



**Sekolah  
Pascasarjana  
Universitas Pancasila**



**Book of Abstract Conference Proceeding**

# ICCSP

**International Conference  
on Clean and Sustainable Production**

Theme :

“Embracing Sustainability through  
Interdisciplinary Research Development”

# Book of Abstract Conference Proceeding

## The International Conference on Clean and Sustainable Production (ICCSP)

*Theme:*

*Embracing Sustainability through Interdisciplinary  
Research Development*

Virtual Conference, Indonesia  
August 22-23, 2022



**Sekolah  
Pascasarjana  
Universitas Pancasila**



# **Book of Abstract Conference Proceeding**

## **The International Conference on Clean and Sustainable Production (ICCSP)**

**Theme:**

*Embracing Sustainability through Interdisciplinary Research Development*

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# FOREWORD

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**Research Synergy Foundation** is a digital social enterprise platform that focuses on developing Research Ecosystem towards outstanding global scholars. We built collaborative networks among researchers, lecturers, scholars, and practitioners globally for the realization of knowledge acceleration. We promote scientific journals among countries as an equitable distribution tool of knowledge. We open research collaboration opportunities among countries, educational institutions, organizations and among researchers as an effort to increase capabilities.

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***Our Mission:***

*First, developing a research ecosystem towards outstanding global scholars. Second, Promoting scientific journals among countries as an equitable distribution tool of knowledge. Third, opening research collaboration opportunities among countries, educational institutions, organizations and among researchers as an effort to increase capabilities. Fourth, creating global scientific forum of disciplinary forums to encourage strong diffusion and dissemination for innovation.*

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# ORGANIZING COMMITTEE

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## PROGRAM COMMITTEE

### Conference Chair:

Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya  
AHS Management

### Co – Conference Chair

Dr. Hendrati Dwi Mulyaningsih  
Research Synergy Foundation

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**Dr. Afrina Sari** – Universitas Budi Luhur Jakarta

# CONFERENCE CHAIR WELCOME REMARKS

---

Distinguished Participants and Guest,  
Excellencies, Ladies, and Gentlemen

I am delighted to welcome you to International Conference on Clean and Sustainable Production 2022 (ICCSP 2022) organized by Academy Humanity Science (AHS) Management and Research Synergy Foundation (RSF) that held virtually on 22 - 23 August 2022.

It has been our privilege to convene this conference. Our sincere thanks, to:

- the Keynote Speaker, Associate Professor Dr Cham Tat Huei from UCSI Graduate Business School, UCSI University, Malaysia
- the Keynote Speaker, Prof. Dr. Surachman Surjaatmadja from Universitas Pertamina, Indonesia
- to Dr. Hendrati Dwi Mulyaningsih and the team from Research Synergy Foundation;
- to Dudi Permana, Ph. D. from AHS Management;
- the Session Chair, Dr. Saddam A. Hazaea from Yunan University of Finance and Economics, China;
- the Session Chair, Dr. Bibiana Lim Chiu Yiong from Swinburne University of Technology, Sarawak Campus, Malaysia;
- the Session Chair, Dr. Ma. Cristina G. Naguit from Holy Angel University, Philippines;
- the Session Chair, Dr. Abdul Aziz Lai Bin Mohd Fikri Lai from Universiti Teknologi MARA (UiTM), Malaysia;
- the Session Chair, Mr. Vahid Norouzi Larsari from Charles University, Prague, Czech Republic;
- the Session Chair, Mr. Dr. Jennifer H. Operio from Holy Angel University, Angeles City, Philippines;
- 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 through 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.

Today we will hear and learn from 20 scholars that will presenting their research and work in the area of Human Resources Management, Education, Humanities, Social Science, Entrepreneurship, and Business. Moreover, today's conference also participated from Scholars coming from various country such as: Indonesia, Philippines, Iraq, Malaysia, India, China, Pakistan, Nigeria, Morocco, Kosovo, Ethiopia, Oman and Czech Republic. Thank you to all participants that already registered and join our conference today.

We believe this conference not only give you global forum to share and exchange idea, research, and work. But also, provide wider network and research ecosystem for further collaboration and projects. We are glad to share this good opportunities in the scientific community, that will be offered only for all participants who participate in the conference.

Once again, on behalf of the ICCSP committee, I welcome you to this conference and hope that this year's conference will challenge and inspire you, and result in new knowledge, collaborations, and friendships.

Thank you and have a great session of our conference today. Stay safe and healthy.

## CONFERENCE CHAIR MESSAGE

---

We are delighted to welcome you to **The International Conference on Clean and Sustainable Production (ICCSP)** by AHS Management and Research Synergy Foundation (RSF) that held virtually on August 22-23, 2022.

This conference not only give you global forum to share and exchange idea, research, and work. But also, provide wider network and research ecosystem for further collaboration and projects. We are glad to share these good opportunities in the scientific community, that will be offered only for all participants who participate in the conference.

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 through 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 this conference and hope that this year's conference will challenge and inspire you, and result in new knowledge, collaborations, and friendships.

Best regards,

Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya  
Conference Chair of ICCSP 2022

## CONFERENCE CHAIR

---



***Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya***

---

**AHS Management, Indonesia**

Acted as Associate Professor and Chair of the Postgraduate School at Pancasila University, Dr. Ahmad Hidayat Sutawidjaya has received his Doctoral degree from San Beda College's Graduates Business School in Manila, the Philippines.

He is an expert in strategic management, operations management, quality management, project management, supply chain management, strategic management, human resource management, and green management. He also serve as a trainer at several renowned institutions in Indonesia and writes a variety of popular and scientific books.

His perseverance and professionalism also supported by a number of certifications, including the HR-specific BNSP Certification, the Supply Chain Manager Professional Competency Certification (CSCP) from BNSP (National Professional Certification Agency), the Accredited Supply Chain Analyst (ASCA) from the American Academy (AAPM) of the United States, and the Accredited Project Management (CIMP) from the same organization.

He also works as a trainer at several renowned institutions in Indonesia and writes a variety of popular and scientific books. At well-known universities, he has experience teaching in a variety of settings. In addition to being the owner of numerous successful businesses that have entered a variety of industries, such as telecommunication services, education consulting, culinary arts, and so forth, he also holds the position of Director at LSP MSDM AHS Management.

## CO-CONFERENCE CHAIR

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***Dr. Hendrati Dwi Mulyaningsih***

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**Founder & Chairperson of Research Synergy Foundation**

Dr. Hendrati Dwi Mulyaningsih is the chairperson and founder of Research Synergy Foundation that has shown great commitment on creating Global Network and Research Ecosystem. This GNR ecosystem has been developing since 2017 up to the present and having increasing numbers of the member up to more than 15.000 from all around the globe. Her passion in how to create impact and co creation value among all the stake holder of RSF has made her focus on upholding integrity in the scientific process through enhancement of RSF's support-support system as like Reviewer track, Scholarvein, Research Synergy Institute and RSFPRESS. Thus, her work in this area has made her as the Nominee of Impactful Leadership Awards from Tallberg Foundation Sweden 2019.

As lecturer, she has been working in the University since 2008 – at present in Indonesia as assistant professor and she hold her Doctoral Science of Management graduated from School of Business and Management Institute of Technology Bandung (SBM-ITB) and she has strong interest to her research project as well as her research field in Social Entrepreneurship, Social Innovation and Knowledge Management.

As researcher, her work studies and research on this research field made her being invited as reviewer in many reputable Scopus and WOS indexed journals and also as keynote speaker in many International Conferences in Philippines, Thailand, Malaysia, Indonesia, Australia, Japan and US . She also has shown her great passion on writing her research study into some books chapter, papers and contemporary scientific articles that has already been published in Springer, Emerald, Taylor and Francis and in many reputable international journals. The terrific association between her professional experiences as researcher, lecturer, the certified Trainer & Coach combined with her wider horizon on networking in the research area made her establish the strong commitment on having global learning platform to accelerate knowledge through many workshops and research coaching in Research Synergy Institute as one of RSF's support system.



## OPENING SPEAKERS

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***Dudi Permana, Ph. D.***

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### **AHS Management**

Dudi Permana, Ph. D. earned a bachelor's degree in engineering with a minor in energy conversion from the Faculty of Engineering at Andalas University. He persisted in his master's studies and eventually earned his degree from the Faculty of Economics at Andalas University with a concentration in strategic management.

He concentrated on Strategic Management while earning his Doctor of Philosophy (Ph.D.) from the School of Management at Universiti Sains Malaysia (USM), Penang.

He spent some time working in industry prior to becoming a lecturer. Dudi Permana has lectured at Andalas University in both professional and international classes, drawing on his experiences both as a practitioner and a lecturer. He has also trained numerous institutions in service marketing and strategic planning. Strategic Management, Operations Management, Marketing Management, Financial Management, Operations Research, Entrepreneurship, Mathematics Business and Finance, Corporate Governance, and Advanced Strategic Management are just a few of the courses he taught.

He actively participated in international conferences as a renowned speaker and has published a number of eminent papers in trustworthy journals.

