



# COMMUNICATION ECONOMICS ORGANIZATION

7-8 December 2024 - Rajasthan, India

10<sup>th</sup>

# ABSTRACT BOOK

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## EDITORS

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Kerim KARADAL

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# **International CEO**

(**C**ommunication, **E**conomics, **O**rganization)

# **Social Sciences Congress**

## **ABSTRACT E-BOOK**

**7-8 December 2024**

**CEOSSC 2024 - Rajasthan, India**

**Editors:**

**Prof.Dr.Sumer Singh YADAV**

**Kerim KARADAL**

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# International CEO (Communication, Economics, Organization) Social Sciences Congress

## Presentation

We are delighted to introduce **Career Point University (Host University for 10th CEO Congress), Esil University, Polytechnic Institute of Portalegre, Acacia University, IPMI International Business School, Mohanlal Sukhadia University, Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, Nişantaşı University, University of Prizren, Cyprus West University, Ciputra University, Knowledge Laboratory, ACMIT, Insec, NCM Publishing, CEO Tekmer, Jakarta Global University, Universitas Bhayangkara, Ostim Technical University and Mardin Artuklu University** served as the vehicle of dissemination for a showpiece of articles at the **International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC 2024, Rajasthan, India)** that was held online and offline on **7-8 December 2024**. CEO Congress aims to provide a platform for discussing the issues, challenges, opportunities and findings of **Communication, Economics, Organization and Social Science** research. The organizing committee with feedback from the division chairs and the members of the **scientific committee** foresaw an opportunity and research gap in the conference theme, that pitches for pressing issues in the business world. Presentations are in Turkish & English.

**2024 Int. CEO Congress** takes place with the participation and contributions of **401 academics from 33 countries: Afghanistan, Argentina, Australia, Azerbaijan, Belarus, Canada, China, Cuba, Ethiopia, India, Indonesia, Iran, Iraq, Japan, Kazakhstan, Kosovo, Malaysia, Nctr, New Zeland, Nigeria, North Macedonia, Pakistan, Poland, Portugal, Singapore, Slovakia, South Korea, Spain, Thailand, Ukraine, United Kingdom, Uzbekistan, Vietnam.**

It is a great privilege for us to present the Abstract Book of **CEO SSC 2024** to the authors and delegates of the conference.

Several manuscripts from prestigious institutions could not be accepted due to the reviewing outcomes and our capacity constraints. Participation from **115 different institutions or universities**. The 2 days long conference gathered close to **401 national and international attendees** to enliven a constellation of contributions. **205** papers of the **234** papers approved to present at the congress are outside of Türkiye. **76% of the papers presented at the congress are from outside Türkiye**. Best paper awards were issued to distinguished papers.

On the day of completion of this journey, we are delighted with a **high level of satisfaction and aspiration**. It is important to offer our sincere thanks and gratitude to a range of organizations and individuals, without whom this year's conference would not take place. This conference would have not materialized without the efforts of the contributing **authors for sharing the fruit of their research and the reviewers for scrutinizing**, despite their busy schedules. We also thank **our members and colleagues who accepted the duty to participate in the Scientific Committee** and for their valuable help in the screening, selecting, and recommending best contributions.

All presentations made during the congress were published on the social media accounts of the CEO Congress.

# Uluslararası CEO (İletişim, Ekonomi, Organizasyon) Sosyal Bilimler Kongresi

## Sunuş

**7-8 Aralık 2024** tarihlerinde "**10. Uluslararası CEO İletişim, Ekonomi ve Organizasyon Sosyal Bilimler Kongresi**" Career Point University ev sahipliğinde Rajasthan, Hindistan'da Esil Üniversitesi, Polytechnic Institute of Portalegre, Acacia University, IPMI International Business School, Mohanlal Sukhadia University, Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, Nişantaşı Üniversitesi, University of Prizren, Cyprus West University, Ciputra University, Knowledge Laboratory, ACMIT, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara, Jakarta Global University, Ostim Teknik Üniversitesi ve Mardin Artuklu Üniversitesi iş birliği ile düzenlenmiştir.

Kongremizde *Afghanistan, Argentina, Australia, Azerbaijan, Belarus, Canada, China, Cuba, Ethiopia, India, Indonesia, Iran, Iraq, Japan, Kazakhstan, Kosovo, Malaysia, Nctr, New Zeland, Nigeria, North Macedonia, Pakistan, Poland, Portugal, Singapore, Slovakia, South Korea, Spain, Thailand, Ukraine, United Kingdom, Uzbekistan, Vietnam* gibi **33 ülkeden ve 115 kurum/üniversiteden 401 akademisyen** tarafından hazırlanan **205 bildiri** sunulmuştur.

Kongremize **276** bildiri özeti gönderilmiş, editör ve hakem süreçlerinden sonra bunlardan **221** tanesi sözlü sunuma kabul edilmiş, ancak **34 oturumda 205 bildirinin sunumu** gerçekleşmiştir. Sunulan bildiriler, **978-625-95075-2-1** ISBN'li bu e kitapta yayımlanmaktadır. Belirtilen tarihe kadar **kongre sitesine yüklenen tam metin bildiriler** ise, **yazarın tercihinine, editör ve hakemlerin değerlendirmelerine göre** tam metin bildiri kitabında **bildiri** olarak, edit kitapta **kitap bölümü** olarak veya web sitesinde belirtilen dergilerde **makale** olarak yayımlanma fırsatına sahiptir. Yazarlar, tercihleri ile ilgili çalışmasının tam metnini **ceocongress.info@gmail.com** adresine mutlaka göndermelidir. Bilgi verilmediği takdirde tam metin kitabında yayımlanacaktır.

Kongrede sunulan 205 bildirinin 40'ı Türkiye ve 165'i yurt dışındandır. Yayımlanan **bildirilerin %80'i Türkiye dışındandır. Önceki Uluslararası CEO Kongre'lerde olduğu gibi 10. Uluslararası CEO Kongre'de de bildiri özet kitabında yabancı oranı %50'den fazladır.**

Onaylı ve yayımlanan **205 bildiriden biri Türkiye'den ve biri yurt dışından olmak üzere ikisine en iyi bildiri ödülü duyurulmuştur.**

Kongre esnasında gerçekleşen tüm sunumlar kongrenin sosyal medya hesaplarında yayımlanmıştır. Tekrar yararlanmak istendiği durumlarda **CEO Congress** sosyal medya hesaplarından izlenebilir.

Kongrenin bilim insanlarına, kamu ve özel sektör ile STK'ların yönetiminin etkinliğine katkı bulunmasını temenni eder, bildirileriyle katkıda bulunan akademisyenler ile düzenleme kurulu, danışma kurulu, bilim ve hakem kurulundaki meslektaşlarımıza ziyadesiyle teşekkür ederiz.

## **A Special Thanks To...**

Below is a list of individuals who have supported **CEO Congress 2024 India** by donating some of their time. It is these people who make our work possible and have been a great help. We would like to say a special THANK YOU for all those listed below.

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## Papers Received Best Paper Awards

### From Türkiye

1. Kentte Engelli Olmak: Engelli Bireylerin Kent Deneyimlerinin Olgubilim Yaklaşımıyla Keşfedilmesi - **Assoc. Prof. Dr. Mutlu UYGUN, Res. Asst. Dr. Ebru GÜNER VURGANER**

### Outside Türkiye (International)

1. The Role of Nordic Walking in Supporting the Quality of Life: Evidence from Indonesia Nordic Walking Community - **Endah NURAINI, Liena PRAJOGI, Wiwiek Mardawiyah DARYANTO, Dian Utami WULANINGSIH**

## Keynote Speeches

Asst. Prof. Dr. **Ir. Amelia Naim Indrajaya**, MBA – Head of CSMSR, IPMI International Business School, Jakarta, **Indonesia**

Prof. Dr. **Siham EL-KAFAFI**, Director of Arrows Research Consultancy, **New Zealand**

Prof. Dr. **Hernán E. Gil FORLEO**, University of Buenos Aires, **Argentina**

Dr. **Dewi Puspaningtyas Faeni**, MBA, MHT, Dean Faculty of Economics and Business, Universitas Bhayangkara Jakarta Raya, **Indonesia**

Prof.Dr. Luís Miguel Cardoso, Polytechnic Institute of Portalegre, **Portugal**

**Carles Agustí i Hernández**, International Governance Consultant & SDG Manager  
(Barcelona/Spain)

Prof.Dr. **Himmet Karadal**, Bolu Abant İzzet Baysal University, **Türkiye**

**Moderator of the Session:** Assoc. Prof. Dr. **Ashish Jorasia**, **India**

## Guest Speeches

Dr. Ir. **Firdaus Basbeth**, MM. PPM Manajemen, **Indonesia**

Assoc.Prof. **Murteza HASANOĞLU**, Azerbaijan State Administration Academy,  
**Azerbaijan**

**Assoc. Prof. Dr. Bobur Sobirov**, Samarkand branch of Tashkent State University of Economics, **Uzbekistan**

**Dr. Anurag Agnihotri**, Delhi University, **India**

**Moderator of the Session:** Assoc. Prof. Dr. **Analjyoti BASU**, **India**

## CONTENTS

Subject	Page
Presentation	I
Sunuş	II
Thanks to	III
Congress Participants' Institutions	IV
Advisory Board	VIII
Congress Chairs	IX
Organising Committee	IX
Coordinators of the Congress	X
Organizing Committee Members	X
Country Coordinators of the Congress	XII
Scientific and Peer Review Committee	XIII
Papers Received Best Paper Awards	XVII
Keynote Speeches & Guest Speeches	XVIII

Name of Papers and Author(s)	Page
Knowledge Mobilization in Argentine Universities. Towards a Platform - <b>Lecturer Sergio Quiroga</b>	1
Adolf Hitler ve Francisco Franco Arasında Gerçekleşen Görüşme: Hendaye - <b>Eren Yiğitoğlu</b>	2
Achieving Sustainable Development Goal Fifteen (15) in Sub-Saharan African Countries: Role of Tax Revenue, and Governance Quality - <b>Bamidele Comfort Olaitan, PhD, Olubiyi, Timilehin Olosoji, PhD</b>	3
Impelementation Of Transit Oriented Development (TOD) Concept In Area Arrangement On Plaza Indonesia Area - <b>Herika Muhamad Taki, Dheana Finanti, Wenny Aprilia, Muhammad Zainuddin Lubis</b>	4
Girişimcilik Eğitiminin Girişimcilik Eğilimi Üzerindeki Etkisi: Dezavantajlı Gruplar Üzerine Bir Araştırma - <b>Dr. Öğr. Üyesi Hilal Tuğçe LAPÇIN, Arzu KARA</b>	5
Determining Growth Drivers in Container Shipping: A Causality Analysis Between Container Throughput and Liner Shipping Connectivity - <b>Alaattin DURMAZ, Assoc. Prof. Dr. Abdullah AÇIK</b>	6
Student's Perception and Measure of Bloom's Taxonomy Cognitive Levels: an Integrated Analysis Based on HEC's Speaking Curriculum to Access in Career - <b>Sadia AYUB, Lubna ALI MOHAMMED</b>	7
The Impacts of Climate Change on the Hydrological Cycle at Semarang - <b>Nyimas Hazel Lahfahdila Wahab, Endah Kurniyaningrum, Astri Rinanti, Liana Herlina, Hira Sattar</b>	8
Örgüte Uyum Konusunda Önemli Bir Kavram: Örgütsel Sosyalleşme - <b>Öğr. Gör. Dr. Nilüfer ŞAHİN TEZCAN, Prof.Dr. Nezire Derya ERGUN ÖZLER</b>	9
The Effect of ERP Accounting System Benefits on System User Satisfaction from the Auditor's and Accountant's Perspective - <b>Imanar Pratama Mulia Barus, Dr. Nurhastuty Kesumo Wardhani, Dr. Hasnawati, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu</b>	11
Tax Avoidance Determinants in Consumer Cyclical Companies Listed on The Indonesia Stock Exchange - <b>Wahyu Wahyudin, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu</b>	12
Gastronomi Temelli Kültür Rotaları Edremit Körfezi Örneği - <b>Assoc. Prof. Dr. Gizem ÖZGÜREL, Science Expert Alper Can KARAYAZ</b>	13

UNESCO Yaratıcı Gastronomi Şehirlerine Yönelik Bir İnceleme - <b>Assoc. Prof. Dr. Gizem ÖZGÜREL, Science Expert Alper Can KARAYAZ</b>	15
Neutron Tomography Technology for EOR Surfactant Flooding Performance Analysis as a Future Challenge in Indonesia - <b>M. Furqon Haryono Bimantoro, Rini Setiati, Fahrurrozi Akbar, Iwan Sumirat, Muh. Taufiq Fathaddin, Ranggi Ramadhan</b>	16
Post-Bürokrasi Kavramına Dair Eleştirel Bir Değerlendirme - <b>Kübra MALKOÇ YILMAZ, Prof.Dr. Hayrettin ÖZLER</b>	18
Empirical Analysis of Indian- African Trade Relationship - <b>Prof. Dr. Dr. Pranav Mishra</b>	19
Digital Literacy and Sustainable Development in Rural India: Bridging the Divide for Inclusive Growth - <b>Kuldeep SHARMA</b>	20
An Appraisal of the Role of International Law in Protecting Land Rights of Indigenous People Vis-A-Vis the Right of Foreigners to Own Land Ownership Under the Nigerian Land Law - <b>Dr. King JAMES Nkum, Dr. Julius Onivehu BEIDA</b>	21
Carbon Emissions from Developed Nations: A Threat to the Existence of Small Island States - <b>Asst. Prof. Dr. Sheikh Inam Ul Mansoor</b>	22
Sludge Management Technology at Onshore Field X to Mitigate Hazardous and Toxic Waste - <b>Mugi Wiratomo WIDYABAKTI, Anton SOETIKNO, Asri NUGRAHANTI, Rini SETIATI, Muh. Taufiq FATHADDIN, Bayu HERVIANTO</b>	23
Assessment of The Effectiveness Governance, Risk and Compliance (GRC) Initiatives by Using Importance-Performance Analysis – An Alternative Method to Evaluate Integrated GRC in Organization - <b>Catur PRIYONI, Wiwiek Mardawiyah DARYANTO</b>	24
The Effect of Financial Performance, Stock Market and Foreign Exchange to Stock Return of an Indonesian Toll Road Company - <b>Catur PRIYONI, Wiwiek Mardawiyah DARYANTO</b>	25
The Influence of Brand Personality, Brand Experience, And Brand Image on Brand Loyalty with Brand Love as An Intervening Variable at PT. XYZ in JABODETABEK - <b>Erlando Simanjuntak, Yulita Fairina Susanti</b>	26
Challenges and Opportunities of Conducting Renewable Energy Business in Emerging Market Focusing on Indonesia - <b>Reza Perkasa ALAMSYAH, M.P.A., Ph.D. Sidrotun NAIM</b>	27
Addressing M&A and Revenue Challenges: Strategic Recommendations for PT XYZ in the Mining and Construction Sector - <b>Adrius Sinuhaji, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b>	28
Enhancing Telco Operator Revenue by Optimizing B2B Sales Processes - <b>Hasudungan Perdana Cipta SIJABAT, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b>	29
Factors That Influence Generation Z's Purchase Decisions Towards Modern Kebaya in Indonesia - <b>Diajeng Aulya SEKARTAJI, Wiwiek Mardawiyah DARYANTO</b>	30
Climate Change in the Automotive Spare Parts Manufacturing Industry in Indonesia: Threat or Opportunity? - <b>Mr. Renward Bangun SINAGA, Prof.Ir. Roy H. M. SEMBEL, MBA, Ph.D., CSA, CIB, CIIM, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU, Dr. Amelia Naim INDRAJAYA</b>	31
The Effect of Work-Life Balance, Career Development Support and Pay Satisfaction on Employee Turnover Intention - <b>Irfan PRATAMA, Dr. Ir. Amelia Naim Indrajaya, MBA</b>	32
The Role of Nordic Walking in Supporting the Quality of Life: Evidence from Indonesia Nordic Walking Community - <b>Endah NURAINI, Liena PRAJOGI, Wiwiek Mardawiyah DARYANTO, Dian Utami WULANINGSIH</b>	33
Evaluation of E-Learning in Society 5.0: Current and Future Perspectives with Exponential Technologies - <b>Sandra COSTA</b>	34
Impact of Service Quality and Perceived Value on Customer Satisfaction and Behavioral Intentions - <b>Dede Herdiansyah, Dr. Amelia Naim INDRAJAYA</b>	35
Brand Sustainability and Social Responsibility: Impact on Consumer Loyalty in the Local Beauty Sector Amidst Geopolitical Crises - <b>Zharfa Miranda Paramesti</b>	36

Günümüz Dünyasında Eğitim-Öğretimin Amaçları - <b>Dr. Mukadder GÜNERİ</b>	37
Örgütsel Stres, Örgütsel Tükenmişlik ve Örgütsel Psikolojik Sermaye Arasındaki İlişkiler - <b>Assoc. Prof. Dr. Ayşegül DÜZGÜN</b>	38
Transforming Business through Carbon Management Strategies in the Energy-Intensive Pulp and Paper Industry at PT BMS - <b>Richard CHANDRA, Dr. Ir. Amelia Naim INDRAJAYA</b>	39
How Marketing Mix Strategy Can Influence The Purchasing Decision Of Prospective Household Customers For PT PGN In Jakarta - <b>Sonny Rahmawan Abdi, Yulita Fairina Susanti</b>	40
Interpersonal Service Quality and Its Influence on Self-Service Technology Adoption in Dine-in Restaurants - <b>Teddy Darmadi Suwadji, Prof. Dr. Dedi Fardiaz, M.Sc.</b>	41
The Effect of Work-Life Balance and Work Discipline on Employee Performance through Job Satisfaction as Intervening Variables at PT Tri Mustika Cocominaesa (TMC) South Minahasa - <b>Paulman Stevanus Runtuwene, Yulita Fairina Susanti</b>	42
A Comparative Study Between Before and After Refinancing of PT Celebes Railway Indonesia - <b>Mr. Endy Gunawan TURKİ, Prof. Ir. Roy H. M. SEMBEL, MBA, Ph.d., CSA, CIB, CIIM</b>	43
Empowering Women Weavers in Nusa Tenggara Timur: How the Role of LeViCo Boutique's on Economic Independence Sector - <b>Maria Yohana MEO</b>	44
Production Data Analyst and Waterflooding Surveillance Analysis as a Consideration of "X" Field Reactivation - <b>M Akbar Hari SETIAWAN, Asri NUGRAHANTI, Muh. Taufiq FATHADDIN, Rini SETIATI, Dani PRATAMA</b>	45
Field Development Study of Lgs Field With Sectorization Decline Curve Analysis To Increase Recovery Factor on "H" and "L" Field Structures - <b>Natalia Christine, Ronald Susanto, Rini Setiati, Suryo Prakoso, Muh. Taufiq Fathaddin, Kofa Dewanda</b>	46
Study Prediction Development Scenario for Selected Layer to Determine Oil Remaining Using JJ ARPS Method and Simulation Reservoir : A Case Study of Field RSL - <b>Ronald Susanto, Natalia Christine, Suryo Prakoso, Asri Nugrahanti, Rini Setiati, Muh. Taufiq Fathaddin, Kofa Dewanda</b>	48
Realizing Economic and Political Democracy through YouTube - <b>Muhammad Dzaki Imadudin, Akkapurlaura, Januar Ivan, Tommy Hari Prihatanto, Wegig Murwonugroho, Valerie Anak Michael</b>	50
Financial Performance, Market Return, and Macro Economy: Study of Consumer Cyclical Industry in Indonesia Period 2016-2023 - <b>Christine Ariani KOSNANDAR, Prof. Ir. H. M. Roy SEMBEL, MBA., Ph.D., CSA., CIB., CIIM, Dr. Melinda MALAU, SE., MM., CPA., CBV., CFRM., CFA</b>	51
The Effectiveness Implementation of Robotic Process Automation in Financial Operation: Challenges & Opportunities in Indonesia - <b>Mr. Syahrul RAMADHAN, Yulita F.SUSANTI, Ph.D</b>	52
Home Energy Storage System (HESS) Market In Indonesia - <b>M. Firmansyah, Yulita Fairina Susanti</b>	53
Human Resource: Leveraging Artificial Intelligence (AI) Role Play for Improving Employee Experience in Performance Management - <b>Alpha Romeo, Yulita Fairina Susanti</b>	54
The Effect of Service Quality to Customer Loyalty Among Iqos User in Jabodetabek Area and The Mediating Role of Customer Satisfaction and Health Awareness - <b>T. Hen Ce, Yulita Fairina Susanti, Ph.D</b>	55
Displacement, Migration, and Social Transformation: Understanding the Resilience of Communities in the Context of Climate Change - <b>Dr. Rajesh KUMAR</b>	56
Restoration of the Silk Road, China's One Road One Generation Project and the Importance of the Road for Nakhchivan - <b>Res. Asst. Ali TAGHIYEV</b>	57
Endüstri 4.0 ile Engelli Girişimciliğinde Yeni Ufuklar: Teknolojik Fırsatlar ve Katılım Stratejileri - <b>Dr. Öğr. Üyesi Aslı ÇİLLİOĞLU KARADEMİR, Hayrullah UZUN</b>	58
Political Power of Azerbaijanians in Georgia - <b>Prof. Dr. Elnur Hasan MİKAIL, Assoc. Prof. Dr. Hakan ÇORA, Dr. Ali Nazmi ÇORA</b>	59

Kasa Ödeme Sistemlerinde Dijitalleşmeye Geçişin Perakende Satış Fişi Kullanımının Azaltılmasına Etkileri - <b>Selim CANER, Hasan BAĞDADIÖĞLU</b>	60
Financial Performance Analysis and Evaluation of PT United Tractors Indonesia TBK Before and During Covid – 19 Era for Years 2018 – 2022 - <b>Cahyo Pudyadi WIWOHO, Wiwiek Mardawiyah DARYANTO</b>	62
Measurement and Analysis for Financial Performance PT Sumber Alfaria Trijaya TBK (Alfamart) Indonesia Period 2018-2022 - <b>Arrye Genap PARHUSIP, Wiwiek Mardawiyah DARYANTO</b>	63
Healthcare and the Law: Tort Liability of Hospitals in Medical Malpractice - <b>Asst. Prof. Dr. Sheikh Inam UI Mansoor</b>	64
Financial Performance Analysis of Toyota Motor Corporation Indonesia During the Period of 2019-2023 - <b>Egan Pradhana Falih PUTRA, Wiwiek Mardawiyah DARYANTO</b>	65
A Dupont Analysis Approach: Impact of Government Restrictions Related to COVID-19 on Financial Performance of PT Blue Bird Tbk (2019 – 2023) - <b>Antonius Michael George SURYA, Wiwiek Mardawiyah DARYANTO</b>	66
Navigating The Post Covid-19 Media Landscape: Analyzing MD Pictures TBK Financial Resilience during the Over The Top (OTT) Boom Post Covid (2017 – 2023) - <b>Agelinda SARANGA, Prof. Dr. Wiwiek Mardawiyah DARYANTO</b>	67
Measurement and Analysis of Financial Ratio and Bankruptcy Risk Prediction of PT Indofood Sukses Makmur TBK for 2018-2023 Period - <b>Adianto Juniardi PRAKOSO, Prof. Dr. Wiwiek Mardawiyah DARYANTO</b>	68
The Intersection of Financial Performance and Sustainability Goals: Mayapada Hospital’s Financial Outcome Analysis from 2018-2023 - <b>Fauzan AKBAR, Prof. Dr. Wiwiek Mardawiyah DARYANTO</b>	69
Financial Ratio Analysis and Evaluation: An Insight into PT. Sinarmas Agro Resources and Technology (SMART) Tbk’s Performance in the Palm Oil Industry - <b>Ambang WIJAYA, Prof. Dr. Wiwiek Mardawiyah DARYANTO</b>	70
Analytical Study of Problem that Occur in State-Owned Enterprise of Pharmaceutical, PT Kimia Farma Tbk, Using Financial Ratio Analysis and Altman Z-score - <b>Henny Taurina ISNAWATI, Wiwiek Mardawiyah DARYANTO</b>	71
Indonesia’s Energy Future: A Deep Dive into Financial Performance of Pertamina Gas Negara (PGN) - <b>Andra Noor SATYO, Wiwiek Mardawiyah DARYANTO</b>	72
Assessing and Evaluating the Financial Health of PT Unilever Indonesia, Tbk: A Comparative Analysis Using the Piotroski F-Score Across Two Periods (2014-2018 and 2019-2023) - <b>Rangga SUSENO, Wiwiek Mardawiyah DARYANTO</b>	73
E-Waste and Education: A Pathway to Sustainable Tech Consumption - <b>Prof. Dr. Siham EL-KAFAFI</b>	74
The Effect of Self Efficacy, Job Embeddedness, Happiness at Work on Organizational Citizenship Behavior - <b>Justine TANUWIJAYA, Netania EMILISA, Deasy ASEANTY, Norzanah Mat NOR, Aisyah GAYATRI</b>	75
Financial Performance Analysis based on Financial Highlights of PT Japfa Comfeed Indonesia, Tbk during period of 2017-2023 - <b>Andri MURSYID, Wiwiek Mardawiyah DARYANTO</b>	76
Financial Performance of PT Chandra Asri Petrochemical Tbk Indonesia with Common Size Method for Period Year 2017-2023 and the Effect of COVID-19 Pandemic - <b>Intan PUSPITASARI, Wiwiek Mardawiyah DARYANTO</b>	77
Financial Performance Analysis and Evaluation of Infrastructure Company PT Ciputra Development Tbk Pre-pandemic, Pandemic, and Post-pandemic COVID-19 in Indonesia - <b>Rahayu Eko TINTRIYANINGSIH, Wiwiek Mardawiyah DARYANTO</b>	78
Profitability Ratio Analysis: Measure Profitability Based on Financial Statements PT. Siloam International Hospital Tbk. 2017 – 2023 - <b>Abraham MARCELINO, Wiwiek Mardawiyah DARYANTO</b>	79
Financial Resilience and Growth: An Analysis of PT XL Axiata Tbk’s Performance Before and During the COVID-19 Pandemic - <b>Christian Widjaya, Wiwiek Mardawiyah DARYANTO</b>	80



Financial Performance Analysis and Evaluation of PT. Akasha Wira International TBK for the Period of 2019-2023 - <b>Martio Orleigh PRAKASHA, Wiwiek Mardawiyah DARYANTO</b>	81
Financial Analysis and Evaluation of the Potential Bankruptcy of PT. CIPTA KOPI 1690 using the Altman Z-Score Model - <b>Sofwan Dedy ARDYANTO, Wiwiek Mardawiyah DARYANTO</b>	82
Financial Performance Analysis of PT Pembangunan Jaya Ancol Tbk Due to Covid 19 Using the Common Size Method - <b>Wahyu Rochman ADITAMA, Wiwiek Mardawiyah DARYANTO</b>	83
Financial Performance Analysis and Evaluation of PT Campina Ice Cream Industry Tbk using DuPont System from 2017 to 2023 - <b>Fendra AGUSTA, Wiwiek Mardawiyah DARYANTO</b>	84
Maintaining the Financial Performance of PT Aneka Tambang, Tbk During the COVID-19 Pandemic Era - <b>Adilla Vemmari Putri, Wiwiek Mardawiyah Daryanto</b>	85
Financial Performance Analysis and Evaluation of PT Telkom Indonesia for Global Investors for the Period of 2018-2023 - <b>Jin YEEUN, Wiwiek Mardawiyah DARYANTO</b>	86
Financial Performance Analysis and Evaluation Based on Profitability and Liquidity Ratios at PT Adi Sarana Armada Tbk Period 2017-2023 - <b>Maria Wuri HANDAYANI, Wiwiek Mardawiyah DARYANTO</b>	87
Financial Performance Analysis of Pt. Salim Ivomas Pratama, Tbk During Periode Of 2018-2022 - <b>Alfa Lik HENDRADI, Wiwiek Mardawiyah DARYANTO</b>	88
Türkiye'de Zorunlu Deprem Sigortasının Yıllar İçindeki Gelişimi - <b>Assoc. Prof. Dr. Hülya ER, Öğr. Gör. Murat ER, Prof. Dr. Remzi ALTUNIŞIK</b>	89
Analysis of Key Financial Performance and Financial Health Of Tobacco Company Using The Du Pont System Method And Altman Z – Score Evidence of PT HM Sampoerna Tbk Indonesia for Period 2018 – 2022 - <b>Yulitari Flora Theresa Br. HUTAPEA, Wiwiek Mardawiyah DARYANTO</b>	90
Navigating Growth in Global Retail: Inditex's Financial Journey from 2017 to 2023 – <b>Ferlan, Wiwiek Mardawiyah DARYANTO</b>	91
Financial Ratio Analysis and Evaluation of PT Indo Tambangraya Megah Tbk to Measure Financial Performance for the Period of 2017-2023 - <b>Iwan Tri PUTRANTO, Wiwiek Mardawiyah DARYANTO</b>	92
The Healthiness Measurement of Financial Performance of PT Gudang Garam, Tbk Using Altman Z-score - <b>Ahmad Robiton, Wiwiek Mardawiyah DARYANTO</b>	93
Moving Towards a Successful Cooperative: The Significance of Cold Chain Logistics - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON</b>	94
Sustainability in Action: Squid Attractor and Solar Portable Chillers in Central Bangka Regency - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON, Mulyono BASKORO, Ratih KUSUMASTUTI</b>	95
How does PT Indocement Tunggal Prakarsa Tbk Survive in the Oversupply Era? - <b>Wahyu Madyo BASUKI, Wiwiek Mardawiyah DARYANTO</b>	96
Strategic Investment Decision and Evaluation to Acquire 1.000 Ton Launcher Gantry for Toll Road Harbour Road Project of PT Wijaya Karya (Persero), Tbk. Indonesia - <b>Alfi TRIANTO, Wiwiek Mardawiyah DARYANTO</b>	97
Profitability Analysis of Post-Transformational Seaports with Integrated Digital Ecosystems: A Case Study of PT Pelabuhan Indonesia (Persero) - Identifying New Revenue Streams and Value Creation While Preserving Employment - <b>M Faby Rizky KARNADI, Dian Utami WULANINGSIH, Lusita VEBRIANTI, Pieter ANDRIAN, Raffly Brianta DEHAN</b>	98
Financial Performance Analysis and Evaluation of PT Industri Jamu dan Farmasi Sido Muncul Tbk Year 2019 – 2023 - <b>Sri Handayani, Wiwiek Mardawiyah DARYANTO</b>	99
İnsan Kaynakları Politikalarının Organizasyon Kültürü ve Üretkenlik Üzerindeki Etkisi (Azerbaycan örneğinde) - <b>Assoc. Prof. Dr. Murteza HASANOĞLU, Zarife FERECİLİ</b>	100
Strengthening Good Corporate Governance at Pertamina: A Case Study on Implementing ISO 37001 and ISO 37002 - <b>Faiq Nur ZAMAN, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b>	102
Evaluating the Effects of Economic Engagement with China on Iran's Economic Diversification and Complexity: An Empirical Analysis - <b>Mohsen Mohammadi KHYAREH</b>	103

The Role of Culture, Education, and Regulation in Shaping Entrepreneurial Success - <b>Mohsen Mohammadi KHYAREH</b>	104
Pazarlamada Meta-Analiz Çalışmalarındaki Örüntülerin Ortaya Çıkarılması: Bibliyometrik Bir Yaklaşım - <b>Research Assistant Dr. Seyfettin ANMAÇ</b>	105
A Research on the Effect of Information Sharing on Organizational Power Distance - <b>Assoc. Prof. Dr. Ihsan Yigit</b>	106
Scientific Trends in Social Media Advertising: A Bibliometric Analysis - <b>Asst. Prof. Muhammet Ali Aytaç</b>	107
Examining Turkey's Insurance System within the Framework of Silver Economy - <b>PhD Lamia GUSEINOVA, Assoc. Prof. Dr. Hülya ER</b>	108
Endüstri 4.0 ve Vergi Sistemlerinde Büyük Veri Teknolojisinin Etkileri - <b>Dr. Öğr. Üyesi Nergis Feride KAPLAN DÖNMEZ</b>	109
Uluslararası Makale/Dergi Tanımlamaları Üzerine Bir İnceleme - <b>Assoc. Prof. Dr. Muhammet Ali ÇELEBİ</b>	111
General Attitudes of Pedagogical Formation Program Students Towards Artificial Intelligence: A Quantitative Study - <b>Prof. Dr. Mehmet Nuri GÖMLEKSİZ, Sibel ASLAN</b>	112
Pedagogical Formation Program Students' Views on Their Artificial Intelligence Literacy Levels: A Quantitative Study - <b>Prof. Dr. Mehmet Nuri GÖMLEKSİZ, Sibel ASLAN</b>	113
Erişilebilir Turizm Konulu Çalışmaların Bibliyometrik Analizi <b>Prof. Dr. Işıl ARIKAN SALTIK, Arş. Gör. Doğan ÇAPRAK</b>	114
Kentte Engelli Olmak: Engelli Bireylerin Kent Deneyimlerinin Olgubilim Yaklaşımıyla Keşfedilmesi - <b>Assoc. Prof. Dr. Mutlu UYGUN, Res. Asst. Dr. Ebru GÜNER VURGANER</b>	115
Vatandaş Kent Mekân Deneyimleri: Türkiye Bağlamında Bir Ölçek Geliştirme, Geçerlik ve Güvenirlik Çalışması - <b>Assoc. Prof. Dr. Mutlu UYGUN, Res. Asst. Dr. Ebru GÜNER VURGANER</b>	116
Acceptance of Technology in Furniture Company the Role of Perceived Risk in Emerging Country - <b>Firdaus BASBETH, Andrianto WIDJAJA</b>	118
Social Capital, Cooperative, and Poverty Alleviation in Central Bangka, Indonesia - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON, Mulyono BASKORO</b>	119
Assessing the Debt-to-Equity Management PT. Mitra Adiperkasa Tbk: Balancing Profitability and Financial Flexibility in the Retail Sector - <b>Valentina Lugo ARIAS, Wiwiek Mardawiyah DARYANTO</b>	120
Socio-educational Management of the Teacher for the Social Inclusion of Students with Disabilities - <b>Dr. C. Deysi Turcás Robert, Dr. C. Niurka Tellez Rodriguez, MsC. Mayra Vinent Bonne</b>	121
Leveraging Augmented Reality and Spatial Presence in Team Collaboration: Bibliometric Analysis and Literature Review - <b>William Ben GUNAWAN, Amilia WAHYUNİ, Riza ARYANTO</b>	122
Sustainable Food Waste Recycling in Indonesia to Support a Circular Economy: Literature Review and Valorization Options - <b>Elfira Febriani Harahap, Ratna Mira Yojana, Sucipto Adisuwiryo, Rina Fitriana, Fina Uzwatania</b>	123
Leveraging Artificial Intelligence for Climate Change Mitigation: Opportunities and Challenges in Developing Countries - <b>Prof. Assoc. Dr. Safet Krasniqi, Researcher Valeri Qatani</b>	124
The Importance of Forgotten Turkish Games in the Process of Cultural Transmission - <b>Science Specialist, Rana ŞAT, Assoc. Prof. Dr. Ercan KARAÇAR</b>	125
Determination of the Decision to Use Indonesian Islamic Bank Products Among the People of Jakarta - <b>Latifatus Salamah, Harmaini, Syofriza Syofyan, Wafiq Azizah</b>	126
Digitalization communication in business flexibility- <b>Pelin ÖZKUZEY</b>	127
The Effect of Green Marketing Mix Program on Green Consumer-Based Brand Equity & Word of Mouth in Oil & Gas Companies - <b>Muhammad Alfis Budi Sanjaya, Kurniawati, Hermanto Yaputra, Renny Rizqiani, Salut Muhidin</b>	128
Rural Transformation: The Challenge of Sustainable Agriculture, Environmental Pollution, Urban-Rural Income Inequality and Ageing Rural Population - <b>Adj. Professor John C G LEE, Prof. Dr. Eko Ganis SUKOHARSONO</b>	129

Usability of Artificial Intelligence (AI) in Educational Dimension – <b>Assoc. Prof. Dr. İrfan TOSUNCUOĞLU</b>	130
Exploring Digital Trends in Maritime Education: A Bibliometric Perspective - <b>Asst. Prof. Dr. Arda TOYGAR, Asst. Prof. Dr. Cemile SOLAK FIŞKIN, Assoc. Prof. Dr. Senem NART, Assoc. Prof. Dr. Sedat BAŞTUĞ</b>	131
Mevduat Bankalarının Paytech (Dijital Ödeme Teknolojileri) Performansı: Türkiye Örneği - <b>Dr. Öğr. Üyesi Meltem ECE ÇOKMUTLU, Yüksek Lisans Öğrencisi Berkim ALYÜZ, Yüksek Lisans Öğrencisi Seda ÇAKIR</b>	132
Application of Artificial Intelligence in Management of Construction Projects in Ethiopia - <b>Dr. Name Bewuketu Bitew Ayalew</b>	133
Towards Sustainable Tourism: The Role of Architecture in Mitigating Environmental Impacts - <b>Cut Sannas Saskia, Maria Immaculata Ririk Winandari, Inavonna, Akhlish Diinal Aziiz, Widia Yanti</b>	134
How Evolutionary is Minsky? An Evolutionary Economic Perspective on “the Evolution of Capitalism” - <b>Assoc. Prof. Dr. Burak Erkut</b>	135
Bitcoin ve Altın Fiyatları ile VIX Korku Endeksinin Volatilité Modelleriyle Karşılaştırmalı İncelenmesi - <b>Assoc. Prof. Dr. Esengül SALİHOĞLU, Dr. Ayşegül HAN</b>	136
Business Strategy Formulation: A Case in PT Waspada Karsa - <b>I Gede Nyoman WINDU, Firdaus BASBETH</b>	138
Identifying Gen Z Consumer Loyalty in Buying Coffee in Jakarta - <b>Alyssa RUSTAM, Mariana Ardhyani PERMATASARI, Siti Aliza NURJANAH, Zahroh YUSUF, Firdaus BASBETH</b>	139
Identification of Entrepreneurial Intention of PPM School of Management Students: A Theory of Planned Behavior Study in the Context of Entrepreneurship Education - <b>Alyssa RUSTAM, Zahroh YUSUF, Firdaus BASBETH</b>	140
Cooperative Business Model and Digital Marketing Assistance for MSMEs of Squid Processed Products in Bangka Island - <b>Firdaus BASBETH, Nanda Alifia PUTRİ</b>	141
Endüstri 4.0’ın İnsan Kaynakları Yönetimine Etkisi ve Dijital Dönüşüm Uygulamaları Üzerine Bir Araştırma - <b>Emrah ÇOBAN, Prof. Dr. Muhsin HALİS</b>	142
Predicting Studio Thermal Comfort Resulting from Window Design Using CFD Method - <b>Ahmad Maulana S, Rosyida Permatasari, Popi Puspitasari, Khotijah Lahji, S Cahyati, Martinus Bambang Susetyarto, Kamarul Aizat Abdul Khalid, S Ahmad</b>	143
The PSC Cost Recovery Analysis Comparison between Adding Infill Wells and Workovers Scenarios of a Remote Oil Producing Field in Indonesia - <b>Mustamina Maulani, Osama Jawaid Butt, Andry Prima, Asri Nugrahanti, Cahaya Rosyidan, Lisa Samura, Bayu Satiyawira, Widia Yanti, Wiwik Dahani</b>	145
Spatial and Cultural Significance Study in Jakarta Old Chinatown: Urban Acupuncture Approach to Enhance Tourist Attraction of Glodok - <b>Achmad Hadi PRABOWO, Nurhikmah Budi HARTANTI, Sambaitna MARKHOIR, Anggia MURNI, Rurin SITORESMI, Raden Ranggawuni Wishnu KUSUMAWATI, Andi Nasri HAMZAH, Adrian LO</b>	147
Persecution, Displacement and Reconciliation: Matua Migration from 1971-2000 - <b>PhD. Research Scholar Mridul Banik</b>	149
The Origin and Diffusion of Gun Powder and Firearms: A Global Diaspora - <b>Ms. Srijayee Das, Mr. Swapnava Mallick</b>	150
Empirical Study on the Impact of Exports and Imports on Refinery Gas Production in Indonesia - <b>Cahaya Rosyidan, Mustamina Maulani, Lisa Samura, Reno Pratiwi, Octarina, Wawan Kurniawan, Osama Jawaid Butt, Andry Prima, Widia Yanti</b>	151
Decision Support System for Railways Spare Parts Inventory Control - <b>Hamdan Kamil Syah, Pudji Astuti, Winnie Septiani, Ratna Mira Yojana, Martino Luis</b>	153
Sürdürülebilir Teknolojilerin Evrimsel Süreçleri: Yayınlar ve Patentler Üzerine Bir İnceleme - <b>Dr. Researcher Bekir Cihan UÇKAÇ</b>	154
Sürdürülebilir Bir Geleceğe Güç Vermek: Çevresel Yenilenme İçin Gelişen Teknolojilerin Sosyoekonomik Bir İncelemesi - <b>Bilal KARGI</b>	155
A Systematic Literature Review on Social Capital and Economic Mobility on the Tourism Industry - <b>Ratih Puspitaningtyas Faeni, Farida, Dewi Puspaningtyas Faeni</b>	156

Digital Transformation and eHRM: A Systematic Analysis of Their Influence in Improving Organizational Performance - <b>Faika Amanda Rahadian, Farida, Dewi Puspaningtyas Faeni</b>	157
Implementation of Interpretative Structural Modelling for Water Resources Infrastructure Asset Data Processing Management Information System - <b>Citra Puspita Rani, Winnie Septiani, Dedy Sugiarto, Triwulandari Satitidjati Dewayana, Martino Luis</b>	158
Sustainable Development in Educational Institutions: Implementation of the ISM (Interpretive Structural Model) Method in Promotional Aspect - <b>Yunita Suryana, Winnie Septiani, Emelia Sari, Triwulandari Dewayana, Martino Luis</b>	159
Types of Landscapes in the Epic “Lison Ut-Tayr” By Alisher Navoi - <b>Assoc. Prof. Dr. Shamsieva Manzura Bababekovna (PhD)</b>	160
The Relationship Between Social Support and Resilience Among Women Survivors of Sexual Violence in Jakarta - <b>Rizky Purnomo Adji Churnawan, Siti Sachiroh Uswatun Chasanah</b>	161
A Measurement into Promoted Thermal Comfort Indoor Based on Skin Wettedness: Lessons for Sustainable Tourism Design in Tropics - <b>Akhlish Diinal Aziiz, Maria Immaculata Ririk Winandari, Donny Koerniawan, Cut Sannas Saskia, Inavonna, Vebryan Rhamadana, Angela Upitya Paramitasari, Risa Kawakami, Hisashi Hasebe</b>	162
The Dynamics of Local-Global Interaction in Early Modern Historical Contexts - <b>Supriya CHANDA</b>	164
Preserving the Durgā Statue at Prambanan Temple as Digital Heritage with AI-Aided Creaform - <b>Wegig Murwonugroho, Yosua Reydo Respati, Januar Ivan Halimawan, Astri Rinanti, Nurhikmah Budi Hartanti, Ahamad Tarmizi, Mohammad Ischak</b>	165
Artificial Intelligence (AI) Art Generator Technology: Analysis of Visual Construction of Reality and Post-Reality - <b>Donny Prawira Sagala, Acep Iwan Saidi, Hasnul J. Saidon, Roziani Mat Nashir, Leonardus Aryo Gitoprakoso Widyarto, Wegig Murwonugroho</b>	167
The Mediating Role of Intrinsic Motivation in Innovative Work Behavior of Leadership Styles - <b>Assoc. Prof. Dr. Ercan ERGÜN, Dr. Neslihan LATİFOĞLU, Graduate Student İbrahim Hakkı ERGİN</b>	168
The Influence of Workload, Burnout and Autocratic Leadership on Employee Performance Mediated by Work Life Balance at Pt Distriversa Buanamas Branch Jakarta 1 - <b>Salma Klarissa S, Dewi Puspaningtyas Faeni, Tutty Nuryati, Hadita</b>	169
Self-Efficacy, Competency Certification, and Digital Literacy on Work Readiness of Grade XII Otkp Expertise Program Students Mediated by Field Work Practices in The Islamic Concept (Case Study: Smks Pk Tridaya) - <b>Annisa Tamara, Dewi Puspaningtyas Faeni, Amor Marundha, Kardinah Indrianna Meutia</b>	170
Optimizing Digital Financial Literacy and Fintech for Student Financial Well-Being - <b>Yulian Tri AULIAH, Eleanor Jocelyn THE, Lim Angelica Putri SANTOSO, Ruben Putranto PURNOMO, Wirawan Endro Dwi RADIANTO</b>	171
Peer-to-Peer (P2P) Lending: Disruptive and Complementary Dynamics in Banking - <b>Cliff KOHARDINATA, Luky Patricia WIDIANINGSIH</b>	172
Unveiling the Interactions of Digital Financial Literacy, Fintech Use, and Financial Behavior on Financial Wellbeing: Evidence from Accounting Students - <b>Bryan POALER, Marshanda Amelia ANDRYANI, Sherly MARGARETHA, Ivonne Helena PUTONG, Wirawan Endro Dwi RADIANTO</b>	173
Reevaluating the Role of Fintech Use: Insights on Digital Financial Literacy, Financial Inclusion, and Financial Well-being Among Management Students - <b>Kyoko SOUKOTTA, Sandra Regina TUMEWU, Janssen Evan SUGIONO, Bryan Julius KUKENZIE, Wirawan Endro Dwi RADIANTO</b>	174
Rethinking Determinants of Financial Inclusion - <b>Kelvin DANENDRA, Wakana Ryo TAMBAANI, Yulita Milla PAKERENG, Wirawan Endro Dwi RADIANTO</b>	175
The Nexus of Financial Literacy, Fintech Use, and Digital Financial Literacy in Driving Financial Inclusion - <b>Rafael Savio EASTER, Justin Matthew THEBEZ, Heru KRISTANTO, Rizki RAMADHAN, Wirawan Endro Dwi RADIANTO</b>	176

Mental Accounting and Financial Competence: The Key to Improving Startups' Financial Well-Being - <b>Wirawan Endro Dwi RADIANTO, Tommy Christian EFRATA, Yoseva Maria Pujirahayu SUMAJI, Ika Raharja SALIM, Agatha MAYASARI</b>	177
The Fintech-Mental Accounting Nexus: Bridging Financial Inequality Across Indonesia - <b>Kenley Maccauley RIYONO, Nicklaus STANLEY</b>	178
The Impact of Fintech and E-Banking on Financial Inclusion and Resilience - <b>Sophia MOSHAVI, Nur FITRIANA, Trisha BARRYCHELLA</b>	179
Stock Share's Diversification Pattern under Cyclical Analysis: Evidence from Argentina - <b>Hernán E. GIL FORLEO</b>	180
Türkiye'deki Sosyal Bilgiler Dersi Öğretim Programı ile İngiltere Ortaokul Coğrafya Programında Harita Becerisi Nasıl Ele Alınıyor? - <b>Prof. Dr. Eyüp ARTVİNLİ</b>	181
2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarında Afet Risklerini Azaltma Eğitimi: Ne Değişti? - <b>Prof. Dr. Eyüp ARTVİNLİ</b>	183
2024 Türkiye Ortaöğretim Coğrafya Öğretim Programına İnovatif Bir Bakış: Bir İçerik Analizi - <b>Dr. Ramazan ÇİMEN</b>	184
2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarının Coğrafi Beceriler Açısından Karşılaştırılması - <b>Dr. Ramazan ÇİMEN</b>	186
Perceptions Regarding Completion of Technical Requirements for Building License by Using 'USG' Analysis – <b>Rahmadita, Popi Puspitasari</b>	188
Assessing Financial Health : Pre-Covid-19 and Post-Covid-19 of PT. PP (Tbk) - <b>Teguh Pradana PUTRA, Wiwiek Mardawiyah DARYANTO</b>	189
The Impact of Despotism Leadership, Job Crafting, and Perceived Manager's Emotional Intelligence on Happiness at Work - <b>Tiarapuspa, Santika Bani Amanatullah, Rimajon Sotlikova, Desty Survia</b>	190
Assessing Financial Health and Resilience: A Post-COVID-19 Analysis of PT Jasa Marga, Tbk - <b>Dhimas Surya NEGARA, Wiwiek Mardawiyah DARYANTO</b>	191
Unpacking the Social Determinants of Mental Health Outcomes in Nigeria: A Sociological Analysis - <b>Aimee Osamudiamen CHRIS</b>	192
Kamu Diplomasinde Yeni Dönem: Diplomasi 2.0 - <b>Şahin KESKİN</b>	193
Intention to Enhancing Cooperative Growth Through Digitization: An Urgent Call for Quad Helix's Participation - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Joko TRIADHI</b>	194
E – Ticaret ve Vergi Denetimi İlişkisi: Türkiye - <b>Gamze GÖRGÜLÜ, Prof. Dr. Serpil AĞCAKAYA</b>	195
The Effects of Facebook Usage on Impulsive Buying - <b>Aneila Danika Suadi, Wegig Murwonugroho, Atridia Wilastrina, Ariani, Anita Armas, Susy Irma Adisurya, Muhamad Hafiz Bin Hassan, Ahamad Tarmizi Azizan</b>	196
Modular Footwear Design as a Way to Optimize Industrial Raw Materials and Preserve the Environment - <b>Tiko Prabhata Putro, Yan Yan Sunarya, Budi Yuwono, Ariani, Sangayu Ketut Laksemi Nilotama, Ishak Ramli, Wegig Murwonugroho</b>	198
Mitigating Risks in Oil and Gas: The Role of Decision Trees in Enhancing Operational Efficiency - <b>Try RACHMAPUTRA, Muhammad Hafiyyan GHANI, Muhammad Taufiq FATHADDIN, Asri NUGRAHANTI, Rini SETIATI, Andriamifidisoa Miadana VOLOMIHAJA, Julien Aimé RAJOMALAHY, Hanitra Lalaina RAMEFIYOLOLONA</b>	199
Description of Services of Pt. Asdp Indonesia Ferry (Persero) Kupang Branch (Case Study of Bolok Ferry Port) - <b>Luvia Alesandra Dodo, Dr. Melkisedek N. B. C. Neolaka, M.Si, Dra. Ernawati Daeng, M.Si</b>	201
Enhancing Production Performance using Sustainable Lean Supply Chain: A Case Study in an Indonesian Shoes Manufacturer - <b>Raditya Abyudaya Putra, Emelia Sari, Parwadi Moengin, Ridha Satria, Rahmi Maulidya, Mohd Yazid Abu</b>	202
The Role of Indian Judiciary in Advancing Environmental Jurisprudence: A Global Perspective - <b>Ms. Vinita PANDEY, Mr. Avatar CHAUBEY</b>	203
India's Path to Global Leadership by 2047 - <b>Assoc. Prof. Dr. Ashish JORASIA, Assoc. Prof. Dr. Aksana CHMYHA</b>	204

Sustainable transport models in Poland and Slovakia - <b>Dr. Paulina Wiączek, Doc. JUDr. Ing. Alena Novák Sedláčková, PhD, Doc. Ing. Martin Bugaj, PhD</b>	205
Preparedness in Healthcare for the Impact of Severe Weather Events in Disaster Medicine - <b>Kamila Mozga, Olga Synowiecka, Igor Rydzyk</b>	206
Lean Management as a Catalyst for Transition Towards a Circular Economy – Benefits, Challenges, and Best Practices - <b>Dr. Monika SZCZERBAK</b>	207
Judiciary in the Second Polish Republic - <b>Ph.D. Bartosz NIEŚCIOR</b>	208
The Influence and Role of Organised Crime in Laundering Money from Migration Crimes - <b>Krzysztof MUCHA PhD.</b>	209
The Short-Term Impact of Sporting Events on Corporate Value: An Analysis of Sponsors in the UEFA 2024/2025 Competitions - <b>M.Sc. Eliaz CZAJKOWSKI</b>	211
Strategies for Improving Safety in Public Spaces of City Centers - <b>M.Sc. Kamil KIEŁEK</b>	212
The Impact of Economics on Women's Participation in Elections in Poland - <b>Dr. Anna CIOSEK, Mgr Agnieszka ORŁOWSKA</b>	213
<b>Congress Program</b>	214



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## **Knowledge Mobilization in Argentine Universities Towards a Platform**

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### **ABSTRACT**

In the 21st century, the aims and purposes of the university in contemporary societies have evolved to adapt to global changes and challenges. Universities generate and promote knowledge. New findings produced through scientific, technological, humanistic and artistic research make universities paradigmatic organizations. This knowledge emerges through teaching, publications and is deployed to communities through extension. One of the most relevant tasks of the university is the promotion of research and development of new technologies and the search for solutions to social, economic and environmental problems. Through technology transfer, universities facilitate innovation through collaboration with industries, governments and other institutions. Undoubtedly, these organizations contribute to the economic and social development of communities and can participate in them as a prominent actor in issues of public health, education, environmental sustainability and community development. However, knowledge mobilization is a relevant function in universities, but there are few experiences in universities. It is necessary to develop strategies for social mobilization of knowledge to improve the quality of life of societies and to solve social problems. To develop a platform for knowledge mobilization in an Argentine university, it would be essential to integrate several elements that facilitate the creation, exchange, and application of knowledge within and outside the academic community. A plan agenda to build a science mobilization scheme is a platform, that is, an open access portal with a digital repository, presence of multimedia files and open licenses. A database of researchers and projects with detailed information, research areas, project and publication catalogs, collaboration and networking platform, knowledge and resource management, linkage with the productive sector and society.

