

4th International Conference on

ETAR

BOOK OF CONFERENCE PROCEEDINGS
NOVEMBER 27 - 28, 2017



4th International Conference on
EMERGING TRENDS IN
ACADEMIC RESEARCH (4th ETAR - 2017)

Organized by:



4th International Conference on “Emerging Trends In Academic Research”(ETAR- November 27-28, 2017)
ETAR© 2017 Bali, Indonesia
Global Illuminators, Kuala Lumpur, Malaysia.



ETAR 2017

Conference Proceeding

Book of Abstracts

**4th International Conference on
“Emerging Trends In Academic Research”
(ETAR- 2017)”**

Venue: The Trans Resort Bali, Indonesia

Editor:

Dr. Ahmad Saddam (Ph.D.)

Country Director (Global Illuminators Iraq)

ISBN: ISBN: 978-969-695-022-6

Printed and Published by: Global Illuminators Malaysia

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Conference Chair Message

Farooq Ahmed Jam (Ph.D.)



4th International Conference on “Emerging Trends In Academic Research” (ETAR - 2017) serves as platform that aims to help the scholarly community across nations to explore the critical role of multidisciplinary innovations for sustainability and growth of human societies. This conference provides opportunity to the academicians, practitioners, scientists, and scholars from across various disciplines to discuss avenues for interdisciplinary innovations and identify effective ways to address the regional and global challenges faced by our societies. The research ideas and studies that we received for this conference are very promising, unique, and impactful. I believe, these studies have the potential to address key challenges in various sub-domains of social sciences and applied sciences. The scholars attending this conference will certainly find it helpful in refining their own research ideas, finding solutions to basic/applied problems they face, and interacting with other renowned scholars for possible future collaborations.

I am really thankful to our honorable scientific and review committee for spending much of their time in reviewing the papers for this event, selecting the best paper awards, and helping the participants in publishing their research in affiliated journals. Also, special thanks to all the session chairs from industry, academia, and policy-making institutions who volunteered their time and support to make this event a success.

A very special thanks to the great scholars for being here with us as keynote speakers. Their valuable thoughts will surely open the horizon of new research and practice for the conference participants coming from across the globe. I am also thankful to all the participants for being here with us to create an environment of knowledge sharing and learning. We, the scholars of this world, belong to the elite educated class of this society and we owe a lot to return to this society.

Let's break all the discriminating barriers and get free from all minor affiliations. Let's contribute even a little or single step to the betterment of society and welfare of humanity to bring prosperity, peace, and harmony in this world. Stay blessed.

Type of ETAR Papers

For this year, ETAR has two types of papers: *Empirical Studies* and *Insight*. Research papers meet the needs of researchers and are reviewed on the basis of highest academic standards. The objective of the academic paper is to contribute to the scientific body of knowledge. On the contrary, Insight papers meet the needs of policymakers and professionals and are reviewed on the basis of highly practical standards. The objective of the Insight is to identify the real world problems and how they can be solved with the help of information systems.

Reviewing Criteria

In ETAR, all papers are judged on the same criteria (relevance, significance, originality, validity, and clarity). However, some criteria differ between the Research papers and the Insight papers.

Relevance: Relevance has a great impact on the theme of the conference. The material is relevant and according to the theme of the conference.

Significance: Knowledge in different researches in the conference is related to research papers and insight papers.

Originality: Ideas that are new for the researchers are used in the conference.

Validity: Research papers in the conference are based on theory while the insight papers in the research are based on experimental researches. References are according to content.

Clarity: Papers are according to the format, language is easy and understandable by the audience in the conference.

Acceptance Rates

| Full Research Papers | | | | |
|----------------------|-----------------|-----------|--------------------|-----------------|
| Submitted Papers | Accepted Papers | Withdrawn | Unqualified papers | Acceptance Rate |
| 68 | 35 | 11 | 22 | 51.4% |

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Acknowledgment

A huge number of people helped in conducting the conference. First of all, thanks to all the members of the Conference and Program Committee and representatives of the ETAR board and their helpers. We also want to thank all the Track Chairs, and reviewers, as well as all the members of the Scientific Committee for their help in the review process and organizing the tracks and special sessions. Special thanks to Universitas Sembilanbelas November Indonesia for collaboration.

We thank everyone for their hard work and dedication to this conference, and we look forward to the latest episode of the ETAR tradition.

Farooq Ahmed Jam (Ph.D.), Tariq Iqbal Khan (Ph.D.)
Program Chair & Co-Chair

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Keynote Speaker

Prof. Dr. Steffen Backert



Prof. Dr. Steffen Backert is a Microbiologist & Faculty member of Friedrich Alexander University in Germany. He is a full professor since 2008 and faculty member at the Friedrich Alexander University Erlangen in Germany. He is also the head of the Erlangen Center of Infection Research (ECI). Prof. Dr. Backert's group is working in the field of Microbial Pathogenesis for more than 20 years. His major research interest is the investigation of molecular signaling pathways during host-pathogen interactions in enteric infections such as that of *Helicobacter pylori* and *Campylobacter jejuni* bacteria. They focus on the identification and characterization of new bacterial virulence factors, which could represent potential novel targets for therapeutic intervention of important gut diseases in humans. Prof. Dr. Backert obtained 5 patents in medicine. He has published 5 books, 194 scientific papers in internationally recognized journals, and gave more than 160 lectures at research conferences worldwide. His scientific work received more than 6,000 citations and the Hirsch factor is 43. He has supervised 15 Ph.D. and 14 Master theses in the field.

Dr. Vannie Naidoo



Dr. Vannie Naidoo is a Management Graduate from the University of KwaZulu-Natal, South Africa. Her Ph.D. research focused on developing strategies for closing the gaps in service quality at UKZN, one of the top five tertiary universities in South Africa. Dr. Naidoo is teaching in undergraduate and postgraduate programs at the University of KwaZulu-Natal. She is presently supervising and has supervised many Ph.D. and Master's students from SA and neighbouring African countries. Her research interests include service quality in higher education, hospitals, airline industry and government, gender in the workplace, strategy, marketing, education, entrepreneurship, and corporate sustainability. Her current research focus is on ICT's in higher education, E-learning, E-learning in language, Digitalisation in the workplace, and ICT's for the disabled. Dr. Naidoo has published articles and book chapters in various international and national journals and publishers. As a strategist, Dr. Naidoo believes in opening the mind to contemporary thinking to use innovative methods to improve productivity, service quality, and overall efficiencies within business in the management arena. She is an active member of Global Illuminators family and playing a vital role in research community development across the globe. Her research ICT for disabled is very much aligned with the vision of Global Illuminators' scholarly family.

ETAR 2017 Track’s Chairs

Business Management and Economic Studies

Farooq Ahmed Jam & Adi Budipriyanto

Social Science Humanities, and Health Sciences

Vannie Naidoo & Imam Asrori

Engineering, Technology, Physical and Applied Sciences

Yumi Seo & Juhriyansyah Dalle

ETAR 2017 Best Paper Nominee List

A Construction of Vehicle Image and Ground Truth Database for Developing Vehicle Maker and Model Recognitions

JoonWoo Jeon¹, Dong-Hyun², BumSuk Choi³, GeonWoo Kim⁴, 5Yoo-Sung Kim^{5}*

^{1,2,5} Inha University, Korea South

^{3,4} Korea Electronics and Telecommunications Research Institute, Korea South

Pornographic Video Detection Scheme using Video Descriptor Generated by Deep Learning Architecture

KwangHo Song¹, Yoo-Sung Kim^{2}*

Inha University, Korea South

A Tofu Wastewater Treatment Using Combination of Plasma Electrolysis and Coagulation-Flocculation Method

Widya Pangestika^{1}, Tulus Sukreni², Nadira Kamilia Permatasari³, Nelson Saksono⁴*

^{1,2,3,4} University of Indonesia, Indonesia

The Conceptual Development of Value Co-Innovation Architecture: A Comparative Case Study of Cooperatives in the West Java, Indonesia

Eddy Nurmanto^{1}, Dedy Sushandoyo², Togar M. Simatupang³*

^{1,2,3} Institut Teknologi Bandung, Indonesia

ETAR 2017 Best Paper Award Winner

Pornographic Video Detection Scheme using Video Descriptor Generated by Deep Learning Architecture

KwangHo Song¹, Yoo-Sung Kim^{2}*

Inha University, Korea South

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Executive Director (Global Illuminators)

Conference Co- Chair

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Director Global Operations (Global Illuminators)

Editor

Dr. Ahmad Saddam (Ph.D.)

