

Book of Abstracts

The 6th

Padang International Conference on Education,
Economics, Business and Accounting (PICEEBA) 2020

*“Integrating Digital and Green Economy in the VUCA Era:
Opportunities and Challenges for Business and Education”*



Faculty of Economics
Universitas Negeri Padang
November 14th, 2020



WELCOME MESSAGE

Dear Honorable Scholars,

I am pleased to welcome all of you to Padang, West Sumatra province for the 6th Padang International Conference on Education, Economics, Business, and Accounting or the 6th PICEEBA. This conference is organized by Faculty of Economics Universitas Negeri Padang. This event provides an international network for the academicians and researchers to share their ideas and research findings for future partnerships.

The theme of the 6th PICEEBA is *“Integrating Digital and Green Economy in the VUCA Era: Opportunities and Challenges for Business and Education”*. We accept papers from different economics, business, and economics education fields. All presented papers in parallel section will be published in Web of Science (WoS) indexed proceeding. Best paper award will be given to three papers with strong introduction of new technique solutions to a long standing open problem as well as new and significant contributions.

I would like to express my gratitude to the Rector of Universitas Negeri Padang for his tremendous supports. Furthermore, thank you from the bottom of my heart to all contributors: speakers, presenters, participants, track chairs, reviewers, and members of the 6th PICEEBA. Without your supports and hard work, this conference would never be happened. May you have a wonderful experience in sharing your ideas and knowledge. Enjoy our conference.

Dr. Idris, M.Si.
Dean of Faculty of Economics
Universitas Negeri Padang

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CONFERENCES PROGRAM

Time (Adelaide)	Indonesia Time	Activity	Speaker	PIC/Moderator
11.30 – 12.30 pm	08.00 – 09.00 am	Joint to Webinar	Online Presence	
12.31 – 01.10 pm	09.00 – 09.40 am	Opening Ceremony		Organizing Committee
12.31 – 12.35 pm	09.01 – 09.05 am	Opening MC		Hari Setia Putra, M.Si
12.36 – 12.40 pm	09.06 – 09.10 am	Al-Quran Recitation		Hasan Basri Durin
12.41 – 12.45 pm	09.11 – 09.15 am	Conference Chair Report	Assist. Prof. Dr. Joan Marta, SE, M.Si	
12.46 – 01.00 pm	09.16 – 09.35 am	Opening Speech	Rector of UNP	
01.01 – 01.05 pm	09.36 – 09.40 am	Prayer	Assist. Prof. Gesit Thabrani, MT	
01.06 – 03.25 pm	09.41 – 12.00 am	Plenary Session		Assist. Prof. Vidyarini Dwita, Ph.D
01.06 – 01.30 pm	09.41 – 10.05 am	Speaker 1	Prof. Dr. Sahniza Md. Salleh	
01.31 – 01.55 pm	10.06 – 10.30 am	Speaker 2	Assoc. Prof. Glen Lehman	
01.56 – 02.20 pm	10.31 – 10.55 am	Speaker 3	Assoc. Prof. Kazi Sohag, Ph.D	
02.21 – 02.45 pm	10.56 – 11.20 am	Speaker 4	Assoc. Prof. Dr. Idris	
02.46 – 03.25 pm	11.20 – 12.00 pm	Q & A		Assist. Prof. Vidyarini Dwita, Ph.D
03.26– 03.40 pm	12.01 – 12.15 pm	Closing Ceremony		Hari Setia Putra, M.Si
03.41 – 04.25 pm	12.16 – 01.00 pm	Break		
04.26 – 07.25 pm	01.01 – 04.00 pm	Parallel Session		Assist. Prof. Sany Dwita,



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Padang, November 14th 2020



INVITED SPEAKER

**Emission Tax as Market Based Incentive Instrument for Pollution Control
in Indonesia**

Idris

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Previous research has found that developing countries carry out economic development to get out of underdeveloped conditions. However, when the development is undertaken without considering about the environment, will harm the natural resources, in turn will affect the quality and quantity of these natural resources to support the economy itself, then environmental degradation will be happened. To handle economic problems coupled with environmental degradation issues require new regulations. The world's attention on the interaction between economic systems and natural systems is increase. It is marked by the existence of global meetings which produce several agreements and declarations for environmental protection. In responding to these issues, the Indonesian government has set several regulations, however, based on the studies conducted, it appears that the increase in income as a result of economic development is followed by a decrease on the environmental quality index. Resources depletion and degradation of natural environment often appear misleadingly as desirable economic growth. This problem can be addresses through polluter pays principle by imposing emission taxes to provide incentives for corporations to carry out their environmental responsibility for pollution control because environmental issues have become great obstacles to sustainable development.

Keywords: Economic development, environmental degradation, environmental responsibility, emission taxes, environmental cost

Facing the New Challenges in Higher Education

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Parallel with global changes, Malaysia higher education segment has shifted and sprouted notably. As of the effort, since then, the government has taken some initiatives to stimulate the enrolment of international students in Malaysia. However, Covid 19 outbreak has disrupted not only the public health, but also has a significant impact on the education segment. With regards to the pandemic, mere rankings is insufficient to ensure the continuity of teaching and learning activities effectiveness. In other words, the pandemics requires new approaches in the way teaching and learning activities is conducted. The successful of teaching and learning activities amid Covid 19 has exerted new challenges to all parties involved.

Green Growth, Innovation, Militarization and Renewable Energy

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Within a framework that includes economic activity, real interest rate, grants and subsidies, we aim to explore the role of renewable energy, technological innovation, and particularly the environmentally damaging militarization in driving green growth which fosters sustainable economic growth by ensuring the values of natural assets, considering 25 OECD countries. Our examination affirms a positive proposition between the development of renewable energy, technological innovation and green growth in the long run by implementing the cross-sectional dependency panel autoregressive-distributed lags (CS-ARDL) framework in a dynamic heterogeneous panel setting. The findings also suggest that militarization is antagonistic to green growth. Our decomposed analysis is compatible with our premier analysis, indicating a conducive impact of both biomass and non-biomass types of renewable energy on green growth. We also document a negative association between real interest rate (RIR) and green growth, while income muddles the results. The robustness tests confirm the sensitivity of our main findings to the magnitude of the subsidies and grants provided to renewable energy. The paper concludes with several policy recommendations.

Opportunities/Challenges: The art of accountability and interpretation

Glen Lehman

University South of Australia, Australia

This presentation is based on my books. I argue that the accounting we know today is based on the dominant worldview of modernity. The pervasive tenets of modernity includes science, technology, liberal democracy, and the market economy. However, modernity largely failed to answer important questions with regards to sustainability and accountability, namely, who we are, what this world is, and the ways we engage with that world—that is accountability. Indeed, the world is in crises now. As such, we need to exercise interpretation, judgement, understanding, and commonalities to help us answer those questions. As Davidson’s and Taylor’s aptly explain that accountability and sustainability (A&S) means to engage the world. Thus, I argue that we need to face up to various world views and interactions – interpretation and understanding other peoples’ view in order to get more understanding to be able to engage the world.



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ACCOUNTING

The Utilization of ICT in the Covid19 Pandemic: Does It Optimize the Competences of Accounting Lecturers?

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The Covid19 pandemic is a condition experienced by all parts of the world. The Covid19 pandemic has drastically changed all human activities, including in the sphere of education. This study aims to analyze the utilization in optimizing the competence of accounting lecturers from the perspective of the phenomenon of ICT utilization during the Covid19 pandemic. Changes in the habits of accounting lecturers in teaching during the Covid 19 pandemic require accounting lecturers to use all ICT-based with all the obstacles and conveniences offered. This research is a qualitative research using a phenomenological approach involving accounting lecturers in East Java as informants. Data collection was carried out through observation, obtaining supporting documents, and interviews with accounting lecturers in East Java. The results of this study indicate that the meaning of ICT for accounting lecturers is something that must be mastered and used in any activity during the Covid19 pandemic. Accounting lecturers also argue that by utilizing ICT during the Covid19 pandemic, accounting lecturers, both junior and senior, can optimize all their competencies, namely pedagogical, personal, social and professional competencies. It is hoped that the results of this research can be used as a reference for accounting and other scientific lecturers so that they can continue to use ICT to optimize their competence during the Covid 19 pandemic and in the future.

Keywords: Covid 19 pandemic, Accounting Education, Phenomenology

Constructing A New Alternative Concept of Income Based on Neuro-Psychological Spiritual Methodology

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The objective of the research is to formulate a holistic concept of income constructed based on neuroscience, transpersonal psychology, and spiritual science. The data are collected from former experienced commercial bank employees with diverse grade and position background at local and international banks in Indonesia. Under a spiritualist paradigm, the data are analysed in the framework of a combination of Neuro Psycho Spiritual (NPS) science and spirituality of *Taubat*, *Zikir*, *Doa*, and *Tafakur* (TZDT). The result of the study is a formulation of Spiritual Income is earned by an individual as her/his working compensation as a result of sacrifice, submission, and belief in God's blessing such as a sense of divine presence in human's heart manifested in her/his working behavior in a pursuit of income, not only the material but also God's blessing. The main contribution of the concept is to broaden the meaning of income that may stimulates a resurrection of human consciousness to live in a holistic way and bring closer to God in everyday working life.

Keywords: income, neuroscience, transpersonal psychology, spiritual, bank

Inputs Acquisition Process in Spiritual-Based MCS (A Study in a Chinese Indonesian company in Padang, West Sumatera, Indonesia)

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This research aims to explore the inputs acquisition process in spiritual-based MCS. It was an interpretive case study in a Chinese Indonesia company in Padang which produces cassava chips and pure coconut milk. The data collection methods were interviews, observations, and documentations. We interviewed the owner, suppliers, and an employee. The result showed that there are some points in inputs acquisition process which do not implemented by the company. It suggested the owner to do strict control in every operational activities and to maintain a long term relationships with suppliers and employees.

Keywords: input acquisition, supply chain management, buyer-supplier relationship

**Analysis of the Fairness of Spending for Regional Apparatus
Organizational Activities with an Activity Based Costing Approach**

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This study aims to determine the activity spending equation model and the fairness of the activity expenditure budget with an activity based costing approach. The research object is the regional apparatus organization in West Pasaman Regency, West Sumatra Province with the research population being all activities budgeted by regional apparatus organizations in 2017 and 2018. The sample selection was carried out using purposive sampling technique so that 89 activities that met the criteria were obtained and then analyzed by the method descriptive quantitative using statistical formulas such as regression, standard deviation and minimum maximum limit. The results showed that: 1) the regression equation model for expenditure, namely $Y = 125,273,030.72 + 229,410.61 X$, and 2) activities that have a budget in the fair category of 93.26% and 6.74% are not fair. Based on these results it is suggested that the regional government of West Pasaman Regency remains consistent in evaluating the budget for activities to be implemented so that the expenditure budget is in the fair category, while for the expenditure budget that is not reasonable it is necessary to repair the activities of the next period.

Keywords: expenditure, cost driver, fairness, standard

**Audit Quality and Fraud Detection Evidence of the Internal Auditor of
Jambi Province**

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Auditor is the third line of defence of good governance that can play a role in fraud detection efforts. Audit quality can be achieved if the auditors meet supervisory standards and beneficial for the management of state finances that are accountable, transparent, economical, efficient and effective. This study examines the effect of ethical principles and professionalism on audit quality and its implication on fraud detection. The study was conducted on 30 auditors at the Inspectorate of Jambi Province by distributing questionnaires and analysed using Partial Least Square (PLS) to obtain an effective audit quality model in detecting fraud. The results showed that audit quality, which is determined by the ethics and professionalism of auditors, has an effect on fraud detection. Furthermore, audit quality is a mediator of ethics and auditor professionalism on fraud detection.

Keywords: Independence, Integrity, Professionalism, Audit Quality, Fraud Detection.

The Effect Of DER, PER and EPS On The Stock Price of Food And Beverage Companies In The Indonesia Stock Exchange

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This study aims to analyze the effect of DER, PER and EPS on stock prices of food and beverage companies in the Indonesia Stock Exchange. This research is quantitative descriptive. The data collection method is literature study. This study took samples from food and beverage industry companies listed on the Indonesia Stock Exchange for the period 2016-2019. Multiple Linear Regression analysis test and Classical Assumption test were used for data analysis techniques. The conclusions of this study are as follows: first, the variable (DER) has no significant and positive effect on stock prices of food and beverage industry companies. Second, the variable (PER) has a significant and positive effect on stock prices of food and beverage industry companies. Third, the variable (EPS) has a significant and positive effect on stock prices of food and beverage industry companies. Fourth, the variables (DR), (PER) and (EPS) simultaneously have a significant and positive effect on the stock prices of food and beverage industry companies listed on the Indonesia Stock Exchange for the period 2016 - 2019.

Keywords: DER, PER, EPS, Stock Prices

**Key Success Factors Implementation of Parking Meter System in Padang
to Optimize Parking Levy Revenue: A Qualitative Studies from
Academicians and Bureaucrat Perspectives**

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In the last 3 years (2017-2019) the average percentage of the effectiveness of parking fee receipts in the city of Padang is very low, which is only 33.17% per year. This figure should be an early warning for evaluating policies and management of collecting parking levy. This study aims to gain understanding in sociology and public policy experts, and officials of the Padang city transportation service regarding the parking meter system as a new innovation for collecting parking levy. This research is a phenomenology qualitative research. The research data were obtained through in-depth interviews with 2 sociologists and public policy experts, and 1 official from Padang City Transportation Agency. The interactive analysis model developed by Miles and Huberman (1992) was used to analyze the data. This study found that character & capacity building, leadership, technology, and rule of law are key success factors that must be needed for successful implementation of parking meters system in Padang city. Research with similar topics in the future is expected to attract input from public transportation and urban planning expert, for better insights how parking meters system makes public for better transportation in Padang city.

Keywords: parking meter system, parking levy, academicians & bureaucrat, Padang

The Relationship Between CSR Disclosure and Company Profitability in Indonesia

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In this modern era, companies could depend on CSR activities to increase public trust in company products, resulting in rising company profits. This paper focuses on the relationship between CSR Disclosure and Profitability in the Asia Sustainability Report Awards (ASRA) 2019 Winner Company. This quantitative research study is conducted to prove the effect of CSR disclosure on Profitability with Return on Asset (ROA), Return on Equity (ROE), and Net Profit Margin (NPM) ratio as the measurement tools. This research uses secondary data from the 24 ASRA winner companies' financial reports in the 2017-2019 periods. The findings indicate that CSR has a positive effect on ROA and NPM. In reverse, CSR has a negative effect on ROE.