**Keywords:** Knowledge Mobilization, Universities, Platforms, Society



## Adolf Hitler ve Francisco Franco Arasında Gerçekleşen Görüşme: Hendaye

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### ÖZET

İspanya, 1936-1939 yılları arasında kanlı bir iç savaş süreci yaşamıştır. Alman ve İtalyan desteğini alan Francisco Franco liderliğindeki milliyetçiler Nisan 1939'da ülkenin kontrolünü ele aldı. İç Savaşın bitmesinden beş ay sonra 1 Eylül 1939 tarihinde Almanya'nın Polonya'ya saldırması sonucu tüm dünyayı etkileyecek olan 2. Dünya Savaşı resmen başladı. Bir önceki savaşta tarafsızlığını koruyan İspanya, bu savaşın başında da tarafsızlığını ilan etmiştir. Fakat Almanya'nın hızlı bir şekilde Avrupa'yı ele geçirmesi Franco liderliğindeki İspanya'da Almanya yanında savaşa katılma olasılıklarını arttırmıştır. 1940 yılında ise Almanya'da İspanya'nın kendi taraflarında savaşa girmesini isteyen ve istemeyen taraflar oldu. Hitler'in kendi şahsi fikri ise İspanya'nın Akdeniz ve Kuzey Afrika'da Mihver Devletleri'ne fayda sağlayacağı ve Birleşik Krallık yönetimi altındaki Cebelitarık'ın alınabileceğini yönünde olmuştur. 22 Ekim 1940 tarihinde özel bir trenle yola çıkan Adolf Hitler, Fransa-İspanya sınırında yer alan Hendaye'ye 23 Ekim 1940 tarihinde ulaşmıştır. Franco'nun "bu hayatımın en önemli toplantısı" olarak değerlendirdiği bu görüşme toplamda 9 saat sürmüştür. Franco bu görüşmede Fas, Cezayir'in bir kısmı ve Vichy Fransası kontrolündeki Fransız Kamerun'un kendi sömürgesi altındaki Gine'ye verilmesi, erzak, tahıl, yakıt ve vagon gibi taleplerde bulunmuştur. Görüşme sonrasında iki taraf arasında gizli protokol imzalanmış ve buna göre Franco istediği tarihte savaşa girebileceklerini ifade etmiştir. Her ne kadar protokol imzalanırsa da savaş sırasında Franco'nun istekleri Alman tarafında karşılanamaz olarak algılanmış ve 2. Dünya Savaşı'nın sonuna kadar İspanya'nın tarafsız kalmasına neden olmuştur. İki lider her ne kadar bir kere görüşse de savaşın sonuna kadar üst düzey yetkililer arasındaki temaslar devam etmiştir.

**Anahtar Kelimeler:** Adolf Hitler, Franco, İspanya.

### The Meeting Between Adolf Hitler and Francisco Franco: Hendaye

#### ABSTRACT

Spain experienced a bloody civil war between 1936 and 1939. Nationalists led by Francisco Franco, who had German and Italian support, took control of the country in April 1939. Five months after the end of the Civil War, on September 1, 1939, Germany attacked Poland as a result of the 2nd World War, which would affect the whole world. World War II has officially begun. Spain, which maintained its neutrality in the previous war, declared its neutrality at the beginning of this war. However, Germany's rapid takeover of Europe increased the possibility of joining the war on the side of Germany in Spain under the leadership of Franco. In 1940, there were parties in Germany who wanted and did not want Spain to enter the war on their side. Hitler's personal opinion was that Spain would benefit the Axis powers in the Mediterranean and North Africa, and that Gibraltar, under British rule, could be taken. Adolf Hitler, who set off on a special train on October 22, 1940, arrived in Hendaye, located on the French-Spanish border, on October 23, 1940. This meeting, which Franco considered "the most important meeting of my life", lasted a total of 9 hours. In this meeting, Franco made demands such as Morocco, a part of Algeria and French Cameroon under the control of Vichy France to Guinea, which was under his colony, as well as supplies, grain, fuel and wagons. After the meeting, a secret protocol was signed between the two sides and Franco stated that they could enter the war at any time. Although the protocol was signed, Franco's demands were perceived as unmet by the German side during the war and 2. It caused Spain to remain neutral until the end of World War II. Although the two leaders met once, contacts between high-level officials continued until the end of the war.

**Keywords:** Adolf Hitler, Franco, Spain.



## **Achieving Sustainable Development Goal Fifteen (15) in Sub-Saharan African Countries: Role of Tax Revenue, and Governance Quality**

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### **ABSTRACT**

Environmental Sustainability is a global call to act in the interest of protecting and preserving the environmental resources today for a better future. This could be achieved through effective tax policies and good governance. However, many countries in Sub-Saharan Africa are faced with environmental sustainability problems such as unregulated and lack of management use of natural resources of Life on Land (LIOL) as indicated in the Sustainable Development Goals (SDGs). The study examined the effect of tax revenue and governance quality on Life on Land in Sub-Saharan African countries. Ex-post facto research design was adopted. The population of the study was forty-eight (48) Sub-Saharan African countries. A sample size of Thirty-six (36) countries was purposively selected based on the availability of data. The data were sourced from the World Development Database covering 21 years (2001-2021). Validity and reliability were premised on the verified data in the website of World Bank Database. The data were analyzed using descriptive and inferential (Multiple Regression) statistics at 5% level of significance. Findings revealed that tax revenue significantly affected LIOL ( $\text{Adj.R}^2 = 0.08$ ,  $F(5, 792) = 36961.09$ ,  $p < 0.05$ ). Also, the study further revealed that governance quality significantly mediated the effect of tax revenue on the LIOL ( $\text{Adj.R}^2 = 0.16$ ,  $F(11, 786) = 395180.42$ ,  $p < 0.05$ ). The study concluded that tax revenue improved environmental sustainability in Sub-Saharan African countries. The study recommended that government should ensure an effective use of tax revenue to promote environmental sustainability.

**Keywords:** Environmental sustainability, Government, SDGs, Sub-Saharan African Countries, Tax Revenue.

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## Implementation of Transit Oriented Development (TOD) Concept in Area Arrangement on Plaza Indonesia Area

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### ABSTRACT

The phenomenon of urban sprawl results in the emergence of a lifestyle of using private vehicles with the main preference in modes of transportation which will have an impact on increasing the problem of congestion, pollution and energy waste in the transportation sector in urban areas. However, urban areas as center of economic growth have problems with high economic costs due to poor spatial planning and transportation. One alternative solution to solve this problem is Transit Oriented Development (TOD). TOD's role is to put forward the concept of urban spatial planning by maximizing the use of mass transportation modes. This research was conducted with the aim of analysing the application of the TOD concept in the Plaza Indonesia area, as one of the pioneers of mixed-use buildings in the capital city of Jakarta which is the most populous city in Indonesia. The Plaza Indonesia area is a very strategic area and is the face of the city of Jakarta. The application of a good TOD concept at Plaza Indonesia really needs to be maximized so that it can become an inspiration for other areas in Jakarta. The TOD concept approach has 3 assessment categories namely Gold Standard, Silver Standard and Bronze Standard. In this study, researchers will analyze the application of the TOD concept that has been implemented, find the TOD standard category that has been achieved, then relate it to precedents that have been successful abroad, so as to present better solution directions for the Plaza Indonesia area.

**Keywords:** Plaza Indonesia Area; Transit Oriented Development (TOD); Urban Sprawl.



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## Girişimcilik Eğitiminin Girişimcilik Eğilimi Üzerindeki Etkisi: Dezavantajlı Gruplar Üzerine Bir Araştırma

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### ÖZET

Girişimcilik, bir fırsatı fark ederek ve bu fırsatı değerlendirmek için yenilikçi fikirler ve risk alma becerisiyle hareket ederek ekonomik değer yaratma sürecidir. Girişimciliğin gelişebilmesi için bireylerin kendi potansiyellerini fark edebilmelerinin yanı sıra girişimcilik özelliklerini ortaya çıkarabilmeleri gerekmektedir. Girişimcilik eğitiminin girişimcilik eğilimleri üzerinde olumlu etkisi olduğu bilinmektedir. Bu çalışmada TÜBİTAK 4004 Doğa ve Bilim Okulları Programı kapsamında desteklenen Samsun ilinde dezavantajlı bölgelerde yaşayan mesleki ve teknik lise öğrencilerine yönelik olarak uygulamalı girişimcilik eğitimi düzenlenmiştir. Bu eğitim ile dezavantajlı bölgelerde yaşayan bireylere başka bir alternatifin olduğu göstermek ve kendi potansiyellerini keşfetmelerini sağlamak amaçlanmıştır. 30 öğrenciye girişimcilik eğitimi verilerek eğitim öncesi ve sonrası girişimcilik eğitiminin girişimcilik eğitimi üzerine etkisinin ortaya çıkarılması amaçlanmıştır.

**Anahtar Kelimeler:** Dezavantajlı Gruplar, Girişimcilik Eğilimi, Girişimcilik Eğitimi, TÜBİTAK 4004.

## The Effect of Entrepreneurship Education on Entrepreneurial Tendency: A Study on Disadvantaged Groups

### ABSTRACT

Entrepreneurship is the process of creating economic value by recognizing an opportunity and acting with innovative ideas and the ability to take risks. For entrepreneurship to thrive, individuals must not only realize their own potential but also bring out entrepreneurial qualities. It is known that entrepreneurship education has a positive effect on entrepreneurial tendencies. In this study, a hands-on entrepreneurship training was organized for vocational and technical high school students living in disadvantaged areas in Samsun province, supported by the 4004 - Education in Nature and Science Schools Support Program. The aim of this training was to show individuals living in disadvantaged areas that there is an alternative and to help them discover their own potential. Entrepreneurship education was provided to 30 students, and it was aimed to reveal the effect of entrepreneurship education on entrepreneurial tendencies before and after the training.

**Keywords:** Disadvantaged Groups, Entrepreneurial Tendency, Entrepreneurship Education, TÜBİTAK 4004.



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## **Determining Growth Drivers in Container Shipping: A Causality Analysis Between Container Throughput and Liner Shipping Connectivity**

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### **ABSTRACT**

Container transportation, facilitated by the development of standardized containers, has revolutionized global trade by increasing efficiency, reducing costs, and enhancing the competitive power of countries. The Liner Shipping Connectivity Index (LSCI) plays a crucial role in measuring the supply side of container transportation, influencing strategic decisions regarding infrastructure investments and policy development to boost global trade integration. Our study aimed to determine whether container throughput drives LSCI or vice versa, using panel data analysis to inform strategic decisions in maritime trade, investment priorities, and policy development. We conduct our analysis using a unique data set covers the years between 2008 and 2021 and consists of 85 countries and 1190 observations. The results obtained revealed that there is a two-way interaction between Container Throughput and LSCI variables, the effects of the variables are positive and reflected after 1 period, and the impact of changes in LSCI on Container Throughput is higher than the opposite situation. This shows that there is a positive feedback loop between the variables and that improvement in any one of them returns as improvement to itself after a certain period.

**Keywords:** Container Shipping, Positive Feedback Loop, Panel Causality.



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## **Student's Perception and Measure of Bloom's Taxonomy Cognitive Levels: an Integrated Analysis Based on HEC's Speaking Curriculum to Access in Career**

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### **ABSTRACT**

Learning a language involves various mental processes, including cognitive elements that help determine the student's language proficiency level (Delbio & Ilankumaran, 2018). This study revealed the levels of the cognitive domains utilized in functional English course offered by the HEC at the undergraduate level in Pakistani universities to teach and acquire speaking skills necessary for the workplace. One crucial aspect of educational instruction is customizing curricula to match a learner's cognitive abilities (Ahmed et al., (2023). The research was exploratory, case-based, and qualitative, with its foundation in Richards and Rodgers' language teaching paradigm (2001). The data was collected from both public universities in Islamabad. The HEC functional English selected curriculum, teacher and student interviews, and classroom observations provided the data for this study. The results of the study indicate that to improve students' speaking abilities, which are necessary for the job once they graduate, the HEC's speaking curriculum should place more focus on all levels of cognitive domain given in Bloom's taxonomy. The current curriculum needs to properly educate students on the skills required for employment. It mainly focuses on high cognitive processing levels without considering students' diversity. Since neither public nor private universities focus on fieldwork, it reduces the perception of students to acquire language properly. To facilitate student connection with job industries and improve speaking abilities, the curriculum needs to be adjusted to include beneficial comprehension exercises focusing on students from various backgrounds with all cognitive domains.

**Keywords:** Cognitive skill, Cognitive levels, Teaching skill, Speaking skill, Job skill, Learning skill.



## The Impacts of Climate Change on the Hydrological Cycle at Semarang

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### ABSTRACT

Climate change affects the hydrological cycle in the form of changes in the intensity and frequency of extreme rainfall. The causes of the increase in extreme rainfall consist of several environmental indicators. The purpose of this study was to determine the conditions of rainfall due to climate change based on land cover conditions. The analytical method in this study is related to hydrology characteristic. The results obtained was based on the analysis of climate characteristics in the Semarang area for 30 years (1990-2023). There is a shift in the rainy and dry months for 1 month, a change in rainfall intensity of  $\pm 13\%$ . There is an increase in rainfall during the rainy season, ranging from 12% to 13.3%, and a decrease in rainfall during the dry season of 7% to 9%. This illustrates that in the 2050s, there will be a change in rainfall distribution, where the rainy season will be wetter and the dry season will be drier and last longer as an impact of climate change. Jragung Watershed 73% of the rainwater that falls each year evaporates into the air (evapotranspiration), 6.31% flows on the surface (surface run-off), and 8.01% seeps into groundwater reserves (infiltration).

**Keywords:** Land Cover, Hydrology Cycle, Water Security, Climate Change.

## Örgüte Uyum Konusunda Önemli Bir Kavram: Örgütsel Sosyalleşme

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### ÖZET

Örgütsel sosyalleşme kavramı, örgütsel süreçlerle ilgili birçok değişkenle doğrudan ya da dolaylı bir şekilde ilintilidir. Bu çalışmanın amacı, bireyin yaşadığı önemli örgütsel süreçler arasında yer alan örgütsel sosyalleşme ile ilgili bir teorik çerçeve oluşturarak kavramın daha iyi anlaşılmasını sağlamaktır.

Örgütsel sosyalleşme çalışanın, örgütün normlarını, değerlerini kültürünü öğrendiği, örgütün bir parçası haline geldiği süreçtir. Bireyin içinde bulunduğu ortamla uyumuna yönelik bir kavram olan örgütsel sosyalleşme, bireyin sadece gündelik yaşamı açısından değil aynı zamanda örgütsel yaşamıyla ilgili süreçler açısından da son derece önemlidir.

Birey içinde bulunduğu sosyal çevreye uyum sağlayarak yaşamını sürdürmektedir. Bireyin yaşadığı topluma uyum sağlaması, gerçekleştirdiği sosyalleşme faaliyetleri ile doğrudan bağlantılıdır. Birey öncelikle ailede, sonrasında dahil olduğu eğitim yaşamı aşamaları içerisinde sosyalleşme faaliyetlerine katılmaktadır. Ailede başlayan, çevre tarafından desteklenen ve eğitim kurumlarıyla pekiştirilen sosyalleşme faaliyetleri, bireyin hayatını sürdürme amacıyla dahil olacağı iş yaşamı boyunca da varlığını ve gelişimini sürdürmeye devam etmektedir.

İş yaşamı faaliyetlerinin başarılı şekilde sürdürülmesi ve tamamlanması konusunda örgütsel sosyalleşme değişkeninin rolü dikkat çekicidir. Bu kavramın hem çalışanlar hem de yöneticiler tarafından daha iyi anlaşılmasının, sosyalleşme sürecinde oluşabilecek problemlerin önlenmesi ya da azaltılması konusunda etkili olacağı düşünülmektedir.

Literatürde örgütsel sosyalleşme değişkeni ile ilgili yapılmış farklı çalışmalar bulunmasına rağmen, bu değişkeni tek başına ele alan çalışmaların sayısının az olması bu çalışmanın özgün yönünü oluşturmaktadır. Çalışmanın örgütsel sosyalleşme konusunda araştırma yapmayı düşünenler için teorik bir alt yapı oluşturma noktasında katkı sağlaması beklenmektedir.

**Keywords:** Örgüt, uyum, sosyalleşme, örgütsel sosyalleşme.

### ABSTRACT

## A Crucial Concept for Organizational Adaptation: Organizational Socialization

The concept of organizational socialization is directly or indirectly related to many variables related to organizational processes. The purpose of this study is to provide a better understanding of the concept by creating a theoretical framework about organizational socialization, which is among the important organizational processes experienced by the individual.

Organizational socialization is the process in which the employee learns the norms, values and culture of the organization and becomes a part of the organization. Organizational socialization, which is a concept for the adaptation of the individual to the environment in which he/she lives, is extremely important not only for the individual's daily life but also for the processes related to his/her organizational life.

Individuals survive by adapting to the social environment in which they live. The individual's adaptation to the society in which he/she lives is directly related to the socialization activities he/she performs. The individual participates in socialization activities first in the family and then in the stages of educational life. Socialization





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activities that start in the family, supported by the environment and reinforced by educational institutions continue to exist and develop throughout the working life in which the individual will be involved in order to survive.

The role of organizational socialization variable in the successful continuation and completion of work life activities is remarkable. It is thought that a better understanding of this concept by both employees and managers will be effective in preventing or reducing the problems that may occur in the socialization process.

Although there are different studies on the organizational socialization variable in the literature, the fact that there are few studies that deal with this variable alone constitutes the unique aspect of this study. The study is expected to contribute to the creation of a theoretical infrastructure for those who intend to conduct research on organizational socialization.

**Keywords:** Organization, adaptation, socialization, organizational socialization.



## **The Effect of ERP Accounting System Benefits on System User Satisfaction from the Auditor's and Accountant's Perspective**

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### **ABSTRACT**

Enterprise Resource Planning (ERP) systems are integrated software platforms used by organizations to manage and automate various business processes across departments, including finance, human resources, procurement, and supply chain management. ERP systems consolidate data from different functions, allowing for real-time visibility and improved decision-making. In the context of accounting, ERP systems streamline financial operations, enhance reporting accuracy, and support compliance by automating key accounting tasks such as financial consolidation, budgeting, and auditing. The adoption of ERP systems is increasingly widespread due to their potential to improve operational efficiency, reduce costs, and enhance transparency. However, user satisfaction with these systems can vary based on several factors, including the ease of use, the level of customization, and the perceived benefits in terms of organizational and operational outcomes. This research aims to investigate the impact of using the Enterprise Resource Planning (ERP) accounting system on user satisfaction from the perspectives of auditors and accountants. The sample was selected using a purposive sampling method, consisting of 120 respondents who are auditors and accountants with experience using the ERP system. The findings indicate that the use of the ERP accounting system affects user satisfaction from both auditors' and accountants' viewpoints.

**Keywords:** Organizational Accounting Benefits, Operational Accounting Cost Benefits, ERP User Satisfaction.



## Tax Avoidance Determinants in Consumer Cyclical Companies Listed on The Indonesia Stock Exchange

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## ABSTRACT

In developing economies like Indonesia, tax avoidance is a significant concern for both policymakers and businesses. The Indonesian government has been focused on increasing tax revenue to fund development and infrastructure projects, making tax avoidance a critical issue. The Indonesia Stock Exchange (IDX), which includes a variety of sectors, has seen an increasing interest in how corporate tax behavior affects firm value and overall economic performance. In consumer cyclical industries—such as retail, automotive, and leisure—the volatility of demand and profit cycles may drive companies to explore more flexible financial strategies, including tax avoidance. The impact of variables such as transfer pricing, foreign ownership, capital intensity, firm size, and profitability on tax avoidance practices within these companies warrants examination to understand how firms navigate tax regulations while balancing profitability and compliance.

This study examines the effects of transfer pricing, foreign ownership, capital intensity, company size, and profitability on tax avoidance. The research focuses on consumer cyclical companies listed on the Indonesia Stock Exchange from 2019 to 2023. The results indicate that transfer pricing and capital intensity have a positive effect on tax avoidance. In contrast, company size, foreign ownership, and profitability have a negative effect on tax avoidance. The analysis is conducted using linear regression testing. This study provides the following implications: (1) for companies, non-aggressive tax avoidance practices can enhance firm value, and (2) for tax authorities, it offers insights into tax risks in Indonesia, which may be useful for drafting legislation.

**Keywords:** Tax Avoidance, Foreign Ownership, Transfer Pricing, Capital Intensity, Firm Size, Profitability.

## Gastronomi Temelli Kültür Rotaları: Edremit Körfezi Örneği

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### ÖZET

Kültürel çeşitliliğin, gastronomik ürünlerin ve tarihi mimariler gibi birçok zenginliğin bulunduğu Balıkesir, Edremit Körfezi bölgesinde barındırdığı değerler ile dikkat çekmektedir. Özellikle zeytin, peynir ve farklı ekmeklerin ilçeler arası değişiklik gösterdiği görülmektedir. İlçelerin sahip oldukları kültürel kimliklerinden etkilenen beslenme alışkanlıkları bu ürünlerin hazırlanması, tüketilmesi ya da işlenmesi aşamalarındaki farklılıkları ortaya koymaktadır. Gerek gastronomik ürünler gerek kültürel imgeler gerekse endüstriyel ve gastronomik miras değerleri bu farklılıkların izlerini taşımaktadır. Çalışmada nitel araştırma yöntemlerinden belgesel tarama tekniği kullanılarak bu kültür değerleri ile ilgili bir rota oluşturulması amaçlanmaktadır. Gastronomik kültür rotaları, bir bölgenin özgün mutfak geleneklerini, yerel malzemelerini ve yiyecek üretim süreçlerini tanıtarak, kültürel ve turistik deneyimler sunan rotalardır. Bu tür rotalar, yerel gastronominin sürdürülebilirliğini destekleyerek hem yerel ekonomilere hem de kültürel mirasın korunmasına katkıda bulunur. Çalışmada, gastronomik kültür rotalarının tanımı, bileşenleri ve işleyişi ele alınmaktadır. Rotaların tasarımında yerel ürünlerin tanıtımı, geleneksel tariflerin korunması ve yerel üreticilerin desteklenmesinin önemli etkenler olduğu gözlemlenmiştir. Ayrıca, bu rotaların turistlerin yerel kültürü daha derinlemesine deneyimlemelerini sağladığı ve gastronomik turizmi teşvik ettiği vurgulanmaktadır. Gastronomik rotaların sürdürülebilir turizm açısından da önemli olduğu görülmektedir. Örneğin doğal kaynakların korunması ve yerel kültürlerin yaşatılması sürdürülebilirlik açısından kritik bir rol oynamaktadır. Ayrıca yerel halkın katılımı ve bilinçlendirilmesi, bu tür projelerin başarısını artırabilir. Aynı zamanda, gastronomik deneyimler, ziyaretçilerin kültürel bağ kurmasına ve yerel kimliğin güçlenmesine yardımcı olur. Sonuç olarak, gastronomik kültür rotaları, turizm ve kültürel sürdürülebilirlik açısından önemli bir araçtır. Bu rotaların geliştirilmesi, yerel halkın ekonomik ve kültürel yararlarını artırırken, ziyaretçilere de eşsiz deneyimler sunabilmektedir.

**Anahtar Kelimeler:** Gastronomi, Kültür Rotaları, Endüstriyel ve Gastronomik Miras, Edremit Körfezi

## Gastronomy Based Culture Routes: The Case of Edremit Gulf

### ABSTRACT

Balıkesir, which has many riches such as cultural diversity, gastronomic products and historical architectures, draws attention with its values in the Edremit Gulf region. Especially olives, cheese and different breads vary between districts. The eating habits of the districts, which are influenced by their cultural identities, reveal the differences in the preparation, consumption or processing of these products. Both gastronomic products, cultural images and industrial and gastronomic heritage values bear the traces of these differences. In the study, it is aimed to create a route related to these cultural values by using the documentary scanning technique, one of the qualitative research methods. Gastronomic cultural routes are routes that offer cultural and touristic experiences by introducing the unique culinary traditions, local ingredients and food production processes of a region. Such routes contribute to both local economies and the preservation of cultural heritage by supporting the sustainability of local gastronomy. In this study, the definition, components and functioning of gastronomic cultural routes are discussed. It is observed that the promotion of local products, the preservation of traditional recipes and the support of local producers are important factors in the design of routes. It is also emphasized that these routes enable tourists to experience local culture more deeply and encourage gastronomic tourism. Gastronomic routes are also important for sustainable tourism. For example, the protection of natural resources and the preservation of local cultures play a critical role in sustainability. In addition, the participation and awareness-raising of local people can increase the success of such projects. At the same time, gastronomic experiences help visitors to establish



## **10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress**

cultural bonds and strengthen local identity. In conclusion, gastronomic cultural routes are an important tool for tourism and cultural sustainability. The development of these routes can increase the economic and cultural benefits of local people and offer unique experiences to visitors.

**Key Words:** Gastronomy, Cultural Routes, Industrial and Gastronomic Heritage, Edremit Bay



## UNESCO Yaratıcı Gastronomi Şehirlerine Yönelik Bir İnceleme

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### ÖZET

UNESCO Yaratıcı Şehirler Ağı, kültürel ve yaratıcılıkla bağlantılı şehirlerin uluslararası düzeyde tanınması ve desteklenmesi amacıyla oluşturulmuş bir platformdur. 2004 yılında başlatılan bu girişim, şehirlerin sürdürülebilir kalkınma hedeflerine ulaşmalarına yardımcı olmayı amaçlamakta, kültürel çeşitliliğin teşvik edilmesini desteklemekte ve yaratıcı endüstrilerin ekonomik ve sosyal dönüşümdeki rolünü vurgulamaktadır. Yaratıcı şehirler, çeşitli alanlarda uzmanlaşarak yerel kültürlerin ve sanatsal ifadelerin gelişimine katkıda bulunmakta, böylece hem ekonomik hem de sosyal dönüşüm süreçlerine önemli bir ivme kazandırmaktadır. Yaratıcı şehirler, yalnızca sanatsal ve kültürel faaliyetleri ile değil, aynı zamanda bu faaliyetlerin toplum ve ekonomi üzerindeki etkileri ile de ön plana çıkmaktadır. Bu bağlamda, yaratıcı şehirlerin sosyal kapsayıcılığı artırma, toplumsal dayanışmayı güçlendirme ve ekonomik kalkınmayı teşvik etme potansiyeli üzerinde durulmaktadır. Şehirler, yaratıcılığı ve kültürel mirası geliştirme stratejileri ile yerel halkın yaşam kalitesini artırmayı hedeflemekte ve böylece küresel ölçekte daha sürdürülebilir bir gelişim modeline katkıda bulunmaktadır. Çalışmada nitel araştırma yöntemi kullanılmıştır. Araştırma kapsamında UNESCO Yaratıcı Şehirler Ağı'nın işleyişi, sağladığı fırsatlar ve karşılaştığı zorluklar ele alınacaktır. Ayrıca, bu ağın yaratıcı şehirler üzerindeki etkileri ve yerel yönetimlerin kültürel stratejilerdeki rolü incelenecektir. Böylece, yaratıcı şehirlerin ulusal ve uluslararası düzeydeki etkileşimleri ve sürdürülebilir kalkınma süreçlerine katkıları hakkında derinlemesine bir anlayış sağlanması amaçlanmaktadır. Dünya genelinde 2024 yılı itibarıyla 35 ülkeden 56 şehir "Yaratıcı Gastronomi Şehri" unvanı almıştır. Listeye en çok katkı sağlayan ülkeler sırasıyla Çin, Brezilya, Türkiye ve İtalya olduğu gözlemlenmiştir.

**Anahtar Kelimeler:** Unesco, Yaratıcı Şehir, Turizm, Küresel Ağ

## A Review of UNESCO Creative Gastronomy Cities

### ABSTRACT

The UNESCO Creative Cities Network is a platform for the international recognition and support of cities linked to culture and creativity. Launched in 2004, the initiative aims to help cities achieve their sustainable development goals, supports the promotion of cultural diversity and emphasizes the role of creative industries in economic and social transformation. Creative cities contribute to the development of local cultures and artistic expressions by specializing in a variety of fields, thus providing an important impetus to both economic and social transformation processes. Creative cities are characterized not only by their artistic and cultural activities, but also by their impact on society and the economy. In this context, the potential of creative cities to increase social inclusion, strengthen social solidarity and promote economic development is emphasized. Cities aim to improve the quality of life of local people through strategies to enhance creativity and cultural heritage, thus contributing to a more sustainable development model on a global scale. Qualitative research method was used in the study. Within the scope of the research, the functioning of the UNESCO Creative Cities Network, the opportunities it provides and the challenges it faces will be discussed. In addition, the effects of this network on creative cities and the role of local governments in cultural strategies will be examined. Thus, it is aimed to provide an in-depth understanding of the interactions of creative cities at national and international level and their contribution to sustainable development processes. As of 2024, 56 cities from 35 countries around the world have received the title of "Creative City of Gastronomy". The countries that contributed the most to the list are China, Brazil, Turkey and Italy, respectively.

**Key Words:** Unesco, Creative City, Tourism, Global Network



## Neutron Tomography Technology for EOR Surfactant Flooding Performance Analysis as a Future Challenge in Indonesia

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### ABSTRACT

Enhanced Oil Recovery (EOR) is one of the methods currently being pursued to increase oil recovery from wells that still have reserves with production potential. Crude oil that cannot yet be produced may be trapped within the reservoir. The EOR method functions to alter the fluid properties within the reservoir without changing the formation of the rocks. One of the chemical fluids used is a surfactant, which serves to lower the interfacial tension (IFT) between the oil and water fluids, related to the wettability system in the reservoir. In this study, two types of surfactants were used: fir wood-derived SLS surfactant and palm oil-derived MES surfactant. The surfactant mechanism is observed from the recovery factor (RF) results after surfactant injection. The RF value is obtained by comparing the amount of oil recovered to the total amount of oil remaining in the core. The study results showed that oil recovery with the injection of SLS fir wood surfactant achieved a 0.4% increase, while the palm oil MES surfactant achieved a 20% increase. The core that had been injected with surfactant was then analyzed using Neutron Tomography, which indicated the position of the fluid types within the core. The results of neutron tomography showed the distribution of fluids within the core. In the injection of SLS fir wood surfactant, the distribution of SLS fir wood surfactant was less compared to that of MES palm oil, resulting in a greater reduction in IFT with the MES palm oil surfactant. As a result of this condition, the palm oil MES surfactant mechanism was more optimal in lowering IFT, making the trapped oil easier to mobilize, thus achieving a higher RF with the MES surfactant.



## **10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress**

From this study, it can be concluded that neutron tomography, which records the fluid distribution within the rock core, can indicate the extent of the surfactant injection area, and this correlates with the calculation of the Recovery Factor.

**Keywords:** Enhanced oil recovery (EOR), Surfactant Flooding, SLS Fir wood surfactant, Palm oil methyl ester sulfonate (MES) surfactants, Core flooding, Recovery factor (RF)





## Post-Bürokrasi Kavramına Dair Eleştirel Bir Değerlendirme

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### ÖZET

Kamu yönetimi disiplini özünde modernitenin veya modern yönetim anlayışının ortaya çıkmasıyla eş zamanlıdır. Post-modernizmin etkileriyle kamu yönetimi ve politikası alanında görülen müzakereci, iletişimsel ve daha doğrusu tartışmacı dönüş modern kamu yönetimi disiplini açısından varoluşsal önemdedir. Aydınlanmacı bir modernite anlayışı ve epistemolojisi yoluyla kamu yönetimi disiplinine atfedilen evrensellik iddiaları bu post-modern dönüşle bürokrasi kavramı merkezinde sorgulanmaya başlanmıştır. Kamu yönetimi disiplini postmodernizmin izleri sürdüğümüzde karşımıza post-bürokrasi kavramı çıkmaktadır. Post-bürokratik söylemlerin kamu yönetiminin ve bürokrasinin rolünü hangi noktada veya ne derece önemsizleştirildiği sorgulanmalıdır. Bu çalışma bürokrasi sonrası ve bürokrasisiz bir kamu yönetiminin bir çözüm olamayacağını ancak bürokrasileri destekleyici çözümler bulmak gerektiğini vurgularken kamu yönetiminde söylemin pratiğin yerini almasının mümkün olmadığını savunmaktadır. Son olarak post-modernizmin bürokratik yapıları değişen koşullara ve beklentilere göre güncellenebilir kılacak bir sorgulama biçimi olarak düşünülmesinin radikal ve soyut değişim programlarından daha yararlı olacağı fikri savunulmaktadır.

**Anahtar Kelimeler:** Post-modernizm, Post-modern Kamu Yönetimi, Post-bürokrasi.

## A Critical Evaluation of the Concept of Post-Bureaucracy

### ABSTRACT

The discipline of public administration is essentially contemporaneous with the emergence of modernity or modern management. The deliberative, communicative, or rather argumentative turn in the field of public administration and policy with the effects of post-modernism is of existential importance for the modern public administration discipline. The claims of universality attributed to the discipline of public administration through an Enlightenment understanding and epistemology of modernity have begun to be questioned at the center of the concept of bureaucracy with this post-modern turn. When we trace the traces of postmodernism in the discipline of public administration, we come across the concept of post-bureaucracy. It should be questioned at what point or to what extent post-bureaucratic discourses trivialize the role of public administration and bureaucracy. This study emphasizes that a post-bureaucracy and bureaucracy-free public administration cannot be a solution, but it is necessary to find solutions that support bureaucracies, and argues that it is not possible for discourse to replace practice in public administration. Finally, it is argued that considering post-modernism as a form of questioning that will make bureaucratic structures updateable according to changing conditions and expectations will be more useful than radical and abstract change programs.

**Keywords:** Post-modernism, Post-modern Public Administration, Post-bureaucracy.



## Empirical Analysis of Indian- African Trade Relationship

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### ABSTRACT

This paper tries to investigate India's trade relationship with Sub-Saharan Africa (SSA) countries and its impact on Indian for the period 1988-2018. The econometric methodology employed is the Cointegration and Granger Causality test. The Augmented Dickey Fuller test (ADF) and Phillips-Perron (PP) tests are used to check the order of integration of the variables and at this level all the variables were non-stationary, which means that null hypothesis cannot be rejected. The stationarity found at their first difference of the series is significant. We apply Johansen cointegration method found 1 cointegrating vector, that there exists a long run relationship between export to Africa and growth in India. Our Granger causality results show that causality follows from GDP to Export and support trade-led hypothesis with SSA countries. Results also support the idea that India should focus more on African countries rather on developed or western countries. The positive increasing growths with SSA trade relationship have fruitful impacts on Indian growth. Put another way, the paper asks whether India's increasing economic imprint in Sub Saharan Africa is aiding development efforts of the countries in the continent. Africa is an emerging investment and trade destination due to a large consumer market, high potential of economic growth, improving the business environment and investment regulations, and high rates of return on investment. This relationship gives a new trade market. The depth of relation of India and Africa has been reflected in the patterns of trade and investment, as well as people-to-people interactions, cultural exchanges, and cooperation at the continental and at the regional and bilateral levels. India should encourage the private sector by providing incentives for production and export, the total production of the economy will be increased which will promote international trade and which can take more active role in the development of the economy.

**Keywords:** Trade liberalization, Export, GDP, Co-integration, Granger.

**JEL Classification:** G21, E44, O16.



## Digital Literacy and Sustainable Development in Rural India: Bridging The Divide for Inclusive Growth

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### ABSTRACT

India's inclusive and sustainable development among fast technological advancement is seriously hampered by the digital divide separating rural and urban areas. The aim of this paper is to investigate in conventional rural areas of India the interdependence among digital literacy, economic development, and environmental sustainability. We look at how improved digital skills might let rural communities participate in the digital economy, have access to basic services, and use technology to advocate sustainable living. We look at how better digital literacy might result in better agricultural methods, more access to healthcare knowledge, and more educational possibilities. Moreover, we look at how digital platforms might create fresh economic prospects and discourage rural to urban migration.

Additionally under investigation are the effects of growing digital adoption on the surroundings. These consequences cover the management of electronic waste as well as the possibility of technologically driven sustainable solutions for environmental problems including energy consumption and agriculture. We present an interdisciplinary framework combining conventional knowledge systems with technological education to create environmentally conscious, culturally relevant digital literacy initiatives.

The paper ends with a synopsis of policy suggestions for a complete plan aiming at the digital empowerment of rural India. The paper underlines the need of cooperation among the government, non-governmental organisations (NGOs), and the corporate sector. Should India reduce the digital divide, it will be able to pursue several Sustainable Development Goals, so promoting economic development and guaranteeing environmental sustainability in its rural areas.

**Keywords:** Environmental Sustainability, Inclusive Growth, Technology Adoption, Digital Literacy, Rural Development, Sustainable Practices, Digital Divide.



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## **An Appraisal of the Role of International Law in Protecting Land Rights of Indigenous People Vis-A-Vis the Right of Foreigners to Own Land Ownership Under the Nigerian Land Law**

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### **ABSTRACT**

This paper explores the role of international law in safeguarding the land rights of indigenous peoples (IPs) in Africa, particularly Nigeria. It uses the case study of Abuja, Nigeria, and the findings of the United Nations Human Rights Committee, the African Commission on Human and Peoples' Rights, and the African Court on Human and Peoples' Rights to illustrate the importance of international human rights treaties and the African Charter on Human and Peoples' Rights in protecting IPs' land rights. The paper also examines the Nigerian Land Use Act and its impact on foreigners' land ownership rights. The Act does not explicitly prohibit foreigners from accessing land for industrial, commercial, or residential purposes. However, the National Council of States has not yet exercised this power, leaving a gap in the law's position. The Nigerian Supreme Court has established a precedent that foreigners cannot own land in Nigeria. The Land Tenure Law of Northern Nigeria only allows access to land by "non-natives" subject to Ministerial approval. The acquisition of land by Aliens Law in Lagos State and other states came close to a blanket prohibition. The provisions of the Land Use Act are imprecise in affecting foreigners' land ownership rights. Using the doctrinal, case-based research method, the paper aims to highlight the role of citizens to their land rights, while resolving the conflict between sub-national laws and the Land Use Act, an Act of the National Assembly entrenched in the Constitution. Recommendations are made for improving the law on this subject matter.

**Keywords:** Indigenous People, International Economic Law, Land Ownership, Land Use Act, Non-Natives



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## **Carbon Emissions from Developed Nations: A Threat to the Existence of Small Island States**

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### **ABSTRACT**

This research paper investigates the profound impact of carbon emissions from developed nations on small island states, focusing on sea-level rise, increased frequency of extreme weather events, and ecosystem degradation exacerbated by climate change. Despite contributing minimally to global greenhouse gas emissions, these states face disproportionately severe consequences. The paper advocates for robust international legal frameworks and environmental justice to address this disparity. It conducts an impact assessment, outlining vulnerabilities in infrastructure, freshwater resources, agricultural productivity, and socio-economic stability. Case studies from nations like the Maldives, Kiribati, the Bahamas, and Tuvalu illustrate their challenges and resilience efforts. The analysis stresses the necessity of adaptive strategies, regional cooperation, and community-based approaches to enhance resilience. It highlights the pivotal role of international support in providing financial, technical, and capacity-building assistance. Emphasizing the importance of amplifying small island nations' voices in global climate discussions, the paper calls for enhanced climate action guided by principles of fairness and justice. By addressing these unique challenges, the international community can safeguard these countries' futures and promote sustainable development in the face of rapid environmental change.

**Keywords:** Emissions, Climate, Islands, Sea-level, Justice, Law



## Sludge Management Technology at Onshore Field X to Mitigate Hazardous and Toxic Waste

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### ABSTRACT

In East Kalimantan, Indonesia, Onshore Field X serves as a terminal for the receiving, processing, and shipment of crude oil from several offshore and onshore fields. In addition to the primary products of crude oil and natural gas, hazardous and toxic waste are also produced. Sludge is one of the by-products that necessitates management to ensure that it complies with the regulations of the Ministry of Environment and Forestry of the Republic of Indonesia before it is disposed of. Sludge management encounters numerous obstacles, including the escalating volume of sludge generated from offshore and onshore fields processed by Onshore X field, the restricted capacity of sludge storage ponds, and the rising management expenses annually. The appropriate sludge management technology is needed to address the challenges that arise. This paper explains the changes in sludge management at the Onshore X field from the gravity thickening method in the storage pond, followed by disposal steps by the contractor, by adding stabilization, conditioning, and dewatering methods. The modification of the sludge management system at Onshore X field resulted in additional oil recovery that was still trapped in the sludge due to the previous ineffective process, reducing the volume-mass in the disposal step, and with better sludge management technology, production costs can be lowered.

**Keywords:** Conditioning, Dewatering, Sludge management technology, Stabilization



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## **Assessment of The Effectiveness Governance, Risk and Compliance (GRC) Initiatives by Using Importance-Performance Analysis – An Alternative Method to Evaluate Integrated GRC in Organization**

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### **ABSTRACT**

Organization needs to periodically assess the effectiveness of Governance, Risk and Compliance (GRC) initiatives to ensure integration, alignment and effectiveness of resources and capabilities in achieving goals. The assessment conducted to produce necessary recommendations to implement GRC continuous improvement. Notwithstanding, empiric research regarding of methodology to assess the integrated GRC initiative performance is currently rare. Therefore, this study offers a systematic methodology and approach by using Importance-Performance Analysis (IPA) Survey supported with descriptive analysis as primary data. This study focused on human (i.e., leaders and employees) as key internal factor. They have views and perceptions that could influence the organization's effectiveness of integrated GRC practice and performance. The scope of the topic discussed in this study limited to developing a systematic methodology and approach to be simulated and applied in general type of organization. The actual data extraction and analysis required to elaborate when their views and perception aligned, it would be indicative evidence that the organization has bigger opportunity and capability to exercise and implement more robust and integrated GRC than those who are not aligned.

**Keywords:** Governance, Risk, Compliance, Performance, Assessment



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## The Effect of Financial Performance, Stock Market and Foreign Exchange to Stock Return of an Indonesian Toll Road Company

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### ABSTRACT

Stock Return is change in the value of a stock over time that can be influenced by both internal (fundamental) and external factors (business environment). Those factors are the mostly considered by Investors and Asset Managers to gain optimal Stock Return in their investment decision making. This study examined how fundamental factor such as company Financial Performance and how business environment factors such as Stock Market and Foreign Exchange can affect to Stock Return in an Indonesian Toll Road Company listed in Indonesia Stock Exchange (the Company). The analysis used Multiple Regression Analysis methodology applied for the historical Company's Financial Performance data which comprised of quarterly company's Stock Return, Return on Equity (ROE), Current Ratio (CUR), Total Asset Turnover (TAT) and Debt to Equity Ratio (DER), Stock Market Return and Exchange Rate (USD against IDR) captured purposively for the period 2014 to 2023. The results show evidence that all Financial Performance indicators i.e., ROE, CUR, TAT and DER as well as external factors i.e., Market Return and Exchange Rate simultaneously influenced Stock Return. However, except for the Exchange Rates variable, they did not individually or partially influence the Stock Return.

**Keywords:** Stock Return, Financial Performance, Stock Market, Foreign Exchange.





## **The Influence of Brand Personality, Brand Experience, And Brand Image on Brand Loyalty with Brand Love as An Intervening Variable at PT. XYZ in JABODETABEK**

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### **ABSTRACT**

In the increasingly competitive digital marketplace, fostering customer loyalty is not only crucial for a company's survival but also for its long-term success. As customers have a growing array of choices, maintaining strong relationships with them becomes a critical driver of sustainable growth. Brand personality, brand experience, and brand image are essential factors that influence how customers perceive, interact with, and form emotional connections to a brand. Brand personality reflects the human traits associated with a brand, helping consumers form deeper emotional bonds. Brand experience encompasses the interactions and sensory responses that customers have with a brand, while brand image is the perception of the brand shaped by prior information and experiences.

Previous research highlights the significance of these factors in shaping customer behaviour. Brand image and brand love have been found to significantly impact brand trust, which in turn has a positive influence on brand loyalty. While the effect of brand experience on brand trust may vary, its role in shaping the overall customer journey remains pivotal. Brand love, which represents the deep emotional connection and affection a consumer feels towards a brand, is often a critical mediator in the relationship between brand personality, brand image, and brand loyalty.

This paper explores how brand personality, brand experience, and brand image collectively contribute to enhancing brand loyalty, with brand love acting as a key intervening variable. By examining the complex relationships between these elements, this study provides insights into how companies can develop strategies to cultivate strong, loyal customer bases in a highly competitive business landscape.

**Keywords:** Brand Personality, Brand Experience, Brand Image, Brand Love, Brand Loyalty



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## **Challenges and Opportunities of Conducting Renewable Energy Business in Emerging Market Focusing on Indonesia**

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### **ABSTRACT**

This study evaluates the challenges and opportunities of conducting renewable energy business in emerging markets, with a focus on Indonesia. The research identifies critical gaps in economic and financial feasibility, government policy, political situation, and technology. The primary research questions include determining the market size of the renewable energy business in Indonesia, identifying potential renewable energy resources, assessing the impact of the Paris Agreement on achieving net-zero emissions for business to business (B2B) renewable business, and understanding how geographical challenges affect pricing strategy. The objectives are to analyze future forecasting based on Indonesia's renewable energy resources, identify opportunities to develop competitive products and services according to the availability of renewable resources, and evaluate the economic competitiveness of these products and services. The study also aims to provide a comprehensive understanding of the regulatory and political policy landscape affecting the renewable energy sector in Indonesia. Research data will be collected using focus group discussions (FGDs) and in-depth interviews, both online and offline, covering technical, regulatory, and political policy aspects. This methodology will ensure a thorough analysis of the renewable energy market in Indonesia, highlighting both the challenges and opportunities for sustainable energy solutions in this emerging market context. The findings of this study are expected to provide valuable insights for policymakers, investors, and business leaders interested in the renewable energy sector in Indonesia.

**Keywords:** Renewable Energy, Indonesia, Market Size, Economic Feasibility, Government Policy, Paris Agreement, Net-Zero Emissions, Pricing Strategy, Geographical Challenges



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## **Addressing M&A Challenges: Strategic Recommendations for PT XYZ in the Mining and Construction Sector**

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### **ABSTRACT**

This thesis investigates the key challenges of merger and acquisition (M&A) difficulties encountered by PT XYZ in the mining construction industry. Its aim is to propose strategies to address both M&A. The research employs various methods, including Gap Analysis, SWOT Analysis, and TOWS Matrix for strategic recommendations. The project timeline spans from week one to week twelve, covering initiation, planning, execution, closure, and control. Deliverables include a literature review, industry and company analyses, a problem summary, recommendations, an implementation plan, a presentation, and the final thesis. Findings indicate that a multifaceted approach is essential to tackle M&A challenges. PT XYZ should focus on gradual integration, enhance cross-functional collaboration, and draw on its experience in similar consolidations to address M&A issues. Recommendations for the organization, industry, business, and customers highlight the importance of operational efficiency, sustainability, customer engagement, and technological innovation. Limitations include issues with data accessibility and the unpredictable nature of M&A outcomes. Future projects should prioritize digital transformation, sustainability initiatives, and diversification into renewable energy and technology sectors to ensure PT XYZ's long-term growth and resilience.

**Keywords:** Merger and Acquisitions, Strategic Recommendations, Mining Construction.



## Enhancing Telco Operator Profitability by Optimizing B2B Sales Processes

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### ABSTRACT

This journal examines PT XYZ within the telecommunications sector, concentrating on enhancing operational efficiency, addressing lack of employee's proficiency, and increasing net income. The research aims to provide recommendations to streamline complex internal processes, identify key factors contributing to the employee's proficiency, and increase the net income. The study utilizes Root Cause Analysis, Gap Analysis, SWOT and TOWS analyses. Spanning seven weeks, the project will deliver an analysis report that highlights process inefficiencies and employee proficiency challenges, a recommendations report, a presentation summarizing the findings, and an implementation plan featuring actionable steps. The deliverables include a detailed analysis report on process inefficiencies and employee proficiency challenges, a strategic recommendations report with actionable improvement proposals, a summary presentation of findings, and a proposed implementation plan strategy with actionable steps and success metrics. Results show that to address operational inefficiency, focus on change management, principle products, and reduce reliance on partnerships. For employee proficiency and net income decline, prioritize new hiring, development programs, and accelerate the B2B sales process while maintaining a product-focused approach. Recommendations for organizations include integrating Legal and Finance collaboration for efficiency and prioritizing targeted hiring in the B2B sector. The industry should embrace digital transformation and sustainability, while businesses focus on product collaboration and revenue diversification. Customers are encouraged to provide feedback and support brands aligned with their values. Limitations include data availability and stakeholder engagement challenges. Future project suggestions involve exploring employee performance studies, emerging technologies, and market analyses to enhance B2B strategic planning.

**Keywords:** User Proficiency, Process Improvement, Net Income Decline.



## **Factors That Influence Generation Z's Purchase Decisions Towards Modern Kebaya in Indonesia**

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### **ABSTRACT**

This study explores the factors influencing Generation Z's purchase decisions regarding modern Kebaya in Indonesia, a traditional garment that has adapted to contemporary fashion trends while retaining cultural significance. As Generation Z emerges as a key consumer demographic, understanding their preferences and motivations is essential for fashion businesses. This research builds upon existing literature in consumer behavior and generational marketing, focusing on the impact of cultural identity, social media influence, price sensitivity, product quality, and brand reputation on purchase intentions. Utilizing a descriptive conceptual approach, this study proposes that cultural identity and social media influence significantly enhance purchase intentions, while price sensitivity, product quality, and brand reputation also play crucial roles. The findings aim to provide valuable insights for marketers and retailers targeting Generation Z in the modern Kebaya market. Limitations of this study include the reliance on theoretical frameworks rather than empirical data. Future research should adopt quantitative methods to validate the proposed relationships and further explore the complexities of consumer preferences within this demographic.

**Keywords:** Generation Z, Modern Kebaya, Purchase decision, Consumer behaviour, Cultural identity, Price perception, Product quality, Social media influence, Brand reputation



## Climate Change in the Automotive Spare Parts Manufacturing Industry in Indonesia: Threat or Opportunity?

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### ABSTRACT

Indonesia has made significant strides in tackling climate change since participating in the UN Climate Change Conference (COP21) on December 12, 2015, in Paris. On April 22, 2016, Indonesia signed the Paris Agreement and ratified it through Law No. 16 of 2016. Recognizing the urgency, Indonesia committed through its Nationally Determined Contributions (NDC) to reduce greenhouse gas emissions by 29% by 2030. To achieve this, the country developed policies like the National Action Plan for Greenhouse Gas Emission Reduction (RAN-GRK), promoting renewable energy and low-carbon development. The Indonesian automotive spare parts manufacturing sector has also felt the impact of these policies, facing regulatory pressure and the need for eco-friendly technologies. However, implementing these changes requires careful planning. While there has been research on reducing greenhouse gas emissions, more qualitative studies are needed to explore strategic ideas that can help the industry adopt mitigation strategies to minimize business impacts. These studies would outline the perspectives of company executives, exploring how this issue can be seen not only as a threat but also as an opportunity to improve business performance while supporting government goals. This dual exploration of climate change as both a threat and opportunity for Indonesia's automotive spare parts industry focuses on adapting to environmental policies and market demands. It highlights how these challenges also offer opportunities for innovation, like developing cost-effective and eco-friendly manufacturing processes. However, a comprehensive implementation strategy is crucial to ensure that planned actions result in effective and sustainable outcomes.

**Keywords:** Climate Change, Greenhouse Gas Emission, Automotive Spare Parts, Sustainability, Environmental, Threat, Opportunity, Green Technology



## **The Effect of Work-Life Balance, Career Development Support and Pay Satisfaction on Employee Turnover Intention**

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### **ABSTRACT**

Coal commodity Industries is facing hard times. The increased awareness of environmental issues had forced corporates to deal with green and clean energy. The coal industry is often susceptible to economic fluctuations and market demands. Employees may experience job insecurity due to factors such as declining demand for coal, market competition from alternative energy sources, or regulatory changes.

This paper will be focusing on the mining industry as seen in the evidence of XYZ mining company. There is sufficient previous research on this topic. However, research on employee turnover intention in mining industry is still limited. Therefore, this study aims to learn the effect of work-life balance, career development support, and pay satisfaction on employee turnover intention.

This is a descriptive conceptual paper analyzing to propose the impact of work-life balance and pay satisfaction on employee turnover intention.

The proposition shows that work-life balance, career development support, and pay satisfaction positively impact employee turnover intention. This paper is a conceptual paper. The limitation of this paper lies in the absence of empirical data. The future research should be conducted quantitatively to test further the proposition and hypothesis.

**Keywords:** Employee Turnover Intention, Coal Mining Industry, Work-Life Balance, Pay Satisfaction



## The Role of Nordic Walking in Supporting the Quality of Life: Evidence from Indonesia Nordic Walking Community

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### ABSTRACT

Nordic Walking originated in the Nordic countries, particularly Finland. In the 1930s, this activity was developed as a form of training for cross-country skiers and outdoor athletes, using ski poles to simulate the motion of skiing while walking, or to maintain physical fitness during outdoor activities. The Indonesian Nordic Walking Community introduced Nordic Walking in Indonesia in 2019, with participants predominantly ranging from productive age groups to seniors, and including individuals from a variety of professions, both active and retired. This study explores the impact of Nordic Walking on the physical, emotional, social, and psychological well-being of its participants. This study was conducted using descriptive qualitative analysis, incorporating interviews and participant observation. The data collected through these interviews were presented descriptively, offering insights into the experiences, challenges, and motivations of local champions, as well as their perspectives on the community's impact on individual and collective well-being in Indonesia. Additionally, the study aligns with SDG 3, which aims to ensure healthy lives and promote well-being for all, and SDG 16, which promotes peaceful and inclusive societies. The inclusive and supportive nature of the Indonesia Nordic Walking Community contributes to SDG 16 by fostering a community that values social cohesion and inclusivity, enhancing participants' sense of security and mutual support.

**Keywords:** Nordic Walking, Better Life Purpose, Cardiovascular Health, Muscle Strength and Posture, Continuity of Indonesian Nordic Walking Community.





