Preface

These refereed proceedings contain all papers that have been accepted after anonymous review and their subsequent revisions by author(s) for presentation at the 13th Annual World Congress of the Academy for Global Business Advancement (AGBA), on November 26 - 28, 2016 and the 2016 AGBA—Indonesia Chapter’s Inaugural Conference on August 3 - 4, 2016 that are being hosted by the Faculty of Economics and Business, Universitas Sebelas Maret, Indonesia.

These refereed proceedings have been edited by Dana-Nicoleta Lascu, (University of Richmond, USA), Eric Werker, (Simon Fraser University, Canada), Gary L. Frankwick, (University of Texas at El Paso, USA), Irwan Trimugroho, (Universitas Sebelas Maret, Indonesia), and Zafar U. Ahmed (Academy for Global Business Advancement, USA).

AGBA would like to express its appreciation and gratitude to Dr. Hunik Sri Runing Sawitri, Dean, Faculty of Economics and Business Universitas Sebelas Maret, Indonesia and Dr. Muhammad Agung Prabowo, Associate Dean, Faculty of Economics and Business, Universitas Sebelas Maret, Indonesia for their dynamic leadership, appreciable patronage and admirable support in organizing this fabulous global conference.

AGBA also wishes to extend its heartfelt thanks to Conference Organizing Committee at the Faculty of Economics and Business Universitas Sebelas Maret, Indonesia for organizing two great conferences.

We place on record our sincere thanks for your participation and support, and look forward to having you with us next year at AGBA’s 14th Annual World Congress.

Sincerely,

Dana-Nicoleta Lascu
Eric Werker
Gary L. Frankwick
Irwan Trimugroho
Zafar U. Ahmed
# TABLE OF CONTENTS

**THE RELATIONSHIP BETWEEN INTEREST RATE AND STOCK PRICE: EMPIRICAL EVIDENCE FROM COLOMBO STOCK EXCHANGE**
Dona Ganeesha Priyanka Kaliarachchi, Eastern University Sri Lanka, Sri Lanka
A.A.I. Fernando, University of Sri Jayewardenepura, Sri Lanka ............................................. 1

**THE IMPACT OF OIL PRICE FLUCTUATION ON THE STOCK RETURNS OF FOOD, BEVERAGE, AND PHARMACEUTICAL COMPANIES LISTED ON INDONESIA STOCK EXCHANGE**
Adrian Prima Patria, University of Veteran Bangan Nusantara Sukoharjo, Indonesia
Sri Wahyu Agustiningah, University of Veteran Bangan Nusantara Sukoharjo, Indonesia
Purwantoro, University of Veteran Bangan Nusantara Sukoharjo, Indonesia ............................................. 8

**EMPIRICAL STUDY ON PROBLEMS FACED BY FARMERS UNDER CONTRACT FARMING IN PUNJAB**
Harpreet Singh, Punjabi University, India
Amanpreet Singh Punjabi University, India ...................................................................................... 24

**STRUCTURAL RELATIONSHIP MODEL OF FACTORS AFFECTING STORE’S CUSTOMER LOYALTY FOR RETAIL CONVENIENCE STORE BUSINESS IN BANGKOK, THAILAND**
Ratana Klankaow, King Mongkut’s Institute of Technology at Ladkrabang, Thailand
Virai Panjajornsak, King Mongkut’s Institute of Technology at Ladkrabang, Thailand ................. 43

**A CONFIGURATION OF MARKETING PRACTICE FIT WITH MANAGERIAL ASSUMPTIONS AND BUSINESS STRATEGY**
Allam Abu Farha, Qatar University, Qatar ...................................................................................... 62

**ETHNICITY, CONSUMER ANIMOSITY AND PREFERENCES: THE CASE OF STUDENTS IN PENANG**
Teo Poh-Chuan, Tun Abdul Rahman College University, Malaysia
Omar Mohd, Multimedia University, Malaysia .................................................................................... 77

**LEARNING ORGANIZATION AND KNOWLEDGE MANAGEMENT FOR KNOWLEDGE ENTREPRENEUR: EMPIRICAL EVIDENCES FROM HIGHER LEARNING INSTITUTIONS**
Kahrom Salleh, Kolej Universiti Poly-Tech Mara, Malaysia
Norhayati Wahab, Kolej Universiti Poly-Tech Mara, Malaysia .......................................................... 91

**THE INFLUENCE OF CASH FLOW, INVENTORY TURNOVER, AND CAPITAL EXPENDITURE ON CASH HOLDING IN MANUFACTURING COMPANY LISTED ON INDONESIAN STOCK EXCHANGE FOR THE YEAR OF 2010-2014**
Muslim A. Djalil, Syiah Kuala University, Indonesia
Jalaluddin, Syiah Kuala University, Indonesia
Cut Dina Fadhliah, Syiah Kuala University, Indonesia ................................................................. 105
THE EFFECT OF NET INTEREST MARGIN, OWNERSHIP CONCENTRATION, BANK-SPECIFIC AND MACRO FACTORS ON LISTED BANKS IN INDONESIA STOCK EXCHANGE
Pratin Prima Sari, Sebelas Maret University, Indonesia
Ardian Prima Putra, Veteran Bangun Nusantara University, Indonesia
Harun, Sebelas Maret University, Sebelas Maret University, Indonesia

THE SHIFTING OF HOUSEHOLD WELFARE IN URBAN AND RURAL AREA VIEWS FROM THE CHANGES OF INCOME ELASTICITY OVER THE TIME ON A COMMODITY CONTRIBUTOR TO INFLATION IN THE PROVINCE OF ACEH-INDONESIA
Cheney Sebarita, Syiah Kuala University, Indonesia

MARKETING CAPABILITY FOR THE SMES: A MEASUREMENT SCALE
Popy Rulfaih, Universitas Padjadjaran, Indonesia

THE EXPLORING OF CAUSALITY RELATIONSHIP BETWEEN ISLAMIC WORK ETHICS, ORGANIZATIONAL JUSTICE, AND ACCOUNTANT'S WORK STRESS: CASE OF INDONESIA
Aminan Aminin, Syarif Hidayatullah State Islamic University Jakarta, Indonesia
Ahmad Rifai, Syarif Hidayatullah State Islamic University Jakarta, Indonesia

GOVERNMENT INTERNAL AUDIT EFFECTIVENESS: EVIDENCES FROM INDONESIA
Sutaryo, Universitas Sebelas Maret, Indonesia
Arifuddin Tri Amto, Badan Pengawasan Keuangan dan Pembangunan Republik Indonesia
Harun Al Raiyid, Universitas Indonesia, Indonesia
Bayu Giri Prakasa, Kemisterian Perindustrian Republik Indonesia

FACTORS OF ORGANIZATIONAL DEVELOPMENT TO IMPLEMENT SECTORAL INTEGRATED REPORTING SYSTEMS (STUDY IN REGIONAL GOVERNMENT SOUTH KALIMANTAN)
Syafarul Rifqi, Universitas Lambung Mangkurat, Indonesia
Akhrud Syauqi, Universitas Lambung Mangkurat, Indonesia
Chairul Sa'roni, Universitas Lambung Mangkurat, Indonesia

LEADER'S WILLINGNESS TO SACRIFICE IN THE STATE OF BUSINESS FAILURE: A PERSPECTIVE OF JAVANESE LOCAL WISDOM
Titik Setyamingsih, Universitas Sebelas Maret, Indonesia
Prat Suryarudi, Universitas Sebelas Maret, Indonesia
Jakob Suryono, Universitas Sebelas Maret, Indonesia
Santo Sumaryo, Universitas Sebelas Maret, Indonesia

THE IMPACT OF COMPETENCY CERTIFICATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE IN MINING COMPANY EAST OF INDONESIA
Iwan Umar, Universitas Hasanuddin, Indonesia
Haris Maqina, Universitas Hasanuddin, Indonesia
A MODEL OF MANAGING BUSINESS ORGANIZATION CHANGE PROCESS: A CASE STUDY OF INDONESIA LOCAL GOVERNMENT BUSINESS FIRM
Muhammad Rizal, Universitas Padjadjaran, Indonesia
Erna Maulina, Universitas Padjadjaran, Indonesia .................................................. 256

TRANSFORMATIONAL LEADERSHIP MODEL IN IMPROVING UNIVERSITY PERFORMANCE (STUDY IN UNIVERSITY OF LAMPUNG)
Habibullah Ismail, University of Lampung, Indonesia
Rosina, University of Lampung, Indonesia ............................................................. 263

A CAUSAL ANALYSIS OF THE RELATIONSHIP BETWEEN COLLABORATIVE LEADERSHIP, CREATIVITY, INNOVATION, JOB SATISFACTION, AND ORGANIZATIONAL LEARNING
George Youssif/Maalouf, Arts, Sciences and Technology University in Lebanon, Lebanon .......................................................... 271

BEHAVIORAL CONTAGION, TRANSMISSION OF INFORMATION SIGNALLING AND ACTION BASED OF HERDING: AN ANALYSIS ON THE EVENT OF FINANCIAL DISCLOSURE ANNOUNCEMENT
Elok Pakaryaningtyas, Universitas Gadjah Mada, Indonesia
Marwan Asri, Universitas Gadjah Mada, Indonesia ............................................. 280

SUUK AND CONVENTIONAL BONDS PERFORMANCE IN INDONESIA (COMPARATIVE ANALYSIS OF RETURN AND RISK)
Evi Muta, University of Syah Kuala, Indonesia
Evyani, University of Syah Kuala, Indonesia
Muhammad Shaleh, University of Syah Kuala, Indonesia ........................................ 288

THE "DINAMITYAH" AND KUWAIT'S DECISION TO INVEST IN KUWAITI STOCK EXCHANGE: A PROPOSED RESEARCH FRAMEWORK
Nawaf Ebrahimi, Multimedia University, Malaysia
Abdullah Ebrahimi, Multimedia University, Malaysia
Fahad Al Samhan, Multimedia University, Malaysia
Osman Bin Mohamed, Multimedia University, Malaysia
Ridwan bin Bakar, Multimedia University, Malaysia .......................................... 296

ANALYZING THE VILLAGE FUND EFFECTIVENESS: DOES THE GOVERNMENT PLAN WORK?
Wahyu Arif Pratomo, University of Sumatera Utara, Indonesia
Ari Wansiki, Universidad Autonoma de Madrid, Spain
Dwi Cita P Sitompul, University of Sumatera Utara, Indonesia ............................ 300

THE TODA-YAMAMOTO CAUSALITY TEST FOR GOVERNMENT EXPENDITURE AND ECONOMIC GROWTH: CASE STUDY IN INDONESIA
Sigita Harjanto, Brawijaya University, Malang, Indonesia
Setyo Tri Wahyudi, Brawijaya University, Malang, Indonesia ............................. 309
DAN ALLOCATION IN INDONESIA IS IT FOR GOOD LOCAL GOVERNMENT OR LUCKY ONE?
Ni Made Sukartini, Airlangga University, Indonesia
Albertus Gunir Aliu, Papua University, Indonesia.................................................. 320

INSTABILITY RUPIAH, IS IT?
Marsefina Djayasinga, University of Lampung, Indonesia
Helena Soetikno, University of Lampung, Indonesia.................................................. 334

DO HIGHER INTEREST RATES RAISE OR LOWER INFLATION?
Sri Fatmawati, VKPN School of Business, Indonesia.................................................. 344

