

ORGANIZED BY:



# BOOK OF CONFERENCE PROCEEDINGS

HONG KONG INTERNATIONAL CONFERENCE ON BUSI-  
NESS, SOCIAL SCIENCE AND MANAGEMENT STUDIES  
FOR SUSTAINABLE INNOVATION

HIBSSI

22 - 23

Jan

# Hong Kong International Conference on Business, Social Science and Management Studies for Sustainable Innovation (HIBSSI)

**January 22 - 23, 2018**

**Hong Kong**



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# FOREWORD

Research Synergy Foundation is the 1st Indonesian social enterprise platform that focus on developing collaborative networks among both researchers, lecturers, scholars, and practitioners globally for the realization of an equal quality of knowledge acceleration between developed and developing countries. We focus on opening the gates of research collaboration between countries. We introduce and encourage scientific publications from developing countries. We create scientific forums in order to boost the creation and diffusion of new knowledge.

Known as a catalyst and media collaborator among researchers around the world is the achievement that we seek through this organization. By using the media of International Conference which reaches all researcher around the world we are committed to spread our vision to create opportunities for promotion, collaboration and diffusion of knowledge that is evenly distributed around the world.

## Our Vision:

Our vision is to be world class organization that encourage acceleration quality of knowledge in developing country.

## Our mission:

First, promoting scientific journals from developing countries as an equitable distribution tools of knowledge. Second, opens research collaboration opportunities among countries, educational institutions, organizations and among researchers as an effort to increase capabilities. Third, create a global scientific forum of disciplinary forums to encourage strong diffusion and dissemination for innovation.

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# CONFERENCE CHAIR MESSAGE

We are delighted to welcome you to the Hong Kong International Conference on Business, Social Science and Management Studies for Sustainable Innovation (HIBSSI) by Research Synergy Foundation and Scholarvein as official partner held on January 22 – 23, 2018 at The Kimberley Hotel, Hong Kong.

The theme of Hong Kong Conference is provide an opportunity for academicians and professionals from various Business, Management, and Social Science related fields from all over the world to come together and learn from each other. HIBSSI 2018 International Conference shows up as a cutting-edge Social Research platform to gather presentations and discussions of recent achievements by leading researchers in academic research.

It has been our privilege to convene this conference. Our sincere thanks, to the conference organizing committee; to the Program Chairs for their wise advice and brilliant suggestion on organizing the technical program and to the Program Committee for their thorough and timely reviewing of the papers. Recognition should go to the Local Organizing Committee members who have all worked extremely hard for the details of important aspects of the conference programs and social activities.

We welcome you to Hong Kong and hope that this year's conference will challenge and inspire you, and result in new knowledge, collaborations, and friendships.

Best regards,

Dr. Hendrati Dwi Mulyaningsih  
Conference Chair of HIBSSI 2018

# CONFERENCE PROGRAM

Day 01- Monday | January 22, 2018

Venue : Cambridge Room I

The Kimberley Hotel – Hong Kong

<b>09.00-09.30</b>	<b>Welcome Reception and Registration</b>
<b>09.30-09.40</b>	<b>Opening Address</b> Conference Coordinator: Mr. Febrialdy
<b>09.40-09.50</b>	Group Photo Session
<b>09.50-10.00</b>	<b>Morning Tea and Grand Networking</b>

## Day 01

Cambridge Room I

Monday, 22 January 2018  
Session 1 (10.00 – 11.00)  
Session Chair : Dina Patrisia

Track Business Studies

Paper ID	Author	Media	Paper Title
HIB18103	Yuki Fitria	Oral Presentation	The Role of Employee Engagement and Work Satisfaction towards Employee Commitment in Banking Companies in Padang
HIB18109	Kartika Cahya Kencana	Skype Presentation	The Effect of Over Workload and Role Conflicts on Behavior of Tax Auditor Dysfunction with Working Stress as Mediation Factor And Moral Competence as Moderation Factor (empirical study at Indonesian Directorate General of Taxes)

## Day 01

Cambridge Room I

Monday, 22 January 2018  
Session 2 (11.00-12.00 a.m)  
Session Chair : Febrialdy

Track Public administration

Paper ID	Author	Media	Paper Title
HIB18106	Taek Kyu Kim	Oral Presentation	Political Connection and Bureaucratic Rent-Seeking in inter-governmental grants

# Day 01

Cambridge Room I

Monday, 22 January 2018  
Session 3 (11.00-12.00 a.m)  
Session Chair : Febrialdy

Track Management

Paper ID	Author	Media	Paper Title
<b>HIB18108</b>	Dina Patrisia	Oral Presentation	Corporate Diversification and Corporate Social Performance in Indonesia