## KEYNOTE SPEAKERS

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***Associate Professor Dr Cham Tat Huei***

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**UCSI Graduate Business School, UCSI University, Malaysia**

Dr Cham Tat Huei is an Associate Professor and Deputy Dean at the UCSI Graduate Business School, UCSI University, Malaysia. In addition, Dr Cham has been appointed as a Research Associate for Universiti Putra Malaysia (UPM), Research Advisor at Institut Koperasi Malaysia (IKMa) and a scientific board member of Research Synergy Foundation (RSF). He is actively involved in training, consultancy projects and supervision of postgraduate students. His publications are seen in various international journals that include the International Journal of Tourism Research, Journal of Hospitality Marketing and Management, Journal of Hospitality & Tourism Research, Journal of Retailing and Consumer Services, Internet Research, Technological Forecasting and Social Change, International Journal of Bank Marketing, Industrial Management & Data Systems, Computers & Education, Telematics and Informatics, to name a few. Besides his involvement as an editorial member of several international journals, Dr Cham currently serves as Editor-in-Chief for the Journal of Marketing Advances and Practices and as a guest editor for the International Journal of Bank Marketing. In addition to research-related activities, Dr Cham also serves as an auditor for the Malaysian Research Assessment (MyRA) for the Higher Education Institutions under the purview of the Malaysian Government. Moreover, he is the academic assessor for the Alliance on Business Education and Scholarship for Tomorrow (ABEST21), an accreditation body in Japan.



***Prof. Dr. Ir. H. Surachman Surjaatmadja, M.M., CIP.***

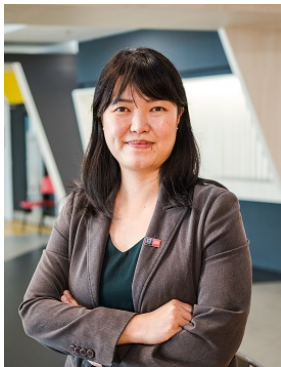
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**Universitas Pertahanan, Indonesia**

Honorable Professor Prof. Dr. Ir. H. Surachman Surjaatmadja, M.M., CIP completed his studies at the Bogor Agricultural Institute and received a Bachelor of Agriculture degree. He then continued his education at the Master of Management STIE - Indonesia Emas-Bandung and graduated from Management, Padjadjaran University with degree of Doctor of Economics. He serves as a lecturer at the Defense University of the Republic of Indonesia. Prior to that, he worked for several reputable universities, rose to the rank of distinguished visiting professor, and delivered guest lectures all over the world. He has written numerous books, academic manuscripts, and scientific articles that have appeared in reputable national and international journals. He is a member of the Indonesian Management Forum (FMI), the Indonesian Professors Association (API), the Indonesian Productivity Professionals Association (Approdi) and the Asian Association for Customer Interest in Marketing (AACIM). He was the director of the academy as well as the dean of universities in Indonesia. He is also an assessor of BAN PT and is active as a Management Training Instructor in various agencies in Indonesia. He has Certification in Quality Management (CQM)-ASQ-USA and is very active in participating in national and international conferences.

## SESSION CHAIRS

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***Dr. Bibiana Lim Chiu Yiong***

**Swinburne University of Technology, Sarawak Campus, Malaysia**

Dr Bibiana is the Head of Learning and Teaching Unit in Pro-Vice-Chancellor (Academic) Office and a Senior Lecturer in School of Business, Faculty of Business, Design and Arts, Swinburne University of Technology, Sarawak Campus. She holds a PhD in Learning Sciences from Universiti Malaysia Sarawak (UNIMAS), Malaysia. She is the Editorial Board Member of the International Journal of Entrepreneurship, Business and Creative Economy (IIEBCE) and a member of the Editorial Review Board for Journal of Marketing Advances and Practices (JMAAP). She is also a regular reviewer for peer-reviewed journals, such as the International Journal of ManPower, International Journal of Educational Management, Young Consumers, British Food Journal and Asian Journal of Business Research (AJBR). She is a member of the Marketing in Asia Group (MAG) Scholar and the Sarawak Research Society (SRS). Her papers are published in indexed journals, for example, the Asian Journal of University Education (AJUE), the British Food Journal, and the Malaysian Journal of Educational Technology, to name a few.



***Dr. Saddam A. Hazaea***

**Yunnan University of Finance and Economics, China**

Saddam A. Hazaea is a researcher at Yunnan University of Finance and Economics , China . He has broad research interests and collaborations and his fruitful research publications spanning the fields of Accounting, Finance, Economics, International Business, and Management applying a variety of research methodologies. He has publications in journals indexing in (SCI/SSCI,ABS and Scopus) such as ; Environmental Science and Pollution Research , Sustainability, Corporate Governance, and Cogent Business and Management .His current research focuses include auditing , sustainability ,governance and green purchasing . He has also one book in Amazon with title of “Audit Committees in Commercial Banks ; Evidence from Yemen” . He is reviewer in many journals such as SAGE OPEN, Cogent Business and Management and Heliyon.



***Dr. Ma. Cristina G. Naguit***

**Holy Angel University, Philippines**

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Dr. Ma. Cristina G. Naguit is a full Professor from the Department of Management, School of Business and Accountancy, Holy Angel University. She currently serves as the Associate Dean of the school and teaches courses covering areas in Business Research, Marketing, Entrepreneurship and Sustainability in the graduate and undergraduate programs. She advocates for sustainable entrepreneurship by being a mentor accredited by the Philippine Center for Entrepreneurship and the Department of Trade and Industry and an initiator of high impact programs between small business and the academe. She also authored and published empirical researches in business. Her emerging research interests now are intersecting topics in business and education. She earned her Doctor in Business Administration degree at Polytechnic University of the Philippines and her Master of Management and Bachelor of Science in Business Management degrees, both from the University of the Philippines. Finally, she was an industry practitioner for 6 years, leading retail branches of fast growing food brands in the Philippines before she decided to be an educator for more than 15 years now.



***Dr. Abdul Aziz Lai Bin Mohd Fikri Lai***

**Universiti Teknologi MARA (UiTM), Malaysia**

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Abdul Aziz Lai Bin Mohd Fikri Lai is a senior lecturer from the Faculty of Business and Management UiTM Sabah Branch, Malaysia, specialize in the field of Economics and Finance. He graduated from Universiti Teknologi MARA (UiTM) Malaysia with a Bachelor Degree of Business Administration (Honors) Business Economics in 2014 before further his post-graduate studies by research in Finance and International Trade in the same university in 2015.

He completed his PhD in October 2018 with a thesis entitled “A Segregation Analysis of Malaysia’s International Trade Pattern” and awarded with Graduate on Time (GOT) award. During his post-graduate journey, he published several articles and presented in several international conferences where he was awarded with Best Presenter in ABRM 6th International Trade and Academic Research Conference, London, England and Overall Best Paper Award in 2nd Advances in Business Research International Conference, Langkawi, Malaysia.

He is currently attached to the Department of Research, Industrial Linkages, Community and Alumni Network and he is the Head of Unit for the Industrial Linkages, Community and Alumni of UiTM Sabah Branch, Malaysia.



***Mr. Vahid Norouzi Larsari***

**Charles University, Prague, Czech Republic**

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Vahid Norouzi Larsari, as Ph.D candidate, is studying at the University of Charles University, Prague. Since 2009, he has been working as an education researcher at Private institutions and specializes in the areas of assessment, technology, social networking and teacher education on Primary and secondary education. He also presented many academic papers in many various Springer Conferences. His h-index is 7 in scholar google. You can see his CV profile in <https://scholar.google.com/citations?user=IhXM4tcAAAJ&hl=en>.



***Dr. Jennifer H. Operio, LPT, FRIEdr., FRIBA***

**Associate Professor, Holy Angel University,  
Angeles City, Philippines**

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A licensed professional teacher and international educator for 25 years. A fellow of Research Institute of Educators – Singapore and a fellow of the Research Institute for Business Administration – Singapore. Active reviewer of research papers submitted for publication to Philippine Academy of Management. Published several papers in international publications. A contributor of e-book chapters published by Springer Nature -Singapore which is Scopus-indexed, entitled: Effective Public Administration Strategies for Global “New Normal”, Link: <https://link.springer.com/book/10.1007/978-981-19-3116-1>

She also worked with several industries for a decade before becoming an academician. She held positions as: Bookkeeper, Financial Accountant, Internal Auditor, A former government-owned bank’s junior accounts analyst and liaison officer for private companies. She is currently conducting international lecture series as guest professor of Universitas Airlangga (<http://pasca.unair.ac.id/guest-professor/>).

# CONFERENCE PROGRAM

Monday, August 22nd, 2022

<a href="https://ahsiccsp.com/">https://ahsiccsp.com/</a>									 <b>Sekolah Pascasarjana Universitas Pancasila</b>								
<b>CONFERENCE PROGRAM</b> International Conference on Clean and Sustainable Production (ICCSP) VIRTUAL CONFERENCE: 22-23 August 2022																	
<b>DAY 1 - Monday, 22 August 2022</b>																	
<b>Time (UTC+7)</b>			<b>Dur'</b>			<b>Activity</b>											
<b>Main Room</b>						<a href="https://us06web.zoom.us/j/87102100432?pwd=QnlPcGZodzFPdIEvV0E5MHBvQ0dsQT09">Link Zoom for ICCSP</a> <a href="https://us06web.zoom.us/j/87102100432?pwd=QnlPcGZodzFPdIEvV0E5MHBvQ0dsQT09">https://us06web.zoom.us/j/87102100432?pwd=QnlPcGZodzFPdIEvV0E5MHBvQ0dsQT09</a>  Meeting ID: 871 0210 0432 Passcode: iccsp											
8:50	-	9:00	0:10	<b>Participant Login and Join Virtual Conference by ZOOM</b>													
9:00	-	9:15	0:15	<b>Welcome Address</b> and Conference Publication Announcement by MC													
9:15	-	9:30	0:15	<b>Welcome Remarks &amp; Opening Speech of ICCSP Day 1</b> Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya Conference Chair of ICCSP, AHS Management													
9:30	-	9:45	0:15	<b>Global Research Ecosystem Introduction</b> Dr. Hendrati Dwi Mulyaningsih Co-Conference Chair of ICCSP Founder & Chairperson of Research Synergy Foundation													
9:45	-	9:50	0:05	<b>E-Group Photo</b>													

9:50	-	10:40	0:50	<b>Keynote Speaker 1: Associate Professor Dr Cham Tat Huei</b> UCSI Graduate Business School, UCSI University, Malaysia
10:40	-	10:45	0:05	<b>Token of Appreciation for Keynote Speaker</b>
10:45	-	11:35	0:50	<b>Keynote Speaker 2: Prof. Dr. Surachman Surjaatmadja</b> Universitas Pertahanan, Indonesia
11:35	-	11:40	0:05	<b>Token of Appreciation for Keynote Speaker</b>
11:40	-	11:45	0:05	<b>Announcement and preparation of Online Presentation Session</b>
11:45	-	13:00	1:15	<b>Break</b> (Video played: University Profile, and Program of AHS Management; Research Synergy Foundation Profile; ICCSP Agenda & Sessions)
<b>DAY 1 - Online Presentation Session</b>				
13:00	-	13:10	0:10	<b>Session Chairs Introduction</b> <b>Dr. Saddam A. Hazaea - Yunan University of Finance and Economics, China</b> <b>Dr. Bibiana Lim Chiu Yiong - Swinburne University of Technology, Sarawak Campus, Malaysia</b>
13:10	-	14:40	1:30	<b>Online Presentation Session for 6 presenters</b> <b>15 minutes/presenter</b>
14:40	-	15:00	0:20	Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement
15:00	-	15:15	0:15	Short Break and score recapitulation for DAY 1 Best Presenter
15:15	-	15:30	0:15	<b>Awarding Ceremony:</b>  <b>Best Presentation of DAY 1</b> <b>Session Chair Recognition of DAY 1</b>
15:30	-	15:35	0:05	<b>Closing Speech of DAY 1</b> Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya Conference Chair of ICCSP, AHS Management

**Tuesday, August 23rd, 2022**

<a href="https://ahsiccsp.com/">https://ahsiccsp.com/</a>						 <b>Sekolah Pascasarjana Universitas Pancasila</b>					
<b>CONFERENCE PROGRAM</b> International Conference on Clean and Sustainable Production (ICCSP) VIRTUAL CONFERENCE: 22-23 August 2022											
<b>DAY 2 - Tuesday, 23 August 2022</b>											
<b>Time (UTC+7)</b>		<b>Dur'</b>		<b>Activity</b>							
<b>Main Room</b>				<a href="https://us06web.zoom.us/j/87102100432?pwd=QnIPcGZodzFPdIEvV0E5MHBYQ0dsQT09">Link Zoom for ICCSP https://us06web.zoom.us/j/87102100432?pwd=QnIPcGZodzFPdIEvV0E5MHBYQ0dsQT09</a>  <u>Meeting ID: 871 0210 0432</u> <u>Passcode: iccsp</u>							
8:50	-	9:00	0:10	<b>Participant Login and Join Virtual Conference by ZOOM</b>							
9:00	-	9:15	0:15	Welcome Address and Conference Publication Announcement by MC							
9:15	-	9:25	0:10	<b>Welcome Remarks of ICCSP Day 2</b> Dudi Permana, Ph. D. AHS Management							
9:25	-	9:30	0:05	<b>E-Group Photo</b>							
9:30	-	9:35	0:05	<b>Announcement and preparation of Online Parallel Presentation Session (Breakout Room 1 &amp; 2)</b>							



DAY 2 - Online Presentation Session at Breakout Room 1 & 2				
9:35	-	9:45	0:10	<b>Session Chair Introduction at each parallel breakout rooms</b>  <b>Breakout Room 1: Dr. Ma. Cristina G. Naguit - Holy Angel University, Philippines</b> <b>Dr. Abdul Aziz Lai Bin Mohd Fikri Lai - Universiti Teknologi MARA (UiTM), Malaysia</b>  <b>Breakout Room 2: Mr. Vahid Norouzi Larsari - Charles University, Prague, Czech Republic</b> <b>Dr. Jennifer H. Operio - Holy Angel University, Philippines</b>
9:45	-	11:45	2:00	<b>Online Presentation Session at each parallel breakout rooms: max. 8 presenters</b> <b>15 minutes/presenter</b>
11:45	-	12:00	0:15	Awarding Certificate of Presentation, Testimonial, and Post-conference information announcement
12:00	-	12:15	0:15	Short Break, score recapitulation for DAY 2 Best Presenters, and back to Main Room for ICCSP Day 2 Closing Ceremony
Back to <i>Main Room</i>				
12:15	-	12:30	0:15	<b>Awarding Ceremony:</b>  <b>Best Presentation of DAY 2</b> <b>Session Chair Recognition of DAY 2</b> <b>Best Paper of ICCSP 2022</b>
12:30	-	12:35	0:05	<b>Closing Speech of DAY 2</b> Assoc. Prof. Dr. Achmad Hidayat Sutawidjaya Conference Chair of ICCSP, AHS Management

## List of Presenters

Monday, August 22, 2022		
ICCSP DAY 1		
<p>Link Zoom for ICCSP</p> <p><a href="https://us06web.zoom.us/j/87102100432?pwd=QnIPcGZodzFPdIEvV0E5MHBYQ0dsQT09">https://us06web.zoom.us/j/87102100432?pwd=QnIPcGZodzFPdIEvV0E5MHBYQ0dsQT09</a></p> <p>Meeting ID: 871 0210 0432</p> <p>Passcode: iccsp</p>		
Main Room		
<p>Session Chair: Dr. Saddam A. Hazaea - Yunan University of Finance and Economics, China</p> <p>Dr. Bibiana Lim Chiu Yiong - Swinburne University of Technology, Sarawak Campus, Malaysia</p>		
Track Education		
Paper ID	Presenter	Paper Title
CCS22110	Vinnoe Mariano Villanueva	4Cs of Crisis Management: Collaboration, Compassion, Communication, Critical Thinking among School Heads
CCS22122	Elliana Cahaban Manaog	Online Instructional Strategies and the English Proficiency of Grade 10 Students: A Correlational Study
CCS22111	Debbie Ann Mijares Mangua	Cogito Ergo SUM: The Power of Grit among Filipino Senior High School Learners in The New Normal
Track Business		
Paper ID	Presenter	Paper Title
CCS22102	Linda Lores	Critical Reflection on Intellectual Capital In Small Medium Enterprises
CCS22104	Othman Boulitama	Analysis of the rationality of managers' decisions during the Covid-19 period
CCS22107	HsiangTzu Wang	The Impact of Corporate ESG Performance on Systemic Risks During The COVID-19 Crisis

**Tuesday, August 23, 2022**

**ICCSP DAY 2**

**Link Zoom for ICCSP**

<https://us06web.zoom.us/j/87102100432?pwd=QnlPcGZodzFPdIEvV0E5MHBYQ0dsQT09>

Meeting ID: 871 0210 0432

Passcode: iccsp

**Breakout Room 1**

**Session Chair: Dr. Ma. Cristina G. Naguit - Holy Angel University, Philippines  
Dr. Abdul Aziz Lai Bin Mohd Fikri Lai - Universiti Teknologi MARA (UiTM), Malaysia**

**Track Entrepreneurship**

Paper ID	Presenter	Paper Title
CCS22103	Michael S. Gunawan	The Role of Transformational Entrepreneurship and Job Crafting in Increasing Employee Performance: Readiness of Change as Mediator A Case of PT. Bank Rakyat Indonesia (Persero), Tbk.
CCS22121	Silvia Catalan Ambag	Students' Online Shopping Experience in Manila' Market Place
CCS22113	Michael S. Gunawan	How to link Organizational Resilience to Transformational Entrepreneurship Behavior as Theoretical Framework Gap