MODEL OF SUPPLY AND DEMAND THEORY BASED THEOANTHROPOSENTRIC
Supriyadi Puspom, Universitas Islam Batik Surakarta, Indonesia
Bushahmad Ahnur Yani, Universitas Islam Batik Surakarta, Indonesia...................... 356

PROBIT LOGIT ANALYSIS ON ECONOMIC CRISIS INDICATOR CASE STUDY: INDONESIA
Sema Gumilar, Universitas Indonesia................................................................. 368

CONSUMER'S PERCEPTIONS TOWARDS E-MARKETING: A SCALE DEVELOPMENT STUDY
Satinder Kumar, Punjabi University, India
Rajender Singh, Punjabi University, India............................................................... 391

CRONONOGICAL ANALYSIS OF BRAND TRUST: A CONSTRUCT PROPOSITION
Alif Zaeroof, Sekolah Tinggi Ekonomi Islam Tarka, Indonesia
Pepi Rofandah, Universitas Padjadjaran, Indonesia............................................... 415

EXPLORING TECHNOLOGY SWITCHING PHENOMENA IN CAPITAL INTENSIVE MARKETS
Osama Sam Al-Korfi, Qatar University, Qatar.......................................................... 423

THE RELATIONSHIPS BETWEEN ATTITUDES TOWARD COUNTERFEIT BRANDED LUXURY PRODUCTS AND SOCIAL STATUS INSECURITY WITH STATUS CONSUMPTION AND VALUE CONSCIOUSNESS AS MODERATORS
Norliza Kassim, University of Dubai, United Arab Emirates
Mohamed Zain, University of Dubai, United Arab Emirates
Naiza Boga, King Abdulaziz University, Saudi Arabia........................................... 433

THE EFFECT OF KNOWLEDGE ON CONSUMER RIGHTS TOWARD COMPLAINTS DELIVERY ON CELLULAR TELECOMMUNICATION PRODUCTS IN BANDAR LAMPUNG
Dorothy Rosal Haratua Pandjaitan, Universitas Lampung, Indonesia
Dwi Asri Siti Ambarwati, Universitas Lampung, Indonesia
Rehulina, Universitas Lampung, Indonesia......................................................... 447
THE IMPACT OF POLITICAL CONFLICT 2013/2016 ON TOURISM BUSINESSES’ MARKETING PERFORMANCES: THE CASE OF LIBYAN SMES
Sabri Elkheili, University of Benghazi, Libya

USER GENERATED CONTENT ANALYSIS OF TOURISM INDUSTRY OF INDONESIA
Sahul Raj, Punjabi University, India
Tanveer Kajju, Punjabi University, India

IS MALAYSIAN ISLAMIC HOME FINANCING BAY’ BITHAMAN AL-AJINL (“BBA”) COMPATIBLE WITH ISLAMIC LAW? A CRITICAL EXAMINATION ON THE ISSUE OF ‘BENEFICIAL OWNERSHIP’
Nuarul Hilal Md Dahlan ACIS, Universiti Utara Malaysia, Malaysia
Fauziah Mohd Noor, Universiti Utara Malaysia, Malaysia
Mohd Solihudin Shab, Universiti Utara Malaysia, Malaysia

M-BMT AS A PRODUCT INNOVATION FOR BAITUL MAAL WAT TAMWIL (BMT)
Ahmad Fajri, Politeknik Negeri Semarang, Indonesia
Veronica Putri Anggraini, Politeknik Negeri Semarang, Indonesia
Iwan Budiyono, Politeknik Negeri Semarang, Indonesia

DEVELOPING AND TESTING MEASUREMENT SCARE OF TRANSACTIVE MEMORY SYSTEM
Neureng Ratna Hayati, Universitas Gadjah Mada, Indonesia
Amin Wibowo, Universitas Gadjah Mada, Indonesia
Eranbang Nahartyo, Universitas Gadjah Mada, Indonesia

HOW AUTHENTIC LEADERSHIP IN FAMILY BUSINESS DEFINES THEIR LEADER-MEMBER EXCHANGE RELATIONSHIP
Elminda Sari, Universitas Indonesia, Indonesia
Budi W. Soetipro, Universitas Indonesia

CHALLENGES FACING HUMAN CAPITAL RETURN ON INVESTMENT (HCRoi) IN MENA REGION
Moetaz Jamil Soubjaki, Al-Jinan University, Lebanon

THE ROLE OF INFORMAL SECTOR ABSORP LABOR AND INCREASE INCOME (CASE OF STREET VENDOR IN PADANG CITY)
Erni Febrina Hanap, Bung Hatta University, Indonesia

IMPACT OF ECONOMIC STIMULANT FOR THE SMALL SECTOR INDUSTRIES OF FOOD, BEVERAGES AND TOBACCO (FBT) IN NORTH SUMATRA
Ekow Wahyu Nugraha, Medan State University, Indonesia
Indra Marpita, Medan State University, Indonesia
Chandra Sutameang, Medan State University, Indonesia

THE ROLE OF THE GOVERNMENT READINESS IN ENHANCING COMPETITIVENESS SMES, SMES DEALING IN ASEAN ECONOMIC COMMUNITY (AEC) (CASE STUDY IN BATAM MSME)
DOES SHEEPSKIN EFFECT MATTER? STUDY CASE ON RETURN TO EDUCATION IN INDONESIA
Neney Hendrawan, Universitas Gadjah Mada, Indonesia
Tri Widodo, Universitas Gadjah Mada, Indonesia
Eny Sulistyaningrum, Universitas Gadjah Mada, Indonesia

PROJECT RISK MANAGEMENT FOR PROFITABILITY
Rajinder Singh, Punjab University, India
Satinder Kumar, Punjab University, India

CASH PROFITABILITY AND THE CROSS SECTION OF STOCK RETURN EMPIRICAL EVIDENCE FROM INDONESIA
Andrianto Pujiyantoro, Universitas Indonesia
Budi Wibowo, Universitas Indonesia

STOCK VALUATION OF HOLCIM INDONESIA COMPARED WITH SEMEN INDONESIA AND INDOCEMENT TUNGGA PRAKARSA
Luke Sekar Andari, Institut Teknologi Bandung

THE APPLICATION OF GRAVITY MODEL IN SCENARIO BASED FORECASTING FOR AIRPORT FEASIBILITY STUDY
Rolan Manaluy Dahlan, Institut Teknologi Bandung and Ametis Institute
Santi Novani, Institut Teknologi Bandung

INTEGRATED QUALITY DIRECTING AS DRIVER TO ENCOURAGE PRINCIPALS OF QUALITY MANAGEMENT
Ahmad Ikhsan Setiawan, Sebelas Maret University
Intan Novelia, Diponegoro University
Reza Rahardian, Sebelas Maret University
Datien Eriska Utami, State Institute for Islamic Studies Surakarta

QUALITY ASSURANCE PRACTICES OF FOOD MANUFACTURERS: A COMPREHENSIVE STUDY BETWEEN SMALL, MEDIUM AND LARGE COMPANIES
Ng Kin-Soon, Universiti Tun Hussein Onn, Malaysia
Lim Hui Chin, Universiti Tun Hussein Onn, Malaysia
Abd Rahman Ahmad, Universiti Tun Hussein Onn, Malaysia
Omar Mohamad, Universiti Tun Hussein Onn, Malaysia
Hairul Rozad Md Sapry, Universiti Tun Hussein Onn, Malaysia

TAX MANAGEMENT, COST OF DEBT, AND CORPORATE GOVERNANCE
Anies Lastiati, Universitas Indonesia
Sylvia Veronica Siregar, Universitas Indonesia
Vera Diyarri, Universitas Indonesia
Samingan, Universitas Indonesia

INTELLECTUAL CAPITAL DISCLOSURE PRACTICES: AN EMPIRICAL STUDY ON COMPANIES LISTED ON COLOMBO STOCK EXCHANGE
Lamjan, C, University of Jaffna - Vavuniya Campus, Sri Lanka
Fernando, A.A.I, University of Sri Jayawardenepepa, Sri Lanka
ECONOMIC CONSEQUENCES OF IFRS ADOPTIONS AROUND THE ASEAN COUNTRIES: ROLE OF ANALYST FOLLOWING
Firriany, Universitas Indonesia, Indonesia
Sidharta Utama, Universitas Indonesia, Indonesia
Aria Farihahita, Universitas Indonesia, Indonesia
Viska Anggrita, Universitas Indonesia, Indonesia......................................................... 710

THE EFFECT OF AUDIT PROCEDURES AND AUDITORS' EXPERIENCES ON AUDITORS' RESPONSIBILITY IN DETECTING FRAUDS: JAVANESE CULTURE AS A MODERATING FACTOR
Ratna Siti Narasya, Universitas Diponegoro, Indonesia
Ains Charin, Universitas Diponegoro, Indonesia......................................................... 726

AUDIT COMMITTEE CHARACTERISTICS AND INTERNAL AUDIT BUDGET: MALAYSIAN EVIDENCE
Redhwan Ahmad Al-Dhamari, Universiti Utara Malaysia, Malaysia
Almadihi Ali Mohamed Saleh Almagdoul, Universiti Utara Malaysia, Malaysia
Bakr Ali Al-Gamr, Universiti Utara Malaysia, Malaysia .................................................. 739

PERSISTENCE OF TAX AVOIDANCE AND ITS EFFECT ON PERSISTENCE OF EARNINGS
Achmad Hizazi, Universitas Indonesia, Indonesia
Sylvia Veronica Siregar, Universitas Indonesia, Indonesia
Dwi Martin, Universitas Indonesia, Indonesia
Vera Duyanti, Universitas Indonesia, Indonesia......................................................... 760

TAX NON COMPLIANCE BEHAVIOUR AMONG HIGHER LEARNING EDUCATION INSTITUTION IN MALAYSIA
Safiah Errin Bin Norizan, Kolej Universiti Poly-Tech MARA, Malaysia............................. 777

HOSPITAL SERVICE INNOVATION MODEL: TESTING WITH CONFIRMATORY FACTOR ANALYSIS
Dilli Maruyaszun Akbar Pratama, Universitas Padjadjaran, Indonesia
Puy Rafaadah, Universitas Padjadjaran, Indonesia
Linaanari, Universitas Padjadjaran, Indonesia
Sri Hudaya Widhastha, Universitas Padjadjaran, Indonesia............................................ 786

THE RELATIONSHIP BETWEEN INNOVATION AND PERFORMANCE – IMPLEMENTATION IN A STATE-OWNED ENTERPRISE
Lauran Gultom, Universitas Indonesia
Aryana Satya, Universitas Indonesia........................................................................... 799

INFLUENCE OF MARKET-SCANNING CAPABILITY AND TECHNOLOGY-SCANNING CAPABILITY ON FIRMS’ PRODUCT INNOVATION PERFORMANCE
M. Shahedul Alam, North South University, Dhaka, Bangladesh
Paul D. Guild, University of Waterloo, Canada
Douglas Sparkes, University of Waterloo, Canada...................................................... 810
HOW INNOVATION AFECTS PERFORMANCE MANAGEMENT AND CONTROL SYSTEMS IN BUSINESS ORGANIZATIONS ACROSS ECONOMIC AND CULTURAL ECOSYSTEMS
Lavanya Rastogi, University of Salford, United Kingdom

EFFECTS OF CONTINUOUS IMPROVEMENT AND CREATIVE INTERNAL CLIMATE ON ORGANIZATIONS IN A DEVELOPING COUNTRY ENVIRONMENT
Mohamed Zain, University of Dubai, Dubai, United Arab Emirates
Norzaini Kassim, University of Dubai, Dubai, United Arab Emirates
Nasser Kadaah, King Abdullah University, Saudi Arabia