Keywords: Corporate Social Responsibility, Return On Asset, Return On Equity, Net Profit Margin

**Enhancing Vocational Teachers' Professionalism in Teaching
Government Accounting**

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The implementation of the 2013 curriculum in Vocational High Schools has introduced the field of government accounting in the vocational curriculum with the subject "accounting practicum for government institutions / agencies". The 2013 curriculum introduces the terms remedial and enrichment in the learning process. Enrichment is an activity given to fast group students so that they can develop their potential optimally by utilizing the remaining time they have. The challenge in the future of professionalism faced by teachers is how teachers can develop the existing potential for students who can quickly understand the material that has been given considering that the field of government accounting is a new field of accounting for vocational accounting teachers. This study aimed to use capacity building and workshop to improve vocational accounting teachers' professionalism in government accounting by preparing local government financial statement for head office and consolidation of local government financial statement. Research methods used is an experiment, which classified as pre-experimental (nondesign) by the method of the one group pretest – posttest design. The results showed that there is a difference on vocational accounting teachers' understanding about preparing local government financial statement for head office and consolidation of local government financial statement before and after got capacity building and workshop.

Keywords: capacity building, government accounting, professionalism, vocational accounting teachers', workshop

The Influence Of Gender and Machiavellianism On Tax Evasion (A Study On Accounting Students)

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This study aims to examine the influence of gender and Machiavellianism on tax evasion. This research is a causative research focusing on the context of accounting students. The data for this study were collected by using electronic survey distributed to 151 accounting students at Faculty of Economics, Universitas Negeri Padang. Data collected were analyzed by multiple regression analysis. The findings of this study show that gender has significant influence on tax evasion among accounting students. In particular, men are more likely to demonstrate tax evasion than women counterparts. Furthermore, the finding show Machiavellianism has no significant influence on tax evasion.

Keywords: Gender, Machiavellianism, Tax evasion

**Analysis of Students' Satisfaction in Learning Government Accounting
(Blended Learning Vs Traditional Learning)**

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Blended learning is a learning method that combines face-to-face lectures with online teaching. Online teaching can be used to distribute learning materials, assign and collect assignments; conduct quizzes, and also allows for discussions and provides feedback and other functions through the features available in online learning. Padang State University is one of the public universities in Padang, which provides online learning facilities in the teaching process in higher education, which expects be used as much as possible in supporting the teaching process. This study aims to determine student perceptions of the application of blended learning in teaching government accounting by looking at the level of student satisfaction so that they can design appropriate blended learning in teaching government accounting. This study will conduct an empirical test to see whether there is a difference in student satisfaction with the traditional teaching process compared to blended learning, so that it is expected to find the right composition in the application of blended learning between face-to-face lectures and online teaching through e-learning in government accounting teaching. Data were obtained by collecting questionnaires from undergraduate students of Accounting, Faculty of Economics, Padang State University. The research method is to use a survey with the determination of the sample applying the purposive sampling method. Data analysis was performed using the Mann Whitney test. The results of this study indicate that there are differences in student perceptions of the application of traditional learning and blended learning in teaching government accounting in terms of satisfaction with lecturers, feedback and interaction of 4 statement items. The results of this study also conclude that the learning design using the blended learning method can be implemented for teaching government accounting, but this does not mean eliminating face-to-face meetings. Lecturers must design a combination of online and face-to-face meetings that are considered ideal by paying attention to the number of students in the class and the number of students in the group work.

Keywords: blended learning, course design, government accounting, learning method, students' satisfaction

**The Determinants Factors of Accounting Students' Interest in
Sharia Career**

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This study aims to examine the influence of personality, self-efficacy and spiritual motivation on accounting students' Interest in Sharia career. The sampling used was purposive sampling with 133 accounting students participated in this study. The data was collected by survey technique with questionnaires distributing to the respondents. The data was analyzed by using multiple regressions. The test results show that personality has no effect on accounting students' interest in Sharia career, while self-efficacy and spiritual motivation have a positive effect on career interest in Sharia Entities.

Keywords: Personality, Self Efficacy, Spiritual Motivation, Sharia Career Interest

The Effect of Trust in Government on the Relationship of Audit Probability and Tax Compliance Decision: An Empirical Evidence of Post Indonesian's Tax Amnesty Program

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The using of audit probability in tax system is widely used over the world as presentation of hegemonies of economics stand of view in tax regulation. It stands on basic assumption that nobody would like to pay taxes, thus audit probability is largely believed as a powerful tool to increase the likelihood for paying taxes. Unfortunately, the empirical evidences of prior studies provided mixed support for this claim. Using the psychology approach, the current study aims to expand our understanding regarding the effect of trust in government as important contextual factor on tax compliance decisions. The research method is using purposive sampling. Using an electronic-based survey method to obtained primary data, a closed-ended questionnaire design was distributed to Indonesian tax professionals. Totally 102 tax professional, including tax consultants, public accountant, and internal accountant, who participated in the current study. Partial Least Square with Smart-PLS 3.28 was employed in analysis. The result shows that trust in government has significant moderating effect.

The current research is one of a few studies using a Psychology perspective to investigate the contextual factor effect on tax compliance decisions. We believed, we contribute to fill the lack in existing ethics and tax literature. The finding provides essential implications for tax regulators that Psychology is a significant consideration in tax policy design. Furthermore, the current research offers unique empirical evidence to understand the tax compliance decision in the post period of the Indonesian tax amnesty program in 2016.

Keywords: Trust in government, Audit Probability, Tax Compliance Decision, Tax Amnesty

**The Effect of Environmental Performance and Environmental Costs on
Financial Performance of Mining and Manufacturing Companies in
Indonesia**

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This study aims to examine the effect of environmental performance and disclosure of environmental costs on the company's financial performance. This study uses a quantitative method. The sample selection method is purposive sampling method in which the companies studied are mining and manufacturing companies listed on the Indonesia Stock Exchange. This study uses ratio analysis to measure financial performance and measure environmental performance sorted by PROPER rating, to measure environmental cost disclosures used data obtained by content analysis techniques and then statistical methods to test the hypothesis. The results of this study indicate that only the disclosure of environmental costs has an effect on the financial performance of mining and manufacturing companies with a significance level of 0.047. This means that the disclosure of environmental costs carried out by mining and manufacturing companies in Indonesia for the 2014-2018 period has an impact on the financial performance of the company, and the company's concern, both in terms of environmental prevention costs, environmental detection costs, internal failure costs and external environmental failure costs. can minimize the risk of environmental pollution.

Keywords: Financial Performance, Environmental Performance, and Environmental Cost Disclosures

**Sharia Knowledge and Funding Utilization of Sharia
Cooperatives Member**

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Sharia-based cooperatives are becoming a trend in society and are being used as an alternative to financing community businesses. Since usury/interest which called “riba” in Islam are strictly prohibited. Sharia-based cooperatives arise from the transformation between existing cooperative systems. It was established to improve the welfare of its members in accordance with the Islamic principle. This study aims to describe the knowledge and funding utilization of Shariah corporative members in Painan. Data collected from this study by surveying sharia cooperative members. The result of this study shows that most of the Shariah cooperatives members don’t comprehend the Sharia-based cooperatives. Findings, informs that the members join and utilize Shariah financing because of the important word, “Sharia”

Keywords: sharia, Islamic, cooperative, and financing

Earnings Management Practices from Perspective A Law and Ethical Views

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The purpose of this study is to look at two different points of view of the practice of Earnings Management which is a management strategy to improve its financial statements, based on a legal point of view from the generally accepted rules of accounting and an ethical point of view. The two points of view differ because it is not certain that what is following the law will be following ethical principles. This research method uses a literature review related to the problems of companies that carry out earnings management, legal values, and moral ethics. The results of this study indicate that from a legal point of view, the practice of earning management which is often carried out in several companies is following generally accepted rules because this is a strategy used by management to manipulate company profits from its financial statements, while from the point of view of Moral Ethics, it is management's actions. not by ethics or unethical because it is misleading and is detrimental to various parties such as investors, the public, the government, and other users of financial statements.

Keywords: Earnings Manajement; Legal Rules; Ethics



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ECONOMICS

The Effect of Working Capital on The Profitability of Property and Real Estate Companies Listed on The Indonesian Stock Exchange (IDX)

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This study aims to determine the impact of working capital on profitability in property and real estate companies listed on the Indonesia Stock Exchange (IDX) by using secondary data. The sampling technique used purposive sampling. The number of samples in this study were 230 observations (46 companies with 5 years of research). The data analysis method used is ordinary least square (OLS) analysis assisted by SPSS 16. This study adds control variables to measure the resilience of variable relationships. The results of the study concluded that the working capital variable measured using cash management or cash conversion cycle (CCC) had a positive and insignificant effect on profitability using the control variable. Working capital variables measured using receivable management (receivable collection period) have a negative and significant effect on profitability using control variables. The working capital variable measured using inventory management (inventory conversion period) has no effect on profitability using the control variable. Working capital variables measured using debt management (account payable period) have a negative and significant effect on profitability using control variables.

Keywords: Working Capital, Profitability, and Control Variables.

**Analysis of Inclusive Economic Development Index and Poverty in Aceh
Province, Indonesia**

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Aceh Province is one of the regions in Indonesia that has an Inclusive Economic Development Index score of 5.55 and this is lower than the national figure of 5.75. However, Aceh is still in the satisfactory category. The purpose of this research is to analyze the effect of Poverty, Gini Ratio Index, Labor, Infrastructure and Human Development Index which directly influence Economic Growth in Aceh, and To analyze the effect of the Gini Ratio Index, Labor, Infrastructure, and Human Development Index indirectly. direct towards Inclusive Economic Development in Aceh through Economic Growth. The analytical method used is Path Analysis. The results of the study are Poverty Directly, the Gini Ratio Index has a negative and insignificant effect, Labor and Human Development Index has a positive and insignificant effect, Labor has a positive and significant effect, Infrastructure has a negative and significant effect, while the Human Development Index has a positive and insignificant effect. to Economic Growth in Aceh. Then, indirectly, the Poverty and Development Index have a negative and insignificant effect, the Gini Ratio Index, Infrastructure and Economic Growth have a negative and significant effect, while Labor has a positive and insignificant effect on the Inclusive Economic Development Index in Aceh.

Keywords: Economic Growth, Inclusive Economic Development Index, Gini Ratio Index, Poverty and HDI

**The Resilience of Micro, Small, and Medium Enterprises in Facing
COVID-19 in the Regional Economy**

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The spread of the COVID-19 virus has impacted the economic activities of entrepreneurs. Micro, Small, and Medium Enterprises (MSME) is one business that is affected by the COVID-19 virus pandemic. This study aims to describe the conditions of MSME *wingko* producers in facing the impact of the pandemic. This is an exploratory research and the data analysis method used is descriptive. The primary data collection was carried out using in-depth interview technique and field observations for a period of approximately one month, from July 2020 to August 2020. The respondents in this study were the MSME producers of *wingko* processed food sector in *Babat* District, Lamongan Regency, East Java Province, Indonesia. The results of the study concluded that the spread of the COVID-19 virus caused a decrease in turnover, enough to halt the production process of MSME *wingko*.

Keywords: COVID-19, Food Security, Micro Small Medium Enterprise, Wingko

**Sustainable Development Clustering in East Java Using The K-Means
Method**

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East Java Province has an important role in the national economy, given its significant contribution to economic development. Of course, economic development must be oriented towards its usefulness and sustainability. Therefore, this study aims to identify sustainable development clustering in East Java Province and what factors influence sustainable development. The analytical tool used is K-means. The reasons for using the K-Means algorithm are among others because this algorithm has a high enough accuracy to the object size. Based on the results of the analysis, it can be seen that economic performance does not significantly affect the occurrence of sustainable development in East Java. Welfare is able to significantly influence the occurrence of agglomeration of sustainable development in East Java.

Keywords: Economic Development, Sustainable Development, and East Java

**Towards the Green Economy: Calculating the Degradation of
Transportation Sector in Batu City**

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Population growth in urban areas has a major effect on developments in various sectors, both formal and informal. As a result of these developments, population mobility is getting higher so that it affects traffic density. As a result, there are traffic jams that cause considerable losses to road users. The losses that occur will have an impact on the waste of fuel which results in an increase in vehicle operating costs. This study aims to calculate the value of the loss due to urban traffic congestion in Batu City. This study also calculates the value of the greenhouse gas effect caused by activities in transportation sector in Batu City. The data used in this study are primary and secondary data. Primary data were obtained from interviews and distributing questionnaires to 30 samples of motorists in Batu City while secondary data were obtained from the Central Bureau of Statistics (BPS) of Batu City. Economic value calculations are carried out to calculate the values of activities that cannot be monetized, such as time losses due to congestion and greenhouse gas effects. To calculate them, we use the travel cost method and the replacement cost method. The calculation results show that the environmental degradation caused by transportation sector activities in Batu City from 2015 to 2019 is in the range of IDR 1 - 1.5 trillion. As a tourist destination, it is advisable for the Batu City government to rearrange the transportation system so that congestion can be reduced.

Keywords: Economic Development, Traffic Congestion, Degradation, Economic Value.

Debit and Credit Cards: The Risk of Money Velocity

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In the digital economy era, efficiency and effectiveness are highly demanded in carrying out all life activities, including transaction activities. The drive to innovate in the payment system as an effort to meet the needs of today's society has led to a number of new non-cash based payment instruments such as card-based payment transactions. The upheaval of non-cash transactions has indirectly shifted the role of cash in society. This research aims to see the effect of the use of payment instruments using cards represented by debit cards and credit cards on the velocity of money in Indonesia in the long and short term. The data in this research is secondary data in the form of time series which sourced from the Bank Indonesia website and the Indonesian Central Bureau of Statistics. The research period is 2016M1-2020M6. The analysis used in this research is VECM (Vector Error Correction Model). The results showed that there was a significant effect of the use of card based non-cash payment instruments on the velocity of money circulation in Indonesia. The existence of a strong influence between the velocity of money circulation and card based non-cash transactions in Indonesia in the long run indicates that the need for caution for policy makers in making decisions. Indirectly, this long-term relationship explains that the Central Bank can enter and influence people's transaction behavior. Given that currency in circulation is a significant part of a central bank's balance sheet, decline demand for currency will have important implications for the central bank's seignior age income, its independence, and its ability to conduct monetary policy. Therefore, it's important to monitor and understand the velocity trend of the velocity of money so that it can provide benefits in the long term.

