 104 companies that organize agricultural extension, consisting of companies of seeds, fertilizers, pesticides, plant growth stimulants, agricultural tools and one company engaged in marketing agricultural products. Extension agents are marketing staffs who deal directly with farmers. The pattern of extension activities is done by marketing through Aggressive Promotion and Masive Promotion. The performance extension agents is measured by the quantity and quality of activities and the achievement of sales. Extension performance determines the reward and punishment of extension agents. Extension performance includes : Providing information on technology; Increasing knowledge and experience; Consulting services; Guidance and assistance; Service availability of inputs; Interactions and social relationships. Planting is better so that production and income increase; Social processes, such as cooperation; Gifts and entertainment. Private extension, especially from pesticide and fertilizer companies, has expressed the principles of using production facilities wisely to protect themselves, products and the environment. However, farmers tend to not follow these rules because they tend to prioritize increasing crop yields and their income.

Keywords: *Performance, agricultural extension, private companies*

Gender representation in the language politeness of Vocational Students: Pragmatics Study

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Abstract

This study aims to describe the types of speech acts, degrees of politeness and gender representation in speech acts of students of SMK. This study uses descriptive qualitative analysis whose focus is the use of factual language in the classroom. The method of collecting data in this study, namely observation, recording, transcript of data, identification of data, then the data was analyzed using a pragmatic analysis method. The results showed that the speech acts used by SMK in the teaching and learning process used more types of question type locus speech acts. More students use speech localization questions, namely asking questions about the subject matter to the teacher, this is because speakers and speech partners are teachers namely educators and students. Based on the type of use not spoken by students, the degree of politeness based on the types of speech used by SMK students did not comply with the principle of politeness because of the use of irreverent speech, the large number of male students so that male students were more active in the classroom, an attitude that is not polite to the teacher or other students because male students are known to be naughty. Furthermore, from the use of utterance type and degree of politeness by students of SMK it was found that there were differences in the ways of speaking female and male students. In conclusion, students of SMK are more dominant using speech types of questions in the teaching and learning process, whereas in the degree of politeness students are more not obedient to the principle of politeness, so the differences in how to speak between male and female students are very clearly different.

Keyword: Gender representation, language politness, Vocational Students, Pragmatics study

Community Empowerment Through Graphic Design Training In Rumah Gemilang Indonesia (RGI) Sawangan Depok

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Abstract

Community empowerment programs both government programs and certain institutions conducted by Rumah Gemilang Indonesia (RGI) are quite beneficial and have positive effects. The graphic design training program is one of the empowerment programs conducted by Rumah Gemilang Indonesia, which was formed to build skills. Community empowerment has the character of empowerment and independence of the community and provides access that aims to improve life capacity better in various aspects, especially in the aspects of social and economic welfare. Rumah Gemilang Indonesia is a community institution that has a focus on community empowerment (youth) through education and skills training in various fields. Besides practicing skills, this program also directs, fosters and provides access and opportunities in entrepreneurship or career and implements the principles of independent living, Islamic personality in accordance with the goals of Rumah Gemilang Indonesia. This study aims to find out how the stages or processes of community empowerment (youth) through Graphic Design skills training by Rumah Gemilang Indonesia in Depok City. The approach used in this study is a qualitative approach, with descriptive data analysis techniques. The data obtained from the institution are then processed systematically in the form of words, written, archived and oral and observable behavior. The results of the study show that the concepts, processes and stages of community empowerment implemented by Rumah Gemilang Indonesia are in accordance with the theory of stages or the process of community empowerment in general. This study also explains how the results obtained by participants after attending graphic design skills training.

Keywords: Community empowerment, graphic design

Influence Of Prices, Halal Taste And Labels On The Purchase Decision Of Wall's Magnum Cream In Lakarsantri Distric, Surabaya City

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Economic's Lecture of Universitas Maarif Hasyim Latif

Abstract

The independent variables used in this study are price (X1), taste (X2), halal label (X3). The analysis in this study used multiple linear regression analysis. The sample in this study were 100 respondents taken by random sampling from consumers who had made a purchase decision. this research was conducted in Lakarsantri District, Surabaya City. In this study, the population is consumers who live in the lakarsantri sub-district of Surabaya. The sampling method uses convince sampling with multiple regression analysis techniques. The hypothesis in this study was tested by partial test or T test, hypothesis testing by simultaneous test or F test, and coefficient analysis of multiple determinations. The data obtained is primary data which is the result of the respondent's answer or the questionnaire distributed. The results of the study show that the results of the T test state that the halal label variable has the most dominant influence on purchasing decisions seen from the value of the halal label variable (X3) which is equal to 7,083. for the taste variable (X2) of 2.201 and for the price variable (X1) of 1551. The results of the f test or this simultaneous test show that there is a simultaneous influence on halal tastes and labels on purchasing decisions. Halal labels have a major influence on purchasing decisions. This is indicated by the standardized coefficient of the halal label beta of 0.567. The taste variable (X2) is followed by 0.162 and the price is 0.12. The results of the f test mention two independent variables, namely the taste variable (X2) and the halal label (X3) have a significant influence on purchasing decisions.