BEHAVIOURAL COMPLEXITY SHAPING AMBIGUOUS BEHAVIOURS AMONG SMEs IN MALAYSIA
Poon Wai Chuen, Multimedia University, Malaysia
Oman Muhamed, Multimedia University, Malaysia
T. Ramayah, Multimedia University, Malaysia

PROPOSED BUSINESS STRATEGY OF GARUDA INDONESIA SUB-BRANCH EXPLORE IN KOMODO ROUTE
Arista Hendri Wijaya, Institut Teknologi Bandung, Indonesia
Sathy Aditya Wibowo, Institut Teknologi Bandung, Indonesia

GLOBAL CULTURAL CLUSTERS AND DETERMINANTS OF MARKET POTENTIALITY RELATIONS AND INFLUENCES IN A LONGITUDINAL STUDY
Jose Mungay, ESIC Business and Marketing School

EXPLORING THE MARKET POTENTIAL OF TRADITIONAL FOOD AND RESTAURANT IN CENTRAL JAVA
Djoko Purwanto, Sebelas Maret University, Indonesia
Budhi Haryanto, Sebelas Maret University, Indonesia
Aminin Sukma Dewi, Sebelas Maret University, Indonesia

CRITICAL EVALUATION OF CIRCUITRY MARKETING ENVISAGING THE GLOBALIZED ECONOMIC EPOCH
Bhuvanamayana Kandula, India
Reddy Krishna Cys. Y. S., School of Management Studies, Iprce, India
A. Xavier Raj, LIBA, India

WHY DO SATISFIED CUSTOMERS WANT TO SWITCH?
Damar Sumarti, Sebelas Maret University Indonesia
Haryanto, Sebelas Maret University Indonesia

CITY MARKETING SCALE ON MALUKU PROVINCE INDONESIA
Aisah Asnawi, Universitas Padjadjaran, Bandung, Indonesia
Popy Rufaidah, Universitas Padjadjaran, Bandung, Indonesia
THE MEDIATING ROLE OF INTER-ORGANIZATIONAL TRUST BETWEEN EXTERNAL GROWTH STRATEGIES AND ORGANIZATIONAL PERFORMANCE OF MALAYSIAN COMPANIES
Saad Alauj, University Sains Islam Malaysia, Malaysia
Zainal Abidin Mohamed, University Sains Islam Malaysia, Malaysia
Ummi Salwa Ahmad Bustaman, University Sains Islam Malaysia, Malaysia

THE INFLUENCE OF GREEN MARKETING MIX ON CONSUMER SATISFACTION AND LOYALTY (CASE STUDY: CARGILLS (CEYLON) PLC, COLOMBO DISTRICT, SRI LANKA)
Upul Piyavi Wijewardene, Management and Science University, Malaysia
Chameera Pathmapalage, University of Colombo, Sri Lanka

DEVELOPMENT OF NEW PRODUCT FOR ON HARD DISK DRIVES COMPETITIVE ADVANTAGE
Adinak Suetsrama, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand
Thepparat Pimanat, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand
Wanno Fongswan, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand

ELECTRONICS AND HARD DISK INDUSTRY COMPETITIVE ADVANTAGE: IS TECHNOLOGY CAPABILITY PERSPECTIVE ON THE FUTURE?
Adinak Suetsrama, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand
Thepparat Pimanat, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand
Wanno Fongswan, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand

BUSINESS STRATEGY FORMULATION FOR INCREASING APPAREL INDUSTRY COMPETITIVENESS IN BANDUNG
Aditya Darmawan, Institut Teknologi Bandung, Indonesia

INDIA'S ASPIRATIONS TO BECOME GLOBAL ENTREPRENEURSHIP ECONOMY
Neelam Sharma, Bharti Vidyapeeth University, India
Parkash Saini, Bharti Vidyapeeth University, India

CLEARING THE CONCEPTUAL AND MEASUREMENT CONFUSION BETWEEN ENDURING PRODUCT INVOLVEMENT AND PRODUCT IMPORTANCE: A CRITICAL REVIEW AND EMPIRICAL EVIDENCE
Ahmad Khalid, Australian College of Kuwait, Kuwait
DIGITAL MUSIC PURCHASING INTENTION BY GENERATION-Y THAI: A CONCEPTUAL PERSPECTIVE
Parvaneh Saminrathorn, King Mongkut's Institute of Technology Ladkrabang (KMITL), Bangkok, Thailand
Wannaka Wongwatanapong, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand

CUSTOMERS' PERCEPTION OF TECHNOLOGY-ENABLED BANKING SERVICES IN INDIA
Liaqat Ali, Punjabi University, India
Simran Jit Kaur, Punjab University, India

EXPLORATION OF FACTORS HINDERING THE GROWTH OF 3PL MARKET IN SRI LANKA
M.A. Asoka Mallathie, University of Sri Jayewardenepura, Sri Lanka
J.M.D.J.N. Jayamanna, General Sir John Kotelawala Defence University, Sri Lanka

MODERATING EFFECT OF COMPETITIVE INTENSITY ON THE RELATIONSHIP BETWEEN KNOWLEDGE MANAGEMENT AND CUSTOMER SATISFACTION AMONG SELECTED HOTELS
Wamba E. Karanja Ng’ang’aa, Moi University, Eldoret, Kenya
Charles Lagat, Moi University, Eldoret, Kenya
Julie Makombe, Moi University, Eldoret, Kenya

HEAD-HUNTER'S PERSPECTIVE: A MULTIDIMENSIONAL VIEW OF INTELLECTUAL CAPITAL
Sri Sarjana, Padjadjaran University, Bandung, Indonesia
Dwi Kartini, Padjadjaran University, Bandung, Indonesia
Popy Rulfiah, Padjadjaran University, Bandung, Indonesia
Yunizar, Padjadjaran University, Bandung, Indonesia

CILOLOHIAN EDUTOWN TOWNHOUSE FINANCIAL FEASIBILITY STUDY USING DISCOUNTED CASH FLOW AND REAL OPTION METHODS
Dwika Hartawati Ahmad, Institut Teknologi Bandung

BUSINESS STRATEGY FORMULATION FOR HOTEL TAMAN MANGKUBUMI INDAH TASIKMALAYA
Muhammad Bila wa Patta, School of Business and Management Institut Teknologi Bandung, Indonesia

IMPACT OF REVERSE LOGISTICS ON PERCEIVED CUSTOMER VALUE IN MOBILE SMART PHONE INDUSTRY SRI LANKA
Aluthgamage Hasitha S. Pemaththa, Edelink International Campus, Sri Lanka

EXPROPRIATION BY THE CONTROLLING SHAREHOLDERS ON FIRMV VALUE IN THE CONTEXT OF INDONESIA: CORPORATE GOVERNANCE AS MODERATING VARIABLE
Ika Utami Widianingsih, Universitas Sultan Ageng Tirtayasa, Indonesia
Ardi Gunardi, Universitas Pasundan, Indonesia
Rahmawati, Universitas Sebelas Maret, Indonesia
<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
<th>Pages</th>
</tr>
</thead>
</table>
| Determinants of Enterprise Risk Management (ERM) and the Impact of ERM on Firms’ Performance: An Empirical Analysis of Indonesia’s Public Listed Banking Firms | Furry Priscilla, Petra Christian University, Indonesia  
Mariana Ing Malela, Petra Christian University, Indonesia                             | 1176  |
| Economic Enhancement of Bio Oil Production Derived from Sterculia Foetida Linn          | Endang Yustiastuti, University of Sebelas Maret Surakarta, Central-Java, Indonesia  
Djati Waluyo Djoe, University of Sebelas Maret Surakarta, Central-Java, Indonesia  
Biniar Simatupang, University of Sebelas Maret Surakarta, Central-Java, Indonesia | 1186  |
| The Factors Affecting Capital Adequacy Ratio in Indonesia Islamic Banks | Kusmayans, Padjadjaran University Indonesia  
Mts. Arief Kusuma Negara Business School Indonesia                                   | 1177  |
| Business Strategy Development Using Scenario Planning for Telkomsel-Cash       | Henry Gandi, Institut Teknologi Bandung, Indonesia                                                | 1209  |
| Integrated Marketing Communication: A Conceptual Approach                  | Arifendo Propetho, Padjadjaran University Indonesia  
Irza Noor Wefiu, Kader Bangsa University, Palembang                                          | 1226  |
| Validity of Pfeffer Model to Sri Lankan Manufacturing Small and Medium Enterprises | WWAN Sujeesha, Rajarata University of Sri Lanka                                                   | 1239  |
| Predictors of Student Spin-Off Intentions: Personality                     | Abdul Rahman Zarian, University, Bandar Mudaam Shah, Malaysia  
Noor Arifin Zainal, Universiti Malaysia Pahang, Kuantan, Malaysia                        | 1247  |
| Growth Strategy Development of Start-Up Companies:                         | Evidence: Indonesia  
Senita Gamilar, Universitas Indonesia, Indonesia  
Budi Wicaksono, Universitas Indonesia, Indonesia                                          | 1257  |
| Increasing the Quality of Tuna to Fulfill Japan Export Market Preferences  | Syaffuddin Chan, Universitas Syiah Kuala, Indonesia  
Mirza Tahami, Universitas Syiah Kuala, Indonesia  
Fauziah Aida Fiti, Universitas Syiah Kuala, Indonesia                                   | 1322  |
| Empowering OF Small, Micro And Cooperatives Business Enterprise (SMCES) On Base  |                                                                                                   | 1329  |
| Agribusiness To Face ASEAN Market: Survey at SMCES Central Of Aceh, Indonesia | Ishak Hasan, Syiah Kuala University - Bandar Aceh                                                 |       |
MAQASHID AL-SHARIAH INDEXAS A BASED OF ISLAMIC BANKING PERFORMANCE MEASUREMENT OF INDONESIA AND MALAYSIA
Evi Mutia, Syiah Kuala University
Riki Ramadhani, Syiah Kuala University
Rahmawaty, Syiah Kuala University .......................................................... 1340

VALUE AT RISK OF SUKUK IJARAH AND MUDHARABAH IN INDONESIA
Evi Mutia, University of Syiah Kuala, Indonesia
Rahmawaty, University of Syiah Kuala, Indonesia
Cut Afriandra, University of Syiah Kuala, Indonesia .................................... 1351

THE EFFECT OF SUPPLY CHAIN INTEGRATION, INFORMATION SHARING, AND BUYER-SUPPLIER RELATIONSHIP TO SUPPLY CHAIN PERFORMANCE (STUDY AT PT FREEPORT INDONESIA’DOMESTIC SUPPLIERS JAKARTA AND SURABAYA AREA)
Adam Putra Gunawan, Perbanas Institute Jakarta, Indonesia
Selamet Riyadi, Perbanas Institute Jakarta, Indonesia ..................................... 1360

EXPERIMENT OF SOLAR DRYER TO SUPPORT MEDICINE PLANT FARMERS MEET SNI 01-3393-1994 (CASE STUDY: GINGER DRYING PROCESS IN KARANGANYAR, INDONESIA)
Rtnio Wulan Damayanti, Sebelas Maret University, Indonesia
Fakhrina Fathia, Sebelas Maret University, Indonesia
Justitieca Permaisyawati Pertini, Sebelas Maret University, Indonesia
Bamzir Imam Arif Miftaquin, Sebelas Maret University, Indonesia .............. 1372