Keywords: debit card, credit card, velocity of money, vector error correction model.

**Analysis Of Determinants Of Migrant Labor In Developing Countries In
Asia Pacific**

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This study aims to determine and analyze the influence of the relationship between Economic Growth, Unemployment, FDI and the Human Development Index on Migrant Workers in 10 developing countries in Asia Pacific during the period 2010-2018. This type of research is descriptive and associative. The type of data used is secondary data. This study uses a Random Effect Model (REM) approach.

The results of this study indicate that: (1) Based on the results of the research conducted, it shows that Economic Growth (X1) has a positive and significant effect on Migrant Workers (Y) in 10 developing countries in Asia Pacific. (2) Based on the results of the equation research shows that unemployment (X2) has a positive effect on Migrant Workers (Y) in 10 developing countries in Asia Pacific. (3) Based on the results of the equation research, FDI (X3) has a positive effect on Migrant Workers (Y) in 10 developing countries in Asia Pacific. (4) Based on the results of the equation research, the Human Development Index (X4) has a positive effect on Migrant Workers (Y) 10 developing countries in Asia Pacific.

Keywords: Migrant Workers, Economic Growth, Unemployment, FDI, Human Development Index

**The Interaction Between External Factor and The Financial Cycle in
Indonesia**

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After the global financial crisis in 2008, economists believe that global economic conditions are a source of instability for the domestic economy in developing countries with open economies such as Indonesia (see, [1] - [7]). These external factors include fluctuations in global financial markets, volatility in commodity prices and capital inflows into the domestic economy which are known to have an impact on the financial cycle. This study explores the interaction of the three external factors to determine which factor has the most dominant interaction with the financial cycle in Indonesia. Knowing the interaction between external factors and the Indonesian financial cycle also means understanding the factors that affect the contraction period and expansion of the financial cycle in Indonesia. This research consists of two stages of analysis, the first is the stage to extract the cyclical component from the data has been used. The second stage is to analyze the interactions between the cyclic components of the analyzed data or variables. Based on the results of the literature review, the relevant cyclic component extraction method in this study is the band-pass filter method based on spectral analysis. Furthermore, the appropriate variable to determine the financial cycle is the credit cycle. In the next stage, an analysis of the interaction between the cyclic components of each external variable is carried out with the financial cycle using graphical analysis methods, correlation analysis, Granger causality analysis and Concordance Index.

Keywords: external factor, financial cycle, corcondance index

**Online Millennial Women's Financial Literation In Tulungagung
District, Indonesia**

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This research theme is financial literation. This study aims to measure the level of financial literacy of millennials which have an online businesses in Tulungagung District 2020. The are 31 respondents who share their views and give their answer to this research. The are several aspects of financial literacy of which being choosen in this study, namely personal finance, savings and deposits, insurance, and investment. This is also a descriptive study based on a survey and deep interview of research subjects. The data gained from the dept interview and questionnaires. And the result shows that the level of financial literacy towards millennials which run an online businesses in Kabupaten Tulungagung was low and it shows by the number of percentage 39,7%.

Keywords: *financial literacy, millenials, economy, finance*

**Analysis of Community Participation on Sustainable Development
Planning of Geopark Silokek Tourism at Sijunjung Regency**

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This study aims to determine the level of community participation in sustainable development of the Silokek Geopark tourism in Sijunjung Regency. The data was obtained by conducting a survey to the local community, then giving a questionnaire and conducting interviews. This study also analyzes the effect of economic activity, poor road conditions and communication networks, investment, assistance from the government in promotion and political stability on tourism development. From the research results, it was found that community participation in the planning stage was at the informational level, while at the implementation stage it was at the consultation level, then the monitoring and evaluation stage was at the placation level. The regression results show that economic activity, investment and government assistance for promotion have a positive and significant effect on participation in tourism development. Meanwhile, damaged roads, poor communication networks and political stability have a negative relationship with participation in tourism development, but only the political stability variable has a significant influence on participation in tourism development. This is a recommendation for the government in developing tourism to pay attention to road access and communication so that development can run well. Likewise, with politics, the community hopes that there will be no political element from the government to the people who only seek profit in tourism development but do not pay attention to the environment and society.

Keywords: sustainable development, Arnstein`s typology, investment, government assistances

**Tourist Participation: Causality of Tourism Object Development and
Promotion of Geopark Silokek Tourism at Sijunjung Regency**

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This paper aims to explain the level of tourist visitor participation in the development of the Silokek Geopark tourism in Sijunjung Regency. The level of participation was analyzed using Arnstein's typology at the planning, implementation, and monitoring stages of program evaluation. In addition, it also explains the influence of visitor satisfaction, support for environmental conservation and preservation, tourism costs and participation in improving community welfare on visitor participation in the development of tourist objects. As well as the advantages of nature-based tourism objects, the risk of crime, geographic location and facilities such as tourist attractions on tourism promotion. Data obtained based on observations of visitors and using accidental sampling method. The analysis model uses simultaneous equations. The results showed that the level of visitor participation at the planning and implementation stages was included at the informational level, while at the monitoring and evaluation stage it was only at the consultation level. It was found that participation in tourism object development and participation in promoting tourism objects have a significant reciprocal relationship. Visitor satisfaction, support for environmental conservation and preservation, infrastructure, and participation in improving community welfare have a significant effect on participation in the development of tourist objects, and the advantages of nature-based tourism objects and facilities such as tourist attractions have a significant effect on tourism promotion. The results of this study recommend the Sijunjung Regency Government and the community in developing sustainable tourism objects.

Keywords: community participation, tourism object development, geopark tourism.

Ratio of Banking Credit to the Agricultural Sector to Gross Domestic Product in the Agricultural Sector

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This study examines the factors that affect the Contribution of Conventional Bank Lending for Agricultural Sector in Indonesia. This study uses the Vector Error Correction Model as an analytical method. The results showed that in the short term there was no significant effect of the LogNPL, LogPDB and SBK variables. However, in the long term, there is an effect of the LogNPL and LogPDB variables on the Contribution of Conventional Bank Lending for Agricultural Sector. The LogNPL variable has a significant positive effect on the contribution of conventional bank lending for agricultural sector. While the LogPDB variable has a significant negative effect on the contribution of conventional bank lending for agricultural sector. The results of the Impulse Response Function (IRF) analysis show that shocks to the LogNPL variable respond negatively in the long run, shocks to the LogPDB variable respond positively in the long run and shocks to the SBK variable respond negatively in the long run by conventional bank lending for the agricultural sector. Through the analysis of FEVD (Forecast Error Variance Decomposition), it is known that the biggest contribution to conventional bank lending for the agricultural sector is agricultural credit and GDP.

Keywords: agriculture lending, non-performing loan, gross domestic product of agricultural, credit interest rate.

Analysis of Determinants of Village-City Migration and Economic Growth between Provinces in Indonesia

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This study aims to explain the relationship between rural-urban migration and economic growth, further explaining the effect of regional minimum wages on rural-urban migration, labor force participation rates on rural-urban migration, government spending on economic growth, and human capital on economic growth. between provinces in Indonesia. The data used are panel data (*cross section* and *time series*) consisting of 34 provinces in Indonesia during the 2015 to 2018 period, the method used is the 2SLS (*two stages least square*) simultaneous equation model. The results of the study found that economic growth, regional minimum wages, and labor force participation rates have a positive and significant effect on rural-urban migration, then government spending, human capital, and rural-urban migration have a positive and significant impact on economic growth between provinces in Indonesia.

Keywords: Rural - Urban Migration, Economic Growth, 2SLS (two stages least square).

What Kind of Government Expenditures Can Reduce Rural Poverty in Indonesia's Provinces?

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The rural poverty facing Indonesia's provinces is much higher than urban poverty. It needs to be seriously addressed because rural poverty is more difficult to handle than urban poverty. The purpose of this study is to analyze whether local government spending in the provinces on health, education and social protection affects the percentage of rural poverty, the poverty-gap index and the rural poverty severity index. The research period is from 2010 to 2019 with panel data from 32 provinces in Indonesia. Local government spending in one province in this study is a combination of regional government spending and provincial government spending. The result of this study is that the combined government spending in one province in the health sector does not affect rural poverty, so it is necessary to re-examine the efficiency and effectiveness of health fund distribution. Provincial government education spending has had the effect of reducing rural poverty which is something that should be exhilarating. On the other hand, social protection funds increase rural poverty, so it needs to be re-evaluated, especially in terms of determining the priority of target recipients and the effectiveness of their distribution.

Keywords: poverty, rural poverty, regional government.

Willingness to Participate Analysis of Urban Waste Management in West Sumatra

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Waste management shares the same purposes with the Sustainable Development Goals (SDGs) target in 2030. This program encourages all countries to substantially reduce waste through prevention, reduction, recycling and reuse its waste so that the sustainability of development can be achieved. The success rate of sustainable waste management is largely determined by the participation and behavior of people, households and citizens in managing its own waste. The purpose of this study are to analyze the influence of socio-economic factors and the role of social capital on affecting household's willingness to participate about waste management in urban areas of West Sumatra. This study used National Socio-Economic Survey data in the Social Resilience module. The sample in this study are 1011 households spread across the urban areas of West Sumatra. By using logistic regression analysis the study found that per capita household expenditure, home ownership status, knowledge and household involvement in mutual cooperation activities to clean up their own environment have a significant effect on the probability of households participating in urban waste management, while the number of household members, age, education, status work, and feeling convenience in the neighborhood do not have a significant effect.

Keywords: Willingness to Participate; Waste; Urban; Social Capital; Logistic Regression.

Economic Valuation of Lake Maninjau by Using Productivity Approach

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Lake Maninjau is a potential location for freshwater aquaculture. Floating net cage fisheries (KJA) aquaculture activities if not controlled will have an impact on the balance of the natural ecosystem, causing environmental damage. This study aims to assess the economic valuation of Lake Maninjau in the cultivation of floating net cages. The data used are the results of the 2014 Agam Agricultural census. The sample in this study were 187 owners of floating net cages in Lake Maninjau. This data was obtained from a survey of household fish farming business in 2014 which is a series of agricultural census in 2013. To analyze the economic valuation of Lake Maninjau used the Productivity Approach. The results of the study found that the KJA area of 187 fish farmers in Lake Maninjau with an annual crop area of 9,735,000 m², with a total income of IDR 310,144 / m², a cost of IDR 187,040 / m², with an overall profit of KJA in Lake Maninjau IDR 162,862 / m². Based on the results of the study showed that KJA fish farming has economic benefits.

Keywords: Economic Valuation, Productivity Approach, Floating net cages (KJA)

Batik Industry in Banyuwangi: Model of Craftsmen Community and Prospects

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The purpose of writing this article is to analyze how the state of the batik industry in Banyuwangi Regency. The writing of this article also aims to analyze the effectiveness of the batik community and business opportunities to improve the community's economy. Research is using the methods of qualitative descriptive with Mechanical retrieval of data namely in- depth interviews, observation, and documentation. The result of this research is a model for the formation of a batik craftsman community which aims to increase the prospect of batik production in the village of Tampo. Community artisans batik needs to be formed to the intensity of the meeting and the purpose of the formation to create the conditions of a community are good.

Keywords: batik banyuwangi, community of craftsmen model, industrial batik.

**Analasis of women leave the workforce after married : Literature Review
in many countries**

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This study aims to analyze the probability of women focusing on taking care of the household after marriage and leaving work. Review literature studies in many countries. This study uses descriptive analysis to explain a phenomenon between variables. The results of several studies explain that the main reason women work out of the labor market is to have underage children so that women focus on raising children and taking care of the household. Previous studies also found that education level of wife, husband's work status, husband's income give significant effect on the probability of wife leaving the labor market.

Keywords: labor market, marriage, women leaving work.

Does Consumption Tobacco Affect Allocation Of Household Expenditure? : Literature Review In Many Countries

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Crowding Out analysis is an analysis that looks at the extent to which household spending on tobacco consumption can reduce other household expenses. Review literature studies in many countries. Several studies have found that increased spending on tobacco has a negative and significant relationship with almost all types of expenditure such as food, fuel, education, entertainment, clothing, durable goods, and so on. In many developing countries it has been found that spending on education is the most costly as spending on tobacco increases.

Keywords: tobacco expenditure, crowding out, household expenses.

Factors Affecting the Purchasing Power Parity of Currency of Member Countries of the Asia Pacific Economic Corporation (APEC)

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This study aims to analyze the factors that affect the purchasing power parity of the middle income Asia Pacific Economic Corporation (APEC) member countries consisting of 9 countries (Mexico, China, Russia, Peru, Malaysia, Thailand, Indonesia, the Philippines and Papua New Guinea) using the data analysis method, namely panel data regression with the Random Effect Model using the variable net exports, the number of stock transactions and inflation. The results obtained indicate that net exports have a positive and insignificant effect, the number of stock transactions has a significant positive effect and inflation has a significant negative effect. From the research results, it is suggested the government of a country should develop more types of exports that play a greater role in state revenue. simplify the investment process and also maintain legal certainty in order to attract investors to invest their stocks and it is hoped that the government and central bank will maintain price stability which can be done with monetary policy.

Keywords: *Middle Income Countries, APEC, Purchasing Power Parity, Net Export, Total Stock Transaction, Inflation.*

**The Effect of Multi Aren Products to The Environmental Function,
Economic Function and Welfare of the Aren Farmers**

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This article aims to determine the effect of multi-product Aren on economic functions, environmental functions and welfare of Aren farmers in Nagari Andaleh Baruh Bukik, Tanah Datar Regency in West Sumatra, Indonesia. The analysis method uses the Smart PLS technique from 4 latent variables (X, Y1, Y2, Y3) and 24 manifest variables. Latent variable X (multi-product Aren) consists of nine (9) dimensions, latent variable Y1 (economic function) consists of 3 types, latent variable Y2 (environmental function) consists of 5 dimensions, latent variable Y3 (welfare of Aren farmers) consists of 7 dimensions. who were surveyed to the research location with a questionnaire of 94 sample respondents. The results showed; Multi Product Aren has positive and insignificant effect on economic function. Multi Aren Products have a positive and significant effect on the function of the Palm Environment. Multi Product Aren has a positive and significant effect on the welfare of Aren farmers. In order for Multi Aren Products to have economic value of all types of products, then Aren farmers must focus on managing all Multi Aren Products, not only taking one type of product. This also improves the quality of work so that agricultural products have value Added, it needs to be managed collectively - the same for every head of the family.

