



# E-PROGRAM BOOK

## THE 2<sup>ND</sup> INTERNATIONAL

CONFERENCE ON ECONOMICS, BUSINESS AND MANAGEMENT RESEARCH (ICEBMR)

**“Shaping the Sustainable Future: Trends and Insights in Economics, Business, Management, and Information Technology”**



INTERNATIONAL CONFERENCE  
ON ECONOMICS, BUSINESS, AND  
MANAGEMENT RESEARCH  
(ICEBMR)

HOSTED BY:



SUPPORTED BY:



THE UNIVERSITY OF  
**SCRANTON**  
A JESUIT UNIVERSITY

## LIST OF CONTENTS

LIST OF CONTENTS.....	2
FOREWORDS.....	3
SCHEDULE.....	4
KEYNOTE SPEAKERS.....	5
PRESENTERS OF PARALLEL SESSIONS.....	10
PARALLEL SESSIONS SCHEDULE IN BREAKOUT ROOMS.....	69
ORGANIZING COMMITTEE.....	81

## PREFACE TO THE 2<sup>nd</sup> ICEBMR 2023



In the realm of academic and professional discourse, the International Conference on Economics, Business, and Management Research (ICEBMR) has emerged as a pivotal platform for the exchange of ideas, insights, and research findings. This preface welcomes participants to the eagerly anticipated 2nd edition of ICEBMR, an event that encapsulates the essence of collaboration, innovation, and intellectual exploration in the fields of economics, business, and management.

As we embark on the journey of the 2nd ICEBMR, it is with a sense of anticipation and excitement that we witness the conference's evolution as a dynamic space for scholars and practitioners alike. This edition aspires to build upon the success of its predecessor, offering an enriched program featuring distinguished keynote speakers, thought-provoking paper presentations, and interactive sessions that delve into the latest advancements and challenges shaping the global economic landscape. With a commitment to fostering interdisciplinary dialogues and fostering international connections, the conference stands poised to be a catalyst for transformative ideas and pragmatic solutions. In these rapidly changing times, the 2nd ICEBMR serves not only as a showcase of scholarly achievements but also as a nexus for forging connections that transcend borders. As we come together to explore the frontiers of economics, business, and management research, this conference invites participants to engage in meaningful conversations, share their expertise, and contribute to the collective pursuit of knowledge that holds the potential to shape the future of these crucial disciplines.

"May the second International Conference on Economics, Business, and Management Research (ICEBMR) be a crucible of inspiration and collaboration. In the spirit of Steve Jobs, let us 'innovate and push the boundaries of conventional thinking.' As we converge to share insights and engage in meaningful discussions, may these moments spark transformative ideas that contribute to the advancement of our disciplines. Remember, it is through the collective brilliance of this community that we can catalyze positive change and leave an indelible mark on the landscape of economics, business, and management."

**T.Handono Eko Prabowo, MBA, Ph.D**  
Organizing Committee  
The 2<sup>nd</sup> ICEBMR

# **SCHEDULE**

**Saturday, December 2, 2023**

08.00 – 08.30 : Registration and ZOOM Opening

08.30 – 08.55 : Opening Ceremony

## **PANEL SESSION I**

08.55 – 09.00 : Introduction by Moderator (Dr. Titus Odong Kusumajati, M.A.)

09.00 – 09.55 : Presentation by The Main Keynote Speaker His Excellency Djauhari Oratmangun

09.55 – 10.00 : Introduction by Moderator (Dr. Titus Odong Kusumajati, M.A.)

10.00 – 10.20 : Presentation by 1st Speaker Maria R Nindita Radyati, Ph.D

10.20 – 10.40 : Presentation by 2nd Speaker Prof. Jaihak Chung, Ph.D

10.40 – 11.20 : Debriefing, Discussion, and Panel Session I Closing

11.20 – 11.25 : Preparation for Panel Session II

## **PANEL SESSION II**

11.25 – 11.30 : Introduction by Moderator (Antonius Sumarwan, S.J., S.S., M.M., Ph.D.)

11.30 – 11.50 : Presentation by 3rd Speaker Tamako Watanabe, M.A.

11.50 – 12.10 : Presentation by 4th Speaker Drs. Hari Suparwito, S.J., M.App.IT

12.10 – 12.55 : Debriefing, Discussion, and Panel Session II Closing

12.55 – 13.00 : Lunch and Preparation for Entering Breakout Rooms

## **PARALLEL SESSIONS**

13.00 – 16.00 : Parallel Session in the Breakout Rooms

16.00 – 16.15 : Closing Ceremony

## THE MAIN KEYNOTE SPEAKER

**His Excellency Prof. (H.C.) Djauhari Oratmangun, M.Ec., M.A.Com.**  
*Extraordinary and Plenipotentiary Ambassador to China and Mongolia*



Djauhari Oratmangun is The Extraordinary and Plenipotentiary Ambassador to China and Mongolia. Djauhari is a senior diplomat of Maluku descent, the son of Salomon Joseph Oratmangun, who was an expansion figure and former first regent in West Southeast Maluku Regency. During the Covid-19 pandemic, he has worked tirelessly to carry out vaccine diplomacy to help prevent the pandemic and economic recovery in Indonesia. Djauhari Oratmangun, received the title of honorary professor from Dalian University of Foreign Language (DUFL) in 2022. Previously, he succeeded in obtaining his bachelor degree from Gadjah Mada University and a master's degree in communications from the London School of Public Relations (LSPR) in Jakarta.

## KEYNOTE SPEAKERS

**Maria R Nindita Radyati, PhD, Dip. Cons, Dip. PM, Cert. IV I**

*President Director of ISA and Chairperson of ESG Taskforce in KADIN*



Maria R. Nindita Radyati is the founder of Institute for Sustainability and Agility (ISA): the only think-tank in Indonesia that provides Vocational and informal Education about Sustainability and ESG (Environmental, Social, and Governance) in collaborations with Australia. ISA also supports companies for consultancy in Sustainability, ESG, and Social Enterprise. She is also a researcher in the area of Sustainability, ESG, Social Entrepreneurship and CSR in Indonesia. Her specialities are in the field of ESG, CSR, Sustainability, Social Entrepreneurship, Governance, Third Sector, Impact Investing, SROI. She is a Chairperson of ESG Taskforce in KADIN (Kamar Dagang dan Industri) Indonesia. She founded a Master Degree Program in Sustainability and Social Enterprise at Trisaksi University.

**Drs. Hari Suparwito, S.J., M.App.IT,**  
*Lecturer at Sanata Dharma University, Indonesia*



Drs. Hari Suparwito, S.J., M.App.IT. completed his undergraduate studies in Computational Mathematics from ITS Surabaya in 1990. He completed his master's studies at Monash University Australia in 2003 in the field of Internet Security. In 2014, he continued his master and doctoral studies in the field of Artificial Intelligence and Machine Learning at Murdoch University, Australia. Currently working as a teaching staff at the Informatics study program at Sanata Dharma University, Yogyakarta. His areas of interest are Deep learning, Smart Farming, and Object Detection and Recognition.

**Tamako Watanabe, M.A.**

*Senior Specialist of Impact Business Creation, The Japan Research Institute, Limited*



Tamako Watanabe is a specialist of Social Impact Business Development; Impact Business Creation Unit the Japan Research Institute Limited (JRI). She did research with title: The Inter-American Development Bank on social entrepreneurship and social innovation ecosystems in six Asian Pacific countries. She works at The Japan Research Institute, Lmted (JRI) as a Specialist of Social Impact Business Development & Impact Business Creation Unit. JRI is now organizing the largest open innovation platform that involves Japanese central and local government, as well as several large corporations including Toyota and NEC.



**Prof. Jaihak Chung, Ph.D.**

*Lecturer at Sogang University, Korea*



Jaihak Chung is Marketing Professor of Sogang University, Seoul, South Korea. His research areas are big data & AI marketing, B2B Marketing, Virtual Business. He has taught at several other schools such as IESEG (France), Beijing University (China), EM Lyon (France), Cornell University (USA), Keio University (Japan), and so on as visiting or affiliate professor. Now, he is the Vice President of Korean Marketing Association (KMA) and will be the President of the same organization in 2024.

## PRESENTERS OF PARALLEL SESSIONS

### ROOM A: SESSION 1

#### **The Mapping of IFRS S1 and S2 with SE OJK-16-2021**

*Amelia Setiawan, Samuel Wirawan, Hamfri Djajadikerta, Sandra Faninda, Agung Nugroho Soediby, Haryanto*

#### **Abstract**

The new era of corporate reporting began with the publication of IFRS S1 and S2 as a guide for companies to disclose sustainability reports. Indonesia has not made rules that adopt S1 and S2. The Indonesian government has issued SE OJK 16 2021 as an addition to SE OJK 2016. This research was conducted by mapping between IFRS S1 and S2 and SE OJK 2021; conducting literature studies on the early application of IFRS S1 and S2 in various countries; and made recommendations on indicators for conformity assessment of IFRS S1 and S2 with SE OJK 2021. Based on the results of the research, a fairly high level of conformity was obtained between IFRS S1 and S2 and SE OJK 2021 and not many countries have implemented IFRS S1 and S2. This study also produced recommendations for IFRS S1 and S2 assessment indicators.

**Keywords:** IFRS S1; IFRS S2; SEOJK-16-2021, Sustainability, Risk Management.

# **Implementation of Industrial Relations Dispute Resolution in the Industrial Relations Court in Realizing Justice and Legal Certainty**

*Sri Nurcahyani*

## **Abstract**

Based on Law No. 2 of 2004, the resolution of industrial relations disputes is mandated by PPHI. Disputes must first be resolved through consensus, a failure to which one party can file a lawsuit with the Industrial Relations Court. These disputes include differences of opinion that result in conflict between employers or a combination of employers and workers/laborers or trade/labor unions due to disputes over rights, interests, termination of employment relations, and disputes between trade unions and labor unions within one company. This research aims to evaluate the implementation of industrial relations dispute resolution in industrial relations courts and determine how it can be improved to ensure justice and legal certainty. The research method used was descriptive analysis with a normative juridical approach, focusing on statutory regulations, principles, and legal theories that govern the resolution of industrial relations disputes. The study found that the process of examining industrial relations disputes based on the provisions of civil procedural law often prolonged the time for settling cases, which was initially set to 50 working days. However, this extended period proved detrimental to workers/labourers and failed to provide a sense of justice and legal certainty.

**Keywords:** resolution of industrial relations disputes, industrial relations dispute lawsuit, worker/laborers, work termination

# **Implementation of Capital Market Supervision by the Financial Services Authority in Indonesia to Enhance Investor Protection and Principles of Justice**

*Diana Wiyanti*

## **Abstract**

The occurrence of economic crises in the past shows how important the role of supervisory institutions in the independent financial services sector is. The establishment of Supervisory and Regulatory Institutions Financial service institutions in Indonesia was launched based on the mandate of Law Number 21 of 2011 concerning the Financial Services Authority (FSA). FSA is an independent entity that is free from interference from other parties, with the responsibility, duties, and authority to regulate and supervise financial service institutions in an integrated manner. However, after more than ten years of operation, various cases still occur in financial services, especially in the capital market, which consequently greatly harms investors. This research aims to evaluate the implementation of supervision of capital market financial services by the OJK and find out how this can improve legal protection for investors. The research method used is descriptive analysis with a normative juridical approach with qualitative analysis. Focuses on legislation, principles, and legal theories that regulate capital market supervision. This research found that although OJK is an independent institution, OJK's independence is not absolute. Apart from that, OJK as the only supervisory institution means that supervision by OJK is inadequate, and investors are less protected.

**Keywords:** Independent, Supervision, Integration, Capital Market

## **Law As a Driving Tool in Advancing International Business**

*Ousu Mendy*

### **Abstract**

The world is in a continuous state of evolution and during this period, international business operations are the new kid on the block. This, therefore, requires law as a tool of economic engineering to regulate international business processes in order to ensure productivity without violating international norms and standards. This study aims at evaluating and assessing the impact of law in driving global businesses in the 21<sup>st</sup> century globalized trade. The implementation of this study will help to assess and redefine the trajectory of the international business community in adjusting to, or adopting new models that can help enhance productivity legally without espousing the world to illicit acts of international kinds. While business experts are keen on the economic theories and models that are required to enhance their financial prowess, the bedrock of the legal basis upon which society thrives – irrespective of whatever society it is – is left in the periphery of international business discourse. In this research, normative legal research is used with extensive literature review to support the theoretical basis of my findings. This research finds that the law should be used as a tool of economic engineering to propel business firms.