ISBN: 978-969-695-022-6

Printed and Published by: Global Illuminators Malaysia

CONFERENCE PROGRAM

DAY 01 Monday (November 27, 2017)

Welcome Reception & Registration
8:00 am – 8:30 am

Opening Ceremony (08:30 am –10:00 am)

Venue: Room 1

| | | |
|----------------------|--|---|
| 08:30 am – 08: 40 am | Welcome Remarks – Mr. Metha Shahi | Conference Coordinator ETAR 2017 Global illuminators |
| 08:40 am – 08:55 am | Opening Speech – Dr. Farooq Ahmed Jam (Ph.D.) | Conference Chair- ETAR -2017 Executive Director Global Illuminators |
| 08:55 am – 09: 05 am | Keynote Speech- Prof. Dr. Steffen Backert | Microbiologist & Faculty Member of Friedrich Alexander University Germany |
| 09:05 am - 09: 20am | Keynote Speech- Dr Vannie Naidoo | Professor at University of KwaZulu- Natal, South Africa |
| 09:20am - 09: 35am | Group Photo & Award Ceremony | |

Grand Networking Session and Tea Break (09:35 am – 10:00am)

DAY 01 Monday (November 27, 2017)

Session 1 (10:00 am – 01:00 pm)

Venue: Room 1

Session Chairs: Farooq Ahmed Jam & Adi Budipriyanto

Track: Business, Management and Economic Studies

| | | |
|-------------|--|--------------------------|
| ETAR-17-124 | Unpacking Critical Dimensions of Service Quality in Tertiary Institutions In South Africa- The Case of University of Kwa-Zulu Natal | Vannie Naidoo |
| ETAR-17-131 | Conducting General Meeting of Shareholders When The Temrs of All Members of Board of Directors and Board of Commissioners Were Expired; A Perspective from Indonesian Law | Widjaja, Gunawan |
| ETAR-17-147 | Is Better Work Possible? The Role of Private Initiative to Improve Working Conditions in Global Garment Value Chain | George Martin Sirait |
| ETAR-17-148 | The Conceptual Development of Value Co-Innovation Architecture: A Comparative Case Study of Cooperatives in the West Java, Indonesia | Eddy Nurmanto |
| ETAR-17-150 | The Influence of Corporate Governance Mechanism, Profitability and Company Size on the Disclosure of Corporate Social Responsibility (The Research at Manufacturing Company Listed in Indonesia Stock Exchange) | Rosa Fitriana |
| ETAR-17-153 | Influence Cash Position, Free Cash Flow, Debt to Equity Ratio, Return on Asset, and Company Size toward Dividend Pay-out Ratio in Food and Beverage Manufacturing Company in Indonesia Stock Exchange Period 2010 – 2014 | Surya Nuriansyah |
| ETAR-17-170 | The Influence of Human Resource Development on the Performance of Lecturers At Subang University in Subang District | Silvy Sondari Gadzali |

Lunch Break (1:00 pm – 2:00 pm)

DAY 01 Monday (November 27, 2017)

Session 1 (10:00 am – 01:00 pm)

Venue: Room 1

Session Chairs: Farooq Ahmed Jam & Adi Budipriyanto

Track: Business, Management and Economic Studies

| | | |
|-------------|--|--------------------------|
| ETAR-17-154 | The Influence of Transformational Leadership and Compensation for Psychological Well Being (Study At Private Hospital Nurses in South Kalimantan Province) | Hairudinor |
| ETAR-17-156 | The Influence of Leadership Style and Organizational Climate on Performance UAY Banjarmasin | Riska Maulida Anggraini, |
| ETAR-17-157 | The Influence of Psychological Climate to the Organizational Commitment through of Job Involvement | Maya Rezeki Angriani |
| ETAR-17-162 | The Influence of Interpersonal Communication and Organizational Culture to Job Satisfaction of Academics University Achmad Yani Banjarmasin | Faisal Reza |
| ETAR-17-164 | Analysis of Factors to Indicate of Employment in Small Industry Furniture | Khairiyahtul Anwar |
| ETAR-17-167 | The Formation of Social Media Dimensions | Aldina Shiratina |
| ETAR-17-169 | The Influence of Product Quality and Brand Trust on Brand Loyalty with Consumer Satisfaction As Intervention Variable In TOP White Coffee (Case Study of Student of Faculty of Social Sciences and Political Sciences Universitas Lambung Mangkurat) | Setio Utomo |

Lunch Break (1:00 pm – 2:00 pm)

DAY 01 Monday (November 27, 2017)

Session 2 (02:00 pm – 03:30 pm)

Venue: Room 1

Session Chairs: Hee Bum Choi & Keum jong Yoo

Track: Engineering, Technology, Physical and Applied Sciences

| | | |
|-------------|---|----------------------|
| ETAR-17-134 | Simultaneous-Collaborative Berth, Crane and Yard Allocation Problem: A Simulation Study | Adi Budipriyanto |
| ETAR-17-137 | Innovation of Microorganism Technology And Utilization of Waste of Coconut Water for Spur Growth of Lettuce (<i>Lactuca Sativa</i> , L.) | Ririen Prihandarini. |
| ETAR-17-139 | Creating User Experience in Software Engineering – A Multidisciplinary Approach | Robert Pucher |
| ETAR-17-142 | Effect of Friction Temperature on Transfer Film Formation and Friction Coefficients in Organic Brake Pads | Taekwan Son |

DAY 01 Monday (November 27, 2017)

Session 2 (02:00 pm – 03:30 pm)

Venue: Room 1

Session Chairs: Hee Bum Choi & Keum jong Yoo

Track: Engineering, Technology, Physical and Applied Sciences

| | | |
|-------------|---|------------------|
| ETAR-17-144 | Pornographic Video Detection Scheme using Video Descriptor Generated By Deep Learning Architecture | KwangHo Song |
| ETAR-17-145 | A Construction of Vehicle Image and Ground Truth Database for Developing Vehicle Maker And Model Recognitions | JoonWoo Jeon |
| ETAR-17-163 | Artificial Feed Production from Fermented Aquatic Weeds and its Implementation in Climbing Perch Fish | Elrifadah |
| ETAR-17-161 | A Tofu Wastewater Treatment using Combination of Plasma Electrolysis and Coagulation-Flocculation Method | Widya Pangestika |

DAY 01 Monday (November 27, 2017)

Session 3(03:30 pm – 4:30pm)

Venue: Room 1

Session Chairs: Vannie Naidoo & Imam Asrori

Track: Social Sciences, Humanities and Health Sciences

| | | |
|-------------|---|----------------------------|
| ETAR-17-152 | Building Customer Loyalty through Corporate Image on Islamic Bank in Indonesia (Study on Owner Small Business in Bandung) | Resanti Lestari |
| ETAR-17-155 | Implementation of Liability Principles Limited and Doctrine Piercing the Corporate Veil in Management Regional Company | Abdul Halim Barkatullah |
| ETAR-17-158 | Interior Designing of Art Contemporary Centre in Jakarta | Aulia Saida Rahman, |
| ETAR-17-116 | One Health Approach: Service to the World wide community | Steffen Backert |