Keyword: multi product, economic function, environmental function and welfare.

**Effect on the Product and The Environment Aren Tree Based On Welfare
Rural Communities**

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This article aims to determine the effect of Aren tree-based products and environment on the welfare of communities in hilly areas in Nagari Andaleh Baruh Bukik, Tanah Datar Regency in West Sumatra, Indonesia. The analysis method uses the Smart PLS technique from 3 latent variables (Aren, Environment and Welfare) and 21 manifest variables. Aren variable consists of 9 dimensions, 5 dimensions' environmental variable, welfare variable consists of 7 dimensions, with a questionnaire of 94 sample respondents. The results showed; Jensi Aren Products have a positive and significant effect on the Aren-based Environment. Types of Aren Products have a positive and significant effect on the welfare of Aren farmers. Aren-based environment has a positive and significant effect on the welfare of the community in hilly areas in Nagari Andaleh Baruh Bukik, Tanah Datar Regency, West Sumatra, Indonesia. West Sumatra Indonesia, which has the topography of the area through which Bukit Barisan passes is very prone to landslides and floods, it is advisable to policy makers to cultivate Aren Trees as an environmental conservation plant. So that the Aren tree plant has two functions to support the economy and disaster mitigation so that people live safe, peaceful and prosperous.

Keywords: palm products, environment and welfare.



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The Use of Correlation Analysis in The Research of Higher Education in Russian Federation

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The research explores the socio-economic factors of higher education on the basis of correlation analysis. The essence of the correlation analysis is to identify the connection between various factors according to the results of observations of their indicators, as well as to identify the degree of their mutual influence. The indicators of higher education in the current research are the number of higher education and scientific institutions, the number of faculty members under the undergraduate, specialty, master's programs, graduation of bachelors, specialists, masters. As indicators of socio-economic factors of higher education the number of unemployed people, per capita income, gross domestic product, advanced production technologies, the volume of innovative goods, work, services. According to results of the research the authors conclude, that, firstly, the number of students depends on inside university factors (the quality of education, the organization of education process etc.); secondly, higher education does not directly influence scientific activity of organizations and implementation of its development results into practice. Besides mentioned there was the following hypothesis. In particular, it seems, that ruling Russian elite, faced the decrease of gross domestic product and its negative consequences, affected the budget revenues, began to systematically reduce the expenditures of public agencies (including its expenditures on higher education) regardless to economic conjuncture. Meanwhile, the current situation accompanies by the desire of the ruling elite to significantly enhance the national scientific potential. This hypothesis needs to be verified, which the authors will check in further studies.

Keywords: socio-economic factors, higher education, correlation analysis

Readiness to Implementing Digital Learning: An Issue from Faculty of Economics, Universitas Negeri Medan, Indonesia

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WHO announced the Covid-19 as Global Pandemic in early 2020? This condition immediately urged universities to migrate their instructional process to fully online learning as a result of the suggestion of physical distancing. This situation indeed results in the shock of the culture of learning and teaching. Following its shock, of course, questions arise related to the readiness of higher education in implementing fully online learning. This study aims to measure the readiness of lecturers and students of the Faculty of Economics, Universitas Negeri Medan (Unimed), in implementing digital learning. This study investigates the readiness from the normative belief perspectives. Normative belief is one of the critical antecedents of behavioral intention, as explained in The Theory of Planned Behavior (Ajzen, 1991). The respondents of this study were lecturers and students at the Faculty of Economics, Unimed. This study uses simple random sampling to select the sample. With the snowball technique, this study collected 226 responses. 85 respondents was a lecturer, and 141 was a student. Data collection was carried out with an electronic questionnaire designed with 5-Likert scales. This study examines the differences of responses between lecturers and students as well as between men and women to avoid response bias. The results of this study indicate that lecturers and students have firm beliefs regarding their readiness to migrate learning activities to the online platform. Likewise, the findings of this study also indicate nervousness in the migration. The results of this study provide challenges for learning researchers and Education technology to produce recommendations for learning models that are suitable for implementing quality learning on digital platforms. The same challenge is faced with universities and regulators to develop best practices in teaching practices and regulations that urge innovation in teaching practices.

Keywords: online learning, 21st century learning, industry 4.0, digital native

Process Standard in Curriculum 2013: An Analysis of Implementation

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Education has an important role to increasing human resources, because quality of human resources are needed to face the increasing flow of globalization. One way to improve the quality of human resources is to improve the quality of education. One of the efforts made to improve the quality of education in Indonesia is by perfecting the educational curriculum. Currently the curriculum used is the curriculum 2013 revised edition which includes four changes from eight educational standards, one of which is the process standard. However, not all teachers can implement process standards properly in learning, so the authors are interested in conducting research that aims to reveal the implementation of the curriculum 2013 revised as well as the obstacles faced in high schools in Sungai Pagu District. The type of this research is descriptive research and the research subjects who serve as the main informants in this study are all economics teachers on Senior high school in Sungai Pagu district. Based on the results of the research that has been carried out, in general all economics teachers have prepared lesson plans and carried out learning in accordance with the rules of standard process of curriculum 2013 revised. However, there are still several indicators in the planning and implementation of learning that still need to be improved and completed. In the future, it is hoped that the implementation of education process standards will be more perfect so that the quality of education will also increase.

Keywords: process standard of curriculum 2013

**Developing Teachers' Social and Personality Competencies in Online
Teaching: A New Challenge**

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Since entering the 21st century, teachers have been required to have ICT knowledge and skills and then are required to be able to fully integrate them into online learning during the Covid-19 pandemic. Having ICT knowledge and skills can certainly increase the pedagogical and professional competence of teachers. This study focuses on describing the efforts of teachers to develop their social and personality competencies in online teaching at the vocational high school level in the area of East Java, Indonesia. This study found that the teachers feel happy and enthusiastic because they can develop more pedagogic and professional competencies, but on the other hand, they feel sad because they often encounter students' moral problems. The problems that were found when teaching online had more negative impacts on the social competence and personality of the teacher so that the teacher's efforts to develop social and personality competencies were heavier than developing pedagogic and professional competencies. Finding solutions to overcome these problems is a new challenge for teachers to develop their social and personality competencies. The efforts made by accounting teachers are teachers trying to control emotions, maintaining attitudes and actions following applicable norms and religion, and not violating the teacher's code of ethics. The teacher also tries to be more concerned with the development of their students, monitoring their work, and the attitudes and behavior of their students. Besides, teachers are also not tired to encourage their students to continue learning.

Keywords: accounting teachers, online learning, personality competence, social competence

Student's Perspective on The Competency Of Internet Of Thing-Based Lecturers As A Basic Skill in The Era Of Industrial Revolution 4.0

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The era of the industrial revolution 4.0 is currently needed to produce competitive human resources. Higher education is the highest institution that produces the most workforce, so universities must increase the capacity and capability of their lecturers. Educational competencies are competencies related to learning activities, in today's technological era educational competencies are based more on internet-based learning as basic skills. Graduates will not be able to compete well if lecturers do not have competencies that match the needs of the industrial revolution era 4.0. Based on this, the purpose of this study is to analyze student perspectives on internet-based competencies as basic skills in the education era 4.0 in the field of education at Padang State University. The research sample was 350 students of the Faculty of Economics, State University of Padang. The data analysis technique used is descriptive analysis. The results of research from 7 internet-based lecturer competence indicators obtained an average TCR of 84.01 with the very good category.

Keywords: lecturers competency, internet of thing, industry revolution 4.0

Redesign of Economic Learning Based on 4C Skills in Senior High School at Padang

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The design of economic learning planning based on 4C learning skills is a problem, this is in response to the latest policy set by the Minister of Education and Culture related to the preparation of learning implementation plans that began to be implemented at the beginning of the 2020 learning year. The process must include these 4C skills in learning. The problems found in the field of teachers are still not ready and skilled in concocting learning that includes 4C skills, starting from the aspects of planning, implementation and evaluation. The purpose of this research is to develop learning planning, implementation in the form of teaching materials containing 4C skills and evaluations that can reflect the skills of 4C-based students which are expected to form a generation that has competencies that are able to compete in the future.

Keywords: redesign of learning, 4c skills, learning economics

Android Based Financial Literacy Education for Indonesian Students: A Theoretical Approach

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This study aims to develop a proposition about the importance of incorporating financial literacy education into the curriculum and financial literacy education development model in the 4.0 revolution era through a theoretical approach. This paper elaborates some of the findings from previous researchers as reference findings and explores financial literacy theory. Qualitative research methods with literature studies conducted to obtain a research reference models to explaining the importance of financial literacy in the school curriculum and a development model in accordance with the 4.0 revolution era. This study also provides support for the financial literacy education must be implemented as early as possible through financial education, formal education and non-formal education and there needs to be full support from the government. Financial literacy education in several countries has been included in the curriculum. The results of the study provide recommendations that research needs to be developed on the development of models, strategies and designs for financial literacy education to determine the validity and effectiveness of financial education, so that financial literacy education can increase knowledge, the ability of students to manage their finances and students can behave wisely

Keywords: financial literacy, financial literacy education, development model

Disruptive Technology: The Effectiveness of Implementation Game Based Learning to Learning Performance (Perception Based Analysis Between Teacher's and Student's Senior High School in East Java)

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Rapid technological developments in 21st century have an impact on advances in education. This is evidenced by the existence of a game-based learning model using smartphones. However, if teachers or students don't have technological skills, this can be an obstacle. So it is important for both teachers and students to have knowledge of technology and computer skills. This study aims to analyze learning performance and measure teachers' proficiency in using technology by using variables such as technical knowledge, computer skills, game-based learning implementation, and school areas. The method used in this research is multiple regression analysis. Respondents in this study were high school teachers and students in Blitar, Kediri, and Tulungagung. The number of samples used in this study was 205 teachers and 945 students. The data used in this study are primary data using data collection techniques, namely questionnaires. The results of this study indicate that simultaneously the independent variable has a significant effect on the learning performance as variable dependent.

Keywords: technology knowledge, computer skill, game-based learning, learning performance

Analysis of MSME Players' Financial Literacy in Payakumbuh City

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The economy of Payakumbuh city is largely driven by MSMEs. The important thing that MSMEs must have is to have financial literacy in order for them to manage their business finances. This research aims to analyze factors that affect the financial literacy of MSME players in Payakumbuh City namely gender, education level, religiosity, and financial training. This type of research is quantitative research. The sample in this study was 100 msme perpetrators of Payakumbuh City. The data collection technique used in this study is a questionnaire. The data analysis technique used in this study is a quantitative descriptive analysis in the form of multiple linear regression analysis. Data processing is done by Structural Equation Modeling (SE) method with the Amos 21 Program tool. The results showed that education levels, religiosity and financial training had a significant influence on financial literacy. While Gender does not have a significant influence on financial literacy. The results of this study are expected to be useful by the Payakumbuh City Government as well as the MSME actors themselves in improving financial literacy.

Keywords: financial literacy, MSME

Exploratory Study of Student Entrepreneurial Interest in The Digital Era

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This study aims to describe the entrepreneurial interest of UNP students from various departments and study programs. This research is an exploratory research which functions to find the initial data of a research object so that a general description can be obtained which will be used as a guide in further research. The research method used is a descriptive survey. The population in this study were all UNP students in 2018-2019. The sampling method used was purposive sampling of 190 students. The results showed that students have a great interest in becoming entrepreneurs, especially in the digital era. The factors that encourage interest in entrepreneurship include self, family, the demands of the times and education. Meanwhile, more than 50% of the inhibiting factors felt by students when they became entrepreneurs stated that lack of capital and education as the main obstacles. Based on the results of this study, it can be concluded that whatever the background of the student's expertise, the desire to become entrepreneurial and successful is very high. Therefore, it is hoped that through entrepreneurship education and the provision of business development facilities, it can help students succeed in entrepreneurship.

Keywords: interest, entrepreneurs, digital era

Analysis of STEM-Based Learning Evaluation Case Study on Economic Learning In East Java

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Evaluation activities should not only be based on administrative activities but evaluation activities should be interpreted to maintain the quality of the implementation of learning activities. Various problems with education are actually one of the causes is from the development of inappropriate learning evaluation instruments. Whereas the essence of the learning evaluation activity is to see if the goals of learning that have been structured are well achieved. This research has the objectives: 1) to analyze the evaluation of learning that has been done in high school economics subjects in East Java and 2) to analyze the effectiveness of developing stem-based learning evaluations. The method used in this study is to use a descriptive method with a form of survey research. The survey was conducted with Google Form and took 656 students from high school in East Java. The result of this survey is that the evaluation is appropriate and the evaluation of STEM-based learning is effective to improve the quality of learning.

Keywords: learning evaluation, stem

Whether Android-Based Learning Media Actually Improve Learning Outcomes? Development of Digital-Based Teaching Materials in the Covid-19 Era

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The purpose of this research and development aims to: (1) Produce android-based learning media using *the MIT Inventor App* to improve learning outcomes in general administration subjects, (2) Know the feasibility of learning media developed through validation results by material experts and media experts as well as small group trials, and (3) Know differences in learning outcomes of students who use learning media and do not use developed learning media. The research and development model in this study uses borg and gall research and development models that are modified into 8 steps, namely: (1) Initial *research and information* collection, (2) Planning, (3) Product Development, (4) Expert validation, (5) Product Revision, (6) Small group trials, (7) Product revisions, and (8) Large group trials. The overall validation result is 90.52% on average with the criteria very feasible to use. While the results of *the Independent Sample t-Test test* show that there are differences in the learning outcomes of students using learning media developed with the learning results of students who do not use developed learning media, it can be concluded that android-based learning media using the *MIT Inventor App* is able to improve the learning outcomes of students in general administration subjects.