GREEN BUSINESS DESIGN OF COFFEE WASTE THROUGH REVERSELOGISTIC FOR URBAN FARMING
Poundra Viveka Nanda, Universitas Airlangga, Indonesia
Indriawati, Universitas Airlangga, Indonesia .................................................. 1383

MAPPING THE TERRAIN: THE INDONESIAN BUSINESS PERSPECTIVE IN ASIAN ECONOMIC COMMUNITY
Lena Choong Sook Lin, Bina Nusantara University, Indonesia
Marko S. Hermawan, Bina Nusantara University, Indonesia ......................... 1396

COMPETITIVENESS OF FURNITURE INDUSTRY: THE CASE OF SUKOHARJO, INDONESIA
Dastomo, Universitas Sebelas Maret, Indonesia
Agustono, Universitas Sebelas Maret, Indonesia ........................................... 1413

THE ALTERNATIVE MANAGEMENT MODEL OF ECONOMIC ACTIVITIES UNIT OF RURAL PNPM MANDIRI AFTER COMPLETION OF THE PROGRAM
Haryadi, Universitas Jenderal Soedirman, Indonesia
Lachi Budiarto, Universitas Jenderal Soedirman, Indonesia
Dian Rahajati, Universitas Jenderal Soedirman, Indonesia
Sri Lestari, Universitas Jenderal Soedirman, Indonesia
Refius P Setyoanto, Universitas Jenderal Soedirman, Indonesia ................. 1427
THE ACCELERATION OF TRADITIONAL BATIK (CREATION AND COMBINATION) THROUGH INTEGRATED MANAGEMENT TO SUPPORT THE ACCELERATION IN REGIONAL ECONOMIC DEVELOPMENT
Ari Lakumi Rani, Universitas Sebelas Maret, Indonesia
Julianus Johnny Sarangga, Universitas Sebelas Maret, Indonesia
Margana, Universitas Sebelas Maret, Indonesia.................................................. 1432

A MODEL OF UTILIZATION OF MAY DAY CELEBRATION THROUGH “NOJITP” (A CASE IN CENTRAL JAVA PROVINCE, INDONESIA)
Ahad Fajri, Politeknik Negeri Semarang, Indonesia
Muh Nurul Khomari, Politeknik Negeri Semarang, Indonesia
Iwan Buhyono, Politeknik Negeri Semarang, Indonesia...................................... 1445

FLEXIBILITY OF ADEMPIERE FREE OPEN SOURCE ERP, SOLUTION TO CAR RENTAL SME
Muhammad Fidarau, Universitas Gadjah Mada, Indonesia
Dewi Rosa Kowanda, Universitas Gadjah Mada, Indonesia
Rowland Bismark Fernando Pasaribu, Universitas Gadjah Mada, Indonesia........... 1452

PRELIMINARY MARKET ANALYSIS FOR DEVELOPING GAS STATION BUSINESS IN THAILAND
Methoda Kusuma Wardhani, Institut Teknologi Bandung, Indonesia
Subiakto Sukarno, Institut Teknologi Bandung, Indonesia.................................. 1465

THE INFLUENCE OF ENTREPRENEURIAL LEADERSHIP, MOTIVATION AND DUAL ROLE CONFLICT OF BUSINESS PERFORMANCE AND ITS IMPACT ON THE SUCCESS OF WOMEN ENTREPRENEURS PANGKALPINANG CITY
Reniati, UBB, Indonesia
Khamiyaniyah, UBB Indonesia............................................................................ 1473

STRENGTHENING ENTREPRENEURIAL CHARACTER THROUGH FAMILY EDUCATION
Suyahman, Universitas Sebelas Maret, Indonesia.................................................. 1488

TRAVEL BEHAVIOR AND MOTIVATION OF EUROPEAN AND INDONESIAN INTERNATIONAL STUDENTS
Supradini Putri Nurina, Universitas Gadjah Mada
Yulita A.Widyantini, Universitas Gadjah Mada, Indonesia........................................ 1495

ANALYSIS OF LOCAL COMMUNITY PERCEPTION TOWARDS SUSTAINABLE TOURISM DEVELOPMENT CONCEPT WITH TRIPLE BOTTOM LINE APPROACH AT BUKITTINGGI, WEST SUMATERA
Veriniati Andalas University, Indonesia............................................................... 1508

IMPROVING THE COMPETITIVENESS OF TRUSMBATIK-CIREBON THROUGH THE ENTREPRENEURIAL ORIENTATION
Hilmian, Universitas Padjadjaran, Indonesia
Kartono, Universitas Padjadjaran, Indonesia....................................................... 1521
ONLINE MAILHANDLING PROBLEMS AND SOLUTIONS IN KARANGANYAR REGENCY
C. Dyah Sulistyawinaruni Indrawati, Universitas Sebelas Maret, Indonesia
Andre Noervaharto, Universitas Sebelas Maret, Indonesia
Anton Suharto, Universitas Sebelas Maret, Indonesia
Roshan Ari Yuana, Universitas Sebelas Maret, Indonesia ................................................ 1540

MANAGEMENT EDUCATION IN INDIA: QUALITY ISSUES AND CONCERNS
Roshan Lal Raina, JK Lakshmipat University, India
Ashwini Sharma, JK Lakshmipat University, India .............................................................. 1545

ATTITUDES OF STUDENTS WHEN USING LEARNING MANAGEMENT SYSTEM (LMS)
P.G. Manasinghe, Rajarata University of Sri Lanka, Sri Lanka
W.P. Wijewardana, Rajarata University of Sri Lanka, Sri Lanka ....................................... 1557
THE EFFECTS OF HRM PRACTICES ON EMPLOYEE SERVICE QUALITY
PERFORMANCE IN THAILAND’S CHAINED-BRAND HOTELS
Sorasak Tangthong, King Mongkut’s Institute of Technology, Thailand ................. 1565

INTERNATIONAL HUMANITARIAN LAW AND CIVILIAN PROTECTION: THE
CASE FOR INTERNALLY DISPLACED PERSONS
Nuamal Hilal Md Dahlan, Universiti Utara Malaysia, Malaysia
Shedrick Ekpa, Universiti Utara Malaysia, Malaysia ....................................................... 1591

AN EMPIRICAL STUDY OF THE DETERMINANTS OF THE DEMAND FOR LIFE
INSURANCE IN SRI LANKA
S.K. Ganage, Wayamba University of Sri Lanka, Sri Lanka ........................................ 1602

CAPITAL STRUCTURE IMMUNIZE OR INFECT VALUE OF THE FIRM
W.P. Wijewardana, Rajarata University of Sri Lanka, Sri Lanka
A. A.J. Fernando, University of Sri Jayewardenepura, Sri Lanka ............................. 1615

BUILDING DYNAMIC CAPABILITIES IN TIME-BOUND NETWORKS
Mousalam Alahdail Razzak, Concerete Solutions, United Arab Emirates .......... 1623

INVESTIGATING THE ISSUES OF USING AGILE METHODS IN OFFSHORE
SOFTWARE DEVELOPMENT IN SRI LANKA
V. N. Vithana, Management and Science University, Malaysia
D. Asirvatham, Management and Science University, Malaysia
M. G. M. Jothar, Management and Science University, Malaysia ........................ 1633

ENVIRONMENTAL MANAGEMENT IMPACT FROM ELECTRONIC WASTE:
A STRUCTURAL EQUATION MODEL CONCEPTUAL PERSPECTIVE
Thanyachek Yumyong, King Mongkut’s Institute of Technology Ladkrabang, Thailand
Thepparit Phumloathien, King Mongkut’s Institute of Technology Ladkrabang, Thailand
Wannee Fongsuan, King Mongkut’s Institute of Technology Ladkrabang, Thailand .... 1640
BEING GREEN IN THE HOTEL INDUSTRY – AN EMPirical STUDY FROM THAILAND
Thapanaphat Prayoondeecharn, King Mongkut’s Institute of Technology Ladkrabang, Thailand
Waldalak Attittawong, King Mongkut’s Institute of Technology Ladkrabang, Thailand

AN ANALYSIS OF LEGISLATION AND LAWS AFFECTING THE DISPOSAL OF THAILAND’S E-WASTE
Thanyaxok Yimyong, King Mongkut’s Institute of Technology Ladkrabang, Thailand
Thepparat Phumrosatthien, King Mongkut’s Institute of Technology Ladkrabang, Thailand
Wannarun Fongsuan, King Mongkut’s Institute of Technology Ladkrabang, Thailand

DRivers of ENTREPREnurIAL FIRMS in HOSTile EMERGING MARKETS: A SURVIVAL MODEL
Nayana D.P. Dehigama, Asian Institute of Technology, Thailand
Bhuto Ranath Bhardwaj, Bharati Vidyapeeth University, India

STRATEGIC MANAGEMENT OF SMART CITIES IN THE UAE: PERCEPTIONS OF PRIVATE SECTOR EXECUTIVES
Syed Arif Arwar, Hamdan Bin Mohammed Smart University, United Arab Emirates
Fahad Al Saaid, Hamdan Bin Mohammed Smart University, United Arab Emirates
Huda Faisal, Hamdan Bin Mohammed Smart University, United Arab Emirates

AN EXAMINATION ON THE SUCCESS OF BILINGUAL SCIENCE TEACHING BY REFERRING TO ITS CONTEXT AT JUNIOR SECONDARY LEVEL IN SRI LANKA
A. A. J. Fernando, Department of Accounting, University of Sri Jayewardenepura, Sri Lanka

EXCESS CASH HOLDINGS AS AN INDICATOR OF AGENCY PROBLEMS
Ernie Hendrawaty, The University of Lampung, Indonesia

RETURN STOCKS AFFECTED BY STOCK TRADING SUSPENSION IN INDONESIA STOCK EXCHANGE
Prakarsa Pamijengara, The University of Lampung, Indonesia

PERFORMANCE MEASUREMENT INFORMATION, JOB ROTATION, ROLE STRESS AND PERFORMANCE
Fajar Gustiwaty Dewi, The University of Lampung, Indonesia
Abdul Halim, Gadjah Mada University, Indonesia
Sufitri Sugari, Gadjah Mada University, Indonesia
Ertanayang Nahartyo, Gadjah Mada University, Indonesia

THE ROLE OF TANGIBLE AND INTANGIBLE RESOURCES ON STRATEGIC GROUP CHANGE IN INDOONESIAN BANKING INDUSTRY
Ayi Ahdad, The University of Lampung, Indonesia
Basu Sarah, Gadjah Mada University, Indonesia
T. Hani Handojo, Gadjah Mada University, Indonesia
B.M. Purwanto, Gadjah Mada University, Indonesia
CURRICULUM REFORM IN HIGHER EDUCATION (A CASE STUDY OF CURRICULUM IN THE CONTEXT OF CHANGE IN OFFICE ADMINISTRATION EDUCATION DEPARTMENT, SEBELAS MARET UNIVERSITY)
Ibu. Wagimin, Sebelas Maret University Indonesia
Widy Martini, Sebelas Maret University Indonesia
Aron Subaran, Sebelas Maret University Indonesia
Hery Sawi, Sebelas Maret University Indonesia ................................................................. 1777

A PLS-SEM ANALYSIS OF THAI CERAMIC ENTERPRISE INNOVATION, BUSINESS STRATEGIES & PERFORMANCE ON SURVIVAL
Phumphun Kosuttiphong, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand
Wanno Forngsawan, King Mongkut's Institute of Technology Ladkrabang (KMITL), Thailand ................................................................. 1783