**Track Social Science**

Paper ID	Presenter	Paper Title
CCS22115	Citra Rachmadani	Implementing Material Flow Cost Accounting (MFCA) and Non-Product Output (NPO) Cost to Cost Reduction in Manufacturing Companies (2016-2020)

**Track Humanities**

Paper ID	Presenter	Paper Title
CCS22119	Ahmad Hidayat Sutawidjaya	Fuzzy Methods as a Decision Making to Process Selection – A Particular Case in West Java Tourist Area
CCS22118	Aditya Pratama	Sustainable Development Comparative Analysis on State Banks and Regional Development Banks: Study Case in Indonesia
CCS22117	Dudi Permana	Factors Affecting Repurchase Intention in Ecommerce: Contingent Effects of Online Shopping Habit and Online Shopping Experience

**Tuesday, August 23, 2022**

**ICCSP Day 2**

**Link Zoom for ICCSP**

<https://us06web.zoom.us/j/87102100432?pwd=QnlPcGZodzFPdIEvV0E5MHBYQ0dsQT09>

Meeting ID: 871 0210 0432

Passcode: iccsp

**Breakout Room 2**

**Session Chair: Mr. Vahid Norouzi Larsari - Charles University, Prague, Czech Republic  
Dr. Jennifer H. Operio - Holy Angel University, Philippines**

**Track Human Resources Management**

Paper ID	Presenter	Paper Title
CCS22101	Tri Hadi Sulistyanto	Strategic Priority Analysis In The Cleaning Service Industry using ANP Super Decision Software
CCS22108	Ziko Fransinatra	The Influence of Job Mismatch, Labor Income, Job Satisfaction on Job Performance at Tionghoa Palm Oil Factory in Indragiri Hulu, Riau, Indonesia
CCS22109	Sherly Tan	The Role of Green Human Resources Management in Supporting the Implementation of the ISO 14001 Environmental Management System in Inspection Companies in Indonesia

**Track Education**

Paper ID	Presenter	Paper Title
CCS22112	Rocky Lou Nillar Aniciete	DISSKARTE: The Developed Offline E-Modules in Disciplines and Ideas in the Social Sciences
CCS22116	Vincent De Limos Manlesis	AI-WEAR: Text Reader Glasses for Visually Impaired Students Using Raspberry PI with Audio-Visual Call and Google Assistance
CCS22114	Sheryl Haduca Ramirez	Perceived Health Risks among Teachers Working Remotely in the Era of Covid-19 Pandemic
CCS22120	Oliver Bayo Abad	Administrators' and Teachers' Instructional Leadership Skills and Performance in the New Normal

# Track: Human resources management

Supported by :



# Strategic Priority Analysis in the Cleaning Service Industry using ANP Super Decision Software

Tri Hadi Sulistyanto<sup>1</sup>, Masyhudzulhak Djamil<sup>2</sup>, Achmad Hidayat Sutawijaya<sup>3</sup>, Lenny Christina Nawangsari<sup>4</sup>

<sup>1,2,3,4</sup>Program Studi Doktor Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Mercu Buana Jakarta

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## Abstract

**Background** - *The cleaning service sector are the second most important job based on a survey conducted in 2021. Uniquely, although cleaner is ranked second among the most important jobs in Singapore, 42% of respondents are not willing to do this job. About 8,500 cleaning service workers had become unemployment due to the implementation of social restrictions in 2021. Strategy priority is one of the important things for company sustainability.*

**Purpose** - *This research analyzes strategic priority in Cleaning Service Industry in Jakarta, which can be gotten into groups of different Human Resources stragic: Leadership, Motivation, Communication, Knowledge Management, Communication and Social Capability, in order to enhance the corporate performance.*

**Design/methodology/approach** - *This research analyzes strategic priority in Cleaning Service Industry in Jakarta, which can be gotten into groups of different Human Resources stragic – Leadership, Motivation, Communication, Knowledge Management, Communication and Social Capability – in order to enhance the corporate performance by using Analytic Network Process (ANP) with a quantitative approach from the modeling allowed obtaining decision criteria and alternatives.*

**Findings** - *From the results of research that has been carried out related to sustainable HR performance strategies in the cleaning service industry, it can be concluded as follows: The results of the ANP Super Decision analysis show that leadership is the most important variable in achieving performance. This can be seen from the level of the priority value after being analyzed by ANP Super Decision. Leadership is the most important variable to achieve sustainable performance in companies in the cleaning service industry.*

**Research limitations** - *This study uses a limited number of indicators based on previous research, while there are still many indicators that can be used in future research, such as the Leadership Variable, including: Contingent rewards, Constructive transactions, Management-by-exception Active and passive Corrective transactions and Laissez-faire.*

**Originality/value** - *his research was conducted at a unique locus, where the object of research was carried out in the cleaning service industry sector which had never been done by previous researchers.*

**Keywords** : *Cleaning\_Service, Strategy, ANP, Leadership*

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# The Influence of Job Mismatch, Labor Income, Job Satisfaction on Job Performance at Tionghoa Palm Oil Factory in Indragiri Hulu, Riau, Indonesia

Ziko Fransinatra<sup>1</sup>, Raja Marwan Indra Saputra<sup>2</sup>, Walmi Sholihat<sup>3</sup>, Aris Triyono<sup>4</sup>, Gerhana Adjie<sup>5</sup>, Yusnedi<sup>6</sup>

<sup>1,2,3,4,5,6</sup>Sekolah Tinggi Ilmu Ekonomi Indragiri (STIE-I) Rengat

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## Abstract

**Background** - Human capital with great creativity, experience, skill and competency will become valuable assets to assist the business innovation and profit in order to reach the goal. In Fact, The company gathers the resources from the public or private palm tree garden. The owners are Tionghoa ethnics, Batak, Minang, Javanese, Malay etc. In this study, existing phenomena will be analyzed on Tionghoa Ethnic Factory. It seems job mismatch happen.

**Purpose** - This study is to examine the influence of job mismatch, labor income, job satisfaction on job performance of well-trained experienced labor.

**Design/methodology/approach** - A pilot was carried out to determine the suitability of questionnaire, including its format, substance, and the understandability of any terminology utilized. A total of 2,000 respondents took part in the questionnaire. The 50 questionnaires were administered among Tionghoa Palm Oil Labors in Indragiri Hulu, who are well-trained and experienced. The data was analyzed using SEM (structural equation modeling) AMOS 19.0

**Findings** - This research proved that job mismatch of well-trained experience labor and workforce both positively affected labor income and job satisfaction. Moreover, in terms of the relationship between job mismatch, labor income, job satisfaction, and job performance, the effect of labor income and job satisfaction was verified. Job mismatch has a positively influence on job performance through labor income and job satisfaction, it is vital to boost advanced talent utilization strategies, which include job mismatch, compensation, such as salaries and bonuses, and psychological aspects, such as job satisfaction.

**Research limitations** - Several factors were not considered in this study for the sake of brevity. Consequently, for upcoming investigation, the scholars/researcher should search for additional variables that can enhance the ability accurately in order to build the loyalty of workers/labor in palm oil factories.

**Originality/value** - The study revealed that it is pivotal to approach the attainment of an exemplary workforce from the viewpoint of job mismatch, so that excellent and highly well-trained experience labor as human resources can be placed in the best possible position to greatly increase their personal attributes and productivity.

**Keywords** : job mismatch, job satisfaction, well-trained experience labor, job performance

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# The Role of Green Human Resources Management in Supporting the Implementation of the ISO 14001 Environmental Management System in Inspection Companies in Indonesia

Sherly Tan<sup>1</sup>, Lenny Christina Nawangsari<sup>2</sup>

<sup>1,2</sup>Universitas Mercu Buana

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## Abstract

**Background** - *Environmental awareness for the sake of ecosystem sustainability is proven to have a positive influence on the development of various forms of management in various fields. In operations management, an environmental management system standard has even emerged that helps organizations to manage their business activities while taking into account their environmental aspects and impacts, known as ISO 14001. For human resources management, one of the most widely applied is green human resources management*

**Purpose** - *This study will then discuss in more detail how inspection companies in Indonesia, especially in the oil and gas sector inspections apply GHRM and its relation to the implementation of the ISO 14001 environmental management system, considering that in the ISO 14001 standard there are requirements regarding human resources management and the contribution of human resources for its successful implementation*

**Design/methodology/approach** - *This research uses a qualitative methodology. The research sample selected based on purposive sampling consisted of three inspection companies located in Indonesia that had implemented ISO 14001, complied with government regulations, and were willing to be respondents. Primary data collection was carried out by semi-structured interviews using a list of questions compiled by the researcher. The researcher uses the thematic analysis approach and analysis method according to Miles and Huberman. Then, the researcher used NVivo 12 to manage the texts that were transcribed from the interviews to code the data.*

**Findings** - *The findings show that inspection companies in Indonesia have implemented the environmental management system based on ISO 14001 according to the requirements, although there are factors that hinder the success of this implementation, such as transformational leadership, organizational culture, and business strategies*

**Research limitations** - *This study has limitations in collecting respondent data because the research was conducted when the pandemic period and only three companies are willing to become research respondents, so for further research, it is hoped that research can be carried out on all inspection companies in Indonesia*

**Originality/value** - *This research bridges how GHRM can be applied in the form of integration with the ISO 14001 environmental management system.*

**Keywords** : *Green\_human\_resources\_management, Environmental\_management\_system, relation*

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# Track: Business

Supported by :



# Critical Reflection on Intellectual Capital in Small Medium Enterprises

Linda Lores<sup>1</sup>, Iskandar Muda<sup>2</sup>, Prihatin Lumbanraja<sup>3</sup>, Idhar Yahya<sup>4</sup>

<sup>1,2,3,4</sup>Universitas Sumatera Utara

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## Abstract

**Background** - *The term Intellectual Capital and Asset do not form often used alternately, and the second term this need explored more carry on with how seen in a different context, using different language, with take advantage of intellectual capital and asset no form for creating value, research a study with seeing importance how SMEs understand and recognize the intellectual Capital generated internally in activity customized with uniqueness the characteristics of SMEs that alone*

**Purpose** - *Study for reflecting on intellectual capital in customized SMEs with uniqueness the characteristics of SMEs in understanding and recognizing the intellectual capital generated internally in stages of activity*

**Design/methodology/approach** - *Research this study qualitative, reflective has an understanding and interpretation research about the word on the word or the current phenomenon research and analyzed using the technique of Interviews and observation direct of perpetrator SMEs in the region Medan city, with the use of Nvivo 12 plus methods, visualize how perpetrator effort in practice using Intellectual capital and make it becomes seen, and confess importance Intellectual capital and how many information about Intangibles assets that can be identified by SMEs who do not identify by another company.*

**Findings** - *That SMEs in understanding Intellectual capital as knowledge for creating creative ideas and the process of finding its form of creative ideas that have quality, creative ideas created attached on characteristics typical a business and recognized perpetrator effort as an asset because characteristic typical will differentiate one effort with another effort though effort that kind of. Intellectual capital exists at each stage of activity in recognizing the resulting Intellectual capital internality this needed role time and testing process on this discovery. Well, discovery process time nor processing time for acknowledgment of the idea becomes one asset. Time required for idea recognition by perpetrator effort occurs on efforts that have been over 6 years.*

**Research limitations** - *Research is limited only to SMEs with levels micro and small and with interpretation and findings character subjective, with remembering opportunity and the same evidence.*

**Originality/value** - *Research thinks that needed to study qualitative for finding the reality of Intellectual capital SMEs based on unique characteristic features inherent special in SMEs.*

**Keywords** : *Intellectual Capital, Creative ideas, characteristics special, Intangibles assets, reflection*

# Analysis of the rationality of managers' decisions during the Covid-19 period

Michael Christian<sup>1</sup>, Eko Retno Indriyarti<sup>2</sup>, Sunarno Sunarno<sup>3</sup>, Suryo Wibowo<sup>4</sup>

<sup>1</sup>Universitas Bunda Mulia, <sup>2</sup>Universitas Trisakti, <sup>3,4</sup>Universitas Persada Indonesia YAI

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## Abstract

**Background** - *The impact of the Covid - 19 pandemic crisis has prompted the managers of world companies to react quickly and very quickly to overcome the harmful effects caused by this crisis. Indeed, many short-term measures have been adopted to deal with the deterioration of their activities. The temporary reduction of the company's main activity was chosen as a quick solution to reduce the spread of the pandemic. In this work, we shed light on the Moroccan context in which we wish to identify the vision of managers in the face of short-term disturbances.*

**Purpose** - *The object of the research is to identify the behavior of Moroccan companies during the spread of the pandemic.*

**Design/methodology/approach** - *We have developed a survey for managers of 147 Moroccan companies active in the industrial and services sector. Data collection took the form of Computer-Assisted Personal Interviews (CAPI) via the groupware platform mobilized to centralize the responses is the free Google service "Google Forms".*

**Findings** - *The study revealed a statistical significance between the temporary reduction and the implementation of a crisis management plan ( $p < 0.05$ ) insofar as the companies having applied a temporary reduction of their activities do not have a valid action plan to manage crises and the absence of a long-term vision. In addition, companies are based on irrational short-term behavior associated with the implementation of a temporary reduction in operating activity, and rational behavior is often linked to a long-term vision based on the implementation of a crisis management plan.*

**Research limitations** - *The study was limited to a limited number of Moroccan companies.*

**Originality/value** - *The article proposes a qualitative empirical study based on the Moroccan context.*

**Keywords** : Supply Chain, Rationality, Crisis Action Plan, Temporary Reduction

# The Impact of Corporate ESG Performance on Systemic Risks During The COVID-19 Crisis

HsiangTzu Wang<sup>1</sup>, ChihChiang Lu<sup>2</sup>

<sup>1,2</sup>National Taipei University Of Business

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## Abstract

**Background** - Many previous types of research have concentrated on the association between organizations with substantial environmental, social, and governance (ESG) qualities and corporate financial performance. However, inconsistencies across research have developed, making it challenging to demonstrate a conclusive positive association.

**Purpose** - This study empirically analyzes whether corporate ESG performance effectively mitigates systemic risk during the pandemic-induced global financial crisis. Verifying whether corporate ESG rating performance has been gaining attention from investors in recent years can be an effective indicator of a company's ability to reduce systemic risk.

**Design/methodology/approach** - This study is conducted on the top 50 companies in Taiwan by market capitalization, and the study period is from 2015 to 2020. The CoVaR framework is adopted, and the VaR and CoVaR of particular industries with 5% and 50% loss probability are calculated by quantile regression, followed by the calculation of risk spillover-CoVaR to examine the marginal contribution of each firm to systemic risk.

**Findings** - The empirical analysis shows that (1) Prior to the outbreak, neither the composite ESG rating, the ESG ranking within industries, nor the ESG news scores of corporations, as well as the rankings of environmental, social, and corporate governance components, had a substantial influence on systemic risk., (2) When just the COVID-19 era is included, we demonstrate that social variables have statistically significant effects on systemic risk.

**Research limitations** - The study solely looks at Taiwanese enterprises and does not look at whether COVID-19 affects other nations similarly. Furthermore, this study primarily examines the financial crises induced by pandemic illnesses.

**Originality/value** - In contrast to previous research, which primarily examined the influence of ESG on company performance, this study focuses on corporate risk. There are no studies in Taiwan in this field, and this study investigates the influence of corporation ESG ratings on systemic risk separately and compares before and during the pandemic.

**Keywords** : COVID-19, ESG, Systemic Risk,  $\Delta$ CoVaR

# Track: Entrepreneurship

Supported by :



# **The Role of Transformational Entrepreneurship and Job Crafting in Increasing Employee Performance: Readiness of Change as Mediator A Case of PT. Bank Rakyat Indonesia (Persero), Tbk.**

Yuarini Wahyu Pertiwi<sup>1</sup>, Febri Nila Chrisanty<sup>2</sup>, Michael S. Gunawan<sup>3</sup>, Budi W. Soetjipto<sup>4</sup>, Santi Rahmawati<sup>5</sup>, Hendrati Dwi Mulyaningsih<sup>6</sup>, Ani Wahyu Rachmawati<sup>7</sup>

<sup>1,2,3,4</sup>University of Indonesia, <sup>5</sup>Research Synergy Foundation, <sup>6</sup>Universitas Islam Bandung, <sup>7</sup>Universitas Wanita Internasional

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## **Abstract**

**Background** - *The performance of an employee can be demonstrated by a proactive attitude so that they are able to design and create their own work. The ability of employees involved with full commitment to produce contributions and good performance (Bakker, Tims and Derks, 2012). This is in accordance with the nature of transformational entrepreneurship that creates and drives entrepreneurial activities that have a significant impact on industry (Marmer, 2012) and influence social and cultural change.*

**Purpose** - *The purpose of this paper is to investigate the extent to which transformational entrepreneurship and job crafting directly and indirectly affect employee performance. Furthermore this paper likewise aims at examining the extent to which readiness for change affect employee performance.*

**Design/methodology/approach** - *The data for this study were collected using a set of questionnaires from 257 branches of a state-owned bank throughout Indonesia. The data were then analyzed using structural equation model (SEM) via Lisrel 8.80.*

**Findings** - *This study finds that transformational entrepreneurship significantly and positively influences readiness for change. Additionally, both job crafting and readiness for change significantly and positively influences employee performance. Therefore, transformational entrepreneurship significantly and positively influences employee performance partly through readiness for change. In overall, this study finds that the effect of transformational entrepreneurship and job crafting if is well-implemented, will significantly impact to employee performance.*

**Research limitations** - *This study remains one limitation. Where the concerns with the branch banking as our research context that may make generalization to other industries and to the corporate level problematic.*

**Originality/value** - *This study enriches our understanding that the effect transformational entrepreneurship has on employee performance may not be direct; it can go via readiness for change. On the other hand, this study enhances our knowledge that job crafting has nothing to do with readiness for change. Instead, it has a lot to do with employee performance.*