Keywords: Learning Media, Android, *MIT Inventor App*, Learning Outcomes, General Administration

**Improve Learning Outcomes In-Office Technology Lessons
by Using Appypie**

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The rapid development of technology and information that causes almost all human activities can be controlled by technology. One technology that is currently widely used by everyone, namely smartphones. Activities in the educational environment also make this technological progress as an opportunity for the development of learning tools. The purpose of this research is to develop an Android-based learning media by using Appypie in Office Technology subjects to improve learning outcomes in students. The product is tested for eligibility by expert validators and trial subjects. This type of research is Research and Development by Borg & Gall which has been simplified into eight steps. Data collection instruments used a media expert validation questionnaire, a material expert validation questionnaire, a trial questionnaire, documentation, and a test which was then analyzed using SPSS for the Independent Sample t-Test. The results of this study indicate that the android-based learning media by using Appypie meet the eligibility criteria and are declared to be very feasible and the application of the product have succeeded in improving student learning outcomes.

Keywords: *Android, Appypie, Learning Media, Learning Outcomes, Office Technology*

**21st Century Learning Implementation: Authentic Performance-Based
Assessment Of Correspondence Practicum**

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This research aims to develop authentic assessment instruments that have been feasibility tested by construct and content validators, and has been able to guide the special skills of students Office Administration Education Study Program in Universitas Negeri Malang program in achieving qualification standards in accordance with the Indonesian National Standard of Education. The research method used Research and Development with data analysis techniques using means and categorized using validity levels. The results of the research and development show that the products of performance-based authentic assessment instruments on correspondence courses have met the criteria highly feasible for use in learning learning activities and implementing the mandate of the law as well as the demands of the 21st century to guide students' specific skills in correspondence subjects in achieving learning standards in accordance with the National Standards of Higher Education.

Keywords: *Authentic Assessment, Correspondence Courses, Performance Assessment*

**Realizing a Sustainable Economic Insight, Through Inquiry Learning
Based on Environmental and Natural Resources Economics Supported by
Digital Learning.**

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This paper aims to present the results of research on the important role of learning strategies and methods, learning materials, and digital learning media in shaping the insights, attitudes and trends of environmentally sound behavior in students of the Faculty of Economics. The inquiry learning strategy is very practical for a pandemic era, has provided opportunities for students to access all digital learning sources, including accessing literature book learning resources. Literature books on Environmental and Natural Resource Economics (ENRE) have played an important role in shaping students' insights, attitudes and behavioral tendencies. Learning in the new era, apart from being colored by conventional (face-to-face) methods, has also been firmly followed by a new model of online learning (digital learning). Lecturers and students are required to adapt to new developments in online learning. The need for online learning has also demanded the provision of online infrastructure facilities. The implementation has also been felt by educators and students to be more flexible both in place and time, especially in accessing information.

Keywords: Environmental Insights, Environmental and Natural Resource Economics (ENRE), Inquiry model Learning, Learning by Digital Technology

Analysis and Development of Learning Plans Using Project Based Learning Model in Fostering 4 Cs Skills of Economics Education Students

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Young generations in the 21st century demand a special skill which is different from the previous generation. As a matter of fact, the young generations live in the digital, the internet, the industrial revolution, and disruptive innovation eras. Besides, recently the world is attacked by a pandemic virus called the Covid-19 virus. The American Management Association (AMA) in 2012 developed a concept called super skills 4 Cs (Creativity, Critical thinking, Communication, Collaboration) in 3 main areas, namely: 1) Learning and innovation skills: critical thinking and problem solving, communication and collaboration, creativity and innovation, 2) Digital literacy skills: information literacy, media literacy, information and communication technology literacy, and 3) career and life skills: flexibility and adaptability, self-initiative and direction, social and cross-cultural interactions, productivity and accountability. This paper discussed about preparation of a learning plan through Project-Based Learning as an effort to improve the students' 4Cs skill, particularly students who are taking Economics Education Study Program. It is important to identify the activities of lecturers and students so that the achievement of 4Cs can be done optimally in strengthening the learning design using distance learning methods with various e-learning applications.

Keywords: strategy, creativity, critical thinking, communication, collaboration.

The Psychological Well-Being Of Poor Family: A Literature Review

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Poor families can be said to be families that have difficulty fulfilling their daily needs. This means that individuals who are unable to meet their basic needs and also do not have wealth or money and are classified as poor individuals will have low psychological well-being and have an impact on the individual's psychological well-being. On the other hand, there are still poor families who remain happy in their lives. This article is hoped to be guidance in research related to poor families and psychological well-being.

Keywords: Psychological Well-Being, Poverty, Poor Family

**The Development of Book on The Literacy of Cooperative and Life-Based
Pancasila Economy**

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The aim of the development of book on the literacy of cooperative and life-based Pancasila economy is to provide materials for students in order to be more literate towards cooperative and Pancasila economy in Indonesia. The research and development of this book adopted the Borg and Gall development model, which was implemented in 7 stages, namely the need analysis stage, the initial draft development stage, the validity test stage, the draft revision stage, the group trial stage, and the revision stage. The result of the development was a book on the literacy of cooperative and life-based Pancasila which is based on the appropriate instructional procedures and principles. It was declared feasible by the content and design experts to be applied in large groups. The test result on small group was 82,3% provided justification that the development of this literacy book can be applied to large groups.

***Keywords:** Books, Literacy Cooperatives, Pancasila Economics, Life-Based*

The Influence Of Learning Activities, Family Environment, And Learning Interest On Students 'Quality Of Students In Pkwu Learning (Initial And Entrepreneurship) In SMAN 1 Kec. Akabiluru Kabupaten Lima Puluh Kota

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This study aims to analyze and see the effect of learning activities, family environment, and interest in learning on the quality of learning of students in PKWU learning (workshops and entrepreneurship). This type of research is ex post facto with a population of 306 people. The sampling technique used proportional random sampling with a sample of 173 people. The analysis technique used is Multiple Regression Analysis. The results of this study indicate that: 1) Learning activities have a positive and significant effect on the quality of student learning in PKWU (Craft and Entrepreneurship) learning at SMAN 1 Kec. Akabiluru Kab. Fifty Cities, 2) Family Environment has no positive and significant effect on the quality of student learning in PKWU (Craft and Entrepreneurship) learning at SMAN 1 Kec. Akabiluru Kab. Fifty Cities, 3) Interest in learning has a positive and significant effect on the quality of student learning in PKWU (Craft and Entrepreneurship) learning at SMAN 1 Kec. Akabiluru Kab. Fifty Cities, 4) Learning Activities, Learning Environment, and Learning Interests together have a positive and significant effect on the quality of student learning in PKWU (Craft and Entrepreneurship) learning at SMAN 1 Kec. Akabiluru Kab. Fifty Cities

Keywords: Learning Activities, Family Environment, Learning Interest, and Learning Quality

Keywords: Learning Activities, Family Environment, Learning Interest, and Learning Quality

**Development Of Interactive Multimedia Using Powerpoint Applications
Combined With Ispring Suite Application For Vocational High Schools**

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This study aims to develop interactive multimedia learning based on android using the combined PowerPoint application with the iSpring Suite application in financial accounting for class XI SMKN 1 Tembilahan. This type of research is development research with the ADDIE model. The test subjects were all students of class XI AK 1 SMKN 1 Tembilahan totaling 32 people. Types of data consist of primary data and secondary data. Data collection instruments using observation and questionnaires. Data analysis techniques used validation analysis by material experts and media experts and practicality by students. The results of the study state that the feasibility of android-based multimedia with financial accounting subjects, bank reconciliation material based on material expert judgment, gets a validity level of 80%, valid category. The feasibility of Android-based multimedia with financial accounting subjects and bank reconciliation material based on the media expert's assessment received a validity level of 84%, very valid category. Based on this assessment, Android-based multimedia is valid for use as learning multimedia for class XI AK 1 SMKN 1 Tembilahan. The feasibility of Android-based learning multimedia gets a practicality level of 82%, the category is very practical to use. Based on the results of this study, it is suggested that schools and teachers can take advantage of this multimedia as online learning during the corona virus pandemic.

Keywords: Development of multimedia learning, multimedia learning, android based learning

**How to Improve the Vocational School Entrepreneurship Teacher's
Understanding of Business Model Canvas and Its Implementation in The
Learning Process**

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Creative product and entrepreneurship subjects are one of the compulsory subjects studied in Vocational High Schools (SMK). The purpose of entrepreneurship learning at SMK is to build the entrepreneurial spirit and character of students and prepare vocational students to become entrepreneurs. The business model canvas is one of the materials that must be mastered by students who take Creative Products and Entrepreneurship subjects. This material is new material that has not been fully mastered by the teacher both in terms of material substance and learning. Approximately 90% of teachers who teach entrepreneurship have never received special training on BMC materials and their lessons. One of the efforts made to improve teachers' understanding of the essence of BMC and its learning is through training. There were 77 vocational teachers of entrepreneurship who attended the training. The training is carried out effectively using the zoom cloud meeting by presenting resource persons who are experts in the field of BMC preparation. Based on the results of different tests, it is known that there are significant differences in teachers' understanding of BMC before and after training. Teachers' understanding of the preparation of BMCs improved after participating in the training activities. The material related to the customer segment is the part that is most easily understood by the teacher. Meanwhile, the material related to the Cost Structure is the most difficult material to understand. Training through zoom cloud meetings by presenting competent speakers is an effective way to improve teacher competence. Teachers still need training to further examine aspects of the cost structure in preparing BMC.

Keywords: Business Canvas Model, Entrepreneurship

**The Influence Of The Family Environment, Academic Atmosphere And
Critical Thinking On Student Creativity Prospective Teachers Of
Economics In Padang City**

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The objectives of this study were to: 1) analyze the influence of the family environment on critical thinking of economic teacher candidates in the city of Padang. 2) to analyze the influence of the academic atmosphere on critical thinking students of former economics teachers in the city of Padang. 3) to analyze the influence of the family environment on the creativity of economic teacher candidates in the city of Padang. 4) to analyze the influence of the academic atmosphere on the creativity of prospective economics teachers in the city of Padang. 5) to analyze the effect of critical thinking on the creativity of economic teacher candidates in the city of Padang. The population in this study were students of economics teacher candidates in the city of Padang with a sample size of 300 respondents. Data obtained were analyzed using *Structural Equation Modeling* (SEM) with Smart PLS 3.0. The results showed that: 1) The family environment has a significant effect on critical thinking of economic teacher candidates in the city of Padang. 2) The academic atmosphere has a significant effect on the critical thinking of prospective economics teacher students in the city of Padang. 3) The family environment has a significant effect on the creativity of economic teacher candidates in the city of Padang. 4) The academic atmosphere has a significant effect on the creativity of prospective economics teachers in the city of Padang. 5) Critical thinking has a significant effect on the creativity of economic teacher candidates in the city of Padang.

Keywords: Family Environment, Academic Atmosphere, Creativity Critical Thinking

The Effect of Reading Interest, Learning Discipline And Learning Motivation On Student Learning Outcomes In The Taxation Course At The Economic Education Study Program Batanghari Jambi University

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This study aims to determine: 1) the influence of interest in reading on Motivation, 2) the effect of learning discipline on Motivation, 3) the effect of interest in reading on student learning outcomes, 4) the effect of learning discipline on student learning outcomes, 5) the effect of learning motivation on learning outcomes college student.

The population in this study were all students of the Economic Education Program of Batanghari Jambi University, totaling 146 students. Sampling in this study will be conducted by proportional random sampling, namely 107 students.

The results of this study indicate that reading interest has a significant effect on learning motivation, learning discipline has a significant effect on learning motivation, reading interest has a significant effect on learning outcomes, learning discipline has a significant effect on learning outcomes, and learning motivation has a significant effect on learning outcomes

Keywords: Learning Outcomes, Reading Interests, Learning Discipline, and Learning Motivation



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HUMAN RESOURCES

**Correlation between Job Motivation, Job Satisfaction, and Perceived Organizational Support with Organizational Citizenship Behavior(OCB):
A Literature Study**

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This paper is a literature study which aimed to analyze the correlation between job motivation, job satisfaction, and perceived organizational support (POS) with OCB. This type of research is explanatory research, using literature review design to determine the relationship between job motivation, job satisfaction, POS, toward the Organizational Citizenship Behavior (OCB). The results found that job motivation, job satisfaction, and perceived organizational support had a positive and significant effect on employees' OCB. The results of this review are only a conceptual starting point for starting an integrated discipline.

Keywords: *OCB, Job Motivation, Job Satisfaction, POS*

The Effect of Paternalistic Leadership on Employee Innovative Behavior in Indonesian Startup Companies: The Mediating Role of Psychological Empowerment

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Companies can become more innovative by leveraging employees' ability to innovate, operationalized through innovative behavior, greatly influenced by the leader. Empowerment is considered capable of mediating the effect of leadership on innovative behavior. Employees with innovative behaviors can be fast and accurately respond to customers, develop new ideas, and create new products. This study aims to examine effect of paternalistic leadership (benevolent, moral, and authoritarian) on innovative behavior, the effect of psychological empowerment on innovative behavior; and the effect of paternalistic leadership's on employees' innovative behavior mediated by psychological empowerment. The data were collected from 119 employees of several startup companies in Indonesia. Researchers used Hayes Process method to assess the proposed hypotheses and evaluate the mediating role. The findings suggest that psychological empowerment mediates the effect of benevolent and authoritarian leadership on innovative behavior. However, this study indicates that psychological empowerment does not mediate moral leadership and innovative behavior. This study provides recommendations to leaders and the organization's management in formulating HR management practices to improve company's innovation performance through leadership style by creating a positive work environment that affects employee innovative behavior through psychological empowerment. So, it can improve the company's innovation performance.

Keywords: paternalistic leadership, benevolent leadership, moral leadership, authoritarian leadership, psychological empowerment, innovative behavior, startup

**The Effect Of Stress And Work Environment And Work Engagement On
Employee Performance: A Literature Review**

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This paper is a literature study to analyze the effect of stress, work environment, and work engagement on employee performance. This type of research is explanatory research, looking at the relationship of free variables is stress, work engagement, and work environment on employee performance. This study aim to gather and analyze published articles regarding the effect of stress, work engagement, and work environment on employee performance. The research design is a literature review. Articles published in the last five years appearing in six different academically. Based on the results of the review literature that leadership, communication, and motivation has positive and significant effect on employee performance. The results of this review are only a conceptual starting point for starting an integrated discipline.

