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BOOK OF CONFERENCE PROCEEDINGS

3rd JIBM

Tokyo

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**3RD JAPAN INTERNATIONAL
BUSINESS AND MANAGEMENT
RESEARCH CONFERENCE**

SUPPORTED BY:



Abstract Proceeding Book of 3rd Japan International Business and Management Research Conference (3rd JIBM)

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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 3rd Japan International Business and Management Research Conference (3rd JIBM) by Research Synergy Foundation and Scholarvein as official partner held on March 25 - 26, 2019 at Hotel Listel Shinjuku, Tokyo, Japan.

The aim of conference is to provide a platform for academicians, researchers, practitioners, scholars, and graduate students from different cultural backgrounds to present and discuss researches, developments and innovations in the fields of Business and Management.. 3rd JIBM 2019 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 Tokyo, Japan 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 3rd JIBM 2019

CONFERENCE PROGRAM

Day 01- Monday | March 25, 2019

Venue: Room I

Hotel Listel Shinjuku – Tokyo, Japan

08.30-09.00	Welcome Reception and Registration
09.00-09.10	Opening Address Conference Coordinator: Ms. Sri Maryati – Research Synergy Foundation
09.10-09.30	Group Photo Session, Morning Tea and Grand Networking

Day 01

Room I

Monday, 25 March 2019

Session 1 (09.30 – 10.30)

Session Chair : Dr. Hendrati Dwi Mulyaningsih

Track Business Administration

Paper ID	Author	Media	Paper Title
JIM19102	Johanim Johari	Oral Presentation	Enhancing Well-being through Job Characteristics: a Case of Public Servants in Malaysia
JIM19104	Zuraida Hassan	Oral Presentation	Investigating the Relationship Between Safety Behaviour and Safety Management Practices: a Case Study among Workers in Malaysian Sme's
JIM19108	Joshua Akinlolu Olayinka	Oral Presentation	Is Institutional Environment Important to Technology Spillover in Developing Countries? a Meta-Analysis
JIM19113	Patcharin Phrarat	Oral Presentation	Influences of Exposure and Attitudes towards Youtubers' Product Advertising on Consumer Behavior

Day 01

Room I

Monday, 25 March 2019

Session 1 (10.30 – 10.45)

Session Chair : Dr. Hendrati Dwi Mulyaningsih

Track Public Administration

Paper ID	Author	Media	Paper Title
JIM19117	Ishaku Liti Awalu	Oral Presentation	A Methodology for Evaluating the Transparency of eGovernment Websites

Day 01

Room I

Monday, 25 March 2019
Session 2 (10.45 – 12.00)
Session Chair : Dr. Yuhana

Track Management

Paper ID	Author	Media	Paper Title
JIM19103	Fee Yean Tan	Oral Presentation	Role Stressors: Its Effect on Academic Dissatisfaction and Counterproductive Work Behavior
JIM19105	Nik Hazimah Nik Mat	Oral Presentation	VRIN Resources and Firms Survival: Does it Works for Small and Medium Hotels?
JIM19109	Atikan Tassanaaree	Oral Presentation	Values and Influencer Factors Affecting Decision Making of Leisure-time Activities of Generation Y
JIM19110	Noppanon Homsud	Oral Presentation	The Study of Online Marketing Communications through Celebrities and the Impacts on the Awareness of TAT Challenge 2
JIM19111	Walrapa Promduang	Oral Presentation	Influences of Beauty Influencers on Cosmetic Purchase Behaviour of Generation C

Lunch Break and Closing Ceremony
12.00-1.00 pm

Day 02

Tuesday (March 26, 2019)
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 Administration
Research

Enhancing Well-being through Job Characteristics: A Case of Public Servants in Malaysia

Johanim Johari Johari¹, Faridahwati Mohd Shamsudin², Tan
Fee Yean³, Khulida Kirana Yahya⁴, Zurina Adnan⁵

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ABSTRACT

Background - Since the early 1980s, the Malaysian government has embarked on a number of reforms to improve efficiency in public delivery. The latest reform called the Government Transformation Program (GTP), extends previous reforms by increasing public sector accountability, implying that new ways of doing things should be in place. However, to what extent employee well-being is affected is less clear.