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## **Evaluation of E-Learning in Society 5.0: Current and Future Perspectives with Exponential Technologies**

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### **ABSTRACT**

This article analyses the profound transformations that exponential technologies are bringing about in the education sector. It emphasises the critical need for continuous professional development for educators and leaders so that they can effectively navigate the rapid advances of digital technologies. It also advocates the promotion of scientific dialogue in teacher training programmes to better understand the implications of these technologies on the professional competences of educational institutions. In addition, it investigates innovative assessment methods that are congruent with online pedagogy, emphasising the importance of feedback and the application of various assessment tools in distance learning contexts. Finally, it aims to establish a theoretical framework for understanding exponential technologies, intelligent education and adaptive learning, with the ultimate goal of contributing to the evolution of an agile learning society capable of responding to the demands of the digital age.

**Keywords:** Exponential Technologies, Smart Method, Adaptive Learning



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## **Impact of Service Quality and Perceived Value on Customer Satisfaction and Behavioral Intentions**

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### **ABSTRACT**

This research investigates the relationship among product quality, service quality, perceived value, customer satisfaction, and behavior intentions. Previous research were identified from the literature review to propose and develop a conceptual model.

The sales personnel's communication skills, knowledge, and ways of treating customers are crucial for retailers to gain a competitive advantage over competitors. Therefore, it should have clear and consistent processes, and procedures with criteria that create the best conditions for organizations and individuals to open and develop a retail store. Furthermore, product quality improvement is essential; all products must have clear originality; and diversifying products and services is also the way to appeal to more consumers.

This conceptual paper developed some propositions based on previous research. It is important to note that the absence of empirical data limits the scope of this paper. In the future, it would be beneficial to conduct quantitative research to further test the proposed hypotheses.

**Keywords:** Product Quality, Service Quality, Perceived Value, Customer Satisfaction, Behavior Intentions



## **Brand Sustainability and Social Responsibility: Impact on Consumer Loyalty in the Local Beauty Sector Amidst Geopolitical Crises**

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### **ABSTRACT**

The beauty market in Indonesia has been seeing significant growth annually from 2019 until the present. As customers grow increasingly discriminating, a beauty brand's dedication to ethical practices, including awareness of environmental, socio-political, and geopolitical issues, may distinguish it from rivals. The importance of corporate social responsibility (CSR) in shaping customer perceptions has intensified due to the geopolitical crises occurring in light of the Palestine – Israel conflict. Consumers now anticipate brands to voice their opinions on social and political issues, and the degree to which a brand aligns with their own values influences their purchasing decisions. This paper will be focusing on the local beauty brands in Indonesia who are doing CSR initiatives in relation with the Palestine-Israel boycott issue. There is sufficient previous research on this topic. However, there is still limited research focusing on the CSR initiatives done as a result of boycotting the products to consumer loyalty. Therefore, this study aims to explore the effectiveness of the CSR initiatives done by local beauty brands who are supporting Palestine as oppose to the phenomena of boycotting as an effect to customer loyalty as part of brands' sustainability and social responsibility seen in the evidence of the product user in Jabodetabek Area. This is a descriptive conceptual paper that proposes a comprehensive framework for understanding how local beauty brands can effectively leverage CSR strategies to foster customers loyal in times of social and political turmoil. The proposition shows that CSR initiatives positively influence customer loyalty through improving brand image, fostering trust, and resonating with customer values amid the geopolitical conflict where customer prefer brands showing authentic social responsibility and community support. This paper is a conceptual paper, hence the limitation of this paper lies in the absence of the empirical data. Future research should be conducted quantitatively to test further the proposition and hypothesis.

**Keywords:** Corporate Social Responsibility (CSR), Consumer Loyalty, Local Beauty Brand, Geopolitical Issue, Brand Sustainability.

## Günümüz Dünyasında Eğitim-Öğretimin Amaçları

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### ÖZET

İnsanoğlu başlangıçta yaşamı için gerekli olan öncelikle açlık, susuzluk, barınma gibi temel ihtiyaçlarını karşılamak için deneme yanılma yöntemi ile öğrenmeyi öğrenmiştir. Bu durumun yerleşik yaşama geçinceye kadar sürdürüldüğü söylenebilir. Yalnız barınma, korunma, yemek, içmek ve giyim kuşam gibi temel ihtiyaçlara genel olarak bakıldığında, öğrenme sürecinin deneme yanılma yönteminden, deneyim sonuçlarına dayanan ve özel resmi kişi, kişiler aracılığıyla yürütülen eğitim-öğretimin kurumsallaştığı görülür. Bu süreç çeşitlilik gösterse de hemen hemen tüm dünyada aynıdır. Kurumsal olarak 1.İlk Okul, 2.Orta Okul, Lise, 3.Üniversite. Kurumsal eğitim- öğretimde mekan zaman bellidir. Belirli kurallar çerçevesinde eğitim-öğretim yapılır. Bu uygulama geçmişten bugüne süre gelmektedir. Belirli meslekler ön plandadır. Özellikle bireyler, eğitim gördükleri alanda çalışma imkanına kolaylıkla erişebilirler. Yalnız 1980 sonrası, bu durum yeni boyut kazanır. İletişim söktörünün insanlığın hizmetine sunduğu gün ve gün değişen yeni imkanlar, özellikle amaç, zaman, mekan açısından eğitim-öğretimin birey ve eğitim kurumlarının amaçlarının hızla değişmesine neden olmuştur. Bu çalışmada, öğrenmenin ve eğitim- öğretimin amaçlarının neler olabileceği hususu, nitel bir yöntem ve fenomenolojik bir yaklaşımla, günümüz dünyası açısından incelenmiştir.

**Anahtar Sözcükler:** Amaç, Deneyim, Eğitim-öğretim, İnsanoğlu.

## Purposes of Education in Today's World

### ABSTRACT

Human beings initially learned to learn by trial and error method to meet their basic needs such as hunger, thirst and shelter. It can be said that this situation continued until they adopted a settled life. However, when we look at basic needs such as shelter, protection, food, drink and clothing in general, we see that the learning process has changed from trial and error method to institutionalization of education and training based on experience and carried out through special official persons. Although this process varies, it is almost the same all over the world. Institutionally: 1.Primary School, 2.Middle School, 3.High School, 4.University. In institutional education and training, the place and time are certain. Education and training are carried out within the framework of certain rules. This practice has continued from the past to the present. Certain professions are at the forefront. In particular, individuals can easily access the opportunity to work in the field they are educated in. However, after 1980, this situation gained a new dimension. The new opportunities that the communication sector offers to the service of humanity, which change day by day, have caused the aims of individuals and educational institutions to change rapidly, especially in terms of purpose, time and space. In this study, the possible aims of learning and education have been examined with a qualitative method and a phenomenological approach in terms of today's world.

**Keywords:** Purpose, Experience, Education and training, Human beings.



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## Örgütsel Stres, Örgütsel Tükenmişlik ve Örgütsel Psikolojik Sermaye Arasındaki İlişkiler

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### ÖZET

Araştırmanın amacı yoğun stres altında çalışmakta olan sağlık çalışanlarının örgütsel stres, örgütsel tükenmişlik ve örgütsel psikolojik sermaye düzeyleri arasındaki ilişkileri belirlemektir. Araştırmanın evrenini Bolu ilinde faaliyette bulunan hastanelerdeki sağlık çalışanları oluşturmaktadır. Araştırmanın örneklemini ise kolayda örnekleme yöntemi ile ulaşılabilen Bolu ilindeki bir hastanenin sağlık çalışanları oluşturmakta olup veriler anket tekniği ile toplanmıştır. Veri toplama süreci devam etmekle birlikte toplam 88 sağlık çalışanı üzerinden toplanan veriler regresyon ve hiyerarşik regresyon analizine tabi tutulmuştur. Araştırma sonucunda sadece örgütsel stres ile örgütsel psikolojik sermaye değişkenleri arasında anlamlı ilişkiler olduğu sonucu elde edilmiştir.

**Anahtar Kelimeler:** Örgütsel Stres, Örgütsel Tükenmişlik, Örgütsel Psikolojik Sermaye

## Relationships Between Organizational Stress, Organizational Burnout and Organizational Psychological Capital

### ABSTRACT

The aim of the research is to determine the relationships between organizational stress, organizational burnout and organizational psychological capital levels of healthcare workers working under intense stress. The universe of the research consists of healthcare workers working in hospitals operating in Bolu province. The sample of the study consisted of healthcare workers from a hospital in Bolu province who could be reached through convenience sampling method, and the data were collected through survey technique. While the data collection process is ongoing, data collected from a total of 88 healthcare workers were subjected to regression and hierarchical regression analysis. As a result of the research, it was concluded that there were significant relationships only between organizational stress and organizational psychological capital variables.

**Keywords:** Organizational Stress, Organizational Burnout, Organizational Psychological Capital



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## **Transforming Business through Carbon Management Strategies in the Energy-Intensive Pulp and Paper Industry at PT BMS**

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### **ABSTRACT**

Climate change become concerning issue for the world, for at least the last 20 years. As 1 of 196 nations who adopted the Paris Agreement, Indonesia has net zero emission target on 2060. Energy usage is one of the largest contributors to carbon emission in Indonesia, and industry is one of largest energy consumer in Indonesia. This research paper will be focusing on transforming business through carbon management strategies in Pulp and Paper Industry as 4th largest energy consumer in industry, which PT BMS chosen as the subject of research. Carbon management was very, and there were many previous research for this subject. However, it concentrated on the pulp and paper industry of developed countries only, while mitigation strategies in green energy are region specific. This research used descriptive and qualitative methods to analyze current environmental performance and find the abatement opportunities at PT BMS. Main objective of this research is to develop practical, applicable and cost-effective abatement strategies for carbon management in PT BMS. This research paper is a conceptual paper, hence the values of abatement opportunities are based on estimation approach. Future research should be conducted quantitatively to test further the effectiveness of the abatement strategies.

**Keywords:** Business Transformation, Carbon Management, Renewable Energy, Pulp and Paper Industry, Emissions, Green House Gasses



## How Marketing Mix Strategy Can Influence the Purchasing Decision of Prospective Household Customers For PT PGN in Jakarta

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### ABSTRACT

As a state-owned company, PT Perusahaan Gas Negara (Persero) or PGN was assigned to build a household gas network or called Jargas in the National Strategic Program in accordance with Presidential Decree number 58 of 2017. The demand for high gas network growth every year requires the company to be able to increase its capabilities in the retail business in order to complete assignments by improving consumer purchasing decisions. This can be done by implementing marketing strategies, one of which is through implementing a Marketing Mix strategy. The aim of this research is to determine the influence of the marketing mix consisting of 4Ps, namely product, price, place and promotion on Jargas purchasing decisions. The research method used in this research is a quantitative approach. The population used in this research was 384 PGN consumers in the Jakarta area who were taken using purposive sampling techniques. Data collection in this research was carried out by distributing questionnaires. The data analysis technique used in this research is regression analysis using SPSS.

The results of this study show that the product variable has a partially significant influence on purchasing decisions, the price variable has a partially significant influence on purchasing decisions, the place variable has a partially significant influence on purchasing decisions, and the promotion variable has a partially significant influence on purchasing decisions Jargas products. Based on the results of this research, product, price, place, promotion partially have a significant influence on purchasing decisions. So, to improve Jargas purchasing decisions, PT Perusahaan Gas Negara (Persero) must be able to implement the Marketing Mix in its marketing strategy for Jargas products.

**Keywords:** Marketing Strategy, Marketing Mix, Purchasing Decisions



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## **Interpersonal Service Quality and Its Influence on Self-Service Technology Adoption in Dine-in Restaurants**

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### **ABSTRACT**

This study aims to examine the effect of interpersonal service quality on the acceptance of self-service technology (SST) in dine-in restaurants as seen in the evidence from the greater area of Jakarta.

Despite the fact that self-ordering systems are increasingly becoming popular worldwide, they have not been embraced in Indonesia's dine-in sector especially when compared to app-based food delivery platforms that have experienced high demand. There is still limited research focusing on this topic. The objective of this study is to fill this gap by looking at how interactions' quality with wait-staff impacts consumers' readiness to adopt SSTs.

The methodology used is Unified Theory of Acceptance and Use of Technology (UTAUT) framework, factors such as performance expectancy, effort expectancy, social influence, facilitating conditions will be analyzed together with moderating variables like gender, age, experience and voluntariness of use.

This is a descriptive conceptual paper looking to propose the effect of interpersonal service quality on the acceptance of self-service technology (SST) in the dine-in restaurants experience.

This conceptual paper developed some propositions based on previous research. It is important to note that the absence of empirical data limits the scope of this paper. In the future, it would be beneficial to conduct quantitative research to further test the proposed hypotheses.

**Keywords:** Dine In Restaurant, UTAUT, Self Service Technology, Self Ordering System, Interpersonal Service Quality





## **The Effect of Work-Life Balance and Work Discipline on Employee Performance through Job Satisfaction as Intervening Variables at PT Tri Mustika Cocominaesa (TMC) South Minahasa**

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### **ABSTRACT**

The recent employee performance evaluation at PT Tri Mustika Cocominaesa (TMC) shows a decline in key performance indicators from 2021 to 2023, particularly in areas of work discipline, absenteeism, and sick leave rates. Absenteeism increased sharply from 4% in 2021 to 35% in 2023, and work-related illness rates fluctuated, rising from 29% in 2021 to 38% in 2022 before a slight decrease in 2023. These trends suggest potential issues in work-life balance and work discipline, possibly contributing to lower employee performance. This study examines the influence of work-life balance and work discipline on employee performance, with job satisfaction as an intervening variable, at TMC in South Minahasa. Specifically, the research aims to analyze (1) the effects of work-life balance on job satisfaction and employee performance, (2) the impact of work discipline on job satisfaction and employee performance, and (3) the mediating role of job satisfaction in these relationships. Data will be collected from all employees at PT. Tri Mustika Cocominaesa (TMC) South Minahasa in North Sulawesi has 246 employees, consisting of 76 monthly (permanent) employees and 170 daily employees (laborers), using structured questionnaires to capture insights into work-life balance, discipline, job satisfaction, and performance outcomes. The analysis will employ Partial Least Squares Structural Equation Modeling (PLS-SEM) to evaluate both direct and indirect effects among the variables. The findings are expected to provide valuable insights into the critical role of these factors in influencing employee productivity, offering recommendations for enhancing workplace policies that support employee well-being, satisfaction, and overall organizational performance.

**Keywords:** Work-Life Balance, Work Discipline, Job Satisfaction, Employee Performance



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## **A Comparative Study Between Before and After Refinancing of PT Celebes Railway Indonesia**

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### **ABSTRACT**

This study examines the comparison before and after refinancing decisions on investment feasibility, capital structure, and financial performance of companies, focusing on PT Celebes Railway Indonesia. By analyzing the refinancing activities of companies, the study also highlights how securing more favorable loan terms can improve investment viability through reduced interest costs and loan maturity extensions. The research was carried out with a qualitative approach through data collection with interviews and the collection of financial statement documents and refinancing reports which were then analyzed. The findings show that refinancing can optimize the capital structure, reduce capital costs, and increase financial stability, in this case, being able to manage cash in the form of ECA by 30%, get interest rate reductions, and also accelerate debt payments. The study explores the broader implications of refinancing on a company's financial performance, including improved cash flow. The object of this study, namely PT Celebes Railway Indonesia as a public-private partnership (PPP) railway infrastructure operator with an availability payment scheme, shows the potential benefits and risks associated with refinancing, providing valuable insights for policymakers and corporate decision-makers who aim to utilize refinancing as a tool for financial optimization and growth. The study comprehensively explains how refinancing decisions affect key financial metrics. This study contributes to the understanding of refinancing and emphasizes the importance of careful planning and execution in achieving desired financial and operational outcomes.

**Keywords:** Refinancing, Investment Feasibility, Capital Structure, Corporate Financial Performance, Public-Private Partnership



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## **Empowering Women Weavers in Nusa Tenggara Timur: How the Role of LeViCo Boutique's on Economic Independence Sector**

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### **ABSTRACT**

LeViCo Boutique is a business located in South Jakarta, Indonesia. LeViCo Boutique has a significant role in empowering NTT women weavers who accommodate their woven products. This will then be promoted by offering market access and conducting fair and more organized trade. Of course, this will contribute to sustainable income for the craftsmen, which also becomes a means of promoting the preservation of noble cultural heritage. The women involved gain confidence in their self-development and finances. Through their active participation in the local economy, these women will shift from financial dependence to financial contributors in their households and communities. But of course, women still face various problems such as limited market access, lack of formal business training, and inadequate income levels. Previous research on women's empowerment and their weaving is still considered insufficient in increasing the income of NTT women weavers; therefore, more in-depth research is needed through more descriptive qualitative research to explore possible ideas for improving the income of NTT women weavers. This qualitative descriptive study is expected to examine the perspective of LeViCo Boutique so that it can more accurately produce good skills from weavers so that the products produced can meet modern market standards, increase sales, ensure the sustainability of traditional gardens, and ensure that NTT women weavers receive appropriate and fair compensation for what they do. In addition, this approach is attempted not only to help NTT women weavers achieve financial stability but also to strengthen their social position in society and encourage substantial social and economic change by empowering individuals to overcome poverty while still preserving cultural heritage values.

**Keywords:** Women Empowerment, NTT Weaver Community, Economic Independence, Qualitative Research.



## Production Data Analyst and Waterflooding Surveillance Analysis as a Consideration of “X” Field Reactivation

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### ABSTRACT

Field "X" was first produced in 2005, with cumulative production reaching 6.8 MMSTB until 2017, when it was closed, and management ended in 2018. Then in 2021, a tender for field management was held by the Ministry of Energy and Mineral Resources, and company "A" was the winner. With a commitment in the first five years, eight production wells, three injection wells, and surface facility will be managed and produced. With previously existing historical data, it is hoped that field reactivation and development can be carried out appropriately and are expected to optimize recovery and maximize economic return. Water injection into the reservoir was initially intended for the disposal of produced water and pressure maintenance, involving the analysis of production data and monitoring of waterflooding to assess the performance of production wells, water injection in structure A-11, and forecasting production performance. Thus, this research can be considered in the reactivation and development of the field in the future in accordance with operations and economics.

**Keywords:** Economic Limit, Production Forecast, Waterflooding Surveillances



## Field Development Study of Lgs Field With Sectorization Decline Curve Analysis To Increase Recovery Factor on "H" and "L" Field Structures

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### Abstract

The LGS field consists of 2 structures, namely structures H and L, with a total of 8 wells in them. The current condition of the wells is as follows: 2 wells are abandoned (H-1 & H-2) and 6 wells are suspended (L-1, L-2, L-3, L-4, H-3, and H-4). In the history of well production in structure H, H-4 had a cumulative oil production of 2.3 MMSTB in 2017, while the well that has never been in production (suspended) is H-3. In the history of well production in structure L, L-1 had a cumulative production of 0.43 MMSTB, L-2 had a cumulative production of 0.46 MMSTB, and L-3 had a cumulative production of 2.27 MMSTB. The well that has never been in production (suspended) is L-4. The existing condition has an Original Oil in Place (OOIP) of 28.33 MMSTB, while the cumulative production is 5.46 MMSTB (RF: 19.27%). L and H structure have water drive mechanism. By using J. J. Arps, we can calculate Estimated Ultimate Recovery (EUR) in the L and H structures, the result of the calculation is 10,333 MSTB with cumulative production 5,595 MSTB so remaining oil reserve 4,738 MSTB. The issue at hand is that the recovery factor drainage is still at 19.27%. The next step is to evaluate the production of the wells using Chan Diagnostic plot method and Decline Curve Analysis Sectorization. Both analyses are used to determine if the four wells still have reserves if they were to be reactivated and to determine channelling or water conning. Chan Plot method determines well L1, L3 & H4 indicate Rapid Channelling that cause these wells have short lifetime production. L1 has lifetime running production below 1000 days but L3 dan H4 have lifetime running production above 1000 days. Chan Plot method also determines well L2 indicates bottom water drive



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coning, channelling that cause this well short lifetime only 100 days. Decline Curve Analysis Sectorization is performed based on reservoir properties (porosity, permeability and saturation) to get Statistical Calculations on the distribution of property data (porosity, saturation, permeability) and create simplification of tabulation into grouping or sectorization for each property data into three sectors: good sector, moderate sector, and poor sector. Determining the decline curve type using OFM software for each of reservoir L and H and forecasting production until the production rate limit, also determining Ultimate Recovery (UR), Recovery Factor (RF), and Remaining Reserves (RR) to get 2 scenarios which are Base case and workover. In the base case scenario, by producing from the existing wells L-3 and H-4, a production gain of 738 MSTB was achieved. In scenario 2, by conducting workovers (WO) and producing from the existing wells along with the three workover wells, L-1, L-2 and L-4, a production gain of 1,869 MSTB. At the end, the best scenario is going to be used to produce 1,869 MSTB from the 5 idle wells (L3, H4, L1, L2 and L4).

**Keywords:** Recovery Factor, Sectorization Decline Curve Analysis, Channelling, Water Coning, Remaining Reserve



## **Study Prediction Development Scenario for Selected Layer to Determine Oil Remaining Using JJ ARPS Method and Simulation Reservoir: A Case Study of Field RSL**

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## **ABSTRACT**

The RSL structure is located approximately 57 km northwest of the Berandan Base and is included in the administrative area of Nanggroe Aceh Darussalam Province. The RSL oil field was discovered in 1979 by Pertamina and have produced until 2022. The formation that developed was the Keutapang Formation. This field is a well-developed field with a total of 65 wells with 32 suspended wells and consists of 14 layers. Based on successful well intervention in 2022, This research focus on study case on RSL Field with focus 3 layer (Y, X and Z) to get best development scenario. Based on calculation of Ganesh thakur Defines 2 type of Drive Mechanism Water Drive and solution Drive. Data type of drive mechanism (Y,X and Z) was used to measure remaining reserve of 3 layers using JJ Arps method. Layer Y is achieved a maximum RF of 43.99% with an estimated



## 10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

incremental reserve of 1620 MSTB, Layer X obtained a maximum RF of 26.58% with an estimated incremental reserve of 184.4 MSTB and Layer Z obtained a maximum RF of 29.86% with an estimated incremental reserve of 381.1 MSTB. Total incremental reserve using JJ Arp method's is 2185 MSTB. To get development scenario data we run reservoir simulation using numerical methods with forecasting 3 layers with detail data ; Layer Y based on scenario existing and additional 2 workover with existing (OOIP = 1,9 MMSTB RF=16.5 %) results incremental 0.07 MMSTB (RF= 20.1 %). Layer X based on scenario existing and additional 9 workover with existing (OOIP = 11,95 MMSTB RF=32 %) results incremental 1.21 MMSTB (RF= 42.1 %). Layer Z based on scenario existing and additional 1 workover with existing (OOIP = 8,81 MMSTB RF=25.5 %) results incremental 0.23 MMSTB (RF= 28.1 %). Total incremental using reservoir simulation is 1510 MSTB. After prognosing program , a scenario will be developed is 12 workover suspended well.

**Keywords:** Suspended, Drive Mechanism, Reserve, Water Drive, Solution Gas Drive, Reservoir Simulation, Forecasting, Well Intervention, Workover





## Realizing Economic and Political Democracy through YouTube

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## **ABSTRACT**

YouTube plays a crucial role in shaping democracy, especially in the fields of education and politics. However, issues related to creator compensation and reactionary narratives pose challenges. In the introduction, YouTube is not only a source of knowledge but also an interactive education platform, connecting non-profit organizations with the public. Unique dynamics, such as "publicly private" and "privately public," create limitations and expansions on democracy. In the literature review, debates about YouTube's role in shaping democracy have emerged, with the adoption of unique behaviors influencing democratic dynamics. Challenges regarding creator compensation and reactionary narratives create tension between freedom of speech and platform control. The research method employs a qualitative and quantitative approach to identify YouTube's impact on democracy through user samples and stakeholders. In conclusion, YouTube has a significant impact on shaping democracy, but challenges related to compensation and reactionary narratives indicate the complexity of its role, requiring further attention in the digital era.

**Keywords:** YouTube; Democracy; Education.



## **Financial Performance, Market Return, and Macro Economy: Study of Consumer Cyclical Industry in Indonesia Period 2016-2023**

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### **ABSTRACT**

This study aimed to determine the relationship and effect of financial performance (profitability, liquidity, asset efficiency, financial leverage), market return, and macroeconomic factors (foreign exchange rate and interest rate) on the stock return of the consumer cyclical industry in Indonesia for the period 2016-2023. The cyclical consumer industry is important to support the country's economic development and create job opportunities, helping the country escape from the middle-income trap. This study used a sample of cyclical consumer companies listed on the Indonesia Stock Exchange from 2016 to 2023 which have ESG Scores. The purposive sampling technique was utilized, consisting of 10 cyclical consumer companies. Unbalanced panel data regression methods were utilized in this study. This study indicated that liquidity have a positive and significant effect on stock return, while asset efficiency, financial leverage, profitability, market return, exchange rate, and interest rate have positive and not significant effect on stock return.

**Keywords:** Cyclical Consumer, Macroeconomic, Market Return, Financial Performance, Stock Return.



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## **The Effectiveness Implementation of Robotic Process Automation in Financial Operations: Challenges & Opportunities in Indonesia**

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### **ABSTRACT**

This study aims to determine and assess the effectiveness implementation of Robotic Process Automation (RPA) in Financial Operations Companies in Indonesia. This research also explains the challenges and opportunities of Robotic Process Automation in Indonesia. The data analysis method used in this research is descriptive qualitative. The results of this study explain that the effectiveness of implementing Robotic Process Automation is able to reduce operational costs by 70% and increase process speed and efficiency. These results are able to make employees more efficient in carrying out their duties and more focused on more strategic tasks. However, the successful integration of RPA is influenced by several factors, including technical complexity, organizational resistance, and the essential role of cross-functional collaboration. The study emphasizes the need for an organizational mindset open to digital transformation, supporting RPA adoption through change management and employee upskilling.

**Keywords:** Robotic Process Automation, Financial Operation, Effectiveness, Challenges, Opportunities



## Home Energy Storage System (HESS) Market In Indonesia

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### ABSTRACT

Indonesia is a market in the energy transition as the country is moving from fossil fuels to clean energy resources. By 2025 and 2030, the Indonesia government aims to achieve the target of 23% and 30% of renewable energy contribution into the energy mix. Utility-scale and batteries play a major role in enabling the transition towards 100% renewables and zero GHG emissions by 2050. The need for storage increases from 2030 onwards with capex of electricity storage grows to around USD 82 billion in 2035 and further declines to USD 42 billion in 2050. The Indonesian govt's efforts in establishing the battery industry supply chain will become the opportunity of home energy storage system more affordable, due to increasing local content. Among the energy storage systems, the market for home energy storage in Indonesia is still in its early stages. However, it has the potential to grow significantly in the coming years. This growth is driven due to increasing of the electricity price and Government support for renewable energy. This includes incentives homeowners to install solar panels and battery storage systems. The rise of electric vehicles: The number of electric vehicles in Indonesia is increasing, and this is creating a demand for home charging solutions. There are also some challenges that could hinder the growth of the home energy storage market in Indonesia. These include high upfront costs and limited financing options. Despite these challenges, the home energy storage market in Indonesia is expected to grow significantly in the coming years. This growth will be driven by a combination of government support through the incentives program, increasing electricity prices, and the rise of electric vehicles, include the battery supply chains.

**Keywords:** Net Zero Emission, Home Energy Storage System, Electricity Price, Electric Vehicles, Government Support



## **Human Resource: Leveraging Artificial Intelligence (AI) Role Play for Improving Employee Experience in Performance Management**

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### **ABSTRACT**

The PwC Asia Pacific Workforce Survey in 2023 noted that employees Asia Pacific region are bullish about artificial intelligence (AI), with 41% saying that it will increase productivity and efficiency at work, and 34% viewing it as an opportunity to learn new skills. This outlook reflects how AI technologies are revolutionizing various industries and practices, including the significant transformations required in Human Resources (HR) organizations to stay relevant amid current changes. In Indonesia, AI adoption has become top priority agenda among HR leaders; however, a conundrum remains regarding how AI can effectively enhance HR approaches, particularly in the area of performance management practices and employee experiences. This paper focuses on analyzing the intention to use AI role-play to enhance employee experiences in performance management conversations, as seen in the evidence of companies in the greater Jakarta area for this purpose, who are willing to adopt AI role-play for performance management conversations as data gathered from December 2024 to January 2025. There is substantial prior research on this topic, however, there is still a limited number of studies that specifically address the area of intention to adopt AI role-play for improving employee experience in performance management conversation. This descriptive conceptual paper will analyze the intention to use AI, role-play interaction, and its benefits for performance management conversation. The finding is a proposition based on previous research; the limitation of this paper lies in the absence of empirical data as future research should be conducted quantitatively to further test the proposed hypotheses.

**Keywords:** Human Resources, Performance Management, Artificial Intelligence, Role Play, Organization, Transformation, Employee Experiences



## **The Effect of Service Quality to Customer Loyalty Among Iqos User in Jabodetabek Area and The Mediating Role of Customer Satisfaction and Health Awareness**

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### **ABSTRACT**

As the world becomes more concerned about the environment, people are quickly moving from traditional energy sources to switch to cleaner energy, especially electricity. This is reflected in the growing interest and market share of electric cars and motorcycles. The cigarette market has also seen a decline since the emergence of e-cigarettes. Although e-cigarettes can be considered a better and cheaper alternative in the long run, their function is still the same as regular cigarettes. The common phenomenon and problem that has always pervaded the tobacco and nicotine industry is that when consumers spend money, they expect that money to be spent on things that are useful in the short and long term. Furthermore, tobacco and nicotine manufacturers have doing lots of research on their products in such a way that the product will have less risk compared to traditional cigarettes, and this has become one of the way the company to market their products. Despite aggressive tobacco control measures, Indonesia remains one of the countries with the highest number of smokers. IQOS, a product by PT. HM. Sampoerna tbk (Philip Moris International Affiliate), has been introduced as a potentially less harmful alternative to traditional cigarettes. This is a descriptive conceptual paper to understand how service quality influences customer satisfaction and loyalty in the context of IQOS users, with a focus on the mediating roles of customer satisfaction and health awareness among IQOS users in the Jabodetabek area. Using a quantitative research design, data will be collected through online questionnaires distributed to IQOS users in the Jabodetabek area. The analysis will be conducted using Partial Least Squares Structural Equation Modeling (PLS-SEM).

**Keywords:** E-cigarettes, Health awareness, Service quality, Customer satisfaction, Customer loyalty



## **Displacement, Migration, and Social Transformation: Understanding the Resilience of Communities in the Context of Climate Change**

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### **ABSTRACT**

Climate change is increasingly recognized as a driving force behind large-scale displacement and migration, profoundly affecting the social, economic, and cultural fabric of communities worldwide. This paper examines the intricate relationship between environmental stressors and human mobility, with a focus on how climate-induced displacement reshapes both the communities that leave and those that receive displaced populations. While displacement due to climate events such as floods, droughts, and rising sea levels presents immense challenges, it also reveals the adaptive capacities and resilience of affected populations.

The study adopts an interdisciplinary approach, integrating insights from environmental science, sociology, and public policy to explore the transformative effects of migration on social structures. By examining case studies from vulnerable regions, including low-lying coastal areas, arid zones, and river basins prone to flooding, the paper uncovers the strategies employed by communities to rebuild their lives and livelihoods. These include the preservation of cultural identity, adaptation of economic practices, and the establishment of social networks that facilitate survival and recovery in the face of environmental upheaval.

Additionally, the paper investigates the role of governance and international frameworks in supporting or hindering the resilience of displaced communities. It critically evaluates current policy approaches, including international climate agreements and national adaptation plans, to assess how well they address the needs of the displaced. Special attention is given to the role of social transformation, where migration not only represents a crisis but also an opportunity for social renewal and innovation.

Ultimately, the paper argues that fostering resilience in the face of climate-induced displacement requires a comprehensive understanding of the social dynamics at play. Policy interventions must move beyond disaster relief and incorporate long-term strategies for building sustainable and adaptable communities, making social transformation a key aspect of climate change adaptation.

**Keywords:** Climate Change, Displacement, Migration, Environmental Science, International Climate Agreements.



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## **Restoration of the Silk Road, China's One Road One Generation Project and the Importance of the Road for Nakhchivan**

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### **ABSTRACT**

According to Montesquieu, "Trade is the greatest service to the state. The history of trade is the history of human communication. Of course, it is carried out with the spirit of trade; with care, modesty, diligence, common sense, security and discipline." As Montesquieu pointed out, trade is like a self-developing ecosystem network that causes human beings to socialize and cultures to merge. As it is known, trade has been very important for human existence from the past to the present and continues to be so. In ancient times, merchants used safe caravan routes to carry exports and imports, one of which was the Silk Road. The Silk Road was an important trade route between China and Europe. In our age, this road is one of the main roads. While this road is beneficial to the states in the region, its main advantage is to provide profit to China. In order to revive the Silk Road, China provides a large amount of financial resources to the countries located on the route for the repair of the road. There is a geopolitical interest as well as a commercial interest in the implementation of this project. Since the historical Silk Road is of great importance and advantage to the countries located on its route, the surrounding states should contribute to the restoration of the section passing through their own lands.

**Keywords:** Nakhchivan, Silk road, Trade, China, Project, Modernity



## Endüstri 4.0 ile Engelli Girişimciliğinde Yeni Ufuklar: Teknolojik Fırsatlar ve Katılım Stratejileri

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### ÖZET

Araştırma Türkiye’de Endüstri 4.0’ın sunduğu teknolojik fırsatlar ve katılım stratejilerinin engelli girişimciliği üzerindeki etkilerini incelemeyi amaçlamaktadır. Engelli bireylerin iş hayatında karşılaştıkları olumsuz durumlar göz önünde bulundurularak, girişimcilik faaliyetlerinin, engelli bireyler için bir alternatif yol olabileceği vurgulanmaktadır. Araştırma, Endüstri 4.0 teknolojilerinin (dijital işler, uzaktan çalışma, sanal ve artırılmış gerçeklik, 3D yazıcılar gibi) engelli bireyler için sunduğu fırsatların, girişimcilik sürecinde karşılaşılan zorlukları aşmada nasıl etkili olabileceğini ve sürdürülebilir iş modelleri oluşturulmasına nasıl katkı sağlayabileceğini tartışmaktadır. Bu bağlamda, engelli bireylerin iş dünyasına katılımını artırmaya yönelik stratejik yaklaşımlar geliştirilmiştir. Yöntem olarak, Türkiye’de engelli girişimciliği ile ilgili yazılmış Türkçe makaleler taranmış ve bu makaleler içerik analizi yöntemiyle incelenmiştir. Araştırma, hem akademik literatüre yenilikçi bir katkı sunmayı hem de engelli girişimciliği için uygulanabilir stratejiler geliştirmeyi hedeflemektedir.

**Anahtar Kelimeler:** Endüstri 4.0, Engelli Girişimciliği, Sürdürülebilir Kalkınma, Katılım Stratejileri, İş Modeli

## New Horizons for Disabled Entrepreneurship by Industry 4.0: Technological Opportunities and Participation Strategies

### ABSTRACT

The study aims to examine the impact of technological opportunities and participation strategies provided by Industry 4.0 on disabled entrepreneurship in Turkey. Considering the negative circumstances disabled individuals face in the labor market, the research emphasizes that entrepreneurship may be an alternative path for them. The study discusses how Industry 4.0 technologies (such as digital jobs, remote work, virtual and augmented reality, 3D printers) may provide opportunities to overcome the challenges encountered in the entrepreneurial process and contribute to the development of sustainable business models. In this context, strategic approaches to increase the participation of disabled individuals in the business world are developed. As for the methodology, Turkish-language articles on disabled entrepreneurship in Turkey were reviewed and analyzed through content analysis. The study aims to make an innovative contribution to the academic literature and propose actionable strategies for disabled entrepreneurship.

**Keywords:** Industry 4.0, Disabled Entrepreneurship, Sustainable Development, Participation Strategies, Business Model



## Political Power of Azerbaijanians in Georgia

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### ABSTRACT

This paper examines the political dynamics of the Azerbaijanian community in the Republic of Georgia, arguing that the political empowerment of marginalized groups hinges on a clear understanding of political engagement and participation mechanisms. Focusing on the border regions where the Azerbaijanian population has gained influence, it highlights a general disinterest among Georgians in Azerbaijanian political life and a prevailing mistrust regarding their role in state-building. The complexities of dual identity—ethnic and national—pose challenges for community members in navigating the political instruments of the Georgian state. This blurring of cultural identities significantly shapes the country's political landscape. The analysis reveals that the Azerbaijanians, as a significant ethnic group primarily residing in Samtskhe-Javakheti and Kvemo Kartli, experience an inverse relationship with the Georgian state, often feeling marginalized in factional politics. The lack of representation in legislative and local government bodies further complicates their political engagement, despite some local advocacy successes in securing appointments to public office in Tbilisi. In Samtskhe-Javakheti, however, the opportunities for Azerbaijanians to play a meaningful role in shaping local policies remain limited. Those who do participate predominantly hold positions within district municipalities, often as educators or former military personnel. This paper underscores the necessity of addressing these political barriers to foster a more inclusive environment for the Azerbaijanian community within Georgia's political framework.

**Keywords:** International Relations, Georgia, Azerbaijan

## Kasa Ödeme Sistemlerinde Dijitalleşmeye Geçişin Perakende Satış Fişi Kullanımının Azaltılmasına Etkileri

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### ÖZET

Dünya kâğıt tüketimi son yıllarda üç kattan fazla artmıştır. Artan kâğıt kullanımı ciddi sosyal ve ekonomik zorluklar doğurmaktadır. Bir yandan kâğıt kullanımı ve kontrolsüz israfı kontrol edilemezken, diğer yandan kâğıt tüketimi iklim değişikliği krizine önemli bir katkı sağlamaktadır. Dijitalleşme ile perakende satış fişleri artık kâğıt yerine dijital ortamlarda oluşturulmaktadır. Bu sayede, kâğıt israfı önlenmekte ve çevre dostu bir yaklaşım sergilenmektedir. Ayrıca, dijital fişlerin saklanması ve arşivlenmesi daha kolay ve pratik olmaktadır. Fiziksel fişlerin kaybolma riski ortadan kalkmakta ve gerektiğinde kolayca erişilebilmektedir. Bu tezde, makbuzların günümüzde sahip olduğu çevre ve sağlık sorunlarını detaylarıyla ele alınmış ve sürdürülebilirlikle ilgili teorileri kullanarak daha iyi, daha çevre dostu, mevcut bir çözüm olan dijital makbuz önerilmiştir. Ayrıca, görev için uygun bir çözümü keşfetmek ve tanımlamak için nicel bir çalışma kullanılmıştır.

Dijital fişlerin kullanımı, aynı zamanda perakende işletmelerine maliyet tasarrufu sağlamaktadır. Kâğıt, mürekkep, kartuş ve yazıcı gibi malzemelerin kullanımı azalmakta ve bu sayede maliyetler düşmektedir. Ayrıca, dijital fişlerin oluşturulması ve paylaşılması daha hızlı ve kolay olduğu için işletmelerin zaman tasarrufu da sağlanmaktadır. Bu nedenle, perakende sektöründe dijitalleşme ve dijital fiş kullanımı giderek yaygınlaşmaktadır. Bu alanda yapılacak değişikliğin etkisi, şube sayısı ile çarpıldığında büyük maliyet düşüşü veya tasarruf sağlamaktadır. Migros bünyesinde bölge depo çıkış kayıtlarından ve aylık müşteri sayıları üzerinden Data Warehouse dan alınacak gerçek veriler analiz edilerek metre ve kilogram cinsinden yıllık kâğıt tüketimi hesaplanmıştır. Elde edilen bilgiler doğrultusunda, bu çalışma perakendede kâğıt hamurundan üretilen satış fişlerinin yerini alacak elektronik bir yöntem önermektedir. Perakende Satış fişinin dijitalleşmesi ile elde edilecek faydanın daha net bir şekilde anlaşılması hedeflenmektedir.

**Anahtar kelimeler:** Kâğıt tüketimi, İklim değişikliği, Dijitalleşme, Perakende satış fişleri, Saklama ve arşivleme, Maliyet-Zaman tasarrufu, Perakende sektörü, Data Warehouse, Gider Pusulası, Fatura, Bilgi Fişi, Sürdürülebilir Büyüme, Çevre.

## The Effects of The Transition to Digitalisation in Cash Payment Systems on Reducing the Use of Retail Sales Receipts

### ABSTRACT

World paper consumption has more than tripled in recent years. Increasing paper use poses serious social and economic challenges. On the one hand, paper use and uncontrolled wastage cannot be controlled, while on the other hand, paper consumption makes a significant contribution to the climate change crisis. With digitalization, retail sales receipts are now created on digital media instead of paper. In this way, paper waste is prevented and an environmentally friendly approach is taken. In addition, digital receipts are easier and more practical to store and archive. The risk of loss of physical receipts is eliminated and can be easily accessed when necessary. In this thesis, the environmental and health problems of receipts today are discussed in detail and a better, more environmentally friendly, available solution, the digital receipt, is proposed using theories related to sustainability. Furthermore, a quantitative study was used to explore and identify a suitable solution for the task.



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The use of digital receipts also provides cost savings to retail businesses. The use of materials such as paper, ink, cartridges and printers is reduced, thus reducing costs. In addition, since the creation and sharing of digital receipts is faster and easier, businesses also save time. Therefore, digitalization and the use of digital receipts are becoming increasingly widespread in the retail sector. The impact of the change to be made in this area, when multiplied by the number of branches, provides a significant cost reduction or saving. Annual paper consumption in meters and kilograms was calculated by analyzing the real data to be obtained from the Data Warehouse over the regional warehouse exit records and monthly customer numbers within Migros. In line with the information obtained, this study proposes an electronic method to replace pulp paper sales receipts in retail. It is aimed to have a clearer understanding of the benefits to be obtained with the digitalization of the retail sales receipt.

**Keywords:** Paper consumption, Climate change, Digitalisation, Retail sales receipts, Storage and archiving, Cost-Time saving, Retail sector, Datawarehouse, Expense Compass, Invoice, Information Receipt, Sustainable Growth, Environment.



## **Financial Performance Analysis and Evaluation of PT United Tractors Indonesia TBK Before and During Covid – 19 Era for Years 2018 – 2022**

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### **ABSTRACT**

PT. United Tractors Indonesia Tbk is one of the largest companies in Indonesia engaged in the distribution of heavy equipment, mining, and energy. This company is a subsidiary of PT. Astra International Tbk is one of the largest conglomerates in Indonesia. This makes PT. Tractor Indonesia Tbk is dominant and has a wide distribution network in the Indonesian heavy equipment market. However, in the Covid 19 Pandemic Era, PT. United Tractors Tbk, faces various challenges during the COVID-19 pandemic era. This study explores the impact of the COVID-19 pandemic on the company's financial ratios, focusing on the analysis of profitability, liquidity, and solvency performance. Through a financial ratio analysis approach, this study identifies how changes in market conditions and operational challenges affect net profit margins, return on assets (ROA), and debt-to-equity ratios (DER) during the crisis period. The type of data used in this study is quantitative data derived from financial report data for the period 2018 to 2022. The results of the analysis show that the company faces significant fluctuations in these ratios. There was a decline in net profit margin and return on assets (ROA) in 2020, reflecting a decline in revenue due to reduced demand in the construction and mining sectors. However, in 2021 and 2022, the company managed to recover its net profit margin thanks to efficiency strategies and recovery in market demand.

**Keywords:** Financial Ratios, Profitability Performance, Net Profit Margin, Return on Assets (ROA), Debt to Equity Ratio.



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## Measurement and Analysis for Financial Performance PT Sumber Alfaria Trijaya TBK (Alfamart) Indonesia Period 2018-2022

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### ABSTRACT

The retail industry in Indonesia continues to grow from year to year and has intense competition with each other. In addition, the change in people's behavior from offline to online shopping systems affects the financial performance of this industry. The object of this study is PT Sumber Alfaria Trijaya Tbk as one of the retail industries that has intense business competition with other retail and online shop industries. The purpose of this study is to determine the financial performance of PT Sumber Alfaria Trijaya Tbk in 2018-2022 through profitability and solvency ratios due the pre and post covid 19 pandemic affects the financial performance of retail companies around the world including Indonesia. The research method used in this study is a descriptive financial ratio with a quantitative approach, using secondary data, namely the company's Financial Statements for 2018-2022.

**Keywords:** Financial Performance, Return on Asset (ROA), Profitability, Solvency Ratios



## Healthcare and the Law: Tort Liability of Hospitals in Medical Malpractice

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### ABSTRACT

This research paper aims at analyzing the relationship between tort liability and health care and looks at the tort liability of hospitals where medical negligence occurs. With changes in the healthcare systems, there is need to consider changes in laws of hospital accountability to protect the patients and stop these accountable health institutions from acting with impunity. First, to provide some context, the paper provides a brief discussion of tort law and the role of hospitals and their duty of care in the context of medical malpractice. The full analysis of the legal requirements of the hospital show the main legislation and the case laws which govern the measure of care and the legal liability in the health care facilities. Included in the discussion of vicarious liability are the roles and risks paramount to hospitals as they relate to the misdeeds of their employees. Furthermore, the paper discusses such issues as the problems and the strategies of defense in hospital tort liability, and such as the comparative fault and the contributory negligence of the plaintiff. Future liability in tort for healthcare is discussed based on the assumption as to how technological and patient-supplier relations could change in the future. Proposals for legal change underline the importance of developing new legal rules of negligence where the legal definition of doctors' duties is clearer and enhance patients' safety measures in the hospital environments. The paper recommends legal reforms that provide aggressive adequate legal liability for hospitals and increase patient protection and satisfactory modifications in the evolving field of healthcare. Although this research is focused on the aforementioned issues, it is part of larger ongoing global debate related to medical malpractice and duties held by the healthcare practitioners to improve the health sector accountability and orientation towards patients.

**Key Words:** Education, Globalization, Individual.



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## **Financial Performance Analysis of Toyota Motor Corporation Indonesia During the Period of 2019-2023**

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### **ABSTRACT**

Toyota Motor Corporation is one of the largest, if not the largest automotive company in the world. Like any company in the world during the tumultuous years of the early 2020s, Toyota Motor Corporation – along with its subsidiary in Indonesia – also faced various challenges due to the severity of the COVID-19 pandemic. This study is meant to explore the impact of the pandemic on the company's finances, by analyzing the company's profitability, liquidity, and solvency performance. By using a financial ratio analysis approach, this study identifies how market changes and operational challenges have affected profit margins, return of assets (ROA), and the company's debt-to-equity ratios (DER) during the time of the pandemic. The data used in this study is a quantitative data of the company's financial report ranging from the year 2019 through 2023.

**Keywords:** Financial Ratios, Toyota, Return of Assets (ROA), Net Profit Margin





## **A DuPont Analysis and Evaluation Approach: Impact of Government Restrictions Related to COVID-19 on Financial Performance of PT Blue Bird Tbk (2019 – 2023)**

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### **ABSTRACT**

The COVID-19 disease outbreak has affected various industries globally, including the transportation service sector in Indonesia, particularly PT Blue Bird Tbk. The objective of this research is to examine and assess PT Blue Bird Tbk's financial performance between 2019 and 2023, with an emphasis on the consequences of government-imposed COVID-19 restrictions in Indonesia, namely the Large Scale Social Restrictions, known as PSBB and the Community Activity Restrictions, known as PPKM on PT Blue Bird Tbk's financial performance outcome. The DuPont technique is adopted in this research analysis by decluttering Return on Equity (ROE) to gain more insights about financial leverage, assets efficiency and also profitability over time. This approach enables the identification of strengths and weaknesses in the Company's financial structure. Results reveal significant and notable financial fluctuations, directly linked to the timing and the implementation of COVID-19 restrictions, especially PSBB, which influenced passenger demands and operational capacities within the transportation service sector. Furthermore, this study highlights how resilient PT Blue Bird Tbk has been in the face of regulatory obstacles and provides a comprehensive understanding of how macroeconomic factors can shape financial performance. The DuPont Analysis approach of Blue Bird from 2019 to 2023 reveals substantial financial impacts due to government-imposed COVID-19 restrictions, especially the Community Activity Restrictions (PPKM) and the Large Scale Social Restrictions (PSBB).

**Keywords:** COVID-19, Transportation Service, DuPont Analysis, Return on Equity, Financial Performance



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Navigating The Post Covid-19 Media Landscape: Analyzing MD Pictures TBK Financial Resilience during the Over The Top (OTT) Boom Post Covid (2018 – 2023)**

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### **ABSTRACT**

The global outbreak of COVID-19 reshaped the media and entertainment industry, accelerating the growth of over-the-top (OTT) platforms as traditional cinema attendance sharply declined. This research explores how MD Pictures adapted to these transformative changes. Through financial ratio analysis, this study analyzes and evaluates the MD Pictures' performance before, during, and after the pandemic period with major concerns in liquidity, profitability, and debt management ratios for the periods 2018 up to 2023. The research gives strategic insights into the strategic decisions that enabled MD Pictures to weather the challenges and capitalize on new opportunities of the digital space by assessing trends of asset utilization and cost efficiency. Key findings from this research reveal that MD Pictures achieved 18% Compound Annual Growth Rate (CAGR) in digital revenues from 2020 to 2023, surpassing the global OTT market average of 6.3%. This growth was driven by strategic partnership with platforms like Disney+ Hotstar, a focus on localized content and optimization of operational costs. Financial ratio analysis brings forth improvements in profitability, liquidity, and debt management as evidence of the adaptability of the company through challenging times. This research presents strategic perspectives regarding the choices made by MD Pictures that facilitated its alignment with global trends while utilizing its local expertise, offering valuable lessons for media executives and stakeholders navigating a rapidly evolving digital ecosystem.

**Keywords:** Media Industry, Entertainment Industry, OTT Platform, Financial Ratio, Strategic Decision.



## Measurement and Analysis of Financial Ratio and Bankruptcy Risk Prediction of PT Indofood Sukses Makmur TBK for 2018-2023 Period

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### ABSTRACT

Food is still the most important need to be fulfilled as the food and beverage industry in Indonesia has grown positively over the past years. PT Indofood Sukses Makmur TBK is one of Indonesia's largest Food and Beverage companies with net sales in 2023 is approximately 117 trillion rupiah, higher than last year. This study aims to measure and analyze the company's financial performance by using the financial ratios analysis of PT Indofood Sukses Makmur. This study will use secondary data from the financial report of PT Indofood Sukses Makmur 2018-2023. The method used for this study is descriptive financial ratio analysis which consist of liquidity ratios, solvability ratios, profitability ratios, and activity ratios. This study provides other financial ratios such as Price Earning Ratios(PER), Price To Book Value(PBV), and Earning Share(EPS). Altman Z-score will also be used for this study to screen the bankruptcy risk prediction of PT Indofood Sukses Makmur TBK. The result of this study is the financial ratio is increasing in profitability and liquidity, have a decrease performance in activity and solvency, the stock performance is currently suitable to be invested, and the Altman Z Score (3.027) result shows the company is in the Healthy Zone.

**Keywords:** Financial Performance, PT Indofood Sukses Makmur TBK, Altman Z-Score, Financial Ratios, Bankruptcy Analysis.



## **The Intersection of Financial Performance and Sustainability Goals: Mayapada Hospital's Financial Outcome Analysis from 2018-2023**

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### **ABSTRACT**

Mayapada Hospital (MH), under the listed name PT Sejahtera Raya Anugrah Jaya Tbk (SRAJ), released its first-ever sustainability report in 2021, marking a significant milestone in its commitment to sustainable development goals. MH progressively enhanced its sustainability program initiatives, by 2023 MH Bandung opened Indonesia's first certified green hospital. This facility pioneered Life Cycle Assessment (SCA) screening in healthcare to minimize environmental impact while MH promoting equitable and inclusive workplace practice where women comprise 64% of the workforce. MH sustainability focus has been expanded since 2021 where the COVID-19 relevancy activities was high such as developed additional buildings that can accommodate >100 beds in 45 days, conduct more than 350,000 reliable and accurate PCR tests since June 2020. Foundation on creating Green Hospital Building was started in 2022 and implementation happened in 2023. These initiatives have correlated with significant financial growth, as demonstrated by a 27% average annual increase in sales and a 495% rise in operating income from 2020 onwards.

This research aims to assess MH's financial performance in alignment with its sustainability investment by analyzing secondary data from 2018 to 2023. Key financial ratios- profitability, activity, current and debt to equity- will serve as the primary metrics. Specific for the current ratio and debt-to- equity ratio, each of these analyses will provide insights into MH's liquidity and financial stability, illustrating the capacity to meet short-term obligations and manage the financial stability or risk profiles while investing in sustainability programs. Findings from this study are anticipated to contribute valuable knowledge for industry leaders, highlighting the potential benefits of incremental sustainability investments on overall financial performance within the healthcare sector.

**Keywords:** Sustainability, Financial Health, Healthcare Industry, Hospital Industry, Green Hospital



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Financial Ratio Analysis and Evaluation: An Insight into PT. Sinarmas Agro Resources and Technology (SMART) Tbk's Performance in the Palm Oil Industry**

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### **ABSTRACT**

PT Sinar Mas Agro Resources and Technology Tbk (PT SMART Tbk), a subsidiary of Golden Agri Resources (GAR) is one of the world's leading seed-to-shelf agribusinesses and is renowned as a prominent player in the consumer goods sector, within the palm oil industry. PT SMART Tbk has established itself as a leader in both production and distribution through an integrated business model that encompasses the cultivation, processing, and marketing of palm oil products. With a commitment to sustainability, in 2015 PT SMART Tbk launched The GAR Social and Environmental Policy (GSEP) as a roadmap to realizing the twin objectives of sustainable growth and leading a sustainable palm oil industry. The continued focus on consumer preferences and sustainable practices underscores PT SMART Tbk's commitment to long-term growth and profitability in the consumer goods sector. This study examines the financial performance of PT SMART Tbk through financial ratio analysis, by focusing on key metrics such as liquidity, profitability, leverage, and efficiency ratios over the past seven years (2017-2023).