Tea Break (4:30 pm – 04:45 pm)

DAY 01 Monday (November 27, 2017)

Workshop Session (04:45 pm – 6:00 pm)

Venue: Room 1

“How to Improve the Quality of Research Article and get published in Scopus/ISI Indexed Journals”

| | |
|---------------------|-------------------------------------|
| Trainer | Dr. Farooq Ahmed Jam (Ph.D.) |
| Participants | All Participants |

In this workshop, we will discuss how to improve the quality of research article and getting published in good quality journals. Publication is considered as a KPI achievement for academic staff. It is considered to be the best way to enjoy benefits and promotion as a faculty member. In this workshop trainer will shed light on how to identify a hot research topic, How to find a research gap, Importance of a catchy Research Paper Title, What Reviewers are looking in research article, What editors are expecting from authors, Major Reasons of article rejection in good journals, Steps and tips to improve article quality and content and Finding a relevant outlet for your research. Hope this workshop will help the participants improve their understanding about publication process.

Closing Ceremony (6:00pm – 6: 30pm)

LIST OF CONFERENCE ATTENDEES

The following scholars/practitioners/educationists don’t have any paper presentations; however they will be attending the conference as delegates and observers.

| ID | Name | Affiliation | Country |
|--------------|---------------------|-------------------------------|-------------|
| ETAR-17-133 | Yumi Seo | University of Seoul | Korea South |
| ETAR-17-159 | Mr. Hee Bum Choi | FRIXA Co, Ltd | Korea South |
| ETAR-17-160 | Mr. Keum jong Yoo | FRIXA Co., Ltd. | Korea South |
| ETAR-17-165 | Dr. Untung Sugiarti | Universitas Widyagama | Indonesia |
| ETAR-17-166 | Dr. Imam Asrori | Universitas Kapuas Sintang | Indonesia |
| ETAR-17-168 | Mr. Erwin Tambulon | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-154B | Muspiron | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-171 | Muhayat | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-172 | Hastirullah Fitrah | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-173 | Forasidah | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-174 | Rina Iskandar | Universitas Lambung Mangkurat | Indonesia |
| ETAR-17-175 | Adha Fithriani | Universitas Lambung Mangkurat | Indonesia |

DAY 02 Tuesday, (November 28, 2017)

“CITY TOUR”

Gathering of Participants at the Lobby of The Trans Resort Bali
at 8:00 am

Departure: 08:30 am for City Tour

Drop Back at The Trans Resort Bali, at around 5 to 6:00 pm

Important Note: This tour is organized by Global Illuminators and entry to this tour is free for all participants. You may also bring your Siblings/Family/Friends but you have to register for them on registration desk on day 1 of conference.



Global Illuminators

Abstract Proceeding Book
ETAR- November 27-28, 2017
Bali, Indonesia
ISBN: 978-969-695-022-6

TRACK A: BUSINESS MANAGEMENT & ECONOMIC STUDIES



Unpacking Critical Dimensions of Service Quality in Tertiary Institutions in South Africa- The Case of University of Kwa-Zulu Natal

Vannie Naidoo*

University of KwaZulu-Natal, Durban, South Africa

Abstract

As service marketing has evolved over time, more research has been conducted on quality and how it impacts the customer. Since tertiary education forms part of service marketing, it is important to identify critical dimensions of service quality and understand how it affects the students within the university environment. The new millennials are students who are demanding. Their choice of university is based on how they perceive the university brand and reputation, how they view the quality of the programs on offer at the various faculties, and how they view the non-academic, support services provided at the university such as the housing, administration, exams, canteen services to name but a few. To attract the new millennial student, the University of KwaZulu- Natal uses excellence in service quality to set itself apart from other universities in South Africa. In this study, student perceptions on service quality will be identified and the critical dimensions of quality namely tangibles, reliability, responsiveness, empathy, and assurance will be discussed. The SERVQUAL instrument has been adapted to tertiary institution environment and used by the researcher to measure service quality for the students within the five campuses of the University of Kwa-Zulu Natal. The findings of the study recorded that students were dissatisfied with the service offerings made to them at the university's five campuses. Possible recommendations to assist in closing the quality gaps found in the critical dimensions of service quality for the student respondents have also been put forward.

Keywords: Service quality, Tertiary institutions, Tangibles, Reliability, Responsiveness, Empathy, Assurance

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Conducting General Meeting of Shareholders When the Terms of All Members of Board of Directors And Board of Commissioners Were Expired; A Perspective from Indonesian Law

Widjaja, Gunawan*

Universitas Tarumanagara, Indonesia

Abstract

The research tried to elaborate all the possibilities in conducting a General Meeting of Shareholders (“GMS”) in a Corporation established under the Law No. 40 Year 2017 regarding Corporation (the “Corporation Law”) when the terms of all the members of the Board of Directors (BoD) and Board of Commissioners (BoC) of the Corporation expired. The Corporation Law kept silent on how to conduct a GMS when the terms of all the members of the Board of Directors (BoD) and Board of Commissioners (BoC) of the Corporation expired; meanwhile, there were many incidents in practice. Therefore, in order to make the GMS possible, a legal research must be conducted. This research is a normative legal research. It used secondary data, which included primary legal sources, secondary legal sources, and tertiary legal sources. Data were collected through literature review and analysis was made using qualitative approach. Findings and analysis indicated that there were several ways to conduct the GMS whenever the terms of all the members of the Board of Directors (BoD) and Board of Commissioners (BoC) of the Corporation expired. Finally the researcher also provided recommendations to shareholders to avoid such a situation in the future.

Keywords: General Meeting of Shareholders, GMS, Shareholders’ Meeting

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Is Better Work Possible? The Role of Private Initiative to Improve Working Conditions in Global Garment Value Chain

George Martin Sirait*

Atma Jaya Catholic University of Indonesia

Abstract

Garment is one of the sectors in Indonesia that is well-connected to global value chain system but its poor working conditions have been criticized by many observers. Despite the protective Indonesian labour regulations, working conditions in the sector are not better than the other ones as law enforcement is weak. Some global buyers have turned to private initiative to meet global labour standards. Private regulation to promote the standards, however, contains both promise and limitations. Global brands combining economic incentive and labour standard compliance to their suppliers—mostly operating in developing countries—claimed on one side to have improved labour standard while on the other side to have raised issue about the sustainability of such effort. Some global buyers have sought support from the ILO-led Better Work program to minimize sustainability deficit. This paper, which is based on a research conducted in supplier's factories of a global buyer in Indonesia, compares working conditions in the factories with Better Work support and those without it. The research found that the most significant improvement was in occupational health and safety issues compared to other employment relations aspects, such as freedom of association, collective bargaining, wage determination, and disputes settlement. The functioning social dialogue plays some roles in this improvement. The paper argues that in a situation where law enforcement by the state is weak, consistent implementation of private labour regulation by both global buyers and their suppliers can fill the gap. The sustainability of this effort can be maintained through sound social dialogue where workers' and union's interests are systematically accommodated.