**Keywords:** International business; International norms and standards; Tool of economic engineering

## ROOM A: SESSION 2

### **Human-Centered Economics: Bridging the Gap Between Economic Theory and Human Well-Being**

*Silvia Annisa, Shibli Jamal Shariff Asad*

#### **Abstract**

This article explores the relationship between economic theory and human well-being. Human-centered economics is a concept that has gained relevance in contemporary economic discourse. It emphasizes the importance of considering humans as a central focus in economic theory. The study proposes a framework for human-centered economics. A study about “Contribution of Zakat and Community Economic Welfare” found that zakat plays a significant role in improving community economic welfare, particularly through its impact on institutionalization, regulation, foreign exchange, capital distribution, and human development. This research contributes to understanding the relationship between zakat, economic factors, and human well-being. All things considered, these studies emphasize how critical it is to take social, environmental, and ethical considerations into account when analyzing economic data, which helps close the gap between economic theory and human well-being. The methodology used for this research is a document review and analysis of previous literature. They draw attention to the necessity of expanding economic frameworks to include a more thorough understanding of human well-being and to go beyond conventional economic indicators. Subsequent investigations in this field might concentrate on creating new measures that precisely capture human well-being, influencing how policy choices impact the advancement of fair and sustainable economic growth, and integrating these factors into economic models.

**Keywords:** human-centered economics; economic theory; well-being; bridging the gap

# **Development of Corporate Value Concepts Through Ethical Business According to Christian Legal Principles**

*Vicky Martinus Widjojo*

## **Abstract**

Business ethics covers all aspects of business, including individuals, companies, society, as well as relationships between individuals and customers or work partners. Ideally, each party maintains mutual trust by implementing ethics in conducting business. What is the basis for the theological interpretation of the basic business ethics of Christian law, namely: business management is used to glorify God (Romans 11:36). On the contrary, still many businesses are driven by financial gain alone 'Financially Driven Company', mutually seeking their own benefits which can harm the other party without paying attention to the long-term effects. This can be avoided if each business actor wants to implement ethical business make business a 'trust', then all business results are primarily for God - others - then yourself 'Spiritual Driven Company'. The aim of this research is to understand the development of the concept of corporate value through ethical business management in accordance with Christian legal principles. Doing ethical business means managing the business with all your heart as for God (Colossians 3:23) in accordance with Christian ethical behaviour in life, in this way God will certainly be glorified. This research uses a qualitative descriptive approach with data analysis to obtain these results by managing the business ethically according to the principles of Christian law which is carried out consistently, will be able to form a concept of company value. The implementation can be seen from the willingness to share profits – share processes – share programs, in the end it will be loved by employees, praised by customers, made proud and a blessing to everyone.

**Keywords:** business ethics, theological perspective, upstream business competition, entrepreneurship, social responsibility

# **Convincing The Truth: Promoting Negative Health Consequence on Developing Social Marketing Program in Context of Adolescent Smoking**

*Mohammad Eko Fitrianto, Basu Swastha Dharmmesta, Bernardinus Maria Purwanto*

## **Abstract**

Cigarette product undoubtedly has negative health consequences, especially for adolescent. Although there is growing literature on peer's positive social influence as a preventive action, but it is unclear how they react when convinced by the truth of the negative health consequence. This experimental study aims to examine the impact of negative health consequence on adolescent emotions and behavior. Through online invitation and randomization process, 78 high school students from South Sumatera Province, Indonesia were eligible to participated on an online experimental study. We compared two groups (experimental vs. control) to examine the impact of negative health consequence on their emotions (empathy) and their behavior (prosocial behavior). Our analysis reveal that, compared with non-convincing health message condition (n=40), adolescents with convincing negative health messages condition (n=38), have more high empathy (sign=0.005) and prosocial behavior (sign=0.028) to help their smoking peers. Our findings provide a valuable information to sustainability development in the future through reducing underage smokers. We suggest that the use of convincing method to develop a school-based social marketing program for handling adolescent smoking problem.

**Keywords:** negative health consequence, social marketing, adolescent smoking prevention program, positive peer influence, emotions; empathy, prosocial behavior



## **ROOM B: SESSION 1**

### **Analysis of External and Internal Factors as Determinants of Indonesia Loan Disbursement in Commercial Banks from 2017 to 2022.**

*Yoga A. Pongtuluran*

#### **Abstract**

This study aimed to analyze factors affecting the loan disbursement in commercial banks in Indonesia from 2017 to 2022. The independent variables analyzed were Third-Party Funds (TPF), Non-Performing Loan (NPL) Capital Adequacy Ratio (CAR), BI Rate, Gross Domestic Product (GDP), IDR/USD and Exchange Rate. The study of factors affecting the loan disbursement in commercial banks used the quantitative approach with Error Correction Model (ECM). The results of the study were as follows. (1) TPF had a significant positive effect on the loan disbursement in the long term and the short term. (2) NPL had a significant negative effect on the loan disbursement in the long term and short term. (3) CAR had a significant negative effect on the loan disbursement in the long term and short term. (4) BI Rate did not have a significant effect on the loan disbursement in the long term and short term. (5) GDP in the long term had a significant positive effect on the loan disbursement, but it did not have a significant effect in the short term. (6) IDR/USD Exchange Rate had a significant positive effect on the loan disbursement in the long term and short term.

**Keywords:** TPF; NPL; CAR; BI Rate; GDP; IDR/USD Exchange Rate; Error Correction Model.

## **Assessing the Effect of Fintech on Conventional Bank Performance**

*Dini Luspita, Esti Pasaribu*

### **Abstract**

In 1998, Indonesia experienced a financial crisis whose origins were disrupted by the performance of the banking sector. At that time, it was very difficult to restore the economy because it required very high costs and it was difficult to restore public confidence in the financial sector. Therefore, amidst the widespread use of P2P Lending instead of using credit at conventional banks, it is important to carry out this research in order to prevent the recurrence of financial crisis experiences such as those in 1998. This research uses secondary data covering the period January 2018-December 2022. Data was collected from Financial Services Authority (OJK). The analysis method used is multiple linear regression with Stata 14.0 tools. The research results found that it indirectly shows that the increasing popularity of fintech, especially P2P Lending, will reduce the number of conventional bank debtors. On the contrary, the higher the Payment Success Rate (TKB) and Loan Default Rate (TWP) will actually increase debtors at conventional banks. It is recommended for the government to supervise the public in making online loans or P2P lending so that the number of debtors' requests from conventional banks is not disturbed.

**Keywords:** Fintech; P2P Lending; Debtors; Bank Konvensional

# **The Impact of Sustainability Reporting on Cash Flow Deficit and the role of Debt to Working Capital Ratio as a Moderator in Agricultural Industry Companies Listed on the Indonesia Stock Exchange**

*Venecia Trevina Tjahjadi, Weli Imbiri*

## **Abstract**

This research aims to delve deeper into the impact of sustainability reporting practices on financial performance, particularly on cash flow deficit, within the agricultural industry companies listed on the Indonesia Stock Exchange from 2018 to 2022. The study significantly contributes to understanding the extent to which sustainability practices influence financial aspects, with a specific focus on how the debt to working capital ratio can moderate this relationship. The research population consists of 24 agricultural industry companies listed on the Indonesia Stock Exchange, with purposive sampling of 120 sustainability reports from 2018 to 2022. Through descriptive statistical analysis and the hypothesis test using Hayes' Process, the results indicate that the debt to working capital ratio moderates the relationship between sustainability reporting and cash flow deficit. The implications suggest that companies need to consider the debt to working capital ratio when planning green economy strategies, particularly concerning sustainability reporting and cash flow management.

**Keywords:** Sustainability Reporting, Financial Performance, Cash Flow Deficit, Debt to Working Capital Ratio, Agriculture.

# **Employee Scheduling: Impacts on Productivity, Satisfaction, and Work-life Balance in The Hotel Industry**

*Maryness Patrick*

## **Abstract**

This qualitative study delves into the intricate relationship between employee scheduling practices and outcomes in the hotel industry, focusing on productivity, job satisfaction, and work-life balance. Guided by Social Exchange Theory, this paper combines primary and secondary data to unveil crucial insights. The study highlights flexible scheduling positive impact, particularly through flextime, enabling employees to effectively balance personal and professional commitments, thereby enhancing commitment to work, productivity, and job satisfaction. Conversely, irregular schedules create dissatisfaction and work-family conflicts. Also, transparent communication, fair task distribution, and proactive management of unforeseen circumstances foster a positive social exchange dynamic between employees and organizations. It is recommended to implement clear flexible work policies, adopting workforce management software, fostering open communication channels, cross-training employees for versatile roles, offering fair rotating shifts, part-time/job-sharing opportunities, and conducting regular policy reviews. Despite some limitations in gathering data, this study offers valuable insights for policymakers, practical guidance for hotel management, and contributes to bridging the research gap in the literature, enriching the understanding of employee scheduling's impact in the hotel industry.

**Keywords:** Employee Scheduling, Productivity, Satisfaction, Work-Life Balance

## **ROOM B: SESSION 2**

### **The Effect of Distinctive Capability and Consumer Requirement on Value Creation**

*Nurkardina Novalia*

#### **Abstract**

This study aims to investigate the direct influence of distinctive capability and consumer requirements on value creation in private universities in the LLDIKTI Region II area. The method used is Partial Least Squares Structural Equation Modeling (PLS-SEM) to analyze the relationship between these variables. The results showed that distinctive capability and understanding of consumer needs play an important role in improving value creation in higher education. The college's distinctive capability has a positive impact on the institution's image and attractiveness in the eyes of prospective students and stakeholders. In addition, by meeting consumer demands, universities can create higher value through innovation, superior services, and unique benefits. The findings provide a strong foundation for universities to focus on developing special capabilities and meeting consumer needs to improve marketing performance. This research makes a valuable contribution to understanding the factors that influence college marketing and provides guidance for strategic decision-making in educational institutions.

**Keywords:** university, distinctive capability, consumer requirement, value creation

## **Transparency And Accountability of School Operational Assistance Fund Management in SMA X Yogyakarta**

*Vincencia Eka Riyani, Maria Goldensia Pawang, Ignasia Lusiana Ambu Ate, Fransiska Rahmayanti Kam, Petrus Christoffer Anggelo Silalahi, Yohanes Yunior Erikson, Anastasia Sophie Ayu Wulandari, Regina Dentisia Deanetrandaru, Jessica Christanti Nata Ruron, Aurelia Melinda Nisita Wardhani*

### **Abstract**

One form of government program that seeks to help improve nine-year compulsory education is through the School Operational Assistance (BOS) program. The purpose of this program is to improve the quality of education, equal access to education, efficient use of funds, transparency and accountability as well as reducing the financial burden of students in the future and providing education funds for underprivileged children. This study aims to determine the application of transparency and accountability principles in the management of School Operational Assistance (BOS) funds. This research was conducted at SMA X Yogyakarta City, Yogyakarta Special Region. The implementation of accountability and transparency is based on the Kemendikbudristek number 13 of 2022. This research is qualitative research with a descriptive approach. The data from the research is the result of direct observation to SMA X Yogyakarta and through interviews with resource persons namely the Principal, Teachers, Administration, and School Committee. The research method was conducted by presenting data and drawing conclusions. The results of this study prove that the implementation of the principles of transparency and accountability in the management of School Operational Assistance (BOS) funds at SMA X Yogyakarta runs well. The implementation of the accountability principle has been successfully demonstrated in the preparation, implementation, reporting and management of the School Budget Activity Plan Application (ARKAS) program in accordance with the Regulation of the Secretary General of the Kemendikbudristek number 13 of 2022. The implementation of the Transparency principle has been successfully demonstrated through the quarterly committee budget realization reports posted on the official website of SMA X Yogyakarta.