THE EFFECTS OF BUDGETARY PARTICIPATION, BUDGETARY SLACK, AUTHORITY DELEGATION, AND ORGANIZATIONAL COMMITMENT ON MANAGERIAL PERFORMANCE: EMPIRICAL STUDY ON LOCAL GOVERNMENT IN LAMPUNG, INDONESIA
Rindu Rika Garmayuni, Universitas Lampung, Bandar Lampung, Indonesia
Dewi Suryani, Universitas Lampung, Bandar Lampung, Indonesia ........................................ 1794

THE VALUE RELEVANCE OF ENVIRONMENTAL PERFORMANCE: VIDEENCE FROM INDONESIA
Susie Sarumpet, Universitas Lampung, Indonesia
Melinda Nelwan, Universitas Klabat, Indonesia
Dian Nirmala Dewi, Politeknik Negeri Lampung, Indonesia.............................................. 1805

ANALYSIS OF EFFECT OF JOB SATISFACTION, ORGANIZATIONAL SUPPORT AND LEADERSHIP STYLE ON THE WORK MOTIVATION AND PERFORMANCE OF EMPLOYEES (Case Study at PT. Bank Mandiri Tbk. South Sulawesi)
Irwan Usman, Hasanuddin University, Indonesia
Haris Masupa, Hasanuddin University, Indonesia ................................................................. 1819

EMPLOYMENT AND EMPLOYABILITY FOR ECONOMIC AND SOCIAL INCLUSION IN INDIA
D. Tripathi Rao, Indian Institute of Management at Lucknow, India
Swarnima Singh, Indian Institute of Management at Lucknow, India .................................. 1848

GAINING AN UNDERSTANDING OF THE RATIONALE FOR THE FLUCTUATIONS IN THE YEMENI ECONOMY: CONSIDERING THE ARAB SPRING
Salehman Abullah Saif Alnasser Mohammed, University Utara Malaysia, Malaysia
Ebrahim Mohamad Al-Matar, University Utara Malaysia, Malaysia
Yahya Ali Al-Matar, University Utara Malaysia, Malaysia .................................................. 1859

COST EFFICIENCY AND DYNAMIC OF CONSTRUCTION SECTOR AND BUSINESS IN INDONESIA
Anang Musthadi, Universitas Padjadjaran, Indonesia ............................................................. 1872
THE DEVELOPMENT OF FLYPAPER EFFECT AND INCLUSIVE ECONOMIC GROWTH MODELS ON BORNEO ISLAND
Prima Rosita Arini, YKPN School of Business, Indonesia
Rudy Badrudi, YKPN School of Business, Indonesia
Baldrick Siregar, YKPN School of Business, Indonesia

BUILDING ECONOMIC EQUILIBRIUM MODEL IN INDONESIA TOWARDS MACROECONOMIC VARIABLES, NEW CONSENSUS MACROECONOMIC APPROACH
Marielina Djayasinga, University of Lampung, Indonesia

THE IMPORTANCE OF ASMAUL HUSNA’S VALUES AND ETHICS TO DEVELOP ETHICAL LEADERSHIP IN THE ACCOUNTING PROFESSION
Domi Sigit Tanria Warganegara, University of Lampung, Indonesia

CORPORATE SOCIAL RESPONSIBILITY MOTIVES: PATHS INCREASING SOCIAL AND BUSINESS PERFORMANCE
Tengku Emi Balqiah, Universitas Indonesia, Indonesia
Nurul Santri, Universitas Indonesia, Indonesia
Elevena Vinti, Universitas Indonesia, Indonesia
Rifky Dewi Astuti, Universitas Indonesia, Indonesia

THE MODEL OF CORPORATE SOCIAL RESPONSIBILITY IMAGE IN BUILDING BRAND EQUITY
Mahrinani MS, University of Lampung Indonesia
Basu Swastha Dham maison, Universitas Gadjah Mada, Indonesia

THE INFLUENCE OF ISLAMIC ORGANIZATIONAL CULTURE ON ISLAMIC RURAL BANK PERFORMANCE
Muhammad Iqbal Fiau, Islamic State University Sunan Kalijaga Yogyakarta
Ridwan Yuli, Islamic State University Raden Intan Lampung

DEVELOPMENT OF JATROPHA BASED BIOFUEL TO CREATE SELF-SUSTAINED ENERGY VILLAGE
Nurul Setyowati, Sebelas Maret University, Indonesia
Erllyna Widi Rianti, Sebelas Maret University, Indonesia
Muhd. Hariudin, Sebelas Maret University, Indonesia

RESEARCH OF WHILE BBV INFECTED AND DOSAGE OF RICE CHAFF ON THE INCREASING OF PATHOGEN STEM ROT RESILIENCE OF VANILLA (BBV) WHICH INDUCED OF RHIZOCTONIA BINUCLEATE (BNR) AND THE EFFECT ON THE INCREASING OF ORGANIC MATTERS AND SOIL PHOSPHORUS
Haryani, Tunas Pembangunan University, Indonesia
Tyas Soemarah K.D, Tunas Pembangunan University, Indonesia
Teguh Supriyadi, Tunas Pembangunan University, Indonesia
Supriyadi, Sebelas Maret University, Indonesia
DOES INFORMATION SYSTEM TECHNOLOGY SUCEED IN HELPING MANAGE DEBT?
Permata, D. Sukma, Sebelas Maret University, Indonesia
Sutaryo, Sebelas Maret University, Indonesia .................................................. 1984

PROPOSED EFFECTIVE MARKETING STRATEGY FOR EXPAT HELPER INDONESIA (EHII)
Refki Hedianto, Bandung Institute of Technology, Indonesia
Ira Fachira, Bandung Institute of Technology, Indonesia ........................................... 2001

MANAGEMENT CONTROL SYSTEM IN LOCAL WATER SUPPLY UTILITY INFLUENCE OF JAVANESE LOCAL WISDOM (EVIDENCE FROM INDONESIA)
Agung Nur Probobaktoro, Universitas Negeri Sebelas Maret, Indonesia
Muhammad Muqofia, Universitas Negeri Sebelas Maret, Indonesia
Waskito Widi Wardoyo, Universitas Negeri Sebelas Maret, Indonesia
Agung Wisnowo, Universitas Negeri Sebelas Maret, Indonesia .................................. 2018

DOES STUDENTS’ RELIGIOSITY MODERATING WORD OF MOUTH IN ISLAMIC PRIVATE HIGHER EDUCATION?
Eko Handayanto, Universitas Muhammadiyah Malang, Indonesia
Tuhif Haryono, Universitas Sebelas Maret, Indonesia
Huniq Sri Ranung Sawitri, Universitas Sebelas Maret, Indonesia .................................. 2023

EFFECT OF INTELLECTUAL CAPITAL ON FINANCIAL PERFORMANCE OF INSURANCE COMPANY
Avianti Zuraida
Riyanti .......................................................................................................................... 2045

THE EFFECT OF ACCOUNTING INFORMATION QUALITY AND MANAGEMENT ACCOUNTANT QUALITY TO SUCCESSFUL IMPLEMENTATION OF DECISION SUPPORT SYSTEM (STUDY ON GOVERNMENT-OWNED BANK IN INDONESIA)
Vecco Suryahadi Saputro, Universitas Padjadjaran, Indonesia
Zaldi Adrianto, Universitas Padjadjaran, Indonesia .................................................. 2065

BUSINESS PERFORMANCE MODEL OF SMALL AND MEDIUM ENTERPRISES (SMES): CASE IN FERMENTED CASSAVA SMALL INDUSTRIES
Alwan Sri Kusumo
Imam Man'ud
Reswanda T. Ade ......................................................................................................... 2076

IS THERE A POLITICIZATION OF THE BUDGET EXPENDITURE BY INCUMBENT?
Alwan Sri Kusumo, Universitas Jember, Indonesia
Rochman Effendi, Universitas Jember, Indonesia
Wulan Pangestu, Universitas Jember, Indonesia ................................................................ 2084
ANALYSIS ON IMPLEMENTATION OF CORPORATE SOCIAL RESPONSIBILITY (CSR) ACTUATOR TO THE COMPANY EXISTENCE THROUGH THE BENEFITS OBTAINED BY COMMUNITY (A STUDY AT PT. PJBS GRESIK)
Nur Laily, STIESIA Surabaya, Indonesia
Dewi Urip Wahyuni, STIESIA Surabaya, Indonesia ..................................................... 2102

THE EFFECT OF PROFIT LOSS SHARING RATIO TO MUDHARABAH FINANCING IN ISLAMIC RURAL BANK (BPRS) IN INDONESIA, 2010-2014
Khadijah Mustaqiminah, Institut Pertanian Bogor, Indonesia
Sri Hartoyo, Institut Pertanian Bogor, Indonesia
Ranti Wilasih, Institut Pertanian Bogor, Indonesia ..................................................... 2109

BOUNDARY MANAGEMENT IN WORK FAMILY CONFLICT AND COPING STRATEGIES AMONG FEMALE ACADEMICS IN INDONESIA
Rosma Fikri Kani, Universitas Alama Ata, Indonesia ..................................................... 2123

OPENING THE BLACK BOX: THE ANTAGONISTIC RELATIONSHIP OF LEADERSHIP ON EMPLOYEE PERFORMANCE
Muhammad Su'ud, STIE Widya Wijaya
Suci Utami Wikア يونت Wis, STIE Widya Wijaya ..................................................... 2139

LEADERS' WILLINGNESS TO SACRIFICE: A PHENOMENOLOGY OF BATIK ENTREPRENEURS IN SURAKARTA
Sarwoto, Universitas Sebelas Maret, Indonesia
Sarjiyanto, Universitas Sebelas Maret, Indonesia
Ana Shobil MA, Universitas Sebelas Maret, Indonesia
Joko Suyoso, Universitas Sebelas Maret, Indonesia
Sunto Suranyo, Universitas Sebelas Maret, Indonesia ..................................................... 2156

ECONOMIC BEHAVIOR OF COFFEE SMALL FARMERS: CASE IN BONDOWOSO
Alwanari Kustono, University of Jember, Indonesia
Nur Hismaluddin, University of Jember, Indonesia ..................................................... 2168

THE GOVERNMENT SYSTEM OF INTERNAL CONTROL, QUALITY FINANCIAL STATEMENTS AND ACTS OF CORRUPTION LOCAL GOVERNMENT IN INDONESIA
Ari Eddy Sarwono, Slamet Riyadi University, Indonesia
Rahmaswati, Universitas Sebelas Maret, Indonesia
Y Arm Aryani, Universitas Sebelas Maret, Indonesia
Agung Nur Purbahardono, Universitas Sebelas Maret, Indonesia ..................................................... 2176

ANALYSIS OF TRAVELOKA.COM WEBSITE QUALITY WITH IMPORTANCE PERFORMANCE ANALYSIS (IPA) METHOD
Mahur Prada, Telkom University, Indonesia
Danny Setyawan, Telkom University Indonesia ..................................................... 2186
<table>
<thead>
<tr>
<th>Title</th>
<th>Authors</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>EFFICIENCY OF ISLAMIC BANKING SCHEMES IN INDONESIA AND RELATION TO ITS GROWTH</td>
<td>Dita Herdiana, Institut Teknologi Bandung, Indonesia</td>
<td>2194</td>
</tr>
<tr>
<td>CORPORATE SOCIAL RESPONSIBILITY AND TAX AVOIDANCE</td>
<td>Tatik Puji Astuti and Y. Arni Akyani</td>
<td>2211</td>
</tr>
<tr>
<td>DO MACHIAVELLIANISM AND ETHICAL CLIMATE AFFECT PUBLIC ACCOUNTANTS' ETHICAL PERCEPTIONS OF TAX EVASION? EVIDENCE FROM INDONESIA</td>
<td>Avi Sunarti, STIE Perbanas Surabaya</td>
<td>2219</td>
</tr>
<tr>
<td>PROCESS OF POSITIVE ATTITUDE FORMATION OF SOCIETY TOWARD GREEN PRODUCTS (QUALITATIVE STUDY OF GREEN PRODUCTS' CONSUMERS IN INDONESIA)</td>
<td>Eri Andari, Jenderal University, Indonesia; Budhi Haryanto, Sebelas Maret University, Indonesia</td>
<td>2234</td>
</tr>
<tr>
<td>EXPLORATION OF CONCEPT OF FORMATION PROCESS OF INTENTION TO ONLINE TRANSACTION: IN THE CONTEXT OF ONLINE SHOPPING IN INDONESIA</td>
<td>Didik Setyawan, Setia Budi Surakarta University, Indonesia; Budhi Haryanto, Sebelas Maret University, Indonesia</td>
<td>2250</td>
</tr>
<tr>
<td>FACTOR MODEL WITH EARNINGS' YIELD AND ILLIQUIDITY WHICH ONE IS THE BEST TO EXPLAIN STOCK RETURNS?</td>
<td>Arif Budi Satryo, Tanjungpura University and STIE Widyakarya, Indonesia; Wendy, Tanjungpura University, Indonesia; Mustaruddin, Tanjungpura University, Indonesia</td>
<td>2272</td>
</tr>
<tr>
<td>INVESTOR PSYCHOLOGY ON BUYING AND SELLING COMMON STOCK DECISION IN EMERGING MARKET: EVIDENCE FROM PALEMBANG, SOUTH SUMATERA, INDONESIA</td>
<td>Yuliadi, Sriwijaya University, Indonesia; Ismahadi, Sriwijaya University, Indonesia</td>
<td>2289</td>
</tr>
<tr>
<td>MEASURING OPTIMALIZATION OF ZAKAT DISTRIBUTION ATLEMBAGA AMIL ZAKAT USING VARIABLE MEASUREMENT OF ECONOMY</td>
<td>Rifhaldz Nasri, Universitas Muhammadiyah Jakarta, Indonesia; Tulus Haryono, Universitas Sebelas Maret, Indonesia</td>
<td>2302</td>
</tr>
<tr>
<td>MODEL OF BUILDING MICRO AND SMALL ENTERPRISE'S (MSE) TRUST ON BAATUL MALI WAT TAMWIL IN INDONESIA</td>
<td>Arizal, Lambang Kuning University, Indonesia; Alfred Suci, Lambang Kuning University, Indonesia</td>
<td>2318</td>
</tr>
<tr>
<td>MULTIDIMENSIONAL WORK ETHICS AND TASKS PERFORMANCE: MEDIATING ROLE OF AFFECTIVE COMMITMENT</td>
<td>Amin/Wahyudi, Universitas Slamet Riyadi, Indonesia</td>
<td>2330</td>
</tr>
</tbody>
</table>
DETERMINANT OF INTENTION OF E-COMMERCE ADOPTION AND STRATEGIC ORIENTATION AS MODERATING VARIABLE IN FAMILY BUSINESS
Muhammad Kholid Arif Roesaq, Universitas Sebelas Maret, Indonesia
Muag Harison, Universitas Sebelas Maret, Indonesia

PATHOLOGY OF SOCIAL ACCOUNTABILITY IN PARTICIPATORY LOCAL DEVELOPMENT BUDGETING (A CASE STUDY ON KELURAHAN DEVELOPMENT FUND IN SURAKARTA CITY, INDONESIA)
Ratana Dwi Wahyantosah, Sebelas Maret University, Indonesia

THE EFFECT OF PERCEIVED ORGANIZATIONAL SUPPORT FOR INNOVATION ON INNOVATIVE WORK BEHAVIOR WITH LEADER-MEMBER EXCHANGE MEDIATION ON THE LECTURER
Anis Elyana, Universitas Airlangga, Indonesia
Diah Yovita Suryani, Universitas Wijaya Kusuma, Indonesia
Tulus Hariyono, Universitas Sebelas Maret, Indonesia
Ria Marsiana Yusuf, Universitas Hasanuddin, Makassar-Indonesia
Dwiyo Waskito, Universitas Airlangga, Indonesia

EFFECT OF STOCK BUYBACK TOWARDS FINANCIAL PERFORMANCE AND MARKET REACTION: STUDY OF LISTED COMPANIES IN INDONESIA STOCK EXCHANGE
Etaro Garda Arulan, Institut Teknologi Bandung, Indonesia
Ahmad Danu Prasetyo Institut Teknologi Bandung, Indonesia

A FORECASTING METHOD FOR INFLUENZA VACCINE DEMAND DURING HAJI PERIOD CASE STUDY: A VACCINE MANUFACTURER IN INDONESIA
Muhammad Jundi, Institut Teknologi Bandung, Indonesia
Akhur Adhistaman, Institut Teknologi Bandung, Indonesia

E-TRUST: ANTECEDENTS AND THEIR CONSEQUENCE
Dresyana Ajeng Pamesti, Muhammadiyah Magelang University, Indonesia
Muh Al Amin, Muhammadiyah Magelang University, Indonesia
Henry Prihanto Nugroho, Gadjah Mada University Graduate School Tourism Studies

INNOVATION OF THE SALAM FINANCING PRODUCT (A CASE STUDY IN BUMI RINJIANI PROBOLINGGO SRB)
Siti Maria Wardayati, University of Jember, Indonesia
Ahmad Roesaq, University of Jember, Indonesia
Wicrok Fitrin Ningsith, University of Jember, Indonesia

ROLE OF STRATEGIC MANAGEMENT ACCOUNTING AND INTEGRATED PERFORMANCE IN HOTEL INDUSTRY
Antonius Singgih Setianan, Musi Charitas Catholic University, Indonesia
Rahmawati, Universitas Sebelas Maret, Indonesia
COMPREHENSIVE INTELLECTUAL CAPITAL MANAGEMENT (CICM) AND THE OPPORTUNITY FOR THE STRATEGIC MANAGEMENT ACCOUNTING (SMA)
Sigit Hermawan, University of Muhammadiyah Sudarmo, Indonesia................................. 2435

DEPOSIT INSURANCE, FINANCING DECISION, LIQUIDITY OF BOND MARKET AND THEIR EFFECT TO MARKET DISCIPLINE IN INDONESIA
Layyinatunmuharani, Universitas Padjadjaran, Indonesia
Eric Febrian, Universitas Padjadjaran, Indonesia
Anilla Azka Rachmayani, Universitas Padjadjaran, Indonesia................................. 2452

ANALYSIS OF FACTORS AFFECTING AUDITOR SWITCHING
Bertilia Lima Kartina, Gunadarma University, Indonesia
Prima Yuliani, Gunadarma University, Indonesia................................. 2463

INNOVATION STRATEGY IN INDUSTRIAL CITY: STRATEGIC PATH MEDIATES FOR COMPETITIVE ADVANTAGE
Sri Saryana, Padjadjaran University, Indonesia
Nur Khayati, SMAN 1 Cikarang Utara, Indonesia................................. 2471

AN ANALYSIS OF RECRUITMENT AND JOB TRAINING METHOD EFFECTIVENESS TO EMPLOYEE ENGAGEMENT IN BANDUNG CULINARY START-UP
Keke Gerak, Institut Teknologi Bandung, Indonesia
Bantiang Radito, Institut Teknologi Bandung, Indonesia................................. 2489

CONCEPT OF EMPOWERMENT IN CORRELATION WITH QUALITY-BASED UNIVERSITY GOVERNANCE CHANGE
Amsur Samani, Institut Bisnis & Informatika (IBI) Darmajaya, Indonesia
M. Ariza Eka Yusendra, Institut Bisnis & Informatika (IBI) Darmajaya, Indonesia........... 2497

THE CHANGE OF SCHOOL ORGANIZATION TOWARD ICT DEVELOPMENT: A REVIEW FROM LEWIS'S THEORETICAL PERSPECTIVE
Wisnu Wibisono, Sebelas Maret University, Surakarta, Indonesia
Isni Dewi Astuti Nuarhemi, Sebelas Maret University, Surakarta, Indonesia
Chandra Huda Sebelas Maret University, Surakarta, Indonesia
Arif Wahyu, Sebelas Maret University, Surakarta, Indonesia................................. 2514

THE EFFECT OF ENTREPRENEURIAL MARKETING ON SME PERFORMANCE
Salman Faris Insani, Veteran Bangun Nusantara University, Indonesia
Arifianti Wahyu Wijayanti, Veteran Bangun Nusantara University, Indonesia
Wahyu Trihardiana Sebelas Maret University, Indonesia................................. 2519

IMPROVEMENT MODEL SELF-HELP GROUPS PERFORMANCE IN PERSPECTIVE PRODUCT VALUE AND FIRM VALUE (CASE STUDY OF SHG'S BATIK SURABAYA)
Nur Fadhir Asyik, Indonesia
Bambang Suryono, Indonesia
Lilis Arini, Indonesia................................. 2526
SUPPLIERS STRUCTURE AND PERFORMANCE EVALUATION SUPPLIER NETWORK STAGE IN THE SUPPLY CHAIN MANAGEMENT OF RICE IN SOUTH SUMATRA
Agustina Baiduri, Gadjah Mada University, Indonesia
Slamefit Harifomo, Gadjah Mada University, Indonesia ........................................... 2536

LOCAL GOVERNMENT FINANCIAL PERFORMANCE FACTORS: DECENTRALIZATION IMPACT IN INDONESIA
Citra Etika, STIE Prahara, Indonesia
Hasni Yusefianti, Diponegoro University, Indonesia .................................................. 2550

DESIGNING SUB-CONTRACT MODEL AS STRATEGY TO INCREASE INCOME OF SELF-HELP GROUPS IN SURABAYA
Nur Handayani Lilia Ardini..................................................................................................... 2567

CORPORATE SUSTAINABILITY DISCLOSURE AND FINANCIAL PERFORMANCE EFFECT ON COST OF CAPITAL IN ASEAN BANKING SECTOR
Fataniy Mahariu Putra, Diponegoro University, Semarang, Indonesia
Puri Harto, Diponegoro University, Semarang, Indonesia ................................................ 2577

BOARD OF DIRECTOR OWNERSHIP, LEVERAGE, AND PERFORMANCE: THE ROLE OF R&D INTENSITY
Hessy Eriana Frati, Universitas Sebelas Maret, Indonesia
Y Amri Aryani, Universitas Sebelas Maret, Indonesia
Doddly Setiawan, Universitas Sebelas Maret, Indonesia .................................................. 2593

FISCAL DECENTRALIZATION EFFECT ON FINANCIAL PERFORMANCE: MEDIATED BY SIZE AND MODERATED BY AUDIT OPINION IN LAMPUNG PROVINCE
Eka Ninggih Puri Rahayu, Akademi Akuntansi Lampung
Rudy Budiwardi, YKPN School of Business ..................................................................... 2601

TECHNOLOGY TRANSFER AND COMMERCIALISATION PATTERN: A CASE STUDY OF LIPI
Yovita Irsaneti, Indonesian Institute of Sciences
V. Susihani Kusumaputri, Indonesian Institute of Sciences ........................................... 2617