Keywords: Employment Relations, Better Work, Global Garment Value Chain, Private Regulation, Indonesia

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The Conceptual Development of Value Co-Innovation Architecture: A Comparative Case Study of Cooperatives in the West Java, Indonesia

Eddy Nurmanto^{1*}, Dedy Sushandoyo², Togar M. Simatupang³
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Abstract

This conceptual paper examines value co-innovation architectures emanated from multiple actors in cooperatives. The study is aimed at providing a theoretical contribution to the literature on value co-innovation particularly on proposing a theoretical framework on how the process of value-based innovation takes place when multiple actors are involved. The study is designed to employ a mixed-research method that combines a qualitative research method and agent-based modeling. The qualitative research method uses a comparative case study approach to investigate how value co-innovation arises from multiple actors including their social complexities, which are reflected in different roles, views, and interests of involved actors. The investigation is expected to shed light on how contexts influence value co-innovation architecture of the studied cooperatives. The chosen cases are three cooperatives in the West Java province of Indonesia. Koperasi Peternak Susu Bandung Selatan (KPBS), Koperasi Wirausaha Baru Jawa Barat Sejahtera (WJS), and Koperasi Baru. The agent-based modeling is used to explore and understand dynamics complexity among the actors involved in the process of the value co-innovation. The expected result of the modelling is in the form of several types of value co-innovation architecture including the contexts where they are appropriately applied. The expected results of this study can be used as a guidance for practitioners and policymakers as efforts in creating, delivering, capturing, and communicating new values among the involved multiple actors.

Keywords: Co-Innovation Architecture, Cooperative, Supply Chain, Multiple Actors, Agent-Based Modeling

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The Influence of Corporate Governance Mechanism, Profitability, and Company Size on the Disclosure of Corporate Social Responsibility (The Research at Manufacturing Company listed in Indonesia Stock Exchange)

Rosa Fitriana *

Widyatama University, Indonesia

Abstract

This study is aimed to explain the influence of corporate governance mechanism, profitability, and size company on corporate social responsibility disclosure. This study used a descriptive and statistical analysis technique. There were 30 samples applying purposive sampling technique. The sample in this study was Indonesian manufacturing companies listed in 2010-2013 whose annual reports disclose corporate social responsibility activities and can be accessed at Indonesian Stock Exchange website. The results in this study show that there is a significant influence of corporate governance mechanism on corporate social responsibility disclosure. Positively significant influence of profitability and corporate size on corporate social responsibility disclosure is found. In this research was suggested for the company that they can make the sustainability report continuously as a responsibility with fully realized sustainable development of the company and have great division of corporate social responsibility. The government can give more attention to corporate social responsibility by having an organ that focuses on corporate social responsibility, makes rules about corporate social responsibility disclosure for the company and the sanction for the company that disobeys the rule. For the next researcher can use the sustainable development of the company, the effectiveness of the corporate social responsibility disclosure as new variable, then widen the sample by extending the research period or widening the scope of the company.

Keywords: Corporate Social Responsibility Disclosure, Corporate Governance Mechanism (Institutional Ownership), Profitability, Size Company

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Influence of Cash Position, Free Cash Flow, Debt to Equity Ratio, Return on Asset, and Company Size on Dividend Payout Ratio in Food and Beverage Manufacturing Company in Indonesia Stock Exchange Period 2010 – 2014

Surya Nuriansyah^{1*}, Asrid Juniar², Redawati³
^{1,2,3} Universitas Lambung Mangkurat, Indonesia

Abstract

The research aims to find out and analyze the factors that influence dividend payout ratio in the food and beverage manufacturing companies in Indonesia. The analytical method used is the method of multiple linear regression analysis with tools IBMSPSS version 22.0. They have five (5) independent variables representing the ratio of published financial performance which is expected to affect the DPR that are cash position, free cash flow, debt to equity ratio, return on assets, and company size. They have seven (7) food and beverage manufacturing companies in this research that are PT Delta Djakarta Tbk, PT Indofood CBP SM Tbk, PT Indofood Tbk, PT Multi Bintang Indonesia Tbk, PT Mayora Indah Tbk, PT Nippon Indosari Corporindo Tbk, and PT Sekar Laut Tbk. Hypothesis testing is done to test the effect of simultaneous (F test) and test the effect partially (t-test) at a rate of 95% or $\alpha = 0.05$. F test showed that all the independent variables studied had a significant effect together against the dividend payout ratio. The adjusted R² value in the regression model is 0.574. This means that 57.4% were able to explain the variation in the dependent variable, while the remaining 42.6% is explained by other variables not included in this study. From the results of the partial test, there are two independent variables that are the ratio of cash position and return on assets which had significantly influenced the dividend payout ratio. Then three other variables namely free cash flow, debt to equity ratio, and company size had no significant effect on the dividend payout ratio.

Keywords: Cash Position, Free Cash Flow, Debt to Equity Ratio, Return on Assets, Company Size

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The Influence of Transformational Leadership and Compensation on Psychological Well-Being (Study at Private Hospital Nurses in South Kalimantan Province)

Hairudinor^{1*}, Noor Hidayati², Muspiro³, Erwin Tampubolon⁴, Humaidi⁵

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Abstract

The research conducted is the Influence of Transformational Leadership and Compensation to Psychological Well Being on Private Hospital Nurses in South Kalimantan Province. Private Hospital registered in South Kalimantan Province, RSU Suaka Insan, RS Islam, RS Puri Paramita, RS Mawar, RSK Bedah Siaga, Sari Mulia Hospital, Medica Center Hospital, Ceria Kandungan Hospital and Pertamina Hospital. Samples taken in this research are at 9 private hospitals spread over 4 (four) districts/cities in South Kalimantan Province. The sample of this study is all employees who are hospital nurses using Slovin formula so that obtained by 216 respondents. The sampling technique used was Technic Random Sampling, where taken from 9 (nine) private hospitals in South Kalimantan Province were taken at random from the respondents, then from all the names given the numbers. Data collection using questionnaire while data analysis using SPSS program. The test results prove Transformational Leadership have a significant effect on Psychological Well Being partially with the influence of 16.8% and Compensation significantly influence Psychological Well Being partially with a big influence 33.3%, while simultaneously Transformational Leadership and Compensation significantly influence Psychological Well Being with a big influence of 21.9% while the rest of 78.1% is influenced by other variables.

Keywords: Transformational leadership, compensation, Psychological Well Being

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The Influence of Leadership Style and Organizational Climate on Performance Uay Banjarmasin

Riska Maulida Anggraini^{1*}, Hereyanto², Sandra Bhakti³

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Abstract

Leadership style is fundamental in clarifying the type of leadership. Leadership style has an archetype, that is the importance of execution of tasks, which emphasizes cooperative relationships, and attaches importance to the results achieved. Successful organizations are organizations that have employees who work more than their job responsibilities and voluntarily give their time and effort to the successful execution of tasks, called organizational citizenship behavior. Good leadership style relationships and organizational climate will bring good performance to work. This study aims to examine the influence of leadership style (X1) and organizational climate (X2) on Academic and Educational Work Performance (Y) Achmad Yani of University Banjarmasin. This research uses quantitative approach. The sample of this research is determined as many as 61 academic and educational staff Achmad Yani of University Banjarmasin. Data collection was done using questionnaire, while data analysis using multiple linear regression with degree of trust 95%. Test result got value $p = 0.000$ with t count = 2.752 for leadership style and t count = 2.987 for organizational climate, F count = 45.215, $R = 0.781$, and $R^2 = 0.609$ for leadership style on performance, and F count = 74.545, $R = 0.747$, and $R^2 = 0.558$ for organizational climate variable on performance. This shows that there is influence of leadership style and organizational climate on academic staff performance and education Achmad Yani of University Banjarmasin, because p value = $0.000 < 0.05$, t count $> t$ table, that is $2.752 > 2.301$ for leadership style, and t arithmetic $> T$ table, i.e., $2.987 > 2.301$ for organizational climate. F count $> F$ table, i.e., $45.215 > 3.156$ for leadership style and organizational climate simultaneously affect performance. The leadership style contributed to the performance by 60.9% and the organizational climate contributed to the performance by 58.8%.