**Keywords:** Transparency, Accountability, BOS Funds

# **The Use and Challenges of ICT in Primary Schools: A Study of Selected Primary Schools in Ilala Municipal, Tanzania.**

*Julius Jonas Mbawala, Slamet Lestari*

## **Abstract**

The advancement of science and technology has led to profound changes in human life. The educational system, in particular, has greatly benefited from global progress, especially with the introduction of ICT. Today, teachers and students enjoy convenient access to vast information and resources through various technological tools like computers, tablets, smartphones, projectors, and online platforms. These developments have created opportunities for interactive and personalized learning experiences. In Tanzania, like other countries, ICT has been integrated into the education system. This study aimed to explore teachers' knowledge and understanding of ICT utilization and its integration in classrooms and the challenges encountered during implementation. Deliberating to the objectives of this research, the design of this study is descriptive quantitative research using questionnaires to gather insights. The findings indicate that; teachers possess a certain level of ICT proficiency, enabling them to incorporate it into both their classrooms and daily lives. However, obstacles such as inadequate availability of ICT devices, unreliable internet connectivity, insufficient technical support, and a lack of professional training programs were identified as hindrances to the process. Based on these findings, the study provides recommendations for individuals, school administrators, and the government to ensure the successful integration of ICT in education.

**Keywords:** ICT; Teachers' knowledge; Teaching and Learning; Tanzania.

# **The Implementation of Good Corporate Governance Principles in Bank NTT**

*Orenda Atira Maria Ladapase, Eufrosina Sovia Halim, Maria Quinatera Felisia, Laura Rika Cantika, Firma Sulistyowat*

## **Abstract**

Bank NTT is the sole financial institution operating within the NTT region, hence holding a monopoly over the regional banking sector. The application of GCG (Good Corporate Governance) is necessary to enhance banks' performance. Hence, the primary objective of this study is to examine the execution of effective corporate governance practices inside Bank NTT. This study aims to examine the fundamental tenets of effective corporate governance, encompassing transparency, accountability, responsibility, independence, and fairness. The research methodology employed in this study involves using documents, specifically secondary data sourced from the Bank NTT website. This dataset is anticipated to enable scholars to conduct an analysis of the five principles. The findings indicate that Bank NTT has successfully applied the principles of Good Corporate Governance (GCG). This is supported by the acquisition of the prestigious title of Top Bank In KBMI 1 Category 2022.

**Keywords:** Bank; Good Corporate Governance; Implementation.



## **ROOM C: SESSION 1**

### **The Body Shop's Sustainable Innovation: Green Business for Sustainable Future**

*Jessica Kristanti Santoso, Jeslyn Alvina Sarumaha, Alexandra Vonda Patricia Sirait, Vincent Cedric Cahyo Santoso, Firma Sulistiyowat*

#### **Abstract**

The objective of this study is to address the issues raised during the G20 summit pertaining to the green economy, with a specific focus on the green business operations of The Body Shop Company. Furthermore, this study also makes reference to the Sustainable Development Goals (SDGs), which align with Indonesia's long-term aims. The data utilized in this study were derived from the sustainability report and annual report of the company, with the objective of assessing the financial impact resulting from the implementation of the green economy throughout the period of 2021-2022. The research methodology employed in this study involves using documentation techniques, namely relying on secondary data acquired from the company's official website. The findings of the study indicate that The Body Shop company witnessed a rise in its profitability subsequent to the adoption of the green economy. This may be attributed to the fact that customer's perceptions of environmentally conscious businesses, particularly those offering eco-friendly items, have shown a notable improvement.

**Keywords:** Green Business; Sustainable Development Goals.

# **Analysis of the Effect of Economic Growth and Foreign Direct Investment on Environmental Degradation in Asean (Case Study 2016 – 2022)**

*Yemima Septi Nugraheni, Laurentius Bambang Harnoto*

## **Abstract**

Development is an important aspect of a country because it impacts the welfare of society. However, environmental degradation is a major problem due to the development process of a country which is generally caused by economic activity. This paper aims to analyze the effect of economic growth and foreign direct investment on environmental degradation, especially in ASEAN. The analysis method used is panel data regression using data of 10 ASEAN members from 2016 to 2022. In this study, environmental degradation is represented by Environmental Performance Index (EPI) data. The results of this study state that economic growth has a significant effect on environmental degradation, while Foreign Direct Investment (FDI) has no significant effect on environmental degradation. This research is expected to contribute to environmental economics.

**Keywords:** environmental degradation, economic growth, foreign direct investment

# **The Influence of Covid-19, Macro Variables and Climate Change on Food Security in Various Regions**

*Felyana Hariyanto, Nuning Trihadmini*

## **Abstract**

This research aims to analyze the impact of the Covid-19 pandemic on food security in various regions, using the Panel Data. The independent variables used are inflation, unemployment, urban population, climate change performance index, and the dummy variable for the Covid-19 pandemic and the dependent variable is the food security index. The samples used were 45 countries divided into 5 regions, namely Africa, Asia, Australia, America, and Europe. The results show that inflation significantly negatively affects food security in Africa, Asia, and Europe. Unemployment also has a significant negative effect in Asia and Europe, while in Australia it has a positive effect. Urbanization, which is reflected in population growth has a significant positive effect. Meanwhile, the Climate Change Performance Index (CCPI) has a negative influence on food security only in Asia. Finally, the COVID-19 pandemic has had a significant negative effect in Africa, America, and Europe, while in Australia has had a positive effect.

**Keywords:** Panel data, COVID-19, Food security, Inflation, Unemployment, Urbanization, Climate change

# **Job Design During and Redesigning After Covid-19 in Hospitality Industry: A Critical Review**

*Edward Phabiano*

## **Abstract**

The outbreak of COVID-19, caused different changes to different industries. Hospitality industry hit and caused different changes in operational management, from traditional operational system to immediately adapting to digitalization. The critical review paper intends to review about the job design during and redesigning after COVID-19 in hospitality industry. ProQuest Database and Google scholar were used as searching engine to extract scholarly materials. 35 scholarly materials were obtained, after filtering remained 14, relevant scholarly materials that were analysed. The findings show that Health, Safety Protocols, Hybrid Roles and Remote Work were job design used during the period of COVID-19, while during the post-COVID-19 job redesigned strategies adopted by hotel managers; Focus on Employee Well-being, Enhanced Training, promoting trustiness and Upskilling, Technology Integration, Employee engagement, Flexibility and Adaptability. During the time of transition more attention is needed by the job designers so that to help the employees to get heel from the calamities that made them to be affected psychologically, socially and financially. This review study intends to make two contributions; First, the impacts of COVID-19 on job designing represents academic trends. Second, the review contributes to psychological pre-information to employees about the dynamic designing of their job.

**Keywords:** Job design, Hospitality industry, Pandemic, COVID-19

## ROOM C: SESSION 2

### **Social Impact Strategies in Family-Owned Ventures: A Path to Sustainable Entrepreneurship**

*Shibli Jamal Shariff Asad*

#### **Abstract**

Social enterprise is a promising approach to addressing social and environmental challenges. Family-owned ventures have emerged as one of the most important forms of enterprise in the last few decades. This paper explores the importance of social impact strategies in the context of family-owned enterprises and their role in achieving sustainable entrepreneurship. The study uses a qualitative research methodology with in-depth interviews as the data collection technique, combined with document review techniques for case study analysis. The research aims to fill in some of the gaps in the literature that the research focuses on. The article concludes with an overview of the existing literature and can serve as a foundation for understanding the theoretical frameworks and concepts related to social environments.

**Keywords:** social impact; strategies; family-owned ventures; sustainable entrepreneurship; social responsibility.

# **Analysis Of SDGs Implementation and Indicator Reconstruction in Provincial Regional Government Organizations in Indonesia**

*Francis Randa, Jean Lelyana Sereh*

## **Abstract**

This research aims to analyze the implementation of the Sustainable Development Goals (SDGs) and reconstruct SDGs indicators in provincial government organizations in Indonesia. This research uses a descriptive quantitative approach based on data on the Central Indonesian Bureau of Statistics (BPSI) website. Apart from using secondary data, this research will also conduct interviews with parties involved in program preparation and reporting indicators for Sustainable Development Goals. This research is important because local government organizations are the central government's leading partners in implementing and increasing the achievement of the SDGs. The results of this research will describe the implementation of SDGs in each province, as well as identify factors that become obstacles in preparing indicator achievement programs and reconstruct indicators so that they can be easily compiled and presented in each provincial government's achievements.

**Keywords:** SDGs, Indonesia, Indicators

# **Fostering Sustainability Awareness among Sanata Dharma University Students: The Role of Participation, University Image, and Institutional Support**

*Gary Stevevai, Marcelina Estuningrum, Januari Ayu Fridayani*

## **Abstract**

This research investigates the promotion of sustainability awareness among students at Sanata Dharma University, with a specific focus on the significant influences of participation, university image, and institutional support. Utilizing a multiple regression analysis technique, the study recruits a sample of 250 students from various academic areas to participate. The major data gathering tool employed is a questionnaire. The research hypothesis is formulated based on three fundamental assertions. First and foremost, it is argued that student engagement plays a crucial role in fostering the development of sustainability consciousness among students. Furthermore, it is anticipated that the perceived image of the university will have a partial influence on students' consciousness regarding sustainability matters. Moreover, it is postulated that the provision of institutional assistance plays a pivotal role in cultivating a sense of sustainability consciousness among students. If the findings of the multiple regression analysis support these hypotheses, it can be deduced that strategic interventions targeting the enhancement of student engagement, improvement of the university's image, and provision of institutional support may effectively contribute to the cultivation of sustainability awareness among students at Sanata Dharma University. The results of this study offer a strong basis for developing and executing strategies and measures aimed at fostering a sustainable mindset among the student population at the university.

**Keywords:** Fostering Sustainability Awareness, Participation, University Image, and Institutional Support

## **Effects of Sustainable Awareness Towards Sustainable Product Purchase Decision**

*Agatha Cintyalaras, Maria Giannina, Fania Setia, Maria Angela*

### **Abstract**

Purchasing and using goods for daily necessities produce large amounts of waste. "Reduce, Reuse, Recycle" has become a well-known consumer waste management philosophy. Consumers are increasingly crucial in environmental protection efforts, and sustainable consumption is the epitome of environmental protection behavior. Sustainable awareness plays an important role in sustainable product purchase decisions. This research aims to determine the effects of sustainable awareness, such as reduce, reuse, and recycle, on sustainable product purchase decisions. This research uses quantitative methods to process the data associated with a phenomenon. The unit of analysis used is the individual, with a total of 408 valid responses. The Indonesian citizen population includes Baby Boomers, Gen X, Y, and Z. Primary data was obtained by filling out questionnaires. The sampling technique used was purposive sampling. Data analysis techniques in this study use multiple linear regression, the classic assumption test, the T-test and F-test, and the coefficient of determination using the SPSS software program. The results of the research state that there are significant positive effects of sustainable awareness, including reduce, reuse, and recycle, on sustainable product purchase decisions.

**Keywords:** reduce; reuse; recycle; sustainable awareness; sustainable product purchase decision



## **ROOM D: SESSION 1**

### **Digital Analysis of Trends in Sustainable Development Issues**

*Florentinus Nugro Hardianto, Veronica Karmelia*

#### **Abstract**

The issue of sustainable development is an interesting international issue because it is related to the development process implemented in various countries in the world. The concept of sustainable development emerged in response to the negative impacts of conventional development that tend to ignore environmental, social, and economic sustainability. The issue of sustainable development came to the fore for the first time since the Stockholm Conference organized by the United Nations (UN) in 1972 as the first attempt to discuss global environmental issues and sustainable development. This paper aims to conduct a digital analysis of sustainable development issues. The analysis was conducted using social media monitor platform Brand24. The results of digital analysis show interesting trends in sustainable development issues in terms of volume of mentions, sentiment analysis, social media reach, non-social media reach, context of discussion, public profiles, influential sites, and trending hashtags.