Keyword: stress, work engagement, work environment, employee performance

**Organizational Justice Dimensions And Perceived Organizational
Support: Preliminary Findings**

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This study examined the effects of organizational justice components as encompassed by three specific forms of justice perceptions; distributive justice, procedural justice and interactional justice on perceived organizational support (POS). The population of this study is the nurses working at all private public hospitals in Padang. For this preliminary study, sample was only 30 respondents. Data was collected through a questionnaire using Likert scale. In this research, data were analyzed using multiple linear regression with SPSS 20.0. The results of this study showed that distributive justice had a positive and significant effect on perceived organizational support. Furthermore, the results of this study also proved that procedural justice had a positive and significant influence on perceived organizational support. Finally, the results of this study showed that interactional justice had a positive and significant effect on perceived organizational support.

Keywords: distributive justice, procedural justice, interactional justice and perceived organizational support

Taxonomy Of Cultural Values Of SME Organizations

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This study aims to formulate a model of business culture values that are owned by SMEs Padang city. The population in this study were all SMEs under the guidance of the Padang City Cooperative and UMKM Service. The sampling technique was using purposive sampling and proportional area sampling technique and so that a sample of 380 SMEs were obtained proportionally in 11 districts of Padang City. The data in this study were collected through a questionnaire arranged based on the dimensions and characteristics of organizational culture according to Cameron and Quinn's Competing Value Framework and the organizational culture dimensions according to Tremponars. The data analysis technique used in this research is explanatory factor analysis. From the research results it is known that of the 72 items of dimensions and characteristics of organizational culture, only 35 items are valid so that 10 groups of organizational culture dimensions can be formed which are considered to represent the values of organizational culture at SMEs Padang City. The dimensions of business culture that were found consisted of 1) trust, 2) membership, 3) kinship, 4) control leadership, 5) clear structure, 6) shared ideas, 7) self-confidence, 8) results-oriented leadership, 9) company dynamic, and 10) results-oriented companies.

Keywords : culture, Competing Value Framework, UMKM .

The Effect of Leadership, Training, and Career Development on the Performance of the West Sumatra Police Personnel

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This study examines the influence of leadership on training, career development, and the influence of leadership, training, and career development on performance. The number of respondents was 346. The analysis technique used was path analysis to determine the influence of leadership, training, and career development on the performance of the West Sumatra Police personnel. The results of the study prove that: (1) Leadership has a significant effect on training; (2) Leadership has a significant effect on career development; (3) Training has no significant effect on career development; (4) Leadership has a significant effect on performance; (5) training has a significant effect on performance; (6) Career development has a significant effect on performance. The results of this study will have implications for the West Sumatra Police or other government organizations in improving performance through leadership, training, and appropriate career development. In addition, this study provides knowledge about the influence of leadership, training, and career development on performance.

Keywords: *Leadership, Training Career Development, Performance.*

**Effect of Capital Strengthening, Education, and Health on Poverty Status
In The City of Sawahlunto**

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This study aims to reveal and analyze the effect of capital strengthening, education, and health programs on poverty status in Sawahlunto City. The population in this study were the poor in the city of Sawahlunto which were spread over 4 (four) districts, namely 1) Talawi District, 2) Barangin District, 3) Lembah Segar District and 4) Silungkang District totaling 871 families. The number of samples in this study were 96 families. Sampling is done based on Random Sampling with the sampling technique "Cluster Random Sampling" because it has different characteristics. The data analysis used in this research is logistic regression analysis. The results of the study found that the strengthening of capital, education and health both partially and simultaneously had a significant effect on the poverty status of the people in the city of Sawahlunto. Providing business capital, improving education and providing health services that are not burdensome for the poor is one solution to cutting the cycle of poverty. With the availability of business capital, high education and good health, the quality of human resources will be better, so that productivity will increase which will have implications for increasing income and improving the family economy. So that the status of poverty in the city of Sawahlunto can be reduced and the community can get out of the poverty line, it is recommended that the Sawahlunto city government make improvements in providing business capital, improve the quality of human resources by organizing and providing better education and increasing the degree of public health by providing services more equitable health.

Keywords: Capital Strengthening, Education, And Health On Poverty Status

**Human Resources Empowerment by Using Human Capital Analytics
Tools as Contribution to Organizational Success: A Conceptual
Framework**

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Human Resources (HR) has always been an important asset and core of organizational success. The importance of Human Resource Management (HRM) and Human Capital Management (HCM) has increased during the last century. Traditional HR performance metrics are less effective in predicting organizational performance and its benefits to employees so it needs to be reviewed. The new HR transformation which in its implementation also used in business strategy is called Strategic Human Resource Management (SHRM). It ensure a fit between the management of the organization's employees, and the overall strategic direction of the company. HR has continue developed HCM perspective as part of SHRM to guide organizational investment in people and predict organizational performance. The main objective of HCM is to meet the strategic objectives of the organization with efficiency, effectiveness, and manage them effectively in order to produce productive outputs. In the process of achieving this condition, the organization can monitor it through advanced products from Human Capital Management including Human Capital Metrics, Human Capital Scorecard and Return on People. This product implementation gives HR a seat on the strategy table to clearly present the actual economic return on investment either by increasing business, reducing or avoiding costs and increasing efficiency that should enhance the business bottom line.

Keywords: Human Capital Management, Strategic Human Resource Management, Human Capital Analytics Tools, Human Capital Metrics, Human Capital Scorecard, Return on People

**Relationship Between Social, Technology, Personality, and Psychology
Factors on Intention in Pre-Employment Training**

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The Pre-employment Card Program was created as a solution for rising number of unemployment during the COVID -19 pandemic. The pre-employment card program has eight digital platform partners for online training delivery. There are various types of pre-employment card training. With more choices of types of training, managers and partners need to evaluate the factors that determine the decision to take online training for people who have a Pre-Employment Card in Indonesia. The research approach used is quantitative. The population of this research is people who have pre-employment cards in Indonesia. The number of respondents in this study was 350 obtained by purposive sampling method. The SEM Warp PLS 7.0 application is used for statistical data calculations. The research results reveal that the factors that can influence the intention in participating in training for people who have a Pre-Employment Card in Indonesia are social, personality, technological, and psychological factors.

Keywords: Pre-employment card, pre-employment training, unemployment, covid-19.

**Analysis of Organizational Commitment, Motivation, Work Ability,
Working Environment, and Employees Performance in The Covid-19 Era**

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The purpose of this research was to analyze the effect of organizational commitment on employee performance, to analyze the effect of work motivation on employee performance, to analyze the effect of work ability on employee performance, to analyze the effect of work environment on employee performance. This type of research is a quantitative research. The population of this research are all permanent employees of PT. Austin Engineering Indonesia 154 respondents. The sampling technique uses saturated samples. Data obtained using a questionnaire. Data analysis techniques using multiple linear regression with SPSS. The results showed that organizational commitment has a significant effect on employee performance, work motivation has a significant effect on employee performance, work ability has a significant effect on employee performance, and the work environment has a significant effect on employee performance. Simultaneous F test results show that organizational commitment, work motivation, work ability, and work environment have a significant effect on employee performance.

Keywords: Organizational Commitment, Work Motivation, Work Ability, Work Environment, Employee Performance

The Role of Moderating Social Support on the Influence of Proactive Personality and Organizational Justice on Proactive Work Behavior

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The research objective was to determine the role of social support as a moderator on the influence of proactive personality and organizational justice on proactive work behavior. Data was collected among 160 employee working in PT. Karya Agung Megah Utama, Agam district. The research instrument was a questionnaire distributed to respondents. Data analysis using SEM PLS. The results showed that proactive personality and organizational justice have a positive and significant effect on proactive work behavior. Social support was not a moderator on the relationship between proactive personality and proactive work behavior. Meanwhile, social support as a moderator strengthens the effect of organizational justice on proactive work behavior.

Keywords: social support, proactive personality, organizational justice, proactive behavior

**The Influences of Transformational Leadership, Career Development,
and Compensation to Job Satisfaction at Padang State University**

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This research aimed at finding out the influences of transformational leadership, career development, and compensation to job satisfaction at Padang State University. This study used 30 employees as sample at Padang State University. Questionnaire was used as a research instrument and distributed to the employees who were designated as respondents. The analysis method used Partial Least Square (PLS). The research showed some results: First, transformational leadership had a significant effect on job satisfaction; second, transformational leadership had a significant effect on compensation; third transformational leadership had a significant effect on career development; fourth, career development had no significant effect on job satisfaction; and fifth, compensation had a significant effect on job satisfaction.

Keywords: transformational leadership, career development, compensation, job satisfaction, Padang State University

**Internalization of Intellectual Capital Model Conception of SMEs for
MSME Entrepreneurs**

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The purpose of this research is to internalize and increase knowledge of intellectual capital to SME actors in the city of Padang. The population in this study were all SMEs under the guidance of the Department of Cooperatives and UMKM in the city of Padang. The sample was determined through a purposive technique, so that the sample amounted to 40 people. At the first stage, respondents will be given a preliminary questionnaire to measure how well the respondent's understanding of the concept of intellectual capital models for SME actors is. Then the respondent will be given an intellectual capital module which is expected to help participants to understand and implement intellectual capital in their business and it is also hoped that there will be responses and criticisms from the respondents. So after the data was collected with the conditions before and after giving the module, then the data were analyzed through a different test with the ANOVA technique. From the research results, it was found that there were differences in the knowledge of respondents before and after giving the module significantly with the sig value. $0.000 < 0.05$.

Keywords: Intellectual Capital, Human Capital, Customer Capital, Structural Capital.

The Influence of Organizational Climate Support on Psychological Welfare and Employee Loyalty with Psychological Capital as Mediating Variables in the National Narcotics Agency of West Sumatra Province

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This study aims to analyze the influence of organizational climate support on psychological well-being and employee loyalty with psychological capital as a mediating variable in the National Narcotics Agency of West Sumatra Province.. The population of this research is employeesThe National Narcotics Agency of West Sumatra Province, with a sample size of 117 respondents. The analysis technique used in this research is path analysis.

Keywords: support organizational climate, psychological well-being, psychological capital, employee loyalty.

The Influence of Emotional Intelligence, Work Climate and Work Discipline on Employee Performance

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This study aims to determine and analyze the effect of emotional intelligence, work climate and work discipline on the performance of the employees of the Islamic Hospital Ibnu Sina Padang. The research design is a design of causality. The population of this study were all employees at Islamic Hospital Ibnu Sina Padang, with a total of 295 employees with a sample of 170 people. The sampling technique was proportional cluster random sampling. This study uses primary data collected by a questionnaire. The independent variable is employee performance and the independent variable is emotional intelligence, work climate and work discipline. Hypothesis testing data analysis technique is multiple regression. This study found that emotional intelligence, work climate and work discipline partially or simultaneously have a significant effect on employee performance

Keywords: Emotional intelligence, work climate and work discipline, employee performance

Job Insecurity, Work Engagement and Job Performance of Employees in Flexible Working Arrangement: Exploring the Mediating Role of Psychological Well-Being

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Organizations and employees must be alert and adaptive in facing volatile, uncertain, complex, and ambiguous environment. Uncertainty in the workplace as well as the workforce can pose a threat to performance. This study aims to analyze the effect of mediating role of psychological well-being in explaining the impact of job insecurity towards work engagement and job performance of employees working in a flexible working arrangement. This study used Structural Equation Modeling (SEM) in the analysis. Study data were collected from 206 employees across various sectors in Indonesia. The findings showed that psychological well-being was found to be fully mediating the impact of job insecurity towards employees' work engagement and job performance. Future directions highlights the importance of providing job security to employees and maintaining employees' psychological well-being to boost engagement and performance thus provides benefits to the organizations.

Keywords: Job insecurity, psychological well-being, work engagement, job performance

The Influence Work Culture and Work Quality on Service Quality in the Governments of Padang Pariaman Regency West Sumatera Province

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The Problem that becomes the study in this research is regarding the quality of service provided by employees in local government. The variables that influence it in this study are work culture and work quality, for that we need an analysis in this study to reveal “is there an influence between work culture and employee work quality on service quality?”. This research use a quantitative approach. The research was conducted at several regional apparatus organizations of Padang Pariaman Regency, West Sumatra Province. The sampling technique used *simple random sampling*. The number of respondents in this study were 77 respondents. The data that has been collected, were analyzed using multiple regression, t test. From the results of the output above, it is explained that the coefficient of determination of the variable work culture and work quality on service quality of the Adjusted R Square is 0.443, then this value is 44.3%. it means that the variables of work culture and work quality affect service quality by 44.3% while the remaining 55.7% have an effect on other studies that are not included in this study.

Keywords: Work culture, work quality, service quality, padang pariaman regency government

**Leadership and Commitment to Organizational Change of Government
Employee in Padang, West Sumatra**

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The aim of this research is to examine the influence of two leadership styles (transformational leadership and transactional leadership) on commitment to organizational change of government employee in Padang, West Sumatra. This research object is employee working as government employee in Padang city. This research used questionnaires as primary sources of data to measure the variables. This research used purposive sampling to determine the sample. This research used 176 respondents, from several public sector organizations in Padang city. The data will be analyzed using regression analysis, using SPSS. The results found that both leadership styles had positive and significant effect on commitment to organizational change.

Keywords:: Commitment to organizational change, transformational leadership, transactional leadership

**The Influence of Work Climate, Job Placement, and Career Development
on Employee Performance in the Local Government Service of Padang
Panjang**

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Employee performance in the organization is significant considering it could be useful to determine the effectiveness of the organization's work. This study aims to analyze the effect of work climate, job placement, and career development on employee performance in the Local Government Service of Padang Panjang. The number of samples in this study was 212 respondents, namely employees of the Local Government Office of Padang Panjang. The analysis technique used is regression analysis. The research results prove that the work climate, job placement, and job development have a significant effect on performance. The work climate has the greatest influence on performance. These results provide evidence that improving employee performance requires a good work climate, effective job placement, and well-planned career development.

Keywords: work climate, job placement, and performance.



MARKETING

**The Effect of Satisfaction on Marketing Mix on Loyalty of Outpatients
Lubuk Basung Hospital**

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This study aims to analyze the effect of satisfaction on the marketing mix on the loyalty of outpatients at Lubuk Basung Hospital. The population of this research is the patients of Lubuk Basung Hospital, with a total sample of 100 respondents. The analysis technique used in this research is path analysis. Based on the analysis, the results obtained (1) product satisfaction has a positive and significant effect on loyalty, (2) satisfaction with price has a positive and significant effect on loyalty, (3) satisfaction with location has a positive and significant effect on loyalty, (4) satisfaction with promotion has an effect positive and significant impact on loyalty, (5) satisfaction with employees has a positive and significant effect on loyalty, (6) satisfaction with the process has a positive and significant effect on loyalty,

Keywords: satisfaction with the marketing mix, loyalty.