Keywords: Leadership Style, Organizational Climate, Performance

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The Influence of Psychological Climate on the Organizational Commitment through Job Involvement

Maya Rezeki Angriani^{1*}, Zahkyadi Ariffin², Rini Rahmawati³
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Abstract

Education is important in supporting the development of quality and quantity of human resources. Through education, a person is required to be a ready and capable person to compete in today's global era, as well as be able to develop the talent and potential that is in the self. This study aims to examine the effect of psychological climate (X) on organizational commitment (Y) lecturer of Yayasan Universitas Achmad Yani Banjarmasin, to examine the effect of job involvement (Z) on organizational commitment (Y) lecturer of Yayasan Universitas Achmad Yani Banjarmasin, and to examine the effect of psychological climate (X) on organizational commitment (Y) through job involvement (Z) lecturer of Yayasan Universitas Achmad Yani. This research used quantitative approach. The samples were 125 lecturers of Universitas Achmad Yani Banjarmasin. The data collecting process was done using questionnaires while the data analyzing process used path analysis with 95% degrees of freedom. The first test results show that psychological climate has a significant effect on organizational commitment. The second test result shows that job involvement has a significant effect on organizational commitment. The third test shows that psychological climate significantly influences organizational commitment through job involvement.

Keywords: Psychological Climate, Organizational Climate, Job Involvement

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The Influence of Interpersonal Communication and Organizational Culture on Job Satisfaction of Academics University Achmad Yani Banjarmasin

Faisal Reza^{1*}, Siti Rusidah², Forasidah³
^{1,2} Universitas Lambung Mangkurat, Indonesia
³ Universitas Ahmad Yani, Indonesia

Abstract

Communication is the most important and the most basic skill used by people in interaction, either in verbal or in non-verbal communication. A good and appropriate communication relationship and organization culture will lead to the good satisfaction in working. This research was aimed to test the influence of interpersonal communication (X) on the job satisfaction of academics (Y) University Achmaad Yani Banjarmasin. This research used quantitative approach. The samples were 113 academics of University Achmad Yani Banjarmasin. The data collecting process was done using questionnaires while the data analyzing process used basic linear regression with 95% degrees of freedom. The first test results show that interpersonal communication has a significant effect on job satisfaction. The second test result shows that organizational culture has a significant effect on job satisfaction. Interpersonal communication and organizational culture contributes to job satisfaction by 64.1%.

Keywords: Interpersonal Communication, Organizational Culture, Job Satisfaction

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Analysis of Factors to Indicate Employment in Small Furniture Industry

Khairiyahtul Anwar^{1*}, Gusti Marliani², Adha Fithriani³
^{1,2,3} Universitas Achmad Yani, Indonesia

Abstract

Target of this research is to analyze and indicate fee variable, capital, and productivity to absorption of labour small industry of furniture. Population in this researcher is entire/all small industrial units of meubel residing Middle Sub-Province Pate; Upstream River counted 114 business units. Sampel in this research is pulled with technique of purposive sampling, small industrial of meubel amounting to 31 unit. Data in this research are mustered to pass/through interview and documenter. Result of research shows by simultan fee, Productivity, and Capital which have indicated positive and significant absorption of labour at furniture industry. At level of significance 5 % $F_{[count/calculat]} > F$ of is tables of. number of Sig (p) smaller than 0.005 ascertaining Fee, Productivity, and Capital have indicated the absorption of labour at furniture industry Middle Sub-Province Pate; Upstream River. Partial fee variable, Productivity, and capital have indicated positive and significant absorption of labour Middle Sub-Province Pate; Upstream River at storey; level of significance is 5%, because fee variable, Productivity, and capital are bigger than Capital table. Variable t more dominant has indicated the absorption of industrial labour of furniture.

Keywords: Absorption, Labour, Small Industrial

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The Formation of Social Media Dimensions

Aldina Shiratina*

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Abstract

The emergence of social media started from the period 1995 - 1999 along with the launch of several new Internet platforms such as SixDegree.com and instant messaging systems, such as ICQ. But from 2004 until now, the development is quite rapid. The use of social media among the community today is one way to access online communication. The purpose of this article is to analyze the development of concepts as well as the dimensions of social media from 2002 to the present. This article consists of three parts; the first introduction, the second developmental concepts as well as the formation of dimensions of social media, and the third conclusions. This research uses literature study method. From the literature search results, it was found that the use of social media has developed the concept, especially in its application in SMEs' business.

Keywords: Internaet, Social Media, Development

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The Influence of Human Resource Development on the Performance of Lecturers at Subang University in Subang District

Silvy Sondari Gadzali*

Padjadjaran University, Indonesia

Abstract

The purpose of the research is getting and analysing information about human resource development, lecturer performance, and influence of human resource development to lecturer performance in Subang University, Subang Residence. The type of research is Explanatory Research Method. Population of the research is fixed lecturer of Subang University amounts 70 persons. All of them are responden of the research because research is done by sensus.. Technic of data collection is used questioner, interview, and observation to research responden. The methode of analytic is descriptive analytic with tabulation of data to answer problem of descriptive identification and simple regession analytic to examine hypothesis. The results of the research indicate human resource development, lecturer performance is in middle and high classification. There is positive influence of human resource development to lecturer performance in Subang University, Subang District.

Keywords: Human Resource Development, Performance

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Global Illuminators

Abstract Proceeding Book
ETAR- November 27-28, 2017
Bali, Indonesia
ISBN: 978-969-695-022-6

TRACK B: SOCIAL SCIENCES & HUMANITIES



Building Customer Loyalty through Corporate Image of Islamic Bank in Indonesia (Study on Owner Small Business in Bandung)

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Abstract

The development of Shariah banks in Indonesia is quite encouraging. Islamic banks have proven their existence by providing tangible evidence that Islamic banks are able to survive in times of crisis, where other conventional banks are experiencing financial problems. However, the challenge of Shariah banking in Indonesia is huge to become the main bank in Indonesia, where the majority of the population is Muslim. Previous research data suggest that for banking services, consumers today tend to have a low loyalty tendency. This study aims to test whether the loyalty of Shariah banking can be determined by the image of the corporate. This study is conducted in Bandung city and using Quantitative research design. The data in this study were collected from 172 customers (Owner Business Enterprise in Bandung) who access the services of Shariah Commercial Banking in Bandung City. Study assigned with purposive sampling which is particular individuals are chosen with the characteristics relevant to the study who are thought will be most informative. This study used survey method and analyzed using simple linear regression analysis. The results showed that Corporate Image can increase the Customer loyalty in Shariah Banking. The correlation coefficient shows that there is a strong relationship between Corporate Image and Customer loyalty in Shariah Banking, the determination coefficient shows that total variance of Customer loyalty can be affected by Corporate Image.

