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## The Determinants of Employee Job Satisfaction

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### Abstract

Human Resource Development (HRD) is required to all large and small companies, especially about employees who are the most important factor in a company since it can assist the company in achieving the goals. This study aims to determine the factors that influence employee job satisfaction in a company. An empirical descriptive study was carried out on employees of a company work in processing rubber raw materials in Indonesia. To collect the data, judgement sampling procedure is used with 78 employees as total sample. The data were analyzed using partial least square method of structural equation modelling. The result of this study revealed that Self Efficacy is very dominant in influencing employee job satisfaction. It is expected that the company could establish good relationships with the employees, thus the employees could develop their abilities, which would also give positive impact for the company in improving work effectiveness.

Keywords: Self Efficacy, Locus of Control, Goal Commitment, Job Satisfaction

## 1. INTRODUCTION

Humans are an important source which is varied and sometimes become a problem in an organization. The need of human resource management occurs in all organizations, not only in large organizations but also in small organizations. One of the most important factors of human resource management is employee. Employee is important in reaching the goals of organization.

Based on the data above, it could be seen that the number of resigned employees of organization is bigger than the number of new employees. This is certainly caused by many

factors, one of them is employees' job satisfaction. Therefore, the researchers decided to conduct this research. Aubé, C., & Rousseau, V. (2011) Detrimental effect that interpersonal aggressive behaviours may have on two dimensions of team effectiveness, and the mediating role of team goal commitment in these relationships, Beltrán-Martín, et al (2017) The organisational context has an effect on employee proactivity. Caers, R., et al (2008) An adequate understanding of the sources of job satisfaction. Yanagizawa, S., & Furukawa, H. (2016) The influence of job type (line or staff) on perceptions of management-by-objectives (MBO) effectiveness, goal commitment, and goal-attainment behavior, as well as mediating effects of perceptions of MBO effectiveness and goal commitment and moderating effects of supervisor behavior.

## **2. LITERATURE REVIEW**

According to Siegel and Lane in Munandar (2015), job satisfaction is “the appraisal of one’s job as attaining or allowing the attainment of one’s important job values, providing the revalues recongruent with or help fulfill one’s basic needs”. It can be concluded that job satisfaction is the assessment of someone’s work as achieving or allowing results to be achieved from job values as long as the value are equal to or help someone to achieve their needs.

### *2.1 SELF-EFFICACY*

According to Agustina, et al (2016), Self-efficacy is someone’s belief of their chances to be succeeded in achieving certain task. Someone who has high self-efficacy will perform a better task because they have a strong motivation, clear goal, stable emotions, and ability to successfully work in any activities or behaviors.

### *2.2 LOCUS OF CONTROL*

According to Amalini, et al (2016) the concept of locus of control is part of social learning theory that concerns about personality and represents general expectation of the factors that determine someone’s success, praise and punishment in their life. Locus of Control is someone’s perspective about an event whether they think they can or cannot control of what happen to them.

### *2.3 GOAL COMMITMENT*

According to Nenkov, G. Y., & Gollwitzer, P. M. (2012) in their research entitled “Pre-versus post decisional deliberation and goal commitment: The positive effects on defensiveness”, to what extent personal goals relate to a strong determination, a reluctance to abandon or lower an initial goal, a willingness to invest effort, and effortful for the goal. Thus, goal commitment is to what extent does an employee persistent in completing a job with a goal that they want to achieve.



### **3. RESEARCH METHOD**

#### *3.1. POPULATION AND SAMPLES*

##### **3.1.1 Population**

Population in this research is permanent employee of BHB Ltd. Padang. In this study, the population is all permanent employees of BHB Ltd. Padang which are 346 employees in total. The subject of this study is permanent employee.

##### **3.1.2 Sample**

In this study, the researchers use convenience sampling technique, which means the selection of the sample, is based on convenience. This technique is a non-random sampling technique that does not take opportunities into account. This technique is chosen in order to make the total of the samples could represent the population well. The formula used to determine the number of samples of this study is Slovin's formula, in Sanusi (2011:101)

#### *3.2. DATA COLLECTION TECHNIQUE*

##### **3.2.1. Interview**

The researchers conduct direct interviews with respondents by asking questions about self-efficacy, locus of control, goal commitment, and other factors that influence job satisfaction.