**The Effect Of Competitive Advantage, The Role Of Information
Technology On Revisit Intention: Tourist Satisfaction As An Intervening
Variable**

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This study aims to analyze the effect of competitive advantage and the role of information technology in Nagari Tuo Pariangan Tanah Datar District and tourist satisfaction as an intervening variable. This research is a causative research with PLS (Partial Least Square) analysis technique. The population in this study are all tourists who have visited the tourist attraction of Nagari Tuo Pariangan, both foreign and domestic tourists, with a total sample of 260 respondents. The results showed that there was a significant positive effect on competitive advantage on tourist satisfaction, information technology on tourist satisfaction, competitive advantage on revisit intention, tourist satisfaction with revisit intention, competitive advantage on revisit intention through tourist satisfaction, and information technology on revisit intention through tourist satisfaction. The results also showed that there was no significant positive relationship between information technology on revisit intention.

Keywords: Revisit Intention, Tourist Satisfaction, Competitive Advantage and Information Technology.

**Ecotourism Strategy for Indigenous Community to Contribute
Socioeconomic Resilient In Pulau Merah Area**

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Tourism has become one of the largest economic sectors and is the service sector with the fastest growth rate in the world today. Increasing the number of destinations and investing in tourism development, has transformed tourism as a prime mover the socio-economic progress of a country one of them is ecotourism. Ecotourism is a mixture of interests arising from environmental, economic, and social problems. It combines a strong commitment to nature and a sense of social responsibility. Pulau Merah is an ecotourism attraction in Banyuwangi which has huge potential and it developing very fast, up to the international level. This condition makes the surrounding community quite affected, especially the socio-economic aspects, as a result of which there are many tourist visits every year. This study aims to determine the contribution size of the socio-economic impacts that arise as a result of the rapid development of ecotourism. Other objectives will also be formulated to increase socio-economic resilience based on the strengths, weaknesses, opportunities and threats that exist there. The method used to answer the problems is a descriptive phenomenology approach, where the researcher makes direct observations, interviews and surveys supported with a simple SWOT analysis to be able revealing the real conditions that appear. The ecotourism give structural economic activity enhancement for local people, from agriculture activity become extensively service provider for tourism. There are evidence for increasing socioeconomic welfare from developing ecotourism. Strategies must be carried out to create significant impact on socio-economic activities. Based on the results of the analysis carried out, there are several strategies concern in aspects of advantage, consistency, consonance and feasibility. The implementation are by increasing the participation of local residents in all age and improving eco-friendly infrastructure as well as supporting regulations as legal protection for tourism activities and education for conserving nature.

Keywords: *Ecotourism, Tourism Strategy, Tourism Community.*

**Managing Padang Restaurant's Consumers Trust: The Role of Halalness,
Food Service and Satisfaction**

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This study aims to analyze the effect of (1) Halalness towards Padang Restaurant Consumers Satisfaction, (2) Food Service towards Padang Restaurant Consumers Satisfaction and (3) Consumers satisfaction towards Padang Restaurant Consumers Trust. This research was conducted in West Sumatra by taking sample areas in Bukittinggi, Padang, Tanah Datar and 50 Kota. The determination of the number of samples is carried out proportionally and an met accidentally on 450 people respondents. Hypothesis testing is carried out using Multiple Linear Regression Analysis. The results of this study include: (1) Halalness has no significant effect on Padang Restaurants Consumers Satisfaction, (2) Food Service has a positive and significant effect on the Padang Restaurant Consumer Satisfaction and, (3) Satisfaction has a positive and significant influence on Padang Restaurant Consumer Trust.

Keywords: *Consumer Trust, Halalness, Food Service, Satisfaction, Padang, Restaurant.*

The Effect of Experiential Marketing on Customer Satisfaction Through Experiential Value as Intervening of Variables On Xiaomi Smartphone User

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This study aims to analyze and prove the effect of experiential marketing on customer satisfaction with experiential value as an intervening variable. In this study, 150 students were active or were still registered at Padang State University and used Xiaomi smartphone brands. The analytical method used to prove the hypothesis is done by SEM (Structural Equation Model) analysis which is processed with Smart PLS. In accordance with the results of hypothesis testing it was found that experiential marketing had no effect on customer satisfaction with experiential value as an intervening variable on students of Xiaomi brand smartphone users at Padang State University.

Keywords: Experiential Marketing, Experiential Value & Customer Satisfaction

**Influence of Product, Price and Promotion On Purchase
Decision On Toyota Agya Car With Brand Image As
Intervening Variables In Padang City**

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This study aims to determine the effect of products, prices and promotions on purchasing decisions for Toyota Agya cars with brand image as an intervening variable in the city of Padang. This study used a survey approach using a questionnaire to collect data from Toyota Agya car users in Padang City. The data analysis technique used the PLS-SEM approach. The findings show that product, price and promotion have a positive and significant effect on purchasing decisions. Products, prices and promotions have a positive and significant effect on brand image. Brand image has a positive and significant effect on brand image. The hypothesis on the indirect effect shows the product on purchasing decisions through brand image has a positive and significant impact. Price on purchasing decisions through brand image has a positive and significant effect and promotion on purchasing decisions through brand image has a positive and significant effect.

Keywords: Product, price, promotion, purchase decision, brand image, purchase decision

The Impact of Services Quality on Brand Experiences: The Mediating Role of Customer Engagement

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The purpose of this research is to analyze: (1) The Effect of Services Quality on Customer Engagement, (2) The Effect of Services Quality on Brand Experiences, (3) The effect of Services Quality on Brand Experiences through Customer Engagement, (4) The effect of Customer Engagement on Brand Experiences. This research using causative research with total sample was 151 people by using questionnaire. The result of research shows that (1) Services Quality has significant effect on Customer Engagement, (2) Services Quality has no effect on Brand Experiences, (3) Services Quality has significant effect on Brand Experiences through Customer Engagement, (4) Customer Engagement has significant effect on Brand Experiences.

Keywords: Services Quality, Customer Engagement, Brand Experiences, KFC.

Is the Implementation of Good Corporate Governance Able to? Improve Earnings Quality?

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The purpose of this study is to examine the effect of implementing good corporate governance on earnings quality. The population of this study is all non-financial companies that are included in the fast-growing company. The result of this study shows that board structure and process have a positive effect on earnings quality. Ownership control and characteristics negatively affect earnings quality. Firm size has a positive effect on earnings quality. Firm size affects the relationship of good corporate governance to earnings quality.

Keywords: good corporate governance, earnings quality, firm size

**The Effect of Relational Bond and Services Quality on Brand Experiences
With Customer Engagement as A Mediation Toward KFC Customers in
Padang City**

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The purpose of this research is to analyze: (1) The Effect of Relational Bond on Customer Engagement, (2) The Effect of Services Quality on Customer Engagement, (3) The Effect of Relational Bond on Brand Experience, (4) The Effect of Services Quality on Brand Experiences, (5)) The effect of Relational Bond on Brand Experiences through Customer Engagement, (6) The effect of Services Quality on Brand Experiences through Customer Engagement, (7) The effect of Customer Engagement on Brand Experiences. This research using causative research with total sample was 151 people by using questionnaire. The result of research shows that (1) Relational Bond has significant effect on Customer Engagement, (2) Services Quality has significant effect on Customer Engagement, (3) Relational Bond has significant effect on Brand Experiences, (4) Services Quality has negative effect on Brand Experiences, (5) Relational Bond has significant effect on Brand Experiences through Customer Engagement, (6) Services Quality has negative effect on Brand Experiences through Customer Engagement, (7) Customer Engagement has significant effect on Brand Experiences.

Keywords: Relational Bond, Services Quality, Customer Engagement, Brand Experiences, KFC.

Analysis of the Effectiveness of Monetary Policy Transmission through the Exchange Rate Channel in Maintaining Price Stability in Emerging Market Countries

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This study aims to determine the effectiveness of monetary policy transmission through the exchange rate channel in influencing price stability. This type of research is associative research. Sources of data are secondary data and data in the form of time series 1 quarter 2010 - 4 quarter 2018. The model analysis tool used is the Vector Error Correction Model (VECM). The results of the research estimate based on these indicators show that the Brazilian State exchange rate pathway has not been effective in influencing inflation as evidenced by the weak influence of the exchange rate variable on inflation, only 5.28%. The Philippines, the exchange rate path has been effective in influencing inflation as evidenced by the strong influence of the exchange rate variable on inflation, namely 5.38%. The Indonesian state, the exchange rate pathway has been effective in influencing inflation as evidenced by the strong influence of the exchange rate variable on inflation, namely 3.25%. Based on the VECM estimation results, in Brazil and the Philippines there is a short and long term relationship, while in Indonesia there is a long term relationship. In Brazil, the short and long term relations are described in time lag 4, in Indonesia the long and short term relationships created between each variable in the monetary policy transmission channel through the exchange rate channel are described in time lag 1 and the Philippines at time lag 1. The interest rate channel is found to be the most dominant channel of monetary policy transmission in Brazil.

Keywords: Effectiveness, Monetary Policy Transmission, Exchange Rate, Price Stability, Vector Error Correction Model (VECM) and Emerging Markets.

Use Behavior of E-Money: Empirical Study Using UTAUT Model

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The use of e-money as a non-cash payment system in many countries has increased in recent years. A number of studies have been conducted to determine the determinant factors of e-money adoption. This study aims to analyze the use behavior of e-money using the UTAUT (Unified Theory of Acceptance and Use of Technology) model. Use behavior indicates how often e-money is used as a means of payment. Sample of this study was 193 e-money users in West Sumatra who were taken through online surveys. The data was analyzed using Structural Equation Modeling by SmartPLS. The results showed that the use behavior of e-money was influenced by behavioral intention. Three UTAUT variables has founded have a significant effect toward behavioral intentions, namely effort expectations, social influences and facilitating conditions. Interestingly, there is no direct effect of the UTAUT variable on the use behavior of e-money. This result shows that effort expectations, social effects and facilitating conditions will only affect the user's intention to use e-money and have no effect on the intensity of e-money usage itself. The finding of this study could contribute to other researchers who want to investigated the impact of technology usage on individual effect.

Keywords: *e-money, UTAUT model, use behavior, behavior intention*

Analysis of Factors that Affect the Repurchase Intentions on Online Shopping Sites

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Indonesia is a market with attractive e-commerce growth from year to year. Since 2014, Euromonitor noted, online sales in Indonesia have reached US \$ 1.1 billion. Census data from the Central Statistics Agency (BPS) also said that the Indonesian e-commerce industry in the last 10 years has increased by 17 percent with a total number of e-commerce businesses reaching 26.2 million units. Over the past 4 years, e-commerce in Indonesia has increased by up to 500 percent. The e-commerce phenomenon that is starting to develop rapidly in Indonesia is online shopping sites. The more rapid the development, the more competitors the online shopping site has to face. In online shopping sites that affect success and profitability is consumer repurchase intention.

Keywords: repurchase intention, online shopping site, factors that affect the repurchase intention

**The Influence of Millennial's and Post Millennial generation Behavior
on Travel Intention to The Ecotourism Area during the New Normal 5th
Phase on The Center of Pandemic COVID-19 in Indonesia**

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The countries in the Association of Southeast Asian Nations (ASEAN) is one of the main tourist destinations in the world. Indonesia became the fourth country in ASEAN with the highest number of arrivals. The existence of COVID-19 pandemic has a direct impact on Indonesia's tourism sector. The respondent of this research is millennial and post millennial. This study determines to found out the correlation of pandemic COVID-19 with the intention to travel from this two generations. This research examines the influence of perceived travel risk, travel motivation, and affect toward travel intention in ecotourism are for millennial traveler during the new normal phase 5. This study is using quantitative methods and collecting data from 334 respondents that represents the sample criteria. This research findings only confirmed that only one of perceived risk dimensions or safety risk has significant effect on travel intention in ecotourism area during the new normal phase five. In addition, the level of negative affect and the level of positive affect had the positive effect on travel motivation. Finally, travel motivation can positively influence the travel intention in ecotourism area.

Keywords: Millennial, ecotourism, travel intention, new normal, covid-19

**Analysis of Online Business Management during Covid-19 Pandemic
Case Study on Millennial Female Businesspeople in Tulungagung
Regency, in East Java**

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Online business is currently booming and growing rapidly. The Covid-19 pandemic has forced all sectors to impose social restrictions. It also certainly has an impact on businesses. Businesses made offline must simultaneously turn strategies into online businesses. Therefore, the proficiency of female businesspeople should be able to take advantage of the opportunities that exist in society. The purpose of this research is to: 1) know the business condition of Online Business in female business people and 2) know online business management in the covid-19 pandemic?. The method used in this study is the qualitative method through interview instruments. The results showed that of the 5 respondents interviewed the current condition of covid-19 the business can still run but must adjust to the current pandemic situation and conditions by diversifying products according to market demand to provide health-focused goods to prevent the Covid-19 virus. While the management of online business that is done can be seen from the aspect of human resources is already well owned because the average educated S1, financial aspect has not done separation of personal financial management and still has not routinely recorded financial statements, the production aspect is still only doing production without using advanced tools but the packaging is already premium class, and the promotional aspect utilizes social media to boost purchases.

Keywords: Online Business, Female Entrepreneurs, Covid 19 Pandemic



FINANCE

**Analysis of Financial Performance for Nagari Panampuang Saiyo
Owned Enterprises**

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This study aims to see the financial performance of Nagari-Owned Enterprises (BUM-Nag) Panampuang Saiyo, Agam Regency, West Sumatra Province by using analysis of liquidity ratios, solvency, activity and profitability. The study used secondary data in the form of financial reports in 2018 and 2019. The results showed that the liquidity ratio including the current ratio, the fast ratio and the cash ratio had a large value of 1, the solvency ratio including DAR, DER and LTDER had a small value of 1, the activity ratio included TATO and FATO have a smaller value of 1, and the profitability ratio including ROA and ROE has a negative value. Based on these results, it is suggested that Nagari-Owned Enterprises (BUM-Nag) Panampuang Saiyo increase its business income through efforts to increase production and product marketing.