Keywords: Islamic Banking, Integrated Marketing Communication, Corporate Image

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Implementation of Liability Principles Limited and Doctrine Piercing the Corporate Veil in Management Regional Company

Abdul Halim Barkatullah^{1*}, Djumadi²

^{1,2} Universitas Lambung Mangkurat, Indonesia

Abstract

The existence of a Regional-Owned Enterprises after the Regional Government Law has changed its name to a Regional Public Company and a Regional Government Company, and if it is a Regional Government Company, then its establishment and operation will follow UUPT's terms. The limited liability of the shareholders of the company as a principle of responsibility that is the lure of investors to choose a business entity in the form of this company. The method used in this research is normative law research method, that is by a process to find a rule of law, legal principles, and legal doctrines to answer the legal problem faced, and the way of analysis used by using deductive thinking logically. The results of the study resulted in: First, the concept of legal entity is as a legal subject, then it is an independent body or independent of the founder, member, or investor of the agency. The concept of a company as a legal entity whose wealth is separate and the limited liability of its shareholders is a trait that is considered important for the status of the company as a legal entity. Second, in the management of BUMDs in the form of local companies which are also subject to the existing rules on UUPT. Thus, the individuals who become private BUMDs of Regional Government Enterprises which initially have the immunity of responsibility, are limited, then by virtue of Piercing the Corporate Veil doctrine they can be solicited responsibility to their private property in civil and criminal liability if they do not run function as a corporate organ.

Keywords: BUMD, Company, Responsibility

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Interior Designing of Art Contemporary Centre in Jakarta

**Aulia Saida Rahman^{1*}, Anak Agung Ayu Wulandari²,
Suyin Pramono³**

^{1,2,3} Universitas Bina Nusantara, Jakarta, Indonesia

Abstract

Designing Interior of Contemporary Art Center is intended as a forum for appreciation, presentation, discussion, and preservation of contemporary art supported by educational activities and supported by commercial activities. Through the organization of space is good and proper material selection will play an important role in maintaining the comfort, security, and functionality of all existing activities. By raising the concept of "Satu Padu" that blend between art, nature, and mankind is expected to be a container of a representative who is able to accommodate the activities of the community in Jakarta, for now and for future needs.

Keywords: Interior Design, Art Centers, Art, Contemporary Art

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Global Illuminators

Abstract Proceeding Book
ETAR- November 27-28, 2017
Bali, Indonesia
ISBN: 978-969-695-022-6

TRACK C: ENGINEERING & TECHNOLOGY STUDIES



Simultaneous-Collaborative Berth, Crane, and Yard Allocation Problem: A Simulation Study

Adi Budipriyanto^{1*}, Budisantoso Wirjodirdjo², Nyoman Pujawan³, Saur Gurning⁴

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Abstract

Berth, quay crane, and yard are the main resources of the port that determine the level of service quality provided to shipping lines. In this paper, berth, quay crane, and yard allocations are considered simultaneously. Scenarios are made to determine the effect of these factors. The scenario is based on the combination of each level of each factor. Each scenario is simulated to measure the response assessed based on turnaround time. The authors developed a simulation model to investigate the impact of berth, crane, and yard allocation simultaneously. Simulation model was developed to see the impact of simultaneous allocation and collaborative strategy, especially the impact on waiting and turnaround time. The authors developed 16 scenarios from a combination of berth, quay crane, yard, and strategy. Author used two terminals in Jakarta, Indonesia, i.e., the Koja container terminal (TPK Koja) and Jakarta International Container Terminal (JICT). The results show that simultaneous-collaborative allocation can reduce waiting and ship turnaround time. Simultaneous-collaborative strategy reduces waiting time and turnaround time significantly, improving service level to shipping lines.

Keywords: Berth Allocation Problem, Uncertain, Collaboration

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Email: adi.budipriyanto@bakrie.ac.id



Creating User Experience in Software Engineering – A Multidisciplinary Approach

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University of Applied Sciences Technikum Wien, Austria

Abstract

A day in our life includes hundreds of interactions with machines. Our smartphone tells us how to avoid a traffic jam, keeps us informed on the status of our social media network partners, and allows us to browse the web in search of whatever. A working work in our office without touching a desktop or laptop computer is hard to imagine. Computers help us to live our life. But when it comes to the question if the software one has to work with is easy to use, the answer often is a clear no. In the proposed paper, we show the main reasons for this fact. To overcome the problem, we designed a curriculum for software engineers to teach just the right amount of skill in creating user experience. Details of the curriculum will be explained. In the second part of the paper, a series of lessons on how to create user experience will be explained. These lessons are designed for all people working in the software industry. Key element of this novel approach is to include elements from psychology, computer science, and software project management to achieve a sustainable modification of the software development process to allow continuous growth.

Keywords: Software Engineering, Usability, User experience, Teaching

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Email: robert.pucher@technikum-wien.at



Effect of Friction Temperature on Transfer Film Formation and Friction Coefficients in Organic Brake Pads

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Taekwan Son⁵, Heebum Choi⁶, Jeongho Yu⁷

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^{2,3} Sunchon University, Korea

⁴ Korea Automotive Technology Institute, Korea

⁵ Keimyung University, Korea

Abstract

To study the effect of friction temperature on transfer film formation in organic brake pads, friction tests, which were comprised of 100 consecutive braking under constant temperature of 300 °C, 400 °C, 500 °C, and 600 °C, respectively, were conducted. The organic pad material was manufactured to contain 15% of fiber material which included aramid fiber and mineral fiber, 14% phenol resin with abrasive component of 9% Fe₃O₄, and lubricating component of 8.5% SnS₂. Counterpart disks used in the friction tests were collected to examine the formation of transfer film on the disk surface. The transfer film formation turned out to be very dependent on friction temperature, and the film thickness as well as the fraction of area that is covered with transfer film increased with increase in temperature. The chemical composition of the transfer film assured that the film material was mostly from the pad. The active formation of transfer film at 500 °C and 600 °C was believed to be due to thermal decomposition of phenol resin or aramid fibers which constitute the pad material. Friction test results showed that the friction coefficients tended to decrease with repeated braking, which was probably due to successive development of transfer film with repeated braking. Thus, the role of transfer film turned out to lower the friction coefficients, which is in accordance with the result of our previous researches.

Keywords: Friction, Transfer film, Friction coefficient, Friction temperature

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Pornographic Video Detection Scheme using Video Descriptor Generated by Deep Learning Architecture

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^{1,2} Inha University, Korea South

Abstract

Automatic pornography detection is important to make a safe and clean online contents distribution environment. In this paper, therefore, we propose the new pornographic video detection scheme using video descriptor which is made by re-trained convolutional neural network (CNN) by transfer learning which is used for image descriptor generation. This model used a part of re-trained CNN architecture, VGG-16, to generate image descriptor of video frame. Subsequently, single video descriptor is made by fusing image descriptors by pooling method on each video. Based on these video descriptors, we train support vector machine (SVM) to classify the pornographic frames. As a result, the average accuracy is 99.6% and this is a higher figure from at least 3% up to 7% more than other previous works

Keywords: Pornographic Video Detection, Video Descriptor, Convolutional Neural, Network, Support Vector Machine

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A Construction of Vehicle Image and Ground Truth Database for Developing Vehicle Maker and Model Recognitions

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Yoo-Sung Kim^{5*}**

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^{3,4} Korea Electronics and Telecommunications Research Institute,
Korea South

Abstract

In this paper, the construction process of the INHA Vehicle Database, which can be used for developing of a Vehicle Maker & Model (VMM) Classifier, is introduced. In order to develop a vehicle detector and/or VMM Classifier with the machine learning technology for the public participated social security service or Intelligent Transportation System, a large volume of vehicle images and ground-truth data acquired from various surveillance cameras and environments should be obtained. For such purpose, fixed CCTV cameras, dash-cams attached to operating vehicles, and smartphones are being utilized for recording vehicle videos. From these vehicle videos, about 162,000 vehicle images and ground-truth data are being created in a month using INHA-VAS(Video Annotation System), for the INHA Vehicle Database. Constructed database will contain twice more of the actual vehicle images compared to other vehicle databases previously constructed.