**Keywords:** digital analysis, sustainable development, Brand24 platform

# **The Influence of Changes in Technology and Organizational Culture on Innovation Performance Through Organizational Commitment: Literature Review**

*Ratri Wisnu Pertiwi, Dr. Kusuma Chandra Kirana, Eko Yulianto*

## **Abstract**

The purpose of the paper to understanding the role change technology, culture organization enhance performance innovation and commitment organization as mediation. This paper will give understanding in a deep factor what variable increase performance innovation direct or through mediation. This methodology using systematic literature review (SLR). Data collection used sourced database from the Google Scholar publication using keyword “change technology, culture organization, innovation, and commitment organization” obtained 30 articles that have been evaluated in study this. Implementation from article about change technology and culture organization and possibilities impact to performance innovation and commitment as mediation. Literature this will show various type different influences different to performance innovation. The result show that role Change Technology and culture resulting organization \_ from several reviews literature proven own influence positive to performance innovation, besides That commitment organization is also deep literature this is also affected by Change Technology and culture organization and also proven influence performance innovation. This thing becomes findings in study this and can become a conceptual research framework empirical

**Keywords:** change technology, culture organization, commitment organization, performance innovation.

# **The Influence of Big Data Analytics on Human Resource Management Strategies for Company Sustainability**

*Albin Moniago Simanjuntak*

## **Abstract**

This article explores the transformative role of big data analytics in human resources (HR) management, particularly in the context of improving corporate sustainability. This paper discusses the definition of big data and its importance in modern business, emphasizing the volume, velocity, variety, veracity, and value of data. The Industry 4.0 era is underscored, highlighting the importance of up-to-date HR skills and the application of advanced analytics to improve HR processes such as recruitment, retention and employee performance evaluation. This paper discusses how big data analytics facilitates a more objective and data-driven approach to HR decision making, leading to greater efficiency and effectiveness in HR processes. The bulk of the paper is dedicated to a literature review, synthesizing findings from various studies on this topic. This review examines the potential of big data in HR to improve the long-term performance and sustainability of companies, also addressing challenges related to privacy and ethical considerations in data handling. The paper concludes by emphasizing the importance of integrating big data analytics in HR management and a focus on sustainability, emphasizing that while challenges exist, the long-term benefits of effectively implementing these technologies are clear: stronger, more adaptive and sustainable business operations.

**Keywords:** Big Data Analytics, Human Resources (HR) Management, Corporate Sustainability, Industry 4.0 Technology, Data-Based Decision Making.

# **The Role of Six Sigma in Hospitality Industry**

*William P. Msilu*

## **Abstract**

This study investigated the role of Six Sigma in Hospitality Industry specifically hotel sector, and how Six Sigma DMAIC business model (Define, Measure, Analyze, Improve, and Control) has been adopted in the hotel Business operations to bring the positive business results for example defining the problem (D), measuring the problem (M), analyzing data to explore the source of the problem (A) (analysis of defects in a particular hotel operation process), improving the performance (I) to eliminate the source of defects and controlling the processes (C) to prevent the continuous problem by monitoring the improvement within the particular hotel. Also, this article exposes how Six Sigma methodology can be used: in developing a business strategy, in developing a business Vision, in developing business Benchmark, in developing business Goal, in establishing a business Statistical Measure, and establishing a Robust Methodology throughout the hotel business operation. The theory employed in this article is constructivism theory that align together with the historical development of the idea of Six Sigma idea (MAIC) as developed by Smith in 1986 then later DMAIC as added by Welch in 2000. The result shows that the hotels which applied Six Sigma, the performance of the particular hotel was improved.

**Keywords:** SIX Sigma; DMAIC; TQM; Hospitality Industry; Hotel

## ROOM D: SESSION 2

### **Sustainable Collaboration: The Role of Jathilan Performing Arts in the Economy of Small Traders**

*Fransiscus Andy Setiawan*

#### **Abstract**

This study aims to explore and analyze the role of Jathilan art performances in supporting the economy of small traders in the local community. The main focus of this research is to understand how sustainable collaboration between Jathilan art groups and small traders can affect the increase in sales, visibility, as well as the economic well-being of traders. This research used a qualitative approach, by conducting in-depth interviews with Jathilan art group members, small traders, and relevant stakeholders. The data obtained was analyzed using content analysis to identify patterns and key findings. In addition, economic data, such as merchants' sales before and after collaboration with the Jathilan art group, was also used to support the qualitative findings. The results show that Jathilan performances have a significant positive impact on the economy of small traders. This ongoing collaboration not only increases the sales of the merchants' products, but also increases their visibility in the local community. In addition, the employment opportunities created by Jathilan performances also help in improving the traders' economic welfare. This research provides a deeper understanding of how traditional cultural and artistic activities can positively contribute to supporting small traders in the modern era. It also provides a basis for the development of sustainable initiatives that promote collaboration between arts groups and small traders in supporting the economic growth of local communities.

**Keywords:** Economic Welfare, Small Trader Economy, Jathilan Arts

# **Pioneering Sustainable Careers: Student Participation, University Image, and Institutional Support at Sanata Dharma University**

*Sthefi Hasanudin, Gregorius Cesario, Januari Ayu Fridayani*

## **Abstract**

The objective of this study is to investigate the relationship between student involvement, university reputation, and institutional support in relation to students' inclination to pursue professions linked to sustainability at Sanata Dharma University. The study employs multiple regression analysis to examine a sample of 250 students from various academic areas. Data collection is carried out via a questionnaire. The research hypothesis consists of three propositions. To begin with, the active involvement of students plays a crucial role in shaping their propensity towards pursuing jobs related to sustainability. Additionally, students' perceptions of the university's reputation play a role in how inclined they are to this field. Additionally, the presence of institutional support has a crucial role in influencing students' propensity towards pursuing jobs related to sustainability. If the findings of the multiple regression analysis support these assumptions, it is probable that interventions targeting the augmentation of student participation, improvement of university reputation, and provision of institutional support will have a favorable impact on students' inclination towards pursuing occupations connected to sustainability. The results of this study provide a strong basis for the institution to develop and execute strategies and policies that promote the establishment of sustainable career trajectories for its students.

**Keywords:** Pioneering Sustainable Careers: Student Participation, University Image, Institutional Support

# **The Development of the Creative Economy in Indonesia Before and During the Covid-19 Pandemic: A Comparative Analysis**

*Florentinus Nugro Hardianto, Helesa Yuliana A.S., Vincensius Nito Aji Prasetya*

## **Abstract**

The creative economy has become one of the driving sectors of economic growth. The development of the creative economy sector has been disrupted during the COVID-19 pandemic. The COVID-19 pandemic has had a major influence on the development of economic sectors, including the creative economy sector. The government needs to pay greater attention to the creative economy sector so that it continues to advance after the COVID-19 pandemic. This paper aims to conduct a comparative test of the development of the creative economy before and during the COVID-19 pandemic. The data analysis method used is a comparative statistical test. The results showed that in general there was no significant difference in the development of the creative economy in Indonesia between before and during the Covid-19 pandemic

**Keywords:** creative economy, comparative test, covid-19 pandemic

# **The Dynamics of Student Engagement, University Image, and Institutional Support in Fostering Pro-Environmental Behavior among Sanata Dharma University Students**

*Bryant Dwi Sutanto, Marcella Renjana Wulandani, Januari Ayu Fridayani*

## **Abstract**

The present study investigates the interplay between student participation, university image, and institutional support in promoting pro-environmental behavior among students enrolled at Sanata Dharma University. The study used a multiple regression analysis approach to examine the relationship between variables. The sample consists of 250 students from various academic areas, and data is collected mostly through the use of a questionnaire. The research hypotheses are created based on three fundamental claims. The initial hypothesis posits that there exists a substantial relationship between student engagement and the cultivation of pro-environmental behavior within the student population. Additionally, it is anticipated that the perceived image of the university will partially influence the development of students' pro-environmental attitudes and behaviors. Finally, it is argued that institutional support plays a vital role in promoting environmentally friendly behavior among students at Sanata Dharma University. If the findings of the multiple regression analysis are consistent with these hypotheses, it is probable that strategic interventions aimed at increasing student engagement, enhancing the university's reputation, and providing institutional support will be effective in fostering pro-environmental behavior among students. The results of this study provide a strong basis for the development and execution of strategies and measures intended to foster a culture of environmental accountability among students at Sanata Dharma University.

**Keywords:** Student Engagement, University Image, Institutional Support, Fostering Pro-Environmental Behavior



## ROOM E: SESSION 1

### **Perspectives of Tourism Industry Actors on Green Accounting Implementation**

*Matthew Hanidjaja, Weli*

#### **Abstract**

This study aims to analyze the influence of socio-demographic factors about their understanding and the importance of green accounting in the tourism industry in Indonesia. In addition, it also assists to construct the form of implementation and structure of green accounting, especially in the tourism industry in Indonesia. This study employs a survey of Indonesian tourism sector personnel or workers in the accounting/financial reporting section of the Indonesian tourism business. This survey gathered 34 replies from various Indonesian tourism associations and government institutions around Indonesia. It uses descriptive analysis and the non-parametric test to assess the data. The findings suggest that the majority of socio-demographic characteristics have little influence on their awareness of the necessity of green accounting in Indonesian tourism. Gender is the sole socio-demographic element that influences understanding of green accounting. The results suggest that women are more familiar in green accounting than men. Another negligible aspect shows that Indonesians' impression of green accounting is positive, although the notion of green accounting is relatively new and has not been regulated in Indonesia. As a result, this situation necessitates the expansion of green accounting expertise and the creation of a green accounting framework that will benefit Indonesia's stakeholders.

**Keywords:** green accounting, reporting, sustainability, tourism, socio-demographic

# **The Role of Operations Consulting in Addressing Challenges Facing Tourism and Hospitality Industry in Tanzania**

*Prosper Wilson Prosper*

## **Abstract**

The tourism and hospitality sector in Tanzania is confronted by multifaceted challenges including skilled labor shortages, service quality issues, sustainability concerns and compliance. Operations consulting is promising solution but it's underexplored in the academic literature for this sector. This study investigates how operations consulting can address these challenges, enhancing customer satisfaction, operational efficiency and industry competitiveness. To achieve these objectives, the study employs an inductive approach, embracing a constructivist research philosophy and a qualitative research design. Data were gathered through review of relevant literature such as books, articles and reports and explorative analysis is used to examine the data. The findings reveal that operations consulting plays pivotal roles in Tanzania's tourism and hospitality sector including managing risks, developing specialized strategies, enhancing service quality, fostering collaboration, promoting sustainability as well as training and skill development. This study also identified several challenges that operations consulting face within this dynamic industry including seasonal nature of the industry, integration of technology, environmental concerns and sustainability, cost management and human resources needs. These challenges demand a multifaceted and adaptive approach from operations consultants to stay updated on industry trends and be flexible in their strategies.

**Keywords:** Operations Consulting, Consultants, Consultant firms, Tourism and Hospitality

# **Pentingsari Tourism Village as A Tourism Social Enterprise: Embarking on The Path to Successful Tourism Social Entrepreneurial Activities**

*Prosper Wilson Mmari*

## **Abstract**

Over the last four decades, the Indonesian government has championed community-based tourism, utilizing the tourism village approach to combat poverty and propel sustainable development, encompassing socioeconomic growth, cultural preservation, and nature-based conservation in rural areas. The purpose of this study is to explore Pentingsari tourism village as a tourism social enterprise toward Successful Tourism Social Entrepreneurial venture. The study employs qualitative approach using case study design to data collection. The study design used a case study Pentingsari tourism village, where three methods for data collection were employed: observations, unstructured interviews, and literature review. Field images and descriptive analysis techniques were used to analyze the findings. The study revealed that Pentingsari Tourism Village operate as a tourism social enterprise since it demonstrates its hybrid structure, autonomy, social, commercial, environmental logics and adheres to the triple bottom line framework is evident in its operations. This study shed light on the specific case of Pentingsari tourism village as a tourism social enterprise by highlighting its unique criteria, successful tourism entrepreneurial activities, addressed challenges and call for future work.

**Keywords:** Social Entrepreneurship, Tourism Social Entrepreneurship, Tourism social Enterprise Community based tourism, Pentingsari Tourism Village

## **A Third World Perspective on Work in Hospitality**

*Professor James J. Spillane, S.J.*

### **Abstract**

The recent pandemic raised awareness of the importance of the Hospitality Industry. In 2018 with spending at US \$1.6 trillion per year, it contributed 10.3% to global GDP, employed more than 330 million people [one in every 10 jobs]. The sector also plays a pivotal role in poverty and inequality reduction. More than half its workforce are women and 30% are young people. This sector fulfills all the preferences of the UAPs of the Society of Jesus.

Despite the impact of technology, hospitality will remain labor intensive. It is “high touch” requiring physical and emotional contact between consumer and producer. “Soft skills” [empathy, emotional, social and spiritual intelligence] rather than technical skills are the keys to success. Hospitality enterprises cannot merely hire hands or brains. The whole person comes to work with body, mind, heart and spirit. Hospitality workers are more Emotional Workers than Knowledge Workers. The four dimensions of work [formation, product, process and remuneration] explained in the Papal Encyclical *Laborem Exercens* can be applied to hospitality work. This paper will focus on the multi-dimensional aspects of hospitality work.