**Keywords** : Transformational entrepreneurship, Readiness to change, Job crafting, Employee performance

# Students' Online Shopping Experience in Manila's Market Place

Silvia C. Ambag<sup>1</sup>

<sup>1</sup>College of Education, Universidad de Manila

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## Abstract

**Background** - *This study is current and relevant in the new normal of understanding online shoppers' experiences on the online marketplace page. For students, online enterprises are popular and convenient. The study focuses on the students' online purchasing experiences in Manila's market.*

**Purpose** - *This study intends to provide an overview of students' online shopping experiences and reactions by identifying important comments, consumer experiences on the web that focus on browsing, purchasing, and online flow. The purpose of this study is to evaluate online buying experiences from pragmatic, physical, and ideological perspectives.*

**Design/methodology/approach** - *The researcher employed phenomenology as a qualitative research approach to collect participant responses from twenty customers who varied in terms of consumer experience, gender, and age. During the outbreak, participants were shopping in Manila for about a year. Based on online data and a guide question, the interview was personalized to the participants. Students can readily visit the Online Market Place in Manila. Furthermore, they buy frequently because of the price, which advantages them as buyers, but they are skeptical of con artists and fake buyer/sellers.*

**Findings** - *The findings revealed that the obstacles faced by purchasers include product complexities and meet-up changes, as well as the central issues of online trust and social connection. Despite the fact that some product acquisitions are tough, the study discovered that the appropriateness, price set, and seller ties retained clients acquiring on the web market.*

**Research limitations** - *Despite providing valuable insights into the internet shopping experience, this study has several drawbacks. The study is based on a qualitative inquiry with a total of twenty participants that was done and undertaken primarily in Manila; future research should involve populations from various areas. There are numerous potentials for future research to build on these findings.*

**Originality/value** - *One of the suggested areas for future research is the creation of a typology of online encounters and circumstances. This study adds to future research on similar topics and is part of a growing body of work on online shopping in the marketplace.*

**Keywords** : Buyers, Experience, Manila, Online, Market Place, Online shoppers

# How to link Organizational Resilience to Transformational Entrepreneurship Behavior as Theoritical Framework Gap

Michael Surya Gunawan<sup>1</sup>, Budi W. Soetjipto<sup>2</sup>, Lily Sudhartio<sup>3</sup>

<sup>1,2,3</sup>Faculty of Economic Business, University of Indonesia

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## Abstract

**Background** - Many companies from all industries face great challenges and difficulties in their business, given the uncertain economic conditions. No less bad are micro, small and medium scale companies (MSME) that are slumped against disruption in the form of the Covid-19 pandemic where there is a lock-down and demand has decreased significantly, so that the economic growth of a country and region, including business actors, suffers. The supply chain is disrupted resulting in material constraints in production. It does not only have an economic impact, but it also affects the social community and the environment that forms its ecosystem.

**Purpose** - This paper aims to review articles that investigate the role and influence of organizational resilience on transformational entrepreneurship behavior.

**Design/methodology/approach** - This paper is a conceptual paper thus used a systematic literature review from research papers published in the SCOPUS database up to years 2019.

**Findings** - this systematic literature review shows in particular, the review shows that it is important for organizational resilience to be prepared to face conditions that experience uncertain turbulence, and it is not important for companies to have a socio-economic growth concept to build environmental sustainability and balanced community development.

**Research limitations** - This paper cover the influence of organizational resilience to promote the development of transformational entrepreneurship behavior as well as the determinants that build organizational resilience. Therefore, research related to the transformational entrepreneurship behavior of a company offers a broad area of scientific research, so it is necessary to encourage further investigation.

**Originality/value** - This paper therefore reveals important research gaps. The orientation of entrepreneurship behavior has been neglected so far, so the behavior of companies must be transformed in building entrepreneurship to encourage socio-economic growth.

**Keywords** : Organizational Resilience, transformational entrepreneurship behavior, socio-economic growth, environmental sustainability, community development



# Track: Education

Supported by :



## 4Cs of Crisis Management: Collaboration, Compassion, Communication, Critical Thinking among School Heads

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<sup>1,2,3,4,5</sup>Laguna College of Business and Arts

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### Abstract

**Background** - Crisis management is an integral part of an administrator's role and has been proven that when done properly, businesses and other institutions can survive any crisis. What is not widely known yet are the soft skills used by these administrators and their reactions behind their decisions.

**Purpose** - The purpose of the study is to analyse the mind set and soft skills utilized by the school heads that allowed their institutions to survive the COVID 19 pandemic.

**Design/methodology/approach** - Hence, the research design used was qualitative with phenomenology as the approach where the school heads were interviewed and the produced transcript were assigned themes which were explained in detail. The administrators were selected via purposeful sampling because many school heads were inaccessible during the pandemic.

**Findings** - Using the interpretative phenomenological analysis, the study generated four superordinate themes which were Collaboration, Compassion, Communication, and Critical thinking. Under the first theme, it explored the collaboration between government agencies and learning institutions which resulted in an easier transition to the online learning setup. For the second theme, the use of compassion in decision-making by the school administrators allowed the stakeholders' morale to rise up which made them more passionate about being able to do their roles more effectively. For the third one, by promoting effective communication in the workplace through online meetings, all the school stakeholders were able to voice their concerns which resulted in a harmonious working relationship with everyone because they were provided with resolutions that made everyone happy. For the fourth and last one, by applying critical thinking in decision making, effective solutions were presented preserved everyone's health and safety such as the reduction of required work hours but retention of the same pay rate.

**Research limitations** - The research limitations was that only four school heads were interviewed for the study due to the pandemic's restrictions at that time. Perhaps, more can be interviewed in the future with the restrictions winding down.

**Originality/value** - The study's value lies in the fact that the soft skills needed by school administrators are now made to shed light for others.

**Keywords** : crisis management, collaboration, compassion, communication, critical thinking

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# Online Instructional Strategies and the English Proficiency of Grade 10 Students: A Correlational Study

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## Abstract

**Background** - *The pandemic brought upon a challenge in the educational context of the Philippines. Schools switched to an Online Distance Learning (ODL) approach to deliver instruction and provide learning continuity. This change in education prompted a change in the instructional strategies used by the teachers to produce positive learning outcomes in an online class. But online instructional strategy is a new practice in the country, so limited studies would provide an appropriate approach to teaching. Thus, this evoked the curiosity of the researcher, which led to the creation of this research.*

**Purpose** - *The study will look into the English teachers' utilization level of Direct Method, Audio-lingual Method, Grammar Translation Method, and Community Language Learning in the online class. The results will be correlated with the Grade 10 students' proficiency in different areas of English, such as Language Meaning and Form, Reading Comprehension, Listening, and Speaking to determine if there is a significant relationship between the two variables.*

**Design/methodology/approach** - *In the conduct of the research, a descriptive correlational research design was used to gather the data for the study. The researcher employed a stratified random sampling technique with the help of G\*Power—a software tool to determine the statistical effect of the population.*

**Findings** - *The findings of the study showed that online instructional strategies for English language learning were fully utilized. The Grade 10 students had advanced English proficiency. There was a significant relationship between the level of utilization of online instructional strategies for English language learning and the English proficiency level of the Grade 10 students. This study proposed an enhancement plan to continue and further improve the online instructional strategies used by English teachers to develop the student's proficiency in the language.*

**Research limitations** - *With that, the study was limited to 80 Grade 10 students and a total enumeration of three English teachers. The respondents of the study answered an adapted survey questionnaire to determine the online instructional strategies employed by the English teachers. Different experts in the field validated the tool and underwent Cronbach's Alpha reliability test. The TOEFL standardized test was used to determine the proficiency of the students in the different learning areas of English.*

**Originality/value** - *It will be an addition to the ongoing problems in education since most literatures available investigates on the online instructional strategies in a qualitative approach that limits to identify whether the approach will be significant to the development of the students' English proficiency.*

**Keywords** : online instructional strategies, English language learning, proficiency

# Cogito Ergo SUM: The Power of Grit among Filipino Senior High School Learners in the New Normal

Debbie Ann Mijares Mangua<sup>1</sup>, Shella R. Garcia<sup>2</sup>, Ma. Lorena M. Tagala<sup>3</sup>, Alfredo G. Perez Jr.<sup>4</sup>, Girlie S. Sonoron<sup>5</sup>

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## Abstract

**Background** - *The pandemic exacerbates current mental health problems that increase cases among children and adolescents because of the interaction between the public health crisis, social isolation, and economic downturn. Thus, it is an urge to support students in developing and strengthening grit to recover from this crisis even better.*

**Purpose** - *The purpose of this study was to identify grit-demonstrating behaviors and examine the lived experiences of 10 Senior High School students in the Division of Biñan City as they exhibit grit in the new normal.*