Keywords: *prices, tastes, halal labels and purchasing decisions.*

Kroncong Music In Semarang: A Proses Of Enculturation

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Abstract

Nowadays the development of science and technology greatly influences cultural change. Kroncong music that experienced glory until the era of the 90s, has been swifited by the globalization of information and technology. Kroncong loses its place to defend itself. To maintain kroncong music, an enculturation process is needed, that is cultural inheritance that occurs because of civilization by seeing, imitating, and transmitting the music, so that it can be sustained. This study aims to discuss how the process of enculturation of Kroncong music in Semarang. The results of the study show that the enculturation process of kroncong music in Semarang occurs through various activities organized by community, organization, and observer of Kroncong Music. These activities are broadcasting Kroncong music live on Radio Republik Indonesia (RRI) Semarang, Gebyar Kroncong performances, and kroncong music competitions. These activities increase community interest in kroncong music and there is a process of enculturation towards the community through interactions between musicians, singers, audiences, figures, observers, and the community. The enculturation process can regenerate new kroncong musicians, so kroncong music in Semarang City can be sustainable.

Keywords: *Enculturation, music, Kroncong*

E-Learning Implementation Of Kelasjodoh A Premarital Education

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Abstract

Along with the rapid development of information technology (IT), the need for a concept and mechanism for IT-based teaching and learning is inevitable. Therefore, one form of information technology emerged, that is, facilities for learning systems which are referred to as e-learning, as well as in jodoh premarital education. The purpose of this study was to determine whether the kelasjodoh e-learning had a positive and significant effect on the quality of learning for members of kelasjodoh, how to use the kelasjodoh mobile application and the purpose of using e-learning in learning systems. It can be concluded that e-learning has a positive and significant effect on the quality of learning for kelasjodoh members. The influence is in the strong category. The more intensive e-learning is utilized, the higher the quality of learning for members. The use of mobile applications will improve learning outcomes indirectly. The purpose of using e-learning in learning systems is to expand access to premarital education to the wider community, and in order to increase awareness of Islamic marriage.

Keywords: *e-learning, kelasjodoh, premarital*

Analysis Of Financial Performance Of Palangka Raya City Central Kalimantan Province

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Abstract

UU no. 33 of 2004 article 10 that is a source of funding for regional development (capital investment), among others, comes from the Balance Fund / Transfer Income consisting of Transfer Funds to Regions, DBH, DAU and DAK. In addition to the Balancing Fund from the central government, regions can also finance the implementation of their regional development through Regional Original Income (PAD) in the form of Regional Taxes, Regional Retributions, separated regional wealth management results, and other legitimate PAD. This PAD has become the main barometer for the successful implementation of regional autonomy and the independence of regions with strong structures. The Minister of Finance stipulated that several regional governments in Indonesia, the transfer funds in the form of DAU, had been delayed because the central government assumed that some Regional Governments had miscalculated and had not utilized the funds in the previous year so they had to be returned to the central government. This will affect planning, implementation of development and predetermined activities such as direct shopping and indirect expenditure and other activities. Starting from the description of the above problems, then in this study are: How is the level of regional financial independence?, What is the level of regional financial dependency ratio? , What is the level of the degree of decentralization ratio? This type of research is quantitative descriptive research, namely the type of research that provides an overview or description of a situation as clearly as possible without any treatment of the object under study. Descriptive analysis is used to describe / describe data that has been collected as it is. The results of the study showed that the regional financial independence of the City Government of Palangka Raya originating from the realization of PAD tended to fluctuate but for the last 5 years the development had increased both in terms of revenue realization of PAD and transfer / balance fund income and the results of fluctuating self-reliance ratio calculation with a significantly increasing trend for 6 last year (2010-2015). the regional financial dependence of the City Government of Palangka Raya on the Central Government's finances in fulfilling the financing needs to carry out government tasks, development and community social services from their own ten years of ability including the very dependent / large category, and the tendency to decline. decentralization degree ratio, where this ratio shows the degree of PAD contribution to total regional revenue, it can be concluded that the ability of the Palangka Raya City Government to implement and implement decentralization for 10 years is a tendency to increase, this is due to fluctuating regional income but 10 increase.

Keywords: *Financial Performance*

Photo-inactivation *Staphylococcus aureus* by using Formulation of Mn-N-TiO₂ Composite coated Wall Paint

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Abstract

Photo-inactivation *Staphylococcus aureus* bacteria based on Mn-N-TiO₂ composite coated wall paint is a unique study for preparing antibacterial material which applied on wall house. Utilization of mixed material plays a role as activating under visible light illumination by sunlight to inactivation bacterial. Preparation of Mn-N-TiO₂ composite by the sol-gel method using reflux for 3 h and coated with wall paint. The bacterial test by using Nutrient Broth (NB) to growth *S. aureus* which is tested for 3 times (triplo). The yellow sol-gel has been produced by TiO₂ doped Mn and N that is functionally decrease bandgap as 2.8 eV. Subsequently, SEM/EDX data has characterized shows that the Ti, O, C, N and Mn elements identified from composite, meanwhile Ca is material produced from CaCO₃ as wall paint colloidal. Based on this results, we report the high concentration of Mn-N-TiO₂ composite exhibited that the high inactivation response of *S. aureus* bacteria with 60% concentration is 87.73%.