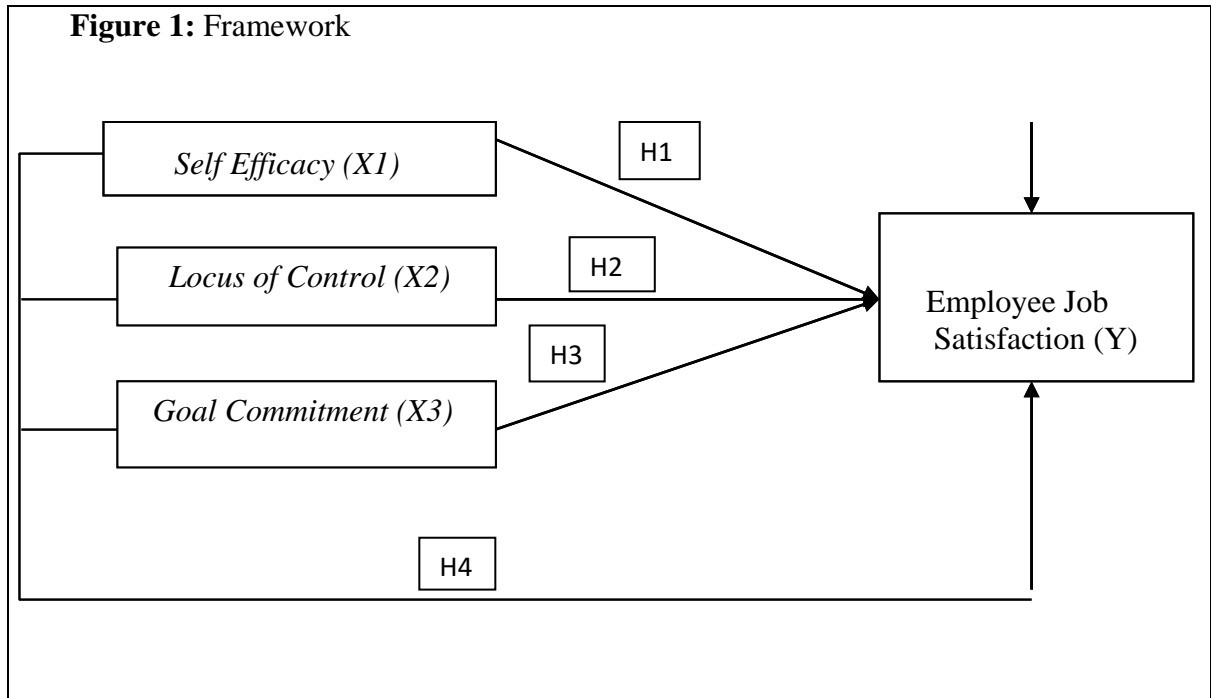
##### **3.2.2. Questionnaire**

The researchers collect the data in the form of questionnaire and the questionnaire is answered objectively by the employees.

#### *3.3. TECHNIQUE OF DATA ANALYSIS*

This method aims to describe the facts and characteristics of a situation systematically, in this case, the data which are already collected, classified, interpreted, and formulated, in order to get a clear description of the problem in this study. In this study, this data analysis technique uses quantitative data. All of quantitative data obtained from questionnaires is collected, processed, simplified, presented, The data were analyzed using partial least square method of structural equation modelling and analyzed descriptively through the table of frequency in order to be easily understood.

Based on formulation of the problem and theoretical basis above, the framework of thinking can be drawn as follows:



## HYPOTHESES

Based on the framework of thinking that has been stated before, the researchers create several hypotheses to the problem as follows:

H1: Self-efficacy has significant effect on employee job satisfaction.

H2: Locus of Control has significant effect on employee job satisfaction.

H3: Goal Commitment has significant effect on employee job satisfaction.

H4: Self-efficacy, Locus of Control, and Goal Commitment have significant effect on employee job satisfaction.

## 4 EXPERIMENT

This method aims to describe the facts and characteristics of a situation systematically, in this case, the data which are already collected, classified, interpreted, and formulated, in

order to get a clear description of the problem in this study. In this study, this data analysis technique uses quantitative data. All of quantitative data obtained from questionnaires is collected, processed, simplified, presented, and analyzed descriptively through the table of frequency in order to be easily understood.

#### 4.1 VALIDITY TEST

This study uses Pearson Correlation for the validity test. The test is done by calculating the correlation between scores of each question and the total score. These are the criteria used to declare that the data is valid or invalid:

1. Items are valid, if the probability value (Sig) <0.05
2. Items are invalid, if the probability value (Sig)>0.05

#### 4.2 RELIABILITY TEST

In this study, the reliability of the instrument is tested by using Alpha Cronbach formula. According to (Sekaran, 2010: 422) reliability is the consistency and stability of the instrument measurement. Therefore, the reliability consists of two main things; the size stability and the internal consistency of the size. These are assessment criteria for reliability used in this research:

**Table 1: Reliability Test Results of instrument for every variable**

Variable	N=78		Rule of thumb	Conclusion
	Number of Questions	Cronbach alpha		
Self Efficacy (X <sub>1</sub> )	9	0,711	0,6	Reliable
Locus of Control (X <sub>2</sub> )	8	0,752	0,6	Reliable
Goal Commitment (X <sub>3</sub> )	8	0,748	0,6	Reliable
Job Satisfaction (Y)	10	0,732	0,6	Reliable

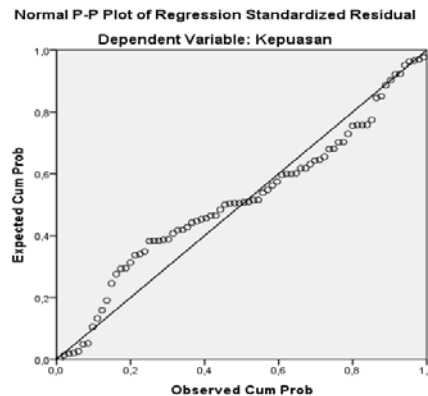
From the tables above, it can be seen that based on reliability analysis of research variables, the instruments shows that Alpha Cronbach value for all variables is above 0.6. Therefore, it can be concluded that all the variables are reliable.

## 4.1 CLASSIC ASSUMPTION TEST

### 4.3.1 Normality Test

Data normality test is the main prerequisite in the parametrical analysis, because the data used should be distributed normally. Normality test can be done by using SPSS 23 in data processing, one of them is One-Sample Kolmogorov-Smirnow test. Data is normally distributed if significant is greater than 0.05.