Keywords : Bum-nag, performance, finance, Panampuang

**The Effect of Corporate Social Responsibility on Bank Efficiency in
Developed Countries**

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There are numerous studies analyzing the relationship between corporate social responsibility (CSR) and bank's financial performance, however this question still gives rise to debate. We have chosen to approach this theme from a different angle. In order to provide an alternate perspective on the issue, we use cost efficiency as a more comprehensive measurement of bank performance. This study aims to investigate the effect of CSR on bank cost efficiency. Based on an international sample of 87 banks in 20 developed countries over 2005 - 2018 periods, we apply stochastic frontier estimation procedures to compute bank cost efficiency. In the second stage regression, we use Feasible Generalized Least Square (FGLS) to measure the influence of CSR on bank cost efficiency. Our empirical investigation reveals that CSR has a positive significant impact on bank cost efficiency. The investigation also finds that the effect of CSR on bank efficiency become not significant during crisis period. In addition, we find that CSR performance increased during crisis, while the bank efficiency decreased.

Keywords: Corporate social responsibility, Cost Efficiency, Bank.

**Influence Of Profitability And Debt Policy On Share Investment
Decisions Through Dividend Policies As Intervening In Manufacturing
Companies On The IDX**

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The purpose of this study is to determine the effect of profitability and debt policy on investment decisions through dividend policy as an intervening in manufacturing companies on the IDX. The population in this study are all manufacturing companies listed on the Indonesia Stock Exchange from 2014 to 2018 using secondary data. The sampling technique used purposive sampling. The number of samples in this study were 305 samples (61 companies with 5 years of research). The data analysis method used was path analysis by using the SPSS AMOS 24 program. The results showed that the profitability variable measured using ROE had a negative and significant effect on investment decisions measured using PER, the profitability variable measured using ROE had a positive and significant effect on dividend policy measured using the DPR, Dividend policy variables measured using the DPR cannot mediate the relationship between profitability measured using ROE and investment decisions measured using PER. the debt policy variable measured using DER has no and insignificant effect on investment decisions as measured by PER, the debt policy variable measured using DER has a negative and significant effect on dividend policy measured using the DPR, the dividend policy variable measured using the DPR can mediate the relationship between debt policy measured using DER on investment decisions measured using PER, dividend policy variables measured using the DPR have a positive and significant effect on investment decisions measured using PER.

Keywords: Investment Decision, Dividend Policy, Profitability, Debt Policy

Firm Value Predictors in The Mining Sector In Indonesia Stock Exchange

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This study aims to examine the effect of political connection and tax aggressiveness on firm value. This research is a quantitative research. Sampling method used in this research is purposive sampling with total of 22 companies' annual report data. Secondary data is being used which obtained from Indonesia Stock Exchange website (www.idx.com). Multiple regression is used to analyzing data. The result of this study implied that it is improper to use political connection as predictor variable that could affect the firm value. However, the tax aggressiveness could be used as predictor variable that could affect the firm value.

Keyword: Firm Value, Political Connection, Tax Aggressiveness.

Effects of Indonesian Students' Financial Literacy on Financial Behaviour

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This study aims to examine the effect of financial literacy on students' financial behavior in Indonesia. The data were collected using questionnaires. Respondents who participated in the study were 347 students. The sampling technique used was convenience method. Furthermore, the analysis tool used was linear regression using SPSS 18. The results showed that financial literacy has a positive effect on students' financial behavior, meaning that good financial literacy can convince someone to make better decisions about finances related to the use of funds in terms of savings and loans, insurance, and investments.

Keywords: financial literacy, students' financial behavior

**Third Party Fund Analysis Towards Bank Risk in The Banking Industry
in Indonesia Stock Exchange**

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This study aims to determine the analysis of third party funds on bank risk in the banking industry listed on the Indonesia Stock Exchange. The increase in bank risk through assets and an increase in the amount of third party funds that must be received by banks and the development of assets that tend to decline, research on the impact of third party funds on bank risk is conducted. The population in this study are all banking companies listed on the Indonesia Stock Exchange in 2014-2018. The data source uses secondary data. The sampling technique used purposive sampling. The number of samples in this study were 200 samples (40 companies with 5 years of research). The data analysis method used is multiple linear regression using SPSS 16. The results showed that the variable third party funds had no effect on bank risk using risk weighted assets. The third party fund variable has a negative and significant effect on bank risk using the loan loss provision. The third party fund variable has a negative and significant effect on bank risk using the Z Score. The third party fund variable has no effect on bank risk using liquidity creation.

Keywords: Third Party Funds and Bank Risk

**The Effect of Life Cycle on Dividend Policies of Manufacturing
Companies Listed in Indonesia Stock Exchange**

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This study aims to determine the impact of the effect of life cycle on dividend policy listed in Indonesia Stock Exchange. The population in this study are all manufacturing companies listed in Indonesia Stock Exchange on 2014 to 2018 using secondary data. The sampling technique used is purposive sampling. The number of samples in this study are 305 samples (61 companies with 5 years of research). The data analysis method used is multiple linear regression analysis with the help of the SPSS 16 program. The results showed that the life cycle variable has a positive and significant effect on dividend policy as measured by using Retained Earning to Total Equity (RETE), both using control variables or without using control variables.

Keywords: Dividend Policy, Life Cycle, Control Variable.

The X-Efficiency of Syariah and Conventional Bankings in Indonesia

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This paper investigates the X-efficiency of fifteen commercial banks in Indonesia consisting of seven syariah banks and eight conventional banks. This study uses three stages of data analysis: non-parametric data envelopment analysis (DEA) approach, t-test, and multiple regression method. The results show that in the period of this study, both syariah and conventional banks in Indonesia have not reached the optimal level of efficiency. However, conventional banks obtain a higher level of allocative and total efficiency compared to syariah banks. The inefficiency of Islamic banks is stemmed from allocative inefficiency rather than technical problems. The bank's X-efficiency is significantly influenced by size, rather than number of banking channels and staff costs. This study provides important implications for syariah banking in order to improve X-efficiency and compete in the banking industry in Indonesia by focusing on the improvement of the combination of quality assets.

Keywords: X-efficiency, DEA, syariah and conventional banks

**The Effect of Intellectual Capital (Ic) on Financial Performance in The
Financial Sector Listed on The Indonesian Stock Exchange**

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This study aims to see the effect of intellectual capital (IC) on financial performance in the financial sector listed on the Indonesia Stock Exchange. The methods of this research is explanatory. The data source uses secondary data. The sampling technique used purposive sampling. The population in this study are all financial companies listed on the Indonesia Stock Exchange in 2014-2018. The number of samples in this study were 340 samples (68 companies in 5 years). The data analysis method used is multiple linear regression using SPSS 16. Intellectual capital variables using the human capital efficiency coefficient (HCE) have a negative and significant effect on financial performance using return on assets (ROA). The intellectual capital variable using the structural capital efficiency coefficient (SCE) has a positive and insignificant effect on financial performance using return on assets (ROA). Intellectual capital variable using capital used efficiency coefficient (CEE) has a positive and significant effect on financial performance using return on assets (ROA).

Keywords: Human Capital Efficiency Coefficient (HCE), Structural Capital Efficiency Coefficient (SCE), Structural Capital Efficiency Coefficient (SCE), Capital Employed Efficiency Coefficient (CEE) and Return On Assets (ROA)

The Impact of Intellectual Capital and Knowledge Management on Competitive Advantage

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The purpose of this study was to examine the impact of intellectual capital and knowledge management on competitive advantage. This study has been conducted in Padang City, West Sumatra, Indonesia. Research respondents are bank employees who have worked for more than 5 years and have structural positions in the company. The data has been collected by using a survey with questionnaires. We got 109 responses out of 135 questionnaires, so the research response rate was 80.7%. The data analysis technique used in this research is the Structural Equation Modeling (SEM) approach using SmartPLS, this study found that the intellectual capital has not a significant impact on competitive advantage. Knowledge management has a significant impact on competitive advantage. Intellectual capital has a significant impact on knowledge management. However, the results of the study showed that the simultaneous integration of IC and KM had a 14,1% effect on competitive advantage. Finally, some limitations and future research are discussed.

Keywords: Intellectual Capital, Knowledge Management, and Competitive Advantage.



ENTREPRENEUR

**Internalization of Entrepreneurial Values on Written Batik Craftsmen in
Creating Business Independence**

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This research examines the implementation of the entrepreneurial values internalization, its benefits, and impacts in establishing business independence in the written batik industry. The internalization of entrepreneurial values needs to be instilled in batik craftsmen to maintain their business. It helps individuals develop a creative, resilient, unyielding, honest, and good personality. This was a case study that utilized a qualitative approach design. The research data was extracted using key and supporting informants, specifically business owners and employees and customers. The snowball sampling technique was used to collect the informant data. Furthermore, data analysis involved reduction, display, verification, and drawing conclusion, while triangulation was used to determine the validity of data sources and methods. The results showed that business owners and employees implement entrepreneurial values, including responsibility, knowledge of personal abilities, good personality, creativity, innovation, and courage to take risks. The internalization of entrepreneurial values implanted and implemented fosters creativity and innovation in creating new batik motifs. Creativity and innovation are the main keys to business independence, which is essential for sustainability.

Keywords: Internalization, Entrepreneurial Values, Business Independence

**The Influence of Entrepreneurial Orientation, Technology Capability,
Marketing Capability On The Business Performance With The Use Of
Moderating Social Media Variables**

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This study aims to analyze the influence of entrepreneurial orientation, technology capabilities, marketing capabilities on the performance of family businesses and moderated by the use of social media. This research is a causative research using PLS (Partial Least Square) analysis technique. The population in this study were all family business actors in the city of Padang, with a sample size of 200 respondents. The results showed that there was a significant and positive influence between entrepreneurial orientation on business performance, technology capability on business performance, marketing capability on business performance. Then The use of social media shows that it does not have a significant effect in moderating the relationship between entrepreneurial orientation on business performance, and technology capabilities on business performance. The results also reveal that the use of social media has a significant and positive effect in moderating the relationship between marketing capabilities and business performance.

Keywords: Entrepreneurial orientation, capability technology, capability marketing, social media, business performance

Is Internal-External Environment Still Important on MSMEs Competitive Advantage for Business Sustainability During Covid-19 Pandemic?

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Competitive advantage is determining factor for firm's succession and well respond to global business competition. During COVID-19 MSMEs need to sustain with good management of internal business factors and the role of government and external stakeholders to create clear policies and guidelines. This study aims to identify and analyse the influence of internal and external environment factors on the competitive advantage of Indonesian MSMEs in the era of the COVID-19 pandemic. Conclusive research design used for testing the hypotheses and analyze the relationship among variables. The descriptive quantitative research approach used, which are the phenomena and the problems clearly stated. Respondents are coming from 200 Indonesia Entrepreneurs ruin business in seven largest contributors' sectors for Indonesian Gross Domestic Bruto. The findings contribute to better understanding of competitive advantage for business sustainability during COVID-19 demonstrates the necessities to know and evaluation which factors has influencing the competitive advantage for business sustainability.

Keywords: Business sustainability, competitive advantage, external, internal

Learning Media of Canva Based on Flipbook in the Subjects of Creative Products and Entrepreneurship to Improve Students' Digital Technopreneurship Competencies

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The purpose of this research and development was to produce valid and feasible canva learning media based on the flipbook maker according to the demands of student competencies in the digital era. The assignments are given in the form of making promotional media using social media Instagram and Pinterest. The research and development design used the model from Borg & Gall. In producing the product the researcher conducted material validation, media validation, and limited trials. Material validation was carried out by 2 people (1 lecturer and 1 teacher), media validation by 1 lecturer, and limited trials with 12 students. Data analysis was performed by using percentage, descriptive analysis, and analysis of the sample paired test. The results of validation and media testing were the percentage of media expert validation 93.19%, material expert validation 92.06%, limited trial results in 86.36%, and field implementation test results of 89.85%. The results of the validation and testing indicate the criteria were "very feasible". The results of the analysis of the independent samples test showed the Sig value. (2-tailed) of 0.00 < 0.05, indicating that there was a significant difference between the experimental class that uses learning media and the control class that does not use media. The result of research and development was a product of Canva learning media based on the flipbook maker that was valid and feasible and can improve students' digital technopreneurship competence.

Keywords: Learning Media, Canva, Flipbook, Digital Technopreneurship Competency

Factors Forming the Firm Performance of Micro-businesses

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Micro-businesses are part of MSMEs, and as an economic booster, a vibrant and profitable segment in any developing country such as Indonesia. As a business entity, micro-enterprises are expected to have good company performance to survive. This study aims to analyze the four factors that shape the performance of micro-enterprises in the city of Padang. Those factors are financial literacy, financial inclusion, internal locus of control, and risk perception. A total of 119 samples were obtained from all micro-businesses based on clustered proportional random sampling. The data were analyzed using multiple regression analysis. The results showed that financial liability, financial inclusion, internal locus of control, and risk perception directly affect the performance of micro-businesses.

Keywords: firm performance, firm performance, financial inclusion, locus of control, risk perception

Strategic Orientation and Business Performance In West Sumatera

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Competition during this period of disruption was getting higher and spread to the Micro, Small and Medium Enterprises (MSMEs) level. With good and sustainable business performance growth, this provides an opportunity for MSMEs to become large businesses or even go public. Businesses must be managed strategically and systematically to put the benefits of good business performance. Business performance needs to be improved due to rapid environmental changes, market mechanisms that are increasingly open, competitive, and market domination. One measure of strategic orientation and business performance achievement can be seen from the overall production and marketing activities originating from MSMEs. The purpose of this study was to analyze: (1) The effect of entrepreneurial orientation on the business performance of Micro, Small and Medium Enterprises in West Sumatera, and (2) The effect of market orientation on the business performance of Micro, Small and Medium Enterprises in West Sumatera. The object of this research is focused on MSMEs in West Sumatera. The population of this study is all MSMEs in the cities of Padang, Bukittinggi, and Payakumbuh. The research sample consisted of 100 MSMEs, using proportional cluster random sampling. This type of research is causative. The analysis tool is a Structural Equation Model (SEM) using the Smart PLS version 2.0 application.

Keywords: Strategic Orientation and Business Performance