**Keywords:** Financial Performance, Financial Ratios, Palm Oil Industry, Sustainability



## Analytical Study of Problem that Occur in State-Owned Enterprise of Pharmaceutical, PT Kimia Farma Tbk, Using Financial Ratio Analysis and Altman Z-score

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### ABSTRACT

Pharmaceutical Industry has played a vital role in improving the quality of life of the human population in this era. PT. Kimia Farma Tbk has become the first pharmaceutical company in Indonesia to grow into one that provides integrated health services. During the current year, PT Kimia Farma Tbk has shown good financial performance and reached 289.889 million in profits in 2021. Unfortunately, The internal audit process carried out by PT Kimia Farma Tbk (KAEF) Management found alleged violations of the integrity of the provision of financial report data at the subsidiary, one group member from this state-owned enterprise, namely PT Kimia Farma Apotek (KFA) in the 2021-2022 period which led to the allegation of financial engineering. It resulted in KAEF's consolidated losses in 2023 reaching 1.82 trillion. This condition is further exacerbated by an increase in business expenses of 4.66 trillion rupiahs in 2023, this business expense increased by 35.53 percent year on year compared to 2022 of 3.44 trillion rupiahs. Based on this fact of situation, this research aims to analyze PT Kimia Farma Tbk's financial performance condition by using Altman Z-score and financial ratio analysis to predict Kimia Farma Tbk's financial sustainability and potential future growth. The data methodology used in this research is an observation method and data study based on secondary data that referred to the financial report on the company's official website collected from 2018-2023.

**Keywords:** PT Kimia Farma Tbk, Financial Performance, Pharmaceutical Industry, Analytical Study, Altman Z-Score



## Indonesia's Energy Future: A Deep Dive into Financial Performance of Pertamina Gas Negara (PGN)

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### ABSTRACT

Facing global economic conditions, such as slowdowns and fluctuations in commodity prices, especially natural gas, will affect companies in the natural gas sector. This research object is PT Pertamina Gas Negara (PGN), a subsidiary of Pertamina. Therefore, as a crucial company in Indonesia's natural gas sector, PGN ensures reliable energy transmission and distribution. Then, to stay sustainable and competitive, PGN must effectively manage its financial performance amidst these economic uncertainties. This research aims to analyze and describe PGN's financial performance by examining key metrics, including revenue, net profit, assets, and liabilities. A qualitative approach is employed, utilizing data from PGN's annual financial reports from the past five years, from 2019 to 2023. This approach highlights essential financial indicators to assess how well PGN has navigated challenges and maintained the stability of its financial performance. The findings from this research offer actionable insights for stakeholders to reinforce PGN's financial health and resilience. Additionally, these insights will help PGN enhance its competitive position in the energy sector while ensuring sustainable operations in the long term. However, as Indonesia's largest company in the transmission and distribution of natural gas, PGN's ability to adapt to the global economy is essential for maintaining its role in supporting the country's energy infrastructure and promoting national development.

**Keywords:** Financial Performance, Revenue, Net Profit, Asset, Liability



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Assessing and Evaluating the Financial Health of PT Unilever Indonesia, Tbk: A Comparative Analysis Using the Piotroski F-Score Across Two Periods (2014-2018 and 2019-2023)**

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### **ABSTRACT**

Unilever Indonesia, a leading player in the country's fast-moving consumer goods (FMCG) sector, faces significant challenges from changing consumer preferences and recent global disruptions. This study analyzes and evaluates the company's financial performance over two distinct five-year periods: A (2014-2018) and B (2019-2023), using the Piotroski F-Score as an analytical framework to assess shifts in financial health. The Piotroski F-Score uses nine indicators related to profitability, leverage, liquidity, and operational efficiency, offering a comprehensive view of financial stability. The findings hopefully highlight key concerns for stakeholders, especially investors and management, regarding market dynamics.

**Keywords:** Unilever Indonesia, Financial Performance, Piotroski F-Score, Profitability, Leverage, Liquidity





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## **E-Waste and Education: A Pathway to Sustainable Tech Consumption**

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### **ABSTRACT**

The accelerating advancement of digital technology introduces both convenience and significant environmental challenges, particularly in the form of electronic waste (e-waste). As devices become obsolete at an increasing rate, e-waste production has reached alarming levels worldwide, presenting unique risks due to hazardous components and inadequate recycling methods. Addressing these challenges demands urgent attention and a strategic educational approach to promote sustainability.

**Keywords:** E-waste sustainability, Environmental education, Digital device lifecycle, Hazardous waste management, Responsible consumption, and Tech sustainability initiatives



## The Effect of Self Efficacy, Job Embeddedness, Happiness at Work on Organizational Citizenship Behavior

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### ABSTRACT

This study aimed to analyze the effect of self efficacy, job embeddedness and happiness at work on organizational citizenship behavior. The research conducted was descriptive quantitative research by distributing questionnaires. This study uses the hypothesis testing method. Hypothesis testing uses the Structural Equation Model (SEM) with AMOS 22 software. The data in this study were collected from 310 employees of Banking in Region Jakarta, by using purposive sampling. The results of hypothesis testing in the study showed that there are effects of self efficacy, job embeddedness, happiness at work on organizational citizenship behavior. From the results of this study it is hoped that it can provide input for company managers so that they can pay attention to their employees by providing good support and providing motivation and guiding employees to improve employees citizenship behavior.

**Keywords:** Happiness at Work, Job Embeddedness, Organizational Citizenship Behavior, Self Efficacy.



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## **Financial Performance Analysis and Evaluation of PT Japfa Comfeed Indonesia Tbk During Period of 2017-2023**

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### **ABSTRACT**

PT Japfa Comfeed Indonesia Tbk is one of the largest and most integrated agri-food companies in Indonesia. In the first quarter of 2020, the COVID-19 pandemic hit Indonesia significantly. Therefore, the profitability of the company is up and down. The objective of this study is to examine the financial performance of PT Japfa Comfeed Indonesia Tbk during 2017-2023, through the COVID-19 pandemic period focusing on profitability ratios across various categories, including Animal Feed, Poultry Breeding, Commercial Farms, Poultry Processing, and Consumer Products, Aquaculture, and Trading and Others. A descriptive financial ratio will be used as a methodology.

**Keywords:** Financial Performance, Financial Ratios, Agri-food, Poultry



## **Financial Performance of PT Chandra Asri Petrochemical Tbk Indonesia with Common Size Method for Period Year 2017-2023 and the Effect of COVID-19 Pandemic**

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### **ABSTRACT**

PT. Chandra Asri Petrochemical Tbk. now transformed into PT. Chandra Asri Pacific Tbk. is Indonesia's leading chemical and infrastructure solution company supporting Indonesia economic growth. This study using Common Size Method, the method uses one line item on the statement as an base against which to evaluate all items in the same statement. It compares information within a current accounting period. The formula for calculating the common size percentage is  $(\text{Comparison Amount}/\text{Base Amount}) * 100$ . The design of this research is quantitative research. The data source used is secondary data in the form of balance sheets and profit and loss from 2017-2023. This period is particularly significant as it encompasses the onset of the Covid-19 pandemic, a condition that impacted finance performance. By analyzing these finance metrics this study aims to elucidate the effects of the pandemic on PT. Chandra Asri financial health and with Common Size Method can be used to assess Finance Performance to determine the health level of the company, evaluate and analyze how the company's finance report, so the advantage and the disadvantage of final result can be known. In general, PT. Chandra Asri Petrochemical Tbk. can maintained the finance performance during COVID-19 by able to report a growth in sales volume, an improved Net Profit in 2020 also in 2021, in which are better than pre-COVID 19. On the other hand, global geopolitical dynamics, specifically the outbreak of war impacted on economic condition. The rise in crude oil price had significant influence on Chandra Asri as the cost of raw materials for production.

**Keywords:** Petrochemical, Financial Performance, Common Size Method, Covid-19



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Financial Performance Analysis and Evaluation of Infrastructure Company PT Ciputra Development Tbk Pre-pandemic, Pandemic, and Post- pandemic COVID-19 in Indonesia**

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### **ABSTRACT**

The Government of Indonesia officially announced the COVID-19 pandemic status on 2nd March 2020. This research investigates the influence of the COVID-19 pandemic on PT Ciputra Development Tbk by studying fluctuations in the company's financial performance during the pre-pandemic, pandemic, and post-pandemic periods in Indonesia, based on an assessment of corporate performance through financial ratio analysis such as Revenue Growth, Net Profit Margin, Liquidity Ratio, Debt Equity Ratio, and Operational Performance. The performance analysis of PT Ciputra Development Tbk is designed to ascertain whether the company was unaffected by the COVID-19 pandemic, represented by financial data from the reports that it published for the period 2019 to 2023. In such a case, the financial indicators of PT Ciputra Development Tbk for periods 2019 to 2023 would have reflected stability or growth. This would signify a capacious sound resisting the negative impacts of the pandemic.

**Keywords:** Revenue Growth; Net Profit Margin; Liquidity Ratio; Debt Equity Ratio; and Operational Performance



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## **Profitability Ratio Analysis: Measure Profitability Based on Financial Statements PT. Siloam International Hospital Tbk. 2017 - 2023**

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### **ABSTRACT**

Private hospital as health service industry slightly different than government hospital, while private hospital should make a profit to keep the business run and did not get financial help from government. The focus of this research is PT. Siloam Hospital International Tbk, and the purpose of this study is to analyze and evaluate the PT Siloam Hospital International Tbk,'s financial performance by using profitability ratio analysis. In addition, this research hoped can become a reference for any health sector to manage the financial performance, also create strategy and future action to maximum profit but still remember about health norm. Profitability ratio composed of three ratios, such as Return on Assets, Return on Equity, and Net Profit Margin. The approach used in this study is descriptive quantitative with focus on numerical data. Type of data will be use is PT. Siloam Hospital Tbk,'s financial report yearly from 2017-2021. The financial report PT Siolam Internation Tbk 2017 – 2023 became the population and sample.

**Key Words:** Hospital, Profitablity Ratio, Financial Health Service



## **Financial Resilience and Growth: An Analysis of PT XL Axiata Tbk's Performance Before and During the COVID-19 Pandemic**

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### **ABSTRACT**

XL Axiata was founded in October 1989. It initially operated under the name PT Grahametropolitan Lestari before rebranding to PT Excelcomindo Pratama. The company later became known as PT XL Axiata Tbk and has grown to be one of the leading telecommunications providers in Indonesia. PT XL Axiata Tbk facing many issues during and before covid 19 pandemic, using Du Pont as an analytical based line to assess in financial health. The DuPont analysis method was used as an analytical framework to assess the financial health of PT XL Axiata Tbk by breaking down Return on Equity (ROE) into its key components: profitability, efficiency, and leverage. This approach helps identify how well the company generates profit from its equity, providing a clearer view of the factors contributing to financial performance. The results indicate that financial performance experienced a notable decline in 2018 due to increased operating expenses, primarily from rising depreciation costs. However, the company's financial metrics gradually improved in subsequent years, with performance during the pandemic period showing marked improvement, even surpassing pre-pandemic levels. Further comparisons with market averages reveal that PT XL Axiata Tbk's performance deviated from industry norms in certain periods, signaling areas for strategic improvement and realignment. This comprehensive analysis offers a better understanding of the company's financial health and provides insights into potential strategies for sustaining growth and maintaining competitive advantage as it navigates future challenges and opportunities.

**Keywords:** XL Axiata financial performance, Net Profit Margin, Asset Turnover (ATO), Operation Expenses and Profitability



## Financial Performance Analysis and Evaluation of PT. Akasha Wira International TBK for the Period of 2019-2023

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### ABSTRACT

Indonesia is known as a attractive market for the consumer goods industry. Population exceeding 281 million, stable GDP at 5% yoy, inflation at 2.6%, and household consumption contribute 54.5% to GDP expenditure, making the market lucrative for the industry. However, the COVID-19 situation in 2020 affected many industries including consumer goods which heavily relied on offline sales previously. PT. Akasha Wira International, known for brands like Nestle Pure Life and Makarizo, is an Indonesian consumer goods company that produces and sells bottled water, cosmetics, soap, household cleaning, beverage, and food industry, experienced a negative 12% drop in revenue in 2020 due to pandemic. However after one year, Akasha increased the revenue significantly by about 39% and 96% increase in net income. This research aims to find out more about the company's financial health by using descriptive financial ratios, such as liquidity, profitability, solvency, and activity ratio. This study also seeks to evaluate Akasha's growth potential, and suitability for long-term investment. From the result shows that the company's have excellent liquidity ratio which indicate stability. Strong solvency ratio indicate strong financial position driven by equity. High profitable ratio indicate healthy return, but, low asset and inventory turnover, suggest inefficiencies in asset utilization and excess in inventory which need to be improved either by increasing the sales or improving the inventory management. Based on the insights from each ratio analysis, it is confirmed that PT. Akasha Wira International Tbk possesses strong financial health and remains an attractive prospect for investment.

**Keywords:** Liquidity Ratio, Profitability Ratio, Solvency Ratio, and Activity Ratio, PT. Akasha Wira International TBK





## Financial Analysis and Evaluation of the Potential Bankruptcy of PT. CIPTA KOPI 1690 using the Altman Z-Score Model

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### ABSTRACT

Established in 2004, PT. Cipta Kopi 1690 started its business as a company engaged in the food and beverage industry by focusing its business as a supplier of green beans, coffee, and coffee powder. The initiators of the formation of this company were IGN Abdi Pangestu and Sofwan Ardyanto. PT. Cipta Kopi 1690 entered Magelang City with a touch on training and discussion between professionals and coffee farmers so that the spirit built was a partnership between private companies and farmers. Only red coffee fruits are picked or harvested and the coffee is processed eight hours from the time of the first picking. The production process of coffee fruits into mature coffee beans in this company also uses a simple machine made by the nation's children which has been certified by the Jember Cocoa and Coffee Research Center, Indonesia as a standard of SCAA provisions regarding fruit and coffee bean processing machines. This study aims to find out, analyze, and evaluate the potential for bankruptcy of the company using the Altman Z-Score method. The data collection technique was carried out with interview techniques and secondary data from financial reports for the period 2020-2024. The data analysis technique used is a descriptive analysis using the Altman Z-Score method. The bankruptcy area in the Altman Z-Score method means PT. Cipta Kopi 1690 is in a condition of financial difficulties while the gray area means that the management is in a vulnerable condition in terms of bankruptcy.

**Keywords:** Bankruptcy, Coffee industry, Altman Z-Score



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## **Financial Performance Analysis of PT Pembangunan Jaya Ancol Tbk Due to Covid 19 Using the Common Size Method**

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### **ABSTRACT**

COVID-19 started to attack Indonesia in early 2020. All sectors were affected, especially tourism. PT Pembangunan Jaya Ancol Tbk is the largest and most integrated property development and recreation area management company in Indonesia. This research aims to find out and analyze the financial reports of PT Pembangunan Jaya Ancol which were affected by Covid 19 for the period of 2020-2023. Analysis of the Financial Reports of PT Pembangunan Jaya Ancol Based on the Common Size Method. The Common Size Method, also known as both vertical and horizontal analysis, is a financial statement analysis technique that compares each item on a statement to a base amount.

**Key Words:** Covid 19, Financial Report, Common Size Method, PT Pembangunan Jaya Ancol.



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## **Financial Performance Analysis and Evaluation of PT Campina Ice Cream Industry Tbk using DuPont System from 2017 to 2023**

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### **ABSTRACT**

This study aims to analyze how PT Campina Ice Cream Industry Tbk performed financially from 2017 to 2023, the years before, during, and after the COVID-19 pandemic. PT Campina Ice Cream Industry Tbk is one of the leading ice cream producers in Indonesia, priding itself on its special products made from natural, hygienic, and high-quality ingredients. It is a local ice cream company that went public in 2017. Much like many other businesses, the impact of social distancing and activity restrictions during the COVID-19 pandemic on most of its workers, customers, and potential customers severely caused a downturn in the company's financial performance. By using the DuPont method of financial analysis to evaluate the company's financial performance for the period 2017-2023.

**Keywords:** DuPont Analysis, Return on Equity, Profitability, PT Campina Ice Cream Industry Tbk



## Maintaining the Financial Performance of PT Aneka Tambang, Tbk During the COVID-19 Pandemic Era

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### ABSTRACT

PT Aneka Tambang, Tbk (ANTAM) is a State-Owned Enterprise established in 1968 through the merger of several national mining companies producing Single commodities. In 1997, ANTAM offered 35% of its shares to the public and listed them on the Indonesia Stock Exchange. The synergy of financial performance and operational performance of ANTAM for 5 years, from 2017 to 2021, shows positive growth and strength to survive amidst the COVID-19 pandemic. In 2021, ANTAM focuses on strengthening its core business as a basis for strengthening financial resilience and maintaining the sustainability of the Company's business growth in the long term by implementing strategic policy implementation in proper cost management, as well as optimizing production and sales levels. In 2021, ANTAM was the golden age of ANTAM amidst the COVID-19 pandemic, where ANTAM recorded significant growth in financial performance. The achievement of positive performance growth is inseparable from ANTAM's efforts to continue to innovate in the fields of production and sales with a focus on increasing product-added value, optimizing production and sales levels, and implementing strategic policies related to proper cost management. The implementation of appropriate operational strategies supports the growth and profitability of all of ANTAM's main operating segments, which are nickel, gold, and bauxite commodities. In 2021, gold products became the largest contributor to ANTAM's sales. It was recorded that in 2021, ANTAM's gold sales value growth reached 34% of 2020 sales amidst the Covid-19 pandemic. The growth in sales value was in line with the increase in sales volume reaching 29.38 tons or up 33% from the previous year. In 2021, ANTAM was also able to increase its domestic gold customer base with domestic gold sales of 28.28 tons. Due to this realization, in 2021 ANTAM recorded the highest level of gold sales in the domestic market throughout the Company's history. The strengthening of ANTAM's financial structure in 2021 is also reflected in the decline in the liabilities position.

**Key Words:** COVID-19 Pandemic, Sustainability, Financial Performance, Company Value



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Financial Performance Analysis and Evaluation of PT Telkom Indonesia for Global Investors for the Period of 2018-2023**

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### **ABSTRACT**

Indonesia will be the fourth largest economy in the world by 2050. Indonesia has maintained economic growth of more than 5% every year since President Joko Widodo was elected. Global capital is paying attention to the Indonesian stock market as solid economic growth is beginning and high returns are expected. PT Telkom Indonesia is a notable company in this trend. As Indonesia's largest telecommunications company and digital services company, it has expanded into a variety of new businesses (broadband, mobile, and digital media), showing its potential for growth. The purpose of this study is to provide financial insights through financial ratio analysis such as profitability, liquidity, solvency, and efficiency to global investors interested in PT Telkom Indonesia for the period of 2018-2023. For global capital, the flow of stock prices and price-dividend-yield are as important as the company's financial stability. Therefore, we will also look at the stock price flow and dividend rate. The author believes that the finding will be helpful for global investors to make good decisions.

**Keywords:** Financial Performance, Profitability, ROE, EBITDA, Dividend Payment Ratio, Debt to Equity Ratio.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Financial Performance Analysis and Evaluation Based on Profitability and Liquidity Ratios at PT Adi Sarana Armada Tbk Period 2017-2023**

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### **ABSTRACT**

Established in 2004, PT Adi Sarana Armada (PT ASSA) conducted its initial public offering and listed its shares on the Indonesia Stock Exchange in 2019. PT ASSA provides transportation solutions, including Corporate Vehicle Rental, Logistics Transportation, Driver Services, Automotive Auction Hall, Car Sharing, Online Vehicle Sales and Purchase, and Parcel Delivery Services. Through its relatively short but dynamic history, PT ASSA has become a leading player in Indonesia's transportation and logistics industry. The objective of this study is to conduct a comprehensive financial analysis to assess the financial health and performance of PT ASSA during the period from 2017 to 2023, in support of strategic decision-making. This study will cover measurements of profitability, liquidity, and investment efficiency analysis.

**Keywords:** Transportation, Logistics, financial performance, profitability, liquidity, Investment Efficiency



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Financial Performance Analysis of Pt. Salim Ivomas Pratama, Tbk During Periode Of 2018- 2022**

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### **ABSTRACT**

PT. Salim Ivomas Pratama Tbk is one of the largest palm oil industries in Indonesia. Like any other company, healthy financial is one of the assessments the goal of company management, The aim of this study is to find out the financial performance of PT. Salim Ivomas Pratama Tbk. This study is to analyze debt to equity, return on investment and return on equity. And to determine the financial performance of PT. Salim Ivomas Pratama Tbk. This study is using a descriptive financial ratio with quantitative approach with secondary data company financial performance 2018 to 2022 when company faced pre and past Covid 19 pandemic. By using financial ratio, these studies can identify and explain company performance using financial ratios.

**Keywords:** Total Assets Turn Over, Return on Investment, Debt to Equity and Return on Equity

## Türkiye'de Zorunlu Deprem Sigortasının Yıllar İçindeki Gelişimi

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### ÖZET

Son yıllarda, dünyada ve Türkiye'de doğal afetlerin sayısı giderek artmakta ve bu afetler gerçekleştiğinde ağır hasarlara neden olmaktadır. Sigortacılık sektörü, bireyler ve kurumlar için olası doğal afetlere karşı mali açıdan koruma sağlamada önemli bir rol oynamaktadır. Özellikle zorunlu deprem sigortası (DASK), deprem riskine karşı bireyler ve kurumlar için mali koruma sağlamanın yanı sıra ekonomik kayıpların telafi edilmesini de kolaylaştırabilmektedir. Bu araştırmanın amacı, Türkiye'de zorunlu deprem sigortasının yıllar içerisindeki gelişimini incelemek ve sigortanın toplumsal ve ekonomik etkilerini değerlendirmektir. Bu bağlamda kullanılan ikincil veriler, nitel araştırma yöntemiyle içerik analizi kullanılarak incelenmiştir. Araştırma sonucunda, yıllar bazında zorunlu deprem sigortası poliçe adetlerinde sürekli bir artış olduğu görülmüştür. Ancak son yıllarda, deprem yaşayan illerde sigortalılık oranlarının yeterli düzeyde olmadığı tespit edilmiştir. Sigortasız hasarlar, devlet kaynaklarına ve uluslararası yardımlara yük olup toplumsal dayanıklılığı ve ekonomik istikrarı olumsuz etkileyebilmektedir. Bu sorunun çözümü için sigortalılık oranlarının artırılması gerekmektedir. Toplumsal etki için bireylerde sigorta bilincinin artırılması ve bireylerin afetlere yönelik farkındalık seviyesinin yükseltilmesi önem arz etmektedir. Sigortacılık sektörü ile doğal afet yönetimi konusunda yapılan çalışmaların sınırlı olduğu ve bu çalışmanın literatüre katkı sağlaması beklenmektedir.

**Anahtar Kelimeler:** Finans, Sigorta, Zorunlu Deprem Sigortası

## Development of Compulsory Earthquake Insurance in Turkey Over the Years

### ABSTRACT

In recent years, the number of natural disasters has been increasing around the world, including Türkiye, and when these disasters occur, they cause severe damages. The insurance sector is important in providing financial protection for individuals and companies against possible natural disasters. In particular, the compulsory earthquake insurance policy (DASK) can provide financial protection for individuals and institutions against earthquake risk and facilitate the compensation of economic losses. This research aims to examine the development of compulsory earthquake insurance in Turkey over the years and evaluate insurance's social and economic effects. The secondary data used in this context were examined using content analysis with the qualitative research method. As a result of the research, it was observed that there was a steady increase in the number of compulsory earthquake insurance policies every year. However, it has been determined that the insurance rates in the provinces experiencing earthquakes have been insufficient in recent years. Uninsured losses can be a burden on state resources and international aid, and can negatively affect social resilience and economic stability. Insurance rates need to be increased to solve this problem. For social impact, it is important to increase insurance awareness among individuals and raise individuals' awareness regarding disasters. The aim is that the studies conducted on the insurance sector and natural disaster management are limited, and this study is expected to contribute to the literature.

**Keywords:** Finance, Insurance, Compulsory Earthquake Insurance





**Analysis of Key Financial Performance and Financial Health Of Tobacco Company Using The Du Pont System Method And Altman Z – Score Evidence of PT HM Sampoerna Tbk Indonesia for Period 2018 – 2022**

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**ABSTRACT**

The tobacco industry in Indonesia faces various challenges, including strict government regulations, anti-smoking campaigns, and changing consumer behavior that affects financial performance. As one of Indonesia's leading tobacco companies, PT HM Sampoerna Tbk Indonesia certainly faces the same issues. This study aims to analyze the financial performance and financial healthiness of tobacco companies in Indonesia, focusing on PT HM Sampoerna Tbk Indonesia, during the period from 2018 to 2022. The data used is secondary data collected from the published audited financial statements. The methods employed in this analysis are the Du Pont System and the Altman Z-Score. The Du Pont System helps identify factors influencing the company's profitability and operational efficiency, while the Altman Z-Score assesses the likelihood of bankruptcy. This research provides important insights into the company's financial position within Indonesia's tobacco industry and its implications for investors and other stakeholders. These insights can inform decision-making, investment strategies, and regulatory measures to promote sustainability and growth in the tobacco industry in Indonesia. It is hoped that managers can formulate company plans to enhance profitability and efficiency in cost structure amid financial difficulties.

**Keywords:** Financial Performance, Financial Health, Bankruptcy, Tobacco Industry, Du Pont Method, Altman Z – Score



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## Navigating Growth in Global Retail: Inditex's Financial Journey from 2017 to 2023

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### ABSTRACT

PT Inditex emerged as a significant force in the global fashion sector, showcasing unwavering financial stability spanning from 2017 to 2023. Through a comprehensive analysis of ratios and trends, Inditex maintained a robust financial position, prominently characterized by its impressive gross profit margins consistently exceeding 55%, showcasing formidable profitability. The unforeseen impact of the COVID-19 outbreak notably affected Inditex's financial trajectory, particularly evident in 2020 with a noteworthy decline in profitability. Nonetheless, the company exhibited resilience by partially rebounding in 2021, illustrating its adeptness at navigating challenging market environments. Noteworthy indicators, like the Return on Assets (ROA) at 12.3%, underscored Inditex's sturdy financial foundation. Looking ahead to 2022-2023, there was a marked enhancement in profitability, with net profit escalating from €4.15 billion in 2022 to €5.39 billion in 2023. Concurrently, Earnings per share (EPS) witnessed a rise, delivering enhanced returns to stakeholders. Inditex showcased robust cash flow generation, with operating cash flow soaring to €8.67 billion in 2023, and a firm balance sheet depicted by total assets surging to €32.74 billion. Collectively, the financial highlights of PT Inditex from 2017 to 2023 exemplify substantial revenue growth, consistent financial performance, persistent profitability, and financial fortitude, positioning the company favourably for sustained success amidst the competitive retail landscape.

**Keywords:** Sustainability, Revenue, Fashion Industry, Financial Health, Profitability, High Gross Profit Margin, Innovation



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## Financial Ratio Analysis and Evaluation of PT Indo Tambangraya Megah Tbk to Measure Financial Performance for the Period of 2017-2023

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### ABSTRACT

PT Indo Tambangraya Megah (ITM) was established in 1987 and became a publicly traded company in 2007 by listing 20% of its shares on the Indonesia Stock Exchange. By 2010, ITM was recognized as the fourth largest coal exporter in Indonesia. Currently, the company operates six mines, five ports, and two coal loading points. In 2021, ITM achieved impressive financial results, recording revenues of US\$ 2.1 billion and profits of US\$ 475 million, primarily from coal trading for both export and domestic markets. Despite experiencing a decline in financial performance during the COVID-19 pandemic in 2020, ITM rebounded strongly in 2021. This research aims to measure and analyze the company's financial performance by utilizing financial ratios from 2017 to 2023. Data for the analysis were sourced from public financial statements. The findings of this study are expected to enrich the existing financial literature and provide valuable insights for decision-makers focused on enhancing profitability and efficiency within the company.

**Keywords:** Financial performance, financial ratios, coal mining, PT Indo Tambangraya Megah Tbk



## The Healthiness Measurement of Financial Performance of PT Gudang Garam, Tbk Using Altman Z-score

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### ABSTRACT

Cigarette industry in Indonesia, have tough challenges from their difficulties to expand the market size even though Indonesia has prevalent smoker in average 29,29% of smoking rate, which are highest among ASEAN country. The pressure from authority related to health awareness also increases the tension of the challenges. PT Gudang Garam, Tbk, is one of Indonesia's cigarettes companies, which also struggle to keep their competitive performance in the industry, the company experienced a notable fluctuation in its financials. In economic side, along with the Covid-19 pandemic ended the inflation on the year 2022 and 2023 also comes with significant number on 4.21 and 3.67 plus the excise tax always increase every year, together cause the increase of production cost of PT Gudang Garam Tbk. With this situation, company seek good opportunity in national infrastructure development with Indonesia Government, such as Airport Construction in Kediri City. The research aims to measure and analyze the financial health of PT Gudang Garam Tbk using Altman Z-score methodology. The analysis will use public data of the company from 2018 to 2023 period. Stakeholders and the public may get the insight from this study, to see the company's management actions reflect the company financial situation.

**Keywords:** Financial Health, Cigarette, Altman Z-Score



## Moving Towards a Successful Cooperative: The Significance of Cold Chain Logistics

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### ABSTRACT

A successful small-scale fishermen (SSF) cooperative can be realized through a range of elements, including population habits and culture, the development of cold chain logistics infrastructure, government support, fisherman participation, and so on. However, the first stage is to comprehend and identify the crucial success factor (CSF) that will support and prioritize the implementation of its plan. The paper intends to address these concerns. This study discusses the eight CSFs that are to blame for the poor performance of SSF cooperatives in Central Bangka Regency. Using the DEMATEL approach and expert knowledge, a prominence and causal connection diagram was created to investigate the influencing strength of CSFs. The top three major CSFs (causes) influencing the establishment of SSF cooperatives are cold chain logistics infrastructure (CSF6), access to the fish market (CSF2), and funding (CSF8). The study is conducted on an island in Indonesia; however it might be expanded to a worldwide environment by selecting appropriate CSFs. The study's conclusions may be used by local governments and cooperative management to improve the feasibility of cold chain logistics using renewable energy by adopting relevant solutions, which is the study's significant contribution.

**Keywords:** Cold Chain Logistics, Cooperative, SSF, Bangka Island, DEMATEL



## Sustainability in Action: Squid Attractor and Solar Portable Chillers in Central Bangka Regency

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## **ABSTRACT**

Central Bangka Regency is one of the squid fishing centers in Bangka Belitung Province, located in Bangka Island. The Bangka squid is an important major source of income for the fisheries sector in this region. However, the squid fishery in Bangka waters has several problems. These include damage to coral reefs and seagrass beds, which are important for squids due to tin mining on land and at sea. To comply with fisheries regulations integrated solutions are required. These solutions must be adopted from the upstream (conservation of the squid habitats) to the downstream (improve cold chain logistics). This study investigates the effectiveness of squid attractors using cylindrical drums and the effectiveness of a solar-powered portable cooler to be implemented to help small-scale fishermen (SSF) promote sustainable management and utilization of fish resources. This study used various methods from identifying community needs to designing, producing, testing, mentoring, and disseminating technology. The study also employed a survey using questionnaires to get the community and partners' perceptions. The construction of the attractors and the presence of squid eggs were directly observed underwater. The fishing efficiency using the squid attractor was found to be 60-70%, solar coolers work well in the sun and keep food cool for 5-6 hours.

**Keywords:** Attractors, Artificial Squid Nest, Stock Enrichment, Sustainability, Solar Portable Chiller



## How does PT Indocement Tunggul Prakarsa Tbk Survive in the Oversupply Era?

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### ABSTRACT

One of the goals of the Management Team of a company is to create value, by generating profit and wealth for its Shareholders. Due to oversupply of cement, It has given pressure to profitability of cement producers and share prices, hence a potential decrease in value. This because the development of cement industry in Indonesia that continues to grow faster than the domestic demand, leaving Gap of around 53.6 million tons or 57.8% utilization of the installed capacity. Despite such contraction, PT Indocement Tunggul Prakarsa Tbk (INTP) has consistently managed to book profits in the last 5 (five) years. It is interesting to Study and Analyze the Strategy that INTP has taken to maintain its profits and liquidities. Therefore, we are using Secondary Data, which are audited and publicly financial statements of INTP for periods of December 31, 2019 until December 31, 2023. The methodology used would be Descriptive Financial Figure (DFF) and Financial Ratio Analysis (FRA). The result shows INTP's strategy in order to maintain its profitability and liquidities by focusing to achieve following items: decent and sustainable profits, strong liquidity, low leverage, good relationship, no huge capital expenditure (capex) made, no major corporate action (that have negative impact), no major changes on dividend payout ratio, no revaluation of asset, and no accounting policy/treatment changed. This study has added the knowledge in the financial literature. Thru this study other Management Team of cement producers might follow INTP's strategy in order to achieve profitability and liquidity in this oversupply era.

**Keywords:** Value-Creation, Oversupply, Profitability, Liquidity, Financial Figure/Ratio



**Strategic Investment Decision and Evaluation to Acquire 1.000 Ton  
Launcher Gantry for Toll Road Harbour Road Project of PT Wijaya  
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**ABSTRACT**

East Ancol – Pluit Toll Road (Harbour Road) is one of the elevated toll roads built to reduce traffic congestion and facilitate the mobility of people and goods, especially in North Jakarta. With the construction of this elevated toll road, it is expect to develop in transportation mobility. This will undoubtedly positively impact the economy, as goods and people will be able to move more quickly and efficiently. The project was carried out by PT. Wijaya Karya (Persero), Tbk. (WIKA), a state-owned company, Infrastructure I since early 2021 and expected will be finished 2027. This elevated toll road uses Precast Box Girder as its main girder. In the process of installing the Precast Box Girder using a Launcher Gantry (LG) with a capacity of 1,000 tons. The purpose of this study is to measure and evaluate the feasibility for investment of 1.000 Ton LG with consideration of budget, safety and increase quality by combining mixed method: strategic analysis using SWOT Analysis, capital budgeting analysis using elements such as: Payback Period, Discounted Payback Period, Return on Investment (ROI), Net Present Value (NPV), NPV Index, Internal Rate of Return (IRR), Weighted Average Cost of Capital (WACC), as well as non-monetary analysis using the Sustainable Development Goals to assist the company in making decision.

**Keywords:** Capital Budgeting, Strategic Analysis, Financial, Feasibility, Launcher Gantry





## **Profitability Analysis of Post-Transformational Seaports with Integrated Digital Ecosystems: A Case Study of PT Pelabuhan Indonesia (Persero) - Identifying New Revenue Streams and Value Creation While Preserving Employment**

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### **ABSTRACT**

This research aims to analyze the profitability of PT Pelabuhan Indonesia (Persero) following its digital transformation. The maritime industry is undergoing significant transformations driven by technological advancements and digitalization. PT Pelabuhan Indonesia (Persero), commonly known as Pelindo, is at the forefront of these changes, aiming to standardize and digitally transform its operations to improve efficiency and competitiveness. The study will examine financial data from the third quarter of 2022 to the second quarter of 2024, utilizing company financial statements as primary data sources. Key profitability metrics, including Net Profit Margin (NPM) and Return on Assets (ROA), will be calculated and analyzed to assess the effectiveness of digital transformation in enhancing operational efficiency and financial performance. The findings will contribute to the existing literature on digital transformation in the maritime industry, emphasizing the significance of profitability analysis in evaluating the success of technological advancements in seaport management.

**Keywords:** Digital Transformation, NPM, Pelindo, Profitability , ROA.



## Financial Performance Analysis and Evaluation of PT Industri Jamu dan Farmasi Sido Muncul Tbk Year 2019 - 2023

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### ABSTRACT

PT Industri Jamu dan Farmasi Sido Muncul Tbk (SIDO), which was originally established as a jamu shop in 1940 and officially established in 1975 in Semarang, Indonesia has grown significantly since the launch of its flagship product, among its 300 products, Tolak Angin is the flagship and most sought-after herbal concoction. This research intends to explain the Financial Performance of PT Sido Muncul, Tbk Period 2019-2023. PT Sido Muncul, Tbk is a traditional herbal medicine and pharmaceutical company is one of the companies that escaped the impact of the pandemic. The expected findings of this research explain the financial statements, liquidity ratios, and profitability of SIDO as a company that survived the pandemic and experienced an increase during the pandemic. New products to be launched are expected to boost the company's performance as proven by the demand for several products that continue to grow after Covid-19 among people who are quite positive about nutritional and pharmaceutical products. This research uses secondary quantitative data analysis so that data is obtained from various pre-existing sources of information such as financial reports for 2019 - 2023, websites, articles, journals and organizational records, especially financial reports that discuss the development of liquidity ratios, and profitability of SIDO. This shows that PT Industri Jamu dan Farmasi Sido Muncul Tbk has a good ability to fulfill its obligation on its assets. The result for profitability ratio analysis which is measured based on return on investment and return on equity ratio tends to decrease compared to Covid 19. The company's liquidity ratios from 2019 to 2023 demonstrate a trend of fluctuating liquidity levels. High liquidity, in the current and cash ratios, is advantageous in uncertain times, such as during the pandemic, to ensure the company can meet short-term obligations. However, excessive liquidity over time may imply inefficiency in asset utilization, as capital could be redirected to investments yielding higher returns.

**Keywords:** Financial Performance, Liquidity Ratio, Profitability Ratio, Herbal, Covid-19

## İnsan Kaynakları Politikalarının Organizasyon Kültürü ve Üretkenlik Üzerindeki Etkisi (Azerbaycan örneğinde)

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### ÖZET

Bu çalışma, insan kaynakları (İK) politikalarının organizasyon kültürü ve üretkenlik üzerindeki etkilerini, aynı zamanda İK politikaları hakkında, kamu ve özel sektör arasındaki farklılıkları ortaya çıkarmak amacıyla Azerbaycan ve dünya çapındaki örnekler eşliğinde incelemektedir. İK politikaları çalışanlarının bağlılığı, motivasyonu ve verimliliği üzerinde doğrudan etkili olmaktadır. Kamu sektörü, statik bir kültürde ve özel sektörde olduğu gibi girişimcilik ve inovasyona izin vermeyen tüm tarafların gelişme sürecinde yer aldığı bir hiyerarşi ile karakterize edilir. Verimlilik ve yüksek performans ölçümü bakımından kültür belirsizdir. Özel sektör, verimliliği içsel olarak büyüklendiren ve üretkenliği ve inovasyonu her şeyin üzerinde yerleşen performansa dayalı bir sistem benimsemiştir. Azerbaycan'ın sosyal politikası analizine göre, özel sektör, dünya çapındaki yeni İK uygulamalarına doğru yeni yönleri benimsemeye başlayan yerel uygulamaları sergilemektedir. Özellikle, esnek çalışma saatleri sistemleri, performans değerlendirme sistemlerine dayalı ödüllendirme politikaları ve diğer uygulamalar yaygınlaşmaktadır. Özel sektördeki bu yaklaşımlar, çalışan bağlılığı ve verimi artırmaktadır. Kamu sektöründe, iş güvenliği açısından İK politikaları oldukça belirgindir, ancak verimliliği ve iş inovasyonuna dair diğer alanlarda geri kalmaktadır.

Araştırmada kullanılan istatistikler bu nedenle Azerbaycan'da kamu ve özel sektör İK uygulamalarının üretkenlik ve çalışan katılımı üzerindeki etkisini karşılaştırmak için hem ulusal, hem de uluslararası verilerle desteklenmiştir. Çalışan devir oranları, işgücü üretkenliği ve gönüllü çalışan kaybı gibi özel sektör metrikleri, performansa dayalı özel sektör İK stratejilerinin etkili olduğunu ancak daha fazla personel değişikliği görüleceğini göstermiştir. Kamu sektöründe, durgun İK politikaları nedeniyle düşük kayıp oranlarına rağmen üretkenlik sınırlıdır. Bu sonuçlara dayanarak, Azerbaycan'da kamu sektörü için daha esnek İK politikalarına geçiş yapılması ve özel sektör için çalışan katılımını sürdürmek amacıyla mentorluk ve kariyer geliştirme programlarının geliştirilmesi önerilmektedir. Bu nedenle araştırma, mevcut küresel eğilimlere dayalı olarak Azerbaycan'da İK politikası geliştirme ve gelecekteki araştırmalar için bir temel sunmaktadır.

**Anahtar Kelimeler:** İnsan Kaynakları politikaları, organizasyon kültürü, üretkenlik, kamu ve özel sektör karşılaştırması, Azerbaycan İnsan Kaynakları uygulamaları

## The Impact of Human Resources Policies on Organizational Culture and Productivity (Azerbaijan Example)

### ABSTRACT

This study examines the effects of human resources (HR) policies on organizational culture and productivity, as well as the differences between the public and private sectors regarding HR policies, with examples from Azerbaijan and around the world. HR policies have a direct impact on employee commitment, motivation, and productivity. The public sector is characterized by a static culture and a hierarchy where all parties are involved in the development process, which does not allow for entrepreneurship and innovation, as in the private sector. The culture is unclear in terms of productivity and high performance measurement. The private sector has adopted



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a performance-based system that internally maximizes productivity and places productivity and innovation above all else. According to the analysis of Azerbaijan's social policy, the private sector exhibits local practices that are beginning to adopt new directions towards new HR practices around the world. In particular, flexible working hours systems, reward policies based on performance evaluation systems, and other practices are becoming widespread. These approaches in the private sector increase employee commitment and productivity. In the public sector, HR policies are quite prominent in terms of job security, but lag behind in other areas of productivity and business innovation.

The statistics used in the research have therefore been supported by both national and international data to compare the impact of public and private sector HR practices in Azerbaijan on productivity and employee engagement. Private sector metrics, such as employee turnover rates, labor productivity, and voluntary employee attrition have shown that private sector HR strategies based on performance either have been efficient however, will more personnel changes be seen. In the public sector, productivity is limited despite the low attrition rates due to stagnant HR policies. Based on these results, it is recommended that a transition to more flexible HR policies be made for the public sector in Azerbaijan and that mentorship and career development programs be developed for the private sector to maintain employee engagement. The research, therefore, provides a basis for HR policy development and future research in Azerbaijan based on its current global trends.

**Keywords:** Human Resources policies, organizational culture, productivity, public and private sector comparison, Azerbaijan Human Resources practices.



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## **Enhancing Corporate Governance at PT XYZ: A Case Study on the Adoption of ISO 37001 and ISO 37002**

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### **ABSTRACT**

PT XYZ, Indonesia's largest state-owned oil and gas company, operates in a high-risk environment prone to bribery and unethical practices, which it aims to address by adopting ISO 37001 and ISO 37002 standards for anti-bribery management and whistleblowing systems. The company faces challenges such as initial resistance, integration difficulties, and ensuring ongoing compliance, with objectives focused on fostering a culture of integrity, optimizing internal processes, and establishing effective systems for managing bribery risks. The results show that while progress has been made, continuous efforts are needed to align processes, measure effectiveness, and sustain improvements through regular audits and performance reviews. Recommendations for organizations include developing clear strategies, allocating resources, and engaging employees through training. Industry-wide, promoting standardization, knowledge-sharing, and regulatory alignment is essential, while businesses must ensure uniform application across subsidiaries. For customers, demanding transparency and supporting companies committed to ethical practices will help drive broader adoption of anti-bribery measures. The study also suggests that future research should focus on enhancing data collection, expanding analysis methods, and incorporating longitudinal studies to better understand the long-term impact of these standards.

**Keywords:** ISO 37001, ISO 37002, Anti-bribery, Whistleblowing, Corporate Governance



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## **Evaluating the Effects of Economic Engagement with China on Iran's Economic Diversification and Complexity: An Empirical Analysis**

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### **ABSTRACT**

This study investigates the impact of economic engagement between Iran and China on Iran's economic diversification and complexity, focusing on trade, investment, and economic cooperation over the last two decades. Using regression analysis, we evaluate how these interactions shape Iran's economic structure and its transition from oil dependency. The analysis highlights significant trends, including the role of capital formation, education, and infrastructure development in fostering economic complexity. Findings suggest that deeper economic ties with China enhance Iran's diversification efforts, though challenges remain in optimizing benefits. Strategic policy recommendations include promoting innovation, improving human capital, and strengthening infrastructure investments to support long-term economic growth. The study contributes to the literature on international economic relations, offering policy insights for Iran's future development.

**Keywords:** Economic Engagement, Economic Complexity, Iran, China



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## **The Role of Culture, Education, and Regulation in Shaping Entrepreneurial Success**

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### **ABSTRACT**

This paper presents a comprehensive examination of policies aimed at stimulating innovation and entrepreneurship by considering various factors, effects, and policy recommendations. Challenging the simplistic assumptions surrounding innovation as an exogenous entity driven solely by government funding, this study emphasizes the importance of understanding the microeconomic foundations of innovation and entrepreneurship. It highlights the critical role of cultural and psychological factors in influencing entrepreneurial behavior and calls for a multi-faceted policy approach that fosters a conducive environment for innovation. By addressing regulatory barriers, improving educational systems, and promoting positive cultural attitudes, this paper aims to provide actionable recommendations for policymakers.

**Keywords:** Innovation, Entrepreneurship, Economic Growth

## Pazarlamada Meta-Analiz Çalışmalarındaki Örüntülerin Ortaya Çıkarılması: Bibliyometrik Bir Yaklaşım

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### ÖZET

Bu çalışma, bibliyometrik analiz yardımıyla pazarlama alanındaki meta-analiz çalışmalarına ilişkin daha derin bir kavrayış sunmayı amaçlamaktadır. Çalışma, 1993'ten 2024'e kadar geçen otuz yılı aşkın sürede yayımlanan akademik makaleleri, dergileri, üniversiteleri ve atıfları göz önünde bulundurarak meta-analitik çalışmaları incelemekte, aynı zamanda bu çalışmalardaki baskın temaları ve örüntülerin evrimini ortaya koymaktadır. Bu haliyle pazarlama alanındaki meta analiz çalışmalarının bibliyometrik bir değerlendirmesini yapan ilk çalışma olduğunu söylemek mümkündür. Çalışma, Web of Science veri tabanında yayımlanan 304 makaleyi analiz etmiştir. Analiz, yayın sayısı ile alana en çok katkıda bulunan ülkenin ABD olduğunu ve Martin Eisend'in alanın en üretken yazarı olarak öne çıktığını göstermektedir. Ayrıca, meta-analiz çalışmalarının 2004 yılından itibaren istikrarlı bir şekilde arttığı ve 2024'te ise 35 çalışma ile zirveye ulaştığı görülmüştür. Son yıllarda meta-analiz çalışmalarında sıkça ele alınan konular arasında niyet, yetenekler, davranış, kullanıcı kabulü, deneyim, marka, karar verme, hizmet kalitesi ve ağızdan ağıza iletişim yer almaktadır.

**Anahtar Kelimeler:** Bibliyometrik Analiz, Meta Analiz, Bibliyoshiny

## Uncovering Patterns in Meta-Analysis Studies in Marketing: A Bibliometric Approach

### ABSTRACT

This study aims to offer a deeper understanding of meta-analytic studies in marketing by conducting a bibliometric analysis. It not only reviews meta-analytic studies over the past three decades, from 1993 to 2024—considering academic articles, journals, universities, and citations—but also investigates dominant themes within these studies and the evolution of their patterns. This is the first study to conduct a bibliometric evaluation of meta-analysis studies in the field of marketing. The study analyzed 304 articles published in the Web of Science database. The analysis shows that the USA leads in the number of publications contributed, and Martin Eisend stands out as the most prolific author in the field. It also shows that meta-analytic studies have steadily increased since 2004, peaking in 2024 with 35 studies. In recent years, topics frequently addressed in meta-analyses include intention, capabilities, behavior, user acceptance, experience, brand, decision-making, service quality, and word of mouth.

**Keywords:** Bibliometric Analysis, Meta Analysis, Bibliyoshiny.





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## **A Research on the Effect of Information Sharing on Organizational Power Distance**

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### **ABSTRACT**

Today, the importance of information sharing and the organizational power distance perceived by the staff for businesses is an indisputable fact. For this reason, studies on information sharing and organizational power distance are at the forefront both in academia and in the business world. It is possible to state that organizational power distance is high in traditional societies like ours. Important studies have been conducted on the factors that push businesses as organizations and employees as individuals to share information, and the idea that one of the reasons for information sharing may be organizational power distance has emerged. However, the relationship between knowledge sharing and organizational power distance cannot be a simple cause-effect relationship. In this context, the relationship between information sharing and organizational power distance among all organizational elements can be considered as a potential research subject. In this study, it was examined whether information sharing has an effect on organizational power distance. The review was conducted quantitatively with surveys answered by 448 participants from various sectors, and the obtained data was evaluated with the SPSS program. As a result, findings were obtained that information sharing affects organizational power distance.

**Keywords:** Information sharing, power distance, Survey.



## Sosyal Medya Reklamcılığı Üzerine Bilimsel Eğilimler: Bibliyometrik Bir Analiz

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### ÖZET

Bu çalışmada, sosyal medya reklamcılığı literatüründeki temel eğilimler belirlenerek, gelecekteki araştırmalara ışık tutmak amacıyla bibliyometrik analiz yöntemi kullanılmıştır. Çalışma kapsamında, 2012-2024 yılları arasında yayınlanmış ve Web of Science veri tabanında yer alan 293 makale analize dahil edilmiştir. Analiz sürecinde, sosyal medya reklamcılığı ile ilgili makalelerde öne çıkan temalar, yazarlar, dergiler, ülkeler ve atıf sayıları incelenerek örüntüler ortaya konmuştur. 2012'den 2022 yılına kadar makale sayısında düzenli bir artış gözlemlenirken, 2022 yılında zirve noktasına ulaşıldıktan sonra bir düşüş yaşandığı tespit edilmiştir. Bu düşüş, konunun doygunluğa ulaşmasından veya araştırma odağının değişmesinden kaynaklanıyor olabilir. Atıf sayıları değerlendirildiğinde ise 2013, 2015 ve 2018 yılları öne çıkmaktadır. Yayınları en çok katkı sağlayan ülke, hem tek başına hem de çoklu ülke iş birlikleri ile üretkenlik ve atıf sayısında en üst sırada yer alırken; Boateng H. ve Duffett R.G. yerel ve küresel referanslarda öne çıkan isimlerdir. Üretkenlik açısından ise Chen H., Choi Y.K. ve Kim J. dikkat çekmektedir. Sosyal medya reklamcılığı ile en çok ilişkilendirilen konular arasında ağızdan ağıza pazarlama, öncüller, tutum, çevrimiçi deneyimler, algılar, davranışlar, iletişim, tüketici davranışları ve tüketici tepkileri yer almaktadır.

**Anahtar Kelimeler:** Bibliyometrik Analiz, Sosyal Medya Reklamları, Bibliyometrik

## Scientific Trends in Social Media Advertising: A Bibliometric Analysis

### ABSTRACT

In this study, bibliometric analysis was employed to identify key trends in the social media advertising literature and provide insights for future research. The analysis included 293 articles published between 2012 and 2024 and indexed in the Web of Science database. The study examined prominent themes, authors, journals, countries, and citation patterns in articles related to social media advertising to reveal underlying patterns. While the number of articles steadily increased from 2012 to 2022, it declined after reaching a peak in 2022. This decline could be due to saturation of the topic or a shift in research focus. Regarding citations, the years 2013, 2015, and 2018 stand out. The country contributing the most to publications ranked highest in productivity and citation counts through single-country and multi-country collaborations. Boateng H. and Duffett R.G. emerged as prominent figures in local and global references, while Chen H., Choi Y.K., and Kim J. were notable for their productivity. The topics most frequently associated with social media advertising include word-of-mouth marketing, antecedents, attitudes, online experiences, perceptions, behaviors, communication, consumer behavior, and consumer responses.

**Keywords:** Bibliometric Analysis, Social Media Advertising, Bibliometric.



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## Examining Turkey's Insurance System within the Framework of Silver Economy

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### ABSTRACT

The terms "Greying Economy," "Aging Economy," or "Silver Economy" refer to the economy's reshaping due to the increase in the elderly population and the processes of developing solutions for the needs of elderly individuals. The rapid increase in the population aged 65 and over requires the adoption of new strategies in many areas, such as health, finance, and retirement. The significant increase in Turkey's elderly population over the years indicates that the economic approach called the Silver Economy should be given more importance. This study examines the insurance system in Turkey within the framework of the Silver Economy and evaluates the sector's capacity to respond to the needs of the ageing population. In this context this study, content analysis was conducted using qualitative research method with Python on Turkish Statistical Institute data and insurance company reports. The research results show that Turkey's ageing population's insurance needs are increasing, and the insurance sector is not yet at a level to meet these needs. The insurance system needs to increase accessibility by developing new products in line with silver economy strategies. Since there are limited studies in the literature examining the insurance system within the Silver Economy framework, the study aims to contribute to the literature.

**Keywords:** Finance, Insurance, Silver Economy, Health Insurance.

## Endüstri 4.0 ve Vergi Sistemlerinde Büyük Veri Teknolojisinin Etkileri

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### ÖZET

Endüstri 4.0 ile birlikte işletmelerin üretim süreçlerinde uyguladığı dijitalleşme, vergi otoriteleri için yeni fırsatlar yaratmaktadır. Otomatikleşmiş üretim hatları, dijital ödeme sistemleri, e-ticaret ve dijital platformlar, işletmelerin vergi beyanlarını daha şeffaf hale getirmektedir. Endüstri 4.0 ve bu sürecin temel teknolojisi olan büyük veri analitiği, ekonomik ve toplumsal yapıları köklü bir şekilde dönüştürürken, kamu yönetimleri için de çeşitli fırsatlar ve zorluklar yaratmaktadır. Endüstri 4.0'ın getirdiği dijitalleşme, vergi yönetiminde ve vergi toplama süreçlerinde yenilikçi değişikliklere yol açmaktadır. Bu değişimlerin temelinde, Büyük Veri Teknolojisi bulunmaktadır. Büyük veri, devasa miktarda veriyi işleyebilme ve analiz edebilme yeteneği sağlayarak, vergi otoritelerinin daha hızlı, doğru ve etkili denetimler yapmalarına olanak tanımaktadır. Çalışmanın amacı, Endüstri 4.0'ın vergilendirme süreçlerine vergi sistemlerine etkisini ve büyük verinin vergi uygulamalarındaki rolünü incelemektir. Yeni iş modelleri ve teknolojilerin mükelleflerin vergi yükümlülüklerini optimize etme amacıyla kullandığı stratejiler, vergi gelirlerinde azalmaya yol açabilmektedir. Ancak, bu gelişmeler aynı zamanda vergilendirme yöntemlerinden mükellef ile idare ilişkilerine ve vergi denetimi süreçlerine kadar her aşamada vergi yönetimini daha etkin ve verimli hale getirmek için kamu idarelerine önemli fırsatlar sunmaktadır.

Çalışmada, Endüstri 4.0'ın temel teorileri, dijital teknolojilerin vergi uygulamaları ve kamu yönetimi üzerinde nasıl yenilikçi bir etki yaratabileceğini açıklamak için literatür taraması yapılarak araştırılmıştır.

Vergileme, her dönemde o dönemin ekonomik yapısı ve teknolojik gelişmeleriyle doğrudan ilişkilidir. Tarım toplumlarında vergi uygulamaları, çoğunlukla mülkiyet temelli olurken, sanayileşmenin ilk aşamasında vergilendirme kişisel gelirler üzerinden yapılmıştır. Sanayileşmenin ikinci aşamasında ise kitleleşme ve endüstriyel yapıların yükselmesiyle birlikte, kurumsal gelirler vergilemenin ana unsuru haline gelmiştir. İletişim teknolojilerinin hızla yayılması, tüketim harcamalarının izlenmesini ve kaydedilmesini kolaylaştırarak, tüketim temelli vergilendirme yöntemlerinin ön plana çıkmasına yol açmıştır. Dijitalleşmenin etkisiyle sanayileşmenin dördüncü aşamasında ise yeni türde dijital varlıklar ve ürünler ortaya çıkmakta, bu da vergi tabanını ve vergilendirme stratejilerini yeniden şekillendirmektedir. Gelişen teknolojiye uyum sağlamak için öncelikle sağlam bir hukuksal altyapının oluşturulması ve kurumsallaşmanın güçlendirilmesi gerekmektedir. Ancak, kurumsallaşmanın yetersiz olduğu, hukukun üstünlüğünün zayıf kaldığı ve yolsuzluğun yaygın olduğu ülkelerde, bu teknolojilerin etkin ve doğru bir şekilde uygulanması zorlaşmaktadır.

Geleneksel vergi yönetimi, mükelleflerin beyanlarına ve devletin denetim süreçlerine dayanırken, Endüstri 4.0 ve büyük veri ile bu süreçler daha verimli ve etkili hale getirilebilir. Bu teorik çerçevede, vergi sistemlerinin dijitalleşmesi ve teknolojilerin entegrasyonu, vergi idaresinin operasyonel verimliliğini artırır. E-vergileme ve dijital vergi beyanname gibi sistemler, mükelleflerin vergi ödemelerini daha şeffaf ve denetlenebilir hale getirirken, aynı zamanda vergi kaçakçılığını önlemeyi hedefler. Vergi idaresi teorisi, bu dijital dönüşümün idareye getirdiği fırsatlar ve zorlukları inceleyerek, vergi sistemlerinin nasıl daha etkili ve verimli hale getirilebileceği konusunda rehberlik sağlar.

Çalışmada, büyük veri analitiği ve dijital dönüşümün, vergi idarelerinin daha etkin, verimli ve şeffaf bir sistem kurmalarına nasıl yardımcı olabileceği incelenmiştir. Dijital teknolojiler, vergi süreçlerini daha şeffaf ve hesap verilebilir hale getirirken, mükelleflerin memnuniyetini artırarak gönüllü uyumu güçlendirir. Ayrıca, politika yapıcıların daha doğru kararlar almasına olanak tanır ve yerel ile uluslararası düzeyde paydaşlar arasındaki iş birliğini güçlendirir. Dijitalleşme, denetim süreçlerini daha hızlı, mükellef odaklı ve etkili hale getirir. Sonuç olarak, dijital dönüşümün vergi sisteminin ekonomik faaliyetlerle uyumlu, adil ve verimli bir şekilde işlenmesini sağladığı görülmüştür.

Bu çalışmada, başarılı bir dijital dönüşüm için öncelikle sağlam bir yasal altyapının oluşturulması, farklı mükellef gruplarına yönelik uyum stratejilerinin geliştirilmesi gerektiği vurgulanmaktadır. Ayrıca, yönetim süreçlerinin güncellenmesi ve fiziksel, teknik ve insan kaynakları altyapısının güçlendirilmesi önemlidir. Vergi otoriteleri dijitalleşen piyasalara uyum sağlamak amacıyla çeşitli adımlar atsa da dönüşüm sürecinin etkin bir şekilde yönetilebilmesi için hem olumlu hem de olumsuz faktörlerin dikkatlice değerlendirilmesi gerektiği ortaya çıkmaktadır.

**Anahtar Kelimeler:** Endüstri 4.0, Büyük Veri Analitiği, Vergi Sistemi, Vergi İdaresi.

## Industry 4.0 and The Impact of Big Data Technology on the Tax System

### ABSTRACT

With Industry 4.0, digitalisation applied by enterprises in production processes creates new opportunities for tax authorities. Automated production lines, digital payment systems, e-commerce, and digital platforms make enterprises' tax declarations more transparent. While Industry 4.0 and big data analytics, the core technology of this process, radically transform economic and social structures, they also create various opportunities and challenges for public administrations. The digitalisation brought about by Industry 4.0 leads to innovative changes in tax administration and tax collection processes. At the heart of these changes is Big Data technology. Big data provides the ability to process and analyse vast amounts of data, enabling tax authorities to conduct faster, more accurate, and effective audits. The study examines the impact of Industry 4.0 on taxation processes and tax systems and the role of big data in tax applications. The strategies used by new business models and technologies to optimise taxpayers' tax liabilities may lead to a decrease in tax revenues. However, these developments also offer significant opportunities for public administrations to make tax administration more effective and efficient at every stage, from taxation methods to taxpayer-administration relations and tax audit processes.

This work investigates the fundamental theories of Industry 4.0 through a literature review to explain how digital technologies can innovatively impact tax practices and public administration.

Taxation is directly related to each period's economic structure and technological developments. While taxation practices in agricultural societies were mostly property-based, in the first stage of industrialisation, taxation was based on personal income. In the second stage of industrialisation, with the rise of mass production and industrial structures, corporate incomes became the central element of taxation. The rapid spread of communication technologies facilitated the monitoring and recording of consumption expenditures, leading to the prominence of consumption-based taxation methods. In the fourth stage of industrialisation, with the impact of digitalisation, new types of digital assets and products are emerging, reshaping the tax base and taxation strategies. To adapt to developing technology, it is necessary to establish a sound legal infrastructure and strengthen institutionalisation. However, in countries where institutionalisation is inadequate, and the rule of law is weak, and corruption is widespread, it is challenging to implement these technologies effectively and accurately.

While traditional tax administration is based on taxpayers' declarations and government audit processes, these processes can be made more efficient and effective with Industry 4.0 and big data. In this theoretical framework, the digitalisation of tax systems and the integration of technologies increase the operational efficiency of tax administration. Systems such as e-taxation and digital tax returns aim to make taxpayers' tax payments more transparent and auditable while simultaneously preventing tax evasion. Tax administration theory guides how tax systems can be made more effective and efficient by analysing the opportunities and challenges that this digital transformation brings to administration.

This research analyses how big data analytics and digital transformation can help tax administrations build a more effective, efficient, and transparent system. Digital technologies make tax processes more transparent and accountable while increasing taxpayer satisfaction and strengthening voluntary compliance. They also enable policymakers to make better decisions and improve cooperation between stakeholders at local and international levels. Digitalisation makes audit processes faster, more taxpayer-focused, and more effective. As a result, it has been observed that digital transformation enables the tax system to operate reasonably and efficiently and is compatible with economic activities.

This study emphasises the need to establish a solid legal infrastructure and develop compliance strategies for different taxpayer groups to achieve a successful digital transformation. In addition, it is crucial to update management processes and strengthen the physical, technical, and human resources infrastructure. Although tax authorities have taken various steps to adapt to digitalised markets, it is revealed that both positive and negative factors should be carefully evaluated to manage the transformation process effectively.

**Keywords:** Industry 4.0, Big Data Analytics, Tax System, Tax Administration.



## Uluslararası Makale/Dergi Tanımlamaları Üzerine Bir İnceleme

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### ÖZET

Uluslararası makale, küresel düzeyde bilgi paylaşımını teşvik eden, akademik ve araştırma kapsamında yazılan bir bilimsel çalışmadır. Bir makalenin uluslararası olarak nitelendirilmesi ise tartışma konusudur. Bu tartışmada en öne çıkan unsur ise makalenin indekslendiği dergilerdir. Bilgi paylaşımında uluslararası indeksler, bir araştırmacının çalışmalarını geniş bir akademik topluluğa sunmasını kolaylaştırmaktadır. Bir makalenin uluslararası bir nitelik taşımasında etkili olan faktörler sadece indekslerle sınırlı tutulmayıp farklı sınıflandırmaların veya kriterlerin uygulamada değiştiği gözlemlenmektedir. Bu araştırma ülkemizde bir makalenin uluslararası nitelik taşımasındaki tartışmalara odaklanmaktadır. Araştırma sonucunda elde edilen sonuç ise Bilimsel İletişimde Çok Dilliliğe İlişkin Helsinki Girişiminin tüm araştırmalar için kabul ettiği “araştırma uluslararasıdır” iddiasıyla uyusmaktadır.

**Anahtar Kelimeler:** Makale, Uluslararası Makale, Uluslararası Dergi.

## An Examination of International Article/Journal Definitions

### ABSTRACT

An international article is a scientific work written within the scope of academia and research that promotes global knowledge sharing. However, the classification of an article as international is a subject of debate. The most prominent factor in this discussion is the journal in which the article is indexed. International indexes facilitate the presentation of a researcher's work to a wider academic community. The factors that influence whether an article has an international character are not limited to indexes alone, and it has been observed that different classifications or criteria may vary in practice. This study focuses on the discussions regarding what makes an article internationally recognized in Turkey. The findings of the research align with the claim made by the Helsinki Initiative on Multilingualism in Scientific Communication, which asserts that "research is international" for all studies.

**Keywords:** Article, International Article, International Journal.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## General Attitudes of Pedagogical Formation Program Students Towards Artificial Intelligence: A Quantitative Study

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### ABSTRACT

The general aim of this study is to examine the general attitudes of pedagogical formation course students towards artificial intelligence in relation to various variables. In this context, the overall positive and negative attitude levels of pedagogical formation course students towards artificial intelligence have been investigated. Additionally, whether these attitudes vary according to gender, department, frequency of internet use, and the status and frequency of artificial intelligence usage has also been explored. This study employs a quantitative research method and utilizes a cross-sectional survey design, which is one of the general survey models. The population of the study consists of all voluntary students enrolled in the Pedagogical Formation Education Certificate Program at Fırat University in Elazığ during the fall semester of the 2024/2025 academic year. Therefore, no sampling was conducted. SPSS 22 statistical software was used for data analysis. Since the data distribution was homogeneous, independent samples t-test and one-way analysis of variance (ANOVA) were applied. The results indicated significant differences according to various variables.

**Keywords:** Artificial Intelligence, Attitude, Pedagogical Formation Course.



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## **Pedagogical Formation Program Students' Views on Their Artificial Intelligence Literacy Levels: A Quantitative Study**

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### **ABSTRACT**

This study aims to investigate the levels of artificial intelligence literacy among students of the pedagogical formation course, considering various factors. The study focuses on four main areas of artificial intelligence literacy: awareness of artificial intelligence, usage of artificial intelligence, evaluation of artificial intelligence, and ethics of artificial intelligence. It explores whether the levels of literacy in these areas vary based on factors such as gender, academic department, frequency of internet usage, and the presence and frequency of artificial intelligence usage. The study population consists of all voluntary students enrolled in the Pedagogical Formation Certificate Program at Firat University in Elazığ during the fall semester of the 2024/2025 academic year. Therefore, no sampling was conducted. Data analysis was carried out using the statistical software SPSS 22. The results revealed significant differences based on various factors. The study shows that the artificial intelligence literacy levels of pedagogical formation students vary depending on various factors.

**Keywords:** Artificial Intelligence, Artificial Intelligence Literacy, Pedagogical Formation Program.



## Erişilebilir Turizm Konulu Çalışmaların Bibliyometrik Analizi

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### ÖZET

Erişilebilirlik; ürünlerin, hizmetlerin, mekanların ve tesislerin, temel kullanım bağlamlarında farklı yetkinliklere becerilere ve ihtiyaçlara sahip bireyler tarafından kullanılabilme yeteneği olarak tanımlanmaktadır. Bu bağlamda erişilebilir turizm, turizm ürün ve hizmetlerine yönelik farklı ihtiyaçları olan kişilerin turizm faaliyetlerine bağımsız, güvenli, kolay ve saygın bir şekilde katılımını sağlayan turizm faaliyetleri olarak ifade edilmektedir. Bu çalışmada erişilebilir turizm konusunda yapılan çalışmaların bibliyometrik analiz yöntemiyle incelenmesi amaçlanmaktadır. Bu amaç doğrultusunda WoS ve Scopus veri tabanlarındaki çalışmalar R Studio programı aracılığıyla incelenmiştir. Analiz edilen veriler 114 indeksli araştırma yayınından oluşmaktadır. Araştırma sonuçları erişilebilir turizm konusundaki çalışmaların 2021 yılından itibaren belirgin bir artış gösterdiğini göstermiştir. Erişilebilir turizm konusunda en fazla çalışmanın İspanya’da yapıldığı anlaşılmıştır. Araştırma sonuçlarının erişilebilir turizm konusunda çalışmak isteyen araştırmacılara yol gösterici olması öngörülmektedir.

**Anahtar Kelimeler:** Erişilebilir Turizm, Bibliyometrik Analiz, R Studio

## A Bibliometric Analysis of Studies on Accessible Tourism

### ABSTRACT

Accessibility is defined as the ability of products, services, places and facilities to be used by individuals with different competences, skills and needs in basic contexts of use. In this context, accessible tourism is defined as tourism activities that enable people with varying needs for tourism products and services to participate in tourism activities independently, safely, easily and respectfully. This study aims to examine the studies on accessible tourism by bibliometric analysis method. For this purpose, studies in WoS and Scopus databases were analyzed through R Studio program. The research data consists of 114 indexed research publications. The result of the study indicated that studies on accessible tourism have shown a significant increase since 2021. It was understood that the most studies on accessible tourism were conducted in Spain. The research results are expected to guide researchers who want to work on accessible tourism.

**Keywords:** Accessible Tourism, Bibliometric Analysis, R Studio.

## Kentte Engelli Olmak: Engelli Bireylerin Kent Deneyimlerinin Olgubilim Yaklaşımıyla Keşfedilmesi

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### ÖZET

Kentler, gündelik yaşam içinde gerçekleşen sosyal pratikler için sahne görevi görerek insanların yaşamlarını tanımladıkları ve gündelik hayata katıldıkları mekânlardır. Bu anlamda kentler, sosyal yaşantıdan iş imkânlarına kadar çeşitli olanakları, çok çeşitli mekânları ve hizmetleri vatandaşlarına sunmaktadır. Kentler, sahip oldukları bu olanaklar yoluyla vatandaşların ihtiyaçlarını karşılamaktadır. Ancak kent yaşamı içerisinde engelli bireylerin çeşitli fiziksel ve sosyal sorunlarla karşılaştığı ve kentin sunduğu olanaklara erişemedikleri ve görünmez hale geldikleri anlaşılmaktadır. Bu anlamda engelli bireylerin kent yaşamında aktif olmalarını sağlayabilmek için, kentte ne tür deneyimler yaşadıklarını anlamak oldukça önemlidir. Bu araştırma, Türkiye'deki orta ölçekli bir kentte yaşayan engelli bireylerin kent yaşamına ilişkin deneyimlerini onların bakış açısından anlamayı ve ayrıntıları ile birlikte ortaya koymayı amaçlamaktadır. Bu amaçtan hareketle nitel araştırma yaklaşımının esas alındığı çalışmada, olgubilim araştırma deseninden yararlanılarak amaçlı örnekleme yöntemine göre seçilen ortopedik ve görme engelli katılımcılardan yarı yapılandırılmış ve fotoğrafa dayalı görüşme teknikleri ile veri toplanmıştır. Veri doygunluğu esas alınarak toplanan veri, tümevarım yöntemi ile analiz edilmiştir. Bulgular, katılımcıların kent bağlamında akılcı (işlevsel) ve duygusal temalı çeşitli deneyimler yaşadıklarını ve bu deneyimlere kentin farklı etkileşim (temas) noktalarının bağlam oluşturduğunu ortaya koymuştur. Sonuçların gerek kavramsal alanyazına gerekse uygulamaya önemli katkılar sağlayabileceği düşünülmektedir.

**Anahtar Kelimeler:** Engelli Birey Kent Deneyimi, Duygusal Kent Deneyimi, Akılcı (İşlevsel) Kent Deneyimi, Nitel Araştırma, Olgubilim Araştırma Deseni

## Being Disabled in the City: Exploring the Urban Experiences of Disabled People with a Phenomenological Approach

### ABSTRACT

Cities are places where people define their lives and participate in everyday life by acting as a stage for social practices that take place in everyday life. In this sense, cities offer their citizens a variety of opportunities, from social life to employment opportunities, and a wide variety of places and services. Cities meet the needs of their citizens through these opportunities. However, it is understood that disabled people face various physical and social problems in urban life and cannot access the opportunities offered by the city and become invisible. In this sense, it is very important to understand what kinds of experiences disabled people have in the city in order to enable them to be active in urban life. This research aims to understand the experiences of disabled individuals living in a medium-sized city in Turkey regarding urban life from their perspective and to reveal them in detail. For this purpose, in the study based on the qualitative research approach, data were collected from orthopedic and visually disabled participants selected according to the purposeful sampling method by using the phenomenological research design, using semi-structured and photo-based interview techniques. The data collected based on data saturation was analyzed using the inductive method. The findings revealed that the participants had various rational (functional) and emotional themed experiences in the urban context and that the different interaction (contact) points of the city formed the context for these experiences. It is thought that the results can make significant contributions to both the conceptual literature and practice.

**Keywords:** Disabled People Urban Experience, Emotional Urban Experience, Rational (Functional) Urban Experience, Qualitative Research, Phenomenological Research Design.

## Vatandaş Kent Mekân Deneyimleri: Türkiye Bağlamında Bir Ölçek Geliştirme, Geçerlik ve Güvenirlik Çalışması

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### ÖZET

Günümüzde tüketimin konusu haline gelen mekânlar, kullanım değeri olan, sosyal etkileşimler için dinamik bir bağlam oluşturan ve çeşitli deneyimlerin yaşanmasını sağlayan alanlar olarak hizmet etmektedir. Mekânlar, insanların yaşamlarını tanımladıkları, duygusal bağlar kurdukları, öznel ve kültürel anlamlara sahip tüketim alanlarıdır. Bu anlamda insanların yaşamını sürdürdüğü ortak noktalar olan kentler; birçok işlevi sunan, çeşitli amaçların, etkileşimlerin ve sosyal faaliyetlerin gerçekleştirilmesini kolaylaştıran ve tüketici durumunda olan vatandaşların deneyimlerini şekillendiren önemli hizmet mekânları olarak düşünülebilir. Kent ile ilgili geçmiş çalışmalar incelendiğinde, kenti bir deneyim mekânı olarak ele alarak çalışmaların özellikle Türkiye’de oldukça yetersiz olduğu anlaşılmaktadır. Bu noktadan hareketle karma yöntem araştırma yaklaşımının benimsendiği bu çalışmada; Türkiye’de orta ölçekli bir kentte yaşayan vatandaşların yaşadıkları öznel kent deneyimlerini tüketici mekân deneyimi bakış açısıyla keşfederek, kent deneyimlerinin yaşandığı temas noktaları açısından geçerliliği ve güvenilirliği sağlanmış kent mekan deneyim ölçeği geliştirmek amaçlanmıştır. İki aşamadan oluşan bu çalışmanın ilk aşaması olan nitel araştırma kapsamında Türkiye’de orta ölçekli bir kentte yaşayan 59 katılımcıdan yarı yapılandırılmış ve fotoğrafa dayalı öyküleme veri toplama teknikleri ile görüşme verisi toplanarak, tümevarım yöntemiyle analiz edilmiştir. Bulgular, kent mekânında yaşanan deneyimlerin kapalı mekân deneyimleri ve açık mekân deneyimleri olmak üzere iki temel kategoride toplandığını ve her bir kategorinin çeşitli deneyimlerden oluştuğunu göstermiştir. Çalışmanın ikinci aşaması olan nicel araştırmada, kentin temas noktalarını oluşturan kapalı ve açık mekânlara ilişkin deneyimleri ölçmeye hizmet edecek geçerli ve güvenilir ölçekler geliştirmek amaçlanmıştır. Bu doğrultuda, geniş ölçekli iki saha araştırması gerçekleştirilmiş, birinci saha araştırmasında 669 kişiden, ikinci saha araştırmasında 524 kişiden kolayda örnekleme yöntemine göre veri toplanmıştır. Verilerin analizinde FACTOR yazılımının 12.04.01 versiyonu ve Jamovi istatistik paket programının 2.3.28 versiyonu kullanılarak Açıklayıcı Faktör Analizi ve Doğrulayıcı Faktör Analizi gerçekleştirilmiştir. Sonuçlar, kent kapalı mekân deneyiminin; kapalı mekân yeterlik deneyimi, sosyal etkileşim ve sembolik kapalı mekân deneyimi, duygusal kapalı mekân deneyimleri ve kapalı mekân nostalji deneyimi olmak üzere dört faktörlü bir yapı olduğunu göstermiştir. Kent açık mekân deneyiminin ise kent açık mekân yeterlik deneyimi, sosyal açık mekân deneyimi, estetik açık mekân deneyimi, otantik açık mekân deneyimi, duygusal açık mekân deneyimi, açık mekân nostalji ve sosyal konfor deneyimi olmak üzere altı faktörden oluşmuştur. Bu sonuçların kentin deneyim mekânı olarak ele alınması bakımından alanyazına, arzu edilen deneyimleri yaşatacak kent mekanlarının tasarımı açısından ise uygulayıcılara önemli ipuçları sağlayabileceği düşünülmektedir.

**Anahtar Kelimeler:** Vatandaş Kent Mekân Deneyimleri, Kent Kapalı Mekân Deneyimi, Kent Açık Mekân Deneyimi, Ölçek Geliştirme, Karma Yöntem Araştırma Yaklaşımı

## Citizen Urban Place Experiences: A Scale Development, Validity and Reliability Study in the Turkish Context

### ABSTRACT

Today, places that have become the subject of consumption serve as spaces that have a usage value, create a dynamic context for social interactions and enable various experiences. Places are consumption areas with subjective and cultural meanings where people define their lives, establish emotional bonds. In this sense, cities,

which are common areas where people live, can be considered as important service spaces that offer many functions, facilitate the realization of various purposes, interactions and social activities, and shape the experiences of citizens who are consumers. When prior studies on the city are examined, it is understood that studies that deal with the city as a place of experience are quite insufficient, especially in Turkey. From this point of view, this study, which adopts a mixed methods research approach, aims to explore the subjective urban experiences of citizens living in a medium-sized city in Turkey from the perspective of consumer place experience and to develop a valid and reliable urban place experience scale in terms of contact points where urban experiences are experienced. In the first phase of this two-stage qualitative research, interview data were collected from 59 participants living in a medium-sized city in Turkey through semi-structured and photo-based narrative data collection techniques and analyzed by inductive method. In the first phase of this two-stage study, which is a qualitative research, interview data was collected from 59 participants living in a medium-sized city in Turkey using semi-structured and photo-based narrative data collection techniques and analyzed using the inductive method. The findings showed that experiences in urban places are grouped into two basic categories defined as indoor places experiences and outdoor places experiences, and each category consists of various experiences. The second phase of the study, which is a quantitative study, aimed to develop valid and reliable scales that will serve to measure experiences related to indoor and outdoor places that constitute the contact points of the city. In this context, two large-scale field studies were conducted, and data were collected from 669 people in the first field study and from 524 people in the second field study using the convenience sampling method. In the analysis of the data, Exploratory Factor Analysis and Confirmatory Factor Analysis were performed using the FACTOR software version 12.04.01 and the Jamovi statistical package program version 2.3.28. The results showed that the urban indoor place experience is a four-factor structure, namely indoor place adequacy experience, social interaction and symbolic indoor place experience, emotional indoor place experiences and indoor place nostalgia experience. The urban outdoor place experience consists of six factors: urban outdoor place adequacy experience, social outdoor place experience, aesthetic outdoor place experience, authentic outdoor place experience, emotional outdoor place experience, outdoor place nostalgia and social comfort experience. It is thought that these results will provide important clues to the literature in terms of considering the city as a place of experience, and to practitioners in terms of the design of urban place that will provide the desired experiences.

**Keywords:** Citizen Urban Place Experiences, Urban Indoor Place Experience, Urban Outdoor Place Experience, Scale Development, Mixed Methods Research Approach.



## Acceptance of Technology in Furniture Company the Role of Perceived Risk in Emerging Country

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### ABSTRACT

Despite that Furniz, a furniture company has launched an online shopping application, and sales climbed insignificantly by only 3%. According to the Technology Acceptance Model (TAM), how beneficial something appears and how simple it is to use influences people's willingness to utilize technology. Additionally, people are more likely to be concerned about the risk if something is pricey, complex, challenging to grasp, and has an unfamiliar brand. There has been little research into perceived risk in the furniture industry. The study intends to investigate how perceived risk influences how users assess the utility and usability of the company's mobile app. A questionnaire was distributed to 4,100 consumers in Jakarta. The sample size was 115. It was gathered from June to September 2023. The data were analyzed using the statistical software packages SPSS v25 and SmartPLS 4. The results demonstrated that PR had a beneficial effect on PU and PEU. The theoretical result indicates that the external variable, perceived risk, exerts a significant influence on the technology acceptance model (TAM) within the context of furniture retail. All positive effects are statistically significant when  $\alpha = 0.05$ . The practical significance of this finding is that management should consider perceived risk, as measured by dimensions such as financial risk, psychological danger, social risk, and time delay risk, while using applications to enhance the desire to use mobile apps and, consequently, increase sales.

**Keywords:** Technology Acceptance Model; Perceived Risk; Furniture industry; Intention to Use Technology.



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## Social Capital, Cooperative, and Poverty Alleviation in Central Bangka, Indonesia

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## **ABSTRACT**

The study examines cooperatives' role, contribution, and challenges for poverty reduction among small-scale fisher communities using the social capital approach. Social capital is being used as a popular and low-cost strategy for poverty reduction among marginalized communities. The study mainly covers the reflections of the small-scale fishers as experiential narratives on the role of cooperatives. The structures and processes of cooperatives in addressing the vulnerability and socio-economic development of small-scale fishers have been analyzed in the study. The study conducted in fishing villages of Central Bangka, Indonesia, predominantly used a quantitative paradigm to understand how social capital influences cooperatives' functioning to help small-scale fishermen develop coping mechanisms as a poverty reduction strategy. This review examines how social cooperatives mediate the relationship between social capital and poverty alleviation. Belonging to social networks makes communities more resilient and less vulnerable, which strengthens cooperation and reduces poverty. This study contributes to the literature on poverty alleviation and social capital by providing a conceptual model. Researchers and policymakers can use this study's findings to address poverty eradication. These results can be used for future research. Further research can test the hypotheses and the study's model using a quantitative approach.

**Keywords:** Poverty Alleviation, Social Capital, Cooperative Growth, Small-Scale Fishermen, Bangka Island.



## **Assessing the Debt-to-Equity Management PT. Mitra Adiperkasa Tbk: Balancing Profitability and Financial Flexibility in the Retail Sector**

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### **ABSTRACT**

In the retail industry, managing debt-to-equity ratios is critical for balancing profitability and financial sustainability. PT Mitra Adiperkasa Tbk, has maintained a stable financial performance in recent years, utilizing debt strategically to support growth and operational efficiency. However, the company's significant reliance on debt financing raises a few questions about its long-term financial flexibility and ability to respond to economic fluctuations.

This study aims to investigate PT Mitra Adiperkasa Tbk 's Debt-to-equity management practices and their impact on the company's profitability and financial stability. Using a quantitative analysis of financial ratios, specially focusing on the debt-to-equity ratio, profitability margins, and liquidity ratios. The study will examine how the company financial structure affects its operational resilience and capacity for sustainable growth. The data used in this analysis spans recent financial statements from 2018 to 2022, providing insights into trends in debt management and equity utilization

The intent is to address the critical gap in understanding how retail companies like PT Mitra Adiperkasa Tbk balance debt with operations demand, particularly in a fluctuating economic environment. By analyzing the key financial ratio, the research paper will share some light on the company's approach to maintaining profitability while navigating the risk associated with high leverage.

**Keywords:** Financial Performance, Retail, Debt-to-equity Management, Financial Ratios, Profitability



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## **Socio-educational Management of the Teacher for the Social Inclusion of Students with Disabilities**

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### **ABSTRACT**

Contemporary society increasingly requires strengthening the preparation of education professionals around management from theory and practice in order to solve the socio-educational problems associated with the social inclusion of students with disabilities, so that these manage to mediate the core transformations of this process in the framework of the current 21st Century and the transformations of the Third Improvement of Special Education. The present research responds to the results of a doctoral thesis defended in 2023. It responds to the following scientific problem: the insufficiencies in the socio-educational management of the Special Education teacher, in the process of social inclusion. And its objective is: to socialize the communicational socio-educational management strategy of the Special Education teacher in the process of social inclusion of the student with a disability. In its development, qualitative methodology was used, which made possible the use of theoretical methods: analysis-synthesis, inductive-deductive, structural systemic and empirical methods: observation, interview, surveys and specialist criteria. The main results were: awareness of the managerial role of the Special Education teacher in the social inclusion process so as to ensure compliance with the mission of the special school. And the design of a new educational public policy of socio-educational communicational management of the teacher that materializes in the different educational forms and modalities guided by the Third Improvement of Special Education.

**Keywords:** Socio-Educational Management, Social Inclusion, Communication, Disability Situation





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## **Leveraging Augmented Reality and Spatial Presence in Team Collaboration: Bibliometric Analysis of Trend and Literature Review**

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### **ABSTRACT**

The role of augmented reality (AR) in improving spatial presence and team cooperation is identified in this research. Current trends, key research, and a cluster of AR and team dynamics themes are elucidated via a bibliometric study. Next, reviewing the literature, how AR promotes social and spatial presence, improves work performance and collaboration, supports training and development, and facilitates inclusive interactions in remote settings are summarized. Further discussion of issues such as user fatigue and the barriers to integrated technologies are also elaborated. This study highlights AR's potential to transform collaborative behaviors in teamwork dynamics and identifies key areas for upcoming research to leverage and maximize its implementation in diverse organizational settings by incorporating insights from recent studies.

**Keywords:** Augmented Reality, Spatial Presence, Team Collaboration, Digital Technology, Bibliometric.



## **Sustainable Food Waste Recycling in Indonesia to Support a Circular Economy: Literature Review and Valorization Options**

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### **ABSTRACT**

Food waste management is an important environmental problem in many developing countries, including Indonesia. Recycling food waste in Indonesia is traditionally done for making compost, landfilling, and animal feed. Therefore, this paper aims to conduct a detailed literature review regarding food waste management and valorization options in Indonesia. The amount of food waste in Indonesia is quite high and needs to be recycled to encourage a circular economy. Some valorization methods are animal feed processing, anaerobic digestion, pyrolysis, hydrothermal carbonization, fermentation, and incineration. The Global Warming Potential (GWP) of anaerobic digestion (AD) for food waste processing is lower than composting or landfilling. An integrated biorefinery approach (HTC, fermentation, and AD) in the Food Waste (FW) valorization process leads to a circular economy. The biorefinery process reduces carbon due to reduced waste and replaces bio-based products with fossil-based products. Therefore, using biorefineries may have the greatest climate impact in achieving net zero emissions and carbon emissions. FW recycling is one way to contribute to the circular economy and is a sustainable approach to reducing FW waste.

**Keywords:** Food Waste, Recycling, FW Valorization, Circular Economy



## **Leveraging Artificial Intelligence for Climate Change Mitigation: Opportunities and Challenges in Developing Countries**

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### **ABSTRACT**

Climate change presents a critical threat to global development, particularly for developing countries that are most vulnerable to extreme weather, sea-level rise, and biodiversity loss. In this context, Artificial Intelligence (AI) offers significant potential for climate change mitigation. This paper examines how AI can be leveraged to address climate challenges in developing countries, focusing on its applications in climate monitoring, natural resource management, and renewable energy optimization. AI can enhance climate mitigation efforts by improving climate prediction models, enabling better disaster preparedness and response. Machine learning algorithms can analyze large datasets to predict extreme weather events, while also optimizing energy systems to integrate renewable sources like solar and wind more efficiently. AI-driven solutions can also improve water management in regions facing droughts or floods by optimizing irrigation and resource distribution. However, the adoption of AI in developing countries faces challenges such as limited infrastructure, financial constraints, and a lack of local expertise. These barriers hinder the widespread use of AI for climate change solutions. This paper will also address the political and economic factors affecting AI deployment and propose policy recommendations to overcome these obstacles. By providing an interdisciplinary analysis, this paper aims to highlight the opportunities and challenges of using AI to mitigate climate change in developing countries, emphasizing the need for supportive policies, capacity-building, and international collaboration to unlock the potential of AI for sustainable development.

**Keywords:** Leveraging, Artificial Intelligence, Climate Change, Opportunities and Challenges, Developing Countries.



## The Importance of Forgotten Turkish Games in the Process of Cultural Transmission

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### ABSTRACT

In parallel with the developments in the world, the rate of change in culture is increasing day by day. During the change, it is seen that some traditions are changing, updated and some traditions are facing extinction. It is seen that Turkish games, which cannot keep up with the changes and updates in question and are about to be forgotten, are also a part of this process. With the popularization of digital games and the popularity of digital games today, it is seen that many of the Turkish games that adults and children play together without discrimination have taken their place in a traditional game process. Today, with the popularization of popular culture among young people and the move towards cultural degeneration, it is observed that studies on folk culture have become important. As an important part of Turkish folk culture, it is known that traditional Turkish dances, as children's games and adult games, have emerged not in a random way, but thanks to the cultural accumulation that has been going on for centuries. However, it is possible to mention that traditional Turkish dances are counted among the cultural elements that are about to be forgotten today. In the process of transferring and protecting cultural heritage, it is seen that children's games, local games, especially games reflecting the cultural accumulation of children and their families are discussed at the origin of the information that will be acquired from this heritage by the new generation in order to transfer Turkish games to future generations. For this reason, in this study, it is aimed to reveal the traditional Turkish games that are about to be forgotten and to offer suggestions for their revival. For this purpose, traditional Turkish games were identified by utilizing secondary data as a result of the interviews conducted with the immigrants living in Ankara province among the countries that immigrated to Turkey in order to reveal the traditional Turkish games they played as children and in adulthood. The identified games were grouped as games with and without equipment and classified according to the equipment used and the material used. In this way, traditional Turkish games affected by intercultural transfer in Turkish culture were identified and their importance in the unity and solidarity of the Turkish people was emphasized.

**Keywords:** Turkish Culture, Cultural Heritage, Turkish Games, Cultural Transmission.



## **Determination of the Decision to Use Indonesian Islamic Bank Products Among the People of Jakarta**

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### **ABSTRACT**

This study aims to analyze the influence, knowledge, religiosity, subjective norms, promotion, service quality on customer decisions to use Indonesian Islamic bank products in DKI Jakarta. The population in this study were Indonesian Islamic bank customers in DKI Jakarta. The sampling method used purposive sampling with a sampling size of 360 respondents, spread across five municipalities, Central Jakarta, West Jakarta, North Jakarta, South Jakarta, and East Jakarta. Data collection techniques with questionnaires via google form. The data analysis method used is descriptive statistical analysis with the help of SPSS and Structural Equation Model (SEM) from the AMOS software package.

The results of this study indicate that the variables of subjective norms, religiosity and service quality have a positive and significant effect on customer decisions to use Bank Syariah Indonesia products in DKI Jakarta. Meanwhile, the variables of knowledge and promotion have no effect on customer decisions to use Bank Syariah Indonesia products in DKI Jakarta.

**Key words:** Knowledge, Religiosity, Subjective Norms, Customer Decisions, Bank Syariah Indonesia



## Digitalization Communication in Business Flexibility

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### ABSTRACT

This paper focuses on the construct of digital communication and how it is affecting business entrepreneurship and leadership environment flexibility.

First it presents another way to explore communication. Next, it discusses the fact that while digitalization is beneficial to our own being it also affects our business environment by providing better communication, management, leadership. Digital communication

Entails treating with kindness, recognizing one's shared humanity, and being mindful can be very beneficial for our business environment flexibility that we are a part of. A questionnaire called Digital Communication Scale is used to measure the effect of digital communication on our business and leadership management. Finally, this article suggests that digital Communication may offer benefits to our own being and our business environment. Research is presented so as to show that digital communication and management provides great leadership and management benefits, motivation, and brings success to an individual, managers, leaders and the business environments, flexibility.

**Keywords:** Leadership, Environment, Management, Leaders, Benefits, Flexibility, Communication.



## The Effect of Green Marketing Mix Program on Green Consumer-Based Brand Equity & Word of Mouth in Oil & Gas Companies

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### ABSTRACT

This work investigates the impact of the Green Marketing Mix on Green Consumer-Based Brand Equity (CBBE) and Word of Mouth (WOM) in the Indonesian oil and gas sector. Together, Green Product, Green Price, Green Place, and Green Promotion initiatives constitute the Green Marketing Mix, each so much impacting Green Brand Image, Green Brand Trust, Green Satisfaction, and Green Loyalty. Purposive sampling from 465 respondents utilizing a quantitative research methodology guarantees a focus on consumers with almost six months of involvement with green marketing strategies by companies like Pertamina, Shell, BP, and Vivo since data was acquired. Structural equation models (SEM) analysis revealed that the Green Marketing Mix significantly raises CBBE and encourages positive WOM. While Green Price had less of an impact, Green Product, Place, and Promotion projects had a major influence on CBBE. Green Brand Image, Green Satisfaction, and Green Loyalty all became clear WOM drivers; Green Brand Trust had only indirect influence. These findings underscore the strategic need of adding sustainable practices into marketing to raise WOM, enhance brand equity, and strengthen consumer loyalty. Emphasizing the interaction of green strategies and consumer perceptions, the study enhances marketing theory by offering practical recommendations for companies seeking competitive advantages in a market sensitive to environmental concerns.

**Keywords:** Green Marketing Mix, Green Consumer-Based Brand Equity, Word of Mouth, Oil and Gas Industry.



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## **Rural Transformation: The Challenge of Sustainable Agriculture, Environmental Pollution, Urban-Rural Income Inequality and Ageing Rural Population**

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### **ABSTRACT**

In recent time China rural sector has made remarkable achievements but is facing major new challenges. As a signatory of the UN SDG's and the Paris Climate Accord, China is committed to sustainable agricultural practices and achieving net zero carbon emission by 2050. The four new sets of challenges are 1) sustainable agriculture, 2) environmental pollution, 3) urban-rural income inequality, 4) depopulation and underdevelopment of the rural region. This study aims to explore and analyses the rural transformation processes in the case of Jilin province, North-East China with respect of these four challenges. A qualitative approach was adopted, involving focus group discussions and the data is derived from thirty-two participants recruited then divided into two groups of equal number, for separate FGD. thematic analysis to examine the data. The results of the study are, in the context of sustainable agriculture and environmental pollution, current farming practices are traditional, highly prone to diseases outbreak, polluting the soil and waterway. Income gap remains significant as measured by the urban-rural income ratio but has been decreasing since 2013. This study finds whilst past and present government policies and efforts have improved farm incomes, agricultural production and rural living, it has not reversed the mass migration of the young and abled bodies to the urban and thus the rural remain hollowed out.

On a case-to-case basis, the finding of this study is generalizable for policymakers and stakeholders facing identical or similar challenges.

**Keywords:** Rural Transformation, Food Safety, Green Financing, Succession Planning and Government Intervention.





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## Usability of Artificial Intelligence (AI) in Educational Dimension

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### ABSTRACT

The rapid development of internet technologies has been popular nowadays. It is believed that Artificial intelligence technologies are suitable for improving students' cognitive and analytical thinking skills. In particular, the Covid-19 pandemic has brought a supplemental perspective in education and it has led to frequent use of distance education. Along with this issue, internet, personal computers, tablet computers, smartphones and similar devices have been used frequently. As in all fields, the usage of artificial intelligence in education has been rising. In education, Artificial Intelligence (AI) has started to provide the possibility a more personalized and effective learning experience with the learners. AI can be defined as a field that enables computers to simulate human-like intelligence skills. The extensive usage of technology in education enriches learning experiences and and the increasing position of AI makes learning activities more effective. AI can find its place in many different dimensions of education. Within the context of education, the foremost thing that comes to mind is the teaching process and academic success. In the study, Artificial Intelligence is defined in detail and its emergence and historical development are emphasized. In addition, its benefits and usability are discussed.

**Keywords:** Artificial intelligence, Education, Student, Teacher, Technology.



## Exploring Digital Trends in Maritime Education: A Bibliometric Perspective

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The rapid development of digital technologies has brought about significant changes in the maritime sector, both in operational practices and in education. In this context, the integration of digital technology-based course content into the curricula of maritime faculties has become crucial. However, a systematic conceptual framework to guide curriculum design in this area remains a significant gap in the literature. This study aims to provide a conceptual basis for the design of maritime faculty curricula that are adapted to digital technologies in the maritime sector. To achieve this, a bibliometric analysis was conducted on studies retrieved from the Web of Science (WoS) and Scopus databases. A total of 200 studies were considered following the database search. The R Studio and the Bibliometrix package were employed for data analysis, generating and evaluating visual outputs such as word clouds, country collaboration maps, co-occurrence networks, and factorial maps. The results revealed trends in the literature on digital technologies in the maritime sector between 2003 and 2025. While fundamental concepts such as “software” and “digitalisation” dominated the period 2003-2007, the terms “e-learning”, “cybersecurity”, “artificial intelligence”, “marine vehicles”, “internet of things”, “virtual reality”, “machine learning” and “digital twin” have emerged as prominent trends for 2022-2025. The conceptual framework proposed in this study offers valuable insights not only for the digitalisation strategies of educational institutions but also for professional practices within the maritime sector.

**Keywords:** Maritime Education, Digital Technologies, Bibliometric Analysis, Digitalization in Maritime Sector, Educational Innovation.



## Mevduat Bankalarının Paytech (Dijital Ödeme Teknolojileri) Performansı: Türkiye Örneği

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### ÖZET

Finansal Teknoloji (FinTech) sektörünün alt dalı olarak gelişme gösteren PayTech (Payment Technology), dijital ödeme teknolojileri olarak ifade edilmektedir. PayTech, geleneksel finansal işlemlerde kolaylık, hız, güvenlik, küresel düzeyde erişim ve verimlilik sağlayan teknolojileri kapsamaktadır. PayTech ile bireylerin, kurumların dijital ortamda para gönderme, alma ve yönetme süreçlerini daha verimli bir şekilde gerçekleştirmek mümkün olmaktadır. Bu çalışma Türkiye’de 2024 yılı itibariyle faaliyet gösteren mevduat bankalarının PayTech performanslarını tespit etmeyi ve performansları karşılaştırmayı amaçlamaktadır. Bu amaçla araştırmada bankaların mobil ödeme, mobil cüzdan, dijital cüzdan, temassız ödeme, sanal pos, bulut pos, QR kod, dijital müşteri sayısı, dijital işlem oranı, açık bankacılık faaliyetleri PayTech göstergeleri olarak belirlenmiş ve bankaların kurumsal raporları ve web sitelerinden İçerik Analizi yöntemi ile veri seti elde edilmiştir. Nitel ve nicel veriler üzerinde sayısallaştırılma yapılarak bankalara ilişkin performans puanları oluşturulmuştur. Araştırma sonucunda bankaların PayTech performanslarının birbirinden farklılaştığı tespit edilmiştir.

**Anahtar Kelimeler:** PayTech, Dijitalleşme, Mevduat Bankaları, Türkiye

## Performance of Deposit Banks in Paytech (Digital Payment Technologies): The Case of Turkey

### ABSTRACT

PayTech (Payment Technology), a subfield of the Financial Technology (FinTech) sector, refers to digital payment technologies. PayTech encompasses technologies that provide convenience, speed, security, global accessibility, and efficiency in traditional financial transactions. Through PayTech, individuals and organizations can perform money transfer, receipt, and management processes more efficiently in digital environments. This study aims to identify and compare the PayTech performance of deposit banks operating in Turkey as of 2024. For this purpose, mobile payment, mobile wallets, digital wallets, contactless payment, virtual POS, cloud POS, QR codes, the number of digital customers, digital transaction ratios, and open banking activities have been determined as PayTech indicators. A data set was compiled using the Content Analysis method based on banks' corporate reports and websites. Performance scores for the banks were calculated by quantifying qualitative and quantitative data. The findings reveal that the PayTech performances of the banks differ significantly from one another.

**Keywords:** PayTech, Digitalization, Deposit Banks, Turkey.



## **Application of Artificial Intelligence in Management of Construction Projects in Ethiopia**

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### **ABSTRACT**

The construction industry contributes 13% of the world's gross domestic product. Managing large and complex projects may result uncertainty. Keeping stakeholders routinely supplied with large amounts of information has been one of the most challenging difficulties in construction industry. It needs the application of information in both hard and soft copy as well advanced system. Even though artificial intelligence is one solution to the problem for communication of project Management system, project risk management, and procurement project management and project Information management. The cost of artificial intelligence is high hence instead using of human labor is mandatory. The main objective of the study is Identifying Existence of AI in the construction projects, opportunities for increased applications of AI in the construction projects and challenges affecting the adoption of AI in the construction projects in Ethiopia. After reviewing adequate literature, a questionnaire and interview were used to collect primary data from the respondent. This research presents the findings gained from the response of respondents. The finding indicates that applicability of AI in construction projects of Ethiopia is very poor but the opportunities of AI are resource optimization and wastage as well as in health and safety analysis, the main challenges of AI in construction are talent shortage, high initial costs, computing power and internet connectivity.

**Keywords:** Artificial Intelligence, Construction Project, Project Management, Robotics.



## **Towards Sustainable Tourism: The Role of Architecture in Mitigating Environmental Impacts**

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### **ABSTRACT**

Tourism plays an important role in global economic growth, it has a direct impact on GDP, employment and regional development. Along with the rapid development of tourism, it has its effects on the environment, such as increased pollution and carbon emissions. Sustainable tourism architecture as a form of mitigation of the effects of tourism on the environment is the focus of this study. The main issue of the study centers on the contribution of tourism to climate change and its impact on the environment. The research method uses a qualitative approach with a literature review and review of case studies from regions such as the Douro Valley, Portugal, and urban areas in China. Sustainable tourism architecture uses local materials, energy-efficient design, and resource management discussed in the case study. The study results show that sustainable design is able to reduce carbon emissions, save energy, and participate in resource conservation. In this study, the benefits of environmentally friendly buildings increase environmental resilience to climate change. This can be achieved by maximizing environmentally friendly design by considering the costs incurred, it is necessary to understand how to choose environmentally friendly technology with minimal costs. Future research should look at the long-term benefits of sustainable tourism as well as how technology can make travel more desirable while still adhering to net zero carbon emissions.

**Keywords:** Sustainable Tourism, Climate Change, Green Architecture, Smart Technologies.



## How Evolutionary is Minsky? An Evolutionary Economic Perspective on “the Evolution of Capitalism”

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### ABSTRACT

Harvard economist Hyman P. Minsky is most known for explaining how a stable financial system can become an unstable one, by his financial instability hypothesis, but the final years of his life was dedicated to bringing together the theoretical perspectives of Joseph Alois Schumpeter, one of his doctoral advisors, and John Maynard Keynes in order to explain the evolution of capitalism. In the literature on the history of economic thought, Minsky’s perspectives were very often compared with those of Schumpeter, Keynes and Porter. However, the dominant focus is the financial instability hypothesis of Minsky. A recent contribution by Lavoie (2020) questions whether Minsky can be treated as a post-Keynesian economist, and by doing so, the author uses the phrases “heterodox” and “post-Keynesian” in an interchangeable way, based on an earlier claim of him. However, as Lawson (2006) says, “heterodoxy serves, in the first instance, as an umbrella term to cover the coming together of, sometimes long-standing, separate heterodox projects or traditions. The latter include post-Keynesianism, (old) institutionalism, feminist, social, Marxian, Austrian and social economics, among others” (p. 484). As a result, understanding the claim of Lavoie falls into a difficulty, as his terminology is problematic. This contribution focuses on a different strategy to understand and position Minsky within heterodoxy. Based on his theory on the evolution of capitalism, and the reference to Schumpeter, the author would be questioning how evolutionary this theory is. By doing so, the author would try to be more specific than Lavoie (2020) and focus only on evolutionary economics, and would question how evolutionary Minsky’s theory is based on the contribution by Ulrich Witt. The contribution aims to arrange Minsky’s final contributions to a broader scene for the history of economic thought.

**Keywords:** Minsky, Witt, Evolutionary Economics, Heterodox Economics.

## Bitcoin ve Altın Fiyatları ile VIX Korku Endeksinin Volatilite Modelleriyle Karşılaştırmalı İncelenmesi

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### ÖZET

Bu çalışmada, volatilite modelleri kullanılarak Bitcoin, altın fiyatları ve VIX korku endeksindeki değişimler incelenmiştir. Modeldeki değişkenlere ilişkin elde edilen modeldeki diğer değişkenlerden elde edilen bilgilerle karşılaştırılmıştır. Analizde VIX korku endeksinin kapanış değeri ile Bitcoin ve altının kapanış fiyatları kullanılmıştır. Modelde kullanılan değişkenlerin getiri serileri elde edilmiş ve böylece finansal piyasalardaki volatilite dinamiklerinin ve kısa vadeli değişimlerin daha net bir şekilde analiz edilmesi sağlanmıştır. İnceleme dönemi 2020 ile 2024 aralığında olup, aylık frekansta veri setleri ile çalışılmıştır. Analizde öncelikle veri setlerine ilişkin grafikler incelenmiştir. VIX endeksinin COVID-19'un dünyaya yayılmaya başladığı 1. Çeyrek dönemden 2. çeyrek döneme geçilirken oldukça yükselmiş, daha sonra gerileyerek dalgalı olmakla birlikte belirli bir aralıkta seyrettiği görülmüştür. Bitcoin ve altın fiyatlarının dalgalı seyretse de yıllar içinde değerlerinin yükseldiği gözlenmiştir. Analizin ilk aşamasında değişkenlere ilişkin zaman serilerindeki yapısal değişimlerin tahminini kolaylaştırmak amacıyla Fourier ADF birim kök testleri kullanılmıştır. Ardından ARCH ve GARCH modelleri kullanılarak değişkenlerin volatilite seviyeleri incelenmiştir. Volatilite modeli belirlemeden önce değişen varyans ve otokorelasyon sorunlarının varlığı incelenmiştir. ARCH-LM testi sonuçlarına göre varyansın değişkenlik gösterdiği tespit edilmiştir. Breusch-Godfrey otokorelasyon testine göre modelde otokorelasyon sorununun olduğu tespit edilmiştir. Elde edilen bulgular doğrultusunda modeldeki volatilitenin doğru bir şekilde modellenebilmesi için ARCH/GARCH modellerinin kullanılmasının gerekli olduğu görülmüştür. Kurulan modelde doğrusal olmayan unsurların varlığı Brock, Dechert, Scheinkman ve LaBaron(BDS) testi ile incelenmiştir. BDS testi sonuçlarına göre modelde doğrusal olmayan unsurlar mevcuttur. ARMA, ARCH ve GARCH modellerine ilişkin sonuçlar değerlendirildiğinde GARCH modelinin volatilite tahminlerinde veri için daha uygun bir model olarak öne çıkmıştır.

**Anahtar Kelimeler:** Bitcoin, Gold, VIX Fear Index, Volatility Modeling.

## Comparative Analysis of Bitcoin and Gold Prices and VIX Fear Index with Volatility Models

### ABSTRACT

In this study, volatility models are used to analyze the changes in Bitcoin, gold prices, and the VIX index (Chicago Board Options Exchange Volatility Index). The information obtained for the variables in the model is compared with the information obtained from other variables in the model. The closing value of the VIX fear index and the closing prices of Bitcoin and gold were used in the analysis. The return series of the variables used in the model were obtained so that the volatility dynamics and short-term changes in financial markets could be analyzed more clearly. The analysis period is between 2020 and 2024, and data sets with monthly frequency are used. In the analysis, the graphs of the data sets were analyzed first. It was observed that the VIX index increased considerably from the 1st quarter, when COVID-19 started to spread around the world, to the 2nd quarter, and then declined and fluctuated but remained within a certain range. Although Bitcoin and gold prices have fluctuated, their values have increased over the years. In the first stage of the analysis, Fourier ADF unit root tests were used to facilitate



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the estimation of structural changes in the time series of the variables. Then, ARCH and GARCH models are used to analyze the volatility levels of the variables. Before determining the volatility model, the existence of variance and autocorrelation problems are examined. According to the results of the ARCH-LM test, the variance is found to vary. According to the Breusch-Godfrey autocorrelation test, an autocorrelation problem is detected in the model. In line with the findings obtained, it is necessary to use ARCH/GARCH models in order to accurately model the volatility in the model. The presence of nonlinearities in the model is examined with the Brock, Dechert, Scheinkman, and LaBaron (BDS) test. According to the BDS test results, there are nonlinearities in the model. When the results of ARMA, ARCH, and GARCH models are evaluated, the GARCH model stands out as a more appropriate model for the data in volatility forecasts

**Keywords:** Bitcoin, Gold, VIX Fear Index, Volatility Modeling.





## **Business Strategy Formulation: A Case in PT Waspada Karsa**

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### **ABSTRACT**

The volume of production and sales of heavy equipment indicates the intense competition in the heavy equipment rental industry. The level of investment made by management is not aligned with the company's ability to compete in the heavy equipment rental industry, which has resulted in a significant decrease in company revenue of up to 35% over the past three years. The objectives of this research are as follows: a) analyze the current strategy of the company, b) formulate a new business strategy based on external and internal analysis and competitive advantage. This research used descriptive qualitative methods, using a case study PT Waspada Karsa. The research was conducted from July to October. Data was collected through an in-depth analysis in a real context to answer the research questions. interviews and analyzing financial statements. The types and sources of data used in this study are primary and secondary data. The alternative business strategy proposed is differentiation, market development, and diversification strategy to be able to compete in heavy equipment rental industry.