**Figure 2: Normality Test Result through Normal P-P Plot**

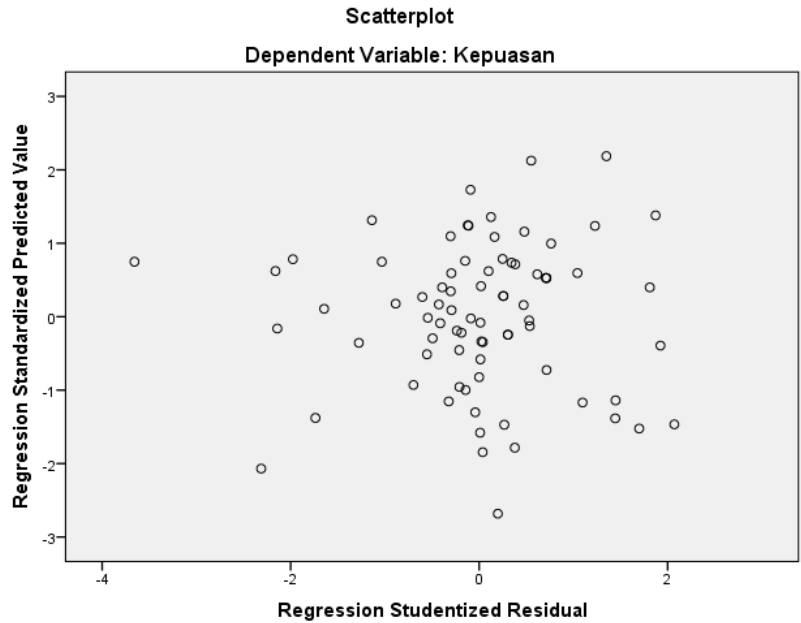


Based on the graph above, it can be seen that there is data distribution (dots) on the diagonal axis that is very close to the diagonal line. The normality test guidelines said that if the distribution of data (dots) follows or approaches the diagonal line, then the data of the research is normally distributed. Histogram image also shows the normality of this study. It can be assumed that this study fulfill the normality test. Based on the normality test using One-Sample Kolmogorov-Smirnov test, it can be seen that Kolmogorov-Smirnov value for significant variables is 0.200 above 0.05. This indicates that residual data which normally distributed strengthens the test results using normal P-P plot charts.

### 4.3.2 Heteroscedasticity Test

The heteroscedasticity test aims to test variance inadequacy in the regression model of the residual of one observation to another. Based on the Scatterplot chart, it can be seen that there is no clear pattern, the spots are randomly distributed and scattered above or below 0 on the Y axis. Therefore, it can be concluded that there is no heteroscedasticity in this regression model. The result of heteroscedasticity test can be seen on the following Scatterplot chart.

**Figure 3: Scatterplot Heteroscedasticity Test Results**



From the Figure 3 above, it can be seen that dots spread randomly and do not forming a particular pattern, and they scattered above and below 0 on Y axis. In order to strengthen the result of the research, it is supported by glejser test. From the figure 3, it can be seen that every independent variable (self efficacy, locus of control, and goal commitment) has a significant value above 0.05. Therefore, this model is free from heteroscedasticity problem. Thus, this regression model can be used to analyzed the influence of self efficacy, locus of control, and goal commitment to employee’s job satisfaction.

**4.3.3 Autocorrelation Test**

Autocorrelation is detected by observing the magnitude of Durbin Watson (D-W), after that, Durbin Watson critical value is observed.

**Table 2: Autocorrelation Test Results**

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson

1	,872 <sup>a</sup>	,760	,751	2,289	1,288
a. Predictors: (Constant), Goal, Locus, Self					
b. Dependent Variable: Satisfaction					

From the table 2, it can be seen that the D\_W number obtained is 1,288. The number is more between -2 to +2. It means that there is no problem of autocorrelation in the regression model.

## 5. RESULTS AND ANALYSIS

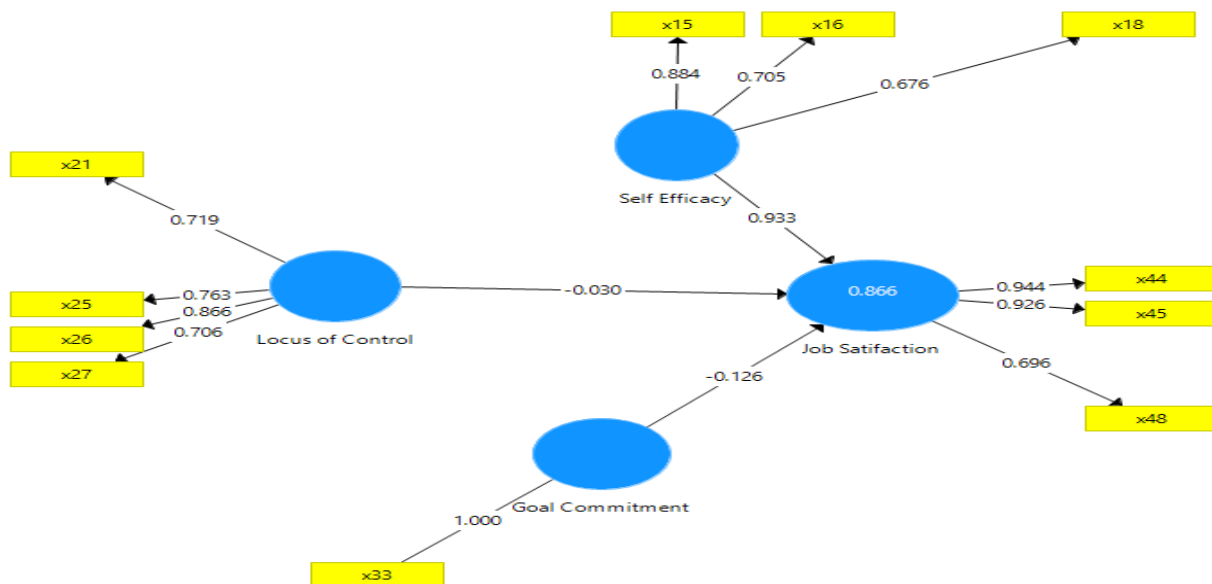
Based on the analysis and discussion above, the results of this study can be interpreted as follows:

1. There is a significant influence of self efficacy partially on employee's job satisfaction.  
The results of the analysis showed that  $t\text{-count} > t\text{-table}$  ( $10,184 > 1,992$ ) with significant level ( $0,000 < 0,05$ ), it means that there is partially positive and significant influence of self efficacy to employee's job satisfaction. Thus  $H_0$  is rejected and  $H_1$  is accepted.
2. There is significant influence of locus of control partially on employee's job satisfaction.  
The result of analysis revealed that  $t\text{-count} > t\text{-table}$  ( $3,039 > 1,992$ ) with significant level ( $0,003 < 0,05$ ), it means that there is partially positive and significant influence of locus of control on employee's job satisfaction Thus  $H_0$  is rejected and  $H_2$  is accepted.
3. There is a significant influence of goal commitment partially on employee job satisfaction.  
The result of the analysis indicates that  $t\text{-count} < t\text{-table}$  ( $-2,511 < 1,992$ ) with significant level ( $0,014 < 0,05$ ), it means that there is partially negative and significant influence of goal commitment on employee job satisfaction Thus,  $H_0$  is rejected and  $H_3$  is accepted.
4. There is a significant influence on self efficacy, locus of control, and goal commitment simultaneously on employee job satisfaction.  
The result of analysis obtained that sig is  $0,000 < 0,05$ . It indicates that  $F\text{-count}$   $78,319 > F\text{-table}$   $2,728$ . Thus, it can be concluded that self-efficacy ( $X_1$ ), locus of control ( $X_2$ ), and goal commitment ( $X_3$ ) have significant influence on employee job satisfaction. The result of  $F\text{-count}$  showed that  $F\text{-count}$   $78,319 > F\text{-table}$   $2,728$ . Thus, it can be concluded that  $H_0$  is rejected and  $H_4$  is accepted.

## 6. CONCLUSION

Based on the results above the behavior of Self Efficacy, Locus of Control, Goal Commitment has an effect on employee job satisfaction, but Self Efficacy behavior has a very high influence so it is found that employee job satisfaction is largely determined by the Self Efficacy behavior of an employee, especially those related to employee behavior that has enthusiasm fighting and not giving up easily when experiencing obstacles in completing the work

### APPENDIX: Smart PLS 3. Process



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**PROGRAM (Finalized Version)**

	DAY 1 (September 29th, 2018)	DAY 2 (September 30th, 2018)
8:30-16:00, Day 1 Registration	08:45 – 11:15 Sessions <b>A, B, C, D, E</b>	<b>Networking Event**</b> Tour to The Peak (AM 09:45 – PM 13:30)
	11:15 – 11:30 Tea break	
	11:30 – 12:15 Opening; Keynote Speech*	
	12:15 – 13:25 Lunch (Harbour Restaurant, 1/F)	
	13:30 – 15:00 Sessions <b>F, G, H, J, K</b>	
	15:00 – 15:15 Tea break	
	15:15 – 17:45 Sessions <b>L, M, N, P, Q</b>	

\* **Keynote Speech:** “Prospects for Economics in the Machine Learning and Big Data Era” by Prof. William Chow, *Business and Management, United International College, Hong Kong Baptist University & Beijing Normal University, China.*

\*\* **Networking event on Day 2:** To join the tour, please visit: <http://sibresearch.org/hong-kong-peak-tour.html> for information and instructions. The deadline of tour registration is September 14th, 2018.

**Session A: GROWTH, DEVELOPMENT & ECONOMIC POLICY (venue: Function Room 1)**

Chair: Attasuda Lerskullawat (Kasetsart University)

National Immigration Policies and Subnational Resistance: 'Sanctuary Cities' in the USA vs 'Non-sanctuary Cities' in Germany (h18-016)

Speaker: Andreas Knorr (German University of Administrative Sciences)

Specification of Variables Influencing Gross Domestic Saving Rate (h18-118)

Speaker: Renáta Pitoňáková (Comenius University in Bratislava)

Household Debt and Economic Growth: A Review and Lessons for Emerging Economies (h18-167)

Speaker: Jan Podivinsky (University of Southampton)

Analysis of the Chinese Bank System and AIIB from an East-Central-European View (h18-031)

Speaker: Gergely Balázs Szalai (University of Pecs, Hungary)

The Geo-economic Cross-section of the OBOR Initiative and Some Central European East Opening Trade Policies (h18-030)

Speaker: Tamas Dani (University of Pecs, Hungary)

Challenges in Entrepreneurial Growth – Insights from Young Omani Entrepreneur (h18-065)

Speaker: Subrahmanian Muthuraman (Arab Open University, Oman)

Indonesia - Paradigmatic Conflict of Varieties of Capitalism (h18-177)

Speaker: Maria Levakova (Metropolitan University Prague, Czech Republic)

Effects of Social and Economic Condition on Depression Rate in Thailand (h18-081)

Speakers: Attasuda Lerskullawat & Thitima Puttitanun (Kasetsart University)

**Session B: MONEY, BANKING & FINANCE (venue: Function Room 3)**

Chair: Marcellia Susan (Maranatha Christian University)

Resolution Regime and Balance Sheet Structures of European Banks: The Determinants of Loss Events and Decreases in Profits (h18-057)

Speaker: Małgorzata Iwanicz-Drozdowska (Warsaw School of Economics) *\*SIBR Best Paper Award\**

The Proposed Policy on Outstanding Loan Administration of the People's Bank Program of Government Savings Bank in Buengkan Province, Thailand (h18-044)

Speaker: Panitee Karnsomdee (Kasetsart University)

CEO Pay and Firm Performance: An Empirical Study (h18-095)

Speaker: Carol Cheong (Lincoln University, New Zealand)

(Session **B** continued on next page ...)

Determinants of Profitability on Non-Deposit Institution Listed in Indonesian Stock Exchange (h18-124)  
Speaker: Catur Rahayu Martiningtiyas (Trisakti University)

Did the US Presidential Election in 2016 have a Short-Term Effect on the Financial Returns of American Depository Receipts from Russia? (h18-091)  
Speaker: Fiona Sussan (University of Phoenix)

The Influence of Intellectual Capital on Financial Performance (A Study on Banking Companies Listed in Indonesia Stock Exchange) (h18-145)  
Speaker: Elfis Wandu (University of Putra Indonesia "YPTK" Padang)

Validating the Adaptive Market Hypothesis (AMH) in Tunisian Stock Market (h18-051)  
Speaker: Paul-Francois Muzindutsi (University of KwaZulu-Natal, South Africa)

Financial Literacy and Growth of Micro, Small and Medium Enterprises in West Java, Indonesia (h18-126)  
Speaker: Marcellia Susan (Maranatha Christian University)