Lunch Break 12.00-1.00 pm  
Closing Ceremony

## List of Conference Attendees

<b>ID</b>	<b>Attendee</b>	<b>Field of Study</b>	<b>Affiliation</b>
<b>HIB18104</b>	Abror Abror	Business studies	Universitas Negeri Padang
<b>HIB18107</b>	Soo Hyun Park	Public administration	Yonsei University

## **Day 02**

### **Tuesday (January 23, 2018) City Tour and Shopping Day**

All respective guests are free to conduct their own sightseeing and tour. The second day of the event is reserved for this memorable purpose

# **Track: Business Studies Research**

# **The Role of Employee Engagement and Work Satisfaction towards Employee Commitment in Banking Companies in Padang**

**Yuki Fitria<sup>1</sup>, Muthia Roza Linda<sup>2</sup>**

<sup>1,2</sup>Universitas Negeri Padang

<sup>1</sup>yuki.fifit@gmail.com

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## **Abstract**

*The objective of this study is to determine the effect of employee engagement and job satisfaction towards employee commitment in banking companies in Padang. This research used sampling technique of the cluster proportional random sampling. The type of data used was the primary data obtained from the questionnaires that were distributed to the respondents. Data were analyzed by using Structural Equation Modeling (SEM) technique, with alternative method of PLS assisted by the WrapPLS software version 3.0. The test shows that that result of the research supports the hypothesis, in which employee engagement has a direct and significant effect towards organizational commitment. The job satisfaction is also found to have a direct and significant effect towards organizational commitment. Lastly, the job satisfaction functions as a partial mediator on correlation between employee engagement with organizational commitment.*

**Keywords:** Organizational commitment, Job satisfaction, and Employee Engagement.

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# **The Effect of Over Workload and Role Conflicts on Behavior of Tax Auditor Dysfunction with Working Stress as Mediation Factor And Moral Competence as Moderation Factor (empirical study at Indonesian Directorate General of Taxes)**

**Susanti Widhiastuti<sup>1</sup>, Kartika Cahya Kencana<sup>2</sup>, Juli Prastyorini<sup>3</sup>**

<sup>1</sup>IPWIJA Science High School Of Economics,<sup>2</sup>Kasih Bangsa Science High School Of Economics,<sup>3</sup>STIAMAK Barunawati Surabaya Science High School Of Economics

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## **Abstract**

*This study examines the theory of transactional processes (Lazarus, 1995) which is the application of work stress theory proposed by Gibson et al. (1995). This study also tests coping theory proposed by Lazarus and Folkman (1984) as the main theory. The assumption that tax auditors experience work stress in the face of over workload pressure and role conflict but moral competence as a characteristic factor of individual tax auditors will carry out a transactional role by behaving in dysfunction. Data collection methods in this study using survey techniques in obtaining external validity. Research data obtained in the form of opinion by using the questionnaire instrument to the tax inspector as the respondent. Given the questionnaire given is a statement of perception that is subjective, in order to facilitate interpretation of qualitative data, the researchers took the initiative to perform the conversion of qualitative data into the parametric scale with the Method of Successive Interval. Analyzer used in this study is Structural Equation Modeling based on variant, or Partial Least Square. Job stress is able to mediate the effect of over workload and role conflict on tax auditor dysfunction behavior but moral competence is not able to moderate the relationship of influence of work stress on dysfunction behavior. Further statistical search indicates that the moral competence of the respondents is too low so this leads to moral competence not strong enough of to moderate the influence of work stress on behavior of dysfunction. Surveys conducted are not accompanied by researchers in filling questionnaires in the theoretical sphere so as to generate potential bias in the results. The questionnaire model of the relatively new moral competence known by the respondents would need to be prior to the introduction by the researcher before it is disseminated. In addition, this study does not further explore the existence of negative phenomenon over the direct influence of over workload on the behavior of tax auditor dysfunction.*

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*This empirical study gives contributions of thought to the next researchers to perform testing with experimental methods so that internal validity can be obtained*

**Keywords:** Over Workload, Role Conflict Work Stress, Behavior of Tax Auditor Dysfunction, Moral Competence

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**Track: Public Administration  
Research**