Purpose - The objective of this study is to analyse the influence of job characteristics on the well-being of public servants.

Design/Methodology/Approach - Job characteristics comprised of five dimensions, namely skill variety, task identity, task significance, autonomy, and feedback. A total of 151 of public sector employees from various public agencies and departments in the Northern Region of Peninsular Malaysia participated in the study. Some of the agencies that took part in the study include state departments, the fishery department, agriculture-related agencies, and the rural development agency.

Findings - It is reported that feedback and task identity positively impacted employee well-being. The results also indicated that 34.1 percent of the variance that explained employee well-being was accounted for by the different characteristics of a job. This study provides valuable insight into the issue of wellbeing of public sector employees after the introduction of the latest reforms in the government delivery regime.

Research Limitations - The findings of this study should be interpreted with caution by considering the following caveats. First, the population in this study encompassed public servants in specific public service departments and agencies in the northern region of Peninsular Malaysia, hence, limiting the generalizability of the results to a wider population of PSEs in other parts of Malaysia. The cross-sectional nature of the study should also be taken into account when interpreting the findings.

Originality/Value - The present study offers some practical recommendations to public sector managers on what needs to be done to improve employee job performance in light of the findings obtained. Additional practical and theoretical implications are put forth. Finally, directions for future research are also suggested.

Keywords: job characteristics, employee well-being, public servants, Malaysia

Investigating the Relationship between Safety Behaviour and Safety Management Practices: A Case Study among Workers in Malaysian SME's

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ABSTRACT

Background - Small and medium enterprises (SME's) are of the main contributor for Malaysian economy. As alike the big and heavy industry, SME's also faced various workplace hazards that negatively affect the safety, health and wellbeing of the workers. As stated by OSHA1994, is the general duties of the employer to make sure their workplace as safe as practicable for the safety and health of their employees.

Purpose - The purpose of the research, are to study the relationship between safety management practices and its relationship with workers' safety behaviour in Malaysian SME's.

Design/Methodology/Approach - The study involves 382 respondents from SME's company. The data collected using questionnaire and used SmartPLS in analysing the data. The questionnaire is adopted from past researcher that measure the relationship between management safety practices and safety behaviour.

Findings - The findings show that safety management practices has positively correlate with safety compliance behaviour. The results in this study could give additional information to the organization to improve their safety management practices in order to have safe and healthy work environment.

Research Limitations - This study are conducted in the Northern Peninsular of Malaysia. Researchers recommend that this study should be carried out throughout Malaysia and it should done taking into account the differences in the size of a group that is divided into small and medium companies.

Originality/Value - The main contribution of the research is on the knowledge enrichment about safety management practices and it relationship with safety behaviour. From practical perspective, findings from this research help the SME's companies learned and understand the important of safety management practices in elevating the companies' safety performance and boost the organizational safety culture.

Keywords: safety management practices, safety behaviour, small and medium enterprise, manufacturing

Is Institutional Environment Important to Technology Spillover in Developing Countries? a Meta-Analysis

Joshua Akinlolu Olayinka¹, Sirinuch Loykulnanta²

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ABSTRACT

Background - *Technology spillover is an essential benefit to the host economy asides the capital inflow derived from the presence of the MNEs. The spillover is observed in the improvement in the productivity of domestic firms. Past empirical studies have reported that the presence of MNEs caused an increase in the productivity of the domestic firms in the host country and some have reported that there is no improvement in the productivity of the domestic firms that can be linked to the presence of the MNEs.*

Purpose - *Previous researchers have argued that the reason for differing results in the empirical studies of technology spillover is the treatment of the spillover as a black box, this study takes a different view. The main aim of this study is to examine if there is an institutional environmental bias in the empirical literature and if the institutional environment of the host country is important to technology spillover from MNEs to the domestic firms. This is because the institutional environment of the host countries has a direct effect on the level of activities of MNEs in the country.*

Design/Methodology/Approach - *14 published independent empirical studies were selected for the meta-analysis based on the selection criteria. These empirical studies were done in developing countries, peer reviewed, used panel data, and are firm level studies. The rankings of the countries institutional environment were obtained from the World Bank's worldwide governance indicators (WGI) and the doing business data. A random effect meta-regression was conducted with the institutional environment rating introduced as the moderator.*

Findings - *The result of the meta-analysis indicates that host countries that are ranked high in the WGI based on the six dimensions of accountability, political stability, government effectiveness, regulatory quality, rule of law, and control of corruption benefit better from technology spillover. The result also shows that better institutional environment encourages heterogeneity of MNEs in the host country and brings about higher level of technology spillover leading to improve productivity of the domestic firms. Finally, the result shows that there has been institutional environmental bias in the empirical studies of technology spillover because they are not controlled for in both the industry and firm level studies.*

Research Limitations - *The limitation for this meta-analysis is the limited number of empirical studies that pass the selection criteria. The result may be improved upon with more studies included in the meta-analysis.*

Originality/Value - *This literature review revealed the importance of controlling for institutional environmental differences in technology spillover empirical studies.*

Keywords: Technology Spillover, Institutional Environment, Meta-analysis, Multinational Enterprises

Influences of Exposure and Attitudes towards YouTubers' Product Advertising on Consumer Behavior

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ABSTRACT

Background - YouTube, well-known and globally-used website or social media where people can share their video clips for global access without fees, has been the most popular and used in Thailand. Sometimes YouTubers are sponsored by organizations hiring them to advertise the products or by including the hiring organizations into their YouTube videos as the advertisement on YouTube has a high impact on users due to the reliability as a YouTuber.

Purpose - The research aimed at studying the influences of exposure and the attitudes towards YouTubers' product advertising on customer behavior.

Design/Methodology/Approach - The questionnaire which was tested for validity and reliability was used as the research tool. The sample consisted of 400 consumers who had exposed to the Youtubers' product advertising and lived in Bangkok.

Findings - The research study found that the cognitive attitude and the affective attitude towards Youtubers' product advertising had an effect on consumer behavior while the behavioral attitude had no effect at all at statically significance at 0.05.

Research Limitations - It should be conducted including related and various independents for a wide range of information and for benefits of interested and involving businesses, the scope of the study should be extended to other samples apart from those living in Bangkok to extend, development, revise and improve for the best data coverage and it should be carried out with some other online social networks.

Originality/Value - Besides, the consumers had the overall attitude opinions at the high level, but when by aspect, the affective attitude towards YouTubers' product advertising was at the medium level. Because the consumers had a negative feeling towards over-exaggerating advertising and profit-oriented YouTubers leading to less reliability of the products, and at this point, the companies and businesses should aware of and pay more attention to.

Keywords: Exposure, Attitude, YouTuber, Consumer Behavior

Track: Public Administration
Research

A Methodology for Evaluating the Transparency of Egovernment Websites

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ABSTRACT

Background - Over the years, ICTs have transformed governance, with websites increasingly being the focal point of government information and service delivery to its citizens. Recently, several evaluation methodologies as well as standards such as usability, accessibility, credibility, and functionality have been developed. Lately, due to increased demand by stakeholders for open data and open information, Transparency has become one of the standards for evaluation of government information and service openness. Currently, government wide Transparency is measured by organizations such as Open Government Partnership OGP and EU. Unfortunately, despite a few conceptual frameworks proposed by some researchers, there is no thorough research into practical and actual evaluation of Transparency of government websites. Consequently, this paper proposes a methodology for the evaluation of a government website Transparency. The methodology researched available literature to identify attributes of website Transparency. The attributes were analyzed for redundancy and subsequently grouped into four major categories using deductive reasoning. The four major categories are information, reliability, reachability and accountability documents. Information is sub categorized into website content and the way the content is presented or rendered on the website. Reliability is made up of attributes such as privacy policy, spelling error, branding etc. Reachability consists of contact details of key officials of the organization as well as that of the organization itself. Accountability documents are reports and statistics, budget or procurement documents, freedom of information report, annual reports etc. Finally, the paper highlighted how the methodology can be applied in the evaluation and ranking of government websites based on Transparency

Purpose - Currently, there is no study that directly developed a practical model for the evaluation of Transparency of website. Consequently, this paper seeks to develop a model that will first identify the attributes and indicators of Transparency of a website and then develop a methodology of evaluating the Transparency of an eGovernment website.

Design/Methodology/Approach - The main steps of the in the procedure for the development of the methodology are as highlighted below; 1. Determination of core indicators of Transparency 2. Determination of attributes of Transparency 3. Redundancy evaluation 4.

Grouping of attributes into categories of indicator groups 5. Re-evaluation for redundancy 6. Implementation procedure

Findings - Transparency is a major indicator of openness, even though the concept is still evolving, many organizations are advocating for more open systems as they impact positively on democracy. Websites are the most preferred method of government service provision and information dissemination, therefore, evaluation of websites Transparency has become a necessary requirement in improving citizen participation and collaboration. The methodology presented is an improvement of other website evaluation methodologies such as Website Attribute Evaluation System WAES.

Research Limitations - The methodology only measures the presence of the identified attributes without evaluating the quality of these attributes. Therefore, for further research, a methodology that measures the quality of these identified attributes can be used to measure quality of Transparency on a website.

Originality/Value - The paper is original and there is no conflict of interest

Keywords: Transparency, Website Evaluation, Web Engineering

Track: Management Research

Role Stressors: Its Effect on Academic Dissatisfaction and Counterproductive Work Behavior

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ABSTRACT

Background - Counterproductive work behavior is a costly problem in business field as billions of dollars can lost each year resulted by employees theft, absenteeism and workplace violence. Counterproductive work behavior is a expansive problem for the organization and thus it has become increasingly important to be studied. This study intends to clarify the effect of role stressors in predicting academic job dissatisfaction and their later reaction – counterproductive work behavior.

Purpose - The main objective of this study to determines how role stressors (i.e. role overload, role conflict and role ambiguity) may stimulate academic to engage in counterproductive work behavior via their negative feeling – job dissatisfaction.

Design/Methodology/Approach - Data was gathered through questionnaire survey completed by 145 academics from three public universities located in the northern region of Peninsular Malaysia. Partial Least Squares Structural Equation Modelling (PLS-SEM) was used to analyze the data.

Findings - The results indicated that role overload was the main stressor that enhance academic job dissatisfaction levels, which in turn motivates the engagement of counterproductive work behavior. The finding of this study likely to highlight the importance of role overload in decreasing the level of dissatisfaction among academic. The findings can also further contribute to the stressor-emotion model.

Research Limitations - This study only focused on academic who work in public universities. Thus, the result may not be generalizable to private universities as they might have different work practices and policies that likely to affect academic work-related behaviors. Future researchers could undertake a comparative study by incorporating academic from both public and private universities.

Originality/Value - Previous research has extensively concentrated on “good/positive” behaviors but very little research have attempted to study the negative side of attitude and behavior, such as job dissatisfaction and counterproductive work behavior. Therefore, the present study is among the few to examine such negative attitude and behavior, especially among academic in public universities.

Keywords: role conflict, role overload, role ambiguity, counterproductive work behavior, satisfaction

VRIN Resources and Firms Survival: Does it Works for Small and Medium Hotels?

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ABSTRACT

Background - Extant research suggest the application of resource based view (RBV) in exploring the issue of firm growth and innovation. Crucial elements of RBV assume that valuable, rare, inimitable and non-substitutable (VRIN) resources are necessary for the organisation to gain competitive advantage especially in uncertain business environment. It is particularly true in reacting to a global environmental issue like climate change.

Purpose - The purpose of this study is to investigate the impact of employees' performance and the implementation of human resource management practices that influence the survival and competitiveness of the hotels' operation.

Design/Methodology/Approach - A qualitative study through an in depth interview is conducted with ten managers/owners of small and medium island hotels in Malaysia. Thematic analysis is employed to interpret the interview data based on the assumptions of RBV and signaling theory.

Findings - The analytical results are contradictory to the assumptions of VRIN resources. Elements of the research context may have brought a uniqueness of the small and medium hotels operations that influence the strategy of the hotels to survive. This finding would be beneficial especially for island hoteliers to formulate their business strategy towards achieving sustainability of the hotel industry.