THE INFLUENCE OF TRANFORMATIONAL AND TRANSACTIONAL LEADERSHIP TO SOCIAL CAPITAL AND ITS INFLUENCE TO PERFORMANCE
Wistu Prayogo, YKPN School of Business, Indonesia ...................................................... 2628

REPLICATING HOFSTEDE'S CULTURAL FRAMEWORK ON INDONESIA'S FIVE MAJOR ETHNIC GROUPS
Suharnomo, Universitas Diponegoro, Indonesia ............................................................... 2636
THE EFFECT OF LOCALLY-GENERATED REVENUE AND FISCAL TRANSFER FROM CENTRAL TO REGION FUNDS ON POVERTY WITH INTERVENING VARIABLES CAPITAL EXPENDITURES AND ECONOMIC GROWTH OF REGENCY/CITY IN THE EAST KALIMANTAN PROVINCE
Dody Hapsoro, STIE YKPN, Indonesia
Muhammad Jihri Al-Rasyid, STIE YKPN, Indonesia................................................................. 2646

THE INFLUENCE OF CITY MARKETING PERFORMANCE, AND MAYOR PERSONAL BRANDING TOWARDS TOURIST REVISIT INTENTION: THE CASE OF BANDUNG
Raden Riffe Dwiarto, Padjadjaran University, Indonesia
Popy Rusaidah, Padjadjaran University, Indonesia................................................................. 2659

EXPLORING CREDIBILITY OF FULL-FLEDGED ISLAMIC BANK IN INDONESIA: AN EXPLORATORY FACTOR ANALYSIS (EFA) APPROACH
Naufal Bachr, Malikkusaleh University, Indonesia
Abdul Rahmankoh, Syiah Kuala University, Indonesia
Muslim Amin, King Saud University, Saudi Arabia................................................................. 2669

ACQUIRING CROSS-CULTURAL COMPETENCE: INSIGHTS FROM INTERNATIONAL FIRMS IN FOUR COUNTRIES
Desalegn Abraha, University of Skövde, Sweden
Syedl-Masroda Mokhtar, King AbdulAziz University, Saudi Arabia.................................... 2679

INTERNATIONALIZATION OF SMALL AND MEDIUM ENTERPRISES: A PERSPECTIVE FROM SMES IN THE U.K
Syedl-Masroda Mokhtar, King AbdulAziz University, Saudi Arabia.................................... 2692

THE INFLUENCE OF NARCISSISM ON COUNTERPRODUCTIVE WORK BEHAVIOR: THE ROLE OF ORGANIZATIONAL JUSTICE AS MODERATOR
Zainur M. Rudi, Universitas Lampung, Indonesia
T. Hani Handoko, Universitas Gadjah Mada, Indonesia......................................................... 2702

THE EFFECTS OF TECHNICAL AND FUNDAMENTAL FACTORS ON THE INVESTMENT DECISION AND THE COMPANY VALUE IN THE AGRICULTURAL SECTOR
Maray Komardin................................................................. 2713

RELATION BETWEEN ECONOMIC GROWTH AND INCOME INEQUALITY AMONG THE REGION (STUDY CASE ON LAMPUNG PROVINCE)
Toto Gunarto, University of Lampung, Indonesia
Marselina, University of Lampung, Indonesia................................................................. 2731

DEVELOPING THE SUCCESSFUL MARKETING STRATEGIES FOR CLICK CAFÉ
Elia Sofia, InstitutTeknologi Bandung, Indonesia
Agung Wicakseno, InstitutTeknologi Bandung, Indonesia.................................................... 2741
AN APPLICATION OR PROBLEM BASED LEARNING ON ACCOUNTING SYSTEM SEMINAR COURSE
Nanis Harunniya, Universitas Pakea Marga Probolinggo, Indonesia
Sunaryanto, Universitas Negeri Malang, Indonesia ................................................................. 2790

EDUCATION AND ENVIROMENTAL EFFECT OF COMPETITIVE ADVANTAGES AND PERFORMANCE OF WOMEN ENTREPRENEURSHIP IN MALANG
Aneke Wahyuni, Sekolah Tinggi Ilmu Ekonomi Indonesia (STIESIA) Surabaya, Indonesia
Anindiyati Budiarti, Sekolah Tinggi Ekonomi Indonesia (STIESIA) Surabaya, Indonesia ................................................................. 2795

HOW TO ACCELERATE THE PERFORMANCE OF A RESEARCH CENTER: A CASE STUDY
Darsono Darsono, Universitas Sebelas Maret, Indonesia
Muhammad Agung Prabowo, Universitas Sebelas Maret, Indonesia
Irian Tiarugroha, Universitas Sebelas Maret, Indonesia
Dody Setiansan, Universitas Sebelas Maret, Indonesia
Stefanus A Kristiawan, Quality Research Assurance at Institute of Research and Community Services, Universitas Sebelas Maret, Indonesia ................................................................. 2809

DYNAMIC MARKETING CAPABILITY IN HOTEL
Evo Sampetua Harisandja, Business School Universitas Pelita Harapan, Indonesia........2815

SERVICE QUALITY IMPROVEMENT FOR ACCOUNT OPENING PROCESS IN STATE-OWNED BANKS
Evo Sampetua Harisandja, Business School Universitas Pelita Harapan
Resti Regina, School of Business and Management, Institut Teknologi Bandung ...........2827

DETERMINANTS OF OCCUPATIONAL DIVERSIFICATION AS STRATEGY FOR DISGUISE UNEMPLOYMENT IN SWAMP LAND FARMER HOUSEHOLDS: LESSON LEARN FROM KANDIS AREA
Dessy Adriani, Sriwijaya University
Elisa Widyayana, Sriwijaya University
Yulis, Sriwijaya University ................................................................................................. 2842
TRANSFORMATIONAL LEADERSHIP MODEL IN IMPROVING UNIVERSITY PERFORMANCE  
(STUDY IN UNIVERSITY OF LAMPUNG)

Halibullah Jarnal, University of Lampung, Indonesia  
Rosima, University of Lampung, Indonesia

Abstract
Leaders play an important role in determining the survival and development of a university. Leaders can define policies to be taken and decisions that determined the success of a university. Therefore, research on the model of leadership, especially transformational leadership is very important to be conducted by the University of Lampung. The purpose of this study was to test the effect of transformational leadership on performance, test the effect of transformational leadership on organizational support, as well as test the mediation effect for innovation in organizations on performance. The research was conducted by survey method. The research samples were 300 person, taken using nonprobability sampling techniques with convenience sampling analysis done using Structural Equation Model. Validity test results indicated that there are two items which invalid on variable support for the organization, as well as one item statement on performance variables. The test results by using SEM analysis is known that transformational leadership does not directly influence the performance of lecturer and staff, but indirectly affect by mediated with the support for innovation in organization variable. Transformational leadership effect on support for innovation in organization, as well as support for innovation in organization variable fully mediated the effect of transformational leadership on the performance of lecturer and staff at the University of Lampung.

Keyword: transformational leadership, support for innovation in organization, performance

Introduction
University is an institution that create the human resources that are reliable and able to answer the challenges of the world of work and to anticipate the changes that occur in society. In an effort to create skilled human resource (have academic capability, have good character, faith, and discipline) then the university should have a leader who is able to direct the achievement of these objectives.
Leaders play an important role that determines the survival and development of the university. Leaders can define policies to be taken and decisions that will determine the success of university. Leaders must be able to motivate lecturer and staff to contribute more for their strong commitment to university education without being forced.
The role of a leader who is able to transform ideas, desires, goals. Lampung University in order to be well understood and implemented by lecturer and staff at the University of Lampung is very important that teachers and lecturer willing to contribute maximum with initiatives arise from them without any coercion from the leader, high motivation of lecturer as well as their strong commitment to the organization, which is University of Lampung. Therefore, research on the model of leadership, especially transformational leadership is very important to be conducted by the University of Lampung. Studies conducted in several countries, namely Israel, Nigeria, Singapore and Tanzania, showed that transformational leadership committed by leaders of schools and university will affect job satisfaction, behavior of organizational members and commitment to the organization (Kub, et al, 1995; Bogler 2001; Nguri et al, 2006; Othman et al, 2013).
The problem often faced by universities relating to leadership, among others, different styles of leadership among the leaders will lead to difficulties in achieving the set goals, the lack of coordination between the leader of lectures and staff can cause communication gaps that can lead to conflicts, lack of motivation given by the leaders would make lectures and staff feel that they did not get the attention and support of the leader, the lack of commitment from lectures and staff to contribute the maximum to the organization, and the behavior of lectures and staff were seen from the staff productivity, resource utilization and lacking coordination among the leaders and lecturers as well as lecturers.

Literature Review

Transformational Leadership

Leaders play an important role in executing a company operational activities and in understanding an organization. (Posner and Kouzes, 1993; Bass (1985) and Yukl (1999) on Punanin et al. (2000) defined transformational leadership as a style of leadership that transforms followers to rise above their self-interest by altering their morals, ideals, values, and roles, motivating them to perform better than initially expected.”

The transformational leader has been described as a person who articulates a vision of the future that can be shared with colleagues and subordinates, stimulates subordinates' intellectuality, attention to individual differences between people, prefer to use private insurance including time, knowledge and experience, and serves as a coach, teacher and mentor (Van Marum and Bass, 1990; Yukl, 1989 in Shiersen-Blackwell, 2004).

Transformational leadership contains four components: (1) charisma or ideal influence (associated with behavior). (2) Inspirational Motivation. (3) Intellectual Stimulation. (4) Consideration of individual.

Posner and Kouzes (1993) in Posner and Kouzes (1993) designed a way to assess the capabilities needed by a leader, who is referred to as The Leadership Practices Inventory (LPI). LPI was developed based on the analysis of case studies on more than 1,100 managers based on their best experience as a leader. The behavior and activities of the managers are grouped into five categories: challenging the process, inspiring a shared vision, enabling others to act, modeling the way, and encouraging the heart.

Support for innovation in organizations

Support for innovation in organization refers to employees' perceptions of respect and concern for the organization (Gist et al., 1986). Support felt in organizations can increase employees' expectations that the organization will provide greater reward to the achievement of organizational goals (Eisenberger et al., 1986). Research by Zhou and George (2001) in Joiner (2007) were carried out on organizational support for creativity, which refers to the degree to which an employee feel that the organization encourage, respect, appreciate and recognize the employee who demonstrate creativity.

Innovative organization defined as one the matter which fostering creative functions of its members (Siggel and Konmatt, 1978). Some dimensions of the creative organization: (1) leadership, leadership type that characterizes An innovative organization that they support the initiation and development of new ideas in the whole system and ensure the diffusion of power throughout the system. (2) ownership, related to group members who develop ideas, processes and procedures at their workplace. (3) Norms for Diversity, members of the system has positive attitude towards diversity and the system itself positively responds to creativity, and several different behaviors. (4) Continuous Development, and (5) Consistency.
Eisenberger et al (1986) measured the employee commitment to provide support to organizations with Perceived Organizational Support consists of 36 statements that measured by 7-point Likert scale to express their consent to the items in question. The study was conducted at a private high school teacher. The results showed that the effect of perceived organizational support will be greater on the teachers who have a strong ideology to change than the teachers who have a low ideology for change.

Performance
Performance is a multidimensional concept. Performance at the basic level can be regarded as aspects of the process, and aspects of performance results. Performance excludes certain behavior. Based on these conceptualization only actions that can be measured, which can be regarded as the performance (Campbell et al, 1993 in Sumantag et al, 2008). In fact, this performance concept explicitly describes only goal-oriented behavior, which is behavior to encourage employees to improve organizational performance (Campbell et al, 1993 in Sumantag et al, 2008).

Research conducted by Li and Huang (2009) focus on two types of performance which are task performance and organizational citizenship behavior (OCB). Task performance defined as behavior that is recognized by the formal reward system and is part of the requirements described in the job description, while citizenship behavior is the discretionary individual behavior, which indirectly or explicitly recognized by the formal reward system, and which, in aggregate, promote the efficient and effective function from organization (Organ, Podsakoff, & Mackenzie, 2005 in Li and Huang, 2009). William and Anderson (1995) stated that there are two categories of Organizational Citizenship Behavior or OCB: (1) OCHO which is profitable behavior that the organization in general such as informing a person does not come to work, adherence to the informal rules designed to keep order. (2) OCB which is a behavior that directly benefit certain individuals and indirectly contributes to the organization. William and Anderson measured OCH performance using 21 item statements related to OCHO and OCB.

RESEARCH METHOD
The method utilized exploratory research with survey to lecturers and staff in the University of Lampung with the aim to gather information related to the leadership that has been implemented at the University of Lampung. Roscoe (1973) in Salas (2006) states that a decent sample size in the study were between 30 to 500. Based on the matter, the number of samples in this study was 300 people. Sample were taken by using non-probability convenience sampling technique. Data analysis was done using Structural Equation Modeling (SEM).

The variables in this study consisted of transformational leadership (X), performance (Y) that is mediated by the support for innovation in organizations variable (V), measured using five Likert scale which are: strongly agree (SS), agree (A), quite agree (CS), disagree (DS) and strongly disagree (STD).

Transformational leadership using the Leadership Practices Inventory (LPI) developed by Field and Herold (1997), which consists of 28 items statements, but in this study leadership was measured using 20 items statements, which are followed the developments that have an impact on the organization, explain the focus to be achieved. Performance using questionnaire developed by William and Anderson (1991) which consists of 21 item statements, but in this study only used 18 item statements, and support for innovation in organization variable using indicators developed by Sergil & Lammutser (1978).

RESULT AND DISCUSSION
The study was conducted using a survey by distributing questionnaires for lecturers and staff in the Faculty as well as in the Technical Services Unit and the human at the University of Lampung. The questionnaire contains 65 items about transformational leadership, the support for innovation in organization and performance. Questionnaires were distributed as many as 280 copies of questionnaires, the returning and possible to processed was 259 copies. Thus the response rate in this study was 92.5%.

Respondents in this study came from seven faculties and two UPT and one human at the University of Lampung. Most of the respondents are male (as many as 131 person or 51.58%) aged 31–40 years (51 person or 19.69%), with the number of lecturers 109 person (42.08%) and staff 150 person (57.92%) and the working period of 2–15 years (36.67%).

1. Validity and Reliability Testing Results
   Validity test results on transformational leadership variable showed that all item statements were valid with factor loading greater than 0.5. In the variable support to the organization, there are two invalid statement items, and one item of performance variables is not valid because it has factor loading less than 0.5.

   The results of reliability testing on transformational leadership variable were consistent with the results of tests performed by Fields (1997) and Kouzes and Posner (1995), in which the reliability value (α) is between 0.82 to 0.92. In the variable support for innovation in organization, there are four invalid item statements, and on performance variables, there are three invalid item statements.

2. Qualitative Analysis Result
   Based on the responses of respondents about transformational leadership it is known that the leader of the University of Lampung rated by lecturers and staff were excided about the future that will be achieved by the University of Lampung. Lampung University leaders are optimistic and enthusiastic in achieving the vision of the University of Lampung as becoming Tier 3 Universities in Indonesia. In order to achieve this, the leader of the University of Lampung needs to motivate lecturers and staff to provide support to the University of Lampung in achieving that vision.

   Lampung University leaders also rated by lecturers as eager to achieve better future, it is seen from the efforts to do re-innovation of the institutions as a first step to achieve the vision that has been set by the University of Lampung. However, respondents stated that the leadership of the University of Lampung were taking less time to celebrate the achievements that have been reached with lecturers and staff. It is important for them as it celebrates the achievements on the achievement accomplished as a form of appreciation and rewards for the efforts and the attempts that have been made by lecturers and staff in living and improve the reputation of the University of Lampung. Respondents also expect the leaders of the University of Lampung to ensure that they are recognized for their contribution for the success of a project. Based on this, it can be stated the importance of the recognition given by the leader of the University of Lampung on contributions of lecturers and staff for success or performance that still need to be increased to motivate employees to contribute more and achieve more in achieving vision set by University of Lampung.

   Respondent responds about the support to the organization showed that most respondents (81.40%) stated that they are committed to achieving the objectives of the University of Lampung. This commitment is very important, because without the commitment of lecturers and academic staff at the University of Lampung, the desired objectives will not be achieved.

   The role of the Executive Board of Lampung which provide support to lecturers and staff also rated quite well by the respondents. The support given by the Executive Board in Lampung can increase motivation to work for lecturers in the University of Lampung environment.
However, respondents also stated that the methods used by the organization is still unsuitable with the goals to be achieved by the University of Lampang. The method applied by the University of Lampang perceived by some lecturers and staff are still not undergo much changes from years earlier, so that it can show the target achievements set by the University of Lampang. The majority of respondents (43.47%) stated that at the University of Lampang, how to do the job is still not perceived as important as the work performed. This suggests that the process of carrying out the work have lost attention, but leaders are more likely to focus more on the judging of the final results achieved. This can lead to delays in achieving the goals set, given the process undertaken will determine the final results set. If the process is done well, for example in providing good service to the stakeholders will have an impact in the form of an improvement (image) is good for the University of Lampang because the service provided have been able to satisfy stakeholders and to improve the effectiveness of goal attainment.

In the performance variables, most of the respondents (86.87%) stated that they would tell their superior or co-workers if they can not go to work. Attendance is one of indicators in assessing the performance of lecturers and staff, and it is also related to compensation to be accepted which are remuneration and incentives of meal allowances calculated on the basis of their presence. Respondents also reported that they comply with the informal rules applied by the University of Lampang in order to maintain orderliness (81.09%). Furthermore, the commitment of lecturers and staff (77.22%) to maintain property or goods of the organization is high. It is important remembering the sense of ownership for the property or the property of the organization will make lecturers and staff maintain and preserve the property. Respondents also stated that they did not take time off more than conditions set (55.04%). Increasing awareness of lecturers and staff for activities according to the specified schedule can happen because of several faculties at the University of Lampang have implemented ISO 9001: 2008, such as the Faculty of Economics and Business, Faculty of Law, Faculty of Social and Political Sciences and other faculties processing towards the ISO so they have strict rules relating to hours of service to stakeholders.

3. SEM Analysis Results

A. Normality Testing

Data distribution will be said to be normal if the value of the critical ratio (C.R) resulting from skewness and kurtosis were greater than ± 1.96.

Based on the results of normality testing, point declaration in univariate normal distribution is Y11, Y16, Y17, Y18, X1.11, X1.14, X1.17, X2.19, X2.11, X2.7, X2.9, X2.9, which overall multivariate were greater than ± 1.96 which is 38.786. So that overall existing data are not normally distributed. However, this data will still be used as data is the real answer of the respondents.

1. Outliers Testing

Outliers detection using $D^2$ Mahalanobis measurement, $D^2$ were divided by number of variables used in the research ($D^2/df$). For small sample if $D^2/df$ value were greater than 2.5 meanwhile for big sample category, if it is greater than 4 thus it is assumed that outliers is exist (Hair, et al., 2016). Based on outliers measurement, there are no statements which indicates the existence of outliers, where each of $D^2/df$ were no greater than 4.

2. Goodness-of-Fit Model testing

Goodness-of-Fit model shows how well a particular model reproduce the observed covariance matrix between the items which are in common covariance matrix indicate
observed and expected (Hair et al. 2010). Value Goodness of Fit (GFI) after the modification are as follows:

<table>
<thead>
<tr>
<th>Measurement Index Criteria</th>
<th>Reference Values</th>
<th>Result</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMIN/DF</td>
<td>≥ 3</td>
<td>2.675</td>
<td>Good</td>
</tr>
<tr>
<td>GFI</td>
<td>≥ 0.90</td>
<td>0.653</td>
<td>Marginal</td>
</tr>
<tr>
<td>AGFI</td>
<td>≥ 0.90</td>
<td>0.636</td>
<td>Marginal</td>
</tr>
<tr>
<td>RMSLA</td>
<td>0.00 – 0.10</td>
<td>0.08</td>
<td>Good</td>
</tr>
<tr>
<td>TLI</td>
<td>≥ 0.90</td>
<td>0.710</td>
<td>Marginal</td>
</tr>
<tr>
<td>CFI</td>
<td>≥ 0.90</td>
<td>0.727</td>
<td>Marginal</td>
</tr>
</tbody>
</table>

The model used in this research is adequate, it can be seen from some of the values that have met the criteria of fit of the model.

3. Mediation Test Result

Mediation test was conducted to see the intervention of a third variable. The mediation test results are as follows:

<table>
<thead>
<tr>
<th>Variable</th>
<th>Beta estimate</th>
<th>S.E.</th>
<th>T.R.</th>
<th>P-value</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before Mediation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance ← Transformational Leadership</td>
<td>-0.239</td>
<td>0.243</td>
<td>-1.466</td>
<td>0.148</td>
<td>Not Significant</td>
</tr>
<tr>
<td>After Mediation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Performance ← Transformational Leadership</td>
<td>1.4</td>
<td>0.368</td>
<td>-2.891</td>
<td>0.005</td>
<td>Significant</td>
</tr>
<tr>
<td>Organization Support ← Transformational Leadership</td>
<td>0.872</td>
<td>0.190</td>
<td>4.612</td>
<td>**</td>
<td>Significant</td>
</tr>
<tr>
<td>Performance ← Support for innovation in organization</td>
<td>0.742</td>
<td>0.243</td>
<td>3.081</td>
<td>0.002</td>
<td>Significant</td>
</tr>
</tbody>
</table>

Based on the mediation test results above, the direct effect of transformational leadership on performance was not significant (β = -0.239, p value = 0.148), and when the transformational leadership is mediated by the support for innovation in organization, the influence of transformational leadership on the performance become significant (β = -1.4 | 0.005). Therefore, full mediation is supported.

Based on the research that has been done it can be stated that the performance of lecturers and staff will increase with the existence of transformational leadership and support for innovation in organization. The leader of the University of Lampung should be taking the time to celebrate the success that has been achieved together with lecturers and staff at the University of Lampung, appreciation as reward for the success of the work done by lecturers and staff at
the University of Lampang. Lampang University leaders should not only orient to the achievement of the results of jobs but also pay attention to the process in doing the job. In doing their jobs, lecturers and staff should be given the freedom to work on a job in a manner that is different from the usual, thus encouraging them to be more innovative in doing the task assigned to them.

Conclusion
The results showed that transformational leadership is not directly improve the performance of lecturers and staff. This means that the performance of employees will not directly increase due to good leadership adopted by the leader of the University of Lampang, but there are other factors which is support to the organization. Support for innovation in organization mediates the influence of transformational leadership in improving the performance of lecturers and staff at the University of Lampang. Support for innovation in organization plays a role in improving performance where employees will feel appreciated for the efforts that have been made and given the freedom to try a new method to solve a given task, so this will have an impact on their performance.

References