**Keywords:** External Analysis, Internal Analysis, Core Competency, Competitive Advantage, Heavy Equipment Rental Company.



## Identifying Gen Z Consumer Loyalty in Buying Coffee in Jakarta

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### ABSTRACT

The research aims to identify the loyalty of Gen Z consumers when choosing coffee amidst the numerous coffee shop options available in Jakarta. Gen Z is characterized by impulsive consumption behavior and a lack of loyalty; they tend to switch from one brand to another easily rather than consistently buying from the same brand. The constant flow of information at their fingertips contributes to Gen Z's dynamism and impatience. Accustomed to quick interactions, Gen Z prioritizes getting what they want quickly, or they will lose interest. According to Dick & Basu's loyalty matrix, Gen Z can be associated with spurious loyalty, where customers exhibit high repeat patronage but low relative attitude. The research design employs phenomenology to understand the essence of Gen Z consumers' experiences regarding their loyalty to coffee shops. Purposive sampling was used to select Gen Z coffee lovers with a certain frequency of purchase. The results show that an effective marketing mix—including product, price, promotion, place, service quality, and social influence—leads to purchases that increase Gen Z's satisfaction through positive consumer experiences, ultimately enhancing their loyalty and encouraging repeat purchases at the same coffee shop.

**Keywords:** Loyalty, Generation Z, Coffee, Coffee Shop, Marketing Mix, Consumer Satisfaction.



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## **Identification of Entrepreneurial Intention of PPM School of Management Students: A Theory of Planned Behavior Study in the Context of Entrepreneurship Education**

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### **ABSTRACT**

The ratio of Indonesian entrepreneurs to the total population remains low compared to Singapore, Malaysia, Thailand, even in other developed countries such as China, Japan, and United States. This is due to Indonesians' prevailing mindset favoring employment over entrepreneurship. The research aims to identify entrepreneurial intention, a crucial issue in contemporary higher education, given entrepreneurship's significant role in driving economic growth and reducing unemployment. Additionally, it aims to provide insights for PPM School of Management and related stakeholders to develop entrepreneurship education programs and ambiance fostering entrepreneurial intention among undergraduate and graduate students, with the hope of increasing the number of graduates capable of contributing to innovation-based economic growth and creating future job opportunities. Conducted among 120 undergraduate and graduate students at PPM School of Management, the research utilizes the Theory of Planned Behavior framework for analysis. The findings indicate that subjective norms among student environment are still low, thus affecting entrepreneurial intentions. The factor of students' subjective views of support or rejection from people who are influential in their decision to engage in entrepreneurship is an important role in influencing students' entrepreneurial intention. This study also provides a foundation for further research in entrepreneurship development within higher education.

**Keywords:** Theory of Planned Behavior, Entrepreneurial Intention, Entrepreneurship Education, Undergraduate Students, Graduate Students, Economic Growth.



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## **Cooperative Business Model and Digital Marketing Assistance for MSMEs of Squid Processed Products in Bangka Island**

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### **ABSTRACT**

Cooperatives are not as well-known or well-researched as corporate organizations. This is probably because they are owned and controlled by the people who use their services. In practice, there are still many small-scale fishermen cooperatives that have not functioned optimally to improve the welfare of their members. Small-scale fishermen cooperatives still face several obstacles including the lack of mastery of technology and access to information, lack of knowledge about the management of production cooperatives, and marketing the results. So the purpose of this community service is to socialize and train cooperative management and members in understanding cooperative business models, cooperative management, and digital marketing. At the end of this mentoring activity, the mentoring participants, namely the management and members of small-scale fishermen cooperatives, were able to understand business models and manage and conduct digital marketing. From the post-test results of the mentoring participants, it can be seen that the participants understand well how to manage cooperatives and digital marketing.

**Keywords:** Cooperative Business Model, Digital Marketing, Small-scale Fishermen, Bangka Tengah, MSME



## Endüstri 4.0'ın İnsan Kaynakları Yönetimine Etkisi ve Dijital Dönüşüm Uygulamaları Üzerine Bir Araştırma

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Bu araştırma, Endüstri 4.0 ile insan kaynakları yönetimi (İKY) arasındaki ilişkiyi inceleyerek dijital dönüşümün İKY üzerindeki etkilerini değerlendirmeyi amaçlamaktadır. Endüstri 4.0'ın yapay zekâ, büyük veri, otomasyon, nesnelerin interneti (IoT) ve bulut bilişim gibi unsurlarının, işe alım, performans yönetimi, eğitim ve gelişim, çalışan bağlılığı ve yetenek yönetimi süreçlerine etkisi analiz edilmektedir. Çalışma, bu teknolojilerin İKY süreçlerinde yarattığı fırsatlar, karşılaşılan zorluklar ve değişen liderlik rollerini ortaya koymayı hedeflemektedir. Araştırmada, çeşitli sektörlerden insan kaynakları uzmanları ve yöneticilerden anket aracılığıyla veriler toplanacaktır. Ankette, Endüstri 4.0 teknolojilerinin entegrasyon durumu, dijitalleşmenin çalışan verimliliği, iş tatmini ve bağlılık üzerindeki etkisi, dijital dönüşüm sürecinde karşılaşılan engeller ve dijitalleşmenin işletme kültürü ile liderlik yapısına etkileri ele alınacaktır. Anket sonuçları istatistiksel yöntemlerle analiz edilerek, Endüstri 4.0'ın İKY'deki dönüşümünün detayları grafik ve tablolarla sunulacaktır. Araştırma sonucunda, dijitalleşmenin daha hızlı işe alım, veriye dayalı karar alma, çalışan eğitim stratejilerinde iyileşme ve çalışan bağlılığında artış gibi çıktılar sağlaması beklenmektedir. Bu çalışma, Endüstri 4.0 bağlamında İKY'nin stratejik önemine dikkat çekerek işletmelere yol haritaları sunmayı ve akademik literatüre katkı sağlamayı amaçlamaktadır. **Anahtar Kelimeler:** İnsan Kaynakları Yönetimi, İKY4.0, Dijital Dönüşüm, Endüstri 4.0

## A Study on the Impact of Industry 4.0 on Human Resource Management and Digital Transformation Practices

### ABSTRACT

This study aims to examine the relationship between Industry 4.0 and human resource management (HRM) by evaluating the effects of digital transformation on HRM processes. It analyzes the influence of key Industry 4.0 components—such as artificial intelligence, big data, automation, the Internet of Things (IoT), and cloud computing—on recruitment, performance management, training and development, employee engagement, and talent management. The study seeks to identify the opportunities these technologies present, the challenges encountered, and the evolving roles of leadership within HRM processes. Data for the study will be collected through surveys administered to HR professionals and managers from various sectors. The survey will address topics such as the integration of Industry 4.0 technologies, the impact of digitalization on employee productivity, job satisfaction, and engagement, the barriers encountered during the digital transformation process, and the influence of digitalization on corporate culture and leadership structures. The survey findings will be analyzed using statistical methods, and the details of Industry 4.0's transformative effects on HRM will be presented through tables and graphs. The results of the study are expected to demonstrate that digitalization leads to faster recruitment processes, data-driven decision-making, improvements in employee training strategies, and increased employee engagement. This research aims to highlight the strategic significance of HRM in the context of Industry 4.0, providing businesses with actionable roadmaps while contributing to the academic literature. **Anahtar Kelimeler:** İnsan Kaynakları Yönetimi, İKY4.0, Dijital Dönüşüm, Endüstri 4.0.



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## Predicting Studio Thermal Comfort Resulting from Window Design Using CFD Method

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### ABSTRACT

Thermal comfort depends on the exposed sun's radiation, the temperature, and the wind speed around the building. In a naturally ventilated room, a method to be applied to achieve thermal comfort in a tropical area is enhancing



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the wind speed in the room through an opening design. An aspect capable of determining the comfort of a room is an opening design since it will affect the airflow and the natural lighting that the room will obtain. This study aims to analyze various types of windows and their opening angles in the FTSP studio at Universitas Trisakti. The CFD numerical simulation aims to predict the studio's airflow pattern and temperature by using three different window opening angles: 45°, 90°, and 135°. Then, the results are compared to those closest to the SNI 03-6572-2001 standard. Based on the results of the study, it is found that a vertical pivot window with a 135° opening angle receives the results closest to the standard at nine points of measurement with the wind speed ranging from 0.14 m/s to 0.97 m/s.

**Keywords:** Thermal Comfort, Wind Speed, CFD, Airflow Pattern And Temperature, Window Opening Angles.



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## **The PSC Cost Recovery Analysis Comparison between Adding Infill Wells and Workovers Scenarios of a Remote Oil Producing Field in Indonesia**

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## ABSTRACT

The Production Sharing Contract (PSC) is a pivotal mechanism governing profit sharing in oil and gas extraction, outlining the distribution of profits between the government and contractor companies. This sharing is contingent on deducting cost recovery, a crucial element in collaboration agreements within the upstream oil and gas sector. Efficient cost recovery management is essential for both the state and contractors. Assessing the efficacy of this contractual framework, a comprehensive analysis explores three field development scenarios within the XYZ field. Scenario I involves 5 infill wells and 3 workovers, Scenario II expands on Scenario I with an additional 3 infill wells, and Scenario III further advances with 2 extra infill wells and 2 workovers. Upon evaluating the implications, it's clear that Scenario III proves to be the most lucrative, boasting the highest Net Present Value (NPV) for the contractor at 5,442 million USD compared to other scenarios. The cumulative forecast predicts oil production of 2,185 thousand barrels from 2021 to 2035, generating a gross revenue of 131.1044 million USD. Notably, the Internal Rate of Return (IRR) is commendable at 26.21%, exceeding the Minimum Acceptable Rate of Return (MARR) set at 15%, with a Payback Period of 4.30 years. Moreover, the sensitivity analysis, of the responsiveness of economic parameters and their impact on NPV and IRR values within the project. Keywords such as IRR, NPV, PSC Cost Recovery, and Sensitivity Analysis encapsulate the essence of this study, offering a holistic understanding of the intricate dynamics inherent in oil and gas mining ventures.

**Keywords:** IRR, NPV, PSC Cost Recovery, Sensitivity Analysis.



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## **Spatial and Cultural Significance Study in Jakarta Old Chinatown: Urban Acupuncture Approach to Enhance Tourist Attraction of Glodok**

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## **ABSTRACT**

Founded as a commercial center during the Dutch colonial era, Glodok, Jakarta's Old Chinatown, has a rich cultural legacy distinguished by distinctive Chinese architecture with elements like dragon motifs and curving roofs. The area's historical significance and multicultural identity are reflected in notable landmarks like the Santa Maria de Fatima Church and the Dharma Bhakti Temple. Particularly during holidays like Chinese New Year and Cap Go



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Meh, Glodok's thriving economy—which includes stores selling gadgets, traditional Chinese products, and unique gastronomic offerings—increases its allure as a travel destination. However, its growth as a sustainable attraction is hampered by infrastructure issues such as a lack of green spaces, pedestrian areas, and sanitary facilities. An urban acupuncture method pinpoints important areas for improvement in order to maximize Glodok's potential as a destination for cultural and gastronomic tourism. The commercial and cultural appeal of places like the Chinatown Market, Jalan Pancoran, Petak Sembilan, and Jalan Kemenangan Raya can be increased with targeted upgrades. Reviving the busy Jalan Gajah Mada corridor and preserving heritage monuments like the Dharma Bhakti Temple and Santa Maria de Fatima Church through infrastructural improvements are essential. Glodok's growth plan aims to make it a "GLOCAL CHINA-TOWN," fusing the local way of life with the allure of foreign travel. Initiatives center on public infrastructure improvements, green spaces, cultural preservation, and trade-friendly zoning. Prioritizing cultural events, community involvement, and thorough infrastructure renovation promotes local company expansion and maintains cultural authenticity. Glodok may develop into a vibrant, sustainable tourism destination that enhances its cultural heritage and economic vitality by integrating strategic interventions and public engagement. This all-encompassing strategy enhances local and international ties while guaranteeing a competitive, lively tourism experience.

**Keywords:** Urban Acupuncture, Chinatown, Glodok Jakarta, Heritage Tourism, Glocal Chinatown.



## **Persecution, Displacement and Reconciliation: Matua Migration from 1971-2000**

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### **ABSTRACT**

The struggle against caste prejudice and the study of postcolonial displacement in the region of Bengal can hardly be considered without paying attention to a roughly two-hundred-year-old low-caste religious and social movement called Matua. In the 21st century, the Matua community represents a key factor in electoral politics and is crucial for understanding the relationship between religion, displacement, and caste, within the framework of Bengal. The history of the Matua movement goes back to the nineteenth century, when a large-scale mobilization was carried out against the untouchability, even the Namasudra became part of the movement whose aim was to irradiate the prejudice and social uplifting of lower caste people. The partition of India was a great suffering for the Matua community. After 1947, large numbers of Matua Namasudra people migrated from East Pakistan to India. The lower caste Matua community migrated, spread across different states, including Orissa, Andaman Islands, Chhattisgarh, Assam, Tripura, Madhya-Pradesh and largely West Bengal, but this research will be limited to certain districts of Bengal only. From 1947 to the present time, they have not stopped leaving their native land and coming to India. So, migration is a continuous process for the Matua community. The research will try to trace out the causes of Matua migration in the post-1971 timeline through case studies, conducting interviews, surveys, etc. The present study will focus on how the Matua Namasudra community reconciled through their religious and cultural practices. The huge quantity of Matua refugees' people in West Bengal, the Matua community emerged as a powerful political determiner, deeply involved with refugee politics. The research will also find out the role of the Matua community in Bengal politics.

**Keywords:** Matua, Displacement, Rehabilitation, Reconciliation, Politics.



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## The Origin and Diffusion of Gun Powder and Firearms: A Global Diaspora

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### ABSTRACT

This paper has mainly paid its attention to the origin and evolution of gunpowder technology throughout the world. It could not be ignored that the infusion of this new technology not only bring a drastic change in the warfare world but also left a widespread impact on Human civilization as well as their socio-economic status, socio-political arena and cultural ambience. I have attempted to locate the historical trajectories through which this new technology was originated in China and then to transmitted to the Central Asian atmosphere. I also have tried to show the history of several devastating battles that were taken place between the Mongols and the Chinese dynasties where in this newly innovated war technology had played a vital role. During the course of Mongol-Chinese wars, the evolution of the concept of using these gunpowder weapons has been discussed here in a nutshell. The significant effect of the incorporation of gunpowder weapons in Mongols' warfare has received a broad attention of the theme of my work. I have also demonstrated the process of transformation of gunpowder from the Central Islamic lands to the medieval European one. Ultimately, I have summarized my observation by making a brief account on the arrival of this technology in Indian subcontinent with the hands of the Mongols and in which way this new war technique became discolored in from the later warfare environment.

**Keywords:** Origin and Diffusion, Gun Powder, Firearms, Global Diaspora.



## **Empirical Study on the Impact of Exports and Imports on Refinery Gas Production in Indonesia**

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## ABSTRACT

This study investigates the impact of export and import activities on refinery gas production in Indonesia using multiple linear regression analysis. The research utilizes data from 2013 to 2023 to examine how variations in export and import volumes influence domestic refinery output. The regression results reveal a statistically significant negative relationship between import volumes and refinery gas production, suggesting that increased imports may reduce domestic output due to heightened competition and reliance on foreign supplies. Conversely, export volumes show a positive but statistically insignificant effect, indicating that domestic production levels are less responsive to export fluctuations. The model's goodness of fit, with an R-squared value of 0.783 and an Adjusted R-squared value of 0.730, demonstrates strong explanatory power, indicating that approximately 78.3% of the variation in refinery gas production is accounted for by the combined effects of exports and imports. The F-statistic (14.42, p-value = 0.00222) further confirms the overall significance of the model. These findings suggest that reducing import dependency could enhance local production capacity, while a balanced export strategy is essential to maintain domestic supply stability. The study provides valuable insights for policymakers and industry stakeholders in optimizing trade policies and supporting the sustainable growth of the refinery gas sector. Future research should incorporate additional factors, such as technological advancements and domestic consumption trends, to deepen the analysis.

**Keywords:** Gas production, Exports, Imports, Multiple linear regression, Goodness of fit.



## Decision Support System for Railways Spare Parts Inventory Control

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## **ABSTRACT**

Decision-making in inventory management plays a very important role in controlling operational costs and production effectiveness within an industry. Electric rail trains (KRL) as a means of public transportation in Jabodetabek, requires good maintenance management to maintain operational reliability. In the current management of the KRL maintenance system, fast and accurate decisions on controlling the KRL spare parts inventory are needed so that the maintenance process runs smoothly and minimal operational costs are obtained. This research aims to design a decision support system (DSS) for KRL spare parts inventory control decisions. This research begins with a PIECES (Performance, Information, Economy, Efficiency, Control, Service) analysis to understand system requirements. The designed DSS consists of 4 sub-models, which are 1) spare parts demand forecasting model with Monte Carlo simulation, 2) s & Q parameter calculation model for continuous review system, 3) inventory control scenario evaluation model based on total cost and service level criteria, and 4) decision assessment model with simple additive weighting method. The data required by DSS are spare parts data, spare parts demands, inventory control costs, and supplier data. Results of DSS examination on KUR 12313 and KUR 12314 spare parts show that the system is able to provide decisions in determining needs and ordering spare parts quickly and precisely. In conclusion, the designed DSS can be implemented in the spare parts inventory control system for all types of spare parts in the KRL maintenance process.

**Keywords:** DSS, Railways Spare Part, Inventory.



## Sürdürülebilir Teknolojilerin Evrimsel Süreçleri: Yayınlar ve Patentler Üzerine Bir İnceleme

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### ÖZET

Bu çalışmada, sürdürülebilir teknolojilerin bilimsel gelişimi ve patentleme süreçleri analiz edilmiştir. Çalışma, sürdürülebilir teknolojilerin evrimsel sürecine dair önemli veriler sunmakta ve bu teknolojilerin büyüme hızlarına dair model bazlı bir değerlendirme yapmaktadır. Çalışmanın ana hedefi, belirli sürdürülebilir teknolojilerin gelişim hızlarını belirlemek ve bu hızların çevresel ve ekonomik sürdürülebilirlik üzerindeki potansiyel etkilerini incelemektir.

Veriler, bilimsel yayınlar ve patent başvuruları üzerinden analiz edilmiştir. Offshore rüzgar türbinleri, karbon yakalama ve depolama (CCS), hücresel tarım ve blockchain teknolojisi, gelişim hızı yüksek olan teknolojiler arasında yer almaktadır. Bu teknolojiler, özellikle yenilenebilir enerji üretimi, karbon emisyonlarının azaltılması ve gıda üretimi alanlarında önemli değişimler yaratma potansiyeline sahiptir. Bununla birlikte, dalga enerjisi, yeşil hidrojen ve mavi hidrojen gibi teknolojiler daha yavaş bir evrim süreci göstermektedir.

Çalışma, sürdürülebilir teknolojilerin gelişim hızlarını belirleyen faktörleri ve bu teknolojilerin toplumsal ve ekonomik dönüşüm potansiyellerini tartışmaktadır. Elde edilen bulgular, sürdürülebilir teknolojilerin gelecekteki gelişim süreçlerini anlamak için önemli bir temel sunmaktadır ve bu teknolojilerin ekonomik, çevresel ve toplumsal etkileri üzerine daha fazla araştırma yapılmasının gerekliliğini ortaya koymaktadır.

**Anahtar Kelimeler:** Sürdürülebilir Teknolojiler, Rüzgar Enerjisi, Karbon Yakalama ve Depolama, Hücresel Tarım, Blockchain Teknolojisi, Teknolojik Gelişim, Patentler, Bilimsel Yayınlar

## The Evolutionary Processes of Sustainable Technologies: A Review of Publications and Patents

### ABSTRACT

This study analyzes the scientific development and patenting processes of sustainable technologies. It provides critical data on the evolutionary trajectory of these technologies and evaluates their growth rates through model-based assessment. The primary objective of the study is to determine the development speeds of specific sustainable technologies and examine their potential environmental and economic impacts. The data for this study was derived from scientific publications and patent applications. Offshore wind turbines, carbon capture and storage (CCS), cellular agriculture, and blockchain technology are identified as technologies with rapid growth rates. These technologies hold significant potential for driving changes in renewable energy production, carbon emission reduction, and food production. In contrast, wave energy, green hydrogen, and blue hydrogen show slower evolutionary processes. The study discusses the factors influencing the development rates of sustainable technologies and explores their potential for societal and economic transformation. The findings provide a valuable foundation for understanding the future trajectories of sustainable technologies and emphasize the need for further research on their economic, environmental, and social impacts.

**Keywords:** Sustainable Technologies, Wind Energy, Carbon Capture and Storage, Cellular Agriculture, Blockchain Technology, Technological Development, Patents, Scientific Publications.



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## Sürdürülebilir Bir Geleceğe Güç Vermek: Çevresel Yenilenme İçin Gelişen Teknolojilerin Sosyoekonomik Bir İncelemesi

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### ÖZET

İklim değişikliği ve çevresel bozulmayla mücadele, yenilikçi çözümler gerektirir. Bu çalışma, ekonomik büyümeyi çevresel zarardan ayırma potansiyeline sahip yeni teknolojileri araştırıyor. Sürdürülebilirlik hedefleriyle uyumlu teknolojik gelişmeleri belirlemek için bir model öneriyoruz. Analizimiz, açık deniz rüzgar enerjisi, yenilenebilir enerjiyle birleştirilmiş karbon yakalama, laboratuvarında yetiştirilen et ve çevreye duyarlı blok zinciri uygulamaları gibi umut vadeden alanları vurguluyor. Bu bulgular, politika yapıcılar için değerli içgörüler sunarak, yatırımları ekolojik geçişi ve insanlık için sürdürülebilir bir geleceği teşvik eden teknolojilere yönlendiriyor

**Anahtar kelimeler:** İnsan toplumu; Sosyoekonomik sistemler; Kirlilik; Fosil yakıt; Yeni teknolojiler.

**Jel Kodları:** L26, O18, R11, B21.

## Powering A Sustainable Future: A Socioeconomic Review of Emerging Technologies For Environmental Regeneration

### ABSTRACT

Combating climate change and environmental degradation demands innovative solutions. This study explores emerging technologies with the potential to decouple economic growth from environmental harm. We propose a model for identifying technological advancements aligned with sustainability goals. Our analysis highlights promising areas like offshore wind power, renewable energy-coupled carbon capture, lab-grown meat, and environmentally conscious blockchain applications. These findings offer valuable insights for policymakers, guiding investments towards technologies that promote ecological transition and a sustainable future for humanity.

**Keywords:** Human society; Socioeconomic systems; Pollution; Fossil-fuel; New technologies.

**Jel Codes:** L26, O18, R11, B21



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## **A Systematic Literature Review on Social Capital and Economic Mobility on the Tourism Industry**

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### **ABSTRACT**

We had suffered from post Covid-19 restrictions, this pandemic was a great barrier that prevents social capital and economic mobility in the travel industry from matching. A systematic examination of social capital and economic mobility in tourism is the goal of the current study, which is the result of only a few publications that have attempted to analyze the body of literature on this topic in its entirety. A comprehensive analysis of the literature is conducted on 40 significant journal publications from 2006 to 2023 using the databases that have been chosen (Scopus, Science Direct, and Google Scholar). The PRISMA Statement (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) served as the protocol's guidance, and the 18 years were examined using thematic analysis. Four major themes came to light: four sub-themes, one sub-theme of community adaptation, and one sub-theme of community development. This assessment offered several recommendations for social capital, stakeholders, and communities to take into consideration going forward, based on the methodology of earlier studies.

**Keywords:** Social capital, Economic mobility, Tourism, Systematic Literature Review.



## **Digital Transformation and eHRM: A Systematic Analysis of Their Influence in Improving Organizational Performance**

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### **ABSTRACT**

The integration of digital technology and e-HRM, known as digital transformation, has played a leading role in the integration of information technology in HR management, resulting in a favorable influence on organizational performance. Using a systematic literature review (SLR) methodology, this study seeks to methodically examine the impact. Relevant journals, popular research subjects, and prevalent research methodologies have produced study findings demonstrating the beneficial effects of e-HRM practices on worker productivity, including electronic performance management and e-learning. The strategic relevance of e-HRM, the significance of IT governance procedures, and the forces behind digital transformation are also emphasized in this study as ways to enhance organizational performance. In order to present a comprehensive picture, this study examines the effects and applications of digital transformation in asset-intensive organizations as well as the function of knowledge-based dynamic capabilities in attaining high performance and organizational strategic intuition. Statistical analysis, questionnaires, and surveys are commonly used in quantitative research methods. This study offers a comprehensive view of the relevance and importance of digital transformation and e-HRM to improve organizational performance while supporting the development of proactive management strategies to achieve long-term competitive advantage.

**Keywords:** Digital transformation, organizational performance, e-HRM.



## Implementation of Interpretative Structural Modelling for Water Resources Infrastructure Asset Data Processing Management Information System

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## **ABSTRACT**

The Directorate of Water Resources Engineering has a management information system (MIS) for processing infrastructure asset data. The purpose of this research is to plan a strategic formulation to support the success of the MIS implementation for processing SDA infrastructure data. The strategy for implementing the information system involves the use of Interpretative Structural Modelling (ISM) techniques. The ISM elements used in this formulation are: (1) Needs in Programme Implementation; (2) Main Constraints in Programme Development; and (3) Actors Involved in Programme Success. The Needs element comprises the Directorate of Technical Development, Availability of Funds, and Availability of Human Resources to Complete Field Data. The Constraints element of the programme includes limited Human Resources (HR), a lack of understanding of Natural Resources, the absence of Regulatory Policies, and insufficient Data support. The actors involved and influential in the programme's implementation are the Directorate General of Natural Resources and the River Basin Agency (B/BWS). To successfully implement the SDA information system, the involvement of the Directorate General of Natural Resources and the existing B/BWS is necessary. This includes the role of the Directorate of Bina Teknik in terms of funding preparation and ensuring the availability of human resources to complete the data.

**Keywords:** Interpretive Structural Modeling (ISM), Management Information System (MIS), Strategic.



## **Sustainable Development in Educational Institutions: Implementation of the ISM (Interpretive Structural Model) Method in Promotional Aspect**

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### **ABSTRACT**

The COVID-19 pandemic has not only impacted the manufacturing industry but has also led to a decline in new student applications at higher education institutions, particularly at the university level. Promotional efforts, such as those through social media, virtual campus tours, and on-site visits, have not succeeded in increasing applicant interest. Therefore, promotional development is needed to support one aspect of university sustainability: the increase in interest from prospective new student applicants. This research aims to identify the key actors, primary needs, and main obstacles in developing promotions at universities using the Interpretive Structural Modeling (ISM) method. ISM elements for university promotional development are categorized into three criteria: (1) Stakeholders and actors involved in university promotion, (2) Needs for developing university promotion, and (3) Challenges or obstacles faced in university promotion. The findings indicate that key elements in the actor category include University Public Relations, Faculty Public Relations, and the Study Program Promotion Team. For promotional needs, the primary element is identified as promotion through social media platforms (Website, YouTube, Instagram, TikTok). The main obstacle identified is a limited promotional budget and a shortage of human resources with expertise in digital marketing. The relationship among these elements emphasizes the need for collaboration and synergy between University Public Relations, Faculty Public Relations, and Study Program Promotion Teams to intensify promotion through social media. This collaboration should be supported by recruiting digital marketing experts and allocating sufficient budgets to support promotional activities at the university.

**Keywords:** Interpretive Structural Modeling (ISM), University Promotion, ISM Elements.



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## Types of Landscapes in the Epic “Lison Ut-Tayr” By Alisher Navoi

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### ABSTRACT

Currently, the phenomenon of an artistic picture of the Universe has been proved, the multifaceted content of this concept has been revealed, the essence of which is that “an artistic picture of the Universe is a product of perception “from the outside,” that is, perception. The artistic picture of the Universe includes a national picture (based on the individual author’s picture of the writer’s world) and the direct author’s position (individual perception and interpretation of the surrounding world), as well as an individual picture of the reader’s world, since the artistic picture of the world is created in the reader’s mind under the influence of the text.

**Keywords:** Literary Text, Landscape, Landscape Units, Landscape-Exposition, Landscape-Double, Landscape-Leitmotif And Landscape – Details.



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## **The Relationship Between Social Support and Resilience Among Women Survivors of Sexual Violence in Jakarta**

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### **ABSTRACT**

Sexual violence is a pressing issue in Indonesia, with cases increasing yearly and causing severe psychological impacts on survivors. This study aims to empirically examine the relationship between social support and resilience among women survivors of sexual violence in Jakarta. The research employed a quantitative correlational approach, using convenience sampling to select 34 participants who met the inclusion criteria. The Social Provisions Scale and Connor-Davidson Resilience Scale (CD-RISC) were used to measure the variables. Data analysis, including validity and reliability tests, was conducted using Spearman's Rank Correlation and Cronbach's Alpha. The results reveal a significant positive relationship between social support and resilience ( $r_s = 0.680$ ,  $p < 0.05$ ). Participants with higher levels of social support demonstrated greater resilience. Among the dimensions of social support, Opportunity for Nurturance was the most prominent, whereas Emotional Attachment was less significant. For resilience, the highest dimension was Personal Competence, highlighting the importance of self-efficacy and adaptive capacity. These findings underline the crucial role of social support in enhancing resilience. Social support not only provides survivors with emotional and practical resources but also fosters self-acceptance and recovery from trauma. Practical recommendations include fostering stronger support systems involving families, friends, and professional networks to assist survivors in rebuilding their lives. Future research is encouraged to explore specific types of social support and extend studies to broader populations.

**Keywords:** Social Support, Resilience, Sexual Violence, Trauma Recovery, Personal Competence.





## **A Measurement into Promoted Thermal Comfort Indoor Based on Skin Wettedness: Lessons for Sustainable Tourism Design in Tropics**

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### **ABSTRACT**

Thermal comfort is pivotal in determining the productivity and well-being of office occupants, where optimal indoor conditions are essential for sustained performance. Similarly, in the tourism sector, ensuring comfortable indoor environments for visitors is crucial for enhancing guest satisfaction and overall experience. This study investigates the principles of thermal comfort in office spaces and explores their application in understanding sustainable, climate-responsive environments for tourism by comparing physiology measurement to psychology measurement. Environmental physics parameters were also collected in a controlled room in Bandung, Indonesia. In the same time, respondents were instructed to do a sit and walking using treadmills to record skin wettedness



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and skin moisture as physiology measurement. Whereas, the psychology measurement include sensation, comfort, were assessed after the instructed activities. The findings indicate that there is a significant impact to Thermal Sensation Vote from skin wettedness. Moreover, the thermal comfort index decreases as skin wettedness rises, indicating that respondents begin to feel discomfort as their bodies start to sweat. The level of skin wettedness observed in this study is later linked to sweating ability, which is expected to help define occupant comfort in indoor tourism spots, considering horizontal factors.

**Keywords:** Thermal Comfort, Office Buildings, Tourism Spaces, Sustainability, PMV, TSV, Adaptive Comfort.



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## The Dynamics of Local-Global Interaction in Early Modern Historical Contexts

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### ABSTRACT

Here in this paper, I tried to explore the complex interface between local, regional, and supra-regional/global dynamics in early modern history, challenging traditional spatial hierarchies. By adopting a multilevel analytical framework, this study investigates how local and regional actors navigated, influenced, and were shaped by global processes.

Through a comparative analysis of (specific regions/case studies), this paper reveals the intricate web of connections and interactions between micro-level localities and macro-level global networks. It argues that early modern history was characterized by a dynamic interplay between scales, where local agency and regional specificity played crucial roles in shaping global outcomes.

By transcending traditional spatial boundaries, this study also contributes to a more nuanced understanding of early modern historical processes, highlighting the reciprocity between local, regional, and global forces. This paper also makes an attempt to analyze and contextualize the question – ‘How best do we broach the interface between ‘the local and regional’ and ‘the supra- regional, at times even global’ dynamic of early modern history?’.

**Keywords:** Early Modern History, Local-Regional-Global Dynamics, Multilevel Analysis, Globalization, Regionalization.



## Preserving the Durgā Statue at Prambanan Temple as Digital Heritage with AI-Aided Creaform

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## ABSTRACT

Damage to the Durgā statue as a cultural heritage due to natural factors and vandalism makes it difficult for archaeologists to translate the function and meaning of the symbols attached to it. This research attempts to reconstruct the statue digitally with results that are as accurate as possible. This research, initially, explores the potential of two leading facilities in conservative statue restoration, namely generative AI and CreaForm 3D Scanner. The performance of both was optimized by the academic performance of researchers in carefully and in-

depth tracing of statue symbols and fragments, so as to obtain valid digital assets for the Durgā statue. This research uses Design Thinking. The data obtained was analyzed using Charles Sanders Peirce's semiotics. The finding of this research is a digital reconstruction of the Durgā figure (Figure 3), which was then followed up with 3D printing for duplication purposes. This reconstruction is based on a study of iconography, mythology and traditions of Hindu society, the development of Hindu iconography in Indonesia, and the characteristics of Indian art. Some of the icons and symbols on statues whose meanings are studied semiotically as a database for AI algorithms are Kiritamakuta (crown), Mauli (hair ornament), Kuṇḍala (earrings), Hāra (necklace), Upavita (caste sash), Kuchabandha (breastband), Keyura (shoulder strap), Kaṅkana (bracelet), Bhusāna (clothing), Udarabandha (belt). The meaning of these icons acts as a guide to interpreting the color, size, function and identity of the statue. This research disconfirms and corrects the wild reconstruction results by AI that have been circulating on the internet so far. Including the AI reconstructions that were criticized through this research were the reconstructions of Rara Jonggrang (Figure 4) which did not base their visualization on adequate cultural references.

**Keywords:** Durgā Statue, Prambanan Temple, Digital Heritage, AI-Aided Creaform.



## **Artificial Intelligence (AI) Art Generator Technology: Analysis of Visual Construction of Reality and Post-Reality**

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### **ABSTRACT**

The form of technological development that continues to be developed in the visual field is AI art generator. There are two AI art generator works that raise the phenomenon of the sinking of Jakarta which illustrate the atmosphere of Jakarta during a soccer match and the crowds of Jakarta people in the midst of Jakarta's sinking condition. This work raises denotatum's of reality that build a connotative meaning. In addition, this work also raises an ideology or myth that the current conditions have the potential to cause flooding in Jakarta. This work satirizes various parties and interests, and builds fascination with this work. The visual imagery constructed by the AI art generator has generated confusion about whether this work is reality or post-reality. This research aims to understand the visual construction using AI art generator technology and people's perception of the work. The method used in this research is Roland Barthes' semiotics that interprets the sign from denotation, connotation, and myth, and coupled with perception methodology to understand how people respond to this work. From the results of the discussion, it is known that AI builds denotative with its algorithm technology by combining all forms of formalism that build reality, then adding elements of hyper-reality which in the social, economic and cultural contexts there are elements of impossibility. This becomes the strength, weakness, and success of AI art generators in building a visual image. In conclusion, people's visual interpretation of AI art generators is built by the denotatum of reality and influenced by the background of social and cultural contexts.

**Keywords:** Artificial Intelligence (AI), AI art generator, artwork, reality and post-reality, Roland Barthes semiotics.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## The Mediating Role of Intrinsic Motivation in Innovative Work Behavior of Leadership Styles

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### ABSTRACT

The success of an organization depends on its ability to effectively manage its human resources. Today's organizations need leaders who have experience, talent and expertise to adapt to changing environments, emotional skills, sensitivity and adaptable behaviors that motivate employees to do their best. Leaders influence their employees by creating a balanced work environment where employees can work effectively and efficiently. Leaders encourage their subordinates by using motivational tools. In addition, leaders have a motivating effect on employees with their behaviors, characteristics and powers. Therefore, leadership plays an important role in employee motivation.

The purpose of this research is to examine the relationship between leadership and employee motivation. The effect of intrinsic motivation on the innovative work behavior of leadership styles was evaluated. The study was applied to 150 people in the health sector and the mediating effect of intrinsic motivation was observed in the effect of leadership styles on innovative work behaviors.

**Keywords:** Leadership, Innovative Business Behavior, Motivation, Leadership Styles, Organization.



## **The Influence of Workload, Burnout and Autocratic Leadership on Employee Performance Mediated by Work Life Balance at Pt Distri-versa Buanamas Branch Jakarta 1**

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### **ABSTRACT**

This research aims to find out whether workload, burnout and autocratic leadership can influence employee performance mediatedly work life balance, which was found at PT. Distri-versa Buanamas Jakarta branch 1. Using quantitative research methods, the research population is all employees of PT. Distri-versa Buanamas Jakarta Branch 1. The population was 140 employees, the sample was determined using the Slovin formula with a simple random sampling technique, obtaining 104 employees. The research variables consist of exogenous variables, namely workload (X1), Burnout (X2), autocratic leadership (X3), mediating variable Work life balance (Y) and the endogenous variable employee performance (Z). The collected questionnaire data was then tested for validity and reliability. The statistical tests used are the outer model and inner model in SEM PLS with the SmartPLS 4.0 measuring instrument. The results of this research explain that: 1) the workload variable on employee performance is mediated work life balance has a positive and significant effect with a Tstatistic value of 3.342 > Ttable 1.66. 2) Variable burnout on employee performance is mediated work life balance positive and significant effect with a Tstatistics value of 1.764 > Ttable 1.66. 3) The autocratic leadership variable on employee performance is mediated work life balance positive and significant effect with a Tstatistics value of 3.958 > Ttable 1.66. 4) Variable workload, burnout and autocratic leadership on employee performance has a positive and significant effect with an R-square value of 0.549 or 55%.

**Keywords:** Workload; Burnout; Authoritarian; Employee Performance; Work Life Balance.





**Self-Efficacy, Competency Certification, and Digital Literacy on Work Readiness of Grade XII Otkp Expertise Program Students Mediated by Field Work Practices in The Islamic Concept (Case Study: Smks Pk Tridaya)**

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**ABSTRACT**

This study aims to examine how the work readiness of class XII students in the OTKP Expertise Program at SMKS PK Tridaya is influenced by self-efficacy, competency certification, digital literacy, and fieldwork practice. The research method used was quantitative with 102 student respondents as samples. Data collection was carried out through a questionnaire, while data analysis used statistical tests of the outer model and inner model in the SEM-PLS model. The results showed that: 1) self-efficacy has a positive and significant influence on work readiness mediated by fieldwork practice; 2) competency certification has a positive and significant influence on work readiness mediated by fieldwork practice; 3) digital literacy has a positive and significant influence on work readiness mediated by fieldwork practice; and 4) self-efficacy, competency certification, and digital literacy together influence on work readiness by 55.2%.

**Keywords:** Self-efficacy; Competency Certification; Digital Literacy; Fieldwork Practice; Work Readiness.



## Optimizing Digital Financial Literacy and Fintech for Student Financial Well-Being

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### ABSTRACT

This study aims to analyze the influence of digital financial literacy and the use of fintech on students' financial well-being, focusing on the relationship between unplanned purchase behavior and financial well-being. This research is vital because it provides insight into how consumption behavior and financial technology affect students' financial condition in the digital era. The Partial Least Squares Structural Equation Modeling approach used the quantitative method. Data was collected through an online survey using a Google Form-based questionnaire distributed to Accounting and Management students who are active in using fintech, selected through purposive sampling.

The study results show that digital financial literacy contributes significantly to financial well-being, emphasizing the importance of students' ability to manage digital financial information. Using fintech affects financial well-being, although the impact is less than financial literacy. In addition, the study found that an increase in unplanned purchases can improve student welfare. This may be the case because unplanned purchases often provide emotional satisfaction and short-term happiness, especially if the expenses are still under financial control. In the context of students, this consumption behavior can be considered a form of reward that supports a balance between academic pressure and personal life, thus having a positive impact on the perception of overall financial well-being.

This research provides insights for educational institutions and fintech service providers to develop financial literacy programs that focus on consumption behavior management. The implication is that students can use financial technology to optimize their financial well-being in the short and long term.

**Keywords:** Fintech, Digital Financial literacy, Financial well-being.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Peer-to-Peer (P2P) Lending: Disruptive and Complementary Dynamics in Banking**

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### **ABSTRACT**

This study aims to understand the impact of peer-to-peer (P2P) lending on banking from various banking perspectives to provide a more comprehensive overview. This study examines several aspects, including the perspective of rural banks, credit allocation to SMEs and non-SMEs, banking liquidity positions, and the influence of the COVID-19 pandemic and post-pandemic conditions. Employing a literature review approach, this study synthesizes findings from international journals to analyze a dynamic interplay between substitution and complementarity effects on the banking sector, which vary depending on specific situations, segments, and perspectives within banking institutions. This study contributes to a deeper, multidimensional understanding of how P2P lending challenges and complements traditional banking in an evolving financial landscape.

**Keywords:** P2P Lending, Bank, FinTech, Substitution, Complementary.



## **Unveiling the Interactions of Digital Financial Literacy, Fintech Use, and Financial Behavior on Financial Wellbeing: Evidence from Accounting Students**

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### **ABSTRACT**

This study explores the relationship between digital financial literacy, the use of fintech, financial behavior, and financial well-being in students of the accounting study program. This study uses a quantitative method through a data survey by sending a questionnaire. The data obtained and can be used are 395 respondents. Data analysis uses Structural Equation Modeling-Partial Least Squares (SEM-PLS). The study results show that digital financial literacy significantly affects financial behavior and well-being. In addition, financial behavior was found to influence financial well-being positively. Using fintech also contributes significantly to students' financial behavior and financial well-being.

In contrast to previous studies that often separated the role of digital financial literacy and the use of fintech, this study highlights the complex interaction between the two as crucial determinants of financial behavior and financial well-being. This study differs from previous research, which focuses on integrating these variables in the context of accounting students in Indonesia, a significant population in the digital transformation era. These findings provide valuable insights to support the development of more inclusive technology-based financial education policies to improve the younger generation's financial well-being.

**Keywords:** Digital Financial Literacy, Financial Behavior, Financial Well-Being.



## **Reevaluating the Role of Fintech Use: Insights on Digital Financial Literacy, Financial Inclusion, and Financial Well-being Among Management Students**

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### **ABSTRACT**

This study aims to analyze the relationship between digital financial literacy, the use of fintech, financial inclusion, and financial well-being in students of the management study program. Using data from 246 respondents analyzed through Structural Equation Modeling-Partial Least Squares (SEM-PLS), this study found that digital financial literacy significantly affects financial inclusion and well-being. Financial inclusion has also been found to influence financial well-being positively. In addition, using fintech is important in increasing financial inclusion but does not directly affect financial well-being.

Unlike previous studies that highlighted the direct link between fintech use and financial well-being, this study shows that the impact of fintech use on financial well-being is more effective through increased financial inclusion. The novelty of this research lies in identifying these indirect mechanisms, especially in the context of management students in Indonesia. These findings provide important insights for policymakers to develop strategies that optimize the role of fintech in driving financial inclusion as a foundation for achieving sustainable financial well-being.

**Keywords:** Digital Financial Literacy, Financial Inclusion, Financial Well-Being.



## Rethinking Determinants of Financial Inclusion

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### ABSTRACT

This study explores the factors that affect financial inclusion, focusing on digital financial literacy, financial behavior, financial literacy, and the use of fintech among students of the management study program. Data from 259 respondents were analyzed using Structural Equation Modeling-Partial Least Squares (SEM-PLS). The study results show that digital financial literacy and the use of fintech significantly affect financial inclusion. However, financial behavior and financial literacy do not significantly influence financial inclusion.

The novelty of this study lies in the finding that digital financial literacy and fintech use are the main drivers of financial inclusion. In contrast, traditional variables such as financial behavior and financial literacy show insignificant results. These findings provide a new perspective from previous studies emphasizing the importance of financial behavior and literacy in encouraging financial inclusion. This study highlights the importance of digital technology adoption as a strategy to increase financial inclusion for the younger generation, especially in the context of digital financial transformation in Indonesia. The implications of this research are expected to be the basis for developing a more effective digital financial literacy policy.

**Keywords:** Financial inclusion, Financial behavior, Digital Financial literacy.



## The Nexus of Financial Literacy, Fintech Use, and Digital Financial Literacy in Driving Financial Inclusion

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### ABSTRACT

This study aims to analyze the relationship between financial literacy, the use of fintech, digital financial literacy, and financial inclusion in management and accounting study program students. Using the survey method and Structural Equation Modeling-Partial Least Squares, this study found that financial literacy plays a significant role in encouraging the use of fintech. The use of fintech, in turn, increases digital financial literacy and directly affects financial inclusion. In addition, digital financial literacy has significantly influenced financial inclusion.

In contrast to previous studies that tended to separate the roles of financial literacy and fintech in supporting financial inclusion, this study integrates the two. It highlights the importance of digital financial literacy as a critical variable. The novelty of this research lies in the disclosure that using fintech not only increases financial inclusion directly but indirectly through increasing digital financial literacy. These findings provide relevant new insights for policy development to encourage the adoption of digital financial technology and financial literacy to increase financial inclusion among the younger generation.

**Keywords:** Financial inclusion, Fintech use, Digital Financial literacy



## Mental Accounting and Financial Competence: The Key to Improving Startups' Financial Well-Being

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### ABSTRACT

This research explores the role of mental accounting and financial competence in improving the financial well-being of startup owners. During the complex challenges of managing personal finances, it is crucial to understand how elements such as financial competence, financial satisfaction, and risk tolerance can impact an individual's financial well-being. This study adopts a quantitative method with a survey approach. The respondents were students who owned business startups in Surabaya, selected through purposive sampling, and the data was collected using a 7-point Likert scale questionnaire.

The study results show that mental accounting contributes significantly to financial competence, positively affecting financial well-being. In addition, risk tolerance was found to have a significant influence on financial satisfaction, which also had a direct impact on financial well-being. These findings confirm that a good understanding of mental accounting can improve financial management through more structured and strategic behaviors, such as wise allocation of funds and proper investment selection.

The implications of this study show that financial education needs to emphasize the development of financial competence and mental accounting-based financial management more. This training program can help individuals, especially startup owners, to overcome financial stress, increase financial satisfaction, and achieve better financial well-being. This research offers new insights into financial literacy and personal financial management relevant to academics, practitioners, and policymakers.

**Keywords:** Mental accounting, Financial competency, Financial satisfaction.





10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **The Fintech-Mental Accounting Nexus: Bridging Financial Inequality Across Indonesia**

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### **ABSTRACT**

There are concerns that the convenience offered by fintech will promote excessive spending behavior and encourage irresponsible digital lending practices. Economic inequality among regions in Indonesia may lead to disparities in fintech use, which could be misused. This study aims to explore the differences in how fintech usage affects financial well-being in Java compared to non-Java islands while considering the importance of growth-oriented financial planning, specifically pro-growth mental accounting. The novelty of this study lies in the effort to understand behavioral changes in financial decision-making due to the ease of transactions offered by fintech, especially in areas with different levels of economic development. The sample is active college students from Java and non-Java islands, with 492 respondents. The variables in this study were obtained from primary data from the questionnaire, and the method used was regression with mediator variables. This study's results indicate that fintech use in Java and non-Java can improve financial well-being, mediated by pro-growth mental accounting. There is no significant difference in fintech use even though the economic condition differs. This research implies that fintech can effectively manage personal finances for daily transactions and investments.

**Keywords:** Pro-growth Mental accounting, Fintech, financial well-being, personal finance, financial inequality.



## The Impact of Fintech and E-Banking on Financial Inclusion and Resilience

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### ABSTRACT

This study analyzes the relationship between financial technology (fintech), e-banking, financial inclusion, and financial resilience among students. Data were collected from 202 respondents through a questionnaire and analyzed using the Structural Equation Modeling-Partial Least Squares (SEM-PLS) method. The study results show that fintech positively affects financial inclusion, which in turn increases financial resilience. However, e-banking did not significantly affect financial inclusion or financial resilience. In addition, fintech also does not directly influence financial resilience, showing that the role of financial inclusion as a mediator is very important. These findings highlight significant differences between fintech and e-banking in encouraging financial inclusion and resilience, especially among digital-natives students. This article provides new insights into the importance of developing financial technology to improve financial access and coping with financial stress. Practical implications include developing collaborations between financial institutions and fintech providers to improve national financial inclusion and resilience. This study contributes to the literature by exposing the limitations of the role of e-banking in improving financial inclusion during digital transformation.

**Keywords:** Fintech, e-banking, financial inclusion, financial resilience.



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## **Stock Share's Diversification Pattern under Cyclical Analysis: Evidence from Argentina**

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### **ABSTRACT**

In this article we determine the pattern of diversification and concentration in the Argentine's Stock Market during the cycles of the S&P Merval Index. Using the five stocks with the highest daily market share, we estimate their standardized cycle and the extent of the cyclical component within each phase of the Index. The first results show that the stock market tends to concentrate during the bearish phase, while during bullish phases the diversification – concentration – diversification pattern takes place. Also, the extension of the cyclical component for the fluctuations of the concentration parameter is a coincidental signal of crisis (2022) or changes in the Government (2023).

**Keywords:** Stock Markets, Cyclical Component, Argentina, Business Cycles, Market Share,  
JEL Code: C1, C2, E3, G4.

## Türkiye’deki Sosyal Bilgiler Dersi Öğretim Programı ile İngiltere Ortaokul Coğrafya Programında Harita Becerisi Nasıl Ele Alınıyor?

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### ÖZET

Bu araştırmanın amacı, Türkiye’de coğrafya dersleri konularının öğretildiği ortaokul Sosyal Bilgiler Dersi Öğretim Programı ile İngiltere’deki ortaokul Coğrafya Dersi Öğretim Programı’ndaki harita becerisinin yerinin karşılaştırılmasıdır. Böylece her iki ülkedeki öğretim programlarının ortaokul öğrencilerine harita becerisini ne düzeyde derinlemesine kazandırmak istediği analiz edilmiştir. Harita becerisi, coğrafya eğitiminin temel bileşenlerinden biridir ve mekânsal düşünme, analiz yapma, yön bulma gibi kritik yetkinliklerin gelişimine katkıda bulunur. Türkiye ve İngiltere gibi farklı eğitim sistemlerinde bu becerinin kazandırılma yöntemlerinin karşılaştırılması, müfredatların güçlü ve zayıf yönlerini belirleyerek eğitimde yenilikçi yaklaşımlar geliştirilmesine olanak tanıyabilir. Bu çalışmanın sonuçlarının, öğretim programlarının güncellenmesi ve öğretmen eğitimine yönelik stratejik öneriler sunması beklenmektedir. Araştırma, doküman analizi yöntemi ile yürütülmüştür. Türkiye’de 2024 Sosyal Bilgiler Dersi Öğretim Programı ve İngiltere’de güncel ortaokul Coğrafya Dersi Müfredatı incelenmiştir. Veriler, her iki programdaki harita becerisi ile ilgili kazanımlar, etkinlikler, içerik yapısı ve öğretim yaklaşımlarına göre kategorize edilmiştir. Bulgular, her iki ülkedeki beceri düzeylerinin kapsamını karşılaştırmaya yönelik olarak analiz edilmiştir. Elde edilen bulgulara göre, Türkiye Sosyal Bilgiler Dersi Öğretim Programı’nda harita becerisinin genellikle temel düzeyde (harita okuma, yön bulma gibi) ele alındığını, ancak mekânsal analiz ve değerlendirme becerilerine yeterince vurgu yapılmadığı tespit edilmiştir. Buna karşılık, İngiltere’deki ortaokul Coğrafya Dersi Öğretim Programı harita becerisini daha kapsamlı bir şekilde işlemekte; öğrencilerin hem temel becerileri hem de mekânsal veri analizi, harita oluşturulması ve farklı ölçeklerin yorumlanması gibi ileri düzey becerileri geliştirmeye yöneliktir. Türkiye’deki Sosyal Bilgiler Dersi Öğretim Programında ileride yapılacak güncellemelerde harita becerisinin kapsamını genişletmek ve mekânsal analiz odaklı öğrenme çıktılarına yer verilmesi önerilebilir. Ayrıca, öğretmenlerin bu becerileri kazandırma konusunda desteklenmesi amacıyla mesleki gelişim programları düzenlenebilir. Ayrıca etkileşimli harita etkinlikleri ve coğrafi bilgi sistemleri (GIS) kullanımının müfredata daha fazla entegre edilmesi önerilmektedir.

**Anahtar Kelimeler:** Harita Becerisi, Coğrafya Eğitimi, Sosyal Bilgiler Müfredatı, Uluslararası Müfredat Karşılaştırması, Türkiye, İngiltere

## How are Map Skills Addressed in the Social Studies Curriculum in Turkey and the Secondary School Geography Curriculum in England?