**Keywords:** third world, hospitality, work

## ROOM E: SESSION 2

### **Financial Decision Making in the Virtual World of Massively Multiplayer Role-Playing Games**

*Ilsa Haruti Suryandari*

#### **Abstract**

Virtual worlds grow opportunities of the business that involve individual financial decision making. This research aims to explore the perspective of gamers on financial decision-making in the virtual world of Massively Multiplayer Online Role-Playing Game (MMORPG). This is a qualitative descriptive study. Data from this research were collected within Ragnarok X: Next Generation MMORPG application through virtual ethnography and interview with players. The data was analyzed by identifying financial activities in the game, identifying the player's view of money, and identifying the financial decision making of the players in the game. The result found three categories of financial activities in the game that were income generation, spending, and conversion of real-world money into virtual purposes. The gamers in this research show strong self-control of money that prevent them from overspending real world money for in game purposes. Players feel a high degree of agency in MMORPG. Social influence has little effect on financial decision-making. They utilized strategies to optimize their in game income. Their spending patterns were dominated by avatar customization and character progress. These findings contribute to the understanding of the intersection between the virtual world of gaming, financial decision-making, and the broader perspectives of individuals on money.

**Keywords:** Financial; Decision Making; Virtual World; Gamers; MMORPG

## **Determinants of Financial Behaviour and Financial Literacy of MSME Owner in Indonesia**

*Cristalia Briliana Saliem, Nanda Catur Rochidayanti, Romauli Nainggolan*

### **Abstract**

MSME economic activities in Indonesia are recovering after the pandemic era. E-payment systems are more desirable by consumers and producers. E-payment systems like QRIS are increasingly used in business transactions. Therefore, this research aims to analyze the determinants of financial behaviour of MSME owners who used QRIS and examine the determinants of financial literacy of MSME owners who used QRIS. This research method uses purposive sampling and proportional random sampling. This study will utilize a sample size of 204 respondents who are MSME owners who used QRIS from Medan, Makassar, and Bali. Research instrument of this study used a questionnaire that will be distributed to MSME owners. Determining variables that will be used are age, how long the business is running, education level and faith of the business owners. Analysis technique of this study using multiple linear regression with SPSS tools. The results of this study will show how long business running and education give the impact to financial behaviour of MSME who used QRIS on their business. Moreover, age and education level give the impact to financial literacy MSME owners who used QRIS. The interesting thing about this study is the age of MSME owners on X generations give the biggest impact to financial behaviour and financial literacy.

**Keywords:** Financial literacy, Behaviour, QRIS, MSME

# **Wealth And Values: Exploring Money Beliefs in The Arlong Park Arc of One Piece**

*Bara Satrio, Ilsa Haruti Suryandari, Agustinus Tri Kristanto*

## **Abstract**

This article aims to explore the portrayal of money beliefs in One Piece anime. One Piece is a globally influential anime among teenagers and young adults. This study seeks to provide valuable insights into the intersections of popular culture and personal finance, using the Arlong Park arc as a convincing and rich source of analysis that combine wealth, values, and emotional resonance. This is qualitative descriptive research. Data were collected by watching and taking notes at anime One Piece – Arc Arlong Park. Structural analysis of the narrative method was used to analyze the data. The results found that among four concepts of money beliefs, the anime was dominated by money worship and money status. This research also found positive behavior from characters who keep the value over the money. The portrayal of Nami's emotional entanglement shows her dedication to her village, which has been destroyed by Arlong Pirates. The restoration of the village is her driving force to be a wealthy person.

**Keywords:** Money Belief; Anime; One Piece; Value

# **The Influence of Financial Literacy, Materialism, and Pocket Money on Saving Decision and Consumptive Behavior in Generation Z**

*Lina Permatasari, Wida Purwidiyanti, Erna Handayani, Yudhistira Pradhipta Aryoko*

## **Abstract**

The purpose of this study was to test and analyze how financial literacy, materialism, and pocket money influence the saving decisions of Generation Z and consumptive behavior of Generation Z. This study uses quantitative research methods and focuses on the population of Generation Z in the provinces of West Java and Central Java, which includes a total of 21,989,129 individuals. 104 people were used in the study sample aged between 17 and 25 years. The data collection method consisted of distributing questionnaires with a 5-point Likert scale which was then analyzed using SEM through the use of the SmartPLS 3.2.9 application. Research findings show that financial literacy can positively affect Generation Z's saving decisions, materialism can positively influence Generation Z's saving decisions, and pocket money can positively influence Generation Z's saving decisions. Conversely, financial literacy can negatively affect Generation Z's consumptive behavior, materialism can positively affect Generation Z's consumptive behavior, and pocket money does not affect the consumptive behavior of Generation Z.

**Keywords:** Financial Literacy; Materialism; Pocket Money; Saving Decision; Consumptive Behavior



## ROOM F: SESSION 1

### **Financial Attitude, Behavioral Control, Self-efficacy, and Financial Behavior Towards Pay Later Service Users**

*Putu Bagus Dipa Andiniko, Ester Marcelina Bau, Fellivia Ravena, Wisanggalih, Gracia Margaretha Meisya Carvallo, Lidia Ratna Salwati, Jerry Christofer, Afriana Marselo, Suryaning Perwita Mandiri Putri, Aurelia Melinda Nisita Wardhani*

#### **Abstract**

The way a person manages their finances can have a major impact on the level of financial well-being they experience. Financial attitude, behavioral control, self-efficacy and financial behavior are four factors that can influence the use of pay later. This research explores the concept of pay later, a financial service that allows users to make cashless purchases on the spot, and get the goods purchased by paying at the specified time. It focuses on a population of university students as the research sample, identifying the reasons why pay later is relevant in the context of their financial behavior. Through a behavioral approach, the research revealed that students often need to pay later as a solution to meet their daily needs without having to spend money directly. The research sample specifically selected from among university students allows for a more in-depth analysis of the impact of financial attitudes, behavioral control, self-efficacy and financial behavior on the use of pay later services.

The results showed that the behavior of using pay later services by students is strongly influenced by their financial attitudes, level of behavioral control, and belief in their ability to manage finances. These findings provide valuable insights for later service providers and related parties in developing more effective strategies in responding to the needs and behavioral characteristics of students related to finance.

**Keywords:** financial attitude, behavioral control, self-efficacy and financial behavior

# **The Phenomenon of the Consumptive Culture of Generation Z in Cilandak Sub-District in the Perspective of Behavioral Economics in the New Normal Order**

*Natalia Enestasia Dasilva*

## **Abstract**

This study explores how different societal contexts shape decision-making in consumption behaviors pre-pandemic, post-pandemic, and in revised social norms. Data from Badan Pusat Statistik (2020) demonstrates varied spending during the pandemic: 56% reported increased spending, 17% decreased, and others remained steady. The shift to the new normal amidst COVID-19 in 2022 altered consumer behavior, notably among Generation Z in Cilandak, South Jakarta, known for their digital savvy. The study delves into economic behavior theories, including Thorstein Veblen's idea of Conspicuous Consumption, shedding light on specific purchase rationales. It investigates five economic behavior classifications: Loss Aversion, Endowment Effect, Confirmation Bias, Herd Behavior, and Survivorship Bias. Employing qualitative phenomenological methods with in-depth interviews, it analyzes 13 informants focused on Generation Z in Cilandak. Analysis reveals the Endowment Effect's impact (23.1%) and Confirmation Bias (76.9%) on consumption, highlighting the need for Generation Z's self-awareness and financial literacy. Ultimately, this research offers insights into decision-making and financial skills, guiding Generation Z toward more discerning and responsible consumption habits.

**Keywords:** Consumption behavior, Generation Z, Behavioral Economics.

## **Determinants of Financial Behaviour of MSME Owner in Indonesia**

*Nanda Catur Rochidayanti*

### **Abstract**

MSME economic activities in Indonesia are recovering after the pandemic era. E-payment systems are more desirable by consumers and producers. E-payment systems like QRIS are increasingly used in business transactions. Therefore, this research aims to analyze the determinants of financial behaviour of MSME owners who used QRIS and examine the determinants of financial literacy of MSME owners who used QRIS. This research method uses purposive sampling and proportional random sampling. This study will utilize a sample size of 204 respondents who are MSME owners who used QRIS from Medan, Makassar, and Bali. Research instrument of this study used a questionnaire that will be distributed to MSME owners. Determining variables that will be used are age, how long the business is running, education level and faith of the business owners. Analysis technique of this study using multiple linear regression with SPSS tools. The results of this study will show how long business running and education give the impact to financial behaviour of MSME who used QRIS on their business. Moreover, age and education level give the impact to financial literacy MSME owners who used QRIS.

**Keywords:** Financial literacy, Behaviour, QRIS, MSME

# **The Impact of Waiting Lines on Customer Satisfaction in Tourism Companies**

*Nickson Nazarenu Mwinuka*

## **Abstract**

This qualitative research study explores the impact of waiting lines on customer satisfaction in the context of tourism companies. The objective was to discuss the customers' perceptions and experiences while waiting in lines, and how these factors affect their overall satisfaction with tourism companies. The research adopts a comprehensive literature review to capture the richness and depth of customers' subjective experiences. The analysis focuses on understanding the factors that contribute to positive or negative waiting experiences, including the perceived wait times, the level of information provided during the wait, the demand variability, service capacity, technology integration, customers expectation, queue management strategies, employee commitment and attitude and the interactions with staff and other customers. The findings highlighted the importance of effective communication, appropriate facilities, and staff training, managing perceived waiting times, maintaining service quality, embracing technology, and offering alternative experiences in mitigating the negative effects of waiting lines. The implications of this research contribute to the development of strategies and best practices for tourism companies to optimize their customer service and experience management. By recognizing the significance of waiting lines and addressing customers' concerns, companies can foster positive customer perceptions, loyalty, and ultimately enhance their competitive advantage in the tourism industry.

**Keywords:** waiting lines, tourism, customers and satisfaction

## ROOM F: SESSION 2

### **Analysis Of Spillover Effects on Green Stocks, Oil Commodity and Cryptocurrency Markets During Covid-19 Pandemic and Russia-Ukraine War**

*Nico Alexander Handoyo, Nuning Trihadmini*

#### **Abstract**

The increasing risk of climate change is making changes to all aspects of humanity, including the financial sector. This study aims to determine the spillover effect between oil commodity, cryptocurrency, also green stock markets in Indonesia and America. Using the Vector Autoregression method, this study divides into several time periods, namely the overall period (April 2016 - February 2023), the period before the COVID-19 pandemic (April 2016 - December 2019), the period after the COVID-19 pandemic (January 2020 - February 2022), the Russian and Ukrainian war period (February 2022 - February 2023) and uses daily return data from Crued Oil WTI, Nasdaq OMX Green Economy, SRI-KEHATI Index and Bitcoin. The results showed that in the crisis period there was a spillover effect on all research variables. Therefore, investors should avoid these four instruments when there is a shock to one of the financial instruments. That way, investors can reduce the loss of their investment and wait for the opportunity to buy back financial assets after the crisis period is over.

**Keywords:** spillover; crued oil; green stock; cryptocurrency

## **The Financial Performance of Telecommunications Companies Before and During the Covid-19 Pandemic: A Manova Approach**

*Florentinus Nugro Hardianto, Christine Handayani Simanjuntak, Elysabeth Sintya Armenita*

### **Abstract**

The COVID-19 pandemic has posed challenges for business entities, including those operating in the telecommunications sector, potentially affecting their financial performance. Telecommunications businesses that demonstrate rapid adaptability and high innovation capabilities in adverse conditions amid the COVID-19 pandemic are more likely to survive in such difficult situations. This capability is a strong asset to achieve business sustainability in the post-COVID-19 era. This study aims to conduct a comparative analysis of the financial performance of telecommunications companies before and during the COVID-19 pandemic. The analysis of this study used the Multivariate Analysis of Variance (MANOVA) method. The results showed that there was no significant difference in the financial performance of telecommunications companies simultaneously based on financial ratios between the period before and during the COVID-19 pandemic.