Research Limitations - Using interview with small sample of respondents is argue to reduce the ability of the research findings to be generalized. The focus of this study is limited to small and medium island hotels situated in the East Coast Peninsular Malaysia. Expanding the research sample to another part of island in Malaysia may complete the puzzle and generate more understanding about small and medium hotels operated around the island.

Originality/Value - Reseachers believed that a combination between signalling and other theory could increase the viability of the signaling theory concepts and add value to the research findings. Therefore, integrating signalling theory with a well known theory of RBV enable this study to provide insights for practical implication. This is important in bridging the gap between theory and applications. Moreover, the important to study about organizational survival and competitiveness is becoming important more than ever as organizations need to deal with many uncertainties from current business environment including environmental issues that influence the company's operation.

Keywords: Resources, performance, employees, hotels, climate change

Values and Influencer factors Affecting Decision Making of Leisure-time Activities of Generation Y

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ABSTRACT

Background - Amidst the hustle of today's world, life is filled with competition. Doing what one likes in free time helps to ease the stress and frees one from regular duty. Gen Y is a generation of people whose behaviours and ways of life demand a unique lifestyle. An influencer is the online trendsetter who could influence the thoughts and actions of his or her followers. An influencer usually specializes in certain things and could entice people to change their behavior, attitude or actions

Purpose - The objective of this research was to study values and influencer factors affecting the decision making of leisure-time activities of Generation Y. Value factors in this research consisted of social value factor and mental value factor.

Design/Methodology/Approach - A total of 400 samples was selected from the Generation Y with age range from 21-37 years old, who live in Bangkok Metropolitan Area. Research instrument used was questionnaire. The data were analyzed by frequency, percentage, mean, standard deviation and Multiple Regression Analysis.

Findings - The results of the study were as follows: majority of samples are aged from 25-28 years old, with a Bachelor Degree, be company employees, and with 15,001-20,000 baht of monthly salary. The results of hypothesis testing showed that social value factor, mental value factor, and influencer factors affect the decision making of leisure-time activities of Generation Y with statistical significance of 0.05 and the regression equation was $= 1.505 + (0.134)X_1 + (0.201)X_2 + (0.292)X_3$

Research Limitations - It was studied only by quantitative method. Collect more data through interviews in order to gain in-depth information of sample population for which can lead to the discovery of other variables that may affect the decision making of leisure-time activities of Generation Y.

Originality/Value - People of Generation Y believe that leisure-time activities can help to de-stress, so they seek happiness or things that increase their self-esteem or an activity that positively affects their mind. Therefore, if any organization or company prefers to include the Generation Y in their activity, it should prioritize the activity that offers convenience, comfort, relaxation or improvement of personal efficiency and skills.

Keywords: Social Value, Mental Value, Influencer, Leisure-time Activities

The Study of Online Marketing Communications through Celebrities and The Impacts on the Awareness of TAT Challenge 2

Noppanon Homsud¹, Atikan Tassanaaree²

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ABSTRACT

Background - TAT Challenge 2 is a campaign launched by Tourism Authority of Thailand to respond to the Thailand 4.0 scheme. Any business with successful planning of influencer endorsement marketing will achieve an enhanced awareness building. As more consumers are reached, awareness will be created on a wider scale.

Purpose - The objective of this research was to study online marketing communications that features celebrities and the impacts on the awareness of TAT Challenge 2 campaign.

Design/Methodology/Approach - A total of 400 samples was selected from Thai tourists who reside in Bangkok. Research instrument used was questionnaire of which the validity was examined. The Cronbach's Alpha Coefficient was employed to calculate a reliability level of the data, which was 0.899. The data were analysed by frequency, percentage, mean, standard deviation and Multiple Regression Analysis.

Findings - The results of the study were as follows: majority of samples are aged from 20-29 years old with a Bachelor Degree who are company employees with 15,001-30,000 baht of monthly salary. The results of hypothesis testing showed that online marketing communications through celebrities who possess factors of Attractiveness, Trustworthiness and Similarity with Target Audience have impacts on the awareness of TAT Challenge 2 campaign with statistical significance of 0.05 and the equation attitude was $\hat{Y} = 1.886 + (0.114)X_1 + (0.124)X_2 + (0.278)X_3$

Research Limitations - The scope of study has not reflected other tourist groups. It is recommended that future study extends the scope of study to other groups, such as Thai tourists who reside in other regions. It is also recommended that future study considers other factors that may pose impacts on the awareness of TAT Challenge 2 campaign, such as influences of the campaign's image towards the awareness.

Originality/Value - Organisations or agencies should consider the importance of celebrities in designing PR and marketing strategies for activity or project, because these figures are currently close to target audience. These famous people are well recognised and trusted for what they communicate.

Keywords: Online marketing communications, celebrities, awareness

Influences of Beauty Influencers on Cosmetic Purchase Behaviour of Generation C

Walrapa Promduang¹, Patcharin Phrarat², Noppanon Homsud³

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ABSTRACT

Background - Beauty influencer is a consumer who tests a product and shares her/his experience of use, benefits, instructions, pros and cons and tips, as well as comparison with similar products produced by other brands, and publishes the information online. How people give precedence to aesthetics nowadays has enabled the market to benefit from consistent demands in beauty product or services. Therefore, beauty business, as well as business related to cosmetic products, have to market a great variety of products to respond to consumer demands.

Purpose - The objective of this research was to compare the influences of two types of beauty influencers: stakeholder influencers and brand advocates that might affect the exposure of information, attitudes, cosmetic purchase behaviour and tendency of behaviour of Generation C consumers after exposure to information shared on online social media.

Design/Methodology/Approach - The research instrument used was a questionnaire. A total of 400 samples were from population of Generation C who were cosmetic consumers.

Findings - The results of hypothesis testing showed that different types of beauty influencers had different frequencies and reasons of exposure to cosmetic information shared on online social media; consumers had different attitudes towards beauty influencers after exposure to cosmetic information shared on online social media; consumers have different reasons to buy recommended cosmetic items after exposure to cosmetic information shared on online social media but have a tendency of similar behaviour after exposure to cosmetic information shared on online social media with statistical significance of 0.05.

Research Limitations - Only the consumers of Generation C were included in the research as the population samples because of their behaviour in terms of Internet connectivity and remarkable volume of online communication; however, the research results have not included the entire cosmetic users.

Originality/Value - Formulation of PR and marketing strategies of organisations, as well as beauty-related and e-commerce businesses should give precedence to this findings in case marketing promotion through stakeholder influencers has been planned. Moreover, advertisements without integrity can be detected by consumers, and thus the trustworthiness can diminish and consequently affect brand image..

Keywords: influence, beauty influencer, cosmetic purchase behaviour

FUTURE EVENTS

April 18 – 19, 2019

International Conference on Business and Economic Research (ICBER)

<http://icberconference.com>

April 22 – 23, 2019

International conference on Law and Social Science Research (ILAS)

<http://ilasconference.com>

April 29 – 30, 2019

International conference on Language, Education and Teaching Research (ICLET)

<http://icletconference.com>

May 6 – 7, 2019

3rd International Conference on Interdisciplinary in Business, Economy, Management, and Social Studies (IBEMS)

<http://ibemsconference.com>

May 13 – 14, 2019

3rd International Conference on Management studies and Social Science (MASOS)

<http://masosconference.com>

May 13 – 14, 2019

3rd International Conference on Business, Economy, Management and Social Studies towards Sustainable Economy (BEMSS)

<http://bemssconference.com>

June 17 – 18, 2019

International conference on Integrated Marketing, Media, and Communication Science (IIMMC)

<http://iimmconference.com>

June 20 – 21, 2019

International conference on Entrepreneurship, Small Business, and Management Innovation (IESMI)

<http://iesmiconference.com>

July 1 – 2, 2019

International conference on Performance Management and Organizational Behavior Research (ICPOR)

<http://iesmiconference.com>

July 11 – 12, 2019

International conference on Agrotechnology, Business and Socio-Economic (ICABSE)

<http://icabseconference.com>



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March 25-26, 2019