### **Session C: ORGANIZATION & HUMAN RESOURCES MANAGEMENT (venue: Function Room 4)**

Chair: Leticia Gamad (University of Perpetual Help System Dalta, Manila)

Sales Managers' Mental Representations of Leadership Effectiveness: A Cross-Functional Perspective (h18-054)  
Speaker: Felix Weispfenning (HS Coburg, Germany) *\*SIBR Best Paper Award\**

Proposal of an Assurance Case Description Method Considering External Environment of Systems - Application to Operation of an Ice Skating Rink (h18-113)  
Speaker: Nobuyuki Kobayashi (Kato Works Co., Ltd., Japan)

The Role of Altruism, Organizational Learning Capability and Organizational Trust: A Study from Online Motorcycle Drivers in Jakarta (h18-077)  
Speaker: Netania Emilisa (Trisakti University)

The Management of Emotions by Actors Working in Relation to Death: The Case of Palliative and Funeral Care in France (h18-079)  
Speaker: Cindy Zawadzki (Neoma Business School, France)

The Determinants of Employee Job Satisfaction (h18-088)  
Speaker: Jhon Veri (University of Putra Indonesia "YPTK" Padang)

Network-based Dynamic Capabilities in Internationalisation of SMEs: Case Studies in Emerging Economies (h18-137)  
Speaker: Anjar Priyono (Universitas Islam Indonesia)

Factors Influencing Customers' Satisfaction towards Online Group-Buying Continuance: The Case of Indonesia (h18-138)  
Speaker: Istiyakara Muslichah (Universitas Islam Indonesia)

Governing Company Performance Agility through Strategic Quality Management Principles and Lean Business Practices: Evidences and Challenges for the Business Industry in the Philippines (h18-014)  
Speaker: Leticia Gamad (University of Perpetual Help System Dalta, Manila) *\*SIBR Best Paper Award\**

### **Session D: ECONOMIC, SOCIAL & CULTURAL DEVELOPMENT (venue: Function Room 5)**

Chair: Jerome Soriano (Tarlac Agricultural University)

Reimagining Tourism Entrepreneurship to Jumpstart the Dying Local Culture of Indonesia: Implications for Future Research (h18-134)  
Speaker: Grisna Anggadwita (Telkom University)

The Type of Career Decision Change and Prediction Variables of Korean Youth (h18-125)  
Speaker: Seojung Lee (Korea Employment Information Service)

The Interaction between Age and Income Factors Affecting the Purchase of Goods and Services in Nakhon Ratchasima, Thailand (h18-048)  
Speaker: Natcha Limpasirisuwan (Rajamangala University of Technology Isan)  
(Session D continued on next page ...)

Contingent Valuation Method (CVM): Heritage in Melaka City and George Town Malaysia (h18-047)  
Speaker: Chooi Chea Chiam (Open University Malaysia)

The Labor Market of the Future: Using Q Methodology to Identify the Perceptions of the Elderly (h18-107)  
Speaker: Ha-yeon Jang (Sookmyung Women's University)

A Study on Elderly Worker before Super-Aged Society: Focusing on Cognition of Current Job and Classification using LCA (h18-101)  
Speaker: Sung-Eun Cho (Sookmyung Women's University)

The Revitalization Model of Wan Abdurrahman Forest Park as A Communal Forestry Conservation Area (h18-103)  
Speaker: Erlina Bachri (Universitas Bandar Lampung)

Key Success Factors and Entrepreneurial Orientations of the Beneficiaries of the One Town, One Product (OTOP) Program in the Province of Tarlac (h18-053)  
Speaker: Jerome Soriano (Tarlac Agricultural University)

### **Session E: MARKETING & MANAGEMENT (venue: Function Room 6)**

Chair: Kurniawati Chrisjatmiko (Trisakti University)

Sharing Economy: An Analysis of Airbnb Business Models and the Factors that Influence Consumer Adoption (h18-019)  
Speaker: Evelyn Chua (University of Santo Tomas)

Value Cocreation in International Sports Tourism: Perspectives of Sport Event Organizers (h18-073)  
Speaker: Chin-Kuang Chen (Rikkyo University)

Impact of Review Emotions on Sales: The Moderating Role of Product Type (h18-110)  
Speakers: Yuanqi Mao, Chaoyong Dai, Sicheng Shen & Rongjuan Chen (Wenzhou-Kean University)

The Effect of Perceived Risk Dimensions on Shopping via Instagram (h18-136)  
Speaker: Elisabet Dita Septiari (Universitas Atma Jaya Yogyakarta)

Language on Advertising and Marketing Communication (h18-162)  
Speaker: Vidyarini Dwita (Universitas Negeri Padang)

Effect of Innovation Mediation on Business Performance with Business Knowledge and Business Skill as Antecedent Variables (Study: Small Medium Enterprises, Padang, West Sumatra) (h18-150)  
Speaker: Dessy Haryani (University of Putra Indonesia "YPTK" Padang)

Determinants of Customer Satisfaction and Its Implications on Loyalty at Government-owned Commercial Banks in West Sumatera (h18-151)  
Speaker: Yulasmi (University of Putra Indonesia "YPTK" Padang)

Antecedent and Consequences of Brand Equity: Perspective Fast-Food Restaurant Customers (h18-121)  
Speaker: Kurniawati Chrisjatmiko (Trisakti University)

### **Session F: QUANTITATIVE FINANCE & ECONOMETRICS (venue: Function Room 1)**

Chair: Aneta Ptak-Chmielewska (Warsaw School of Economics)

Artificial Intelligence and Its Application to Economic Analysis: A Case of Data Concerning Economic Growth (h18-072)  
Speakers: Shigeyuki Hamori & Takahiro Kume (Kobe University) *\*SIBR Best Paper Award\**

Modeling the Dependence Structure of Share Prices Among Three Chinese City Banks (h18-074)  
Speaker: Guizhou Liu (Kobe University)

Some Challenges and Lessons-Learnt from the Practice of Data Analytics (h18-102)  
Speaker: Dimitrios Kampas (Luxembourg Institute of Science and Technology)

Examining Trading Strategies Using Trend Following Indicators for Indonesian Stock Market (h18-075)  
Speaker: Dedhy Sulistiawan (University of Surabaya)

Predicting Micro-enterprises Failures Using Data Mining Techniques (h18-056)  
Speaker: Aneta Ptak-Chmielewska (Warsaw School of Economics)

**Session G: ORGANIZATION MANAGEMENT & PERFORMANCE (venue: Function Room 3)**

Chair: Jongsawas Chongwatpol (National Institute of Development Administration)

The Role of Innovation on Firm Performance: A Case Study of Small and Medium Enterprises (h18-093)

Speaker: Sidik Ismanu (State Polytechnic of Malang)

The Effect of Internal Environmental Enterprise's and Entrepreneurial Orientation to Competitive Advantage in SMEs Foods Industry in Malang - East Java (h18-094)

Speaker: Ayu Sulasari (State Polytechnic of Malang)

Comparative Study of Expectation and Perception Levels of Outsourcing Transportation Service Quality: For SMEs Service Users in Nakhon Ratchasima (h18-049)

Speaker: Kwunkamol Donkwa (Suranaree University of Technology)

Marketing Strategy Determination of Lampung Typical Batik in Small and Medium Micro Enterprises in Bandar Lampung City by using SWOT Analysis (h18-182)

Speaker: Dora Rinova (Universitas Bandar Lampung)

Business Intelligence and Analytics for Firm Decision Making (h18-045)

Speaker: Jongsawas Chongwatpol (National Institute of Development Administration)

**Session H: EDUCATION & LABOUR MARKET (venue: Function Room 4)**

Chair: Wimpie Yustino Setiawan (Universitas Atma Jaya Yogyakarta)

Entrepreneurial Education in Enhancing the Level of Student's Entrepreneurial Characteristics (h18-112)

Speaker: Anik Kusmintarti (State Polytechnic of Malang)

Socio-demographic Factors, Entrepreneurial Characteristics and Academic Support towards Students' Entrepreneurial Intention (h18-120)

Speaker: Ita Rifiani Permatasari (State Polytechnic of Malang)

The Effectiveness of Remedial Course Program in Increasing Academic Performance: A Study of Atma Jaya Yogyakarta Undergraduate Education in Business and Economics (h18-068)

Speaker: Pratiwi Budiharta (Atma Jaya Yogyakarta University)

Tertiary Students' Financial Behavior: Recent Study from Slovakia (h18-152)

Speaker: Maria Bartekova (University of Economics in Bratislava)

The Impact of Cyber-slacking on Accounting Students' Academic Performance: A Preliminary Study (h18-135)

Speaker: Wimpie Yustino Setiawan (Universitas Atma Jaya Yogyakarta)

**Session J: MARKETING & MANAGEMENT (venue: Function Room 5)**

Chair: Sam'un Jaja Raharja (Universitas Padjadjaran)

Analysis of Tourism Object Attractiveness to Determine Sources of Sustainable Competitive Advantages of Tourism Products in Pangandaran Regency West Java Province, Indonesia (h18-166)

Speaker: Pratami Wulan Tresna (Universitas Padjadjaran)

Effect of Perceived Value on Repurchase Intention on Users of Female Daily Application (h18-168)

Speaker: Pratami Wulan Tresna (Universitas Padjadjaran)

The Impact of Career Management to Employee Work Satisfaction (h18-165)

Speaker: Pratami Wulan Tresna (Universitas Padjadjaran)

Impact of Profitability on the Growth of Small and Medium Enterprises in Creative Industries Culinary Sub-Sector in Bandung City, Indonesia (h18-153)

Speaker: Sam'un Jaja Raharja (Universitas Padjadjaran)

The Impact of Electronic Word-of-Mouth on Brand Awareness: Study on Digital Happiness Bandung, Indonesia (h18-154)

Speaker: Sam'un Jaja Raharja (Universitas Padjadjaran)



**Session K: TAXATION, ACCOUNTING & PUBLIC FINANCE (venue: Function Room 6)**

Chair: Marian Dobranschi (Mendel University of Brno, Czech Republic)

A Comparative Analysis Financial and Non-Financial Risk Tolerance among Students at Selected South African Universities (h18-061)

Speaker: Paul-Francois Muzindutsi (University of KwaZulu-Natal, South Africa)

Do Independent Commissioners Prevent the Risk of Tax Avoidance? (h18-119)

Speaker: Dewi Kusuma Wardani (Universitas Sarjanawiyata Tamansiswa)

The Compliance of Following Tax Amnesty: The Effect of Tax Amnesty's Benefit and Sanctions (h18-123)

Speaker: Dewi Kusuma Wardani (Universitas Sarjanawiyata Tamansiswa)

Optimization of Chili Supply Chain through the Development of Entrepreneurship Institutions in Lampung Province (h18-180)

Speaker: Andala Rama Putra Barusman (Universitas Bandar Lampung)

Profit Shifting Behavior between Sisters Companies: The Case of Czech Republic (h18-089)

Speaker: Marian Dobranschi (Mendel University of Brno, Czech Republic) *\*SIBR Best Paper Award\**

**Session L: BUSINESS ETHICS, CSR & SUSTAINABILITY (venue: Function Room 1)**

Chair: Adrian Wijanarko (Universitas Paramadina)

Islamic Social Reporting in Shariah Banks in Indonesia (h18-087)

Speakers: Rafrini Amyulianthy & Widyaningsih Azizah (Pancasila University)

Implementation of Corporate Social Responsibility (CSR) and Public Welfare Improvement (h18-141)

Speaker: Haninun (University of Bandar Lampung)

Board Characteristics and Environmental Performance in Indonesia Family Business (h18-147)

Speaker: Haninun (University of Bandar Lampung)

Hospital Green Roof Management: From Economic to Environmental, Health and Safety Concern (h18-052)

Speaker: Chun Keung Wong (Hospital Authority, Hong Kong)

The Moderating Impact of Profitability on Corporate Social Responsibility (CSR) and Tax Avoidance Relationship (h18-169)

Speaker: Dewi Kusuma Wardani (Universitas Sarjanawiyata Tamansiswa)

Financial Inclusion for Economics Sustainability through Good Corporate Governance Implementation (h18-146)

Speaker: Ignatia Ryana Widyatini (Universitas Atma Jaya Yogyakarta)

Creating Business Sustainability through the Stakeholder Approach (h18-036)

Speakers: Iin Mayasari, Shiskha Prabawaningtyas & Iyus Wiadi (Universitas Paramadina)

Social Capital as the Basis of Long-term Partnership (h18-039)

Speakers: Ayu Nindyati, Adrian Wijanarko, Handi Risza, & Alfikalia (Universitas Paramadina)

**Session M: ACCOUNTING & FINANCE (venue: Function Room 3)**

Chair: Christina Wiwik Sunarni (Universitas Atma Jaya Yogyakarta)

Accrual and Real Earnings Management Practices: A Comparative Study between Listed Companies in Indonesia and Malaysia (h18-018)

Speaker: Anna Purwaningsih (Universitas Atma Jaya Yogyakarta)

The Impact of Incentive Scheme and Machiavelianism on Earnings Management Intention (h18-027)

Speaker: Anna Purwaningsih (Universitas Atma Jaya Yogyakarta)

Working Capital and Profitability: The Case of Small and Medium Enterprises on Shoes Center of Cibaduyut in Indonesia (h18-158)

Speaker: Nenden Kostini (Universitas Padjadjaran)

(Session M continued on next page ...)

Financial Statement Fraud: The Case of Companies Listed in the Jakarta Islamic Index (h18-161)  
Speaker: Nenden Kostini (Universitas Padjadjaran)

The Role of Tax Risk Management on International Tax Avoidance Practices: Evidence from Indonesia and Malaysia (h18-106)  
Speaker: Indah Masri (Pancasila University)

How Does Corporate Governance and Institutions affect Family Firm Performance? (h18-139)  
Speaker: Katiya Nahda (Universitas Islam Indonesia)

Audit Committee: Does it Matter? A Study of the Role of Audit Committee in the Relationship between Managerial Overconfidence and Audit Fee (h18-117)  
Speakers: Kusharyanti (Universitas Gadjah Mada), Nur'ain Isqodrin (Universitas Serang Raya) & M. Roy Aziz Haryana (Universitas Gadjah Mada)

The Pricing Practices: Management Accounting Perspective (h18-067)  
Speaker: Christina Wiwik Sunarni (Universitas Atma Jaya Yogyakarta)

**Session N: INTERDISCIPLINARY STUDIES (venue: Function Room 4)**

Chair: Woohyeok Choi (Shekou International School)

On Becoming Creative Solopreneurs: A Case of Rural Peddlers (h18-104)  
Speaker: Jonathan C Gano-an (Compostela Valley State College)

2016 US Presidential Election Sentiment Analysis (h18-083)  
Speakers: Yeon Jae Cho (Cheongna Dalton International School) & Bryant Hwang (Korean International School)

How Filipino Helpers in Hong Kong Build a Belonging Community (h18-160)  
Speaker: Iris Lee (Hong Kong International School)

Brain Structure's Correlation to Personality (h18-092)  
Speaker: Joseph Choi (Foothill High School)

Rotational Inertia and the Efficiency of a Wheel: With Application to Engineering Management (h18-086)  
Speaker: Yong Sang Cho (Canadian International School of Hong Kong)

Innovative Downgrade: Tackling Notion of Wireless Over Wired with School Attendance Program (h18-084)  
Speaker: Ryan Koo (Korea International School)

Dokdo: Disputed but Discernible (h18-085)  
Speaker: Woohyeok Choi (Shekou International School)

**Session P: MARKETING & MANAGEMENT (venue: Function Room 5)**

Chair: Mohammad Benny Alexandri (Universitas Padjadjaran)

Place Brand Experience Bandung City as a UNESCO Creative Cities Network in Order City Economy Development (h18-142)  
Speaker: Arianis Chan (Universitas Padjadjaran)

Role of Film Media in Building Filofofi Kopi's Brand Knowledge (Study at Filosofi Kopi Coffee Shop, Melawai, Jakarta Selatan) (h18-143)  
Speaker: Arianis Chan (Universitas Padjadjaran)

Analysis of International Marketing at Saung Angklung Udjo Bandung (h18-144)  
Speaker: Arianis Chan (Universitas Padjadjaran)

The Influence of Customer Relationship Marketing on Customer Loyalty (Case Study at the Crown Hotel) (h18-164)  
Speaker: Tetty Herawaty (Universitas Padjadjaran)

The Role of City Branding in Garut Regency for Realizing the Amazing Garut Program (h18-173)  
Speaker: Tetty Herawaty (Universitas Padjadjaran)  
(Session P continued on next page ...)

MSMEs Empowerment and Development Strategy Model (h18-181)  
Speaker: Habiburahman (Universitas Bandar Lampung)

Creative Industries: Film Industries' Strategies in Indonesia (h18-174)  
Speaker: Mohammad Benny Alexandri (Universitas Padjadjaran)

Customer Relationship Management (CRM) in SME's Creative Industries in Indonesia (h18-175)  
Speaker: Mohammad Benny Alexandri (Universitas Padjadjaran)

Analysis of Competitive Strategies of Music Industries in the Music Digitalization Era in Indonesia (h18-176)  
Speaker: Mohammad Benny Alexandri (Universitas Padjadjaran)

**Session Q: ECONOMIC, SOCIAL & CULTURAL DEVELOPMENT (venue: Function Room 6)**

Chair: Zainab Ompu Jainah (Universitas Bandar Lampung)

Maize Market Development Model at Central Corn Production of West Sumatra (h18-148)  
Speaker: Ariusni (Universitas Negeri Padang)

Mosque-based Islamic Cooperative for Community Economic Development (h18-163)  
Speaker: Nur Indah Riwijanti (State Polytechnic of Malang)

Regional Expansion and the Local Community Welfare: A Study of the Effectiveness of 20 years of Implementation of Autonomy in Indonesia (h18-157)  
Speaker: Aminah (Universitas Bandar Lampung)

Turning Social Capital to Competitiveness: High Potential Acumen Leader (H-PAL) on Executing Collective Organizational Engagement (h18-070)  
Speaker: Palin Phoocharoon (NIDA Business School)

Revitalization a Local Wisdom and Maritime towards Digital Platform Economics Industry: A Society in Raja Ampat Island, Indonesia (h18-172)  
Speaker: Sherlinda Octa Yuniarsa (University of Brawijaya)

Analysis of Tourism Mapping in Lampung Province to Optimize Entrepreneurship Development (h18-100)  
Speaker: Yanuarius Yanu Dharmawan (Universitas Bandar Lampung)

The Learning Participatory Philosophy of Sufficiency Economy via Youtube (h18-155)  
Speaker: Usaphorn Bunrueang (Bunditpatansipa Institute)

The Management of Tourism Area of Kiluan Bay Based on Populist Economy for Increasing Local Income in Kiluan Bay Tanggamus Regency Indonesia (h18-098)  
Speaker: Zainab Ompu Jainah (Universitas Bandar Lampung)

**PRESENTATION IN ABSENTIA:**

Religion or Revenue: An Analysis of the Value-Added Tax (VAT) in the United Arab Emirates and Its Relationship with Islam (h18-041)  
Speaker: Kevin Dupont (Tufts University)

Development of Financial Industry and China's Economic Growth Heterogeneity across Regions and Time Periods (h18-171)  
Speakers: Dihan Shi (Nanjing Foreign Languages School), Ruizhe Wang (Zhengzhou Foreign Languages School) & Hongyuan Guo (Zhengzhou Foreign Languages School)

~ END ~

**Guide to Presenters and Session Chairs**

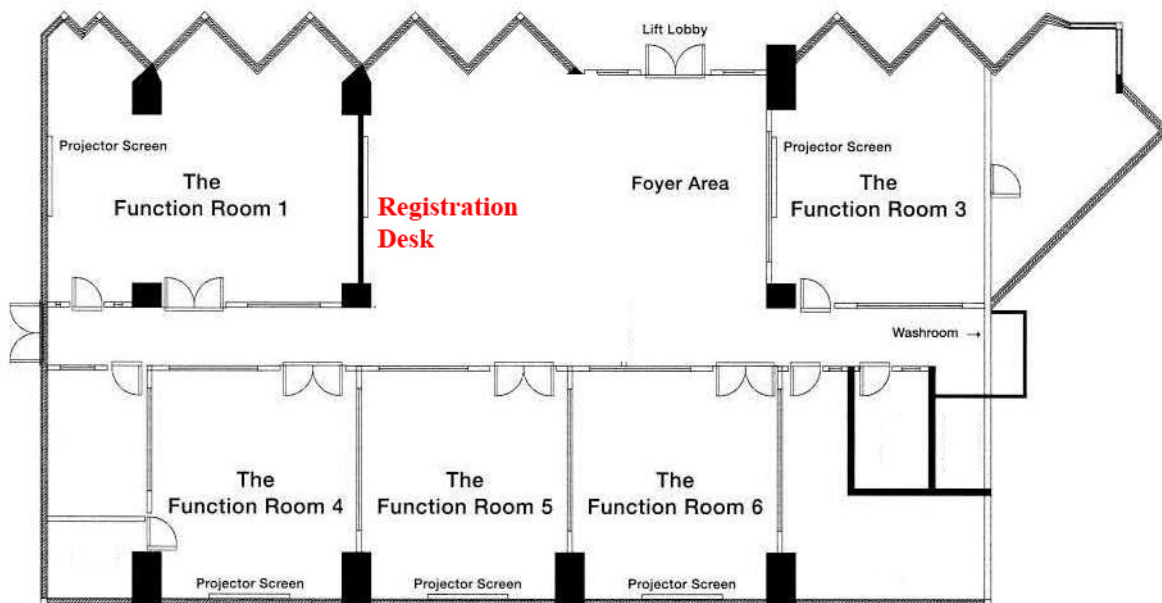
- Please be ready in the session five minutes before the schedule.
- The session chair will allocate the available time equally among all papers to be presented in the session (approx. 15 minutes for each paper). Each paper has to be presented within the time allotted sparing 3 minutes for discussion.
- The session chair should remind each speaker three minutes before the time he/she is expected to end the presentation. If a speaker goes beyond the time allotted, the session chair should remind him/her to end the presentation.
- SIBR assumes no responsibility if presenters are unable to finish their presentation in the assigned session for any reasons.
- Projector and computer will be provided in each conference room. Speakers are reminded to save their presentation files on their own USB drives. The organizer will NOT provide Internet connection.

**Conference Venue**

Visit <http://sibresearch.org/hong-kong-venue.html> for location and maps.

**Conference Registration Desk**

Conference participants will collect attendance certificates, proceedings (on USB drive) and official receipts from the registration desk. Please mention your Paper I.D. code at the desk to speed up the process. No certificates will be provided to non-registered co-authors. The conference registration desk will be open from AM08:30 to PM16:00 on September 29th, 2018. Presenters assigned to morning sessions can register after they have finished their presentation.

**Floor Plan of the Conference Venue (2nd Floor, Harbourview Hotel)**

**List of Delegates**

<b>Paper ID</b>	<b>Delegate</b>	<b>Affiliation</b>
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h18-039	Alfikalia	Universitas Paramadina
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