**Keywords:** telecommunications sector, financial performance, comparative analysis, MANOVA, COVID-19 pandemic.

# **The Impact of the Covid-19 Pandemic on the Labor Sector in Indonesia: A Multivariate Analysis of Variance Approach**

*Florentinus Nugro Hardianto, Shendy Ferika, Media Putri Baroto*

## **Abstract**

The COVID-19 pandemic has affected the development of the labor sector. The economic impact of restrictions and lockdowns during the pandemic has resulted in job declines, mass layoffs, and financial uncertainty for many workers. This study aims to conduct a comparative analysis of the development of the labor sector in Indonesia before and during the COVID-19 pandemic. The data analysis tool used in this study is Multivariate Analysis of Variance (MANOVA). One of the uses of this analysis is to perform comparison or difference tests. This analysis is carried out through the stages of multivariate normality tests, homogeneity tests, simultaneous comparison tests (multivariate) and comparison tests separately (univariate). The results of the study concluded that multivariately there were significant differences in labor development in Indonesia between before and during the COVID-19 pandemic.

**Keywords:** labor sector development, comparative analysis, manova, covid-19 pandemic

# **Insurance Company Performance Analysis Before and During the Covid-19 Pandemic (Study of General Insurance Companies Listed on the IDX in 2018-2020)**

*Cindy Octavia Gunawan, S.E., M.E., Dr. Nuning Trihadmini, S.E., M.E.*

## **Abstract**

The Covid-19 pandemic has slowed Indonesia's economic growth. The insurance sector directly affected by the Covid-19 pandemic. In the insurance industry, policyholders tend to decline due to economic pressure on people's purchasing power which causes premiums to rise, but claims actually increase during the Covid-19 pandemic. To see the financial performance of the insurance industry before and during the pandemic, the authors conducted an analysis of the performance of insurance companies which can be reflected in an early warning system which consists of several ratios, including cost loss ratio, equity ratio and overgrowth ratio. The purpose of this research is to find out how these three ratios affect the solvency of insurance companies before and during the Covid-19 pandemic. The solvency level of an insurance company is represented by Risk Based Capital (RBC). The base set used in this study is insurance companies registered in Indonesia for 2018-2022. As a research hypothesis, panel data analysis was tested using the Eviews program. The results of this study indicate that the Claim Expense Ratio, the Premium Growth Ratio and the Self-Retention Ratio affects the Solvency Level during the Covid-19 pandemic.

**Keywords:** Covid-19; Company Performance Analysis; Early Warning System; Insurance Industry.



## ROOM G: SESSION 1

### **The Effect of Sales Promotion and Hedonic Shopping Value on Impulse Buying with Positive Emotion as A Mediation Variable on Vinct Stuff Products**

*Joan Setianie, Azzahra Riastuti, Patricia Lintang Ayu C, Joseph Lay Amatya W*

#### **Abstract**

This study aims to determine: (1) the impact of sales promotion on impulsive purchases, (2) the influence of hedonic shopping value on impulsive buying, (3) the effect of sales promotion on positive emotions, (4) the relationship between hedonic shopping value and positive emotions, (5) the connection between positive emotions and impulsive purchases, (6) the role of positive emotions as a mediator between sales promotions and impulsive purchases, and (7) the mediating effect of positive emotions in the association between hedonic shopping value and impulsive buying. The non-probability sampling method employed purposive sampling, gathering responses from 116 participants through online questionnaires. Utilizing Partial Least Square (PLS) analysis via SmartPLS 3.0, the study draws several conclusions: (1) Sales promotion significantly influences impulsive purchases of Vinct Stuff products, (2) Hedonic shopping value does not directly impact impulsive buying, (3) Sales promotion positively affects emotions related to Vinct Stuff products, (4) Hedonic shopping value influences positive emotions, (5) Positive emotions play a role in impulsive purchases, (6) Sales promotions impact impulsive purchases, partially mediated by positive emotions, and (7) Hedonic shopping value affects impulsive buying, fully mediated by positive emotions in the context of Vinct Stuff products.

**Keywords:** Sales Promotion, Hedonic Shopping Value, Impulsive Buying, Positive Emotions.

# **The Influence of Fashion Involvement, Positive Emotions and Affiliate Marketing on Impulse Buying Generation Z Of Yogyakarta City on Fashion Products at Shopee**

*Maria Retno Utami, Ferrynela Purbo Laksono*

## **Abstract**

This research aims to determine: (1) the joint influence fashion involvement, positive emotions and affiliate marketing to impulse buying on generation Z users of the Shopee application in Yogyakarta City, (2) influence fashion involvement to impulse buying among generation Z users of the Shopee application in Yogyakarta City. (3) the influence of positive emotions on impulse buying on generation Z users of the Shopee application in Yogyakarta City, (4) influence affiliate marketing to impulse buying among generation Z users of the Shopee application in Yogyakarta City. The sampling technique used purposive sampling. Data was obtained by distributing questionnaires about fashion involvement, positive emotions, affiliate marketing and impulse buying to 100 respondents. Data analysis using multiple linear regression and using SPSS 22. The research results show: (1) fashion involvement, positive emotions, affiliate marketing together have a significant effect on impulse buying, (2) fashion involvement positive and significant effect on impulse buying, (3) positive emotions have a positive and significant effect on impulse buying, (4) affiliate marketing positive and significant effect on impulse buying.

**Keywords:** Fashion Involvement, Positive Emotions, Affiliate Marketing, Impulse Buying.

# **The Role of Advertising Media And Word of Mouth in Purchasing Decisions for Miniso Products in Palembang City**

*Christabel Michelle*

## **Abstract**

Miniso has been mentioned and discussed on social media., This proves the level of enthusiasm of Twitter social media users who pay attention to Miniso and use it as a positive topic for discussion. Miniso is also succeeded in getting a potential reach of 1.8 million people discussing retail-related topics via their personal mobile devices. These results show that Miniso has succeeded in using its social media as a place for promotional activities to generate many impressions on just one social media, not to mention other social media which are also active in carrying out various interesting advertisements. Moreover, this study aims to determine the effect of Media Advertising and Word of Mouth towards the performance of purchasing decisions in the City of Palembang. Research data obtained from 120 respondents who filled out online questionnaires that were disseminated through google form. The data was processed by quantitative methods. Results show that: (1) has Media Advertising has a positive influence on purchasing decisions. (2) Word of Mouth has a positive effect on purchasing decisions. This study can serve as a resource for other researchers conducting related research as well as an assessment tool for the Miniso corporation.

**Keywords:** Media Advertising, Word of Mouth, Purchase Decision, Miniso

# **The Role of Social Media Marketing and Privacy Concern on Perceived Risk and Online Purchase Behavior in Fresh Meat Products**

*Natasya Sharla Kirana, L. I Gusti Ayu Carla Tiffany, Timotius few sutrisno*

## **Abstract**

Many micro and medium businesses have gone bankrupt due to not keeping up with the times, especially regarding digitalization, at this time technological advances are developing very rapidly and are very influential in the economic sector. Fresh meat is a business that can be said to have kept up with the times in the aspect of digitization in sales. This research investigates the dynamics of consumer behavior in online marketplaces that sell fresh meat. By exploring the relationship between social media marketing strategies and consumer concerns regarding privacy, this study aims to explain the factors that influence risk perceptions associated with online transactions for fresh meat products. This study recognizes the sensitivity of fresh meat quality, where trust and assurance are crucial in consumer decision-making. This research utilizes quantitative methods, using surveys and data analysis to gain a holistic picture of consumer responses. By examining the interactions between variables, this study contributes valuable insights to academic literature and practical marketing strategies in the fresh meat sales industry. Understanding how social media and privacy considerations jointly influence consumer perceptions and behavior, provides a foundation for designing effective marketing with online platforms, which promotes increased trust and confidence in online fresh meat purchases.

**Keywords:** Social Media Marketing Strategy, Privacy Concern, Perceived Risk, Online Purchase Behavior

## ROOM G: SESSION 2

### **The Influence of Risk Aversion on Brand Loyalty with Brand Trust And Brand Affect as Mediating Variables**

*L. I Gusti Ayu Carla Tiffany, Natasya Sharla Kirana, Timotius FCW Sutrisno*

#### **Abstract**

Nowadays, cosmetic products are no longer exclusively designed for women but also for men. This creates opportunities and a conducive environment for the emergence of new companies. With the increasing number of companies in the men's cosmetic industry today, building brand loyalty is one of the biggest challenges that companies will face. This research aims to explore the relationship between risk aversion and brand loyalty, and test whether this relationship is mediated by brand trust and brand affect in the purchase of cosmetic and body care products by men. The sample selection was done using purposive sampling method with 110 male respondents who are students in Surabaya. Data analysis was conducted using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method with the SmartPLS program. The results showed that risk aversion significantly influences brand trust, brand affect, and brand loyalty. Brand trust and brand affect also significantly influence brand loyalty. By analysing brand loyalty and its influencing variables, companies in the men's cosmetic and body care industry can understand how to develop it, especially by paying attention to aspects such as risk aversion, brand trust, and brand affect.

**Keywords:** men, brand, companies, trust, loyalty

## **Product Development Capability and Marketing Innovativeness: Some Evidence from Indonesian Small Local Food Product**

*Berta Bekti Retnawati, Bernadeta Irmawati, Christiana Retnaningsih, Okti Ruenda*

### **Abstract**

Central Java has the potential for processed food based on local wisdom that is spread in various regions. Local food is food that is produced and developed by the potential and resources of the region and local culture. This study aims to determine the existing conditions of MSMEs processing local food products in terms of product development capabilities and marketing innovation capabilities. This research focuses on MSMEs processing local food products in Banyumas Regency, Grobogan, Sragen, Semarang, and Wonosobo. Samples were taken by purposive sampling with as many as 50 respondents. Descriptive analysis was used to describe the data collected using the three-box method. The results showed that most of the MSMEs are micro-businesses. Product development capability is considered high, indicated by an average index value of 83.55. Where the highest indicator value is believing that the products made are original to the market at 87.6. Marketing innovativeness is also high, with an average index value of 79. Where the highest indicator value is continuously making product improvements at 84.2. This article strengthens optimism that the development of local food products will continue to increase even though there are still many challenges and problems.

**Keywords:** local food; product development capability; marketing innovativeness

# **The Effect of Service Convenience and Service Quality on Customer Loyalty Through Customer Satisfaction: Literature Review**

*Bilqis Putri Azizah, Ida Bagus Nyoman Udayana, Agus Dwi Cahya*

## **Abstract**

The purpose of this paper is to determine whether the effect of service convenience and service quality has an effect on customer loyalty, with customer satisfaction as a mediator, using a literature review. This paper is to provide an in-depth understanding of what factors can increase customer loyalty, both directly and indirectly, using articles that are relevant to the research. The research methodology uses a systematic literature review (SLR) data collection using a database sourced from Google Scholar publications using the keywords "service convenience, service quality, customer loyalty, and customer satisfaction" obtained 60 articles have been evaluated in this study. The implementation of this research is to find out more about the effect of service convenience and service quality on customer loyalty and customer satisfaction as a mediator. This literature will show a variety of different influences on customer loyalty. The results showed that service convenience and service quality generated from several literatures were proven to have a positive influence on customer loyalty. Besides that, customer satisfaction is also influenced by service convenience, service quality and has also been proven to affect customer loyalty. This is a finding in this study and can be empirically conceptualized.

**Keywords:** service convenience, service quality, customer loyalty and customer satisfaction.

## **The Role of Customer Satisfaction in Mediating Discounts and Service Quality on Customer Intentions for Word of Mouth**

*Rini Julia Agnes, Brigitta Gaby Kumaralalita, Gloria Vanessa, Luh Gita Hari Dewi*

### **Abstract**

This study aims to determine: (1) the effect of discounts on customer intention for word of mouth, (2) the effect of service quality on customer intention for word of mouth, (3) the effect of customer satisfaction on customer intention for word of mouth, (4) customer satisfaction mediates the effect of discounts on customer intention for word of mouth, (5) customer satisfaction mediates the effect of discounts on customer intention for word of mouth. The sample used was 100 respondents using purposive sampling technique. Data analysis using SEM PLS with SmartPLS 3 software. The results show that: (1) discounts have a significant effect on customer intention for word of mouth, (2) service quality has a significant effect on customer intention for word of mouth, (3) customer satisfaction has a significant effect on customer intention for word of mouth, (4) customer satisfaction partially mediates the effect of discounts on customer intention for word of mouth, and (5) customer satisfaction partially mediates the effect of service quality on customer intention for word of mouth.