# Political Connection and Bureaucratic Rent-Seeking in inter-governmental grants

Taek Kyu Kim<sup>1</sup>, Soo Hyun Park<sup>2</sup>

<sup>1,2</sup>Yonsei University

<sup>1</sup>sm910121@naver.com

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## Abstract

*The study explores how the political connections and rent-seeking behaviors of local governments motivate the allocation of inter-governmental grants in Korea. Unlike other inter-governmental grants being given based on the formula, the decision for the Special Grants is likely to be in a sphere of evaluation, closely connected to the Ministry of the Interior and Safety (MOIS) which is in charge of the decision. We specifically examined whether the governor's and mayor's party matches with that of the President of Korea and has work experience in the MOIS significantly increase the financial benefit. To minimize sampling bias in the analysis, we examined 27 administrative districts in 8 years with identical population size (populations from half a million to three and half a million) and excluded Seoul and Gyeonggi regions which show exceptional capability as metropolitan cities. The results reveal that the local governments with such characteristics receive a larger amount of the Special Grants and the interaction effect of these factors strongly exist in the allocation process. For the rigorous analysis, we further divided the dependent variable into subgroups to precisely examine the effect, having consistent results with the earlier analysis. This is consistent with the notion that the presence of incentives for government officials to engage in rent-seeking motivates political management in obtaining inter-governmental grants. Although Local Allocation Tax Act in 2009 was amended in order to discourage inefficient management of the inter-governmental grant, the paper still supports the "unrevised reality" in the local finance. By uncovering the influence of administrative officials engaging in the budgetary process, it discusses the need for checks and balances that are required to minimize the exertion of improper discretion in inter-governmental grants.*

Keywords: Rent-Seeking, Inter-Governmental Grants, Political Connection

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## Track: Management Research

# Corporate Diversification and Corporate Social Performance in Indonesia

Dina Patrisia<sup>1</sup>, Shabbir Dastgir<sup>2</sup>, Abror Abror<sup>3</sup>

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## Abstract

*The relationship between corporate diversification and corporate financial performance is well established. However, the relationship between corporate diversification and corporate social performance (CSP) is under investigated, especially in the emerging countries. Therefore, this study examines the relationship between corporate diversification and CSP in Indonesia setting. Furthermore, corporate diversification in this study has been divided into two types of diversification, including product diversification (i.e. related and unrelated diversification) and international diversification. By using a purposive sampling, the number of samples in this study is 203 listed companies from the Indonesian Stock Exchange in 2013. This study employed the annual report of the company as the source of data. Furthermore, occurrence disclosure analysis has been applied to measure CSP based on 80 indicators of the Global Report Initiative (GRI). This study used multiple regressions with one-year lag dependent variables as the data analysis. The results show that the related diversification is negatively and significantly related to CSP, whilst, the unrelated diversification reveals a positive relationship with CSP. Moreover, unrelated diversification is more positively correlated to CSP than the related diversification. Furthermore, the international diversification has a positive and significant relationship with CSP. This study has contributed in explaining the link between corporate diversification and CSP in an emerging economy setting. Additionally, it has two main managerial implications, including the manager needs to consider corporate diversification and carefully manages the demands of an extensive range of stakeholders to increase CSP. Second, this study provides input to managers who run their businesses in the emerging economies that have some differences compared to the developed economies. Finally, limitations and further research directions are discussed.*

**Keywords:** Corporate Diversification, related diversification, unrelated diversification, international diversification, Corporate Social Performance

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## FUTURE EVENTS

January 29-30, 2018

Japan International Conference on Business, Management Studies and Social Science (JIBUMS)

<http://www.jibums.researchsynergy.org/>

February 15-16, 2018

Singapore International Conference on Marketing, Management Science and Business Theory and Practice (SIMBUT)

<http://www.simbut.researchsynergy.org/>

February 5-6, 2018

Korea International Conference on Business, Management and Social Science: Theory, Current Issues and Research (KIMTIR)

<http://www.kimtir.researchsynergy.org/>

February 19-20, 2018

Hongkong International Conference on International Business, Economic Studies and Humanities (HIBESH)

<http://www.hibesh.researchsynergy.org/>

February 26-27, 2018

Japan International Conference on Global Business Practice and Theory, Management Studies and Social Science (JIGMES)

<http://www.jigmes.researchsynergy.org/>

March 5-6, 2018

Korea International Conference on Humanities, Social Science and Business Studies (KIBSS)

<http://www.kibss.researchsynergy.org/>

March 15-16, 2018

Singapore Global Conference Forum of Emerging Issue in Management, International Business and Social Science (SIEMI)

<http://www.siemi.researchsynergy.org/>

March 19-20, 2018

Hong Kong International Conference on Entrepreneurship, Business Studies and Global Economy (HICEB)

<http://www.hiceb.researchsynergy.org/>

March 29-30, 2018

Japan International Business and Management Research Conference (JIBM)

<http://www.jibm.researchsynergy.org/>