### ABSTRACT

The aim of this study is to compare the place of map skills in the secondary school Social Studies Curriculum, where geography subjects are taught in Turkey, and the secondary school Geography Curriculum in England. Thus, it was analyzed to what extent the curricula in both countries aim to provide map skills to secondary school students in depth. Map skills are one of the basic components of geography education and contribute to the development of critical competencies such as spatial thinking, analysis, and orientation. Comparing the methods of imparting this skill in different educational systems such as Turkey and England can enable the development of innovative approaches in education by determining the strengths and weaknesses of the curricula. It is expected that the results of this study will provide strategic suggestions for updating the curriculum and teacher training. The research was conducted using the document analysis method. The 2024 Social Studies Curriculum in Turkey and the current secondary school Geography Curriculum in England were examined. The data were categorized according to the achievements, activities, content structure, and teaching approaches related to map skills in both programs. The findings were analyzed to compare the scope of skill levels in both countries. According to the findings, it was determined that map skills were generally addressed at a basic level (such as map reading and navigation) in the Turkish Social Studies Curriculum, but that spatial analysis and evaluation skills were not sufficiently emphasized. In contrast, the secondary school Geography Curriculum in England covers map skills more comprehensively; it aims to develop both basic skills and advanced skills such as spatial data analysis, map



## **10<sup>th</sup> International GEO Communication, Economics, Organization & Social Sciences Congress**

creation and interpretation of different scales. It can be suggested that the scope of map skills be expanded and spatial analysis-focused learning outcomes be included in future updates to the Social Studies Curriculum in Turkey. In addition, professional development programs can be organized to support teachers in acquiring these skills. It is also suggested that interactive map activities and the use of geographic information systems (GIS) be integrated more into the curriculum.

**Keywords:** Map Skills, Geography Education, Social Studies Curriculum, International Curriculum Comparison, Türkiye, England.

## 2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarında Afet Risklerini Azaltma Eğitimi: Ne Değişti?

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### ÖZET

Bu çalışmanın amacı, 2018 ve 2024 ortaöğretim coğrafya öğretim programlarında afet eğitimi içeriklerini karşılaştırarak, yapılan değişikliklerin kapsamını ve etkilerini değerlendirmektir. Türkiye, deprem, sel, heyelan ve orman yangınları gibi çeşitli doğal afetlere sıklıkla maruz kalan bir ülkedir. Bu nedenle, afet farkındalığını ve dayanıklılığını artırmak için okul müfredatlarında afet eğitiminin kapsamlı bir şekilde ele alınması kritik öneme sahiptir. Araştırmada nitel bir yöntem benimsenmiş, doküman analizi yöntemi kullanılarak 2018 ve 2024 yıllarına ait ortaöğretim coğrafya öğretim programları karşılaştırılmıştır. Afet eğitimi ile ilgili kazanımlar, temalar ve içerikler, önceden belirlenmiş analiz kriterlerine göre incelenmiştir. 2018 öğretim programında afet eğitimi kazanımlarının daha genel bir çerçevede ele alındığı, 2024 programında ise daha somut ve uygulamalı içeriklere yer verildiği ve bu konunun ayrı bir öğrenme alanına evrildiği tespit edilmiştir. Ayrıca, yeni programda iklim değişikliği, sürdürülebilirlik ve yerel afet riskleri gibi konulara daha fazla vurgu yapılmıştır. Afet eğitimi konusundaki öğrenme çıktılarının yalnızca teorik bilgiyle sınırlı kalmaması, uygulamalı etkinliklerle desteklenmesi önerilmektedir. Ayrıca, öğretmenlerin bu konuda yeterliliklerinin artırılması için hizmet içi eğitim programları düzenlenmesi ve yerel afet risklerini içeren materyaller geliştirilmesi önerilmektedir.

**Anahtar Kelimeler:** Afet Risklerini Azaltma Eğitimi, Coğrafya Öğretim Programı, Müfredat Değişikliği, Türkiye

## Disaster Risk Reduction Education in 2018 and 2024 Turkey Secondary School Geography Curricula: What Has Changed?

### ABSTRACT

The aim of this study is to compare the disaster risk reduction education content in the 2018 and 2024 high school geography curricula and evaluate the scope and effects of the changes made. Turkey is a country that is frequently exposed to various natural disasters such as earthquakes, floods, landslides and forest fires. Therefore, it is critical to comprehensively address disaster education in school curricula to increase disaster awareness and resilience. A qualitative method was adopted in the study, and the secondary school geography curricula of 2018 and 2024 were compared using the document analysis method. The outcomes, themes and contents related to disaster education were examined according to predetermined analysis criteria. It was determined that disaster education outcomes were addressed in a more general framework in the 2018 curriculum, while more concrete and applied content was included in the 2024 curriculum and this topic evolved into a separate learning area. In addition, the new program has placed more emphasis on issues such as climate change, sustainability and local disaster risks. It is recommended that learning outcomes on disaster education should not be limited to theoretical knowledge but should be supported by practical activities. In addition, it is recommended that in-service training programs be organized to increase teachers' competence in this regard and that materials that include local disaster risks be developed.

**Keywords:** Disaster Risk Reduction Education, Geography Curriculum, Curriculum Change, Türkiye.

## 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programına İnovatif Bir Bakış: Bir İçerik Analizi

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### ÖZET

Bu çalışmanın amacı, 2024 ortaöğretim coğrafya öğretim programının diğer programlardan hangi açılardan farklı bir program olduğunu, ne tür yenilikler getirdiğini ortaya koymaktır. Üniteler, kazanım sayıları, eklenen ve çıkarılan konular bağlamında 2018 coğrafya öğretim programı ile 2024 coğrafya öğretim programı kıyaslanmıştır. Bu kıyaslama ile; Türkiye Yüzyılı Maarif Modeli olarak bilinen programda 7 farklı üniteye yer verildiği, ünite sayılarının eskiye göre arttığı, kazanım sayılarının azaldığı, 9,10,11,12.sınıflarda bazı konuların eklendiği bazı konuların da çıkarıldığı bulgularına ulaşılmıştır. Maarif Modeli genel olarak öğrencilerin bütünsel gelişimini esas almaktadır. Program bu gelişimi gerçekleştirebilmek amacıyla; öğrencilerin öğrenme-öğretme yaşantılarında sunulan etkinlikler, ilgili çıktılar, beceriler, eğilim ve değerlerin kazandırılmasını gerçekleştirmeye yönelik hazırlanmıştır. Bu nedenle; bütüncül bir yapıda hazırlanan programın amaçlarına ulaşabilmesi, programın bileşenlerinin çok iyi analiz edilmesi, eğitim öğretim faaliyetlerinin titizlikle programın yapısına uygun olarak planlanması gerektiğinden bu çalışma önem arz etmektedir. Araştırmada nitel bir yöntem benimsenmiş, doküman analizi yöntemi kullanılarak 2018 ve 2024 yıllarına ait ortaöğretim coğrafya öğretim programları karşılaştırılmıştır. Maarif Modeli ile uygulamaya konulan coğrafya öğretim programı getirdiği yenilikler bakımından kazanımlar, temalar ve içerikler önceden belirlenmiş analiz kriterlerine göre incelenmiştir.

2018 öğretim programında ünite sayısının 4 iken 2024 programında 7 ye çıktığı, kazanım sayısının 2024 programında oldukça azaldığı, konuların sayısında her sınıf seviyesinde değişikliklerin yapıldığı 2018 programında genel bir çerçevede ele alındığı, 2024 programında ise daha somut ve uygulamalı içeriklere yer verildiği sonuçlarına ulaşılmıştır. Ayrıca; Türkiye Yüzyılı Maarif Modeli olarak bilinen programın getirdiği yeniliklerin tüm eğitim camiası tarafından analiz edilmesi, iki program arasındaki değişikliklerin ortaya konulması, disiplinler arası bakış açısının kazandırılması için; öğretmenlerin bu konuda yeterliliklerini artırılması ve programın amacına ulaşabilmesi için yüz yüze veya çevrimiçi hizmet içi eğitim programları düzenlenmesi, öğrenme çıktılarının yalnızca teorik bilgiyle sınırlı kalmaması, uygulamalı etkinliklerle desteklenmesi, program uygulama kılavuzlarının basılması ve dağıtılması önerilmektedir.

**Anahtar Kelimeler:** Coğrafya Öğretim Programı, Müfredat Değişikliği, Türkiye

## An Innovative Look at the 2024 Türkiye High School Geography Curriculum: A Content Analysis

### ABSTRACT

The purpose of this study is to reveal in what ways the 2024 secondary school geography curriculum is different from other programs and what kind of innovations it brings. The 2018 geography curriculum and the 2024 geography curriculum were compared in terms of units, number of achievements, added and removed topics. With this comparison; It was found that 7 different units were included in the program known as the Turkey Century Education Model, the number of units increased compared to the past, the number of achievements decreased, some topics were added and some topics were removed in the 9th, 10th, 11th, 12th grades. The Education Model is generally based on the holistic development of students. In order to achieve this development, the program was prepared to ensure that the activities presented in the learning-teaching experiences of students, relevant outputs, skills, tendencies and values are acquired. For this reason; This study is important because the program prepared in a holistic structure must achieve its objectives, the components of the program must be analyzed very well, and educational activities must be planned meticulously in accordance with the structure of the program. A qualitative method was adopted in the research, and the secondary school geography curricula of 2018 and 2024 were compared using the document analysis method. The achievements, themes, and contents of the geography curriculum implemented with the Maarif Model were examined according to predetermined analysis criteria in



## 10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

terms of innovations it brought. It was concluded that the number of units in the 2018 curriculum increased from 4 to 7 in the 2024 curriculum, the number of achievements decreased considerably in the 2024 curriculum, changes were made to the number of topics at each grade level, and the 2018 curriculum was addressed within a general framework, while more concrete and applied content was included in the 2024 curriculum. In addition; In order for the innovations brought by the program known as the Turkey Century Maarif Model to be analyzed by the entire education community, to reveal the changes between the two programs, and to gain an interdisciplinary perspective; In order to increase teachers' competence in this regard and to achieve the objectives of the program, it is recommended that face-to-face or online in-service training programs be organized, learning outcomes should not be limited to theoretical knowledge but should be supported by practical activities, and program implementation guides should be printed and distributed.

**Keywords:** Geography Curriculum, Curriculum Change, Türkiye.



## 2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarının Coğrafi Beceriler Açısından Karşılaştırılması

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Bu çalışmanın amacı, 2018 ve 2024 ortaöğretim coğrafya öğretim programlarında yer alan coğrafi becerilerin içeriklerini karşılaştırarak, yapılan değişikliklerin kapsamını ve etkilerini değerlendirmektir. Türkiye’de son yıllarda coğrafya öğretim programlarında yer alan coğrafi beceriler, öğrencilerin gelişim sürecini etkileyen önemli unsurlardan birisi olarak görülmektedir. Bunun içindir ki; beceri temelli coğrafya eğitimine coğrafya öğretim programlarında özellikle yer verilmiştir. Beceri temelli coğrafya eğitimi ve coğrafi beceriler özellikle 2024 coğrafya öğretim programında daha da öncelikli hale getirilmiştir. Bu noktadan hareketle coğrafi beceriler 2024 coğrafya öğretim programının neredeyse ana felsefesini oluşturmaktadır. Bu durumun temel amacı; coğrafyanın ders olmanın ötesinde toplumdaki her birey için işe yarar bir bilim dalı olduğunu göstermektir. Bu nedenle 2024 coğrafya öğretim programı beceri eğitimi yönüyle çok ciddi bir şekilde ele alınmalı ve eğitim öğretim faaliyetleri titizlikle programın yapısına uygun olarak uygulayıcılar tarafından planlanmalıdır. Araştırmada nitel bir yöntem benimsenmiş, doküman analizi yöntemi kullanılarak 2018 ve 2024 yıllarına ait ortaöğretim coğrafya öğretim programları karşılaştırılmıştır. Coğrafya beceri eğitimi ile ilgili kazanımlar, temalar ve içerikler, önceden belirlenmiş analiz kriterlerine göre incelenmiştir. 2018 öğretim programında coğrafi beceri eğitimi kazanımlarının daha genel bir çerçevede ele alındığı, 2024 programında ise daha somut ve uygulamalı içeriklere yer verildiği ve bu konunun ayrı bir öğrenme alanına evrildiği tespit edilmiştir. Ayrıca yeni programda alan becerilerinin yanı sıra öğrencilere kavramsal beceriler, sosyal-duygusal beceriler, okuryazarlık becerileri, değerler, eğilimler ve disiplinler arası bakış açısının kazandırılması amaçlanmaktadır. Bu bakımdan 2024 coğrafya dersi öğretim programında kullanılan her bir becerinin diğerini destekleyebilmesi, anlamsal ve ilişkisel bütünlüğün sağlanması açısından program özellikle uygulayıcılar tarafından iyi analiz edilmesi gerekmektedir. Bu sebeple de öğretmenlerin bu konuda yeterliliklerinin artırılması ve programın amacına ulaşabilmesi için hizmet içi eğitim programları düzenlenmesi, öğrenme çıktılarının yalnızca teorik bilgiyle sınırlı kalmaması, uygulamalı etkinliklerle desteklenmesi önerilmektedir.

**Anahtar Kelimeler:** Coğrafi Beceriler, Coğrafya Öğretim Programı, Müfredat Değişikliği, Türkiye

## Comparison of 2018 and 2024 Türkiye High School Geography Curriculums in Terms of Geographical Skills in Türkiye

### ABSTRACT

The aim of this study is to compare the skill based learning contents in 2018 and 2024 secondary school geography curricula and to evaluate the scope and effects of the changes made. Geographic skill based education in Geography curricula in Türkiye in recent years is seen as one of the important elements affecting the development process of students. For this reason; skill-based geography education has been especially included in the 2018 and 2024 geography curriculum. Skill-based geography education and geographic skills have been given even more priority, especially in the 2024 geography curriculum. From this point on, geographic skills almost constitute the main philosophy of the 2024 geography curriculum. The main purpose of this situation is to show that geography is a useful branch of science for every individual in society, beyond being a subject. For this reason, the 2024 geography curriculum should be taken very seriously in terms of skill based learning and educational activities should be planned meticulously by implementers in accordance with the structure of the program. A qualitative method was adopted in the research, and the secondary school geography curriculums of 2018 and 2024 were compared using the document analysis method. The outcomes, themes and contents related to geography skills



## 10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

training were examined according to predetermined analysis criteria. It was determined that the 2018 curriculum addressed the geography skills based education outcomes in a more general framework, while the 2024 curriculum included more concrete and applied content and that this subject evolved into a separate learning area. In addition to field skills, the new curriculum aims to provide students with conceptual skills, social-emotional skills, literacy skills, values, tendencies and interdisciplinary perspectives. In this respect, the program should be analyzed well, especially by the implementers, in order to ensure that each skill used in the 2024 Geography Course Curriculum can support the other and to ensure semantic and relational integrity. For this reason, it is recommended that in-service training programs be organized in order to increase the competence of teachers in this regard and to achieve the purpose of the program, and that learning outcomes should not be limited to theoretical knowledge, but should be supported by practical activities.

**Keywords:** Skills Based Education, Geography Curriculum, Curriculum Change, Türkiye.



## Perceptions Regarding Completion of Technical Requirements for Building License by Using ‘USG’ Analysis

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### ABSTRACT

To guarantee the fulfilment of safety, health and reliability aspects, building construction requires a Building Permit from the party determining and assessing the technical requirements. However, the facts show that a number of buildings have not fulfil these technical requirements due to optimization considerations of limited land area, the amount of costs that must be in accordance with the owner's request, and the lack of knowledge of planners about the requirements for building permits. In this regard, this study aims to: 1) identify the level of urgency in implementing the building permit requirements based on the perceptions of parties related to building design; 2) verify the application of the Building Permit requirements in the three building cases studied (1 Apartment and 2 Hospitals); and 3) the response of policy makers to the results of research on the urgency level and verification of the implementation of the Building Permit requirements. To achieve this goal, a quantitative descriptive method through USG (Urgency, Seriousness, Growth) analysis measurements supplemented by an interview is considered appropriate. The findings are that the level of urgency/importance perception, in providing facilities, considered to meet the requirements of a Building Permit. along with the high or low number of opinions about whether it is safe/unsafe if they are not provided, and the high or low number of opinions about the growth of problems if the requirements are not fulfilled. The low level of urgency assessment lies in requirements that are considered unimportant, unsafe, and not problematic, which are associated with considerations of whether or not it is difficult to fulfil and whether it is important or not provided. Overall research results can be used as input in improving the existing Building Permit requirements or as a basis for formulating future policies.

**Keywords:** Technical Requirements, Building License, ‘USG’ Analysis.



## Assessing Financial Health: Pre-Covid-19 and Post-Covid-19 of PT. PP (Tbk)

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### ABSTRACT

This study evaluates the financial health and resilience of PT. PP (Persero) Tbk, an Indonesian state-owned construction enterprise, by comparing financial indicators across the periods before and after the COVID-19 pandemic (2018–2022). Using key metrics such as profitability, liquidity, leverage, and operational efficiency, the analysis highlights the company's financial trajectory amid significant economic challenges. Before the pandemic, PT. PP maintained a robust financial profile, marked by a Price/Earnings (P/E) ratio averaging 9.8 and a return on assets (ROA) exceeding 1.87%, underpinned by strong investment and infrastructure growth in Indonesia. The COVID-19 pandemic in 2020, however, introduced unprecedented disruptions, driving ROA down to 0.5% and return on equity (ROE) to 1.91%, indicating diminished profitability. Despite strategic adjustments, recovery was gradual, with ROA and ROE in 2022 still trailing pre-pandemic levels. Additionally, liquidity constraints intensified, as reflected in the current ratio's decline from 1.42 in 2018 to 1.21 in 2022, alongside a debt-to-equity ratio increase from 222% to 289%. Asset turnover also fell from 0.5 to 0.3, signaling a decrease in operational efficiency. These trends underscore the pandemic's lasting impact on PT. PP's financial structure and stress the need for ongoing strategic measures to build resilience against future economic disruptions.

**Keywords:** Profitability, Return on Assets (ROA), Post-Pandemic Recovery.



## **The Impact of Despotic Leadership, Job Crafting, and Perceived Manager's Emotional Intelligence on Happiness at Work**

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### **ABSTRACT**

This study aims to investigate the impact of despotic leadership, job crafting, and perceived manager's emotional intelligence on employees' happiness at work. Grounded in the Conservation of Resources (COR) theory, this research highlights the critical role of psychological resources, such as job control and emotional support, in fostering employee well-being. Data were collected through an online questionnaire administered to 92 employees of PT Yokogawa Indonesia, including staff from both the head office and branches. The data were analyzed using SPSS version 23 to examine the relationships between despotic leadership, job crafting, and perceived manager's emotional intelligence with happiness at work. The findings indicate that despotic leadership has a significant negative effect on happiness at work, suggesting that an authoritarian leadership style can diminish employee well-being. In contrast, both job crafting and perceived manager's emotional intelligence were found to have a significant positive impact on happiness at work. This implies that employees who are given the opportunity to craft their jobs and are led by managers with high emotional intelligence are more likely to experience greater happiness and job satisfaction. The study also has limitations, such as its reliance on only three independent variables. Therefore, the authors recommend further research that includes additional variables, such as job insecurity, which may have a more comprehensive impact on happiness at work.

**Keywords:** Conservation of Resources, Despotic Leadership, Happiness at Work, Job Crafting, and Perceived Manager's Emotional Intelligence.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **Assessing Financial Health and Resilience: A Post-COVID-19 Analysis of PT Jasa Marga, Tbk**

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### **ABSTRACT**

This study examines the financial health of PT Jasa Marga, Tbk. from 2019 to 2022, focusing on key financial ratios to evaluate the company's resilience during and after the disruptions caused by the COVID-19 pandemic. The pandemic led to a significant reduction in toll traffic, negatively impacting revenue and profitability, resulting in a net profit margin of IDR 101,372 million in 2021. Despite these challenges, Jasa Marga effectively managed its liquidity through strategic operational adjustments, ensuring stable cash flow and the ability to meet short-term liabilities. The company's solvency remained intact, as reflected in a controlled debt-to-equity ratio that demonstrates prudent debt management amid economic constraints. In 2021, the return on assets (ROA) was approximately IDR 2,946,772 million, indicating a gradual recovery as restrictions lifted and traffic volumes began to increase. Furthermore, the asset turnover ratio, which reached IDR 13,704,021 million in 2021, highlights the company's effective asset utilization despite the fluctuating traffic conditions. Overall, this analysis emphasizes Jasa Marga's financial resilience and strategic adjustments, illustrating its recovery trajectory and potential for growth within the post-pandemic infrastructure sector.

**Keywords:** Liquidity, Debt-to-Equity Ratio, Post-Pandemic Recovery.



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## **Unpacking the Social Determinants of Mental Health Outcomes in Nigeria: A Sociological Analysis**

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### **ABSTRACT**

The burden of mental health disorder is very high. Mental health is an integral part of health and well-being yet it has been neglected in Nigeria. This paper provides a comprehensive sociological analysis of mental health outcome in Nigeria. This study examines the impact of social determinants on mental health outcomes in Nigeria, with a focus on socioeconomic status, education, healthcare access, and social support networks. The study utilizes the qualitative method of analysis by conducting In-depth interviews with health care professionals. It discusses the role of public education, integration of traditional healers and policy implementation in improving mental health services. This research investigates how social determinants shape mental health outcomes in Nigeria. The findings indicate that socioeconomic disparities, inadequate healthcare infrastructure, and limited social support networks exacerbate mental health issues, particularly among vulnerable populations such as women, youth, and rural dwellers. This study contributes to the understanding of the social context of mental health in Nigeria and highlights the need for policy interventions addressing these social determinants to improve mental health outcomes.

**Keywords:** Mental Health, Sociological analysis, Unpacking, Social determinant.



## Kamu Diplomasisinde Yeni Dönem: Diplomasi 2.0

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### ÖZET

Özellikle Soğuk Savaş sonrası dönemde ve 21. yüzyılda uluslararası ilişkilerin çeşitliliğinin bir sonucu olarak dayatılan küreselleşme ışığında, diplomasi buna bağlı olarak değişmiş ve yeni diplomasi anlayışı ortaya çıkmıştır. Bu yeni diplomasi anlayışı, uluslararası ilişkilerde karar mekanizmalarına ve diplomatik misyonlarına resmi ve siviller dahil olmak üzere yeni diplomatik organlar eklemiştir. Diplomasi günümüzde hem uluslararası kuruluşlar tarafından hem de devletler tarafından yürütülen dijitalleşmenin ve teknolojinin en ileri seviyesinin kullanıldığı yeni bir süreçler bütünü haline gelmiştir. Bu doğrultuda, uluslararası sistemlerin ve ülkelerin politikaları dijital ve teknolojik çağdan etkilenmiş, bunun sonucu olarak da diplomasi süreçleri ve yöntemleri değişmiştir. Bu sebeple bu makalede yeni diplomasi süreçlerini kavramak adına Diplomasi 2.0 kavramına değinilmiştir.

**Anahtar Kelimeler:** Yeni Diplomasi, Dijital Diplomasi, Diplomasi 2.0

## A New Era in Public Diplomacy: Diplomacy 2.0

### ABSTRACT

In the post-Cold War era and particularly in the 21st century, diplomacy has transformed as a result of the increasing diversity in international relations and the imposition of globalization. This transformation has led to the emergence of a new understanding of diplomacy, which incorporates additional diplomatic bodies, both formal and informal, into the decision-making mechanisms and diplomatic missions in international relations. Today, diplomacy has evolved into a comprehensive set of processes that utilize the highest levels of digitalization and technology, conducted by both international organizations and states. In this context, international systems and national policies have been influenced by the digital and technological age, resulting in significant changes to the processes and methods of diplomacy. Therefore, this article explores the concept of Diplomacy 2.0 to better understand these new diplomatic processes.

**Keywords:** New Diplomacy, Digital Diplomacy, Diplomacy 2.0.





## Intention to Enhancing Cooperative Growth Through Digitization: An Urgent Call for Quad Helix's Participation

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### ABSTRACT

Despite the advantages of cooperatives and technology in helping cooperatives attract new members and gain broader market access, fishermen are not interested in cooperatives' organizations. While numerous theories have been proposed regarding social entrepreneurship and cooperative organizations, there remains a lack of comprehensive frameworks that address fishermen's intentions to enhance cooperatives and utilize technology. This paper presents a new model based on the Technology Acceptance Model (TAM), Social Cognitive Theory, and Social Capital. From August to October 2024, 80 fishermen in Central Bangka Regency, Indonesia were surveyed. Purposive sampling was employed to select respondents who met the criteria of residing in the coastal area of Central Bangka and working as fishermen. The data was analyzed using PLS-SEM, which revealed that facilitating conditions positively affect behavior intention and digital self-efficacy. The paper also recommends developing a cooperative using technology and highlights the importance of collaborating with a quad helix (government, academicians, industry, and community) to maintain high levels of self-efficacy and behavioral intention of using technology. Facilitating conditions should be considered, including education, providing cold chain logistics, IT, and women empowerment by the quad helix.

**Keywords:** Cooperative, Facilitating Conditions, Digital self-efficacy, Small-scale Fishermen, TAM.



## E – Ticaret ve Vergi Denetimi İlişkisi: Türkiye

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### ÖZET

Teknolojinin gelişmesi ile birlikte hızlı bir gelişim gösteren bilgi teknolojileri ile yaşamımıza giren internet birçok değişime yol açmıştır. Bu değişimlerin en önemlilerinden biri de e-ticaret (elektronik ticaret) olmuştur. Küreselleşme ve iletişim imkânlarının da gelişmesi ile birlikte kullanılmakta olan geleneksel ticaret yerini gün geçtikçe hızlı bir şekilde gelişen ve gelişmeye devam eden e-ticaret kavramına bırakmıştır. E-ticaretin büyümesi ve yaygınlaşması ile birlikte, geleneksel ticaretin vergilendirilmesinde kullanılan vergilendirme koşulları, e-ticaretin vergilendirilmesi ve denetimi konusunda bazı sorunlara sebep olmuştur. Bu sorunlardan en önemlisi ticareti gerçekleştiren mal ve hizmetlerin takibi, vergilendirilmesi ve tarafların belirsizliği ile vergi denetiminin etkin bir şekilde yapılamıyor olmasıdır. Tüm bu sorunların çözümü için gerek uluslararası, gerekse Türkiye içinde bazı adımlar atılmış ve çeşitli çözüm yolları aranmıştır. Çalışmamızda öncelikle e-ticaretin gelişimi ve günümüze nasıl ulaştığı konusuna değinilecektir. Daha sonra e-ticaretin Türkiye’de vergilendirilmesi ve vergi denetiminde oluşan sorunlar ve bunların çözüm yolları için yapılan yenilikler ele alınacaktır.

**Anahtar Kelimeler:** Elektronik Ticaret, Vergiler, Vergi Denetimi, Türkiye

## The Relationship Between E-Commerce And Tax Auditing: Turkey

### ABSTRACT

With the development of technology, information technologies, which have rapidly advanced, and the internet, which has become a part of our lives, have led to many changes. One of the most significant of these changes is electronic commerce. With globalization and the development of communication opportunities, traditional commerce is gradually being replaced by the rapidly evolving and continuously developing concept of e-commerce. As e-commerce grows and spreads, the taxation conditions used for traditional commerce have caused some issues regarding the taxation and auditing of e-commerce. One of the most important of these problems is the tracking, taxation, and the uncertainty of the parties involved in the goods and services traded, which leads to ineffective tax audits. To solve these problems, some steps have been taken both internationally and within Turkey, and various solutions have been sought. In our study, we will first address the development of e-commerce and how it has reached the present day. Then, the taxation of e-commerce in Turkey, the problems arising in tax audits, and the innovations made to solve these issues will be discussed.

**Keywords:** Electronic Commerce, Taxes, Tax Auditing, Turkey.



## The Effects of Facebook Usage on Impulsive Buying

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### ABSTRACT

The use of social media as a platform for buying and selling, particularly Facebook, has expanded significantly in recent years. This article aims to investigate the influence of Facebook usage in the context of buying and selling on impulsive buying behavior, using Roland Barthes' theoretical approach. The study analyzes how visual and narrative messages presented in advertisements and sellers' posts on Facebook affect consumers' impulsive buying decisions. Roland Barthes' analysis method is employed to deconstruct the visual and narrative messages in Facebook buying and selling content, helping to unveil the hidden meanings behind the images and words used by sellers. The findings of this study indicate that the use of persuasive techniques, such as visual aesthetics, emotionally evocative language, and customer testimonials, can enhance impulsive buying. The results of this research provide new insights into the mechanisms of impulsive buying in the social media context, emphasizing the importance of a deep understanding of the messages conveyed by sellers to consumers. The practical



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implications of this research highlight the urgency of training for online sellers to optimize their messaging in order to influence consumer purchases in a more positive and sustainable manner.

**Keywords:** Facebook; Promotional Media; Buying and Selling; Impulsive Buying; Marketplace”.



## **Modular Footwear Design as a Way to Optimize Industrial Raw Materials and Preserve the Environment**

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### **ABSTRACT**

Environmental issues arising from footwear manufacturing waste have been a long-standing issue that has yet to be adequately addressed. The goal of this project is to create a modular footwear design that maximizes raw material utilization, is adaptable to current trends, and lowers the impact of fashion industry waste to the environment. The footwear design in this study was created utilizing Design Thinking, with the processes divided into three categories: pre-design, design, and post-design. A modular footwear design was successfully constructed using the Design Thinking process. The modular footwear design meets three eligibility conditions that are adjustable to the user's specific choices, according to the aims and needs specified in the Empathize step. This need is a prerequisite for the next two requirements, which are sustainability and near-zero waste production efficiency. The findings of user empirical testing show that this modular footwear design is compatible and ergonomic. According to the LCA test results, the life cycle of this modular design footwear is classed as ecologically friendly. The study's findings have significance for art and design debate, as well as for future research to build design modification variants.

**Keywords:** Modular, Footwear Design, Design Thinking, Life Cycle Assessment.



## Mitigating Risks in Oil and Gas: The Role of Decision Trees in Enhancing Operational Efficiency

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### ABSTRACT

The oil and gas industry is characterized by significant uncertainties and risks that complicate decision-making processes, stemming from unpredictable geological formations, fluctuating market prices, and evolving regulatory landscapes. These challenges can lead to substantial financial losses, operational delays, and safety issues if not addressed effectively. This paper explores the application of decision trees as a structured analytical tool to enhance decision-making in the oil and gas sector. By providing a visual representation of potential outcomes based on various decisions, decision trees facilitate systematic risk assessment and scenario analysis. Furthermore, the integration of advanced technologies such as data analytics and artificial intelligence can augment the effectiveness



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of decision trees, enabling more accurate predictions and informed strategic planning. Ultimately, this approach empowers organizations to navigate the complexities of the industry more efficiently, reduce uncertainties, and improve overall operational performance.

**Keywords:** Data analytics, Decision-making, Decision trees, Oil and gas industry, Operational efficiency, Predictive modelling, Risk assessment, Scenario analysis, Uncertainty mitigation.



## **Description of Services of Pt. Asdp Indonesia Ferry (Persero) Kupang Branch (Case Study of Bolok Ferry Port)**

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### **ABSTRACT**

This research is motivated by the low service of the Limited Company (PT). Angkutan Sungai, Danau dan Penyeberangan (ASDP) Indonesia Ferry Kupang Branch at Bolok Crossing Port. Some of the problems that the author found were ship departures that were not in accordance with the predetermined schedule, inadequate facilities and passenger acceptance that exceeded the ship's capacity. This study aims to determine the services carried out by PT ASDP Indonesia Ferry Kupang branch at Bolok Crossing Port as measured through five (5) dimensions, namely tangible, reliability, responsiveness, assurance, empathy. This research uses qualitative research methods with a case study approach. Types of data, are qualitative and quantitative data; data sources are, primary and secondary data; data collection techniques interviews, observation and documentation. The results of this study indicate that the services carried out by PT ASDP Indonesia Ferry Kupang Branch at Bolok Crossing Port are not optimal. The investigations include: first, the tangible dimension, inadequate facilities and infrastructure, such as chairs and fans in the waiting room; second, the reliability dimension, the accuracy of the information provided does not match the reality in the field, such as the difference in the departure time of the ship which is one to four hours different from the specified schedule; and third, assurance, the guarantee of security and safety of passengers is quite adequate, but for passenger comfort is not guaranteed because the number of passengers boarding exceeds capacity.

**Keywords:** Service; Port; PT ASDP; Ferry Ship.





## Enhancing Production Performance using Sustainable Lean Supply Chain: A Case Study in an Indonesian Shoes Manufacturer

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### ABSTRACT

An Indonesian shoe manufacturing company has collaborated with a German sports apparel manufacturer within the Partner supply chain. However, the company needs help in its supply chain, particularly in material procurement, subcontracting, production, and storage, leading to delays in product delivery and quality issues. These inefficiencies result in waste generation, which harms the supply chain and the environment. To address these issues, this research employs the Sustainable Lean Supply Chain approach to enhance economic, social, and environmental aspects. The research begins by identifying the root causes of the problems by utilizing a fishbone diagram and Sustainable-Value Stream Mapping (SVSM) to visualize the current supply chain flow, encompassing inbound, operational, and outbound processes. The SVSM results are further analyzed using Process Activity Mapping tools to categorize activities into non-value-added, necessary non-value-added, and value-added segments. The Sustainability Index (SI) is then calculated, incorporating economic, social, and environmental indicators. The SVSM mapping of the production operation process reveals a process cycle efficiency (PCE) of 62.34% and a Manufacturing Lead Time (MLT) of 624874.01 seconds. After implementing improvements, the PCE increases to 68.26%, and the MLT decreases to 570736.29 seconds. The SI for inbound, operation, and outbound activities are determined to be 111.02%, 86.01%, and 184.33%, respectively. This research contributes to guiding practitioners in implementing a lean supply chain competitive strategy to enhance the SI. Furthermore, it provides empirical evidence of the positive relationship between a sustainable lean supply chain and sustainable performance, offering valuable insights for academicians and industry practitioners.

**Keywords:** Lean, Supply Chain, Sustainable-Value Stream Mapping, Shoes Manufacturer.



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

## **The Role of Indian Judiciary in Advancing Environmental Jurisprudence: A Global Perspective**

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### **ABSTRACT**

India has emerged as a pivotal actor in shaping environmental jurisprudence, with its judiciary playing a transformative role in addressing ecological concerns. The Supreme Court and High Courts of India have not only interpreted constitutional provisions to safeguard the environment but have also embraced international principles like sustainable development, the precautionary principle, and the polluter pays principle. This research paper explores the contributions of the Indian judiciary in advancing environmental protection, with a focus on how its decisions resonate within the global legal framework.

The paper critically examines landmark judgments, including *MC Mehta v. Union of India*, *Indian Council for Enviro Legal Action v. Union of India*, and *Vellore Citizens Welfare Forum v. Union of India*, which underscore the judiciary's proactive stance in environmental governance. By invoking Article 21 of the Constitution (right to life) to include the right to a healthy environment, Indian courts have set a precedent for integrating human rights with ecological sustainability.

Furthermore, the study highlights the judiciary's innovative approaches, such as the recognition of public interest litigation (PIL) as a tool for environmental justice and the application of international environmental norms even in the absence of domestic legislation. The role of specialized tribunals like the National Green Tribunal (NGT) in enforcing environmental laws and mitigating disputes is also analyzed.

On the global stage, India's judicial interventions have influenced other jurisdictions, inspiring courts in developing countries to adopt similar progressive stances. However, the paper also critiques the challenges of implementation and the need for balancing economic growth with environmental protection.

By offering a comparative analysis, the research underscores how India's judiciary has become a beacon of environmental jurisprudence, contributing to the global discourse on sustainable development and ecological justice. The paper concludes with recommendations for strengthening judicial and institutional mechanisms to address emerging challenges, such as climate change and biodiversity loss while ensuring alignment with global environmental.

**Keywords:** Environmental Jurisprudence, Indian Judiciary, Sustainable Development, Public Interest Litigation (PIL), Global Environmental Impact.



## India's Path to Global Leadership by 2047

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### ABSTRACT

Home financing or home loan is the activity of providing money for people to buy property. Currently, home financing for both mortgages and house refinancing is still dominated by banks. The proportion of multi-finance companies is still very small. This research attempts to explore the varying aspects that influence consumers' decisions in choosing a multi-finance company for home financing, and whether brand image has a moderating role in choosing a multi-finance company. Not many studies have examined the factors that influence customer intention in home financing, especially in multi-finance companies. This paper uses the theory of planned behavior (TPB) and extends it with brand image constructs as a moderator. The study utilizes a quantitative survey method. A questionnaire had been sent to 88 respondents who were selected among the good collectability since 2017 - 2020. The finding shows that brand image doesn't moderate the relationship between the predictor variables (attitude towards behavior, subjective norms, perceived behavioral control) and behavioral intention. This study contributes to the finance industry, particularly multi-finance companies engaged in home refinancing to focus on other aspects such as trust and perceived risk to increase the intention to use a finance company instead of bank in home financing.

**Keywords:** Home Financing, Multi-Finance Company, Theory of Planned Behavior, Brand Image.



## Sustainable transport models in Poland and Slovakia

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### ABSTRACT

New transport models are part of a much broader trend, which is currently the sharing economy. The sharing economy allows for more efficient use of durable products and assets. Goods that are rarely used by their owners (e.g. cars, bicycles) can be used (paid or free) by others. These opportunities give people access to products and spaces, and some offer the chance to raise funds frequently in addition to regular income.

The aim of the study is to present transport models such as carpooling and bikesharing as a new alternative to traditional transport, which are new trends in the transport market and support new sustainable transport. As a result of the literature analysis, it can be concluded that new, alternative forms of traveling have positive implications in many areas of life, primarily in the field of ecology.

With the development of the Internet and the advent of the digital era, there was a dynamic development of carpooling, which resulted in the creation of Polish and Slovak websites that "match" passengers and drivers with a common destination. There are many carpooling services on both the Polish and Slovak transport markets, and some of them, such as BlaBlaCar, have a global reach. MaaS is also an interesting investment- the trend of future cities that provide access to intelligent transport within one application. MaaS can integrate public transport, electric scooters, city bikes and even taxis. This is a trigger application that can impact the area of transportation communications.

**Keywords:** Bikesharing, Carpooling, Mobility As A Service (Maas), Sharing Economy, Sustainable Transport.



## **Preparedness in Healthcare for the Impact of Severe Weather Events in Disaster Medicine**

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### **ABSTRACT**

**Introduction:** The increasing frequency and intensity of extreme weather events driven by climate change pose significant challenges to global health systems. Disaster medicine plays a critical role in mitigating the health impacts of these events, ensuring rapid responses, and restoring healthcare infrastructure.

**Results:** Extreme weather events have immediate and long-term health consequences, underscoring the need for resilient and responsive health systems. Preparing healthcare systems requires robust infrastructure planning, training personnel in disaster medicine, and leveraging telemedicine for remote care delivery. Additionally, early warning systems powered by data analytics and meteorological insights enable proactive measures to reduce health risks. Lessons learned from past disasters highlight the importance of coordinated efforts and the consequences of inadequate planning. Public education and community engagement are essential to disaster preparedness, equipping populations with knowledge of first aid, evacuation procedures, and coping strategies. Innovations in disaster medicine, such as advanced mobile healthcare units and psychological support technologies, further enhance resilience.

**Conclusions:** This paper examines how health systems can prepare to address the consequences of extreme weather events, emphasizing the importance of integrated planning, international collaboration, and innovative approaches. Despite progress, challenges such as funding shortages, regional disparities in healthcare access, and evolving climate-related risks demand sustained efforts. By integrating science, technology, and global cooperation, health systems can better navigate the growing threats posed by extreme weather events and safeguard global health in an era of uncertainty..

**Keywords:** Preparedness, Healthcare, Impact, Severe Weather Events, Disaster Medicine.



## **Lean Management as a Catalyst for Transition Towards a Circular Economy – Benefits, Challenges, and Best Practices**

**Dr. Monika SZCZERBAK**

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### **ABSTRACT**

The presentation introduced lean management as an approach supporting the transition towards a circular economy (CE). It discusses how lean practices can contribute to waste minimization, effective waste management, and operational process optimization, thereby supporting the achievement of economic and environmental goals. Key benefits, challenges, and best practices are highlighted, demonstrating the effective use of lean tools to promote circularity within organizations. It is shown that lean tools such as value stream mapping, kaizen costing, 5S, SMED, JiT, and target costing support the identification of inefficiencies, the design of products with longer lifecycles, and the implementation of closed material loops. Special emphasis is placed on target costing as a tool enabling the design of processes and products in line with CE principles, taking cost aspects into account at every stage of a product's lifecycle. The importance of waste management, including the implementation of efficient systems for sorting, recycling, and recovery, is also highlighted as a key element of integrating lean with CE. The challenges associated with cultural change, process adaptation to regulatory frameworks, and stakeholder engagement are also signaled. The conclusion emphasizes the potential of industrial symbiosis as a complement to the lean concept in the context of CE. It is noted that collaboration between enterprises, based on the exchange of resources such as materials, energy, or waste, can be a vital component of circular strategies. The combination of lean management, including target costing, with industrial symbiosis and effective waste management enables the development of more efficient, sustainable, and resilient economic models.

**Keywords:** Lean Management, Catalyst for Transition, Circular Economy, Benefits, Challenges, Best Practices.



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## Judiciary in the Second Polish Republic

**Ph.D. Bartosz NIEŚCIOR**

Academy of Justice in Warsaw, Poland

### ABSTRACT

Until 1929, there was in fact no uniform organization of a common court in Poland. There were courts in individual districts based on the regulations in force during the partition period. In 1919, as part of the unification of the judiciary, the Supreme Court was established, and then, 10 years later, on January 1, 1929, the law on the system of common courts was introduced, establishing uniform common courts for the entire country. These were municipal courts, which adjudicated in the first instance in minor cases, regional courts, which heard in the first instance more important cases and appeals against the judgments of municipal courts, courts of appeal, which heard appeals against judgments issued in the first instance by district courts, and the Supreme Court, hearing cassation appeals in the third instance.

**Keywords:** Judiciary, Second Polish Republic.

## The Influence and Role of Organised Crime in Laundering Money from Migration Crimes

**Krzysztof MUCHA PhD.**

Institute of Legal Sciences  
Faculty of Law and Administration,  
University of Opole, Poland  
CEA

### ABSTRACT

According to data from the European Union Agency for Law Enforcement Cooperation (EUROPOL) for 2021, more than 90% of irregular migrants who reach the European Union use the services of criminal groups during all or part of their journey. According to the Agency, two thirds of migrants do not meet the legal criteria for international protection and ultimately qualify for return.

The restrictive sanitary and legal measures implemented in the context of the COVID 19 pandemic have made migrant smuggling more complicated, resulting in greater logistical and organizational involvement of criminal groups, higher prices for smuggling for migrants and, ultimately, higher economic profits for criminal groups involved in this activity.

In the first half of 2021, there was a 59% increase in the number of illegal border crossings compared to the same period in 2020. It should be noted that criminal groups involved in migrant smuggling quickly adapted to the new circumstances: after an initial slowdown in March and April 2020, activities related to migration crime were quickly resumed.

Criminal activities related to illegal migration are very often associated with the activities of international organized crime groups.

The process related to the organization and protection of migration routes, the organization of means of transport, the organization and production of false identity documents and travel documents, obtaining and legalizing property values obtained from criminal activities, corruption of migration officials and border guards, undoubtedly due to the need to coordinate many complex logistical, organizational, technical and financial activities of a cross-border nature, is associated with the activities of specialized international organized crime groups.

Organised crime groups are able to adapt their offer of illegal services quickly. They operate in different ways depending on the geographical location and context in which they operate.

They offer a variety of services, including different modes of transport, safe accommodation along the route, food, and illegal travel and identity documents.

In the case of air transport, document fraud in relation to identity cards and visas plays a key role, while in the case of road transport, migrants travel involves hiding in vehicles or even crossing borders on foot, including at night using modern electronic means of communication and technical means for night surveillance.

Organised crime groups also use different payment systems, from online methods to underground banking systems, where money is deposited and withdrawn after the agreed service has been provided.

It should be noted that the financial aspect of migrant smuggling using virtual currencies poses a new challenge for law enforcement and judicial authorities and for financial intelligence units combating money laundering, as smugglers increasingly use digital services and tools, such as social media and mobile applications, to recruit, communicate and transfer money, pick up and drop off migrants, provide route guidance, share photos and videos of documents and tickets, and even monitor law enforcement activities.

In this respect, it seems important to strengthen the monitoring of social media in order to obtain an up-to-date picture of the dynamics and trends of migrant smuggling in real time, which would help to anticipate upcoming changes and forecast trends in the medium term. This would also include monitoring the current and future scale and trends of organised crime groups involved in migrant crime.

It is estimated that organised crime groups generate profits of around EUR 4.7-6 billion per year worldwide from their criminal activities.

Given that prices for smuggling services appear to vary depending on the routes and facilities provided, investigations into migrant smuggling have shown that prices for services related to migrant smuggling can reach EUR 20 000 per person.

The profile, organisational structure of organised crime groups and the level of illegal services provided vary significantly depending on the socio-economic, political and cultural context in the partner countries.





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Migrant smuggling as an illegal economic activity often supports a much wider range of activities in countries of origin, transit and destination – from life jacket or travel supply stores, car rental companies, boat owners and hotels in specific transport hubs, to fast money transfer services.

Organised smuggling groups often rely on established connections in the community, through which the smugglers' services are recommended to other potential migrants and payments are made.

Organised crime structures capable of carrying out sophisticated operations covering the full range of services in the area of migrant smuggling along the entire route pose a significant threat to international security, not just European security, with this threat being posed primarily by members of higher levels of criminal organisations.

It is estimated that around 50% of organised crime groups involved in migrant smuggling are not engaged in purely criminal activities but in multi-criminal activities, as they are also involved in human trafficking, illicit drug trafficking, excise duty offences, illicit trafficking in weapons and explosives, and money laundering.

It is important that, in order to combat migrant crime, investigations by law enforcement agencies do not end with the arrest of members of an executive-level organised crime group. It is crucial to step up efforts to dismantle the leading structures of organised crime, which pose a greater threat to European and international security, and to deprive these groups of the assets obtained through crime.

In this respect, it is important for financial intelligence units dealing with the fight against money laundering and financial institutions cooperating with them to take action using the “follow the money” tactic in order to identify and block and then confiscate means of payment, financial instruments, securities, foreign exchange values, property rights originating from the commission of migration crimes.

Migrant smuggling brings significant property values to organised criminal groups, which is the main objective of such activities. In order to combat these organised criminal groups by preventing the use of such financial gains to promote and continue criminal activities, each investigation into migrant smuggling should also include a financial investigation aimed at detecting, seizing and recovering property values originating from migration crime.

Financial investigations aimed at “follow the money” must be initiated and conducted in parallel with investigations into the activities of the organised criminal group and its methods of operation. The use of unregulated channels for financing and transferring assets derived from migrant crime-related activities and the links between organised crime groups and the legal business structures they own make such an approach difficult.

**Keywords:** The Influence and Role of Organised Crime, Laundering Money, Migration Crimes.



## The Short-Term Impact of Sporting Events on Corporate Value: An Analysis of Sponsors in the UEFA 2024/2025 Competitions

**M.Sc. Eliaz CZAJKOWSKI**

Poznan University of Economics and Business, Poland

### ABSTRACT

This study examines the short-term impact of football matches on the corporate value of enterprises sponsoring clubs participating in the group stage of UEFA competitions during the 2024/2025 season, within the context of their new format introduced this season. The analysis focuses on publicly listed companies sponsoring these clubs and displaying their brand logos on team jerseys. Event study methodology and regression analysis were employed to assess the influence of match outcomes—wins, draws, and losses—on the stock returns of sponsors. The study includes observations of abnormal returns (AR) and cumulative abnormal returns (CAR) over 3-day and 5-day periods following the matches.

The results reveal significant differences in market reactions depending on match outcomes. Clubs that secured victories generated positive stock returns on all analyzed days, with the CAR index reaching 1.25% after five days, confirming a statistically significant positive impact on sponsor value. Matches that ended in draws exhibited minor fluctuations in stock returns, with CAR values remaining close to zero, suggesting a neutral market response. Conversely, club losses resulted in negative stock returns on each day of the analysis, with CAR reaching -1.00% after five days, indicating a statistically significant negative impact on sponsor valuation. Statistical tests confirmed the significance of differences in reactions between wins and losses.

Regression analysis complements these findings, identifying key factors influencing stock returns and cumulative returns, such as market index performance and trading volume, which served as control variables. The study highlights the importance of sporting success in enhancing corporate value while also revealing risks associated with negative sports results. The findings provide valuable insights into the dynamics of sports sponsorship as a strategic investment for publicly traded companies.

Future research will expand the analysis to include matches from subsequent rounds of UEFA competitions, incorporate data on stadium attendance, and assess the cumulative impact of club performance throughout the entire group stage. These results contribute to the literature on sports sponsorship and its financial implications, offering practical insights for investors and sponsoring companies aiming to leverage sports sponsorship as a tool for market value growth.

**Keywords:** Sporting Events, Corporate Value, Sponsors, UEFA 2024/2025 Competitions.



## Strategies for Improving Safety in Public Spaces of City Centers

**M.Sc. Kamil KIEŁEK**

Jan Kochanowski University of Kielce, Poland

### ABSTRACT

Ensuring safety in public spaces is a cornerstone of sustainable urban development and a key factor in enhancing the quality of life for city inhabitants and visitors. This presentation explores strategies for improving safety in the public spaces of city centers, focusing on an interdisciplinary approach that integrates urban design, policy-making, and community engagement.

Drawing on case studies and data from urban centers, the discussion highlights effective measures such as environmental design principles, smart technology deployment, and collaborative governance models. Special attention is given to Crime Prevention Through Environmental Design (CPTED) and the role of advanced surveillance systems in mitigating risks. Furthermore, the presentation emphasizes the importance of public participation in shaping safety strategies, ensuring inclusivity, and addressing diverse community needs.

The findings aim to provide actionable recommendations for city planners, policymakers, and local authorities to enhance safety while fostering vibrant and accessible urban environments. This contribution seeks to stimulate dialogue on innovative and evidence-based approaches to urban safety, promoting resilience and well-being in city centers.

**Keywords:** Urban Safety, Public Spaces, City Centers, CPTED, Smart Cities, Community Engagement.



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## The Impact of Economics on Women's Participation in Elections in Poland

**Dr. Anna CIOSEK**

Helena Chodkowska University of Technology and Economics, Poland

**Mgr Agnieszka ORŁOWSKA**

Helena Chodkowska University of Technology and Economics, Poland

### ABSTRACT

In Poland, women's participation in elections is steadily increasing despite imperfections in achieving full gender equality. While positive changes are evident in social attitudes, the growing presence of women in politics, and the introduction of gender quota laws, their electoral participation remains suboptimal. Economics significantly influences women's involvement in elections, as their engagement in political life—both as voters and candidates—is largely dependent on economic factors.

Financial independence, access to education, and social policy play a crucial role in shaping women's participation in public life. To increase women's electoral involvement, political and economic programs should be tailored to their needs, focusing on promoting economic independence and gender equality. Thus, achieving greater participation of women in democratic life requires efforts to equalize economic opportunities.

**Keywords:** Women's Participation, Elections, Poland, Gender Equality, Economics, Financial Independence, Social Policy.



**COMMUNICATION  
ECONOMICS  
ORGANIZATION**

**7-8 December 2024- India**

**10<sup>th</sup>**

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OPENING CEREMONY	
<b>Saturday</b> <b>7 Dec 2024</b>  <b>9:30-10:30</b>	<p>Opening Speeches</p> <p><b><u>Moderator:</u></b></p> <p>Dr. Anoljyoti BASU, <b>India</b></p> <p><b><u>Speakers:</u></b></p> <p><b>National Anthem of the Republic of Turkiye</b> <b>National Anthem of the Republic of India</b></p> <p><b>Kerim KARADAL, Coordinator</b></p> <p><b>Prof. Ir. M. Aman Wirakartakusumah, Rector of IPMI International Business School (Sekolah Tinggi Manajemen IPMI) Indonesia, Co-Chair</b></p> <p>Ms. <b>Alona Sliusar</b>, Director of the Department of Scientific Research and Development Alfred Nobel University</p> <p>Prof. Dr. <b>Sergii KHOLOD</b>, Rector of Alfred Nobel University <b>Dnipro, Ukraine, Co-Chair</b></p> <p>Prof. Dr. <b>Sumer Singh Yadav</b>, Vice Chancellor of Career Point University, <b>India, Co-Chair</b></p> <p>Prof. Dr. <b>Himmet KARADAL</b>, Bolu Abant İzzet Baysal University, <b>Türkiye, Co-Chair</b></p>
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**CEO Congress Zoom Meeting Room 1**  
**7 Dec 2024, Saturday**

<b><u>Keynote Speakers Session</u></b>	
<b>Saturday 7 Dec 2024</b>	<b><u>Moderator:</u></b> Assoc. Prof. Dr. Ashish Jorasia
<b>10:30- 11:30</b>	<b><u>Keynote Speakers:</u></b> Asst. Prof. Dr. <b>Ir. Amelia Naim Indrajaya</b> , MBA – Head of CSMSR, IPMI International Business School, Jakarta, <b>Indonesia</b> Prof. Dr. <b>Siham EL-KAFAFI</b> , Director of Arrows Research Consultancy, <b>New Zealand</b> Prof. Dr. <b>Hernán E. Gil FORLEO</b> , University of Buenos Aires, <b>Argentina</b> <b>Dr. Dewi Puspaningtyas Faeni</b> , MBA, MHT, Dean Faculty of Economics and Business, Universitas Bhayangkara Jakarta Raya, <b>Indonesia</b> Prof.Dr. Luís Miguel Cardoso, Polytechnic Institute of Portalegre, Portugal <b>Carles Agustí i Hernández</b> , International Governance Consultant & SDG Manager (Barcelona/Spain)
<b><u>Room</u></b>	<b><u><a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a></u></b>
<b><u>Link:</u></b>	





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**7 Dec 2024, Saturday**

<b><u>Guest Speakers Session</u></b>	
<b>Saturday 7 Dec 2024</b>  <b>11:30- 12:00</b>	<p><b><u>Moderator:</u></b></p> <p>Dr. Anoljyoti BASU, <b>India</b></p> <p><b><u>Guest Speakers:</u></b></p> <p>Dr. Ir. <b>Firdaus Basbeth</b>, MM. PPM Manajemen, <b>Indonesia</b></p> <p>Assoc.Prof. <b>Murteza HASANOĞLU</b>, Azerbaijan State Administration Academy, <b>Azerbaijan</b></p> <p>Assoc. Prof. <b>Dr. Bobur Sobirov</b>, Samarkand branch of Tashkent State University of Economics, Uzbekistan</p> <p><b>Dr. Anurag Agnihotri</b>, Delhi University, India</p>
<b><u>Room Link:</u></b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>



<b>Research Methods Workshop</b>	
<b>Saturday 7</b> <b>Dec 2024</b>  <b>12:00-</b> <b>12:30</b>	<p style="text-align: right;"><b><u>Moderator:</u></b></p> <p>Dr. Rey TY, Payap University – Thailand</p> <p style="text-align: right;"><b><u>Title:</u></b></p> <p>A Typology of Action Research for Scholar -Practitioners</p>
<b><u>Room</u></b> <b><u>Link:</u></b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>

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**7 Dec 2024, Saturday**

<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b>7 Dec 2024</b> <b>Session 1</b>	<b>12:30-</b> <b>14:00</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Ashish Jorasia</b>
<ol style="list-style-type: none"> <li>1. Assessment of The Effectiveness Governance, Risk and Compliance (GRC) Initiatives by Using Importance-Performance Analysis – An Alternative Method to Evaluate Integrated GRC in Organization - <b>Catur PRIYONI, Wiwiek Mardawiyah DARYANTO</b></li> <li>2. The Effect of Financial Performance, Stock Market and Foreign Exchange to Stock Return of an Indonesian Toll Road Company - <b>Catur PRIYONI, Wiwiek Mardawiyah DARYANTO</b></li> <li>3. Challenges and Opportunities of Conducting Renewable Energy Business in Emerging Market Focusing on Indonesia - <b>Reza Perkasa ALAMSYAH</b></li> <li>4. Addressing M&amp;A and Revenue Challenges: Strategic Recommendations for PT XYZ in the Mining and Construction Sector - <b>Adrius Sinuhaji, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b></li> <li>5. Enhancing Telco Operator Revenue by Optimizing B2B Sales Processes - <b>Hasudungan Perdana Cipta SIJABAT, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b></li> <li>6. Factors That Influence Generation Z’s Purchase Decisions Towards Modern Kebaya in Indonesia - <b>Diajeng Aulya SEKARTAJI, Wiwiek Mardawiyah DARYANTO</b></li> <li>7. Climate Change in the Automotive Spare Parts Manufacturing Industry in Indonesia: Threat or Opportunity? - <b>Mr. Renward Bangun SINAGA, Prof.Ir. Roy H. M. SEMBEL, MBA, Ph.D., CSA, CIB, CIIM, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU, Dr. Amelia Naim INDRAJAYA</b></li> </ol>			



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<b>7 Dec 2024</b> <b>Session 2</b>	<b>14:00-</b> <b>15:30</b>	<b>Moderator</b>	<b>Kerim Karadal</b>
<ol style="list-style-type: none"> <li>1. Profitability Ratio Analysis: Measure Profitability Based on Financial Statements PT. Siloam International Hospital Tbk. 2017 – 2023 - <b>Abraham MARCELINO, Wiwiek Mardawiyah DARYANTO</b></li> <li>2. Maintaining the Financial Performance of PT Aneka Tambang, Tbk During the COVID-19 Pandemic Era - <b>Adilla Vemmari Putri, Wiwiek Mardawiyah DARYANTO</b></li> <li>3. Financial Performance Analysis based on Financial Highlights of PT Japfa Comfeed Indonesia, Tbk during period of 2017-2023 - <b>Andri MURSYID, Wiwiek Mardawiyah DARYANTO</b></li> <li>4. A Dupont Analysis Approach: Impact of Government Restrictions Related to COVID-19 on Financial Performance of PT Blue Bird Tbk (2019 – 2023) - <b>Antonius Michael George SURYA, Wiwiek Mardawiyah DARYANTO</b></li> <li>5. The Intersection of Financial Performance and Sustainability Goals: Mayapada Hospital’s Financial Outcome Analysis from 2018-2023 - <b>Fauzan AKBAR, Wiwiek Mardawiyah DARYANTO</b></li> <li>6. Financial Performance Analysis and Evaluation of PT. Akasha Wira International TBK for the Period of 2019-2023 - <b>Martio Orleigh PRAKASHA, Wiwiek Mardawiyah DARYANTO</b></li> <li>7. Financial Performance Analysis of PT Pembangunan Jaya Ancol Tbk Due to Covid 19 Using the Common Size Method - <b>Wahyu Rochman ADITAMA, Wiwiek Mardawiyah DARYANTO</b></li> <li>8. Student’s Perception and Measure of Bloom’s Taxonomy Cognitive Levels: an Integrated Analysis Based on HEC’s Speaking Curriculum to Access in Career - <b>Sadia AYUB, Lubna ALI MOHAMMED</b></li> </ol>			



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<b>7 Dec 2024 Session 3</b>	<b>15:30- 17:30</b>	<b>Moderator</b>	<b>Dr. Souvik Dasgupta</b>
<ol style="list-style-type: none"> <li>1. Assessing Financial Health : Pre-Covid-19 and Post-Covid-19 of PT. PP (Tbk) - <b>Teguh Pradana PUTRA, Wiwiek Mardawiyah DARYANTO</b></li> <li>2. Assessing Financial Health and Resilience: A Post-COVID-19 Analysis of PT Jasa Marga, Tbk - <b>Dhimas Surya NEGARA, Wiwiek Mardawiyah DARYANTO</b></li> <li>3. Financial Performance, Market Return, and Macro Economy: Study of Consumer Cyclical Industry in Indonesia Period 2016-2023. (Christine Ariani Kosnandar, IPMI, Indonesia) - <b>Christine Ariani KOSNANDAR, Prof. Ir. H. M. Roy SEMBEL, MBA., Ph.D., CSA., CIB., CIIM, Dr. Melinda MALAU, SE., MM., CPA., CBV., CFRM., CFA</b></li> <li>4. The Effectiveness Implementation of Robotic Process Automation in Financial Operation: Challenges &amp; Opportunities in Indonesia - <b>Mr. Syahrul RAMADHAN, Yulita F.SUSANTI, Ph.D.</b></li> <li>5. Home Energy Storage System (HESS) Market In Indonesia - <b>M. Firmansyah, Yulita Fairina Susanti</b></li> <li>6. The Effect of Service Quality to Customer Loyalty Among Iqos User in Jabodetabek Area and The Mediating Role of Customer Satisfaction and Health Awareness - <b>T. Hen Ce, Yulita Fairina Susanti, Ph.D</b></li> <li>7. Human Resource: Leveraging Artificial Intelligence (AI) Role Play for Improving Employee Experience in Performance Management - <b>Alpha Romeo, Yulita Fairina Susanti</b></li> <li>8. Financial Performance Analysis and Evaluation of PT United Tractors Indonesia TBK Before and During Covid – 19 Era for Years 2018 – 2022 - <b>Cahyo Pudyadi WIWOHO, Wiwiek Mardawiyah DARYANTO</b></li> <li>9. Measurement and Analysis for Financial Performance PT Sumber Alfaria Trijaya TBK (Alfamart) Indonesia Period 2018-2022 - <b>Arrye Genap PARHUSIP, Wiwiek Mardawiyah DARYANTO</b></li> <li>10. Financial Performance Analysis of Toyota Motor Corporation Indonesia During the Period of 2019-2023 - <b>Egan Pradhana Falih PUTRA, Wiwiek Mardawiyah DARYANTO</b></li> <li>11. Mitigating Risks in Oil and Gas: The Role of Decision Trees in Enhancing Operational Efficiency - <b>Try RACHMAPUTRA, Muhammad Hafiyyan GHANI, Muhammad Taufiq FATHADDIN, Asri NUGRAHANTI, Rini SETIATI, Andriamifidisoa Miadana VOLOMIHAJA, Julien Aimé RAJOMALAHY, Hanitra Lalaina RAMEFIYOLOLONA</b></li> <li>12. The Influence of Brand Personality, Brand Experience, And Brand Image on Brand Loyalty with Brand Love as An Intervening Variable at PT. XYZ in JABODETABEK - <b>Erlando Simanjuntak, Yulita Fairina Susanti</b></li> </ol>			



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<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b>7 Dec 2024</b> <b>Session 4</b>	<b>17:30-</b> <b>19:00</b>	<b>Moderator</b>	<b>Ph.D. Monika Szczerbak</b>
<ol style="list-style-type: none"><li>1. Lean Management as a Catalyst for Changes Towards a Circular Economy – Benefits, Challenges and Good Practices - <b>Ph.D. Monika Szczerbak</b></li><li>2. The Role of AI in Managing Modern Organizations - <b>Professor Iwona Przychocka</b></li><li>3. The impact of economics on women's participation in elections in Poland - <b>M.Sc. Agnieszka Orłowska, Ph.D. Anna Ciosek</b></li><li>4. Economic analysis of motivations and costs related to the decision to get a tattoo among individuals - <b>BA Sylwia Nowak, Gabriela Plodzień</b></li><li>5. Judiciary in the Second Polish Republic - <b>Ph.D. Bartosz Nieścior</b></li><li>6. Management challenges and the role of managers in the era of the Green Economy and Artificial Intelligence - <b>Ph.D. Artur Lis</b></li><li>7. The Impact of Brand Visibility on Jerseys on the Valuation of Sponsoring Companies: The Case of Football Clubs Competing in UEFA Competitions in the 2024/2025 Season - <b>M.Sc. Eliasz Czajkowski</b></li><li>8. Motivating and demotivating factors occurring in the work of selected employees of the health care system (based on the example of the professional group of nurses) - <b>Professor Joanna Jasińska, Ph.D., Agnieszka Nowacka</b></li></ol>			

<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b>7 Dec 2024</b> <b>Session 5</b>	<b>19:00-</b> <b>21:00</b>	<b>Moderator</b>	<b>Dr. Anurag Agnihotri</b> <b>Dr. Souvik Dasgupta</b>
<ol style="list-style-type: none"><li>1. Persecution, Displacement and Reconciliation: Matua Migration from 1971-2000 - <b>PhD. Research Scholar Mridul Banik</b></li><li>2. The Origin and Diffusion of Gun Powder and Firearms: A Global Diaspora - <b>Ms. Srijayee Das, Mr. Swapnava Mallick</b></li><li>3. The Dynamics of Local-Global Interaction in Early Modern Historical Contexts - <b>Supriya CHANDA</b></li><li>4. Comparative Study of Economic Scenario for the period 2004-05 Vs 2009-10 and 2019-21 Vs 2022-24 - <b>Maria Ishaque</b></li><li>5. Empirical Analysis of Indian- African Trade Relationship - <b>Prof. Dr. Dr. Pranav Mishra</b></li><li>6. Displacement, Migration, and Social Transformation: Understanding the Resilience of Communities in the Context of Climate Change - <b>Dr. Rajesh KUMAR</b></li><li>7. Trends and Determinants of Mergers and Acquisitions in the Manufacturing Sector in India - <b>Ekta Singh</b></li><li>8. Online Public Service Utilities - <b>Pragya Yadav, Subhana Tanweer, Sneha Gupta</b></li><li>9. Effectiveness of online shopping pre and post covid - <b>Aditya Kumar</b></li></ol>			



**CEO Congress Zoom Meeting Room 1**  
**8 Dec 2024, Sunday**

Meeting Room 1		<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>	
<b>8 Dec 2024</b> <b>Session 6</b>	<b>08:00-10:00</b>	<b>Moderator</b>	<b>Wiwiek Mardawiyah DARYANTO</b>
<ol style="list-style-type: none"><li>1. Navigating The Post Covid-19 Media Landscape: Analyzing MD Pictures TBK Financial Resilience during the Over The Top (OTT) Boom Post Covid (2017 – 2023) - <b>Agelinda SARANGA, Wiwiek Mardawiyah DARYANTO</b></li><li>2. Financial Ratio Analysis and Evaluation: An Insight into PT. Sinarmas Agro Resources and Technology (SMART) Tbk's Performance in the Palm Oil Industry - <b>Ambang WIJAYA, Wiwiek Mardawiyah DARYANTO</b></li><li>3. Financial Resilience and Growth: An Analysis of PT XL Axiata Tbk's Performance Before and During the COVID-19 Pandemic - <b>Christian Widjaya, Wiwiek Mardawiyah DARYANTO</b></li><li>4. Financial Performance Analysis and Evaluation of PT Campina Ice Cream Industry Tbk using DuPont System from 2017 to 2023 - <b>Fendra AGUSTA, Wiwiek Mardawiyah DARYANTO</b></li><li>5. Navigating Growth in Global Retail: Inditex's Financial Journey from 2017 to 2023 – <b>Ferlan, Wiwiek Mardawiyah DARYANTO</b></li><li>6. Financial Performance of PT Chandra Asri Petrochemical Tbk Indonesia with Common Size Method for Period Year 2017-2023 and the Effect of COVID-19 Pandemic - <b>Intan PUSPITASARI, Wiwiek Mardawiyah DARYANTO</b></li><li>7. Financial Ratio Analysis and Evaluation of PT Indo Tambangraya Megah Tbk to Measure Financial Performance for the Period of 2017-2023 - <b>Iwan Tri PUTRANTO, Wiwiek Mardawiyah DARYANTO</b></li><li>8. Financial Performance Analysis and Evaluation Based on Profitability and Liquidity Ratios at PT Adi Sarana Armada Tbk Period 2017-2023 - <b>Maria Wuri HANDAYANI, Wiwiek Mardawiyah DARYANTO</b></li><li>9. Financial Performance Analysis and Evaluation of Infrastructure Company PT Ciputra Development Tbk Pre-pandemic, Pandemic, and Post-pandemic COVID-19 in Indonesia - <b>Rahayu Eko TINTRIYANINGSIH, Wiwiek Mardawiyah DARYANTO</b></li><li>10. Assessing and Evaluating the Financial Health of PT Unilever Indonesia, Tbk: A Comparative Analysis Using the Piotroski F-Score Across Two Periods (2014-2018 and 2019-2023) - <b>Rangga SUSENO, Wiwiek Mardawiyah DARYANTO</b></li><li>11. Financial Analysis and Evaluation of the Potential Bankruptcy of PT. CIPTA KOPI 1690 using the Altman Z-Score Model - <b>Sofwan Dedy ARDYANTO, Wiwiek Mardawiyah DARYANTO</b></li><li>12. The Influence of Erp Accounting System Benefits on System User Satisfaction from the Perspective of Auditors And Accountants - <b>Nurhastuty Wardhani</b></li></ol>			



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<b>Meeting Room 1</b>		<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>	
<b>8 Dec 2024</b> <b>Session 7</b>	<b>10:00-11:30</b>	<b>Moderator</b>	<b>Dr. Nurhastuty Kesumo Wardhani</b> <b>Dr. Sekar Mayangsari</b>
<ol style="list-style-type: none"> <li>1. Impelementation Of Transit Oriented Development (TOD) Concept In Area Arrangement On Plaza Indonesia Area - <b>Herika Muhamad Taki, Ph.D, Bader Alanazi</b></li> <li>2. The Effect of ERP Accounting System Benefits on System User Satisfaction from the Auditor's and Accountant's Perspective - <b>Imanar Pratama Mulia Barus, Dr. Nurhastuty Kesumo Wardhani, Dr. Hasnawati, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu</b></li> <li>3. Tax Avoidance Determinants in Consumer Cyclical Companies Listed on The Indonesia Stock Exchange - <b>Wahyu Wahyudin, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu</b></li> <li>4. The Impacts of Climate Change on the Hydrological Cycle at Semarang - <b>Nyimas Hazel Lahfahdila Wahab, Endah Kurniyaningrum, Astri Rinanti, Liana Herlina, Hira Sattar</b></li> <li>5. Neutron Tomography Technology for EOR Surfactant Flooding Performance Analysis as a Future Challenge in Indonesia - <b>M. Furqon Haryono Bimantoro, Rini Setiati, Fahrurrozi Akbar, Iwan Sumirat, Muh. Taufiq Fathaddin, Ranggi Ramadhan</b></li> <li>6. Sludge Management Technology at Onshore Field X to Mitigate Hazardous and Toxic Waste - <b>Mugi Wiratomo WIDYABAKTI, Anton SOETIKNO, Asri NUGRAHANTI, Rini SETIATI, Muh. Taufiq FATHADDIN, Bayu HERVIANTO</b></li> <li>7. Production Data Analyst and Waterflooding Surveillance Analysis as a Consideration of "X" Field Reactivation - <b>M Akbar Hari SETIAWAN, Asri NUGRAHANTI, Muh. Taufiq FATHADDIN, Rini SETIATI, Dani PRATAMA</b></li> <li>8. Field Development Study of Lgs Field With Sectorization Decline Curve Analysis To Increase Recovery Factor on "H" and "L" Field Structures - <b>Natalia Christine, Ronald Susanto, Rini Setiati, Suryo Prakoso, Muh. Taufiq Fathaddin, Kofa Dewanda</b></li> </ol>			



<b>Meeting Room 1</b>		<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>	
<b>8 Dec 2024</b> <b>Session 8</b>	<b>11:30-13:00</b>	<b>Moderator</b>	<b>Endah NURAINI</b> <b>Liena PRAJOGI</b>
<ol style="list-style-type: none"> <li>1. Study Prediction Development Scenario for Selected Layer to Determine Oil Remaining Using JJ ARPS Method and Simulation Reservoir : A Case Study of Field RSL - <b>Ronald Susanto, Natalia Christine, Suryo Prakoso, Asri Nugrahanti, Rini Setiati, Muh. Taufiq Fathaddin, Kofa Dewanda</b></li> <li>2. Realizing Economic and Political Democracy through YouTube - <b>Muhammad Dzaki Imadudin, Akkapurlaura, Januar Ivan, Tommy Hari Prihatanto, Wegig Murwonugroho, Valerie Anak Michael</b></li> <li>3. The Effect of Self Efficacy, Job Embeddedness, Happiness at Work on Organizational Citizenship Behavior - <b>Justine TANUWIJAYA, Netania EMILISA, Deasy ASEANTY, Norzanah Mat NOR, Aisyah GAYATRI</b></li> <li>4. The Effect of Green Marketing Mix Program on Green Consumer-Based Brand Equity &amp; Word of Mouth in Oil &amp; Gas Companies - <b>Muhammad Alfis Budi Sanjaya, Kurniawati, Hermanto Yaputra, Renny Rizqiani, Salut Muhidin</b></li> <li>5. Sustainable Food Waste Recycling in Indonesia to Support a Circular Economy: Literature Review and Valorization Options - <b>Elfira Febriani Harahap, Ratna Mira Yojana, Sucipto Adisuwiryo, Rina Fitriana, Fina Uzwatania</b></li> <li>6. Spatial and Cultural Significance Study in Jakarta Old Chinatown: Urban Acupuncture Approach to Enhance Tourist Attraction of Glodok - <b>Achmad Hadi PRABOWO, Nurhikmah Budi HARTANTI, Sambaitna MARKHOIR, Anggia MURNI, Rurin SITORESMI, Raden Ranggawuni Wishnu KUSUMAWATI, Andi Nasri HAMZAH, Adrian LO</b></li> <li>7. Towards Sustainable Tourism: The Role of Architecture in Mitigating Environmental Impacts - <b>Cut Sannas Saskia, Maria Immaculata Ririk Winandari, Inavonna, Akhlish Diinal Aziiz, Widia Yanti</b></li> <li>8. Empirical Study on the Impact of Exports and Imports on Refinery Gas Production in Indonesia - <b>Cahaya Rosyidan, Mustamina Maulani, Lisa Samura, Reno Pratiwi, Octarina, Wawan Kurniawan, Osama Jawaid Butt, Andry Prima, Widia Yanti</b></li> <li>9. The Role of Nordic Walking in Supporting the Quality of Life: Evidence from Indonesia Nordic Walking Community - <b>Endah NURAINI, Liena PRAJOGI, Wiwiek Mardawiyah DARYANTO, Dian Utami WULANINGSIH</b></li> </ol>			





<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b>8 Dec 2024 Session 9</b>	<b>13:00- 14:30</b>	<b>Moderator</b>	<b>Hamdan Kamil Syah Pudji Astuti</b>
<ol style="list-style-type: none"> <li>1. Decision Support System for Railways Spare Parts Inventory Control - <b>Hamdan Kamil Syah, Pudji Astuti, Winnie Septiani, Ratna Mira Yojana, Martino Luis</b></li> <li>2. Sustainable Development in Educational Institutions: Implementation of the ISM (Interpretive Structural Model) Method in Promotional Aspect - <b>Student Yunita Suryana, Lecturer Winnie Septiani, Lecturer Emelia Sari, Lecturer Triwulandari Dewayana, Lecturer Martino Luis</b></li> <li>3. Implementation of Interpretative Structural Modelling for Water Resources Infrastructure Asset Data Processing Management Information System - <b>Student Citra Puspita Rani, Lecturer Winnie Septiani, Lecturer Dedy Sugiarto, Lecturer Triwulandari Satitidjati Dewayana, Lecturer Martino Luis</b></li> <li>4. The PSC Cost Recovery Analysis Comparison between Adding Infill Wells and Workovers Scenarios of a Remote Oil Producing Field in Indonesia - <b>Mustamina Maulani, Osama Jawaid Butt, Andry Prima, Asri Nugrahanti, Cahaya Rosyidan, Lisa Samura, Bayu Satiyawira, Widia Yanti, Wiwik Dahani</b></li> <li>5. Predicting Studio Thermal Comfort Resulting from Window Design Using CFD Method - <b>Ahmad Maulana S, Rosyida Permatasari, Popi Puspitasari, Khotijah Lahji, S Cahyati, Martinus Bambang Susetyarto, Kamarul Aizat Abdul Khalid, S Ahmad</b></li> <li>6. A Measurement into Promoted Thermal Comfort Indoor Based on Skin Wettedness: Lessons for Sustainable Tourism Design in Tropics - <b>Akhlish Diinal Aziiz, Maria Immaculata Ririk Winandari, Donny Koerniawan, Cut Sannas Saskia, Inavonna, Vebryan Rhamadana, Angela Upitya Paramitasari, Risa Kawakami, Hisashi Hasebe</b></li> <li>7. Preserving the Durgā Statue at Prambanan Temple as Digital Heritage with AI-Aided Creaform - <b>Wegig Murwonugroho, Yosua Reydo Respati, Januar Ivan Halimawan, Astri Rinanti, Nurhikmah Budi Hartanti, Ahamad Tarmizi, Mohammad Ischak</b></li> <li>8. Artificial Intelligence (AI) Art Generator Technology: Analysis of Visual Construction of Reality and Post-Reality - <b>Donny Prawira Sagala, Acep Iwan Saidi, Hasnul J. Saidon, Roziani Mat Nashir, Leonardus Aryo Gitoprakoso Widyarto, Wegig Murwonugroho</b></li> </ol>			



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<b>Meeting Room 1</b>		<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>	
<b>8 Dec 2024</b> <b>Session 10</b>	<b>14:30-16:00</b>	<b>Moderator</b>	<b>Dr. Ir. Amelia Naim Indrajaya, MBA</b> <b>Dede Herdiansyah</b>
<ol style="list-style-type: none"> <li>1. Determination of the Decision to Use Indonesian Islamic Bank Products Among the People of Jakarta - <b>Latifatus Salamah, Harmaini, Syofriza Syofyan, Wafiq Azizah</b></li> <li>2. Perceptions Regarding Completion of Technical Requirements for Building License by Using 'USG' Analysis – <b>Rahmadita, Popi Puspitasari</b></li> <li>3. The Impact of Despotic Leadership, Job Crafting, and Perceived Manager's Emotional Intelligence on Happiness at Work - <b>Tiarapuspa, Santika Bani Amanatullah, Rimajon Sotlikova, Desty Survia</b></li> <li>4. The Effects of Facebook Usage on Impulsive Buying - <b>Aneila Danika Suadi, Wegig Murwonugroho, Atridia Wilastrina, Ariani, Anita Armas, Susy Irma Adisurya, Muhamad Hafiz Bin Hassan, Ahamad Tarmizi Azizan</b></li> <li>5. Modular Footwear Design as a Way to Optimize Industrial Raw Materials and Preserve the Environment - <b>Tiko Prabhata Putro, Yan Yan Sunarya, Budi Yuwono, Ariani, Sangayu Ketut Laksemi Nilotama, Ishak Ramli, Wegig Murwonugroho</b></li> <li>6. The Effect of Work-Life Balance, Career Development Support and Pay Satisfaction on Employee Turnover Intention - <b>Irfan PRATAMA, Dr. Ir. Amelia Naim Indrajaya, MBA</b></li> <li>7. Impact of Service Quality and Perceived Value on Customer Satisfaction and Behavioral Intentions - <b>Dede Herdiansyah, Dr. Amelia Naim INDRAJAYA</b></li> <li>8. Transforming Business through Carbon Management Strategies in the Energy-Intensive Pulp and Paper Industry at PT BMS - <b>Richard CHANDRA, Dr. Ir. Amelia Naim INDRAJAYA</b></li> <li>9. Unveiling the Interactions of Digital Financial Literacy, Fintech Use, and Financial Behavior on Financial Wellbeing: Evidence from Accounting Students - <b>Bryan POALER, Marshanda Amelia ANDRYANI, Sherly MARGARETHA, Ivonne Helena PUTONG, Wirawan Endro Dwi RADIANTO</b></li> </ol>			

<b>Meeting Room 1</b>		<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>	
<b>8 Dec 2024</b> <b>Session 11</b>	<b>16:00-17:15</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Ihsan Yigit</b> <b>Assoc. Prof. Dr. Senem NART</b>
<ol style="list-style-type: none"> <li>1. Profitability Analysis of Post-Transformational Seaports with Integrated Digital Ecosystems: A Case Study of PT Pelabuhan Indonesia (Persero) - Identifying New Revenue Streams and Value Creation While Preserving Employment - <b>M Faby Rizky KARNADI, Dian Utami WULANINGSIH, Lusita VEBRIANTI, Pieter ANDRIAN, Raffly Brianta DEHAN</b></li> <li>2. Strengthening Good Corporate Governance At Pt Xyz: A Case Study on Implementing ISO 37001 and Iso 37002 - <b>Faiq Nur ZAMAN, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU</b></li> <li>3. A Research on the Effect of Information Sharing on Organizational Power Distance - <b>Assoc. Prof. Dr. Ihsan Yigit</b></li> <li>4. Scientific Trends in Social Media Advertising: A Bibliometric Analysis - <b>Asst. Prof. Muhammet Ali Aytaç</b></li> <li>5. Pedagogical Formation Program Students' Views on Their Artificial Intelligence Literacy Levels: A Quantitative Study - <b>Prof. Dr. Mehmet Nuri GÖMLEKSİZ, Sibel ASLAN</b></li> <li>6. Examining Turkey's Insurance System within the Framework of Silver Economy - <b>PhD Lamia GUSEINOVA, Assoc. Prof. Dr. Hülya ER</b></li> </ol>			



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<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b>8 Dec 2024</b> <b>Session 12</b>	<b>17:15-</b> <b>18:15</b>	<b>Moderator</b>	<b>Ph.D. Krzysztof Mucha</b> <b>Sandra COSTA</b>
<ol style="list-style-type: none"><li>1. Leveraging Augmented Reality and Spatial Presence in Team Collaboration: Bibliometric Analysis and Literature Review - <b>William Ben GUNAWAN, Amilia WAHYUNİ, Riza ARYANTO</b></li><li>2. Evaluation of E-Learning in Society 5.0: Current and Future Perspectives with Exponential Technologies - <b>Sandra COSTA</b></li><li>3. The Influence And Onvolvement of Organised Crime in Crime Related to Money Laundering Originating from Migration Crime - <b>Ph.D. Krzysztof Mucha</b></li><li>4. Enhancing Production Performance using Sustainable Lean Supply Chain: A Case Study in an Indonesian Shoes Manufacturer - <b>Raditya Abyudaya Putra, Emelia Sari, Parwadi Moengin, Ridha Satria, Rahmi Maulidya, Mohd Yazid Abu</b></li><li>5. Preparedness in Healthcare for the Impact of Severe Weather Events in Disaster Medicine - <b>Kamila Mozga, Olga Synowiecka, Igor Rydzyk</b></li></ol>			

<b>Meeting Room 1</b>	<b>Face to Face Presentation</b>		
<b>8 Dec 2024</b> <b>Session 13 - Onsite</b>	<b>17:30-</b> <b>19:00</b>	<b>Moderator</b>	<b>Hasan BAĞDADIÖĞLU</b>
<ol style="list-style-type: none"><li>1. Kasa Ödeme Sistemlerinde Dijitalleşmeye Geçişin Perakende Satış Fişi Kullanımının Azaltılmasına Etkileri - <b>Selim CANER, Hasan BAĞDADIÖĞLU</b></li><li>2. Evaluating the Effects of Economic Engagement with China on Iran's Economic Diversification and Complexity: An Empirical Analysis - <b>Mohsen Mohammadi KHYAREH</b></li><li>3. The Role of Culture, Education, and Regulation in Shaping Entrepreneurial Success - <b>Mohsen Mohammadi KHYAREH</b></li></ol>			



**10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress**



**CEO Congress Zoom Meeting Room 2**  
**7 Dec 2024, Saturday**

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>7 Dec 2024</b> <b>Session 1</b>	<b>12:00-</b> <b>13:30</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Mutlu UYGUN</b> <b>Assoc. Prof. Dr. Muhammet Ali ÇELEBİ</b>
<ol style="list-style-type: none"><li>1. Adolf Hitler ve Francisco Franco Arasında Gerçekleşen Görüşme: Hendaye - <b>Eren Yiğitoğlu</b></li><li>2. Pazarlamada Meta-Analiz Çalışmalarındaki Örüntülerin Ortaya Çıkarılması: Bibliyometrik Bir Yaklaşım - <b>Research Assistant Dr. Seyfettin ANMAÇ</b></li><li>3. Uluslararası Makale/Dergi Tanımlamaları Üzerine Bir İnceleme - <b>Assoc. Prof. Dr. Muhammet Ali ÇELEBİ</b></li><li>4. Political Power of Azerbaijanians in Georgia - <b>Prof. Dr. Elnur Hasan MİKAIL, Assoc. Prof. Dr. Hakan ÇORA, Dr. Ali Nazmi ÇORA</b></li><li>5. Kentte Engelli Olmak: Engelli Bireylerin Kent Deneyimlerinin Olgubilim Yaklaşımıyla Keşfedilmesi - <b>Assoc. Prof. Dr. Mutlu UYGUN, Res. Asst. Dr. Ebru GÜNER VURGANER</b></li><li>6. Günümüz Dünyasında Eğitim-Öğretimin Amaçları - <b>Dr. Mukadder GÜNERİ</b></li></ol>			

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>7 Dec 2024</b> <b>Session 2</b>	<b>13:30-</b> <b>15:00</b>	<b>Moderator</b>	<b>Prof. Dr. Mehmet Nuri GÖMLEKSİZ</b> <b>Res. Asst. Ali TAGHIYEV</b>
<ol style="list-style-type: none"><li>1. Mevduat Bankalarının Paytech (Dijital Ödeme Teknolojileri) Performansı: Türkiye Örneği - <b>Dr. Öğr. Üyesi Meltem ECE ÇOKMUTLU, Yüksek Lisans Öğrencisi Berkim ALYÜZ, Yüksek Lisans Öğrencisi Seda ÇAKIR</b></li><li>2. Restoration of the Silk Road, China's One Road One Generation Project and the Importance of the Road for Nakhchivan - <b>Res. Asst. Ali TAGHIYEV</b></li><li>3. Endüstri 4.0 ile Engelli Girişimciliğinde Yeni Ufuklar: Teknolojik Fırsatlar ve Katılım Stratejileri - <b>Dr. Öğr. Üyesi Aslı ÇİLLİOĞLU KARADEMİR, Hayrullah UZUN</b></li><li>4. Endüstri 4.0 ve Vergi Sistemlerinde Büyük Veri Teknolojisinin Etkileri - <b>Dr. Öğr. Üyesi Nergis Feride KAPLAN DÖNMEZ</b></li><li>5. General Attitudes of Pedagogical Formation Program Students Towards Artificial Intelligence: A Quantitative Study - <b>Prof. Dr. Mehmet Nuri GÖMLEKSİZ, Sibel ASLAN</b></li></ol>			



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<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>7 Dec 2024</b> <b>Session 3</b>	<b>15:00-</b> <b>16:30</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. Murteza HASANOĞLU</b> <b>Bilal KARGI</b>
<ol style="list-style-type: none"><li>1. Türkiye'de Zorunlu Deprem Sigortasının Yıllar İçindeki Gelişimi - <b>Assoc. Prof. Dr. Hülya ER, Öğr. Gör. Murat Er, Prof. Dr. Remzi Altunışık</b></li><li>2. İnsan Kaynakları Politikalarının Organizasyon Kültürü ve Üretkenlik Üzerindeki Etkisi (Azerbaycan örneğinde) - <b>Assoc. Prof. Dr. Murteza HASANOĞLU, Zarife FERELİ</b></li><li>3. Girişimcilik Eğitiminin Girişimcilik Eğilimi Üzerindeki Etkisi: Dezavantajlı Gruplar Üzerine Bir Araştırma - <b>Dr. Öğr. Üyesi Hilal Tuğçe LAPÇIN, Arzu KARA</b></li><li>4. Vatandaş Kent Mekân Deneyimleri: Türkiye Bağlamında Bir Ölçek Geliştirme, Geçerlik ve Güvenirlik Çalışması - <b>Assoc. Prof. Dr. Mutlu UYGUN, Res. Asst. Dr. Ebru GÜNER VURGANER</b></li><li>5. Sürdürülebilir Bir Geleceğe Güç Vermek: Çevresel Yenilenme İçin Gelişen Teknolojilerin Sosyoekonomik Bir İncelemesi - <b>Bilal KARGI</b></li><li>6. Sürdürülebilir Teknolojilerin Evrimsel Süreçleri: Yayınlar ve Patentler Üzerine Bir İnceleme - <b>Dr. Researcher Bekir Cihan UÇKAÇ</b></li></ol>			

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>7 Dec 2024</b> <b>Session 4</b>	<b>16:30-</b> <b>18:00</b>	<b>Moderator</b>	<b>Prof. Dr. Eyüp ARTVİNLİ</b> <b>Dr. Ramazan ÇİMEN</b>
<ol style="list-style-type: none"><li>1. Türkiye'deki Sosyal Bilgiler Dersi Öğretim Programı ile İngiltere Ortaokul Coğrafya Programında Harita Becerisi Nasıl Ele Alınıyor? - <b>Prof. Dr. Eyüp ARTVİNLİ</b></li><li>2. 2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarında Afet Risklerini Azaltma Eğitimi: Ne Değişti? - <b>Prof. Dr. Eyüp ARTVİNLİ</b></li><li>3. 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programına İnovatif Bir Bakış: Bir İçerik Analizi - <b>Dr. Ramazan ÇİMEN</b></li><li>4. 2018 ve 2024 Türkiye Ortaöğretim Coğrafya Öğretim Programlarının Coğrafi Beceriler Açısından Karşılaştırılması - <b>Dr. Ramazan ÇİMEN</b></li><li>5. Kamu Diplomasisinde Yeni Dönem: Diplomasi 2.0 - <b>Şahin KESKİN</b></li><li>6. E – Ticaret ve Vergi Denetimi İlişkisi: Türkiye - <b>Gamze GÖRGÜLÜ, Prof. Dr. Serpil AĞCAKAYA</b></li></ol>			



## 10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>7 Dec 2024</b> <b>Session 5</b>	<b>18:00-</b> <b>19:30</b>	<b>Moderator</b>	<b>Assoc. Prof. Dr. İrfan TOSUNCUOĞLU</b> <b>Dr. Neslihan Latifoğlu</b>
<ol style="list-style-type: none"><li>1. The Importance of Forgotten Turkish Games in the Process of Cultural Transmission - <b>Science Specialist, Rana ŞAT, Assoc. Prof. Dr. Ercan KARAÇAR</b></li><li>2. Usability of Artificial Intelligence (AI) in Educational Dimension – <b>Assoc. Prof. Dr. İrfan TOSUNCUOĞLU</b></li><li>3. Digitalization communication in business flexibility - <b>Pelin Ozkuzey</b></li><li>4. How Evolutionary is Minsky? An Evolutionary Economic Perspective on “the Evolution of Capitalism” - <b>Assoc. Prof. Dr. Burak Erkut</b></li><li>5. The Mediating Role of Intrinsic Motivation in Innovative Work Behavior of Leadership Styles - <b>Assoc. Prof. Dr. Ercan ERGÜN, Dr. Neslihan LATİFOĞLU, Graduate Student İbrahim Hakkı ERGİN</b></li><li>6. Exploring Digital Trends in Maritime Education: A Bibliometric Perspective - <b>Asst. Prof. Dr. Arda TOYGAR, Asst. Prof. Dr. Cemile SOLAK FIŞKIN, Assoc. Prof. Dr. Senem NART, Assoc. Prof. Dr. Sedat BAŞTUĞ</b></li><li>7. Strategies for Improving Safety in Public Spaces of City Centers - <b>Jan Kochanowski, University of Kielce, Poland</b></li></ol>			

## CEO Congress Zoom Meeting Room 2 8 Dec 2024, Sunday

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>8 Dec 2024</b> <b>Session 6</b>	<b>07:00-8:30</b>	<b>Moderator</b>	<b>Sabire Tuğçe Karadal</b>
<ol style="list-style-type: none"><li>1. Brand Sustainability and Social Responsibility: Impact on Consumer Loyalty in the Local Beauty Sector Amidst Geopolitical Crises - <b>Zharfa Miranda Paramesti</b></li><li>2. How Marketing Mix Strategy Can Influence The Purchasing Decision Of Prospective Household Customers For PT PGN In Jakarta - <b>Sonny Rahmawan Abdi, Yulita Fairina Susanti</b></li><li>3. Interpersonal Service Quality and Its Influence on Self-Service Technology Adoption in Dine-in Restaurants - <b>Teddy Darmadi Suwadi, Prof. Dr. Dedi Fardiaz, M.Sc.</b></li><li>4. The Effect of Work-Life Balance and Work Discipline on Employee Performance through Job Satisfaction as Intervening Variables at PT Tri Mustika Cocominaesa (TMC) South Minahasa - <b>Paulman Stevanus Runtuwene, Yulita Fairina Susanti</b></li><li>5. A Comparative Study Between Before and After Refinancing of PT Celebes Railway Indonesia - <b>Mr. Endy Gunawan TURKİ, Prof. Ir. Roy H. M. SEMBEL, MBA, Ph.d., CSA, CIB, CIIM</b></li><li>6. Empowering Women Weavers in Nusa Tenggara Timur: How the Role of LeViCo Boutique’s on Economic Independence Sector - <b>Maria Yohana MEO</b></li><li>7. Measurement and Analysis of Financial Ratio and Bankruptcy Risk Prediction of PT Indofood Sukses Makmur TBK for 2018-2023 Period - <b>Adianto Juniardi PRAKOSO, Wiwiek Mardawiyah DARYANTO</b></li><li>8. Indonesia’s Energy Future: A Deep Dive into Financial Performance of Pertamina Gas Negara (PGN) - <b>Andra Noor SATYO, Wiwiek Mardawiyah DARYANTO</b></li></ol>			



<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>8 Dec 2024</b> <b>Session 7</b>	<b>8:30-10:00</b>	<b>Moderator</b>	<b>Wiwiek Mardawiyah DARYANTO</b>
<ol style="list-style-type: none"> <li>1. Financial Performance Analysis of Pt. Salim Ivomas Pratama, Tbk During Periode Of 2018- 2022 - <b>Alfa Lik HENDRADI, Wiwiek Mardawiyah DARYANTO</b></li> <li>2. Analysis of Key Financial Performance and Financial Health Of Tobacco Company Using The Du Pont System Method And Altman Z – Score Evidence of PT HM Sampoerna Tbk Indonesia for Period 2018 – 2022 - <b>Yulitari Flora Theresa Br. HUTAPEA, Wiwiek Mardawiyah DARYANTO</b></li> <li>3. The Healthiness Measurement of Financial Performance of PT Gudang Garam, Tbk Using Altman Z-score - <b>Ahmad Robiton, Wiwiek Mardawiyah DARYANTO</b></li> <li>4. Analytical Study of Problem that Occur in State-Owned Enterprise of Pharmaceutical, PT Kimia Farma Tbk, using Financial Ratio Analysis and Altman Z-score - <b>Henny Taurina ISNAWATI, Wiwiek Mardawiyah DARYANTO</b></li> <li>5. Financial Performance Analysis and Evaluation of PT Telkom Indonesia for Global Investors for the Period of 2018-2023 - <b>Jin YEEUN, Wiwiek Mardawiyah DARYANTO</b></li> <li>6. How does PT Indocement Tunggul Prakarsa Tbk Survive in the Oversupply Era? - <b>Wahyu Madyo BASUKI, Wiwiek Mardawiyah DARYANTO</b></li> <li>7. Strategic Investment Decision and Evaluation to Acquire 1.000 Ton Launcher Gantry for Toll Road Harbour Road Project of PT Wijaya Karya (Persero), Tbk. Indonesia - <b>Alfi TRIANTO, Wiwiek Mardawiyah DARYANTO</b></li> <li>8. Financial Performance Analysis and Evaluation of PT Industri Jamu dan Farmasi Sido Muncul Tbk Year 2019 – 2023 - <b>Sri Handayani, Wiwiek Mardawiyah DARYANTO</b></li> </ol>			





10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Room 2	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
8 Dec 2024 Session 8 -	10:00- 11:30	Moderator	Lecturer Sergio Quiroga
<ol style="list-style-type: none"><li>1. Assessing the Debt-to-Equity Management PT. Mitra Adiperkasa Tbk: Balancing Profitability and Financial Flexibility in the Retail Sector - <b>Valentina Lugo ARIAS, Wiwiek Mardawiyah DARYANTO</b></li><li>2. The Fintech-Mental Accounting Nexus: Bridging Financial Inequality Across Indonesia - <b>Kenley Maccauley RIYONO, Nicklaus STANLEY</b></li><li>3. Mental Accounting and Financial Competence: The Key to Improving Startups' Financial Well-Being - <b>Wirawan Endro Dwi RADIANTO, Tommy Christian EFRATA, Yoseva Maria Pujirahayu SUMAJI, Ika Raharja SALIM, Agatha MAYASARI</b></li><li>4. The Nexus of Financial Literacy, Fintech Use, and Digital Financial Literacy in Driving Financial Inclusion - <b>Rafael Savio EASTER, Justin Matthew THEBEZ, Heru KRISTANTO, Rizki RAMADHAN, Wirawan Endro Dwi RADIANTO</b></li><li>5. Rethinking Determinants of Financial Inclusion - <b>Kelvin DANENDRA, Wakana Ryo TAMBAANI, Yulita Milla PAKERENG, Wirawan Endro Dwi RADIANTO</b></li><li>6. Reevaluating the Role of Fintech Use: Insights on Digital Financial Literacy, Financial Inclusion, and Financial Well-being Among Management Students - <b>Kyoko SOUKOTTA, Sandra Regina TUMEWU, Janssen Evan SUGIONO, Bryan Julius KUKENZIE, Wirawan Endro Dwi RADIANTO</b></li><li>7. Peer-to-Peer (P2P) Lending: Disruptive and Complementary Dynamics in Banking - <b>Cliff KOHARDINATA, Luky Patricia WIDIANINGSIH</b></li><li>8. Optimizing Digital Financial Literacy and Fintech for Student Financial Well-Being - <b>Yulian Tri AULIAH, Eleanor Jocelyn THE, Lim Angelica Putri SANTOSO, Ruben Putranto PURNOMO, Wirawan Endro Dwi RADIANTO</b></li><li>9. Knowledge Mobilization in Argentine Universities. Towards a Platform - <b>Lecturer Sergio Quiroga</b></li></ol>			

Meeting Room 2	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
8 Dec 2024 Session 9	11:30- 13:00	Moderator	Assoc. Prof. Dr. Gizem ÖZGÜREL Assoc. Prof. Dr. Esengül SALİHOĞLU
<ol style="list-style-type: none"><li>1. Erişilebilir Turizm Konulu Çalışmaların Bibliyometrik Analizi <b>Prof. Dr. Işıl ARIKAN SALTİK, Arş. Gör. Doğan ÇAPRAK</b></li><li>2. Örgüte Uyum Konusunda Önemli Bir Kavram: Örgütsel Sosyalleşme - <b>Öğr. Gör. Dr. Nilüfer ŞAHİN TEZCAN, Prof.Dr. Nezire Derya ERGUN ÖZLER</b></li><li>3. Post-Bürokrasi Kavramına Dair Eleştirel Bir Değerlendirme - <b>Kübra MALKOÇ YILMAZ, Prof.Dr. Hayrettin ÖZLER</b></li><li>4. UNESCO Yaratıcı Gastronomi Şehirlerine Yönelik Bir İnceleme - <b>Assoc. Prof. Dr. Gizem ÖZGÜREL, Science Expert Alper Can KARAYAZ</b></li><li>5. Gastronomi Temelli Kültür Rotaları Edremit Körfezi Örneği - <b>Assoc. Prof. Dr. Gizem ÖZGÜREL, Science Expert Kübra Ürkün</b></li><li>6. Örgütsel Stres, Örgütsel Tükenmişlik ve Örgütsel Psikolojik Sermaye Arasındaki İlişkiler - <b>Assoc. Prof. Dr. Ayşegül DÜZGÜN</b></li><li>7. Bitcoin ve Altın Fiyatları ile VIX Korku Endeksinin Volatilité Modelleriyle Karşılaştırmalı İncelenmesi - <b>Assoc. Prof. Dr. Esengül SALİHOĞLU, Dr. Ayşegül HAN</b></li><li>8. Endüstri 4.0'ın İnsan Kaynakları Yönetimine Etkisi ve Dijital Dönüşüm Uygulamaları Üzerine Bir Araştırma - <b>Emrah ÇOBAN, Prof. Dr. Muhsin HALİS</b></li></ol>			



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Room 2	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
8 Dec 2024 Session 10	13:00- 14:30	Moderator	Dewi Puspaningtyas Faeni Firdaus BASBETH
<ol style="list-style-type: none"> <li>1. The Influence of Workload, Burnout and Autocratic Leadership on Employee Performance Mediated by Work Life Balance at Pt Distriversa Buanamas Branch Jakarta 1 - <b>Salma Klarissa S, Dewi Puspaningtyas Faeni, Tutty Nuryati, Hadita</b></li> <li>2. Self-Efficacy, Competency Certification, and Digital Literacy on Work Readiness of Grade XII Otkp Expertise Program Students Mediated by Field Work Practices in The Islamic Concept (Case Study: Smks Pk Tridayaya) - <b>Annisa Tamara, Dewi Puspaningtyas Faeni, Amor Marundha, Kardinah Indrianna Meutia</b></li> <li>3. A Systematic Literature Review on Social Capital and Economic Mobility on the Tourism Industry - <b>Ratih Puspitaningtyas Faeni, Farida, Dewi Puspaningtyas Faeni</b></li> <li>4. Digital Transformation and eHRM: A Systematic Analysis of Their Influence in Improving Organizational Performance - <b>Faika Amanda Rahadian, Farida, Dewi Puspaningtyas Faeni</b></li> <li>5. Cooperative Business Model and Digital Marketing Assistance for MSMEs of Squid Processed Products in Bangka Island - <b>Firdaus BASBETH, Nanda Alifia PUTRI</b></li> <li>6. Identification of Entrepreneurial Intention of PPM School of Management Students: A Theory of Planned Behavior Study in the Context of Entrepreneurship Education - <b>Alyssa RUSTAM, Zahroh YUSUF, Firdaus BASBETH</b></li> <li>7. Identifying Gen Z Consumer Loyalty in Buying Coffee in Jakarta - <b>Alyssa RUSTAM, Mariana Ardhyani PERMATASARI, Siti Aliza NURJANAH, Zahroh YUSUF, Firdaus BASBETH</b></li> </ol>			

Meeting Room 2	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
8 Dec 2024 Session 11	14:30- 15:30	Moderator	Firdaus BASBETH
<ol style="list-style-type: none"> <li>1. Moving Towards a Successful Cooperative: The Significance of Cold Chain Logistics - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON</b></li> <li>2. Sustainability in Action: Squid Attractor and Solar Portable Chillers in Central Bangka Regency - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON, Mulyono BASKORO, Ratih KUSUMASTUTI</b></li> <li>3. Intention to Enhancing Cooperative Growth Through Digitization: An Urgent Call for Quad Helix's Participation - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Joko TRIADHI</b></li> <li>4. Acceptance of Technology in Furniture Company the Role of Perceived Risk in Emerging Country - <b>Firdaus BASBETH, Andrianto WIDJAJA</b></li> <li>5. Social Capital, Cooperative, and Poverty Alleviation in Central Bangka, Indonesia - <b>Firdaus BASBETH, Sugeng Hari WISUDO, Mohammad IMRON, Mulyono BASKORO</b></li> <li>6. Business Strategy Formulation: A Case in PT Waspada Karsa - <b>I Gede Nyoman WINDU, Firdaus BASBETH</b></li> </ol>			



10<sup>th</sup> International CEO Communication, Economics, Organization & Social Sciences Congress

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>8 Dec 2024</b> <b>Session 12</b>	<b>15:30-</b> <b>17:00</b>	<b>Moderator</b>	<b>Dr. C. Niurka Tellez Rodríguez</b> <b>Alaattin DURMAZ</b>
<ol style="list-style-type: none"> <li>1. Determining Growth Drivers in Container Shipping: A Causality Analysis Between Container Throughput and Liner Shipping Connectivity - <b>Alaattin DURMAZ, Assoc. Prof. Dr. Abdullah AÇIK</b></li> <li>2. The Relationship Between Social Support and Resilience Among Women Survivors of Sexual Violence in Jakarta - <b>Rizky Purnomo Adji Churnawan, Siti Sachiroh Uswatun Chasanah</b></li> <li>3. The Impact of Fintech and E-Banking on Financial Inclusion and Resilience - <b>Sophia MOSHAVI, Nur FITRIANA, Trisha BARRYCHELLA</b></li> <li>4. Description of Services of Pt. Asdp Indonesia Ferry (Persero) Kupang Branch (Case Study of Bolok Ferry Port) - <b>Melkisedek N.B.C Neolaka, FİSİBBAPA</b></li> <li>5. Socio-educational Management of the Teacher for the Social Inclusion of Students with Disabilities - <b>Dr. C. Deysi Turcás Robert, Dr. C. Niurka Tellez Rodríguez, MsC. Mayra Vinent Bonne</b></li> <li>6. History of the Idea of the Union of Turkish States - A Retrospective View - <b>Məmmədova Günay</b></li> <li>7. The Role of Ideology in Foreign Policy: A Case Study of Armenia - <b>Ph.D. Candidate Fidan Khalilova</b></li> <li>8. Rural Transformation: The Challenge of Sustainable Agriculture, Environmental Pollution, Urban-Rural Income Inequality and Ageing Rural Population - <b>Adj. Professor John C G LEE, Prof. Dr. Eko Ganis SUKOHARSONO</b></li> </ol>			

<b>Meeting Room 2</b>	<a href="https://us02web.zoom.us/j/88949000686">https://us02web.zoom.us/j/88949000686</a>		
<b>8 Dec 2024</b> <b>Session 13</b>	<b>17:00-</b> <b>18:30</b>	<b>Moderator</b>	<b>Aimee Osamudiamen CHRIS</b>
<ol style="list-style-type: none"> <li>1. Unpacking the Social Determinants of Mental Health Outcomes in Nigeria: A Sociological Analysis - <b>Aimee Osamudiamen CHRIS</b></li> <li>2. Leveraging Artificial Intelligence for Climate Change Mitigation: Opportunities and Challenges in Developing Countries - <b>Prof. Assoc. Dr. Safet Krasniqi, Researcher Valeri Qatani</b></li> <li>3. Types of Landscapes in the Epic “Lison Ut-Tayr” By Alisher Navoi - <b>Assoc. Prof. Dr. Shamsieva Manzura Bababekovna (PhD)</b></li> <li>4. Application of Artificial Intelligence in Management of Construction Projects in Ethiopia - <b>Dr. Name Bewuketu Bitew Ayalew</b></li> <li>5. Achieving Sustainable Development Goal Fifteen (15) in Sub-Saharan African Countries: Role of Tax Revenue, and Governance Quality - <b>Bamidele Comfort Olaitan, PhD, Olubiyi, Timilehin Olasoji, PhD</b></li> <li>6. An Appraisal of the Role of International Law in Protecting Land Rights of Indigenous People Vis-A-Vis the Right of Foreigners to Own Land Ownership Under the Nigerian Land Law - <b>Dr. King JAMES Nkum, Dr. Julius Onivehu BEIDA</b></li> <li>7. The Future of Education: New Changes to Align with Global Standards - <b>Quách Thị Nhài (Jasmine Quach)</b></li> <li>8. Nicolaus Copernicus-Thomas Gresham's Law in relation to local currency systems – epistemological approach - <b>Dr hab., prof. UR (associate professor) Nina Stępnicka, PhD, Alena Novák Sedláčková, prof. Ing. Andrej Novak, PhD.</b></li> <li>9. Sustainable transport models in Poland and Slovakia - <b>Dr Paulina Wiączek, Doc. Ing. Martin Bugaj, PhD, doc. Alena Novák Sedláčková</b></li> </ol>			



**10<sup>th</sup> CEO Congress English Room**  
**8 Dec 2024, Sunday**

<b>Meeting Room 1</b>	<a href="https://us02web.zoom.us/j/81740119790">https://us02web.zoom.us/j/81740119790</a>		
<b><u>8 Dec 2024</u></b> <b><u>Closing Session</u></b>	<b>19.00-</b> <b>19.30</b>	<b>Moderator</b>	<b>Prof.Dr. Wiwiek Mardawiyah DARYANTO</b> <b>Prof. Lamia Hammad Jordan</b> <b>Prof. Dr. Şevki ÖZGENER</b>
<b>Closing Session</b> All congress participants are required to attend this session. The best paper award will be given.			