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S. No	Volume-8 Issue-2S2, January 2019, ISSN: 2249-8958 (Online) Published By: Blue Eyes Intelligence Engineering & Sciences Publication				
1.	Authors:	Uma Meena, Anand Sharma	1-6		
	Paper Title:	An Efficient Hop-by-Hop Message Authentication Scheme and Secure Location Privacy in Wireless Sensor Networks [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10010182S219.pdf]			
2.	Authors:	Ajay Singh Yadav, Kapil Kumar Bansal, Jitendra Kumar, Sachin Kumar	7-13		
	Paper Title:	<u>Supply Chain Inventory Model for Deteriorating item with Warehouse & Distribution Centres Under</u> Inflation [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10020182S219.pdf]			
3.	Authors:	Ajay Singh Yadav, Jitendra Kumar, Medhavi Malik, Tripti Pandey	14-19		
	Paper Title:	Supply Chain of Chemical Industry for Warehouse with Distribution Centres using Artificial bee Colony Algorithm [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10030182S219.pdf]			
4.	Authors:	HemanthBabu N, Sujata Shivashimpiger, N. Samanvita, V M Parthasarathy	20-25		
	Paper Title:	Performance Ratio and Loss Analysis for 20MW Grid Connected Solar PV System - Case Study [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10040182S219.pdf]			
5.	Authors:	Ompal Singh, Kapil Kumar Bansal, Satish Kumar	26-28		
	Paper Title:	Algorithm of Model on Zoning Process [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10050182S219.pdf]			
6.	Authors:	Himanshu Sirohia, Koushik Chakraborty, Neha Mathur	29-31		
	Paper Title:	Enhancement of Op-Amp Characteristics by improving Common mode Rejection Ratio [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10060182S219.pdf]			
7.	Authors:	Surender Kaur	32-34		
	Paper Title:	Biodiversity of River Ganga at Sapt Rishi Ashram, Hardwar, Uttaranchal [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10070182S219.pdf]			
8.	Authors:	R. Devakunchari, Rishabh Agarwal, Eshita Agarwal	35-39		
	Paper Title:	A Survey of Chatbot Design Techniques [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10080182S219.pdf]			
9.	Authors:	Ajit Solanki, Mehul P. Barot	40-42		

		Volume-8 Issue-2s2 International Journal of Engineering and Advanced Technology(TM)	
	Paper Title:	<u>Study of Heart Disease Diagnosis by Comparing Various Classification Algorithms</u> [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10090182S219.pdf]	
10.	Authors:	Renu, Sanjeev Sharma	43-46
	Paper Title:	An Energy efficient Integrated Framework for Secure Routing and key Management in Mobile Ad-hoc Networks [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10100182S219.pdf]	
11.	Authors:	Medhavi Malik, Bersha Kumari, Madhuri Sharma	47-51
	Paper Title:	Steps: To Make NLP More Enhance by New Techniques [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10110182S219.pdf]	
12.	Authors:	R.Manjula Sri, J.Jyothirmai, D.Swetha	52-55
	Paper Title:	Analysis of Retinal Blood Vessel Segmentation in Different types of Diabetic Retinopathy [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10120182S219.pdf]	
13.	Authors:	K. Rajasekhar, B. Jayachandraiah, S. Nishanthi	56-59
	Paper Title:	Experimental Evaluation of Injection Pressure and Injection Timing on Diesel Engine [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10130182S219.pdf]	
14.	Authors:	Gunduru Swathi Lakshmi, Neelima K, C. Subhas	60-66
	Paper Title:	Error Detection and Correction Methods for Memories used in System-on-Chip Designs [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10140182S219.pdf]	
15.	Authors:	Sama Sanghamitra and Sandip S. Deshmukh	67-71
	Paper Title:	Prominence of Bio-Fuels as an Alternate Fuel in CI Engines [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10150182S219.pdf]	
16.	Authors:	CH. Bala Rama Krishna, P. Jagadeesh	72-75
	Paper Title:	Durability studies on SCC Replacing Sand Partially with HIPS Granules [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10160182S219.pdf]	
17.	Authors:	S. Siva Sankar M. Vijay Kumar Reddy	76-83
	Paper Title:	Experimental Investigation and Optimization of EDM Process parameters on Al6061 by using TOPSIS and comparison with Genetic Algorithm [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10170182S219.pdf]	
18.	Authors:	P.Ukesh Praveen, K.V.L Swarupa	84-86
	Paper Title:	An Experimental Investigation for the Permeableness of Chloride in SelfCompacting Geopolymer <u>Concrete by using Rapid Chloride Permeability Test Apparatus [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10180182S219.pdf]</u>	
19.	Authors:	A. Vinodh Kumar, G.Madhusudhan, P.Vijay Kumar	87-89
	Paper Title:	An Experimental Investigation on Strength Properties of Concrete by Partial Replacement of Cement with Fly Ash and Fine Aggregate with Stone Dust [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10190182S219.pdf]	
20.	Authors:	KG Rahul Varma, P. Jagadeesh	90-94
	Paper Title:	Mechanical Properties of Sustainable Concrete Incorporating Manufactured sand and rice husk ash [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10200182S219.pdf]	
21.	Authors:	Pratyusha.T, B.M.G. Prasad	95-97
	Paper Title:	<u>A Review on Data Security Issues and Mechanisms in Cloud Computing [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10210182S219.pdf]</u>	
22.	Authors:	K.Rajesh Kumar, D.Sreenivasulu Reddy	98-103
	Paper Title:	Modeling of a Radio Controlled Plane with Analysis of Lift Generation Using Ansys Fluent [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10220182S219.pdf]	
23.	Authors:	B.M.G.Prasad, P.V.S. Sreenivas, C.Veena	104-11
	Paper Title:	Software Project Effort Duration and Cost Estimation using Regression Testing and Adaptive Firefly Algorithm (AFA) [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10230182S219.pdf]	
24.	Authors:	Rahul Ranjan, Humsheer Sandhu , A.Suvarnamma	112-11:
	Paper Title:	Design and Development of Wall Climbing Swarm Robot [https://www.ijeat.org/wp-	

25.	Authors:	Volume-8 Issue-2s2 International Journal of Engineering and Advanced Technology(TM) Yuvaraj.S, C.J. Thomas Renald, Artūras Jukna, J. David Rathnaraj, M. Nallamani, P. Kaviyarasan	116-119
	Paper Title:	Design and Numerical Analysis of Five Blade Propeller for a Drone [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10250182S219.pdf]	
26.	Authors:	P.Bruntha, A.Yasmeen, B.Indirapriyadharshini, N.Giri	120-123
	Paper Title:	Millennials Attitude on Effectiveness of Online Advertisement [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10260182S219.pdf]	
27.	Authors:	R. Devakunchari, Bhowmick S, Bhutada S P, Shishodia Y	124-127
	Paper Title:	<u>Analysis Of Crimes Against Women In India Using Regression [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10270182S219.pdf]</u>	
28.	Authors:	Chandan Kumar Shiva, B. Vedik, Ritesh Kumar	128-132
	Paper Title:	Integration of Distributed Power Sources to Hydro-Hydro Power System Subjected to Load Frequency	
		Stabilization [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10280182S219.pdf]	
29.	Authors:	S. Nithya Lavanya, T. Bramhananda Reddy, M. Vijay kumar	133-139
	Paper Title:	Performance of Random PWM Techniques for Induction Motor Drive [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10290182S219.pdf]	
30.	Authors:	Ch. Venu kishore, K. Krishna Veni, J Pardha saradhi	140-142
	Paper Title:	Experimental Investigation on Wave Run-up and Wave Attenuation Using Artificial Emergent	
		Vegetation [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10300182S219.pdf]	
31.	Authors:	K.Chandra mouli, N.Pannirselvam, V. Anitha, D.V.V.Nagasai pardhu	143-145
	Paper Title:	A Study on E-Highway - Future of Road Transportation [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10310182S219.pdf]	
32.	Authors:	Gayatri Khanvilkar, Deepali Vora	146-152
	Paper Title:	Product Recommendation using Sentiment Analysis of Reviews: A Random Forest Approach [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10320182S219.pdf]	
33.	Authors:	Shabana, R.V.Nikhil Santosh	153-156
	Paper Title:	Studying the Mechanical Properties of Aluminum 6063 Reinforced with Silicon Carbide and Mica	
	Faper Thie.	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10330182S219.pdf]	
34.	Authors:	Nekkanti Haripavan, Nandyala Sivakishan	157-160
	Paper Title:	Identification of Development Dynamics in the Krishna Eastern Delta and its Future Impacts on Water	
	ruper mier	Availability and Quality with Focus on Soil Productivity and its Degradation [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10340182S219.pdf]	
35.	Authors:	Y. Pratapa Reddy, B. Aditya Mani Sai Pavan, K Satyanarayana, T. Veeraiah	161-165
	Paper Title:	Buckling Analysis of Composite Cylindrical [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10350182S219.pdf]	
36.	Authors:	Pardha Saradhi Byra, K. Gowri Raghavendra Narayan, Seshu Chakravarthy Thota	166-171
	Paper Title:	Analsys on Characteristics and Efficiency in Opensource Programming Languages of Undergraduates	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10360182S219.pdf]	
37.	Authors:	Shubham Sanjay Mor, Shivam Solanki, Saransh Gupta, Sayam Dhingra, Monika Jain, Rahul Saxena	172-178
	Paper Title:	Handwritten Text Recognition: With Deep Learning and Android [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10370182S219.pdf]	
38.	Authors:	Y.Rama Mohan, V. Ananthalakshmi, G.Sateesh, Abid Nayeemudddin	179-182
	Paper Title:	Speed Control of Induction Motor Using Lab View Simulation [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10380182S219.pdf]	
39.	Authors:	G Vijaya Kumar, B Rajesh, C V Chakradhar, S Shabana Shaik	183-187
	Paper Title:	Cloud Storage Auditing Protocol for Security Key Updates [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10390182S219.pdf]	
40.	Authors:	P S.Md.Mujeeb, R.Praveen Sam, K.Madhavi	188-191
	Paper Title:	An Inception Towards Better Big Data Clustering Technique [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10400182S219.pdf]	
			100 100
41.	Authors:	P.Kishore, S.Rajendra Prasad, Y.Chalapathi Rao	192-196

	I	Volume-8 Issue-2s2 International Journal of Engineering and Advanced Technology(TM) <u>Technique [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10410182S219.pdf]</u>				
42.	Authors:	B.V. Arun Kumar, G V Marutheswar	197-201			
	Paper Title:	Analysis for Four Quadrant Operation and Digital Speed Control of Electronically Commutated Motor				
	Paper Thie:	drive Using Fuzzy logic Controller [https://www.ijeat.org/wp-				
		content/uploads/papers/v8i2s2/B10420182S219.pdf]				
43.	Authors:	Sathyanarayanan Kuzhikkatt	202-204			
	Paper Title:	Dust-Reddening Studies Near the Taurus Molecular Cloud [https://www.ijeat.org/wp-				
	-	content/uploads/papers/v8i2s2/B10430182S219.pdf]				
44.	Authors:	P. Ravinder Rao, K. Pavan Kumar	205-207			
	Paper Title:	A Keyword Search Scheme Based on Bloom Filters [https://www.ijeat.org/wp-				
		content/uploads/papers/v8i2s2/B10440182S219.pdf]				
45.	Authors:	Jayendrakumar, A.Poornima	208-21			
	Paper Title:	Bi-Orthogonal Wavelet Transform Based On Single Image Visibility Restoration on Hazy Scenes				
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10450182S219.pdf]				
46.	Authors:	O. Anusha, CH. Rajendra prasad	214-218			
	Paper Title:	Experimental Investigation on Road Safety System at Crossings [https://www.ijeat.org/wp-				
		content/uploads/papers/v8i2s2/B10460182S219.pdf]				
47.	Authors:	B.V. Ramana, M. Satyanarayana, P. Mallikarjuna Rao	219-22			
	Paper Title:	Design of Logarithmic periodical Di-electric Resonator Array for Wide Band Implementations				
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10470182S219.pdf]				
48.	Authors:	T. Santosh Kumar, Suman Lata Tripathi	227-229			
	Paper Title:	Implementation of CMOS SRAM Cells in 7, 8, 10 and 12-Transistor Topologies and their Performance				
1.0		Comparison [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10480182S219.pdf]	230-23			
49.	Authors:	Ravi Kumar M G, Mrinal Sarvagya 2.				
	Paper Title:	OFDM Receiver Design using Adaptive Modulation and Channel Estimation based on Kalman filter				
		Variations for Underwater Acoustic Communication [https://www.ijeat.org/wp-				
50.	Authors:	<u>content/uploads/papers/v8i2s2/B10490182S219.pdf]</u> John Bruce. E, T. Sasi Prabha	237-24			
50.	Authors.	John Bruce. E, 1. Sasi Flabila	237-24			
	Paper Title:	Lrpt- Linear Regression Based Prioritization Techniques for Early Fault Detection				
51	Authons	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10500182S219.pdf]	242-24			
51.	Authors:	Wellanie M. Molino, Joel B. Mangaba	242-24			
	Paper Title:	Mobile Contactless Solution Using Near Field Communication (NFC)-Based Transport Payment				
		Platform with Points Segmentation: An Improvement of Haversine Implementation				
52.	Authors:	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10510182S219.pdf] P.Harish, S.Baskar	249-254			
			219 20			
	Paper Title:	<u>A Survey on Detection, Recognition, Segmentation and Classification of Brain Tumor</u> [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10520182S219.pdf]				
53.	Authors:	Murugapandiyan P, Rajya Lakshmi V, Ramkumar N, Vijay kumar Raju V	255-25			
	Paper Title:	DC Characteristics of AlN Spacer Based AlXGa(1-X)N/GaN HEMT for High Power Applications [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10530182S219.pdf]				
54.	Authors:	R.Jeena, P.Sarasu	258-26			
	Paper Title:	<u>POPD Disease Diagnosing and Predictions Using Data Mining Algorithms [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10540182S219.pdf]</u>				
55.	Authors:	Kailas Tambe, G. Krishna Mohan	263-26			
	Paper Title:	<u>An Efficient Localization Scheme for Mobile WSN [https://www.ijeat.org/wp-</u>				
56.	Authors:	<u>content/uploads/papers/v8i2s2/B10550182S219.pdf]</u> Dinesh Babu K, Mercy Shanthi R, Suji D	267-27			
			201-21			
	Paper Title:	<u>A Study on effect of Fiber Pattern in Strength of Light Transmitting Concrete [https://www.ijeat.org/wp-</u>				
		content/uploads/papers/v8i2s2/B10560182S219.pdf]				
57.	Authors:	Rajeanderan Revichandran, A K M Mohiuddin, Mohammad Faisal Uddin	271-278			

	Paper Title:	Volume-8 Issue-2s2 International Journal of Engineering and Advanced Technology(TM) Experimental Investigation of Straight Shape Thermosyphon Filled with R410A Refrigerant	
	1	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10570182S219.pdf]	
58.	Authors:	Fharukh Ahmed G M, Sher Afghan Khan	279-283
50.	Autions.		279-205
	Paper Title:	Base Control Using Micro Jets for Area Ratio of 5.06 [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10580182S218.pdf]	
59.	Authors:	Nagma Parveen, Khaizuran Abdullah, Rafiqul Islam and Rounakul Islam Boby	284-287
	Paper Title:	Diversity Technique Using Discrete Wavelet Transform In OFDM System [https://www.ijeat.org/wp-	
	1 up 01 11000	content/uploads/papers/v8i2s2/B10590182S219.pdf]	
60.	Authors:	Mohammadsalman Warimani, Muhammad Hanafi Azami, S. A. Khan	288-290
	Paper Title:	Challenges and Solutions for Using Liquid Fuels in Aviation Industry [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10600182S219.pdf]	
61.	Authors:	Mahammadsalman Warimani, Muhammad Hanafi Azami, S. A. Khan, Ahmad Faris Ismail	291-296
	D T'4		
	Paper Title:	Study of Feasibility of Pulse Detonation Engine Powered By Alternative Fuels	
()	A	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10610182S219.pdf]	207.200
62.	Authors:	Armands Grickus	297-299
	Paper Title:	Insulation material "Fibrol" [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10620182S219.pdf]	
63.	Authors:	S.B. Sidelnikov, V.N. Timofeev, Yu.V. Gorokhov, D.S. Voroshilov, R.I. Galiev, M.M. Motkov, V.A.	300-304
		Kuzemchenko, P.N. Nikiforov	
	Paper Title:	Comparative Analysis Of Properties Of Wires From Alloys Of Al-Rem System, Obtained Using The	
		Methods Of Continuous Extrusion [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10630182S219.pdf]	
64.	Authors:	Galiya Berdykulova, Aigul Niyazgulova, Nietzhan Ibragimov	305-31
	D (7) (1		
	Paper Title:	Social Media in Education: Experience of Kazakhstani University [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10640182S219.pdf]	
65.	Authors:	Shah Md Tanvir Siddiquee, Keshav Kumar, Bishwajeet Pandey, Abhishek Kumar	312-314
	Paper Title:	Energy Efficient Instruction Register for Green Communication [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10650182S219.pdf]	
66.	Authors:	S Seong-Chae Lim, Hyuck Han, Chang-Sup Park	315-31
	D	A Lessie Colore for Datains II. 14. We black in Electrony fiether (here in the	
	Paper Title:	<u>A Logging Scheme for Reducing Update Workloads in Flash Storage [https://www.ijeat.org/wp-</u>	
(7	A (1	<u>content/uploads/papers/v8i2s2/B10660182S219.pdf]</u>	220.22
67.	Authors:	Zigurds Markovics, Juris Lauznis, Matiss Erins, Olesja Minejeva, Raivis Kivlenieks	320-324
	Paper Title:	Testing and Analysis of the HRV Signals from Wearable Smart HRV Sensors [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10670182S219.pdf]	
68.	Authors:	Prince Arulraj, Felix K Regi, Philo Mariya, Merin k Varghese, Abel Antony johns	325-32
	D	Annia dia angle Tanali. Mada la Ganada Dariana G. Canada Mina Ratherathana ing tamping	
	Paper Title:	Appication of Taughi Method for the Design of Concrete Mixes [https://www.ijeat.org/wp-	
60	A	<u>content/uploads/papers/v8i2s2/B10680182S219.pdf]</u>	329-33
69.	Authors:	A.Janani, G.Prince arulraj	329-33
	Paper Title:	Synthesis of Copper Particles from Printed Circuit Boards Using Organic Acids	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10690182S219.pdf]	
70.	Authors:	V. Johnpaul, N. Balasundaram, M. Natarajan	332-33
	Domon Titlor	Environmental Impact of Dynamics Colfs on Londs in Coimbators [https://www.ijost.org/up	
	Paper Title:	Environmental Impact of Dumping Ggbfs on Lands in Coimbatore [https://www.ijeat.org/wp-	
71	A	content/uploads/papers/v8i2s2/B10700182S219.pdf]	225.22
71.	Authors:	Inumula Veeraraghava Rao, V. Malleswara Rao	335-33′
	Paper Title:	Energy & Spectral Efficiency Algorithms for a Transmit Antenna in Massive MIMO Technology - A	
		Review [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10710182S219.pdf]	
72.	Authors:	Krishna Reddy Maddikera, Sarat K Kotamraju, K. Ch. Sri Kavya,S. S. S Kalyan, Bala Gangadhar	338-342
		TilakGande	
	Paper Title:	Estimation of Melting Layerand Propagation Impairments Using Micro Rain Radar Dataat Coastal	
	<u>r</u> 1100.	Locationof Andhra Pradesh [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10720182S219.pdf]	

	Paper Title:	Mapreduce To Efficiently Extract Associations Between Biomedical Concepts From Large Text Data	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10730182S219.pdf]	
74.	Authors:	Minnu K Benny, J. Brema	348-350
	Paper Title:	Development of Intensity Duration Frequency (IDF) Curves for Upper and Lower Kuttanad, Kerala	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10740182S219.pdf]	
75.	Authors:	Prince Arulraj G, Illamathi, Jayashree	351-355
	Paper Title:	An Experimental Investigation on Piers Made with Waste Plastic Bottles [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10750182S219.pdf]	
76.	Authors:	Lingala Rishipal Redd, Arumairaj. P. D, Nancy Debora S	356-359
	Paper Title:	A Study on Erosion of Soil in Slopes Using Laboratory Slope Model [https://www.ijeat.org/wp-	
		content/uploads/papers/v8i2s2/B10760182S219.pdf]	

77.	Authors:	Venisha .A, M.Murali	361-365
	Paper Title:	Discovering The Trustworthy Cloud Service Provider In Collaborative Cloud Environment	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10770182S219.pdf]	
78.	Authors:	Yousef Abubaker Mohamed Ahmed EL-Ebiary, Syarilla Iryani A Saany, M. Nordin A. Rahman, Engku	366-370
		Ahmad Zaki Engku Alwi, Mumtazimah Mohamad, M Mirza T Ahmad	
	Paper Title:	Using Smartphone Application to Notify Muslim Travelers the Jama' Qasar Pray, Azan Times and Other	
		Facilities [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10780182S219.pdf]	
79.	Authors:	P.Vasudha Rani, K.Sandhya Rani	371-381
	Paper Title:	Prediction of Active Users and Location Surveillance to Study Diabetes Disease Dynamics	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10790182S219.pdf]	
80.	Authors:	Anuradha Chokka, K Sandhya Rani	381-386
	Paper Title:	Improved Classification of Somatic Mutations Using AdaBoost With Feture Se-lection	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10800182S219.pdf]	
81.	Authors:	Rajasekar, M.Thiagarajan	387-390
	Paper Title:	Study on the Pre Shipment and Post Shipment Process with Reference to the Triway Forwarders Pvt Ltd	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10810182S219.pdf]	
82.	Authors:	Fabian Andrew James, R.Vettriselvan, R.Srinivasan, S.Poongavanam , J.Rengamani	391-395
	Paper Title:	Problems of Women Domestic Workers in Tamil Nadu [https://www.ijeat.org/wp-	
	1	content/uploads/papers/v8i2s2/B10820182S219.pdf]	
83.	Authors:	S. Hemalatha	396-403
	Paper Title:	Technology Acceptance Determinants and Individual Equity Investment Decision – A SEM Analysis	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10830182S219.pdf]	
84.	Authors:	R.Vettriselvan, J.Rengamani, Fabian Andrew James, R.Srinivasan, S.Poongavanam	404-409
	Paper Title:	Issues and Challenges of Women Employees in Indian Technical Industries [https://www.ijeat.org/wp-	
	-	content/uploads/papers/v8i2s2/B10840182S219.pdf]	
85.	Authors:	S.Ebenezera, E.Arunrajb, G.Hemalatha	410-413
	Paper Title:	Analytical Behaviour on External Beam Column Joint Using Steel Mesh [https://www.ijeat.org/wp-	
	p	content/uploads/papers/v8i2s2/B10850182S219.pdf]	
86.	Authors:	Rajendra Prasad R, S.Poongavanam , R.Srinivasan	414-417
	Paper Title:	Supply Chain and Shipping Management: A Key Factor for Logistic Innovation	
		[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10860182S219.pdf]	
87.	Authors:	J.Rengamani, Fabian Andrew James, R.Srinivasan, S.Poongavanam, R.Vettriselvan	418-422
	Paper Title:	Impact on the usage of Electronic Data Interchange (EDI) on the International Shipping Business in	
	ruper rute.	<u>Chennai [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10870182S219.pdf]</u>	
88.	Authors:	S.Poongavanam, R.Vettriselvan, J.Rengamani, Fabian Andrew James, R.Srinivasan	423-427
	Paper Title:	Impact of Mission and Vision Statement on Technical Industries Production Units	
	1 upor 11110.	[https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10880182S219.pdf]	
89.	Authors:	G Dhamodaran, K.R.Divakar Roy	428-432
57.			120-432
	Paper Title:	Evaluation of Percentage of Value of Work Done for Construction Projects in India using Earned Value	

1		Analysis [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10890182S219.pdf]	
90.	Authors:	G Dhamodaran, K.R.Divakar Roy	433-437
	Paper Title:	Estimation of Cash Flow from Value of Work Done for Construction Projects in India [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10900182S219.pdf]	
91.	Authors:	G Dhamodaran, K.R.Divakar Roy	438-441
	Paper Title:	Effective Daily Progress Report to drive the Construction Project [https://www.ijeat.org/wp- content/uploads/papers/v8i2s2/B10910182S219.pdf]	
92.	Authors:	Tarannum U. Pathan, Saurabh Chakole	442-446
	Paper Title:	<u>Sensor Based Smart Farming and Plant Diseases Monitoring [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10920182S219.pdf]</u>	
93.	Authors:	K. Raghava Krishna, B. Amutha	447-452
	Paper Title:	<u>A Survey on PaaS Container Platform for Application Deployment [https://www.ijeat.org/wp-content/uploads/papers/v8i2s2/B10930182S219.pdf]</u>	

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Editorial Board

•	Home
•	Aims and Scope
•	Indexing
•	Call for Papers (Regular Issue)
٠	Instructions for Authors
٠	Editorial Board
•	Board of Referees (BoR)
•	Archive
•	Conferences
•	Download
•	Ethics & Policies
•	Publication Ethics and Publication Malpractice Statement
•	Article Withdrawal Policy
•	Plagiarism Policy
•	Peer Review Policy
•	Copyright, Grants and Ownership Declaration
•	Open Access Overview
•	Open Access License
•	Get Membership
•	FAQ
•	Feedback

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1 2012

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1 2011

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The Contribution Of Competence, Motivation, And Creativity Towards Teacher's Performance Through Work Satisfaction

Sri Langgeng Ratnasari, Gandhi Sutjahjo, Adam

ABSTRACT--- This research aimed at finding the contribution of competence, motivation, and creativity toward teacher's performance through work satisfaction on teachers at model schools in Batam. 117 teachers from three model schools were set as the targeted respondents. A questioner was given to the teachers to gain data on teacher's competence, motivation, creativity, work satisfaction, and performance. The questioners were analyzed using SPSS for Windows version 22.0, for its reliability and validity, and System Equation Modeling (SEM) version 22.0 for normality, regression co-efficient, and determination. The data result showed that: (1)there are three variables which significantly have positive influence; competence toward work satisfaction, motivation toward work satisfaction, and motivation toward teacher's performance;(2)one variable significantly have negative influence, that is creativity toward work satisfaction; (3) one variable has not-significant negative influence: creativity toward teacher performance;(4) two variables have not significant positive influence: competence toward teacher's performance and creativity toward teacher's performance. The contribution of competence, motivation and creativity toward work satisfaction is 76.1%, and the contribution of competence, motivation, and creativity toward teacher's performance is 29.1%. In the three model schools in Batam, competence and motivation have positive contribution toward work satisfaction; motivation has positive contribution toward teacher's performance; creativity does not contribute toward work satisfaction; competence and creativity contribute to teacher's performance although is not significant.

Index Terms: Teacher's Performance, Work Satisfaction, Creativity, Competence

I. INTRODUCTION

Every organization needs employees who have superior performance. Performance is the result of work shown both quantitatively and qualitatively. Quantitative performance is the result obtained as measured by numbers such as the amount of work of employees in the unit every day, the amount of weight of goods that can be lifted by employees and so while the work can be qualitatively shown with quality like good or bad work produced by employees, Fajrin, Saragih, and Indratjahjo (2018). Many factors that impact of teacher performance are competence, motivation, Creativity, and Work Satisfaction.

The rapid development of science and technology at this time, has brought far-reaching implications for all aspects of human life, including the life of the organization, both

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moving business sector and the public service sector. The existence of an organization in the age of globalization, should be regarded as living beings who want to grow and develop in accordance with the demands of a changing environment. To develop an organization that has the competitive advantage of value-based, then the management needs to pay attention to its organizational culture, because the organizational culture is a set of values, beliefs, and attitudes among members of the organization imposed.

Organizational culture is values that hold true of human resources in carrying out the obligations and behavior in the organization, Hakim (2015).

1.1. Competence

According to (Rohimah, 2013) Competence based on the abilities needed in the workplace that describes the expertise and expertise needed by each individual that enables them to carry out their duties and responsibilities effectively and improve professional quality standards at work.

Efendi (2013) competence represents basic human characteristics derived from real and influential experiences, can be used to estimate the level of performance in the workplace or remedial solutions according to specific needs.

Teacher competence is defined according the Ministry Regulation above Chapter II Article 3 Clause (1) which is stated that: "Competences meant in Article 2 is a set of knowledge, skill, and behavior that has to be possessed, internalized, mastered, and actualized by teachers in implementing professional tasks". As for the competence that teachers have to possess according to the same act in Chapter II Article 3 clause (2) it is stated that teacher competences meant in clause (1) consists of pedagogic ability, personality ability, social ability, and professional competence that are obtained through profession education.

Teacher Competence Dimensions As explained in the paragraph before that teacher competence consists of pedagogic competence, personality competence, social and professional competence. competence, Teacher competence dimensions according to Government Regulation of the Republic of Indonesia Number 74 Year 2008 About Teachers Chapter I Article 1, consists of: 1. Pedagogic Competence Dimension 2. Personality Competence Social Competence 4. Professional 3. Competence.

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1.2. Motivation

Ivansevich, Konopaske and Matteson (2015) states that there is no person that doubts the primary role of motivation in shaping behavior, and specifically in influencing job performance in organizations. Furthermore Ivansevich, Konopaske, and Matteson (2015) one of the important approaches in motivation is the theory that is stated by Mclelland.

Bangun (2012) defines motivation as the following: "Motivation comes from the word motive, which means push. Therefore motivation means a condition that pushes or becomes a cause a person does an act/activity that happens consciously".

1.3. Creativity

Theresia (2015) explains the meaning of creativity is the ability to create and produce something new. This ability is an imaginative ability whose results are the making of combinations of information obtained from previous experiences into useful new things.

Creativity is the ability to produce something that is not made by someone else, something new and possessing usefulness. Creativity can make abstract things come true, something potential becomes actual. Thus, it can be concluded that creativity is a person's ability to create something new, both in the form of ideas and real works.

1.4. Work Satisfaction

Wibisono (2011) states that work satisfaction becomes one of the important factors and is directly proportional with their contribution to the corporation. That will increase the efficiency and effectiveness of the corporation that implicates to the corporation's performance increase.

Work satisfaction is a frequently studied variable in organizational behavior research, and also a central variable in both research and theory of organizational phenomena. What is agreed is that, stemming from cognitive processes, work satisfaction is a generalized affective work orientation towards one's present work and employer, Martin and Gert (2017). Luthans (2016) provides a definition of work satisfaction as a result of employee perceptions of how well their work provides things that are considered important. Work satisfaction is an affective or emotional response to various aspects of one's work (Bentley et al., 2013).

Work satisfaction by (Stello, 2014) is a pleasant or unpleasant emotional state in which employees view their work. Work satisfaction reflects a person's feelings toward his work the employees perceive their work. While (Singh, 2013) states that work satisfaction is an effectiveness or emotional response to various aspects of work. Luthans also assumes that work satisfaction is an important factor to be considered in understanding organizational behavior.

Sopiah (2013) explained some notions of work satisfaction, namely work satisfaction is a person's emotional response to work situations and conditions. Emotional responses can be feelings of satisfaction or dissatisfaction. If emotionally satisfied means job satisfaction is achieved and vice versa if it does not mean that employees are not satisfied.

Sutrisno (2013) states that job satisfaction is the attitude of employees towards work related to work situations, cooperation between employees, rewards received in work,

and things related to physical and psychological factors. This attitude towards work is the result of a number of specific individual attitudes and individual social relations outside the work so as to give rise to an individual's general attitude towards the work he is facing.

Perwita (2013) states that work satisfaction is the difference between the expectations imagined by someone from the contribution of the work that has been done and the reality they expect. From some of the opinions above can be concluded that job satisfaction is a person's response to what they expect when working with what they get after they do the job.

1.5. Teacher Performance

Performance is defined as a reference level of success in achieving job requirements. Job requirements serve as guidelines and reference of employees in performing their duties and responsibilities. Working requirements that are met optimally are an indication of the achievement of success rate in work. With this achieving job requirements is a critical factor in the success of employee performance (Sutanto and Kurniawan, 2016).

Performance is the level of success in carrying out the task and ability to achieve goals that have been detected knowledge. Performance can be interpreted as a work that can be achieved by a person or group of people within an organization, in accordance with the authority and responsibility of each, in order to achieve the objectives of the organization concerned legally, not violating the law, and in accordance with the moral and ethical, Barasan, Gunawan, and Sumali (2018).

In an operational level, teachers are a determinant of education success through their performance in the institutional, instructional, and experiential levels Teachers are human resources that are able to leverage other factors so excellent learning is created and become a primary factor that determines education. According to Supardi (2013) teacher performance in learning becomes the most important part in supporting the creation of the education process effectively especially in developing a disciplinary attitude and quality as a result of the learning of students. Teacher performance is the ability of a teacher in implementing the learning task and responsible for students under their guidance by increasing the learning achievements of the students. Because of that, teacher performance is able to be defined as a condition that shows the ability of a teacher in implementing their tasks and illustrates the presence of an act that teachers show in or as long as implementing the learning activity.

II. METHODOLOGY/MATERIALS

2.1. Population

The population in this study were teachers of Civil Servants in the Model School in Batam City, namely teachers in Batam City 1 High School, teachers in Batam City 3 High Schools, and teachers in 16 Public High Schools in Batam City, with a large population of 117 people. teacher.



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2.2. Samples

This research uses census or total sampling method. In this study, the sample size is adjusted to the analysis model used, namely the Structural Equation Model (SEM). Ferdinand (2014) argues that in relation to this, the sample size for SEM

using the estimated maximum likelihood estimation (MLE) model is 100-200 samples. Population details for the sample were 45 public high school 1 Batam PNS teachers, 49 Batam high school PNS 3 teachers, and 23 16 high school public high school PNS teachers'

2.3. Data Collection Techniques

To obtain the data and information needed, data collection techniques are used questionnaires or questionnaire is to make a list of questions in the form of a questionnaire addressed to the teacher of Model School in Batam City in the form of a check list, where each question or statement mumpunyai 5 options based on the Likert scale.

2.4. Validity Test

Validity is the degree of reliability and validity of the measuring instruments used. Said to be valid when the instrument measuring instrument used to obtain the data is valid or can be used to measure what should be measured (Sugiyono, 2014). Thus, a valid instrument is an instrument that is really appropriate for measuring what is to be measured.

2.5. Reliability Test

Reliability test is useful for determining whether an instrument is in this questionnaire can be used more than once, at least not by the same respondent will produce consistent data. In other words, the reliability of the instrument to characterize the level of consistency. Reliability testing is done by calculating the coefficient of reliability by using Cronbach's Alpha formulations.

2.6. Data Analysis Techniques

2.7. Structural Equation Modeling

Data Analysis Techniques use the structural Equation Modeling.

III. RESULT AND FINDING

The effect of the Competent latent variable (Komp) on the latent variable Job satisfaction (Kep) has a standardized estimate (regression weight) of 0.767 with Cr (Critical ratio = identical to the t-count value) of 3.328 on probability = ***. The values of CR 3.328> 2.00 and Probability = (***) <0.05 indicate that the effect of the latent variable Competence on the latent variable Job satisfaction is significantly positive.

Effect of latent variables Motivation (Mot) on latent variables Job satisfaction has a standardized estimate (regression weight) of 0.341 with Cr (Critical ratio = identical to t-count value) of 2.307 on probability = 0.021. The value of CR 2.307 > 2,000 and Probability = 0.021<0.05 indicates that the effect of latent variables Motivation on latent variables Job satisfaction is significantly positive.

Effect of latent variables Creativity on latent variables Job satisfaction has a standardized estimate (regression weight)

of -0.358 with Cr (Critical ratio = identical to t-count value) of -2,382 on probability = 0.017. The value of CR = -2.382<2,000 and Probability = 0.017 <0.05 indicates that the effect of latent variables Creativity on latent variables Job satisfaction is a significant negative.

The Effect of Competence on Job Satisfaction is positive and significant, the effect of Motivation on Job Satisfaction is positively significant and the influence of Creativity on Job Satisfaction is significantly negative, then the simultaneous influence of Competence, Motivation, Creativity on Job Satisfaction is positively significant.

The three tables above show the effect of latent variables Competence on latent variables Teacher performance has a standardized estimate (regression weight) of 0.054 with Cr (Critical ratio = identical to t-calculated value) of 0.528 on probability = 0.957. The value of CR 0.528 <2,000 and Probability = 0.957 > 0.05 indicates that the effect of latent variables Competence on latent variables Teacher performance is positively insignificant.

Contributions of latent variables Motivation towards latent variables Teacher performance has a standardized estimate (regression weight) of 0.413, with Cr (Critical ratio = identical to t-calculated value) of 2.129 on probability = 0.033. CR value 2.129> 2,000 and Probability = 0.033 < 0.05 indicates that the effect of latent variables Motivation on latent variables Teacher performance is significantly positive.

Contribution of latent variables Creativity (Creat) to latent variables Teacher performance has a standardized estimate (regression weight) of -0.081, with Cr (Critical ratio = identical to t-count value) of - 0.381 on probability = 0.703. The CR value of -0.381 <2,000 and Probability of 0.703> 0.05 indicates that the influence of latent variables Creativity on latent variables Teacher performance is negatively insignificant.

Due to the influence of latent variables Competence on latent variables Teacher performance is positive not significant, the effect of latent variables Motivation I on latent variables Teacher performance is positively significant and the effect of latent variables Creativity on latent variables Teacher performance is negative not significant it can be declared the influence of Competence, Motivation, Creativity together towards latent variables Teacher performance is positively insignificant.

Effect of latent variables Job satisfaction on latent variables Teacher performance has a standardized estimate (regression weight) of 0.143, with Cr (Critical ratio = identical to t-count value) of 0.632 on probability = 0.527. CR value 0.632 < 2,000 and Probability = 0.527 > 0.05indicates that the effect of the latent variable work satisfaction

IV. CONCLUSION

From the discussion in the previous chapter, it can be summarized several conclusions, namely:

- 1. Competence has a significant effect on job satisfaction
- 2. Motivation has a significant effect on job satisfaction.



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3. Creativity has a significant effect on job satisfaction.

4. Competence, Motivation, Creativity has a significant effect on job satisfaction.

5. Competence has no significant effect on teacher performance.

6. Motivation has a significant effect on teacher performance.

7. Creativity has no significant effect on teacher performance.

8. Effect of competence, motivation, creativity has a significant effect on teacher performance.

9. Job satisfaction has no significant effect on teacher performance.

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