**Design/methodology/approach** - *Phenomenology was the approach for the qualitative research design that was employed. Interpretative phenomenological analysis was used. The generated ten superordinate themes: Identification of Priority, Persistent Engagement, Clearly Defined Goals, Regulatory Focus, Proactivity Despite Adversity, Lucid Optimism Based on Various Perceptions, Locus of Control, Self-Determination, Positive Thinking, and Big-Picture Perspective, were coined as the ten facets of Grit. The first theme explored what the participants felt and perceived as their priorities under the new normal. In the second theme, all participants believed that persistent engagement with one's goal is necessary to overcome obstacles. For the third theme, they revealed that having a clearly defined goal was important in their triumph. On the fourth theme, they demonstrated a high regulatory focus by being decisive to succeed. Under the fifth theme, they exhibited that being proactive despite the adversities requires hard work and enthusiasm to accomplish long-term objectives.*

**Findings** - *As for the sixth theme, they enumerated various perceptions about having lucid optimism as they believed that failure would not foster unless permitted. For the seventh theme, they perceived that handling setbacks mean maintaining a high locus of control. Under the eighth theme, they showed that self-determination is needed to get through challenging circumstances. For the ninth theme, they expressed that reminding oneself to think positively to make life easier is imperative. On the last theme, they perceived that recognizing the bigger picture and staying hopeful amidst the adversity, is one way to survive.*

**Research limitations** - *The questions presented in this study focused on the issues and experiences of students while studying in the new normal and delimited to learning their condition as they manifest grit.*

**Originality/value** - *As the result of this study, it is essential to develop various traits, such as the ten facets of Grit, to develop and strengthen passion and perseverance for long-term goals.*

*Keywords : grit, phenomenology, pandemic, new normal, positive psychology*

# Dissskarte: The Developed Offline E-Modules in Disciplines and Ideas in the Social Sciences

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## Abstract

**Background** - *As the education system in the Philippines have adapted to distance learning due to the global pandemic, self-learning modules also have become the primary learning resources of the learners. However, many modules distributed to learners were criticized due to erroneous contents, level of difficulty, number of tasks, and printing costs. Meanwhile, there were lack of modules for specialized subjects in some public senior high schools.*

**Purpose** - *In this regard, this study attempted to develop and validate offline yet electronic modules in one of the specialized subjects in senior high school, Disciplines and Ideas in the Social Sciences (DISS).*

**Design/methodology/approach** - *In developing these, the study used Normative Design and Analysis, Design, Develop, Implement, and Evaluation (ADDIE) model. Twenty (20) Social Science and five (5) ICT teachers in the Division of Biñan City were asked to validate the developed e-modules, while thirty (30) learners from Biñan Integrated National High School were asked to participate in the Implementation Phase. An adopted questionnaire was given to the validators to assess the e-modules' validity and acceptability while pretests and post-tests were given to the participating learners.*

**Findings** - *Through the ADDIE model, the study was able to design and develop offline e-modules named Disciplines and Ideas in the Social Sciences Knowledge-Amplifying Remote Training E-Modules (DISSKARTE). Using the four-point Likert Scale and the simple mean, findings revealed that its objectives, concepts, topics, directions, exercises, and reflections were all highly valid. The findings showed that its functionality, accuracy, suitability, usability, and efficiency were all highly accepted. Pretest results showed that most of the participants did not meet expectations while the post-test results revealed otherwise as the majority got outstanding and very satisfactory remarks. T-test for dependent means revealed that there were significant differences in the pretests and post-tests. This implied that through DISSKARTE, the learners' performance on DISS can improve.*

**Research limitations** - *The study is limited to developing e-modules covering only one quarter of DISS subject.*

**Originality/value** - *However, it is hoped that the study can contribute to the world of literature as there were only few to zero studies about developing instructional materials for DISS especially in the context of new normal.*

**Keywords** : *offline e-modules, instructional materials, development and validation, Disciplines and Ideas in the Social Sciences*

# AI-Wear: Text Reader Glasses for Visually Impaired Students Using Raspberry PI with Audio-Visual Call and Google Assistance

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## Abstract

**Background** - *The accessibility of digital media information is a crucial challenge for visually impaired people since Braille is limited to printed materials. Access to digital text raises the importance for the visually impaired to cater to their needs. Internet and new assistive devices serve as opportunities for them to live with the convenience and expand their capabilities. Thus, devising a system to elevate their learning methods and access to the digital world is highly significant.*

**Purpose** - *The study aims to create a device that would help visually impaired students to read the text in their learning; design and construct a device that provides advanced educational assistance compared to the different blind assistance gadgets; develop a system that maintains the accuracy of the data dictated by the system to the user.*

**Design/methodology/approach** - *Specifically, the proponents select the Waterfall Model as the software development method since it embodies the linear sequential process of the proposed system. The study used various evaluation methods, such as quality requirements definition, evaluation preparation, and evaluation procedure following ISO/IEC 25010. The evaluation method is the definition of quality requirements, wherein the researchers test the quality of the system components. The researchers researched all of the features used in developing the prototype. All parts were tested and met their requirements.*

**Findings** - *The device produces an average 99.44% accuracy rate in font 16 of Courier New which proves its reliability for the information dictated by the system. In contrast, it includes some factors to maintain its accuracy, such as proper lighting and distance of the camera in the text image. The device can run up to 10 hours of usage with all the system features.*

**Research limitations** - *However, the study was limited to Raspberry Pi as a microcomputer, which would be the system's data holder and services provider. The system did not provide object detection and navigation capabilities. An unstable connection can also render the device unusable as it could seek information over the internet, and the device could not operate effectively. Depending on the stability of the connection, the time accuracy of the system's response may vary. The system could only allow one email to be connected to the video conference system, which would receive the notifications. The text detection was limited to colors, font size, font style, and lighting provided by the surroundings. Moreover, the system did not support the user is unsteady in capturing the text. It needed to be stable when capturing an image to avoid blurring.*

**Originality/value** - *This research contributes to the need for assistive devices for visually impaired students by providing innovation to the current system exist that serves as opportunities for them to live with convenience and expand their capabilities.*

**Keywords** : Text Reader Glasses, Video Streaming, Visually Impaired, OCR, TTS



# Perceived Health Risks among Teachers Working Remotely in the Era of Covid-19 Pandemic

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## Abstract

**Background** - *The COVID-19 pandemic gained prominence and posed a threat to the traditional education system when quarantine was implemented. The teachers' workload increased as work from home was mandated. As a result of working remotely, the teachers experience challenges in their physical, mental, and socio-emotional health.*

**Purpose** - *This study evaluated the health risks as perceived by teachers in a tertiary educational institution working remotely during the era of the COVID-19 pandemic in terms of physical, mental, and socio-emotional health. It also aimed to describe the socio-demographic profile of the respondents and determined their current health problems.*

**Design/methodology/approach** - *The study utilized a cross-sectional descriptive study design. The respondents were selected using a non-probability convenience sampling technique and data were collected using a researcher-made Likert-type questionnaire adapted from the Occupational Safety and Health Standards by DOLE (2022). Content validity was accomplished through expert reviews and reliability testing was established through a Cronbach alpha coefficient value of 0.950. Data were analyzed using descriptive statistics as well as Z-test and ANOVA for the test of difference.*

**Findings** - *The respondents' perceived health risks in terms of physical, mental, and socio-emotional health revealed a moderate risk as supported by an overall grand mean of 2.629. The physical risk was primarily associated with musculoskeletal problems and had the highest grand mean of 3.038, signifying a moderate level of risk. On the other hand, mental and socio-emotional dimensions were both perceived as low risks, with corresponding grand means of 2.525 and 2.323 respectively. Further results highlighted that level of health risks has a significant difference when grouped according to age (p-value of 0.0012) and academic rank (p-value of 0.0019), thus rejecting the null hypothesis. Sex, marital status, college affiliation, and time engagement in education technology demonstrated no significant difference at all.*

**Research limitations** - *The study was limited to teachers engaged in remote work settings within the academic year 2021-2022 selected through convenience sampling.*

**Originality/value** - *Health promotion for teachers to sustain wellness and wellbeing in a remote work setting amid the pandemic.*

**Keywords** : Covid -19 Pandemic, Health risks, Teachers, Remote work, HOPE

# Administrators' and Teachers' Instructional Leadership Skills and Performance in the New Normal

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## Abstract

**Background** - *It is the responsibility of instructional leaders and supervisors to ensure that their staff members participate in a variety of in-class activities and other pertinent performances that provide authentic translations to the vision and mission of the academic institution.*

**Purpose** - *The study determined and analyzed the instructional leadership skills and performance of Administrators and instructors in the New Normal. Principals' instructional leadership skills play crucial role in establishing great teacher performance in schools.*

**Design/methodology/approach** - *Descriptive correlational research designs were applied for the investigation. The researcher presented standard questionnaires to seven school administrators and 300 public primary school teachers and used descriptive method to perform an in-depth study analysis. Seven individuals' experiences, issues, and ideas were also examined.*