Keywords: *TiO₂, wall paint, S.aureus, photo-inactivation, bacterial.*

Optimization of Carbon Paste Electrode-TiO₂ Nanoparticles for High-Electrochemical Sensors: Application for Detecting Profenofos Pesticide

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Abstract

Voltammetry technique has been applied to determining profenofos pesticide by using carbon paste electrode modified by TiO₂ nanoparticles (CPE/TiO₂). The parameters were used likes comparison of mass TiO₂ and electroanalytical variation (scan rate, limit detection, repeatability and lifetime electrode). The selectivity of CPE/TiO₂ was analyzed by adding Pb²⁺ and Cu²⁺ ions as an interference ions in the analyte. Based on this study showed that the best composition mass of TiO₂ mixed by CPE in the measurement range obtained is 0.05 gram. In addition, the electroanalytical tested shows that the 0.05 gram TiO₂ has an anodic peak current (I_{p_a}) of 150 μA at anodic peak potential (E_{p_a}) 0.87 V with an optimum scan rate measurement of 0.5 V/s. Linearity was plotted to obtain the limit detection (LD) against profenofos pesticide with a value of 4.0×10^{-5} M and it is compared with the real sample is 7.0×10^{-5} M. We also report repeatability value has been obtained of 0.16 with the lifetime of CPE/TiO₂ electrode in analyzing profenofos pesticide was 10 days. A good selectivity performance of electrode has tested show that it is not influenced the stability of profenofos pesticide.

Keywords: *Electrochemical, Sensor, CPE-TiO₂, Voltammetry, Profenofos*

Organization Development Analysis for Merger University (Universitas Maarif Hasyim Latief – UMAHA Cases)

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Abstract

Organization is a system that continues to process, meaning that the system is not static. As the system continues to process the organization has the opportunity to make changes on the input or influence from the surrounding environment. For that organization should be open to the inputs available. All organizations must be changed because of pressure of internal and external environment of the organization. This study aims to make a diagnosis of the organization University of Maarif Hasyim Latief - UMAHA (UMAHA). Method used is survey method with the approach Weisbord. Results of research indicate that the goals and organization structure has been generally well understood by the UMAHA lecturers, as well as the relationship of the existing well has been tied in with the environment UMAHA. However, matters relating to the Award, Leadership and Governance Mechanism job is still running poorly or somewhat problematic.

Determining the relationship of attitudes and self-efficacy Using fuzzy correlation in high school students

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Abstract

In this present article, we have investigated the application of fuzzy correlation in determining the correlation between attitudes and self-efficacy. Furthermore, the fuzzy correlation coefficient is compared to Pearson correlation. The data used for fuzzy correlations are fuzzy interval data whereas the data used for Pearson correlation is the crisp data. Additionally, the data is obtained from the data collection using fuzzy Likert scale questionnaire. Finally, the results of the research reveal that the correlation between two variables using the fuzzy data and the fuzzy correlation provides a flexible explanation compared to the Pearson correlation.

Keywords: *fuzzy interval data, fuzzy correlation, mathematical anxiety and self-efficacy*

Level Of Success Of Mediation In Jayapura Religion Court On The Implementation Of Perma Number 1 Of 2016

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Abstract

The Supreme Court issued Regulation No. 1 of 2016 governing the Mediation Procedure in the Court replacing the previous regulation, namely PERMA Number 1 of 2008. There are several new provisions that have not been regulated in the previous Supreme Court Regulations including the provision of good faith in mediation. This study aims to determine the success rate of mediators in the implementation of Supreme Court Regulation Number 1 of 2016 in the Jayapura Religious Court. This study uses a research method using the approach method sociological juridical. Collecting data in this study using interview techniques and documentation. The results of this study show that, the Jayapura Religious Court in implementing PERMA Number 1 of 2016 has not been maximized due to several influencing factors including those who litigated not yet understood the benefits of resolving disputes through mediation. Although it is said that mediation is mandatory, the efforts of the mediating judge to reconcile fail so that very little is successfully reconciled. Other obstacles are the litigants are not present either on s idang mediation despite being in p anggi l seemly. The Jayapura Religious Court does not use mediator services from outside the court. In addition, not all mediators have mediator certificates.

Keywords: *Mediation, Jayapura Religious Court, PERMA No.1 2016*

Role of the National Land Agency in Things Release The Right to Land in Jayapura City

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Abstract. Relinquishment of land rights is an activity to release legal relations between holders of land rights and land under their control by providing compensation on the basis of deliberation. The release of this land can only be carried out on the basis of the agreement and agreement of the right-holders both regarding the implementation techniques and the size and form of compensation to be given to the land. The implementation of this right is not only for the public interest, but can also be done for private interests. The results of the study indicate that the National Land Agency has the task of carrying out government duties in the land sector nationally, regionally and sectorally. With the provisions of this government regulation, the National Land Agency clearly has the duties and responsibilities in the land sector both nationally and regionally. The constraints faced by the National Land Agency are external and internal barriers, namely from the community itself which includes boundary disputes, unclear land boundaries and no information from the owners of adjacent land. To deal with constraints, what is done by the National Land Agency is to conduct mediation as a settlement of disputes and conflicts that occur.

Keywords: *National Land Agency, Land Rights Release, Jayapura City*

Optimization Of Farmer Pattern As An Efforts To Improve Agricultural Sector Income In Bogor District

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Abstract

One important step in determining the income, use and distribution of farm labor is by regulating farming patterns in land use. The study was conducted using secondary data series 2009-2017 specifically for the agricultural sector in Bogor Regency. The analysis used is a linear program in which the area of paddy fields and labor of paddy farmers as a source of funds and agricultural sector income is the maximum as a goal. The optimal solution to the cropping pattern produced still leaves land and labor resources, so an alternative cropping pattern is needed to utilize these resources. The recommended cropping pattern needs to be applied through the empowerment of proportional farmer groups according to the area of land and labor they have. Information or database network Land resources and human resources specifically about the labor market, must be built and developed so that the resources provided can be used optimally to support agricultural development that expands the region.

Keywords: *paddy fields, cropping patterns, and agricultural sector income*

The policy of Gender-Based Environmental Literacy in University of Muhammadiyah Malang

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Abstract

Environmental literacy is intended to give protection upon environmental sustainability and security in the future by perceiving institutional policy and readiness as an effort of raising a group of responsible youths for the future of their state and environment. University of Muhammadiyah Malang (also known as UMM), with its notable predicate '*Green and Clean Campus*' since 2017, aims at constructing a combination of student's knowledge, behavior, and skill of dealing with an environmental issue. Henceforth, this article is meant to investigate UMM's institutional policy in response to environmental issues and to identify any attempts performed to actualize the state of environmental literacy on its academic civitas based on gender perspective. A mixed method of descriptively qualitative and quantitative research designs was occupied. In other words, this current research met the nature of survey research of which data were collected by means of an in-depth interview, participative observation, and questionnaire. Through content analysis (from Miles and Huberman) and PROBA technique of gender analysis, this research had resulted in several substantial findings. In fact, UMM's participation and response to the policy of environmental literacy were shown excellent, primarily on the implementation of '*pro-environmental and green-and-clean campus*' program. For the sake of real actualization on environmental literacy movement leading to gender-based environmental literacy, it was of the necessity for the institution to conduct a survey about the literacy level of its internal institutional members. In respect to the program, therefore, there were some components needed to be prepared, to name the program itself, person in charge, and documents related to environmental literacy. In a nutshell, gender-based environmental literacy in UMM was in need of further development in a form of real action, considering such aspects as access, advantage, and influence of its perceived by male and female students.

Keywords: *environmental literacy, policy, gender perspective.*

**Language Attitude towards Indonesian: Case Study in
Sekolah Tinggi Ilmu Bahasa Asing (STIBA) Saraswati
Denpasar**

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Abstract

This research is qualitative research that aims to find out the attitude of Foreign Language College Students (STIBA) towards Indonesian. Data were collected by questionnaires and interviews. It was analyzed using descriptive analysis method. The results find that 1) The loyalty of student of STIBA Saraswati towards Indonesian is classified as negative with the average respondent who agrees is 36.5, 2) Pride in Indonesian is classified as negative with an average of 31, and 3) awareness of norms is classified as positive with an average of 77.75

Development Strategies To Manage Village Forest Case in Bali Province, Indonesia

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Abstract

Presently, there has been deforestation and conversion of forest function within the forest areas. One of the central government's programs is implementation of village forest. Village forest is state forest that is within the territory of a village, used by the village, for the welfare of the village community. This program has been started to carry out within four villages in Bali province, Indonesia. The objectives of the study are to portrait the strengths, weaknesses, opportunities, and threats of the local institutions in managing village forest, and to recommend the strategic efforts for the village forest development. Four villages were defined as study sites where are located in the Northern part of Bali island. Data collected by using some techniques, namely: survey, interview, direct observation and documentation. Some key respondents were also selected to interview. Data collected was analyzed by using SWOT analysis and descriptive method. The results of study pointed out that the local institution has function to manage village forest. The problems currently found in the villages related to the damage of forest within the upstream area; the changes of forest function; and the decrease of water storage at the forest level which during the dry season. The local institutions within the villages have the strengths, weaknesses, opportunities and threats concerning the management of village forest. It is recommended four strategies for managing village forest, namely Strength-Opportunity (SO), Weakness-Opportunity (WO), Strength-Threat (ST), and Weakness-Threat (WT).

Keywords: *Village, forest, institution, sustainability*

The Environmental Literacy Perform in SMA Students in Malang City

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Abstract

Environmental literacy is both a goal and a measure of the success of environmental education. The purpose of this study is 1. To describe environmental literacy in high school students, 2. Analyze environmental literacy in high school students who are categorized as Adiwiyata and Not Adiwiyata, 3. Analyze environmental literacy in students from various grade levels, both Adiwiyata and non Adiwiyata. This research was conducted in Malang City High School. The survey research involved 225 students. Respondents came from SMAN 1 Malang (50 students), SMAN 3 Malang (50 students), SMAN 4 Malang (50 students) and SMAN 7 Malang (50 students). Students come from 10th grade and 11th grade with 25 equal numbers each. SMAN 1 and SMAN 3 represent non-adiwiyata schools, while SMAN 4 and SMAN 7 represent Adiwiyata schools. Data is collected by filling out the MSELS questionnaire technique that has been modified and filled online using Google Survey. Environmental literacy aspects include knowledge, attitudes, practices (behavior), and commitment to the environment. The results showed that students' literacy levels were mostly in the adequate category, a small portion were in good categories. Students from Adiwiyata school showed environmental literacy better than non Adiwiyata. 11th grade students have higher environmental literacy than 10th grade and this applies to both Adiwiyata and non Adiwiyata schools. It can be concluded that the environmental literacy of high school students were mostly in the adequate category and shows the difference between students who are in Adiwiyata school and Non Adiwiyata schools, differences also occur between 10th grade and 11th grade.

The Influence Of Product Quality And Service Quality To The Satisfaction Received Or Perceived By Each Consumers And Consumer Loyalty To Pt Inka Madiun

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Abstract

The purpose of this study is to determine the effect of product quality and service quality on the satisfaction received or perceived by each consumer and consumer loyalty. The method used in this research is survey method. Population in this research is all consumer of PT. INKA Daop I - IX Java and 180 respondents and sampling technique using convenience sampling technique. Data analysis to test the hypothesis in this study using the tool Structural Equation Modeling (SEM). The result of this research have proved that product quality has no effect to consumer loyalty, product quality have positive effect to consumer satisfaction, service quality have positive effect to consumer loyalty, service quality have positive effect to consumer satisfaction, and satisfaction have positive effect to consumer loyalty directly.

Keywords: *Product Quality, Service Quality, Consumer Satisfaction, Consumer Loyalty.*

Listening Skills Of Bipa Students Through Indonesian Culture-Based E-Book

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Abstract

This research aimed to show the success of the e-book *Indonesia Keren* as the listening material for Indonesian Language for Foreign Speakers (BIPA). The research method used is the implementative research by testing the e-book to BIPA students in 10 BIPA administrators in Indonesia. The findings indicate that the e-book contributes to improve the listening skills of BIPA students better than the printed textbook does. The e-book *Indonesia Keren* is able to improve the listening skills of BIPA students by 14% with a success rate of 85%. This e-book is an independent learning solution for BIPA students.

Keywords: *E-book, Listening, BIPA, Indonesian Culture*

The Implementation of e-Commerce and e-Book through University Press Publication in Disseminating the Intellectual Assets in Java and Bali Island

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Abstract

The purpose of this study is to describe the implementation and role of the university press in the application of e-commerce and e-books to publish intellectual assets of universities in Indonesia. The specific goal achieved is to discover the existence of an implemented management model of college publishers in the application of e-commerce and e-books to publish quality intellectual assets of universities in Indonesia and have benefits for the advancement of universities in Indonesia. The method to be used is descriptive qualitative by conducting empirical studies, focus group discussions, seminars, and workshops at several universities in Indonesia. The analysis reveals that university press have an important role and great contribution in the dissemination of college intellectual assets of universities today through e-books. Accordingly, the e-commerce program needs to be conducted to organise and present intellectual products via online market so that their intellectual achievement through research and manuscript can be recognised and pursued by many universities in and around Indonesia as well as spread out to wider global academic community.

Keywords: *university press, publication, e-commerce, e-book.*

Tradition Of *sedekah Bumias* Local Wisdom On Development TISOL E-Book Using Scientific Thematic-Approach

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Abstract

The need of developing local culture-based textbook in TISOL learning is crucial. This is in regard with the needs of introducing culture and increasing communication skills among TISOL students in Java and Bali islands. This research aims to develop a local culture-based TISOL E-book with using a scientific thematic approach. The research and development consist of ten stages, but only four stages were applied in this research, including (1) preliminary study or exploration, (2) prototype development, (3) prototype testing, and product dissemination. Setting of this research is TISOL institutions in Java and Bali islands. The data were obtained by observing some universities organizing local culture-based TISOL learning in Java and Bali islands, including Universitas Sultan Agung Tirtayasa (Banteng), Universitas Indonesia (Jakarta), Universitas Pendidikan Indonesia (West Java), Universitas Negeri Yogyakarta (Yogyakarta), Universitas Sebelas Maret (Central Java), and Universitas Negeri Surabaya (East Java). The result shows that by applying local culture-based TISOL E-book, foreign students' language skills increase well. The local culture-based TISOL E-book alleviates foreign students to understand socio-cultural backgrounds of the surrounding community. Consequently, they easily communicate and associate with people surrounding their daily life.

Keywords: *Tradition of Sedekah Bumi, Local Wisdom, Development of TISOL E-Book, TISOL Learning, Scientific Thematic Approach*

Listening Skills Of Bipa Students Through Indonesian Culture-Based E-Book

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Abstract

This research aimed to show the success of the e-book *Indonesia Keren* as the listening material for Indonesian Language for Foreign Speakers (BIPA). The research method used is the implementative research by testing the e-book to BIPA students in 10 BIPA administrators in Indonesia. The findings indicate that the e-book contributes to improve the listening skills of BIPA students better than the printed textbook does. The e-book *Indonesia Keren* is able to improve the listening skills of BIPA students by 14% with a success rate of 85%. This e-book is an independent learning solution for BIPA students.

Keywords: *E-book, Listening, BIPA, Indonesian Culture*

Empowerment For Women By Forsida Group In Banguntapan Bantul, Indonesia

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Abstract

This article aims to develop empowerment women by Forsida (*Forum Silaturahmi Ibu-Ibu Muda*) Banguntapan Bantul, Indonesia. Many activities conducted by Forsida has been improving people awareness especially women through the couple in Banguntapan, Bantul, Indonesia. This paper is conducted by qualitative approach and case study type. Data collection of this article was using an in-depth interview with some members of a group in Forsida. In the field data, the Author was collecting participations from women around 10 people. In addition, data collection used documentation and direct observations. The result of this research has founded 4 steps, namely education and empowerment, health, religiosity, and skill improvement for members of Forsida groups. Furthermore, empowerment for women has an impact on developing knowledge and independence of life. For that, many women were the contributor of couple, societies, and country. So, a woman became the contributor of women as well as to finish the global agenda for SDGs.

Keywords: *woment; empowerment; forsida.*

Entrepreneurship Implications in the Needs of Small Medium Enterprises (SMEs) Entrepreneurial Education Skills : An Empirical Study

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Abstract

This study aims to investigate the relationship and influence of entrepreneurship and SMEs entrepreneurial education skill needs. The study was conducted using descriptive/correlational methods. The study population is SMEs entrepreneur, who are members of the food and beverage sub-sector community in Malang City, 300 SMEs. By Krejcie and Morgan, the sample size is 169 SMEs management, with sampling techniques using simple random sampling. The data is collected using questionnaires. Data analysis was performed using the SPSS 20 *for Windows* program. The results of the study show that there is a direct and significant relationship between entrepreneurship and the needs of entrepreneurial education skills. The main need for entrepreneurial education skills along side with Entrepreneurship character are technical skills and leadership skills, while Entrepreneurship Intentions mostly require managerial skills, in Furthermore, mostly SMEs owned the Entrepreneurship motivation requires entrepreneurial personal skills and Personal maturity skills.

Legal Certification Of The Rights Of The Responsibility Assured By The Company

Yuhelson

Jayabaya University, Indonesia

JH. Sinaulan

Jayabaya University, Indonesia

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Abstract

There is practice in the community, there is often a discrepancy between the laws and regulations and their implementation. The Underwriting Right is not registered at the Land Office, this raises a problem with the Underwriting Rights which if it is not registered at the land office, the Underwriting Right will not get the Underwriting Certificate, the Underwriting Certificate issued by the land office and this certificate is proof from the existence of Underwriting Rights, in addition, also often the registration of Underwriting Rights is carried out late from the period specified by the Act. In essence, the community must comply with the prevailing laws and regulations so that problems do not occur in the future. Underwriting rights in the form of land and buildings are inseparable from the Agrarian regulations which the mechanism for registration of Underwriting Rights is carried out at the land office on the basis of data in the APHT issued by PPAT with a book of Mortgage Rights. The form and content of the Underwriting Rights book have been stipulated based on Agrarian Minister Regulation number 3 of 1997. The Deed of Granting Mortgage (APHT) regulates the terms and conditions regarding the granting of the Underwriting Right from the Debtor to the creditor in connection with the debt pledged as a Mortgage Right. The granting of this right is intended to give the priority position to the creditor concerned, so the granting of the Underwriting Right is a guarantee of repayment of the debt to the creditor in connection with the loan or credit agreement in question.

Pesantren Tradition in Educational Psychology Perspective

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Abstract

The tradition of pesantren is a characteristic of pesantren that cannot be found in other educational institutions. Five elements of Islamic boarding schools are kyai, santri, teaching 'kitab', mosques and surau. Kyai is a charismatic figure who leads pesantren, santri is the name for students who are studying in pesantren. Teaching kitab is given in non-classical through sorogan, wetonan and bandungan methods. Parents need to prepare and condition prospective students before entering the new environment at the pesantren. Preparation is not only on cognitive aspects but also on social and mental aspects related to psychological wellbeing. When someone has to enter a new environment, the problem will arise for the individual because of differences in the physical and social environment. Every individual who is faced with a new environment will make an effort to adjust. There are still many santri who experience problems in adjusting especially in the first year, so that almost every year there are always students who leave before graduating or survive but in forced conditions so often result in students showing behavior that is not directed and poor academic achievement. Social support can be an encouragement for students to increase enthusiasm in carrying out their duties as santri. This social support can be obtained from parents, siblings, friends, and even teachers in their Islamic boarding school. Social support provided by parents for students can be in the form of advice, attention, or facilitating their children in taking guidance in boarding schools. Teachers can provide social support for their students by giving attention, especially for students who feel they have various problems. Keywords: pesantren, social adjustment, social support

The role of Forum for Religious Harmony (FKUB) to Support Religious Life in Palangka Raya

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Abstrak

Indonesia is a country notable for its multicultural society, where people of different ethnic, linguistic, culture, and religious background live together alongside each other. Many of the world's major religions are practiced in Indonesia such as Islam, Christianity, Catholicism, Buddhism, Hinduism and Confucianism. In such multi-religious setting, religious harmony becomes a critical factor in order for development taking place smoothly, and for the implementation of a safe, prosperous and advanced community development. For Indonesia, the diversity of religions can be the country's most powerful treasure and strength, but on the other hand it potentially rise conflict in the absence of good enforcement of noble and tolerance values among the existing religious communities. Indonesia has Pancasila as its national foundation and philosophy, which is embodied in the motto of Bhineka Tunggal Ika (unity in diversity). This means that the sustainability of community development and the country's development in general can only be achieved if the spirit of unity is properly maintained and nurtured.

The Optimization of the System for Granting the Building Permit (IMB) in Palangka Raya

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The Faculty of Engineering of Christian University of Palangka Raya

Abstract

The Regulation of the issuance of the Building Permit in Palangka Raya is managed by The Region Regulation (PERDA) Number 16 Year 2009 concerning the construction of buildings in which the implementation is given to the Board of City Planning Service of Building Construction and City Parks (DISTAKOBAGMAN). Starting from June 2007, the process of granting IMB has been carried out by KPPT (The Board of One Stop Permit Services). Further In correlation with PERDA, DISTAKOBAGMAN as the technical government institution has big role in the issuance of IMB. The Government has already made the procedure and the system for the implementation of the granting of IMB. Nearly at around 60% per cent of the 42.000 total building in Palangka Raya do not have IMB. While IMB is one of the regional asset income for Palangka Raya. The research method used is direct survey. The research use questionnaires which are given to some Government institutions as the respondents . The total number of the respondents are responses. They are 4 people as the representative of government institution and the 25 people in Palangka Raya as the representative responses from the public society. The Data are analysed and will be scored based on the criterias. Therefore,It causes the issuance of IMB in Palangka Raya is not optimal , either it is seen from the internal or external factors. As the consequence ,a new system must be developed. The research result is to develop a new system as the procedure how to grand IMB Permit in Palangka Raya , starting from the level of sub-district (Kecamatan/Kelurahan) and direct to DISTAKOBAGMAN which makes the final decision whether or nor IMB is issued. To help this new system spreading up fast , among other elements such as must work togetherwith the Head of the Neighborhood (Ketua RT). And then the PERDA can use as the LAW ENFORCEMENT for the Civil Police Unit Service (SATUAN POLISI PAMONG PRAJA Satpoll PP) for any entrepreneurs who have not IMB

Keywords : *IMB, Not Optimal, PERDA, DISTAKIBAGMAN, Palangka Raya*

EFFECT OF APPLICATION OF GOOD GOVERNANCE AND GOVERNANCE ACCOUNTING STANDARDS ON QUALITY OF FINANCIAL INFORMATION ON GOVERNMENT PROVINCIAL GORONTALO.

PENGARUH PENERAPAN *GOOD GOVERNANCE* DAN STANDAR AKUNTANSI PEMERINTAHAN TERHADAP KUALITAS INFORMASI KEUANGAN PADA BADAN KEUANGAN PROVINSI GORONTALO.

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Abstract

The problem of financial report of Gorontalo provincial government happened at the delay of presentation of financial report beside that the application of government accounting standard which now apply based on accrual so that become new thing for the employee at that office so that will impact to quality of financial information. The purpose of this study is to determine how the influence of the application of good governance and government accounting standards on the quality of financial information on the financial institution of Gorontalo province. The results showed that good governance has positive but not significant effect on the quality of financial information other than that for government accounting standards have a positive and significant impact on the quality of financial information. The result of coefficient of determination test shows that the quality of financial information at Gorontalo Provincial Finance Board is influenced by good governance variable and government accounting standard 52,9% and the rest 47,1% influenced by other variable not yet examined in this research among others human resources , Internal control, and technology utilization.

Keywords: Good Governance; Governmental Accounting Standards; Quality of Financial Information.

Keywords: *small enterprises; supply cahin; marketing area.*

The Analysis of Capital Adequacy Ratio Influence, Non Performing Financing, and Operational Cost Ratio Towards The Operating Revenue To Return on Assets at Indonesia Sharia Commercial BANK Period Year 2010-2014

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Abstract

This research is expected to be the subject of assessment and development of science, especially in to the field of financial management at sharia commercial banks and as input for the managers and the Government. The method used in this research is descriptive research method. Descriptive research is aimed at explaining the characteristics of phenomena or problems that exist to be used as a basis in making decisions to solve problems. Verification research basically wants to test the truth through data collection in the field. Verification nature basically want to test the truth of a hypothesis obtained through data collection in field. The verification research is aimed to know influence of variable X1 (CAR), X2 (NPF) and X3 (BOPO) to variable Y (ROA). The design of analysis using multiple regression and coefficient of determination. The results of this study are: (1) CAR, NPF and BOPO conditions in sharia commercial banks in Indonesia are still in fair category and do not violate the provisions of Bank Indonesia and or the Financial Services Authority. (2) ROA of sharia banks in Indonesia has an average of 1.35% and this figure is still below the ideal value of Bank Indonesia is 1.5%. (3). The partial effects of CAR, NPF, and BOPO on ROA in sharia commercial banks in Indonesia are: CAR negatively affects ROA at Sharia Commercial Bank in Indonesia, NPF has a negative effect on ROA on Sharia Commercial Banks in Indonesia, BOPO negatively affects ROA at Sharia Commercial Bank in Indonesia. (4). There is a simultaneous influence among CAR, NPF, and BOPO on ROA.

Keywords: *Capital Adequacy Ratio, Non Performing Financing, Operational Cost Ratio, Operating Income, Return On Assets.*

IMPLEMENTATION OF THE SUPPLY CHAINS MANAGEMENT CONCEPT IN THE DEVELOPMENT OF DISTRIBUTION PATTERNS AND MARKETING AREAS

Muhammad Suhandi Aziz

Abstract

This research aims to formulate development strategies and regional distribution pattern of Small Medium Enterprises marketing. Low productivity and the narrowness of the region of product marketing, requires that SMEC doing repairs ranging from upstream to downstream processes. The use of the concept of supply chain management, where very precise in order to resolve the problems occurred. In this study researchers using qualitative and quantitative research methods. As for the methods of analysis used to formulate policy that is by using SWOT analysis. From this research that the results obtained in order to develop patterns of distribution and marketing SME area required the presence of revamping the Groove Commerce SMEC, i.e. by implementing two levels or three levels of channel to expand network marketing. The implications of the end, the author hopes this research could be a reference in developing patterns of distribution and marketing of SME.

THE GOVERNMENT READINESS TO ORGANIZE THE FUTURE OF COMMUNITY IN PAPUA PROVINCE THROUGH EDUCATION

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Abstract

Papua is the widest island in Indonesia where the community needs intensive support to improve the future standard of living. Government readiness to organize the region through education will definitely impact on the community development and well-being. The objectives of this scientific article are to 1) examine the government readiness to organize the future of society through education in Papua Province and 2) classify the factors affecting government readiness to organize the future of society through education in Papua Province. To achieve these objectives, this study applied a qualitative approach with three data collection techniques: document study, interviews, and field observations. This article explains the variables, tests the theories, and search for a generalization which contains a predictive value. The results of this article elaborate the readiness of the Provincial Government of Papua Province in organizing education through government policies which are set forth in the Law, Government Regulation, and Regional Regulation concerning education. Furthermore, the factors affecting the education management found in this study are divided into two classifications: 1) internal factors include the readiness of public administration, bureaucracy, individual behavior, and leadership; and 2) external factors include the conditions of community, socio-economic, geography, security, education infrastructure and facilities, education fund, and the effects of globalization.

Keywords: *Education, Government, Policy, Human Resources, Competency*

Changing Student Teachers' Mindset in Designing Lesson Study Based Learning Through Metacognitive Strategy

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Abstract

Qualified learning will be achieved if the teacher is able to design the learning process well. The indicator of good learning design is if it is able to accommodate the students' different learning style, to give the opportunity for the students to be active, creative, innovative and to dig up students' potency. Thus, it is important to change the teachers' mindset in designing the learning process.

Through lesson study based metacognitive strategy, learning is organized through plan, do, see steps. In the plan step, the teacher makes chapter design and lesson design that applies metacognitive strategy. In the do step the students identify basic competence that should be achieved and the steps of the learning process or students activity that should be written in the learning design (self-planning). Then the students recheck the relevance between the basic competence and the learning steps that should be available (self monitoring). The last step in do is evaluating the process and result of learning organization that they make (self evaluation). The last step is see or reflection where the lecturer together with the observers evaluate the learning process and learning result to revise the future learning.

The observation result shows that designing the lesson study based learning activity through metacognitive strategy has changed their view point in making the students learn. They are careful in analyzing the need, relating the relevance between basic competence and the learning steps that should be available. They also get used to recheck the design they have made. From this point they get used to be careful, systematic, selective, comprehensive, logic, and try to dig up their potency in designing learning activity. Through this effort, it is expected that qualified learning can be achieved.

Keywords: metacognitive strategy, learning design, lesson study

Legal Education for Legal Practitioners, Indonesian Experience

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Abstract

Legal education in the early history of its formation by the Dutch East Indies colonial government was aimed at fulfilling the need of the judiciary institutions in the Java region. The college of law was first formed in 1909 in Jakarta under the name *Rechtsschool*. Subsequent developments gained important momentum when the college of law was later upgraded to a higher education institution with the name *Rechtshogeschool* on October 28, 1924, and four years later what was known as the Law Faculty of the University of Indonesia was established.

Since the opening of the first college of law, legal education has continued to grow following the need for legal practice to this day, which is shown by a curriculum based on the need for legal practice in line with the need for legal practices. This research was carried out with the normative legal methodology, with court decisions, legislation and agency reports as the primary research material.

Keywords: *Legal Education, legal professions, and legal practices.*

OVERCRIMINALIZATION IN INDONESIA

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Abstract

The term "overcriminalization" may be a new term in criminal law in Indonesia. Nevertheless, it is normative, many laws and regulations enacted and ratified. The behavior of law enforcement in a bad legal practices show the face of the cruel criminal law. This issue is certainly closely related to the laws and regulations that formed it.

Keywords: Overcriminalization, criminal, legislation, Law

EMPLOYEE INTEGRITY MODERATES THE EFFECT OF ACCOUNTING INFORMATION SYSTEM APPLICATION ON EMPLOYEE PERFORMANCE IN BANK PERKREDITAN RAKYAT PALEMBANG

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Abstract

The purpose of this study was to determine the effect of the accounting information systems application on employee performance, whether organizational culture and employee integrity moderated the accounting information systems application influence on employee performance. The research conducted at Bank Perkreditan Rakyat in Palembang. The samples of this study were 42 respondents by using purposive sampling. The data collection methods were questionnaire and interview, while the data analysis technique was multiple linear regression analysis. According to the research result by distributing questionnaires to 42 respondents, it could be concluded that the accounting information systems application had a positive and significant effect on employee performance. The organizational culture and employee integrity influenced positively and significantly toward employee performance as well as organizational culture and employee integrity as the accounting information system application moderation showed that employee integrity could moderate the organizational culture.

Keywords: *The application of accounting information system, Employee performance, Organizational culture, Employee integrity.*