**Keywords:** discount; service quality; customer satisfaction; word of mouth.



## **ROOM H: SESSION 1**

### **Intention to Report Violations That Are Influenced by Personal Cost, Protection to Whistleblowers, and the Materiality Level of Violations**

*Vincentius Hans Kristian, Vincentius Seto Wicaksono, Brina Andrianti, Vanes Suta Magih, Dominikus Raymond Soetedjo, Firma Sulistiyowati*

#### **Abstract**

This study aims to investigate the effect of personal cost, protection of whistleblowers, and materiality of violations on the intention to report violations. This study will be conducted at the Customs Office of North Sulawesi Province. The research method is quantitative research with a survey method by distributing questionnaires to 43 customs officer. The variables to be tested are Personal Cost, Protection to Whistleblowers, and Materiality of Violations as independent variables, and Intention to report violations as the dependent variable. The data analysis technique used is multiple regression analysis to test the effect of the independent variable on the dependent variable. The results of this study found that the three independent variables had an effect on employee intention to report violations. The results of this study support several previous studies in different places.

**Keywords:** Intention; Violation; Whistleblower; Personal Cost; Protection

# **The Influence of Training and Job Satisfaction on Employee Performance With Self-efficacy as a Mediation Variable In PDAM Bantul : Literature Review**

*Erwin Kurniawan, Dr. Kusuma Chandra Kirana, Tri Ratna Purnamarini*

## **Abstract**

The purpose of the paper to understanding the influence of training and job satisfaction on employee performance and self-efficacy as mediation This paper will give understanding in a deep factor what variable self-efficacy direct or through mediation. This methodology using systematic literature review (SLR). Data collection used sourced database from the Google Scholar publication using keyword “influence training, job satisfaction, self-efficacy” obtained 20 articles that have been evaluated in study this. Implementation from article about the influence of training and job satisfaction on employee performance and self-efficacy as mediation. Literature this will show various type different influences different to self-efficacy. The result show that role training employee and job satisfaction from several reviews literature proven own influence self-efficacy, besides That commitment organization is also deep literature this is also affected by influence and job satisfaction and also proven influence self-efficacy. This thing becomes findings in study this and can become a conceptual research framework empirical

**Keywords:** training, job satisfaction, on employee performance, self-efficacy

# **The Impact of Individual Character, Job Stress and Job Insecurity, on Turnover Intention**

*Rayna Aisah Anami*

## **Abstract**

The purpose of this study is to identify the individual characteristics of work stress and job insecurity on millennial generation employees' intention to leave their jobs. This study uses a quantitative approach and is classified as descriptive and verification research. Its instrument is a set of questions that were distributed using Google Forms. To allow respondents to select and provide a direct response, the questionnaire utilized in this study ranged from strongly agree to strongly disagree with the question. This methodology using systematic literature review (SLR). Data collection used sourced database from the Google Scholar publication using keyword "that individual characteristics, job stress, job insecurity and turnover intention" obtained 25 articles that have been evaluated in study this. Application of a paper regarding the impact of personal traits, job instability, and stress at work on the intention to leave a job. This literature will demonstrate a range of distinct factors on the intention to turnover. The study's findings demonstrate that individual characteristics, stress and job insecurity, which are and supported by a number of academic studies, positively influence the intention to leave a job.

**Keywords:** Individual Characteristics, Job stress and job Insecurity, Turnover Intention.

## **Mapping The Process of Developing Priest Prospectives Based on the Business Model Canvas**

*Aprilla Suriesto Madaun*

### **Abstract**

A good organization is always open to change. The growth and sustainability of an organization will greatly depend on the changes it makes. One organization that is interesting to research when talking about change is seminary. In order to find answers related to coaching methods in seminaries, researchers conducted research at one of the major seminaries in Yogyakarta, namely the Anging Mammiri Major Seminary. This research was conducted to determine the current process of developing prospective priests at the Anging Mammiri Major Seminary. To achieve this goal, researchers conducted research to map the current strategy of the Anging Mammiri Major Seminary by using the nine blocks adaptation in the Business Model Canvas to determine the current position of the organization. The data collection process was carried out through surveys with a qualitative approach and Focus Group Discussions. Research data obtained from surveys and FGDs are classified based on blocks in the business model canvas and then analyzed based on supporting literature. The research results show that the current coaching process at STAM can be mapped into nine (9) elements of the Business Model Canvas block, however STAM can still optimize its business model. This can be done by continuing the analysis of each existing block and optimizing it by eliminating, reducing, improving, or creating things that build the current business model.

**Keywords:** business model canvas, nine blocks, organization, Anging Mammiri Higher Seminary Yogyakarta

**PARALLEL SESSIONS SCHEDULE IN BREAKOUT ROOM**

**ROOM A**

NO	AFF.	NAME	TITLE	TIME	SESSSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Business Law)</b>				13.00 – 13.05			Ousu Mendy
1	UNPAR	Amelia Setiawan, Samuel Wirawan, Hamfri Djajadikerta, Sandra Faninda, Agung Nugroho Soediby, Haryanto	The Mapping of IFRS S1 and S2 with SE OJK-16-2021	13.05 – 13.15	1	A	
2	UNISBA	Sri Nurcahyani	Implementation of Industrial Relations Dispute Resolution in the Industrial Relations Court in Realizing Justice and Legal Certainty	13.15 – 13.25	1	A	
3	UNISBA	Diana Wiyanti	Implementation of Capital Market Supervision by the Financial Services Authority in Indonesia to Enhance Investor Protection and Principles of Justice	13.25 – 13.35	1	A	
4	UAJY	Ousu Mendy	Law As a Driving Tool in Advancing International Business	13.35 – 13.45	1	A	
Debriefing, Discussion, and Session 1 Closing				13.45 - 14.30	45'		
<b>Introduction to Session 2 (Business Ethics, Social Business)</b>				14.30 – 14.35			Ousu Mendy
5	UGM & UNPAR	Silvia Annisa, Shibli Jamal Shariff Asad	Human-Centered Economics: Bridging the Gap Between Economic Theory and Human Well-Being	14.35 – 14.45	2	A	

6	UNIKA Soegijapranata	Vicky Martinus Widjojo	Development of Corporate Value Concepts Through Ethical Business According to Christian Legal Principles	14.45 – 14.55	2	A	
7	UGM	Mohammad Eko Fitrianto, Basu Swastha Dharmmesta, Bernardinus Maria Purwanto	Convincing The Truth: Promoting Negative Health Consequence on Developing Social Marketing Program in Context of Adolescent Smoking	14.55 – 15.05	2	A	
Debriefing, Discussion, and Session 2 Closing				15.05– 15.55	50'		
CLOSING				15.55-16.00			

#### ROOM B

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Finance, Hospitality)</b>				13.00– 13.05			Maryness Patrick
1	USD	Yoga A. Pongtuluran	Analysis of External and Internal Factors as Determinants of Indonesia Loan Disbursement in Comercial Banks from 2017 to 2022	13.05– 13.15	1	B	
2	UNIB	Dini Luspita, Rina Novitasari, dan Esti Pasaribu	Assessing the Effect of Fintech on Conventional Bank Performance	13.15 – 13.25	1	B	
3	UNIKA Atma Jaya	Venecia Trevina Tjahjadi, Weli Imbiri	The Impact of Sustainability Reporting on Cash Flow Deficit and the Role of Debt to Working Capital Ratio as a Moderator in Agricultural Industry Companies Listed on the Indonesia Stock Exchange	13.25 – 13.35	1	B	

4	USD	Maryness Patrick	Employee Scheduling: Impacts on Productivity, Satisfaction, and Work-life Balance in The Hotel Industry	13.35–13.45	1	B	Maryness Patrick
Debriefing, Discussion, and Session 1 Closing			13.45 -14.30	45'			
<b>Introduction to Session 2 (Good Corporate Governance, Educational Management)</b>			14.30 –14.35				
5	Universitas PGRI Palembang	Nurkardina Novalia	The Effect of Distinctive Capability and Consumer Requirement on Value Creation	14.35 –14.45	2	B	
6	USD	Vincencia Eka Riyani, Maria Goldensia Pawang, Ignasia Lusiana Ambu Ate, Fransiska Rahmayanti Kam, Petrus Christoffer Anggelo Silalahi, Yohanes Yunior Erikson, Anastasia Sophie Ayu Wulandari, Regina Dentisia Deanetrandaru, Jessica Christanti Nata Ruron, Aurelia Melinda Nisita Wardhani	Transparency And Accountability of School Operational Assistance Fund Management in SMA X Yogyakarta	14.45-14.55	2	B	
7	UNY	Julius Jonas Mbawala, Slamet Lestari	The Use and Challenges of ICT in Primary Schools: A Study of Selected Primary Schools in Ilala Municipal, Tanzania	14.55–15.05	2	B	

8	USD	Orenda Atira Maria Ladapase, Eufrosina Sovia Halim, Maria Quinatera Felisia, Laura Rika Cantika, Firma Sulistyowat	The Implementation of Good Corporate Governance Principles in Bank NTT	15.05–15.15	2	B	
Debriefing, Discussion, and Session 2 Closing				15.15–15.55	40'		
CLOSING				15.55–16.00			

### ROOM C

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Green Business, Hospitality, Environmental Issue)</b>				13.00– 13.05			Edward Phabiano
1	USD	Jessica Kristanti Santoso, Jeslyn Alvina Sarumaha, Alexandra Vonda Patricia Sirait, Vincent Cedric Cahyo Santoso, Firma Sulistiyowati	The Body Shop's Sustainable Innovation: Green Business for Sustainable Future	13.05– 13.15	1	C	
2	USD	Yemima Septi Nugraheni, Laurentius Bambang Harnoto	Analysis of the Effect of Economic Growth and Foreign Direct Investment on Environmental Degradation in Asean (Case Study 2016 – 2022)	13.15– 13.25	1	C	
3	UNIKA Atma Jaya	Felyana Hariyanto, Nuning Trihadmini	The Influence of Covid-19, Macro Variables and Climate Change on Food Security in Various Regions	13.25– 13.35	1	C	
4	USD	Edward Phabiano	Job Design During and Redesigning After Covid-19 in Hospitality Industry: A Critical Review	13.35– 13.45	1	C	
Debriefing, Discussion, and Session 1 Closing				13.45–14.30	45'		



<b>Introduction to Session 2 (Sustainability)</b>				14.30-14.35			Edward Phabiano
5	UNPAR	Shibli Jamal Shariff Asad	Social Impact Strategies in Family-Owned Ventures: A Path to Sustainable Entrepreneurship	14.35-14.45	2	C	
6	UAJ Makassar	Francis Randa, Jean Lelyana Sereh	Analysis Of SDGs Implementation and Indicator Reconstruction in Provincial Regional Government Organizations in Indonesia	14.45-14.55	2	C	
7	USD	Gary Stevevai, Marcelina Estuningrum, Januari Ayu Fridayani	Fostering Sustainability Awareness among Sanata Dharma University Students: The Role of Participation, University Image, and Institutional Support	15.15-15.05	2	C	
8	USD	Agatha Cintyalaras, Maria Giannina, Fania Setia, Maria Angela	Effects of Sustainable Awareness Towards Sustainable Product Purchase Decision	15.05-15.15	2	C	
Debriefing, Discussion, and Session 2 Closing				15.15 - 15.55	40'		
CLOSING				15.55 - 16.00			

#### ROOM D

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Technology, Sustainability, Hospitality)</b>				13.00 – 13.05	1	D	William P. Msilu
1	USD	Veronica Karmelia, Florentinus Nugro Hardianto	Digital Analysis of Trends in Sustainable Development Issues	13.05 – 13.15	1	D	
2	UST	Ratri Wisnu Pertiwi, Dr. Kusuma Chandra Kirana, Eko Yulianto	The Influence of Changes in Technology and Organizational Culture on Innovation Performance	13.15 – 13.25	1	D	