**Findings** - *School administrators act as instructional leaders in elementary public schools in the Division of Pasay assessed themselves with excellent instructional leadership abilities, which include visible leader, instructional resource, resource provider, and communicator. Most teachers who self-evaluated received the Experienced rating. This indicates that majority of students carried out their obligations as instructed in the school quite successfully. Regarding student involvement, instructional tactics, and classroom management, teachers rated their self-efficacy as quite a bit. School administrators must push teachers to enhance their self-efficacy beliefs so that they can be interpreted with a great deal of clarity. Teaching performance is linked to administrators' instructional leadership qualities. Many respondents agree that instructional leaders in public elementary schools in the Division of Pasay are effective.*

**Research limitations** - *The scope of the study was restricted to the data collected from instructors regarding their perceptions of their own performance, levels of self-efficacy, and the instructional leadership skills of school administrators.*

**Originality/value** - *Organizations are now realizing the significance of the assessment of teachers' performance that will correlate with the instructional leadership skills of the school heads, because that will lead to the schools' effectiveness and best students' outcome and development. Understanding instructional leadership's skills is important for the individual manager in that it can sensitize him to differing situational demands on him.*

**Keywords** : *Instructional Leadership, Teacher, Teachers' Efficacy, Teachers' Performance, School Administrators*

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# Track: Social Science

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# Implementing Material Flow Cost Accounting (MFCA) and Non-Product Output (NPO) Cost to Cost Reduction in Manufacturing Companies (2016-2020)

Citra Rachmadani<sup>1</sup>, Agustin Fadjarenie<sup>2</sup>

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## Abstract

**Background** - *The Covid 19 pandemic has forced various industries to make efficient in multiple fields. Generally, every organization has implemented a traditional cost reduction strategy, but it is infrequent for organizations to use a cost reduction strategy through an Environmental Management Accounting approach. Using a cost reduction strategy with an Environmental Management Accounting approach has a three-way impact that increases productivity and profits that will contribute to the sustainability of human life and the environment (people & planet).*

**Purpose** - *This study aims to examine the effect of raw material management using Material Flow Cost Accounting and Non-Product Output on implementing cost reduction strategies.*

**Design/methodology/approach** - *This study uses the Quantitative Method. Data was gathered by analyzing annual financial reports as well as sustainability reports. The sampling technique used was Disproportionate Stratified Sampling, with a sample size of 230 companies. This research uses three scales to prove the hypothesis by comparing three measurement scales, i.e., using a ratio scale; a dummy ratio scale ( $t-0$ ); and a dummy ratio scale ( $t - (t-1)$ ).*

**Findings** - *This study found that organizations can reach efficiency by managing the cost of the raw materials using Material Flow Cost Accounting and Non-Product Output costs when implementing a cost reduction strategy. The research studies the concept of cost reduction through the Environmental Management Accounting approach, which is still rare in this field.*

**Research limitations** - *Since the mandatory sustainability report in Indonesia was implemented in 2017, we are using limited data, which may affect the research results.*

**Originality/value** - *This study provides an alternative to a new concept of cost reduction strategy, in addition to the approach from the field of cost accounting that organizations have carried out in achieving cost efficiency.*

**Keywords** : *Material Flow Cost Accounting, Non-Product Output, Cost Reduction, Manufacturing, Sustainability*

# Track: Humanities

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# Fuzzy Methods as a Decision Making to Process Selection – A Particular Case in West Java Tourist Area

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## Abstract

**Background** - Contractors have an important role in the success of a project. The success of a project will depend on the contractor. Contractors who have the appropriate competence will improve the performance of a construction project, and reduce costs according to budget, controlled schedule, and appropriate quality.

**Purpose** - The purpose of the research is measure customer satisfaction in the selection of competent contractors to find out what criteria are appropriate in the selection of contractors.

**Design/methodology/approach** - This research was conducted in a tourist center in West Java, Indonesia with a population and sample using a purposive sampling approach of 14 contractors who were selected with the analytical method used was Fuzzy-AHP.

**Findings** - The results of this study indicate that the appropriate criteria for selecting contractors in the tourist areas of West Java, namely: Offer (O); Financial (F), Technical Ability (T); Management Ability (M); Reputation (R); and OHS Management (S). The results of this study using the Fuzzy Method simulated 14 contractors and the results of the selection became 3 contractors for the rejuvenation of tourist centers in West Java.

**Research limitations** - Weaknesses and limitations of data presentation in this study, so it is necessary to conduct further research that is more complete with other methods such as the combination of Fuzzy-AHP with TOPSIS, PROMETHEE or decision-making analysis methods can produce methods that are more practical and still able to produce the best alternative choices.

**Originality/value** - This study identifies the fuzzy-AHP optimization model to complete a multi-criteria decision-making system (MCDM) in a contractor company.

**Keywords** : Method Fuzzy, Decision Making Criterion, Contractor Selection, Project Management

# Sustainable Development Comparative Analysis on State Banks and Regional Development Banks: Study Case in Indonesia

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## Abstract

**Background** - Increasing human activity has caused a decreasing environmental quality. This condition will lead to a higher global warming impact. To minimize these negative impacts and improve sustainable living quality, the Indonesian government has a strategic initiative in the form of sustainable financing distribution. Apart from relying on government banks that have the ability to create financial stability, Indonesian government also relies on regional government banks that are capable to create regional financial stability.

**Purpose** - This study will analyze the relationship between state bank's industrial sector financing and regional government bank's industrial sector financing with the SRI-Kehati sustainable development index.

**Design/methodology/approach** - Related with this research is using financial data, this study divided methodology with two different process namely initial analysis and empirical analysis. While initial analysis is conducted to analyze unit root and a not-normal distribution, empirical analysis is utilized to identify relationship on bank's financing to sustainable development index.

**Findings** - Regression results show that state banks have a relatively higher proportion of sustainable financing for the industrial sector by 13% compared with regional government banks at 11%. However, state banks only contributed 3% for the non-industrial sector compared with the regional government banks which has 6% contribution. In addition, the impulse-response results show that state banks have relatively more negative responses with no significant compared with the regional government banks. In relation to these findings, there is no type of bank that have most influential in building sustainable development through sustainable financing.

**Research limitations** - Related with this research initial analysis data contains unit-root, this research's empirical analysis do not utilize granger-causality assessment

**Originality/value** - This research is conducted to identify sustainable development behavior on state banks and regional development bank's industrial sector financing in Indonesia.

**Keywords** : Sustainable Index; Sustainable Financing; VECM; IRF

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# Factors Affecting Repurchase Intention in Ecommerce: Contingent Effects of Online Shopping Habit and Online Shopping Experience

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## Abstract

**Background** - *Online shopping activities through e-commerce in Indonesia are proliferating. The experienced an increase in the number of visitors and total orders every year; this can indicate a role for customer repurchase intention when shopping online. The purpose of this study is to analyze the relationship between delivery quality (as an offline factor) and shopping satisfaction to repurchase intention. Thus, this study also examines the contingent effect of shopping habits and shopping experience on repurchase intention in e-commerce. This research uses an explanatory type with a quantitative approach.*

**Purpose** - *The purpose of this study is to analyze the relationship between delivery quality (as an offline factor) and shopping satisfaction to repurchase intention. This study also examines the contingent effect of shopping habits and shopping experience on repurchase intention in e-commerce.*

**Design/methodology/approach** - *Data were obtained by distributing questionnaires to customers who have done online shopping more than three times in e-commerce in Indonesia. The collected data was analyzed by using SmartPLS.*

**Findings** - *Shopping habits and shopping experiences have a negative contingent effect in shaping customer intentions to make repeat purchases. The result is because, in the formation of habits or experiences, customers may have unpleasant experiences in shopping online so that it will affect their subsequent purchases*

**Research limitations** - *This study is focusing only on two psychological attributes namely shopping habit and shopping experience. It is necessary to re-test this research model on different E-commerce or other marketplaces business models namely B2B and B2C*

**Originality/value** - *This is possibly one of the few studies to investigate the dependent and moderating variable of repurchase intention on e-commerce in Indonesia.*

**Keywords** : *Delivery Quality, Shopping Satisfaction, Shopping Habit, Shopping Experience, Repurchase Intention*

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## FUTURE EVENT

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### **6th IBEMS**

International Conference on Interdisciplinary in Business, Economy, Management, and Social Studies

<http://www.ibemsconference.com/index.php/6th-ibems/>

Golden Tulip Bayrampasa Istanbul – Turkey, September 22-23, 2022

### **IRSTH**

International Conference on Interdisciplinary Research of Science, Technology, and Health Studies

<https://irsthconference.com/>

Hotel Golden Tulip Istanbul Bayrampasa, Turkey, September 22-23, 2022

### **8th BEMSS**

International Conference on Business, Economy, Management and Social Studies Towards Sustainable Economy

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Virtual Conference, August 30, 2022

### **ICoReSD**

International Conference on Religion and Sustainable Development

<https://icoresd.com/>

Virtual Conference, October 10-11, 2022

### **JICRISD**

Jakarta International Conference on Research Innovation and Sustainable Development

<https://jicrisd.com/>

Virtual Conference, October 26-27, 2022

### **8th SIMBES**

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***ICP-IBS***

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