Keywords: Vehicle Database, Vehicle Maker And Model Classifier, Machine Learning, Video Annotation System, Vehicle Ground Truth Data

*All correspondence related to this article should be directed to Yoo-Sung Kim, Inha University, Korea South
Email: yskim@inha.ac.kr



A Tofu Wastewater Treatment Using Combination of Plasma Electrolysis and Coagulation-Flocculation Method

Widya Pangestika^{1*}, Tulus Sukreni², Nadira Kamilia
Permatasari³, Nelson Saksono⁴
^{1,2,3,4} University of Indonesia, Indonesia

Abstract

Untreated tofu wastewater is an organic waste that has very high COD and TSS, 7771,3 mg/L and 840,5 mg/L respectively. These high pollution parameters may endanger the environment if the wastewater is discharged to it. In order to prevent that damage, these pollution parameters have to be reduced with an effective treatment. In this research, the tofu wastewater was treated using a combination method of plasma electrolysis and coagulation-flocculation with 1% chitosan solution as the coagulant. Coagulation-flocculation method was used for wastewater pretreatment because it could reduce the high pollution parameters in tofu wastewater while plasma electrolysis could reduce them to their smallest concentration. The best chitosan volume for reducing TSS to 74.4% was 20 mL while the best volume for lowering COD to 16.8% was 40 mL. Plasma electrolysis was the next step for tofu wastewater degradation. It could drop the value of COD of tofu wastewater to 36% during 60 minutes' process at 2000 mg/L as the initial concentration of the wastewater.

Keywords: Coagulation-Flocculation, Plasma electrolysis, TSS, COD

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Global Illuminators

Abstract Proceeding Book
ETAR- November 27-28, 2017
Bali, Indonesia
ISBN: 978-969-695-022-6

TRACK D: HEALTH AND MEDICINE STUDIES



One Health Approach: Service to the Worldwide Community

Steffen Backert*

Friedrich Alexander University Erlangen, Germany

Abstract

Emerging diseases are increasing burdens in our societies worldwide, which can negatively impact the economy and disrupt ecological integrity, and even cause the extinction of species. The “One Health” approach realizes that the health of humans is intimately connected to the health of animals and the global environment. This concept is defined as a collaborative and multidisciplinary methodology, which is working at the local, regional, national, and global levels with the aim to achieve optimal health outcome acknowledging the interconnection between people, animals, plants, and their shared environment. This appears to be important because many factors have recently altered these multiple interactions. For example, such changes have led to the emergence and re-emergence of various infectious diseases. As a prime example, my research group is focused on members of the zoonotic bacterium *Campylobacter*, which lives as commensal in the gut of most birds and domestic animals. However, *Campylobacter* species are highly infectious for humans and the consumption of contaminated food products is a major source of human bacterial gastroenteritis, which may be responsible for as many as 400–500 million cases every year as reported by the WHO. The clinical outcome of *Campylobacter* infections in humans varies from mild, self-limiting diarrhoea to severe, inflammatory, bloody diarrhoea and even the development of reactive arthritis and peripheral neuropathies, known as Miller–Fisher and Guillain–Barré syndromes. Despite the significant health burden caused by *Campylobacter* infections, our present knowledge about the interplay between *Campylobacter* and its various hosts is just emerging. With increasing numbers of publications, the public awareness towards *Campylobacter* infections is growing in recent years. This strengthens the necessity to establish new intervention measures for prevention and control of *Campylobacter* species along the food chain, particularly during processing of poultry, poultry meat, and cattle products. An interdisciplinary „One Health“ method and a combined effort of all stakeholders are required to ultimately reduce the burden of campylobacteriosis worldwide.
To be continued.....



To be continued.....

A major strategy should, therefore, be to establish control mechanisms and intervention strategies to minimize the occurrence of *Campylobacter* species in livestock (e.g. poultry and cattle flocks) and to reduce the quantitative *Campylobacter* burden in animals and related food products. Consequently, a combination of intervention methods at different stages of the food chain appears the most promising approach. This has to be accompanied by targeted consumer advice and education campaigns to ensure the awareness towards *Campylobacter* infections. By promoting this collaboration, optimal health outcomes for both people and animals could be achieved.

Keywords: Health Approach, Community, Services

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Global Illuminators

Abstract Proceeding Book
ETAR- November 27-28, 2017
Bali, Indonesia
ISBN: 978-969-695-022-6

TRACK E: PHYSICAL LIFE AND APPLIED SCIENCES



Innovation of Microorganism Technology and Utilization of Waste of Coconut Water for Spurring Growth of Lettuce (*Lactuca sativa*, L.)

Ririen Prihandarini^{1*}, Ellik Murni²

^{1,2} Universitas Widyagama, Indonesia

Abstract

Lettuce (*Lactuca sativa*, L.) is a vegetable consumed in fresh condition. Fertilizer will affect the formation of lettuce leaves. Microorganism technology by utilizing *Lactobacillus bulgaricus* bacteria, *Lactobacillus acidophilus*, and *Streptococcus thermophilus* as well as mixed microorganisms in R1M and waste of coconut water can be used as organic fertilizer which helps in the supply of nutrients for plant growth. Organic fertilization of lettuce will produce healthy vegetable. The research was conducted on nitrogen content of fertilizer from coconut water waste with microbial *L. bulgaricus*, *L. acidophilus*, and *S. thermophilus*. as well as the effect of fermented coconut wastewater fertilizer on the growth and yield of lettuce. The study was prepared based on a Completely Randomized Design with a single factor treatment. The treatments are P1: ZA 1.8 g / polybag Fertilizer, P2: Liquid Wastewater Fermented coconut water 250 ml / lt water, P3: Fertilizer liquid wastewater of coconut water 500 ml / lt water, P4: Fertilizer liquid wastewater of 250 ml fermented coconut / lt water and R1M solution 10 ml / l water and P5: Liquid wastewater of fermented coconut water 500 ml / lt of water and Biotama solution 110 ml / l water. Each treatment was repeated as many as 3 replications. The growth observations included leaf area, wet weight, and dry weight of lettuce plant. The results showed that inorganic fertilizer treatment and treatment of coconut wastewater fertilizer fertilized by *L. bulgaricus*, *L. acidophilus*, and *S. thermophilus* have no significant effect on leaf area formation, wet weight, and dry weight of lettuce plant. Coconut wastewater fertilizer is fermented by *L. bulgaricus* bacteria, *L. acidophilus*, and *S. thermophilus* concentration of 250 ml / l of water able to spur the growth of lettuce plant

Keywords: Microorganism, Organic Farming, Lettuce

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Artificial Feed Production from Fermented Aquatic Weeds and its Implementation in Climbing Perch Fish

Elrifadah^{1*}, Rina Iskandar², Hastirullah Fitrah³
^{1,2,3} Universitas Achmad Yani, Indonesia

Abstract

This study aims to determine the effect of artificial feed made from aquatic weeds (*Pistia* sp, *Salvinia* sp., and *Lemna* sp.) through fermentation of *Rhizopus oryzae* on the growth of Climbing Perch fish. The experimental factors were aquatic weeds namely: *Pistia* sp. (Kayu apu), *Salvinia* sp. (Kiambang), and *Lemna* sp. (Gulma itik) as Factor A and different percentages of *Rhizopus oryzae* fermentation (5%, 10%, and 15%) as Factor B. Each treatment was conducted in three replications. The results showed that the combination of *Salvinia* sp. in 15% fermentation provided the best absolute growth of 2.31g, the best relative growth of 416.04%, the best feed conversion of 2.00, the highest feed efficiency of 50.0 % , and the highest protein retention of 13.79%. The results of the ANOVA test of the feeding trials, however, showed no significant differences among treatment combinations, with regards to absolute growth, relative growth, feed conversion, feed efficiency, and protein and fat retention. The experimental Climbing Perch fish had a survival rate of 100%. Water quality data such as temperature, DO, pH, and NH₃ showed the living conditions tolerable for the Climbing Perch fish.

Keywords: *Anabas Testudineus*, *Rhizopus Oryzae*, Aquatic Weeds

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FUTURE EVENTS

4th INTERNATIONAL CONFERENCE ON

“Global Issues In Multidisciplinary Academic Research”
(GIMAR - 2018)



Date: February 01-02, 2018

Venue: TKP Conference Center, Ichigaya, Tokyo, Japan

Email: gimar@globalilluminators.org

Abstract Submission Date: January 15, 2017

Full Paper Submission Date: January 20, 2017

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

For more details visit www.globalilluminators.org

5th INTERNATIONAL CONFERENCE ON

“Trends In Multidisciplinary Business & Economic Research” (TMBER - 2018)



Date: March 25-26, 2018

Venue: Rydges Camperdown, Sydney Australia

Email: tmber@globalilluminators.org

Abstract Submission Date: December 25, 2017

Full Paper Submission Date: December 30, 2017

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

For more details visit www.globalilluminators.org

4th INTERNATIONAL CONFERENCE ON

“Multidisciplinary Innovation In Business Engineering
Science & Technology” (MI-BEST - 2018)



Date: April 05-06, 2018

Venue: Holiday Inn Bangkok Silom, Bangkok Thailand

Email: mibest@globalilluminators.org

Abstract Submission Date: January 25, 2018

Full Paper Submission Date: January 30, 2018

**Selected conference papers will be published in special
/regular issue of ISI/Scopus indexed journals associated
with this conference.**

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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5th INTERNATIONAL CONFERENCE ON

“Global Trends In Academic Research” (GTAR- 2018)



Date: April 20-21, 2018

Venue: Holiday Inn Express Barcelona, Spain

Email: gtar@globalilluminators.org

Abstract Submission Date: February 20, 2018

Full Paper Submission Date: February 25, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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4th INTERNATIONAL CONFERENCE ON

“New Directions In Multidisciplinary Research and Practice”
(NDMRP - 2018)



Date: May 12-13, 2018

Venue: 99 City Road Conference Centre

Email: ndmrp@globalilluminators.org

Abstract Submission Date: March 10, 2018

Full Paper Submission Date: March 15, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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5th INTERNATIONAL CONFERENCE ON

“Multidisciplinary Innovation for Sustainability and Growth ”
(MISG - 2018)



Date: June 25-26, 2018

Venue: The Federal Kuala Lumpur Malaysia

Email: misg@globalilluminators.org

Abstract Submission Date: May 10, 2018

Full Paper Submission Date: May 25, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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4th INTERNATIONAL CONFERENCE ON

“Multidisciplinary Innovation In Academic Resaerch ”
(MIAR - 2018)



Date: July 27-28, 2018

Venue: The Howard Plaza Hotel Taipei, Taiwan

Email: miar@globalilluminators.org

Abstract Submission Date: July 10, 2018

Full Paper Submission Date: July 15, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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4th INTERNATIONAL CONFERENCE ON

“Multidisciplinary Academic Research And Global Innovation ” (MARGI - 2018)



Date: August 24-25, 2018

Venue: Kuntai Hotel Beijing China

Email: margi@globalilluminators.org

Abstract Submission Date: July 25, 2018

Full Paper Submission Date: July 30, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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5th INTERNATIONAL CONFERENCE ON

“Multidisciplinary Trends In Academic Resaerch ”
(MTAR - 2018)



Date: September 27-28

Venue: Holiday Inn Bangkok Silom, Bangkok Thailand

Email: mtar@globalilluminators.org

Abstract Submission Date: September 5, 2018

Full Paper Submission Date: Septeber 10, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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4th INTERNATIONAL CONFERENCE ON

“Research Challenges to Multidisciplinary Innovation ”
(RCMI - 2018)



Date: October 5- 6, 2018

Venue: Hi Seoul Youth Hostel Seoul, South Korea

Email: rcmi@globalilluminators.org

Abstract Submission Date: September 20, 2018

Full Paper Submission Date: September 25, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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5th INTERNATIONAL CONFERENCE ON

“Innovative Trends In Multidisciplinary Academic Research”
(ITMAR - 2018)



Date: October 19-20, 2018

Venue: Istanbul GONEN Hotel, Istanbul, Turkey

Email: itmar@globalilluminators.org

Abstract Submission Date: September 25, 2018

Full Paper Submission Date: October 10, 2018

Selected conference papers will be published in special /regular issue of ISI/Scopus indexed journals associated with this conference.

Conference Main Tracks

- Business, Management and Economic Studies
- Health and Medicine Studies
- Engineering & Technology Studies
- Social Sciences & Humanities
- Physical Life and Applied Sciences
- Regional and Religious Studies
- Multidisciplinary and Interdisciplinary Studies

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CSR



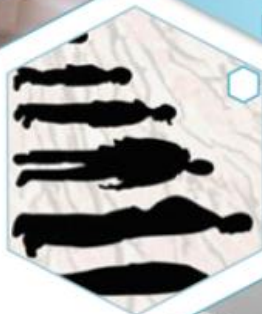
Environment



Public Health



Growth and
Development



Sustainability



Charities

CSR Activity Conducted By Global Illuminators: Sport Activation for Children against Negative Impact of Internet & Technology

In April 2016, Global Illuminators conducted Corporate Social Responsibility program together with Maestro and the Clover as Sport Facility Provider in Bandung, initiating an event with theme:



The Objectives of this event were:

1. Media of education for parents and children to be aware of digital new era and its impact on children's life
2. Facilitate and promote futsal as one of the kinds of sports activation that can be alternative activity for children against the negative impact of internet
3. Social activity and charity engaging orphans to enjoy sports activities together with their friends
4. Corporate Social Responsibility of Company to contribute to the society especially to solve one of the social problems in Bandung.

Highlights of CSR Activities are given below:



Global Illuminators Malaysia Team conducted its Latest CSR activity at Rumah Charis, Kuala Lumpur, Malaysia Children Home

Global Illuminators Malaysia Team conducted its latest CSR activity at Rumah Charis, Kuala Lumpur, Malaysia Children home. The children home ministry provides care for orphans and single parent children, their homes and activities aim to create a suitable environment to enable children to grow. They help to provide spiritual direction, education, and counselling for the children. Emphasis was given to fellowshiping and spending time with the children over refreshments, as well as presenting them with small gifts and the organizing of special entertainment programmes for the children such as a special game segment. One of the other highlights of the evening was the goodie bags distribution programme carried out by Global Illuminators.



Global Illuminators Indonesian Team conducted its Latest CSR activity in Ramadan for Local Community Welfare, Sharing Happiness and developing Orphan Children

Global Illuminators Indonesian team conducted its latest CSR activity in Ramadan for orphans. The purpose of this activity was to give happiness and develop orphans with the support of more than 60 volunteers and distribute iftar to more than 400 beneficiaries (yateem, orphans, and dhuafa). Global Illuminators Indonesian team spent time with children and conducted different activities for their moral self-development.

Highlights of this activity are given below:





MISSION

“Our mission is to persistently nurture the values to promote the human rights, institutional and academic development through quality research contributions. Our unique human capital with constructive attitude is committed to bring change in all spheres of life by using innovative research and intellectual skills. We are here to research and promote the development, prosperity and transparency across the globe without any discrimination”.

VISION

“Researching and Developing for Humanity”

4th International Conference on

“EMERGING TRENDS IN ACADEMIC RESEARCH”

(4th ETAR - 2017)

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E-mail: info@globalilluminators.org
URL: www.globalilluminators.org

ISBN 978-969-695-002-4



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