			Through Organizational Commitment: Literature Review				
3	UNHAN RI	Albin Moniago Simanjuntak	The Influence of Big Data Analytics on Human Resource Management Strategies for Company Sustainability	13.25 – 13.35	1	D	
4	USD	William P. Msilu	The Role of Six Sigma in Hospitality Industry	13.35 – 13.45	1	D	
Debriefing, Discussion, and Session 1 Closing				13.45 - 14.30	45'		
<b>Introduction to Session 2 (Sustainability, Small Business, Creative Economy)</b>				14.30 - 14.35			William P. Msilu
5	USD	Fransiscus Andy Setiawan	Sustainable Collaboration: The Role of Jathilan Performing Arts in the Economy of Small Traders	14.35 – 14.45	2	D	
6	USD	Sthefi Hasanudin, Gregorius Cesario, Januari Ayu Fridayani	Pioneering Sustainable Careers: Student Participation, University Image, and Institutional Support at Sanata Dharma University	14.45 – 14.55	2	D	
7	USD	Helesa Yuliana A.S., Vincensius Nito Aji Prasetya, Florentinus Nugro Hardianto	The Development of the Creative Economy in Indonesia Before and During the Covid-19 Pandemic: A Comparative Analysis	14.55 – 15.05	2	D	
8	USD	Bryant Dwi Sutanto, Marcella Renjana Wulandani, Januari Ayu Fridayani	The Dynamics of Student Engagement, University Image, and Institutional Support in Fostering Pro-Environmental Behavior among Sanata Dharma University Students	15.05 – 15.15	2	D	
Debriefing, Discussion, and Session 2 Closing				15.15 - 15.55	40'		
CLOSING				15.55 - 16.00			

**ROOM E**

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Tourism, Hospitality)</b>				13.00–13.05			Prosper Wilson Mmari
1	UNIKA Atma Jaya	Matthew Hanidjaja, Weli	Perspectives of Tourism Industry Actors on Green Accounting Implementation	13.05–13.15	1	E	
2	USD	Prosper Wilson Mmari	The Role of Operations Consulting in Addressing Challenges Facing Tourism and Hospitality Industry in Tanzania	13.15–13.25	1	E	
3	USD	Prosper Wilson Mmari	Pentingsari Tourism Village as A Tourism Social Enterprise: Embarking on The Path to Successful Tourism Social Entrepreneurial Activities	13.25–13.35	1	E	
4	USD	Professor James J. Spillane, S.J.	A Third World Perspective on Work in Hospitality	13.35–13.45	1	E	
Debriefing, Discussion, and Session 1 Closing				13.45-14.30	45'		
<b>Introduction to Session 2 (Financial Behaviour)</b>				14.30–14.35			Prosper Wilson Mmari
5	USD	Ilsa Haruti Suryandari	Financial Decision Making in the Virtual World of Massively Multiplayer Role-Playing Games	14.35-14.45	2	E	
6	Universitas Ciputra Surabaya	Cristalia Briliana Saliem, Nanda Catur Rochidayanti, Romauli Nainggolan	Determinants of Financial Behaviour and Financial Literacy of MSME Owner in Indonesia	14.45–14.55	2	E	
7	USD	Bara Satrio, Ilsa Haruti Suryandari, Agustinus Tri Kristanto	Wealth And Values: Exploring Money Beliefs in The Arlong Park Arc of One Piece	14.55–15.05	2	E	
8	UMP	Lina Permatasari, Wida Purwidiyanti,	The Influence of Financial Literacy, Materialism, and Pocket Money on	15.05–15.15	2	E	

		Erna Handayani, Yudhistira Pradhipta Aryoko	Saving Decision and Consumptive Behavior in Generation Z				
Debriefing, Discussion, and Session 2 Closing				15.15-15.55		40'	
CLOSING				15.55-16.00			

#### ROOM F

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Finance, Financial Behaviour, Hospitality)</b>				13.00–13.05			Nickson Nazarens Mwinuka
1	USD	Putu Bagus Dipa Andiniko, Ester Marcelina Bau, Fellivia Ravena, Wisanggalih, Gracia Margaretha Meisya Carvallo, Lidia Ratna Salwati, Jerry Christofer, Afriana Marselo, Suryaning Perwita Mandiri Putri, Aurelia Melinda Nisita Wardhani	Financial Attitude, Behavioral Control, Self-efficacy, and Financial Behavior Towards Pay Later Service Users	13.05–13.15	1	F	
2	USD	Natalia Enestasia Dasilva	The Phenomenon of the Consumptive Culture of Generation Z in Cilandak Sub-District in the Perspective of Behavioral Economics in the New Normal Order	13.15–13.25	1	F	
3	Universitas Ciputra Surabaya	Nanda Catur Rochidayanti	Determinants of Financial Behaviour of MSME Owner in Indonesia	13.25–13.35	1	F	

4	USD	Nickson Nazarenus Mwinuka	The Impact of Waiting Lines on Customer Satisfaction in Tourism Companies	13.35–13.45	1	F	Nickson Nazarenus Mwinuka
Debriefing, Discussion, and Session 1 Closing			13.45- 14.30	45'			
<b>Intoduction to Session 2 (Finance and Covid-19)</b>			14.30–14.35				
5	UNIKA Atma Jaya	Nico Alexander Handoyo, Nuning Trihadmini	Analysis Of Spillover Effects on Green Stocks, Oil Commodity and Cryptocurrency Markets During Covid-19 Pandemic and Russia-Ukraine War	14.35–14.45	2	F	
6	USD	Christine Handayani Simanjuntak, Elysabeth Sintya Armenita, Florentinus Nugro Hardianto	The Financial Performance of Telecommunications Companies Before and During the Covid-19 Pandemic: A Manova Approach	14.45–14.55	2	F	
7	USD	Shendy Ferika, Media Putri Baroto, Florentinus Nugro Hardianto	The Impact of the Covid-19 Pandemic on the Labor Sector in Indonesia: A Multivariate Analysis of Variance Approach	14.55–15.05	2	F	
8	UNIKA Atma Jaya	Cindy Octavia Gunawan, S.E., M.E., Dr. Nuning Trihadmini, S.E., M.E.	Insurance Company Performance Analysis Before and During the Covid-19 Pandemic (Study of General Insurance Companies Listed on the IDX in 2018-2020)	15.05–15.15	2	F	
Debriefing, Discussion, and Session 2 Closing			15.15-15.55	40'			
CLOSING			15.55- 16.00				

**ROOM G**

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Marketing)</b>				13.00–13.05			Elizabeth Charles Baluze
1	USD	Joan Setianie, Azzahra Riastuti, Patricia Lintang Ayu C, Joseph Lay Amatya W	The Effect of Sales Promotion and Hedonic Shopping Value on Impulse Buying with Positive Emotion as A Mediation Variable on Vinct Stuff Products	13.05–13.15	1	G	
2	USD	Maria Retno Utami, Ferrynela Purbo Laksono	The Influence of Fashion Involvement, Positive Emotions and Affiliate Marketing on Impulse Buying Generation Z Of Yogyakarta City on Fashion Products at Shopee	13.15–13.25	1	G	
3	UKMC	Christabel Michelle	The Role of Advertising Media and Word of Mouth in Purchasing Decisions for Miniso Products in Palembang City	13.25–13.35	1	G	
4	Universitas Ciputra Surabaya	Natasya Sharla Kirana, L. I Gusti Ayu Carla Tiffany, Timotius Few Sutrisno	The Role of Social Media Marketing and Privacy Concern on Perceived Risk and Online Purchase Behavior in Fresh Meat Products	13.35–13.45	1	G	
Debriefing, Discussion, and Session 1 Closing				13.45- 14.30		45'	
<b>Intoduction to Session 2 (Marketing)</b>				14.30–14.35			Elizabeth Charles Baluze
5	Universitas Ciputra Surabaya	L. I Gusti Ayu Carla Tiffany, Natasya Sharla Kirana,	The Influence of Risk Aversion on Brand Loyalty with Brand Trust And Brand Affect as Mediating Variables	14.35–14.45	2	G	

		Timotius FCW Sutrisno					
6	UNIKA Soegijapranata Semarang	Berta Bakti Retnawati, Bernadeta Irmawati, Christiana Retnaningsih, Okti Ruenda	Product Development Capability and Marketing Innovativeness: Some Evidence from Indonesian Small Local Food Product	14.45–14.55	2	G	
7	UST	Bilqis Putri Azizah, Ida Bagus Nyoman Udayana, Agus Dwi Cahya	The Effect of Service Convenience and Service Quality on Customer Loyalty Through Customer Satisfaction: Literature Review	14.55–15.05	2	G	
8	USD	Rini Julia Agnes, Brigitta Gaby Kumaralalita, Gloria Vanessa, Luh Gita Hari Dewi	The Role of Customer Satisfaction in Mediating Discounts and Service Quality on Customer Intentions for Word of Mouth	15.05–15.15	2	G	
Debriefing, Discussion, and Session 2 Closing				15.15-15.55	40'		
CLOSING				15.55- 16.00			

#### ROOM H

NO	AFF.	NAME	TITLE	TIME	SESSION	ROOM	CHAIR SESSION
<b>Introduction to Session 1 (Human Resource Management, Organizational Behaviour)</b>				13.00–13.05			Aprilla Suriesto Madaun
1	USD	Vincentius Hans Kristian, Vincentius Seto Wicaksono, Brina Andrianti, Vanes Suta	Intention to Report Violations That Are Influenced by Personal Cost, Protection to Whistleblowers, and the Materiality Level of Violations	13.05–13.15	1	H	

		Magih, Dominikus Raymond Soetedjo, Firma Sulistiyowati				
2	UST	Erwin Kurniawan, Dr. Kusuma Chandra Kirana, Tri Ratna Purnamarini	The Influence of Training and Job Satisfaction on Employee Performance With Self-efficacy as a Mediation Variable In PDAM Bantul : Literature Review	13.15–13.25	1	H
3	UST	Rayna Aisah Anami	The Impact of Individual Character, Job Stress and Job Insecurity, on Turnover Intention	13.25–13.35	1	H
4	USD	Aprilla Suriesto Madaun	Mapping The Process of Developing Priest Candidates Based on the Business Model Canvas	13.35–13.45	1	H
Debriefing, Discussion, and Session 1 Closing				13.45- 14.30	45'	



## ORGANIZING COMMITTEE

Director : T. Handono Eko Prabowo, MBA, Ph.D.  
Steering Committee :  
Dr. Titus Odong Kusumajati, M.A.  
Michael T.S. Lee, Ph.D  
Prof. Sudi Mungkasi, Ph.D  
Prof. Jaihak Chung, Ph.D.  
Dr. James J Spillane, SJ  
Dr. Dick Sibbernsen  
Antonius Sumarwan, S.J., S.S., M.M., Ph.D.  
Agapito C. Rubio Jr., DBA

### Organizing Committee

Chairman : Albertus Yudi Yuniarto, S.E., M.B.A.  
Deputy Chairman : Aprilla Suriesto Madaun, S.S., M.M.  
Secretary : Maria Martarina Pramudani  
Treasurer : Drs. Gregorius Hendra Poerwanto, M.Si.  
Event Division : Maryness Patrick  
: Nickson Nazarene Mwinuka  
Master of Ceremony : Wedhowerti, S.Pd., M.Hum  
Proceeding Division : Sang Condro Nugroho, S. M.  
: Aprilla Suriesto Madaun, S.S., M.M.  
: Lucia Kurniawati, S.Pd., M.S.M.  
Documentation Division : Antonius Febri Harsanto, S. Sos.  
*Web Conference* : Fransiskus Apriyanto  
: Sang Condro Nugroho, S. M.  
: Antonius Broto Sukiyanto  
Consumption Division : Maria Martarina Pramudani  
Public Relation : Antonius Febri Harsanto, S. Sos.  
ISSN Management : Sang Condro Nugroho, S. M.  
: Aprilla Suriesto Madaun, S.S., M.M.  
Technical Division : Fransiskus Apriyanto  
: Philipus Kuncarajati  
: Yulius Jularto  
E-certificate Division : Sang Condro Nugroho, S. M.  
  
Reviewer :  
Barli Bram, M.Ed., Ph.D  
Maryness Patrick  
Nickson Nazarene Mwinuka  
Michael T.S. Lee, Ph.D  
Prof. Sudi Mungkasi, Ph.D  
Dr. James J Spillane, SJ  
Agapito C. Rubio Jr., DBA  
T Handono Eko Prabowo, MBA, Ph.D.  
Dr. Dick Sibbernsen  
Prof. Jaihak Chung, Ph.D.

**The 2nd INTERNATIONAL CONFERENCE ON ECONOMICS, BUSINESS, AND MANAGEMENT RESEARCH (ICEBMR)**

HOSTED BY:



**FACULTY OF ECONOMICS  
SANATA DHARMA UNIVERSITY**

SUPPORTED BY:

