



COMMUNICATION ECONOMICS ORGANIZATION

16-17 December 2023 - Portugal

8th

ABSTRACT BOOK

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EDITORS

Dr. Muhammad Ali Tarar

Dr. Maurey Bond

Dr. Muhammad Saghir AHMAD

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International CEO

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

Social Sciences Congress

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Presentation

We are delighted to introduce **Polytechnic Institute of Portalegre, Acacia University, Sekolah Tinggi Manajemen IPMI (IPMI - International Business School), Mohanlal Sukhadia University, Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, Nişantaşı University, University of Prizren, Cyprus West University, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara, Knowledge Laboratory and Ostim Technical University** served as the vehicle of dissemination for a showpiece of articles at the **International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC 2023, Portalegre, Portugal)** that was held online and offline on **December 16-17, 2023**. CEO Congress aims to provide a platform for discussing the issues, challenges, opportunities and findings of **Communication, Economics, Organization and Social Science** research. The organizing committee with feedback from the division chairs and the members of the **scientific committee** foresaw an opportunity and research gap in the conference theme, that pitches for pressing issues in the business world. Presentations are in Turkish & English.

2023 Int. CEO Congress takes place with the participation and contributions of **323 academics from 33 countries: Afghanistan, Albania, Argentina, Australia, Azerbaijan, Cameroun, China, Ethiopia, France, Georgia, India, Indonesia, Kyrgyzstan, Malaysia, Morocco, Netherlands, New Zealand, Nigeria, Pakistan, Philippines, Poland, Portugal, Romania, Russia, Saudi Arabia, South Africa, Spain, Sweden, Thailand, Türkiye, Ukraine, United State of America and Uzbekistan.**

It is a great privilege for us to present the Abstract Book of **CEO SSC 2023** to the authors and delegates of the conference.

Several manuscripts from prestigious institutions could not be accepted due to the reviewing outcomes and our capacity constraints. Participation from **122 different institutions or universities**. The 2 days long conference gathered close to **323 national and international attendees** to enliven a constellation of contributions. **132** papers of the **190** papers approved to present at the congress are outside of Türkiye. **70% of the papers presented at the congress are from outside Türkiye**. Best paper awards were issued to distinguished papers.

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

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

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

Sunuş

16-17 Aralık 2023 tarihlerinde "**8. Uluslararası CEO İletişim, Ekonomi ve Organizasyon Sosyal Bilimler Kongresi**" Polytechnic Institute of Portalegre ev sahipliğinde **Portekiz**'in Portalegre şehrinde, Acacia University, **IPMI Uluslararası İşletme Okulu**, Mohanlal Sukhadia University, **Samarkand Branch of Tashkent University of Economics**, International Vision University, **Alfred Nobel University**, International Gorazde University, **Nişantaşı Üniversitesi**, University of Prizren, **Cyprus West University**, Insec, **NCM Publishing**, CEO Tekmer, **Universitas Bhayangkara**, Knowledge Laboratory ve **Ostim Teknik Üniversitesi** iş birliği ile **online ve fiziki katılımlar** ile gerçekleşmiştir.

Kongremizde *Afganistan, Arnavutluk, Arjantin, Avustralya, Azerbaycan, Kamerun, Çin, Etiyopya, Fransa, Gürcistan, Hindistan, Hollanda, Endonezya, Kırgızistan, Malezya, Fas, İsviçre, Yeni Zelanda, Nijerya, Pakistan, Filipinler, Polonya, Portekiz, Romanya, Rusya, Suudi Arabistan, Güney Afrika, İspanya, Tayland, Türkiye, Ukrayna, Amerika Birleşik Devletleri ve Özbekistan* gibi **33 ülkeden** ve **122 kurum/üniversiteden 323 akademisyen** tarafından hazırlanan **190 bildiri** sunulmuştur.

Kongremize **293 bildiri** özeti gönderilmiş, editör ve hakem süreçlerinden sonra bunlardan **210** tanesi sözlü sunuma kabul edilmiş, ancak **34 oturumda 190 bildirinin sunumu** gerçekleşmiştir. Sunulan bildiriler, **978-625-99157-9-1** ISBN'li bu e kitapta yayımlanmaktadır. Belirtilen tarihe kadar **kongre sitesine yüklenen tam metin bildirimler** ise, **yazarın tercihinine, editör ve hakemlerin değerlendirmelerine göre** tam metin bildiri kitabında **bildiri** olarak, edit kitapta **kitap bölümü** olarak veya web sitesinde belirtilen dergilerde **makale** olarak yayımlanma fırsatına sahiptir. Yazarlar, tercihleri ile ilgili çalışmasının tam metnini **ceocongress.info@gmail.com** adresine mutlaka göndermelidir.

Kongrede sunulan 190 bildirininin 58'i Türkiye ve 132'si yurt dışındadır. Yayınlanan **bildirimlerin %70'i Türkiye dışındadır. Önceki Uluslararası CEO Kongre'lerde olduğu gibi 8. Uluslararası CEO Kongre'de de bildiri özet kitabında yabancı oranı %50'den fazladır.**

Onaylı ve yayınlanan **190 bildiriden üçü Türkiye'den ve dördü yurt dışından olmak üzere yedisine en iyi bildiri ödülü** duyurulmuştur.

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

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

A Special Thanks To...

Below is a list of individuals who have supported **CEO Congress 2023 Portugal** by donating some of their time. It is these people who make our work possible and have been a great help. We would like to say a special THANK YOU for all those listed below.

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From Türkiye

1. The Association Between the Number of Analysts Following, Income Smoothing Behaviours, Value/Growth Characteristics on the Accrual Earnings Manipulation Practices of the Firms - **Asst. Prof. Dr. Omer Faruk BUYUKKURT**
2. Expectations of Certified Public Accountant (CPA) from the Interns: A Research in Malatya Province - **Öğr. Gör. Dr. Nazan GÜNGÖR KARYAĞDI, Öğr. Gör. Dr. Özge ÖZKAN**
3. Generative AI and Innovation - **Dr. İbrahim YIKILMAZ, Prof. Dr. Muhsin HALİS**

Outside Türkiye (International)

1. Financial Distress and Measurement of Key Financial Performance Analysis of Cosmetic Companies in Indonesia (Case study: PT. Mustika Ratu Tbk, PT. Marta Berto Tbk and PT. Kino Indonesia Tbk, Period 2018-2022) – **Yulifan, Prof. Dr. Wiwiek Mardawiyah DARYANTO**
2. Production Machine Management Using Scrum Methodology and Machine Downtime Prediction Using The Naive Bayes Algorithm – **Fried SINLAE, R Wisnu Prio PAMUNGKAS, Sri REJEKI, Nani SUDIARTI, Dewi Puspaningtyas FAENI**
3. European Framework in The Centre of The Preparation of Albanian Students as Future Entrepreneur – **Dr. Teuta Hazizi (Balliu)**
4. Antecedents and Consequences of Emotional Exhaustion' Call Center Employees – **Netania EMILISA, Justine TANUWIJAYA, Andreas Wahyu GUNAWAN, Deasy ASEANTY, Norzanah Mat NOR, Adinda MEUTIA**

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European Framework in The Centre of The Preparation of Albanian Students as Future Entrepreneur

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ABSTRACT

The aim of the work is to develop the proper tools through the European Framework and study the academic offer. Through this work we target to research the level of entrepreneurial competences among Albanian students, and to emphasize the distinction between the competencies obtained by students during their studies and the competencies of market entrepreneurs. Entrepreneurial skills, knowledge and mindset are crucial factors contributing to the growth of the economy and the benefit of society. Competences are essential in positioning entrepreneurs to identify opportunities, make effective decisions, turn their ideas into reality, overcome challenges, and properly allocate resources to achieve goals and succeed.

Entrepreneurs don't just start a business from scratch and generate profits for themselves. They also significantly impact society and the economy by creating employment and products or services that can improve the quality of life for many. But not everyone can take on the risk of their venture or the magnitude of such a responsibility.

The methodology used incorporates a number of research techniques and procedures, both qualitative and quantitative data from primary and secondary sources. The questionnaire's guiding principle is the Entrepreneurship Competence Framework, which was proposed by the European Commission in 2016. Participants in the questionnaire were students from the Faculty of Economy, in the University of Elbasan "Aleksandër Xhuvani, Elbasan, Albania.

The results validate the European framework as a proper tool for entrepreneurial competencies. The importance of entrepreneurship competences lies in: improving the quality of life with new ideas and building functional products or services, providing opportunities for personal and professional growth, and enhancing one's capacity to work efficiently alone, as well as in collaboration.

Key Words: Entrepreneur, students, European Framework, Competence, Validation



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The Impact of Business Process Re-engineering on Organizational Strategy

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ABSTRACT

Today's business environment consists of a massive competition and drastic technological changes, the era where the impact of the fourth industrial revolution (4IR) has huge effects on organizations and businesses. Therefore, the call for Business Process Reengineering (BPR) has gained popularity in the past years and even more within the era of the fourth industrial revolution (4IR). As a result, these changes also have an impact on organizational strategy. However, to keep up with the turbulent business environment as well as providing self-services to customers, it is of great importance to allocate resources and support various business activities like inventory, marketing, production, and infrastructure to improve organizational performance and competitiveness.

The present article has been adopted. These projects include the reconfiguration and modifications of the current business processes. Hence, this study examines the relationship between business process reengineering (BPR) and organisational strategy within the context of the Fourth Industrial Revolution (4IR). It suggests that understanding the influence of BPR on organisational strategy is crucial for firms. The findings indicate that this study seeks to provide a concise overview of the essential concepts of business process re-engineering, highlighting its significance as a crucial facilitator of organisational strategy.

Keywords: Business Process Re-Engineering, Organizational Strategy, Organizational Performance, Competitiveness



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Socio-Economic Development Through Human Capital Management: A Perspective of Developing Countries

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ABSTRACT

The field of human capital management has had significant advancements in recent years, although it has received less attention from developing nations, mostly owing to a lack of comprehension of the implications of globalisation. The developed nations possess a competitive edge in the form of robust human capital development, which plays a significant role in fostering socio-economic progress within their own communities. The impact of this occupation extends to other domains, including employment and productivity, which are closely linked with the economic and social progress of a growing nation like South Africa. Consequently, this study delves into the significance of human capital development and its influence on socio-economic development and economic growth.

The study used a qualitative research approach, specifically purposive sampling, to examine the influence of human capital development on socio-economic development. The participants in this research were human resources practitioners based in South Africa. The results indicate that there is a need to allocate resources towards the enhancement of human capital in South Africa, specifically targeting the creation of a highly trained workforce. This is crucial to tackle the prevailing scarcity of skilled workers and the persistently high rate of unemployment.

Key Words: Skilled Workforce, Economic Growth, Socio-Economic Development, Human Capital Development, Operations Management, Manufacturing Industry, Sustain Competitive Advantage.



**Financial Distress and Measurement of Key Financial Performance
Analysis of Cosmetic Companies in Indonesia (Case study: PT. Mustika
Ratu Tbk, PT. Marta Berto Tbk and PT. Kino Indonesia Tbk, Period 2018-
2022)**

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ABSTRACT

This research paper delves into the critical topic of financial distress and offers an in-depth analysis of key financial performance indicators within the cosmetic industry in Indonesia. The cosmetics sector in Indonesia is known for its dynamic and competitive nature, making it imperative to assess the financial health of companies operating in this industry. The study employs various financial metrics and ratios to evaluate the financial stability and performance of cosmetic companies, allowing for the identification of potential signs of financial distress. This research study aims to analyze and measure the financial health condition and bankruptcy prediction of cement companies listed on the Indonesia Stock Exchange: PT. Mustika Ratu Tbk, PT. Martina Berto Tbk, PT. Kino Indonesia Tbk for periods of 2018 to 2022. The data used is collected from the published audited financial statement. Financial ratio analysis used as a methodology, and the results are validated by SOEs Ministerial Decree No.KEP-100/MBU/2002 about a financial health condition. Using the Altman z-score model method to find out the possibility of bankruptcy. Specifically, the financial ratios that will be used are: 1) return on equity, 2) return on investment, 3) cash ratio, 4) current ratio, 5) collection period, 6) inventory turnover, 7) total asset turnover and 8) total equity to total asset. Besides, return on invested capital results from the cosmetic company will be compared to the weighted average cost of capital to measure whether cosmetic companies are profitable enough in the cosmetic industry. The findings offer valuable insights for industry stakeholders, including company executives, investors, and regulatory authorities, to better understand the financial dynamics of cosmetic companies in Indonesia. Such insights can inform decision-making, investment strategies, and regulatory measures to promote the sustainability and growth of the cosmetics industry in the country. This study would give strong insight for managers in cosmetic industry about the financial performance. Therefore, the managers should make decisions to improve profitability and efficiency in cost structure during financial problem condition.

Keywords: Financial Performance, Financial Ratios, Bankruptcy, Cosmetic Industry

Başarısız Devletler ve Terör İlişkisi Üzerine

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ÖZET

11 Eylül olayları sonrası başarısız devletler, uluslararası literatürde çok hızlı bir biçimde önemli bir konu haline gelmiştir. Bu algıda da ABD'nin katkısı büyüktür. Zira Amerika Birleşik Devletleri'nin 2002 Ulusal Güvenlik Stratejisi (NSSUS), başarısız devletleri, Amerika Birleşik Devletleri için düşman-öteki kategorisinde yer alan devletlerden çok daha büyük bir tehdit oluşturduğunu öne sürmüştür. Daha sonra başarısız devletlerin küresel terörizmin yayılmasının başlıca kaynağı olduğu iddiası, ABD'nin "Teröre Karşı Savaş" konseptine rehberlik etmiş ve halen de etmektedir. ABD'nin bu stratejisi hiç kuşkusuz bugün de dünyanın şekillenmesinde önemli bir rol oynamaktadır. En son Gazze'de yaşananlar bunun açık kanıtıdır.

11 Eylül sonrası ABD Başkanı Bush ve ekibi, başarısız devletler ile küresel terörün yayılması arasında kurdukları nedensel ilişkiye can alıcı bir kanıt olarak Afganistan'ın 11 Eylül saldırılarıyla ve ardından Saddam'ın kitle imha silahları ile olan bağlantılarına dikkat çekmişlerdir. "Başarısız devletler terörist yetiştirir" hipotezi, özellikle ABD tarafından başlatılan teröre karşı savaşta bir söylem olarak etkili bir şekilde kullanılmış ve ABD'nin Afganistan ile Irak'a saldırıları sırasında daneredeyse hiç kimse bu hipotezi sorgulamaya yönelmemiştir. Ve bu kadar hayati öneme sahip bir varsayımın büyük ölçüde tartışmasız bir şekilde kabul edilmesi kuşkusuz üzerinde durulması gereken bir başka konudur.

Bu tebliğde öncelikle başarısız devletler ile küresel terörizmin yayılması arasında kurulan nedensel ilişki tartışılacak ve bu konudaki farklı görüşler eleştirilen bir yaklaşımla irdelenecektir.

Tartışma, başarısız devletler ile terörizm arasında varsayılan nedensel bağın tam olarak geçerli olmadığına, ancak başarısız devletlerin terörizmin yayılması için de elverişli bir ortam sunduğuna işaret etmektedir.

Anahtar Kelimeler: Başarısız Devletler, Terörizm, Küresel Terörizm

On The Relationship Between Failed States and Terrorism

ABSTRACT

After the events of September 11, failed states rapidly became a significant topic in the international literature, with a considerable contribution from the United States. The 2002 United States National Security Strategy (NSSUS) argued that failed states posed a greater threat to the United States than states falling into the enemy-other category. Subsequently, the claim that failed states were the main source of the global spread of terrorism has guided and continues to guide the United States' "War on Terror" concept. Undoubtedly, this strategy still plays a crucial role in shaping the world today, as evidenced by the recent events in Gaza.

Following the events of September 11, U.S. President Bush and his team drew attention to Afghanistan's causal connection with failed states and the global spread of terrorism, highlighting its crucial role as evidence, and the subsequent link between Saddam and weapons of mass destruction. The hypothesis that "failed states breed terrorists" has been effectively used as a discourse, especially by the United States in the War on Terror, and almost no one questioned this hypothesis during the U.S. attacks on Afghanistan and Iraq. The uncritical acceptance of such a vital assumption is undoubtedly another issue that needs to be addressed.

In this paper, the causal relationship established between failed states and the global spread of terrorism will be discussed, and different views on this subject will be critically examined. The discussion suggests that the assumed causal connection between failed states and terrorism is not entirely valid, but failed states do provide a conducive environment for the spread of terrorism.

Keywords: FailedStates, Terrorism, Global Terrorism

Batı'nın İslam Algısı

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ÖZET

Batı, İslam'ı ve Müslümanları bir "öteki" olarak görmekte, kendi dinlerini dini ve kültürel miraslarını ve geleceklerini yani medeniyetlerini tehdit ettiğini düşünmektedir. Araştırmalar da, bu önyargılı tutumun gün geçtikçe artış eğilimi gösterdiğine işaret etmektedir. Hatta Batı'da yükselen bir İslam karşıtlığı olduğu gerçeğini artık kimse yalanlamamakta ve de bu bağlamda ürkütücü olan yalanlama ihtiyacı dahi hissetmemeleridir.

Aslında Batı'nın İslam'ı bir öteki olarak görmesi yeni değildir, İslam'ın tarih sahnesine çıktığı döneme yani VII. Yüzyıla kadar geri gider. Ancak Batı'da İslam karşıtlığı hiç bu kadar yaygın ve yaygın bir boyutta değildi. Geline nokta ve özellikle de 11 Eylül'ün de katkısıyla Batı'da İslam düşmanlığı çok ciddi boyuta ulaşarak ırkçı eylemlere dönüşmeye başlamıştır. Bu ırkçı eylemlere Batı'da yaşayan Müslümanlar da çok sık maruz kalmaya başlamıştır.

Batı'da mevcut ve yaygın olan olumsuz algının oluşumunda başka faktörlerin yanı sıra medyanın da önemli bir rol oynadığı kuşkusuzdur. Zira medya, sosyal gerçeği tasarlamakta ve yeniden üretmektedir. Dolayısıyla da Batı'da İslam karşıtlığının ve ırkçı söylem ve eylemlerin üretilmesinde esas sorumluluk medyadır. Batı toplumlarında toplumsal yaşamın şekillenmesinde medyanın önemli bir rol oynadığı gerçeği dikkate alındığında, Batı'da İslam ve Müslümanlar hakkında hâkim olan İslam karşıtlığının, ırkçı söylem ve eylemlerin üretiminde medya ciddi bir rolü olduğu söylenebilir.

Bu çalışmanın amacı, Alman medyası örneğinde Batı'da İslam ve Müslüman karşıtı söylemlerin yaygınlaşmasını doğrudan veya dolaylı olarak desteklediği varsayılan medyanın bu süreçteki rolünü sorgulamak ve medyanın, İslam ve Müslümanlar ile ilgili olumsuz algı oluşturmada ve normalleştirilmesinde hangi söylemlerin üretilerek dolaşıma sokulmasına nasıl katıldığını ve bu gelişmelere nasıl karşı çıkılabileceğini göstermektir.

Anahtar Kelimeler: İslam, Batı, Medya, İmaj.

The West's Perception of Islam

ABSTRACT

In the West, Islam and Muslims are often perceived as the "other," seen as a threat to their own religions, cultural heritage, and future, or in other words, their civilizations. Research indicates a growing trend in this biased attitude. In fact, it is no longer denied that there is a rising Islamophobia in the West, and it is disturbing that they do not even feel the need to deny it in this context.

The West's perception of Islam as the "other" is not a new phenomenon; it dates to the time when Islam emerged on the historical stage, up to the 7th century. However, anti-Islamic sentiment in the West has never been as widespread and extensive as it is today. At this point, and especially with the contribution of September 11, Islamophobia in the West has reached a serious level, even evolving into racist actions. Muslims living in the West have increasingly become targets of these racist actions.

In addition to other factors, it is unquestionable that the media plays a significant role in the formation of the prevalent negative perception in the West. The media shapes and reproduces social reality, and as such, it bears the primary responsibility to produce Islamophobia and racist discourse and actions in the West. Considering the important role of the media in shaping social life in Western societies, it can be argued that the media plays a significant role in the prevalence of anti-Islamic sentiment, racist discourse, and actions in the West.

The purpose of this study is to question the role of the media, which is assumed to support the spread of anti-Islamic discourse directly or indirectly in the West, with a specific focus on the German media example. It aims



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to investigate how the media contributes to the creation and normalization of negative perceptions about Islam and Muslims, how it produces and circulates certain discourses, and how one can resist and counteract these developments.

Keywords: Islam, The West, Media, Image

1Bu çalışma, Selçuk Üniversitesi Bilimsel Araştırma Projeleri Koordinatörlüğü tarafından desteklenen 22409004 nolu "Medyada İslam ve Müslüman Kadın İmajı" başlıklı projenin verilerinden faydalanılarak hazırlanmıştır. This study prepared within the scope of the project titled "Islam and Muslim Women's Image in the Media" No. 22409004, supported by the Scientific Research Projects Coordination Office of Selcuk University.



The Impact of Ethiopian Higher Education Institutions on the Neighbor MSMEs Growth

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ABSTRACT

Education is the best friend, and an educated man is respected everywhere in every circumstance. In developing countries like Ethiopia is also crucial for economic development and societal services. This study examines the higher educational resources available in Ethiopian tertiary public institutions. The main obstacles to Micro, Small, and medium Enterprises (MSMEs) surviving include a lack of credit history, inadequate collateral, ignorance of government programs, and exorbitant interest rates. Hence scientific research and development support will avoid such constraints. The right institution nearby is Higher Education Institution with significant research and community services budgets. So the main objective of this study would be to diagnose both side impacts of HEIs on MSME and propose the solutions. 6 university campuses were selected purposively from 50 public universities in Ethiopia. From those 200 respondents were purposively chosen and distributed with simple random sampling technique or in strata as considered. As a result, a total of 180 respondents correctly filled out the questionnaire and responded. Both primary (physical observation and questionnaire) and secondary data (literature review of documents, other previous research works, rules, procedures assessed) collection sources were used for this survey research. Mixed research approaches were employed. Both regression and correlations of dependent variables (MSME) and independent variables (HEIs) were analyzed through Stata, one of the statistical analysis software. And the qualitatively collected data also made the cause and effect relationship modeling diagram using system dynamics venism software. Hence the results obtained on the three typical factors were; 76% neutrality, 22% nominal budget with fake reports, and lack of synchronization laid down as negative impacts. Whereas cooperation (45%), duplicate plans (34%), and infant attempts (21%) were also investigated as positive impacts of EHIs. Depending on the results obtained from the discussions; policy recommendations and scientific solutions were proposed.

Keywords: Economy, Education, HEIs, Impact, MSMEs, Small Business Development Center



Science Communication on Argentine University Radio Stations

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ABSTRACT

Scientific journalism in Argentina on radio has little development and even less on university radio stations. Radio continues to be a powerful and effective mass media for communicating news, cultural, educational and entertainment information, although it is underutilized in Argentine universities. Although there are radio programs dedicated to the dissemination and analysis of scientific topics, the general format of the radio stations resembles commercial radio stations.

Scientific dissemination is important to bring science closer to society and promote understanding of complex scientific issues. These proposals should be natural on university radio to publicize what these research centers with public funds do for society. Science on the radio interests' audiences.

After a historical journey of radio in Argentina, from its beginnings in 1920 to the present, its role as a powerful, influential and attractive means of communication for audiences is highlighted. We briefly address the impact of the Military Dictatorship in the 1970s, during which the radio was heavily controlled and used as a propaganda tool. With the transition to democracy in 1983, radio underwent a transformation towards greater freedom of expression and diversity of opinions. The Audiovisual Communication Services Act (LSCA) of 2009 is mentioned, designed to avoid media concentration and promote plurality of voices.

We focus on the role of university radio, highlighting its potential as a platform for scientific communication. Various strategies are suggested, such as science educational programs, interviews with scientists, student participation, scientific dissemination, and academic collaborations. In addition, the importance of using technology and social networks to reach broader audiences is emphasized and university radio and its potential for scientific dissemination are recognized.

Keywords: Radio, Science Communication, Universities, Scientific Journalism.



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Factors Driving Gender Gap on Agricultural Productivity and Technology Adoption: Evidence from Ethiopia

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ABSTRACT

Even if agriculture is the primary source of livelihood, smallholders in Ethiopia have lower adoption of agricultural technologies that improve the productivity of the sector. To come up with evidence-based policy interventions that could improve agricultural productivity and technology adoption among females, it is crucial to measure the potential gap between male and female-headed farm households regarding their technology adoption and productivity. The study used nationally representative data collected from 17,084 sampled household heads by the Ethiopian Statistical Services (ESS) in the 2019/20 fiscal year. To analyze gender differences in agricultural productivity, the study used Oaxaca-Blinder decomposition and recentered influence function decomposition methodologies. Moreover, the study used a multivariate probit model to examine the gender differences in adopting agricultural technologies. The result suggests that if women have equal returns from their resource endowments as male, their agriculture productivity could increase by 5.6 percent. A large portion (63.4 percent) of the gender-gap in agricultural productivity is attributed to gender structural disadvantages (unexplained portion), while the remaining 36.6 % of the gender gap is attributed to an endowment effect. The primary factors that contribute to the gender productivity gap in Ethiopia are years of schooling, crop-rotation practices, land size, and soil erosion. The Multivariate probit model result indicated that male-headed households were more likely to adopt raw planting technology but less likely to adopt irrigation. To reduce the gender gap in agricultural productivity, the concerned government offices and stakeholders should improve women's access to training, credit and extension service, irrigation, and crop rotation.

Keywords; Gender, Agricultural productivity, Technology adoption, Household heads, Ethiopia



The Effectiveness of Capacity Building as a Tool for Effective Local Governance in South Africa

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ABSTRACT

In South Africa, local government is responsible for administering various activities in municipalities, towns and cities. The effectiveness of governance at a local level is based on the delivery of essential services and the management of public affairs. Many municipalities in the country face several challenges, such as lack of administrative capacity, shortage of skills and lack of essential service delivery. These challenges have presented an opportunity to improve governance and delivery of services. In order to mitigate these challenges and maximise these opportunities, capacity building is a tool that can be used to develop the ability of local government to effectively deliver essential services by enhancing human capital. In this paper, the concept of local government is introduced in section 2; a background follows this on the state of local governments in South Africa and a summary of the challenges faced and opportunities available for local governments. In section 3, capacity building is introduced, and theoretical frameworks and models for capacity building are discussed. Section 4 of the essay consists of the discussion, which links section 3 and section 2. The identified theories are linked to background on local governance in South Africa, and the section demonstrates how capacity building can be used as an effective tool for local governance. Recommendations and conclusions are documented in section 5 of the essay. This section includes closing remarks on the discussions made and a summary of suggested critical points for consideration by local governments on how to proceed further by using capacity building to strengthen governance at the local level.

Keywords; South Africa, Local Government, Governance, Service Delivery, Capacity Building



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Challenges of Service Delivery in South Africa

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South Africa

ABSTRACT

This discourse underscores the profound importance of addressing the challenges of service delivery in South Africa as a linchpin for good governance and the broader trajectory of development across Africa. It delves into strategies such as enhancing governance, increasing accountability, investing in capacity-building, utilizing technology and innovation, fostering citizen involvement, and establishing collaborations with foreign organizations and funders to overcome these obstacles. Recognizing the multifaceted nature of service delivery issues, it emphasizes the need for comprehensive approaches encompassing efficient governance, prudent resource management, citizen participation, and targeted interventions to ensure universal access to basic services. The critical role of effective service delivery is delineated through its contribution to foundational pillars of good governance. This includes building public trust, bolstering institutional credibility, and fostering transparent and accountable governance. Moreover, addressing service delivery challenges stands as a catalyst for inclusive growth, reducing inequality and promoting social justice, while concurrently supporting human capital development through improved education and healthcare services. This discourse underscores the potential positive outcomes, extending beyond national borders to inspire a united and thriving Africa, aligned with global Sustainable Development Goals. Ultimately, the importance of addressing South Africa's service delivery challenges resonates as a transformative force, shaping a future marked by equitable development and prosperity for all Africans.

Keywords: Service Delivery, Capacity Building, Development Goals, Equitable Development, Foreign Organisation.

Geç Modern Zamanlarda Vatandaşlık, Katılım ve Siyaset

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ÖZET

Günümüzde sosyal ilişkiler, iletişim ve medya ağlarında organize edilmekte ve giderek geleneksel kişisel ilişkilerin yerini almaktadır. Bu bağlamda toplum da ağları tasarlayanlar, bunlara katılanlar ve onlardan dışlananlar olarak ikiye ayrılmakta dolayısıyla, toplumsal bölünmelerin geleneksel sosyo-ekonomik biçimleri yerini yeni toplumsal ve ekonomik farklılaşmalara bırakmaktadır. Bir diğer taraftan da, küresel bağlamda geleneksel anlamını yitiren siyasi bir yerleşme ve ulus devletlerin egemenliğinin dönüşümü yaşanmaktadır. Ağlar, gruplar arasındaki sınırları yıkmakta, daha geniş çeşitlilikte insanlarla ve farklı kesimlerle etkileşmemize olanak sağlamakta, proje ve hedefler arasında alışıktığımızdan daha çabuk geçiş yapmamızı kolaylaştırmakta ve giderek hiyerarşiler düzleşmektedir. Karardan eyleme uzanan mesafe kısalmakta, insanlar önceden var olan bir topluluğa –mahalleye, spor kulübüne, dinsel topluluklara, işyerine- uyum sağlamak yerine merkezinde kendilerinin olduğu topluluklar yaratmaktadırlar. Bireylerin ağlar biçiminde yeni bağlantılar yarattığı bu toplum anlatısı, ailelerde ve topluluklarda somutlaşan birincil ilişkilerin baskınlığı ile karakterize edilen ve birlik fikrinde somutlaşan geleneksel toplum anlatısından bizleri uzaklaştırmaktadır. Birincil ilişkiler erken modernite ile birlikte yerini ikincil ilişkilere, geç moderniteyle birlikteyse ben-merkezli ağlarda cisimleşen üçüncül ilişkilere bırakmaktadır. Özetle, geç modern çağımızın sosyolojik anlayışı, değişen toplumsallık kalıplarına, bireyin ve toplumun buluştuğu ve birbiriyle ilişki kurduğu zihinsel ve söylemsel alana odaklanarak kültürel bir perspektifin altını çizer. Bireycilik ve dönüşlü özdeşleşme süreçleri, çağdaş sosyo-teknolojik diyalektiğin merkezi yönleridir ve en yaygın olarak ağlar kavramından hareketle ele alınır ve dijitalleştirilmiş kültürlerde etkileşim kalıplarını ve sosyalliği tanımlayan metaforu oluşturur. Ağ yapısı, benliği farklı kolektiflere bağlamanın düşünömsel bir mantığını mümkün kılar. Teknolojinin, toplumun, bireyin diyalektik olarak birbirini inşa ettiği ve ilişkilerin doğasının değiştiği dijital geç modern çağda bu değişim, yeni bir siyaset biçimini de beraberinde getirmektedir. Bu makale geç modern zamanlarda ortaya çıkan bu yeni siyaset biçimine ilişkin olup bu siyaset anlatında yurttaşlık ve katılım pratiklerinin nasıl değiştiğini ortaya koymayı amaçlamaktadır.

Anahtar Kelimeler: Geç modern Ağ-toplumu, Vatandaşlık, Katılım, Siyaset.

Citizenship, Participation and Politics in Late Modern Times

ABSTRACT

Today, social relations are organised in communication and media networks and are gradually replacing traditional personal relationships. In this context, society is being divided into those who design and participate in networks and those who are excluded from them, thus the traditional socio-economic forms of social divisions are being replaced by new social and economic differentiation. On the other hand, there is a political localisation and transformation of the sovereignty of nation states, which are losing their traditional meaning in the global context. Networks are breaking down boundaries between groups, enabling us to interact with a wider variety of people and sectors, making it easier to switch between projects and goals more quickly than we are used to, and gradually flattening hierarchies. The distance from decision to action is shortening, and people are creating communities with themselves at the centre, rather than fitting into a pre-existing community - the neighbourhood, the sports club, the religious community, the workplace. This narrative of society, in which individuals create new connections in the form of networks, distances us from the traditional narrative of society characterised by the predominance of primary relations embodied in families and communities and embodied in the idea of unity. Primary relations are replaced by secondary relations in early modernity and by tertiary relations embodied in self-centred networks in late modernity. In sum, the sociological understanding of our late modern era underlines a cultural perspective, focusing on changing patterns of sociality, the mental and discursive space where the individual and society meet and relate to each other. Individualism and reflexive processes of identification are



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central aspects of the contemporary socio-technological dialectic and are most commonly addressed through the concept of networks, forming the metaphor that defines patterns of interaction and sociality in digitised cultures. The network structure enables a reflexive logic of connecting the self to different collectives. In the digital late modern age, where technology, society and the individual dialectically construct each other and the nature of relations changes, this change brings about a new form of politics. This article is about this new form of politics that emerged in late modern times and aims to reveal how the practices of citizenship and participation have changed in this political narrative.

Keywords: Late modern network-society, Citizenship, Participation, Politics.



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Measuring Financial Flexibility and Asset Efficiency of Telecommunication Industry in Indonesia Before and Post the Pandemic Covid-19 of the Years 2018-2022

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ABSTRACT

Telecommunications companies have kept societies and economies going during the pandemic, yet it has not translated to strong returns for their shareholders. It faced severe challenges in responding to the post-pandemic crisis while simultaneously trying to stay ahead of a rapid industry transformation that began even before the pandemic. This capital-intensive industry was already debt-massive before the pandemic and had to take on more debt due to the pandemic. Both Financial Flexibility, that reflects the ability to access and to restructure its financing at a low cost, and Asset Efficiency, that reflects the strategy to use its resources efficiently become key determinants to stand out from the crowd. The study uses financial report from 3 significant telco players listed in Indonesia Stock Exchange which are PT Telekomunikasi Indonesia, Tbk. (TLKM), PT Indosat, Tbk. (ISAT) and PT Excelcomindo Pratama, Tbk. (EXCL) during 2018-2022. It uses Net Debt-to-EBITDA ratio and Capital Expenditures-to-Revenue ratio for financial flexibility's telco specific measures and Return on Assets ratio and Total Assets Turnover ratio for asset efficiency measures. The results will be validated by benchmarking to the weighted average industry norm to obtain detailed analysis of each company's financial health over others. The analysis will contribute to financial management policy guidance in the telecommunications industry amidst severe changes ahead.

Keywords: Covid-19 Pandemic; Telecommunication; Financial Flexibility; Asset Efficiency; Financial Health; Ratio Analysis

Türk Aile Yapısı ve Kültürüne Uygunluk Bakımından Bir İçerik Analizi: Güzel Günler Dizisi Örneği

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ÖZET

Günümüzde kitle iletişim araçlarının aile ve okuldan sonra toplumun; kültürel özelliklerini, geleneklerini ve yaşam tarzını nesilden nesile aktarma özelliğinin giderek arttığı görülmektedir. Bunda kitle iletişim araçlarının gelişen teknolojinin sağladığı cep telefonu ve internet gibi imkanlar ile ulaşılabilirliklerinin kolaylaşmış yaygın hale gelmesinin önemli katkısı vardır. Söz konusu kitle iletişim araçları arasında görsel- işitsel özellikleri ile televizyon; insanların daha fazla dikkatini çekmekte ve daha fazla etkilemektedir.

Televizyonlarda özellikle hane halkının en fazla zaman geçirdiği 20.00- 23.00 saatleri arasındaki “prime time” kuşağında ağırlıklı olarak dizi filmler yayınlanmaktadır. Dizi filmler işledikleri gerçek ve gerçek dışı konular ve bunları işleyiş şekilleri ile, yarattıkları karakterler ile izleyenlerin düşünce ve davranışlarının değişmesinde, yeniden biçimlenmesinde etkili olmaktadır. Bu bağlamda bu çalışmanın amacı Türk aile yapısı ve kültürüne uygunluk açısından bir Türk televizyon dizisi olan “Güzel Günler’in içerik analizinin yapılmasıdır. Analiz sonucunda söz konusu dizinin geleneksel Türk Aile yapısı ve kültürünü yansıtan, destekleyen ve yeni nesillere aktarılması açısından yararlı unsurlar içerdiği kanısına ulaşılmıştır.

Anahtar Kelimeler: Televizyon, Diziler, Aile yapısı

A Content Analysis in Terms of Suitability For Turkish Family Structure And Culture: An Example Of Series Named Güzel Günler

ABSTRACT

Today, it is seen that mass media, after the family and school, are increasingly transferring the cultural characteristics, traditions, and lifestyle of the society from generation to generation. This is due to the ease and widespread accessibility of mass media with the opportunities provided by developing technology such as cell phones and the internet. Among these mass media, television, with its audio-visual features, attracts more attention and influences people more.

On television, especially in the "prime time" between 20.00 and 23.00 hours, when households spend the most time, soap operas are predominantly broadcast. Soap operas are effective in changing and reshaping the thoughts and behaviors of the audience with the real and unrealistic subjects they cover, the way they handle them, and the characters they create. In this context, the aim of this study is to conduct a content analysis of a Turkish television series "Güzel Günler" in terms of its suitability for Turkish family structure and culture. As a result of the analysis, it has been concluded that the series in question contains useful elements in terms of reflecting and supporting the traditional Turkish family structure and culture and transferring it to new generations.

Keywords: Television, Serials, Family structure



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Financial Performance Measurement and Analysis of PT United Tractors, Indonesia for the Year 2018-2022

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ABSTRACT

PT United Tractors (UT) is a key player in various sectors and industries in Indonesia through its five business pillars, namely Construction Machinery, Mining Contracting, Mining, Construction Industry, and Energy. In 2020, the coronavirus pandemic struck Indonesia which affected almost all industrial sectors with financial distress, including UT. However, in 2022 the surge in commodity prices in the global market which far exceeded expectations has driven significant growth in all the UT's commodity-based business lines. Hence, the company managed to close 2022 with excellent performance. The company's financial performance results have decreased during the pandemic in 2020, but increased in 2021 and achieved excellent performance in 2022. The research objective is to measure and analyze the financial performance of the company using financial ratios of the company in 2018 – 2022, before, during, and after the pandemic. The data was retrieved from public financial reports. This study is expected to add knowledge to financial literature and give insight to managers in the construction machinery and mining industry.

Keywords: Financial Performance, Financial Ratios, Construction Machinery, Mining.



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Financial Performance Analysis of Mayapada Hospital Indonesia (PT. SejahteraRaya AnugrahJaya Tbk) Using Financial Ratios

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ABSTRACT

Health services in Indonesia are an important factor in supporting government programs to achieve health for the people. Hospital is the core component that functions to support it. Mayapada Hospital (MH) conducted its first Initial Public Offering (IPO) on April 11, 2011. MH was listed on the stock exchange under the name of PT Sejahtera Raya Anugrah Jaya, Tbk (SRAJ) as an issuer in the health subsector. The initial selling price of SRAJ shares at the IPO was IDR 120 per share, and Mayapada became one of the expanding and growing hospitals. This study aims to evaluate the financial performance of MH, a private hospital in Indonesia, using the financial ratio method. The financial ratios used in this research are profitability ratios, activity ratios, liquidity ratios, and solvency ratios. This research uses secondary data from the financial reports of MH for 2018-2022 periods and analyzes it using Microsoft Office Excel, and the results will be validated based on the Decree of the Minister of State-Owned Enterprises Number: KEP-100/MBU/2002.

Keywords: Financial Ratio, Mayapada Hospital, PT. SRAJ, Profitability Ratios

Mikro Finansin Kırsal Kalkınma Çerçevesinde Enerji Yoksulluğuyla Mücadeleye ve Yeşil Dönüşüme Etkisi

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ÖZET

Enerji, ekonomide birçok faaliyetin gerçekleşmesi için hane halkı ve firmalar için vazgeçilmez bir girdidir. Enerji tüketiminin büyük oranda fosil yakıtlara dayalı olması, fosil yakıtı dayalı enerji kaynaklarının kullanımı sonucu ortaya çıkan çevresel tahribatlar ve en önemlisi iklim değişikliği sonucunda ülkeler ekonomilerini düşük karbonlu ekonomilere dönüştürmek için çeşitli adımlar atmaktadır. Bunların başında yenilenebilir enerji tüketimini artırmak ve enerji verimliliği uygulamalarını yaygınlaştırmak ile ilgili politikalar bulunmaktadır. Yeşil dönüşüm olarak tanımlayabileceğimiz bu yapısal dönüşümün sağlanması için ise güçlü bir finansmana ihtiyaç duyulmaktadır. Dünyada formel finansal araçlara erişimi olmayan çok sayıda insan bulunmakta olup, kırsalda yaşayan insanlar bu kesimin bir kısmını oluşturmaktadır. Mikro finans gibi inovatif yaklaşımlarla bu insanların finansmana erişimi, teknik destek, piyasalara erişim ve değer zincirlerinin gelişimi sağlanarak hem kırsaldaki yaşam standartları artırılabilir, yoksullukla ve daha spesifik olarak ise enerji yoksulluğuyla mücadele edilebilir ve yenilenebilir enerji tüketimi artırılabilir, hem de tarım sektörü güçlendirilerek, ülkenin gıda güvenliğinin yanı sıra ülke ekonomisine yeşil dönüşüm açısından da katkı sağlanabilir. Ayrıca, sosyal ve finansal kapsayıcılıkla birlikte ülkede kapsayıcı yeşil büyüme yolunda mikro finansla gelişme kaydedilebilir. Bu açıdan çalışmanın amacı, kırsal kalkınma bağlamında yeşil dönüşüm ve enerji yoksulluğuyla mücadele için mikro finansın önemini ortaya koymaktır. Çalışmada literatür araştırmasına ve çeşitli kurumlardan elde edilen verilere göre analiz gerçekleştirilmiştir. Literatürde çeşitli çalışmalar incelendiğinde mikro finansın etkisine dair çok farklı sonuçlara ulaşıldığı görülmektedir. Yeni kuruluşları ve prensipleri de dikkate alan yenilikçi mikro finansman araçlarıyla kırsal kalkınma bağlamında yeşil dönüşümün ve enerji yoksulluğuyla mücadelenin desteklenebileceği düşünülmekte, bu açıdan devlet desteğinin önemine dikkat çekilmektedir. Ayrıca finansal ve kredi okuryazarlığının geliştirilmesi önem arz etmektedir.

Anahtar Kelimeler: Mikro Finans, Yeşil Dönüşüm, Enerji Yoksulluğu, Kırsal Kalkınma

The Effect of Microfinance on Green Transition and Alleviation of Energy Poverty in The Context of Rural Development

ABSTRACT

Energy is an indispensable input to perform many activities for households and firms. Because of high level of fossil fuel-based energy consumption and environmental depletion and climate change resulted from the heavy use of fossil fuels, countries implement many policies for transitioning to low-carbon economies. Main policies include increasing renewable energy consumption and spreading energy efficiency applications. Countries need various funding sources to realize this structural transformation which can be defined as green transition. In the World, many people lack access to formal financial tools and some of them are living in rural areas. By providing financial access, technical support, access to markets, and improvements in value chain creation, innovative approaches like microfinance can increase living standards in rural areas, fight against poverty and more specifically against energy poverty, increase the renewable energy consumption, and strengthen agriculture sector, thus, can contribute to economies in the context of food security and green transition. Moreover, micro finance can enhance social and financial inclusion and lead to inclusive green growth of a country. This study aims to discuss the importance of microfinance to cope with poverty and to realize green transition in the context of rural development. The analysis was performed based on literature review and data obtained from various institutions. The literature review shows that the studies in the literature reach to the different conclusions regarding the effect of microfinance. As a conclusion, in the context of rural development, microfinance tools considering new institutions and principles can support green transition and fight against energy poverty, therefore, government support and improvement in financial literacy are very important.

Keywords: Microfinance, Green Transition, Energy Poverty, Rural Development



Küresel Göç Yönetiminin Politik Rasyonalitesi

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ÖZET

Ticaret, finans, iklim değişikliği ve bulaşıcı hastalıklar gibi uluslararası sınırları aşan konularda devletler, genellikle Birleşmiş Milletler sistemi çerçevesinde işbirliği kurumları geliştirmiş olsalar da göçün küresel politika gündeminde yer alması nispeten yeni bir olgudur. Cenevre Sözleşmesi'ne dayanan ve Birleşmiş Milletler Mülteciler Yüksek Komiserliği merkezli bir işbirliğinin sürdüğü mülteci rejimi bu konuda bir istisna olmakla birlikte devletler, yakın zamana kadar göç konusunu küresel düzlemde tartışmayı reddetmişlerdir. Soğuk Savaş'ın sona ermesinin ardından, sığınma krizine ilişkin korkulara ve Batı Avrupa sınırlarının Doğu'dan gelen göç akımlarına karşı geçirgenliğine aranan yanıtın bir ürünü olarak 1990'lı yıllarla birlikte "göç", yönetilmesi gereken bir olgu olarak görülmeye başlanmış ve göçü başarılı bir biçimde yönetebilmek için küresel ve bütüncül bir rejime, kural ve normlara ihtiyaç duyulduğu düşünülmüştür. Bu suretle göçün daha düzenli, öngörülebilir ve yönetilebilir bir sürece dönüştürülebilmesi ve ilgili tüm paydaşlar için faydalı hale getirilmesi için uluslararası göçün ortaya çıkmakta olan 'küresel yönetimi' artık ulusal, bölgesel ve küresel düzeyler arasında, bazen birbiriyle örtüşen amaçlar ve taleplerle birlikte faaliyet gösteren ajanslar ve forumlardan oluşan karmaşık bir modele dönüşmüştür. Bu model büyük ölçüde göçü "hızla küreselleşen dünyanın ayrılmaz bir özelliği" olarak görmekte, istisnai değil, normal/doğal bir olgu olarak kabul edilmesi gerektiğini sıklıkla dile getirmektedir. Göçün kalıcı bir olgu olarak kavramsallaştırılması onu kontrol edemeyeceğimizi düşündürürken, göçmenlerin pozitif katkılarının tanınması da göçü kontrol etmememiz gerektiğini düşündürmektedir. Böyle bir durumda ulus devletlerin göçü, sınırlarını tehdit eden bu nedenle düzenlenebilecek ve düzenlenmesi gereken istisnai bir faaliyet olarak gören bakış açısı içinde kalmak hem gerçekçi hem de ekonomik açıdan sağlıklı görülmemektedir. Bu çalışma göçe ilişkin temel savları yukarıda kısaca dile getirilen küresel göç yönetimi üzerine olup, çalışmada küresel göç yönetimini mümkün kılan ve küresel göç yönetimi tarafından ilerletilen/dönüştürülen güç ilişkileri üzerinde durulacak, bu suretle küresel göçün politik rasyonalitesi ortaya koyulmaya çalışılacaktır.

Anahtar Kelimeler: Küresel Göç, Göç Yönetimi, Ulusüstü Kuruluşlar, Westphalian Devletler Sistemi

Political Rationality of Global Migration Management

ABSTRACT

Although states have generally developed institutions of co-operation within the framework of the United Nations system on issues that transcend international borders, such as trade, finance, climate change and infectious diseases, the inclusion of migration on the global policy agenda is a relatively recent phenomenon. The refugee regime, based on the Geneva Convention and co-operation centred on the United Nations High Commissioner for Refugees, is an exception, but states have refused to discuss migration at the global level until recently. In the 1990s, following the end of the Cold War, as a response to fears about the asylum crisis and the permeability of Western European borders to migration flows from the East, "migration" began to be seen as a phenomenon that needed to be managed and it was thought that a global and holistic regime, rules and norms were needed to manage migration successfully. In this way, the emerging 'global governance' of international migration has evolved into a complex model of agencies and forums operating across national, regional and global levels, sometimes with overlapping objectives and demands, in order to transform migration into a more orderly, predictable and



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manageable process and to make it beneficial for all stakeholders involved. This model largely sees migration as "an integral feature of a rapidly globalising world" and frequently states that it should be accepted as a normal/natural phenomenon rather than an exceptional one. While the conceptualisation of migration as a permanent phenomenon suggests that we cannot control it, the recognition of the positive contributions of migrants also suggests that we should not control migration. In such a situation, it is both unrealistic and economically unsound for nation states to remain within the perspective that sees migration as an exceptional activity that threatens their borders and therefore can and should be regulated. This study is on global migration management, whose basic arguments on migration have been briefly mentioned above, and the study will focus on the power relations that make global migration management possible and that are advanced/transformed by global migration management, thus trying to reveal the political rationality of global migration.

Keywords: Global Migration, Migration Management, Supranational Organisations, Westphalian State System



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The Influence of Plants on the Microbiome in Patients with Autoimmune Diseases

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ABSTRACT

Background It is now evident that the gut microbiota has a profound effect on the host immune system. The interactions between the gut microbiota and host immunity are complex, dynamic and context-dependent. The gut microbiota and its metabolites have been shown to influence immune homeostasis both locally and systemically. Bacterial contents such as lipopolysaccharide and bacterial antigens can induce a systemic inflammatory environment. The biggest question in the field is whether inflammation causes gut dysbiosis or dysbiosis leads to disease induction or propagation.

Objectives To demonstrate role of plants in the management of dysfunctional immune responses. The direct modulation of gut microbiome that could diminish chronic inflammatory responses and ameliorate adaptive immune responses is major pathway to stabilize autoimmune diseases.

Materials and methods Recent reports indicate that dysbiosis is increased in autoimmune diseases. Plant modulation of the immune system can also have a role in the autoimmune disease, acting to reduce or delay the onset of immune-mediated diseases. Ongoing research in this field will ultimately lead to a better understanding of the role of diet and plants in chronic inflammation in patients with autoimmune diseases.

Results Plants may restore the composition of the gut microbiome and introduce beneficial functions to gut microbial communities, resulting in amelioration or prevention chronic inflammatory responses.

Conclusion The gut microbiota is considered to be a master regulator of immune homeostasis. Besides modifying the gut microbiota, plants modulates the immune system in patients with autoimmune diseases..

Keywords: Plants, Autoimmune Diseases, Microbiome, Immunomodulation.



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Digital Awareness of Vietnamese Hr Managers in the Digital Age

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ABSTRACT

The article introduces the current state of digital awareness of Vietnamese human resource managers in companies doing business in the digital age. The semi-structured interview methodology, case studies used in this paper to examine new competency requirements for HR professionals in the digital age: (i) Awareness of digitalization and its role; (ii) Accept changes in HRM; (iii) Personnel capacity; (iv) Management of the unknown; (v) New forms of work; (vi) The need for flexible HR processes. Research shows that HR managers need to be more aware of the implications of digitalization and its role with HRM. Digitalization has a deeper impact than expected, in the sense that it is changing human behavior and leading to a strong domino effect for organizations.

Keywords: Digitization, Flexible human resource management, Personnel in the digital age, Technology expertise.

Turizm ve Ekolojik Ayak İzi: G-8 Ülkeleri İçin Panel Nedensellik Analizi

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ÖZET

Turizm faaliyetleri ekonomik kalkınma, sürdürülebilir kalkınma ve destinasyon tanıtımı açısından son derece önemlidir. Turizm ulusal, bölgesel ve yerel düzeyde ekonomik kalkınmayı teşvik eden çok boyutlu bir faaliyettir. Turizm ekonomik büyümeyi yönlendirerek çok çeşitli diğer faaliyetleri etkilemekte ve teşvik etmektedir. Aktif turizm faaliyetlerinin ekonomik, sosyal, çevresel, kültürel ve idari yönleri içeren sürdürülebilir kalkınma boyutları üzerinde olumlu etkisi vardır. Bu faaliyetler toplulukların genel refahına ve doğal kaynakların korunmasına katkıda bulunur. Turistik destinasyonlardaki etkinlik ve faaliyetler, bölgenin tanıtımında, geleneklerini, kültürlerini ve deneyimlerini sergilemede önemli bir rol oynamaktadır. Bu etkinlikler ziyaretçi çeker, ekonomik etki oluşturur ve bölgenin genel kalkınmasına katkıda bulunur. Turizm faaliyetleri önemli olduğu kadar çevresel bozulmalara da sebebiyet verebilmektedir. Turizm faaliyetlerinin biyolojik çeşitlilik kaybı, kirlilik etkileri (hava, su ve gürültü kirliliği gibi), atık artışı ve doğal kaynakların tükenmesi de dahil olmak üzere çevresel bozulma üzerinde doğrudan ve önemli bir etkisi vardır. İnsan faaliyetlerinin sürdürülebilirliğini değerlendirmek ve çevre üzerindeki etkilerini anlamak için ekolojik ayak izi aracını kullanılması gerekmektedir. Bu amaçla çalışmada çevresel bozulma göstergesi için ekolojik ayak izi ile turizm arasındaki nedensellik ilişkisinin tespit edilmesi amaçlanmıştır. G-8 ülkeleri içinde olan Almanya, Japonya, İngiltere, İtalya, Fransa, ABD, Kanada ve Rusya ülkelerine ilişkin 2004-2019 dönemine ait veriler kullanılmıştır. Çalışmanın temel bulguları söz konusu panel için Dumitrescu ve Hurlin'in (2012) nedensellik analizi ekolojik ayak izi ile turizm arasında çift yönlü nedensellik ilişkilerinin varlığına dair kanıtlar sunmaktadır.

Anahtar Kelimeler: Turizm, Çevre, Ekolojik Ayak İzi, Panel Nedensellik Analizi.

Ecological Footprint and Tourism: Panel Causality Analysis for G-8 Countries

ABSTRACT

Tourism activities are extremely important in terms of economic development, sustainable development and destination promotion. Tourism is a multidimensional activity that promotes economic development at national, regional and local levels. It influences and stimulates a wide range of other activities, driving economic growth. Active tourism activities have a positive impact on sustainable development dimensions including economic, social, environmental, cultural and administrative aspects. These activities contribute to the general well-being of communities and the conservation of natural resources. Events and activities in tourist destinations play an important role in promoting the region and showcasing its traditions, culture and experiences. These events attract visitors, create economic impact and contribute to the overall development of the region. While tourism activities are important, they can also cause environmental degradation. Tourism activities have a direct and significant impact on environmental degradation, including biodiversity loss, pollution impacts (such as air, water and noise pollution), increased waste and depletion of natural resources. It is necessary to use the ecological footprint tool to evaluate the sustainability of human activities and understand their impact on the environment. For this purpose, the study aimed to determine the causality relationship between ecological footprint and tourism as an indicator of environmental degradation. Data from the 2004-2019 period for the G-8 countries of Germany, Japan, England, Italy, France, USA, Canada and Russia were used. The main findings of the study provide evidence for the



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existence of bidirectional causality relationships between the ecological footprint and tourism in Dumitrescu and Hurlin's (2012) causality analysis for the panel in question.

Keywords: Tourism, Environment, Ecological Footprint, Panel Causality Analysis

Covid-19 Pandemi Korkusunun İş Tatmini Üzerindeki Etkisinde Algılanan Kriz Yönetiminin Aracılık Rolü

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ÖZET

Bu çalışma, COVID-19 sürecinin tam ortasında bulunan ve pandemiyi bertaraf etmek için gece gündüz çalışan sağlık çalışanlarını kapsamakta olup sağlık çalışanlarının COVID-19 korkusu yaşayıp yaşamadıkları, bunun iş tatminlerini nasıl etkilediği ve bu süreçte hastane yönetiminin krizi nasıl yönettiği ile ilgili algıları ortaya konulmaya çalışılmıştır. Araştırmanın kitlesini, Çankırı ilinde faaliyet gösteren devlet ve dış hastaneleri personeli oluşturmaktadır. Araştırma alanındaki tüm personele ulaşmak mümkün olmadığı için örnekleme başvurulmuştur. Kolayda örnekleme yöntemi ile 419 kişiye ulaşılmıştır. Araştırma verilerinin toplanmasında daha önce geçerlilik ve güvenilirlik çalışması yapılan ölçekler kullanılmıştır. Araştırma verilerinin analizi için SPSS istatistik programından yararlanılmıştır. Araştırma sonucunda sağlık çalışanlarının COVID-19 korkusu yaşadıkları, bu nedenle iş tatminlerinin düşük olduğu ve yöneticilerinin krizi etkin bir şekilde yönetemediğini düşündükleri tespit edilmiştir. Ayrıca çalışmada COVID-19 korkusunun iş tatmini üzerindeki etkisinde kriz yönetimi ile ilgili algı devreye girdiğinde COVID-19 korkusunun ortadan kalkmadığı fakat düştüğü tespit edilmiştir. Başka bir deyişle kriz yönetimine ilişkin algının COVID-19 korkusu ve iş tatmini arasında kısmi aracılık rolü oynadığı belirlenmiştir. Çalışmayla en ölümcül durumlarda bile etkili ve başarılı bir kriz yönetiminin çalışanların korkularını azaltma ve çalışanların tatmin düzeylerini de artırma noktasında ne düzeyde önemli olduğu ortaya çıkarılmıştır.

Anahtar Kelimeler: COVID-19 Korkusu, İş Tatmini, Algılanan Kriz Yönetimi, Sağlık Çalışanları.

The Mediating Role of Perceived Crisis Management in the Effect of Fear of Covid-19 Pandemic on Job Satisfaction

ABSTRACT

This study covers healthcare workers who are in the middle of the COVID-19 process and work day and night to eliminate the pandemic, and it has been tried to reveal the perceptions of healthcare workers about whether they experience fear of COVID-19, how this affects their job satisfaction, and how the hospital management manages the crisis in this process. . The population of the research. It consists of the personnel of state and dental hospitals operating in Çankırı province. Since it was not possible to reach all personnel in the research area, sampling was used. 419 people were reached by easy sampling method. Scales for which validity and reliability studies had been previously conducted were used to collect research data. SPSS statistical program was used to analyze the research data. As a result of the research, it was determined that healthcare workers experienced fear of COVID-19, therefore their job satisfaction was low and they thought that their managers could not manage the crisis effectively. In addition, it was determined in the study that the fear of COVID-19 did not disappear but decreased when the perception about crisis management came into play in the effect of fear of COVID-19 on job satisfaction. In other words, it was determined that the perception of crisis management played a partial mediating role between fear of COVID-19 and job satisfaction. The study revealed the importance of effective and successful crisis management, even in the most deadly situations, in reducing employees' fears and increasing employees' satisfaction levels.

Keywords: Fear of COVID-19, Job Satisfaction, Perceived Crisis Management, Healthcare Workers.



Financial Performance Analysis of Indonesian Construction State-Owned Enterprise PT. Adhi Karya (Persero) Tbk Before and During the Covid-19 Pandemic (2018 - 2022 Period)

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ABSTRACT

The Covid-19 pandemic has had a real impact on infrastructure development in Indonesia. Before the pandemic occurred, President Jokowi's government intensively carried out infrastructure development, most of the development budget went to the infrastructure sector. During the pandemic, government programs and activities prioritized the health sector and handling the Covid-19 pandemic. PT. Adhi Karya (Persero) Tbk as one of the Indonesian State-Owned Enterprises (BUMN) which operates in the construction sector, has an obligation to participate in national development, especially in the infrastructure sector.

The aim of this research is to assess PT. Adhi Karya (Persero) Tbk's financial performance before and during the Covid-19 pandemic. This data comes from audited financial reports covering the years 2018 through 2022. Profitability, liquidity, activity and solvency ratios are examined to initiate financial performance using financial ratio analysis research methodology. This analysis was further validated by assessing the health level of State-Owned Enterprises in accordance with Ministerial Decree No: KEP-100/MBU/2002.

The results of this study show the financial performance and health level of PT. Adhi Karya (Persero) Tbk in the 2018 - 2022 period, demonstrating that before the Covid-19 Pandemic, in 2018 and 2019 with AA and A ratings, the company was in a healthy condition, whereas during the pandemic, in 2020, 2021, and 2022 with ratings B, B, and BB, the company is in unhealthy condition.

This study provides input for construction company leaders regarding financial performance and company health, as material for strategies to increase productivity and profitability.

Keywords: Financial Analysis, Construction, State-Owned Enterprises, Adhi Karya, Covid-19

Karanlık Liderlik Konusunda Türkiye’de Yapılan Çalışmalar Üzerine Bir Analiz

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ÖZET

Liderlik, hem örgütlerde en önemli konulardan biri olarak yöneticilerin odaklandığı hem de araştırmacıların uzun zamandır üzerinde çalıştığı bir konudur. Bu konudaki çalışmalar liderlerin çalışanlar/takipçileri ve örgüt üzerinde her zaman olumlu etkileri bulunduğu varsayımından hareket etmektedir. Fakat liderlik yalnızca olumlu yönden ele alınacak bir konu değildir. Özellikle son yıllarda liderliğin karanlık tarafını ifade eden, çalışanlara ve örgüte zarar veren sonuçlar doğuran olumsuz liderlik davranışlarının dikkate alınması gerektiği düşüncesi hakim olmaya başlamıştır. Liderliğin olumsuz tutum ve davranışlarını kapsayan karanlık liderlik kavramı, araştırmacıların dikkatini çekmekte, bu konuya yönelik ilginin arttığı görülmektedir.

Bu çalışmanın amacı, TR dizin veritabanında, Sosyal Bilimler alanında yer alan dergilerde yayımlanan, başlığında “Karanlık Liderlik”, “İstismarcı Yönetim”, “Toksik (Zehirleyici) Liderlik”, “Yıkıcı Liderlik”, “Narsist Liderlik” veya “Etik Dışı Liderlik” kavramlarının geçtiği makalelerin içerik analiziyle incelenmesidir. Bu makaleler yayın yılı, yayın dili, araştırma yöntemi, araştırma türü, araştırmanın uygulandığı sektör, araştırmanın örnekleme, kullanılan değişkenler gibi kriterler göz önüne alınarak analiz edilmiştir. Tüm çalışmalardan toplanan veriler Excel’de tablolar ve grafikler oluşturulup analiz edilerek kategorilere ayrılmıştır. Bu çalışmada, ulusal yazında bir literatür taraması yapmak suretiyle konunun ülkemizde nasıl çalışıldığının kapsamlı ve bütüncül bir bakış açısıyla değerlendirilmesi ve yapılacak araştırmalar için araştırmacılara yön verebilecek bilgilerin aktarılması hedeflenmektedir.

Anahtar Kelimeler: Karanlık Liderlik, İstismarcı Yönetim, Yıkıcı Liderlik, Toksik Liderlik, Narsist Liderlik, Etik Dışı Liderlik

ABSTRACT

Leadership is one of the most important issues that both managers in organizations focus on and researchers have been working on for a long time. Studies on this subject are based on the assumption that leaders always have positive effects on employees/followers and the organization. But leadership is not an issue that can only be addressed from a positive perspective. Especially in recent years, the idea that negative leadership behaviors that express the dark side of leadership and cause harm to employees and the organization should be taken into consideration has begun to dominate. The concept of dark leadership, which includes the negative attitudes and behaviors of leadership, is increasingly attracting the attention of researchers, and it seems that interest in this subject is increasing.

The aim of this study is to examine the articles published in the TR index database, in the Social Sciences journals, with the titles "Dark Leadership", "Abusive Management", "Toxic Leadership", "Destructive Leadership", "Narcissistic Leadership" or "Unethical Leadership", through content analysis. These articles were analyzed by taking into account criteria such as publication year, publication language, research method, research type, sector in which the research was applied, research sample, and variables used. The data collected from all studies were analyzed and categorized by creating tables and graphs in Excel. In this study, it is aimed to evaluate how the subject is studied in our country from a comprehensive and holistic perspective by conducting a literature review in the national literature and to convey information that can guide researchers for future research..

Keywords: Dark Leadership, Abusive Management, Destructive Leadership, Toxic Leadership, Narcissistic Leadership, Unethical Leadership



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Profitability, Liquidity, Receivables Collectivity and Solvency Measurement and Analysis Before and After Covid-19 of PT Blue Bird (BIRD) Tbk in Five Years Period 2018-2022

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ABSTRACT

This study aims to measure and analyze the financial performance before and after covid of PT. Blue Bird Tbk as the biggest taxi company in Indonesia, based on Profitability, Liquidity, Receivables Collectivity and Solvency Ratios in the years of 2018 to 2022. The data analysis technique uses a quantitative descriptive financial ratios approach. The results of the study showed that Profitability ratios including Net Profit Margin, Return on Total Assets and Return on Total Equity have increased after the Covid-19 Pandemic. The liquidity ratios which include the Current Ratio and Quick Ratio were in the healthy category. The solvency ratios including the Debt to Asset Ratio and the Debt to Equity Ratio tend to be better performances from year to year. The receivables collectivity ratios include Receivable Turnover Ratio and Average Collection Period were in the fairly good category. It can be concluded that the four ratios were within the average industry standard, so it can be concluded that the financial performances of PT Blue Bird Tbk were in healthy condition before and after the Covid-19 Pandemic.

Keywords: Blue Bird, Covid-19, Financial Performance, Profitability, Liquidity.



**Analysis of Key Financial Performance Measurement and Z-Score
Assessment of Consumer Goods Companies in Indonesia evidence of PT
Indofood Sukses Makmur and PT Unilever Indonesia for the Period of
2017-2022**

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ABSTRACT

The Covid-19 pandemic, which has spread worldwide, including Indonesia, has turned into an epidemic that has struck the economy's foundation and industry sector, especially fast-moving consumer goods (FMCG). The industry is relying heavily on retail-based sales; hence it is suspected that the pandemic period will have an impact on financial performance and the risk of bankruptcy for companies in the FMCG industry. The pandemic period in this research occurred throughout the period 2020 to 2022, while 2017-2019 is considered as the period before pandemic. Financial ratio analysis used as a methodology and the Altman z-score model method to find out the possibility of bankruptcy considered as risk. The data used is collected from the published audited financial statement. Specifically, the financial ratios that will be used are: 1) return on equity, 2) return on investment, 3) cash ratio, 4) current ratio, 5) collection period, 6) inventory turnover, 7) total asset turnover and 8) total equity to total asset. Besides, return on invested capital results from the FMCG company will be compared to the weighted average cost of capital to measure whether FMCG companies are profitable in the industry.

Keywords: Financial Analysis, Altman Z-Score, Consumer Goods Industry, Financial Ratios, Bankruptcy.



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Financial Performance Measurement and Analysis of Maritime and Logistic Company, PT. Samudera Indonesia, Tbk Before and During Covid-19 Pandemic

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ABSTRACT

On March 11, 2020, the World Health Organization (WHO) declared the outbreak of coronavirus (Covid-19) as a global pandemic, followed by Indonesia President, Joko Widodo declared the same on 31 March 2020 in Indonesia. Large-scale social Restriction, commonly lockdowns in other countries, implemented in response to prevent the Covid-19 massive spreading has impacted economic slowdown. The transport & logistics industry is reported as one of the sectors hardest hit by the impact of this pandemic. This study aims to measure and analyze whether the COVID-19 pandemic has had an impact on the financial performance of PT. Samudera Indonesia Tbk, a listed maritime transportation and logistics company in the Indonesia Stock Exchange. In this regard, descriptive financial ratios as quantitative research will be used. The data collection method uses the consolidation financial statements that have been audited and published for the period of 2018-2019 (before the pandemic) and 2020-2022 (during the pandemic). ROA, ROI, return on shareholder's equity, liquidity ratio, solvency ratio, profitability ratio, dan efficiency ratio are used to analyze the company's financial performance. The research result can be used as guide that highlights an overview of the company financial health's which the industry was categorized as high impact industry during the pandemic.

Keywords: Transport & Logistics, Financial Performance, Financial Ratio Analysis, Liquidity, Solvency, Profitability, Efficiency, Covid-19, Pandemic



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Financial Ratio Analysis of PT Solusi Bangun Indonesia Tbk (formerly PT Holcim Indonesia Tbk) Before and After Acquisition by PT Semen Indonesia Tbk

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ABSTRACT

The cement industry in Indonesia has reached a saturation point, with the current market experiencing an oversupply issue, where approximately 40%-45% of the national cement production potential cannot be absorbed by the market. Even with the presence of strategic national projects, especially in infrastructure, the market's capacity to absorb national cement production has not seen a significant boost. However, in late 2018, PT Semen Indonesia Tbk decided to acquire PT Holcim Indonesia Tbk (now known as PT Solusi Bangun Indonesia Tbk). This acquisition decision has had an impact on the financial performance of PT Solusi Bangun Indonesia Tbk. Therefore, the objective of this research is to measure the financial performance of PT Solusi Bangun Indonesia and to test for significant differences in financial performance before and after the acquisition in 2018. Data was collected from PT Solusi Bangun Indonesia's financial reports for two periods: pre-acquisition (2014-2018) and post-acquisition (2019-2022). Financial ratio analysis was employed to analyze the secondary data of company's financial reports. The findings indicate that PT Solusi Bangun Indonesia was in good financial health, and its condition improved after the acquisition, as evidenced by various financial ratios, although some sectors showed insignificant improvements. The authors believe that these findings will help to illustrate the impact of acquisition decisions on companies within the cement industry.

Keywords: Financial Performance; Financial Ratio Analysis; Cement Industry; Acquisition.



Effectiveness and Efficiency Strategy to Measure and Analyse Financial Performance of PT Campina Ice Cream, Tbk for the Periods of 2018-2022 by Using Du Pont Model

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ABSTRACT

Ice cream is one of Indonesia's favourite foods. It has a sweet taste, soft texture and cold sensation that make many people addicted from children to adults. This encourages the sale of ice cream in Indonesia to be quite large. PT Campina Ice Cream Industry Tbk (CAMP), one of the ice cream companies from Indonesia that has good performance growth. Campina experienced a drastic decrease in net profit during the pandemic in 2020, which was around IDR 44 billion, even though in 2019 Campina managed to increase its net profit amounted to IDR 76 billion. Its sales in 2020 were still good, which was around IDR 967 billion, decreased slightly compared to 2019, which was around 1 trillion. Campina restarted its business growth in 2021 by restoring its sales level at IDR 1 trillion and obtained an increase in net profit of IDR 100 billion, which was 127.19% compared to 2020 and increased again by 21.18% to IDR 121 billion at the end of 2022. This net profit figure is fantastic when compared to the years before the pandemic. However, Campina has a net profit margin value that is still below 10% and considered below the average industry ratio. Therefore, it is necessary to know the strengths and weaknesses of this company to optimize its performance. One way to measure its financial performance is to use profitability ratios, using the Du Pont analysis method. This research method uses secondary data to obtain financial statements for the period 2018-2022, with descriptive financial ratio analysis.

Keywords: Du Pont, Profitability, Effectiveness, Efficiency, Campina.



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Financial Performance Measurement and Analysis on Medco Energi Company during Oil and Gas Industry Challenging Period in the year of 2017 – 2021

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ABSTRACT

Medco Energi is one of the National Oil and Gas Company operated in Indonesia which has significant energy portfolio in the region in the form of Oil & Gas reserve and investment in energy sector. Throughout the year of 2017-2021 it was known in the Oil and Gas Industry experienced challenging years by multiple blows due to volatility of oil price, demand downturn and the raise of COVID-19 pandemic lead to impact on financial performance. To get better understanding on Medco Energi strategies to overcome this challenging period and to measure the health of the Company's, further evaluation is conducted using Financial Performance Analysis approach taken from Financial Reports available publicly since Medco Energi is listed as Public Company. The analysis consists of series of financial ratio analysis in the area of concerns; liquidity, solvency and profitability and the result will be used to derive conclusion and recommendation on Medco Energi performance as lesson learn for the managers to steer the Company thru difficult circumstances.

Keywords: Oil and Gas Industry, Financial Ratio Analysis, Oil Price Volatility, COVID-19

Örgütsel Erdemlilik: Bibliyometrik Bir İnceleme

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ÖZET

Yönetim yazınında pozitif psikoloji (Seligman ve Csikzentmihalyi, 2000) alanın hakim olmaya başlamasıyla birlikte örgütlerde çalışanların eylemlerini, kolektif faaliyetlerini, kültürel niteliklerini veya bir erdemli davranışların yayılmasını ve sürdürülmesini sağlayan süreçleri içeren ve örgüt üyelerinin aşkın, yüceltici davranışları olarak tanımlanan (Cameron vd., 2004) örgütsel erdemlilik kavramı önemli bir olgu olarak alanyazında görünür olmaya başlamıştır. Bu doğrultuda bu çalışmada yönetim alanında örgütsel erdemlilik kavramına yönelik çalışmalar bibliyometrik analiz yöntemi ile incelenmiştir. Bu çalışmada bibliyometrik analiz yöntemiyle Web of Science veri tabanında yer alan 2010-2023 yılları arasında yayımlanmış örgütsel erdemlilik çalışmaları kapsamında 46 adet makale değerlendirilmeye alınmıştır. Bibliyometrik analiz yöntemi ile değerlendirilen örgütsel erdemlilik çalışmaları ortak atıf analizi, ortak-varlık analizi, ortak yazarlık analizi bibliyometrik haritalama analizleri aracılığıyla analiz edilmiştir. Çalışma sonucunda örgütsel erdemlilik yazınında en etkili dergiler, en etkili yazarlar ve alanda hakim olan anahtar kelimeler tespit edilmiştir. Ayrıca çalışmada kavramın özellikle yönetim yazınındaki gelişim süreci değerlendirilmiş ve özellikle örgütsel vatandaşlık davranışının bir öncülü olarak değerlendirilen örgütsel erdemlilik kavramına yönelik gelecekte yapılacak olan çalışmalara önerilerde bulunulmuştur.

Anahtar Kelimeler: Erdem, Örgütsel Erdemlilik, Bibliyometrik Analiz.

Organizational Virtuousness: A Review with Bibliometric Analysis

ABSTRACT

As the field of positive psychology (Seligman and Csikzentmihalyi, 2000) began to dominate in the management literature, it is defined as the transcendental, elevating behaviors of organizational members, which include the actions, collective activities, cultural qualities of employees in organizations, or the processes that enable the spread and maintenance of virtuous behaviors (Cameron et al., 2004). The concept of organizational virtuousness has begun to become visible in the literature as an important phenomenon. Accordingly, in this study, studies on the concept of organizational virtuousness in the field of management were examined using the bibliometric analysis method. In this study, 46 articles within the scope of organizational virtuousness studies published between 2010 and 2023 in the Web of Science database were evaluated using the bibliometric analysis method. Organizational virtuousness studies evaluated with the bibliometric analysis method were analyzed through co-citation analysis, occurrence analysis, co-authorship analysis and bibliometric mapping analyses. As a result of the study, the most influential journals, the most influential authors and the dominant keywords in the field were identified in the organizational virtuousness literature. In addition, in the study, the development process of the concept, especially in the management literature, was evaluated and suggestions were made for future studies on the concept of organizational virtuousness, which is considered as a antecedent of organizational citizenship behavior.

Keywords: Virtue, Organizational Virtuousness, Bibliometric Analysis.



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Financial Performance Analysis of PT XL Axiata Tbk: Before and During The Covid-19 Pandemic for the Period of 2017-2022 using DuPont Method

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ABSTRACT

The outbreak of the COVID-19 pandemic in 2020 had a huge impact on the global economy, including Indonesia. However, the interesting fact did not have much influence on XL Axiata's business development. In fact, the growth was still occurred during the pandemic period. Therefore, the purpose of this study is to measure the financial performance of XL Axiata and to examine the significant difference between the financial performance before and during the COVID-19 pandemic. The data used in this research are two financial reporting periods of PT XL Axiata which were published, before the pandemic (2017-2019) and during the pandemic (2020-2022). DuPont analysis was used to analyze the data and calculate financial ratios of Net Profit Margin (NPM) and Assets Turn Over (ATO). The results of the study showed that the financial performance of XL Axiata experienced a significant decline in 2018 - before the pandemic due to increasing operating expenses, mainly due to increasing depreciation expenses. However, financial performance gradually improved in the following years, especially during the pandemic year, which was even relatively better than before the pandemic.

Keywords: DuPont Analysis, Fincancial Performance, Return On Investment, Net Profit Margin, Total Asset Turnover.



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Financial Analysis for Indosat Telecommunication Company Using DuPont Methodology Before-During-Post Pandemic of Covid-19

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ABSTRACT

Indosat Ooredoo Hutchison (Indosat) provides cellular services, fixed data, leased lines, and internet services in Java and Southern Sumatra, Indonesia. Using the DuPont methodology, this study examined Indosat's Return on Equity (ROE) during 2017 – 2021. The author used secondary data to calculate the company's return on equity and found an interesting finding. While the return on equity seems to be flat for most of the period of time, the author found an increase in earnings after Interest and Tax in 2021. This study revealed that Indosat made a huge amount of income from the sales of its tower. While the sales increased with a compounding annual growth rate of 1% during the period, it is believed that Indosat struggled to increase the revenue while managing the operating cost effectively and efficiency.

Keywords: Dupont, indosat, ROE.



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Financial Performance Measurement and Analysis of PT. Indofood Sukses Makmur Tbk. before and during the COVID-19 Pandemic in Indonesia

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ABSTRACT

The COVID-19 pandemic has been a major hit on companies and markets in Indonesia. As of May 2021, Indonesia became one of the countries with the highest number of novel Covid-19 cases with 47,150 deaths reported. To help contain the virus, the government implemented Large Scale Social Restrictions leading to numerous lockdowns and disruptions. This caused a fall in business and economic performance in many sectors of the economy including retail and travel. The Fast Moving Consumer Goods (FMCG) industry is one such industry impacted by the pandemic. Despite sales drop in various consumer products such as dairy and beverages, the sector experienced increased demand for personal care and staple food products. PT. Indofood Sukses Makmur Tbk, the leading FMCG company in Indonesia gained a significant increase in revenue and net profit as the lockdowns stipulated stockpiling of instant noodles and other staple foods. The purpose of this study is to measure the financial performance of PT. Indofood Sukses Makmur Tbk. before and during the COVID-19 pandemic by analyzing the Current Ratio, Return on Asset (ROA), Net Profit Margin (NPM), Total Asset Turnover and Debt to Asset ratios. The data used in this study are annual financial statements from the period 2018-2022. The results hope to provide valuable insights on the impact of a global pandemic on the financial performance of PT. Indofood Sukses Makmur Tbk. and contribute to its future management decision making.

Keywords: COVID-19 Pandemic, Fast Moving Consumer Goods, Financial Performance Analysis



A Strategy for Electric Vehicle Conversion Company to Support Bali, Indonesia in Reducing Emission

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ABSTRACT

Research on electric vehicle (EV) conversion to reduce emissions is limited which made EV businesses less popular and stagnant. Conversion vehicle from gasoline-based (Internal Combustion Engine) to electric or battery-based is part of the circular economy. Therefore, the Indonesian government has targeted the numbers of conversion electric vehicles as one of the initiatives to accelerate emissions reduction.

The objective of the research is to find the strategy and effective business models for EV conversion companies to be implemented. This is a concept for people who have an interest in EV conversion business. The paper will be supported by literature review and relevant research in Electric Vehicle. The big picture about EV conversion business is a certified business to change ICE (gasoline) vehicle to be Electric Vehicle. The conversion permit is issued by the Transportation Ministry. The target market is ICE (Internal Combustion Engine) motorcycle owners who would like to change their vehicles to be EV.

This paper is used to help business owners to build an effective business model and strategy despite the challenges. The research methodology focusses on three areas. The first step is identifying the current strategy and business operation of one of the certified conversion companies in Bali and examine it using Business Model Canvas (BMC). The second step is analyzing internal and external factors using Social Network Analysis, SWOT, TOWS, and VRIO. The third step is formulating the business strategy by using Business Model Canvas (BMC).

Keywords: Electric Vehicles, Conversion, Emissions, Indonesia, Business



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Role of PT. Jasa Andalan Solusi to Facilitate the Usage of Insurance: As seen in the Evidence of Property Insurance

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ABSTRACT

The purpose of this study is to explore the pivotal role of PT. Jasa Andalan Solusi as a facilitator in the realm of property insurance, examining how it facilitates the effective utilization of insurance services. Property insurance serves as a fundamental shield against unforeseen calamities and financial losses, yet its underutilization remains a critical concern. The objective of this study is to dissect how PT. Jasa Andalan Solusi, serves as a bridge and mediator between property owners and insurers, thereby making insurance more accessible and comprehensible. In the dynamic landscape of property insurance, the importance of mediation cannot be overstated. PT. Jasa Andalan Solusi, a mediation company, offers invaluable services ranging from policy consultation and risk assessment to streamlined claims processing. These services empower property owners with the knowledge needed to navigate the intricate world of insurance, ensuring they secure adequate coverage tailored to their unique needs. Through a qualitative approach, encompassing surveys and interviews with stakeholders, this study demonstrates that PT. Jasa Andalan Solusi significantly improves the understanding and accessibility of property insurance. It acts as a catalyst for increased insurance utilization, enhancing the insurance landscape for both policyholders and insurers.

Keywords: Mediator, Property Insurance, Policy Recommendations, Financial Security.



Dünyada ve Türkiye’de Çevreci Hareketlerinin Gelişimi ve Dönüşüm Süreci

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ÖZET

Çevresel sorunlar tarihin ilk dönemlerinden bu yana insanın doğayla mücadelesi sonucunda doğanın tepki vermesi ve beraberinde getirdiği yıkımlarla büyümeye başlamıştır. Özellikle sanayi devrimiyle başlayan teknolojik gelişmeler sonrasında çevresel sorunlar canlı ve cansız varlıkları önemli derecede tehdit edecek boyuta ulaşmıştır. Hızla büyüyen çevresel sorunlar ulusal ve uluslararası arenanın gündeminde yer almasıyla çevreci hareketlerin oluşumuna dayanak teşkil etmiştir. Bu çerçevede çalışmada çevrecilik düşüncesinin küresel ve ulusal bazda sosyal ve siyasal yönlü oluşum ve dönüşüm süreçlerine yer verilmiştir. Ortak sorun haline gelen çevre sorunlarının çözümüne ilişkin küresel ve ulusal alanda değişen ve gelişen tarihsel sürece değinilmiş ve bu doğrultuda yürütülen önemli çalışma, toplantı ve belgeler incelenmiştir. Uluslararası alanda büyük yankı uyandıran çevresel hak ve güvenceler bağlamında çevre kuruluşlarına da değinilip akabinde dünyada ve Türkiye’de oluşan çevresel sorunlara yönelik meydana gelen söylem ve hareketlerin ürettiği değerler ve toplumsallaşma süreçleri değerlendirilmiştir.

Anahtar Kelimeler: Çevre Hakkı, Çevre Düşüncesi, Çevre Hareketleri, Türkiye ve Dünya

Development of Environmental Movement in Turkey and The World and Conversion Process

ABSTRACT

As a result of human struggle with nature, environmental problems have started to grow up with the reaction of nature and the destruction which have been brought together with. Especially after the technological developments started with the industrial revolution, environmental problems have reached a level that can seriously threaten living and non-living beings. Rapidly growing environmental problems have become a foundation for the formation of environmentalist movements with taking place in the agenda of the national and international arena. In this framework, the social and political formation and transformation processes of environmentalist thinking on a global and national basis are included in the study. The global and national changing and developing historical process regarding the solution of environmental problems, which has become a common problem, was mentioned and important studies, meetings and documents carried out in this direction were examined. Environmental organizations are also mentioned in the context of environmental rights and safeguards that have a great impact on the international arena. Subsequently, the values produced by the statements and movement for the environmental problems that occur in the world and Turkey, and socialization processes are evaluated.

Keywords: Environmental Rights, Environmental Thought, Environmental Movements, Turkey and the world



Globalization and Multiculturalism: The Azerbaijan Model of Multiculturalism

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ABSTRACT

Culture has a special place in human life. It is manifested as a form of joint life of people. Therefore, each human community and social group has its own culture. Humanity is no longer a single social collective like it was during the time of Prophet Noah. Different people groups, different ethnic and social and even regional cultures have emerged here.

It should be taken into account that although culture is the result of collective activity, its carriers are individual individuals. Today's world culture

Globalization has many potentials for enrichment and intensive development, and perhaps leads. However, it is also necessary to emphasize the lack of international control over global processes. In the globalized world, just as the political power of any state dominates other states, the danger of super-cultures dominating different cultures is very great. Therefore, the protection of cultural diversity should be the main task of all states in the field of international relations.

While racism, nationalism, and xenophobia are expanding in the world, a unique coexistence model of multiculturalism, interreligious and intercultural dialogue, tolerance, and ethnic diversity has been formed in Azerbaijan. This model presented by Azerbaijan to the world is a multinational multicultural example that respects the national and moral values of peoples. Today, the international world is learning this model and multiculturalism is seen as an alternative to xenophobia, Islamophobia and racism. One side calls for peace and harmony, while the other side calls for enmity. If the goal of one side is to lead to chaos, the strategy of the other side is to achieve harmony at the global level. Azerbaijan's experience in this regard is unique.

Keywords: Heydar Aliyev Foundation, Multiculturalism, Globalization, Humanitarian Forum, Intercultural Dialogue



Ermənilərin Azərbaycan xalqına, xüsusilə Qərbi Azərbaycan ərazisində törətdiyi GENOSİD

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ÖZET

Muzaffer ordumuzun 44 günlük Vatanseverlik Savaşı'ndaki şanlı zaferi sonucunda, 30 yıldır Ermeni işgali altında bulunan Azərbaycan Cumhuriyeti'nin uluslararası kabul görmüş toprakları işgalden kurtarılmıştır. Bu çalışmada Azərbaycan halkının tarihsel olarak sahip olduğu Batı Azərbaycanda soykırıma uğradığını anlatmaktadır. Ermenistan Cumhuriyeti'nin bulunduğu topraklarda epigrafik eserler incelendiğinde o topraklarda Ermenilerin hiçbir zaman olmadığı anlaşılmaktadır. Tarihteki ilk Ermeni devleti Güney Kafkasya'da Bolşevikler tarafından 1920'li yıllarda Erivan ve Zangazur'da kurulmuştur. 1920'li yıllarda bu bölgedeki mescit, cami ve Türk-Azerbaycan eserleri bu toprakların geçmişten beri Azeri toprakları olduğunu göstermektedir. Azerbaycan halkı son 200 yıldan beri manevi soykırıma uğramaktadır. Azerbaycan toprakları işgalden kurtuluncaya kadar maddi soykırımda devam edecektir.

Keywords: Medeni Miras, Ermeniler, Manevi Soykırım, Tarihi Kavram, Mescit, Toponim, İşgal, Güney Kafkasya.

Spiritual Genocide Committed by Armenians Against Azerbaijan Population

ABSTRACT

The article is about the policy of genocide carried out by Armenians against material and cultural monuments of Azerbaijani people located in Karabakh and historical territory of Azerbaijan in West Azerbaijan. Analysis of sources of epigraphic documents shows that in the territory of present Armenian Republic there did not exist Armenian state in any historical period. The first Armenian state in the South Caucasus was created in historical Azerbaijani lands-Irevan and Zangazur, in 1920 by Bolsheviks. The number of numerous Mosques, Mosque "prikhod"s, toponyms of Turkish-Azerbaijan origin, number of Azerbaijanis that have existed in these territories till 1920, once again proves that these lands are ancient Azerbaijan lands. The aggression against azerbaijan people's material and cultural heritage which have exposed to spiritual genocide in the last 200 years will continue while Azerbaijani territories remain under occupation. The only way out of the situation is to develop a new concept of history of the South Caucasus.

Keywords: Cultural Heritage, Armenians, Spiritual Genocide, Historical Concept, Mosque, Toponym, Occupation, South Caucasus

Tourism, Industry and Economy Reserves of The Economic-Geographical Region of Shaki-Zagatala

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ABSTRACT

The economic-geographic region includes Balaken, Gakh, Gabala, Oguz, Sheki and Zagatala administrative regions. Sheki-Zagatala is located in the north-west of Azerbaijan, on the southern slopes of the Great Caucasus Mountains and in the Ganikh-Eyrichay valley. Its area is 8.96 thousand km² and covers 10.3% of the country's territory. The population of the economic district is 581,7 thousand people, including the urban population of 160,7 thousand people. 5.7% of the country's population lives here. Urbanization rate 27.6% (2012). The population lives mainly in the foothills. The territory of the economic district is rich in minerals. Filizchay, one of the largest polymetallic deposits of the Caucasus, is located here. Forests cover 27% of the territory, the main part of which falls on the Balaken and Zagatala regions. Flood events in rivers cause serious problems. It is included in the seismically active zones of the country. The basis of agriculture is grain growing, tobacco growing, fruit growing, vegetable growing, grape growing, tea, potatoes, rice, sunflowers, and roses are cultivated. Industry is poorly developed, specializing in light and food industries that process agricultural products. Horticulture, tobacco and livestock products are processed in the food industry. Enterprises in Sheki form the basis of light industry. It is necessary to develop the tobacco industry and restore the tobacco-fermentation plants that were previously operating (Sheki, Gabala, Balaken and Zagatala). Sheki-Zagatala economic-geographic region is one of the important recreation-tourism regions of the country due to its picturesque nature. There are large recreation and tourism centers in Gabala. Yevlakh-Balakan railway and highways are used. The railway line was commissioned in 1986. Airports have recently been built in Zagatala and Gabala, and there is also an airport in Sheki. However, the airport in Sheki needs to be restored, and if it is restored, it will be better for the development of tourism in Sheki.



Figure 1.

Keywords: Sheki, Economic, Ganikh, Filizchay, Agriculture, Fermentation

Üniversite Öğrencilerinin Finansal Okuryazarlıklarının Finansal İyi Olma Halleri Üzerindeki Etkisinde Finansal Öz-yeterliklerinin Aracılık Etkisi

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ÖZET

Bu araştırmanın amacı üniversite öğrencilerinin genel finansal durumları ile ilgili algılarının iyi olma hallerine olan etkilerini ölçmektir. Genellikle bir kişinin finansal durum hakkındaki algılarını tahmin etmek için nesnel göstergeler kullanılsa da bu tür göstergeler kişinin durumu hakkındaki duygularının veya tepkisinin derinliğini ölçmemektedir (Prawitz vd., 2006, s. 34). Bu nedenle kişilerin iyi olma hallerinin seviyesini ölçmek için öznel değerlendirmelere bakılmaktadır. Bu bağlamda rasyonaliteye dayanan klasik finans teorilerine karşılık irrasyonel eğilimler referans alınarak geliştirilen beklenti teorisi kapsamında (Kahneman ve Tversky, 1979) kişilerin finansal iyi olma halleri üzerinde finansal okuryazarlıklarının etkisinin ve finansal öz-yeterlik algılarının aracılık etkisinin araştırılması amaçlanmıştır. Beklenti teorisi, belirsizlik ve risk altında karar almanın temellerinde öznel değerlerin bulunduğunu; bu doğrultuda alınan kararların bilişsel ve psikolojik önyargılar etkisinden bağımsız olmadığını savunur (Kahneman ve Tversky, 1979). Finansal okuryazarlık ise kişinin yaşamdaki olayları ve değişen ekonomik şartları göz önünde bulundurarak, kısa vadede doğru karar alma ve uzun vadede finansal planlama yaparak temel finans kavramlarını anlama ve kişisel finansmanını yönetebilme derecesinin bir ölçüsüdür (Fernandes, Lynch Jr ve Netemeyer, 2014). Finansal öz yeterlik, finansal talep ve hedefleri karşılama, iyi finansal kararlar alma ve parayı disipline etme kapasitesine ilişkin kişinin öznel değerlendirmelerini ve inançlarını kapsar (Ward ve Kim, 2023, s. 907). Brügggen ve arkadaşları (2017) finansal iyi olma halini “mevcut ve beklenen yaşam standartlarını ve finansal özgürlüğü sürdürebilme algısı” olarak görmektedir. Bu çalışma ile Türkiye’deki bir üniversite öğrencilerine yüz yüze anket ile ulaşılarak finansal iyi olma halleri, finansal okuryazarlıkları ve finansal öz-yeterlikleri ile elde edilecek verilerle, literatüre ve uygulayıcılara katkıda bulunmak hedeflenmiştir.

Anahtar Kelimeler: Finansal Okuryazarlık, Finansal İyi Olma Hali, Finansal Öz-yeterlik, Beklenti Teorisi

The Mediating Effect of Financial Self-efficacy on the Effect of University Students' Financial Literacy on Their Financial Well-being

ABSTRACT

This research aims to measure the effects of university students' perceptions of their general financial situation on their well-being. Although objective indicators are used to examine the person's financial situation perception, such indicators don't measure the person's feelings or the depth of his reaction (Prawitz et al., 2006, p. 34). Therefore, to measure well-being level, subjective evaluations are searched. In this context, it was aimed to investigate the effect of financial literacy and the mediating effect of financial self-efficacy perceptions on people's financial well-being within the scope of prospect theory (Kahneman and Tversky, 1979). Prospect theory argues that subjective values underlie decision making under uncertainty and risk. Theory argues that the decisions taken in this direction are not independent of the effects of cognitive and psychological biases (Kahneman and Tversky, 1979). Financial literacy is a measure of the degree to which a person understands basic financial concepts and manages his personal finances by making correct decisions and financial planning, taking into account current events and changing economic conditions (Fernandes, Lynch Jr and Netemeyer, 2014). Financial self-efficacy of a person includes subjective evaluations and beliefs about the capacity to meet financial demands and goals and make good financial decisions (Ward and Kim, 2023, p. 907). Brügggen et al. (2017) defines financial well-being



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as “the perception of being able to maintain current and expected living standards and financial freedom”. It is aimed to contribute to the literature about the psychological factors in behavioral finance by the survey datas obtained from university students.

Keywords: Financial Literacy, Financial Well-being, Financial Self-efficacy, Prospect Theory



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Compliance of Elected Local Officials of a First Class Municipality in Northern Philippines to their Norms of Conduct

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ABSTRACT

Norms of conduct guide the behavior of government employees and their observance lead to satisfactory performance of duties and responsibilities. This study was conducted in the biggest municipality of one of the provinces in the Cordillera Administrative Region. It attempted to establish the relationship between the extent of compliance of the locally elected officials and the satisfaction of the people on the performance of their duties and responsibilities. A survey was conducted and the responses were treated using descriptive and inferential statistics before the variables were correlated with each other using Pearson Product Moment. Commitment to the public interest, professionalism, and justness and sincerity were the norms that were observed by the respondents to be practiced by the elected officials. Regardless of status, the respondents share similar perceptions of the way the elected officials complied with their norms of conduct. The majority of the respondents were slightly satisfied with the performance of their elected officials. Status is a determinant of the satisfaction of the respondents, with a significant difference found between the students and the non-professionals. The Pearson Product Moment results show a significant relationship between the extent of compliance of the elected officials with their norms of personal conduct and the extent of satisfaction of the respondents on their performance of their duties. Thus, it is recommended that the elected officials adhere fully to their norms of conduct so that their performance will improve and their constituents' satisfaction will increase.

Keywords: Compliance, Elected local officials, Norms of conduct

Mütevazı Liderlik, İş Performansı ve Çalışan Sessliliği Demografik Özelliklere Göre Farklılık Gösterir mi? ¹

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ÖZET

Araştırmanın amacı, çalışanların demografik özelliklerine göre mütevazı liderlik, ses davranışı ve iş performansındaki farklılıkları incelemektir. Araştırma verileri, Türkiye'deki bir kamu üniversitesinin 251 personelinden toplanmıştır. Bulgulara göre, katılımcıların cinsiyetlerine, medeni durumlarına ve yaşlarına göre mütevazı liderlik, çalışan sessliliği ve iş performansı anlamlı bir farklılık göstermemiştir. Katılımcıların eğitim düzeylerine göre mütevazı liderlik ve çalışan sessliliği anlamlı farklılık gösterirken, iş performansı anlamlı farklılık göstermemiştir. Katılımcıların mütevazı liderlik algılarının lisans ve lisansüstü eğitime sahip olanlarda anlamlı bir farklılığa sahip olduğu görülmüştür. Buna göre lisansüstü eğitime sahip olan katılımcıların lisans eğitimine sahip olan katılımcılara göre mütevazı liderlik algılarının daha yüksek olduğu söylenebilir. Ayrıca katılımcıların eğitim seviyelerine göre lisansüstü eğitime sahip olanların hem önlisans hem de lisans eğitimine sahip işgörenlere göre sessliliklerinin daha yüksek olduğu tespit edilmiştir. Katılımcıların iş tecrübesine göre mütevazı liderlik ve iş performansı anlamlı farklılık gösterirken, çalışan sessliliği anlamlı farklılık göstermemiştir. Buna göre 10 yıl ve altı tecrübeye sahip olanların hem 11-20 yıl arası hem de 21 yıl ve üzeri tecrübeye sahip işgörenlere göre daha yüksek mütevazı liderlik algılarının olduğu görülmektedir. Ayrıca katılımcıların 10 yıl ve altı tecrübeye sahip olanların 11-20 yıl arası tecrübeye sahip işgörenlere göre daha yüksek iş performanslarının olduğu görülmektedir. Katılımcıların görevlerine göre mütevazı liderlik algılarının, sesslilik davranışlarının ve iş performanslarının istatistiksel olarak farklılaştığı tespit edilmiştir. Buna göre akademik personelin idari personele göre daha fazla mütevazı liderlik algısına sahip oldukları görülmektedir. Yine çalışanların sesslilik davranışları bakımından akademik personelin idari personele göre daha fazla sesslilik davranışlarının olduğu söylenebilir. Ayrıca akademik personelin idari personele göre iş performanslarının daha yüksek olduğu tespit edilmiştir.

Anahtar Kelimeler: Mütevazı liderlik, İş performansı, Sesslilik

Do Humble Leadership, Job Performance And Employee Voice Differ By Demographic Characteristics?

ABSTRACT

The aim of research is to examine whether humble leadership, employees voice and job performance differ according to their demographic characteristics. Research data were collected from 251 staff of a public university in Turkey. According to the findings, humble leadership, employee voice and job performance did not show any significant differences according to the gender, marital status, age of the participants. While humble leadership and employee voice showed significant differences according to the educational levels of the participant, job performance did not differ significantly. It was observed that the humble leadership perceptions of the participant had significant difference between those with undergraduate and graduate education. Accordingly it can be said that participants with postgraduate education have higher perceptions of humble leadership than participants with undergraduate education. In addition, according to the education levels of the participants, it was determined that those with postgraduate education were more employee voice than those with both associate and undergraduate

¹ Bu çalışma Prof. Dr. Sebahattin YILDIZ danışmanlığında Kafkas Üniversitesi Sosyal Bilimler Enstitüsü yüksek lisans öğrencisi Şehnaz SARIGÜL GÖKÇE tarafından hazırlanan yüksek lisans tez çalışmasından türetilmiştir.



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education. While humble leadership and job performance showed significant differences according to the work experience levels of the participant, employee voice did not differ significantly. Accordingly it is seen that those with 10 years or less of experience have higher humble leadership perceptions than both employees with 11-20 years of experience and 21 years or more of experience. In addition, it is seen that participants with 10 years or less of experience have higher job performances than employees with 11-20 years of experience. It was determined that participants' humble leadership perceptions, voice behavior and job performance differed statistically depending on their task. Accordingly, it is seen that academic staff have more humble leadership perception, voice behavior and job performance than administrative staff.

Keywords: Humble leadership, Job performance, Voice



E Waste Trade and Trans-Boundary Pollution A Quest for Environmental Justice: You Can Recycle Anything with a Plug Battery or Cable-2023

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ABSTRACT

The purpose of this article is to identify decussating themes in the international context of transactions in the life cycle of electronic products-visible and invisible e-waste generation and the consequent transboundary pollution . This study examines the issues in the trans boundary movement of e-waste with respect to importation and treatment of e-waste , from the point of view of environmental justice. Electronic waste is one of the relatively fast-growing solid waste streams. Although international policies have been formulated to better limit the global transboundary movement of hazardous waste, the existence of illegal trade and “informal” recycling has exacerbated the global recycling of e-waste. The toxic substances produced affect the global ecological environment which raises concern for environmental justice. Electronic waste is recognized as the transboundary pollutant and hazardous waste stream of the twenty-first century. e-waste bin contain highly valuable precious metals and other secondary resources as well as hazardous toxic substances, the issue of their regulation lies at a liminal space between products and wastes. This complex legal interface pinpoints the distinct and sometimes contradictory international regimes of liberalized trade and environmental protection. The global movement of e waste treated by informal recycling industries in developing countries, and given the continued structural exclusion of these marginalized e-waste recycling sectors from official waste governance paradigms, raises the hue and cry for environmental justice. The present article examines the discussion of transboundary pollution of e-waste within international environmental law and analyses the efficacy of the present regulations and enforcement mechanisms..

Keywords: E-Waste Generation - Transboundary Pollution- Environmental Justice- Basel Convention- International Trade



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Management of Technological Innovations in the Tourism Industry and Management System of International Tourism

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ABSTRACT

This article is about modern tourism and its benefits. At the same time, technological innovations in the tourism industry were discussed. Tourism industry (industry) is a mutually coordinated system that provides tourism services, work and goods necessary for the consumption of tourists in the process of tourism. The development of mass tourism in the world has caused such an intense development of the tourism industry and the interdependent sectors of the economy, religion and culture, and the education system.

Keywords: Tourism Industry , Tourism Operators, The Development of Tourism.



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Implementation of Legal Principles in the Cyber Notary Concept to Maintain the Duties and Authority and Position of the Notary in the Digital Era

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ABSTRACT

This research aims to analyze the implementation of legal principles in the cyber notary concept in order to maintain the duties, authority and position of notaries in the digital era. The concept of cyber notary still seems to be a matter of debate in Indonesia and this is considered only a discourse, not a necessity. Therefore, this researcher used normative legal research methods. Data collection was carried out by means of observation, document analysis and literature study. The method used to analyze is a destructive and qualitative method. The results of this research show that the role of notaries, the objectives and functions of the Information and Electronic Transactions (ITE) Law, and the importance of the deeds included in all e-business statements and the deeds being examined are all legally related as proof of their authenticity. In Indonesia, electronic signatures are also allowed. The use of electronic documents as evidence is a challenge for notaries because they must be authentic and able to accurately show the existence of the document. Due to rapid industrial progress at this time, notaries must be prepared for advances in the legal field in order to be able to keep up with existing technological developments. The development of new technology and industry is expected to undermine the role of notaries. Notaries must also follow developments in the current era of globalization.

Keywords: Cyber Notary, Notary, Digital Era, Legal Principles

Psikolojik Sağlamlılığın Çalışma İstekliliğine Etkisi: Sağlık Çalışanları Üzerine Bir Araştırma

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ABSTRACT

Sağlık çalışanları pandemi döneminde en çok yıpranan meslek gruplarından biri olmuştur. Pandeminin yıkıcı etkisinde sağlık profesyonellerinin maruz kaldıkları zor şartlar onların çalışma istekliliklerini derinden etkilemiştir. Bu noktada sağlık çalışanlarının psikolojik sağlamlılıkları onlara zorlu pandemi şartlarına karşı mücadelede güç vermiştir. Bu kapsamda gerçekleştirilen çalışmanın amacı sağlık çalışanlarında psikolojik sağlamlılığın pandemi dönemlerinde çalışma istekliliğine olan etkisini incelemektir.

Araştırma için gerekli izinler kurumlardan alınmış olup, Araştırmada kolayda örneklem yöntemi kullanılmıştır. İstanbul'da bir hastanede gerçekleştirilen çalışmada, araştırmaya katılmayı kabul eden 257 sağlık profesyoneli araştırmanın örneklemini oluşturmaktadır. Araştırmada kullanılan ölçekler normal dağılıma uygunluk göstermekte olup verilerin analizinde parametrik testlerden yararlanılmıştır. Normal dağılıma uygunluk eğiklik ve basıklık değerlerine bakılarak test edilmiştir. Psikolojik sağlamlılık ve çalışma istekliliği değişkenleri arasında ilişki Pearson Korelasyon Analizi ile, psikolojik sağlamlılığın çalışma istekliliği üzerine etkisi ise basit doğrusal regresyon analizi ile gerçekleştirilmiştir. Araştırmada ayrıca frekans analizleri de gerçekleştirilmiştir. Araştırmada toplanan verilerin analizi SPSS 25 ile analiz edilmiştir.

Elde edilen bulgulara göre psikolojik sağlamlılık ölçeğinden elde edilen ortalama puan $3,33 \pm 0,62$ ve çalışma istekliliği ölçeğinden elde edilen puan $3,60 \pm 0,64$ olarak tespit edilmiştir. Araştırma değişkenleri arasında hafif düzeyde anlamlı ilişki olduğu tespit edilmiştir ($r = 0,255$; $p < 0,05$). Psikolojik sağlamlılığın çalışma istekliliğine olan etkisi basit doğrusal regresyon analizi ile incelenmiş olup, psikolojik sağlamlılığın çalışma istekliliği üzerinde pozitif yönlü ve anlamlı bir etkisinin olduğu sonucuna ulaşılmıştır ($\beta = 0,264$; $R^2 = 0,06$; $p < 0,05$).

Sağlık çalışanlarında psikolojik sağlamlılığın pandemi dönemlerinde çalışma istekliliğine olan etkisinin incelendiği bu çalışmada psikolojik sağlamlılığın sağlık çalışanlarının çalışma isteklilikleri üzerine önemli etkileri olduğunu göstermektedir. Araştırma sonuçlarına göre psikolojik sağlamlılık arttıkça çalışma istekliliği de artmakta ve psikolojik sağlamlılığın çalışma istekliliği üzerine anlamlı ve pozitif yönlü etkisi bulunmaktadır.

Anahtar Kelimeler: Psikolojik sağlamlılık, Çalışma istekliliği, sağlık çalışanları.

Effect of Psychological Resilience on Willingness to Work: A Study on Healthcare Workers

ABSTRACT

Healthcare workers have been one of the most worn-out professional groups during the pandemic period. The difficult conditions faced by healthcare professionals due to the devastating impact of the pandemic have deeply affected their willingness to work. At this point, the psychological resilience of healthcare workers has given them strength in the fight against difficult pandemic conditions. The aim of the study carried out in this context is to



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examine the effect of psychological resilience in healthcare workers on their willingness to work during pandemic periods.

The necessary permissions for the research were obtained from the institutions and convenience sampling method was used in the research. The study conducted in a hospital in Istanbul. 257 health professionals who agreed to participate in the research. The scales used in the research normally distributed and parametric tests were used in the analysis of the data. Normal distribution assumption was tested by skewness and kurtosis values. The relationship between psychological resilience and willingness to work was determined by Pearson Correlation Analysis, and the effect of psychological resilience on willingness to work was determined by linear regression analysis. Frequency analyzes were also carried out in the research. The data collected in the study was analyzed with SPSS 25.

According to the findings, the mean score obtained from the psychological resilience scale was 3.33 ± 0.62 and the score obtained from the willingness to work scale was 3.60 ± 0.64 . It was determined that there was a slightly significant relationship between the research variables ($r = 0.255$; $p < 0.05$). The effect of psychological resilience on willingness to work was examined by linear regression analysis, and it was concluded that psychological resilience had a positive and significant effect on willingness to work ($\beta = 0.264$; $R^2 = 0.06$; $p < 0.05$).

This study, which examines the effect of psychological resilience in healthcare workers on their willingness to work during pandemic periods, shows that psychological resilience has significant effects on healthcare workers' willingness to work. According to the research results, as psychological resilience increases, willingness to work also increases, and psychological resilience has a significant and positive effect on willingness to work.

Keywords: Psychological Resilience, Willingness To Work, Healthcare Professionals



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Collaborative Online International Learning on Flourishing Business Toward Sustainability Mindset

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ABSTRACT

Business and management schools' students need to be immersed in experiential learning to develop a sustainable mindset toward creating Business as an Agent for World Benefit. Aim2Flourish platform is promoting Business as an Agent of World Benefit as a movement to inspire business to do well by doing good. There is still limited research looking at how an experiential Collaborative Online International Learning is impacting the Business School student's mindset. This conceptual and qualitative paper aims to analyze the impact of implementing Collaborative Online International Learning between the students of four campus: IPMI International Business School, University of Navarra, Spain, University of Guelph Canada and Dominican University, Chicago, USA toward developing their sustainability mindset. The students were set up in groups of 5 or 6 and interviewed real businesses supporting SDGs and submitted their story to the Aim2Flourish platform. The triangulation in the form of in-depth interview, pictures and videos based on observations and book chapters showed that the students have more holistic understanding of the importance to support the Sustainable Development Goals of the United Nations through ecological worldview, system perspective, emotional and spiritual intelligence. Further quantitative research should be conducted to confirm the findings.

Keywords: COIL, Collaborative Online International Learning, Sustainable Mindset, Flourishing Business



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Financial Performance Analysis of State Owned Enterprises Electricity Company During and After Covid-19 Pandemic

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ABSTRACT

Electricity has been and most likely will continue to be a source of energy needed for everyone in the world to grow and develop. For 77 years, PT Perusahaan Listrik Negara (Persero) (PLN) has been the one and only State Owned Enterprise (SOE) that provide electricity services in Indonesia. During that times, PLN has survived from many different kind of crisis. The last one was Covid-19 Pandemic Crisis. As an SOE, PLN must comply to every regulation issued by the government. The Decree of PER-2/MBU/03/2023 about Governance Guidelines and Significant Corporate Activities issued by the Ministry of SOE, binds PLN to comply with the assessment of healthy corporation level that required to be maintained on a certain criteria. The Decree required PLN to use Rating as an Assessment Tool of SOE Health Level. PLN has acquired constantly AAA from National Rating Agency in five consecutive years from 2018 to 2022, and also similar rating has been acquired from several international Rating Agency. Several Financial Ratios such as Solvency Ratio, Liquidity Ratio, Rentability Ratio, and Profitability Ratio are also will be presented to support the ratings. The result indicates that not only PLN are able to survive the Pandemic of Covid-19, but also successfully transform the customers services process. Therefore, this study can be beneficial for everyone who seeks references on how to survive the Covid-19 Pandemic

Keywords: Ratings, Financial performance, Corporation Health Condition, Electricity Services Company.



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**The Effect of Increased Excise Duty (Including VAT and Cigarette Tax) on
The Cigarette Industry Through Measuring Financial Performance
Analysis Approach Evidence of PT Gudang Garam Tbk and PT Wismilak
Inti Makmur Tbk for the Year 2018 - 2022**

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ABSTRACT

This study examines the impact of the escalating excise tax rates on the financial performance of the cigarette industry in Indonesia. This study aims to analyze and measure the financial health conditions of two cigarette companies (Tier 1 and non-Tier1) for periods of 2018 to 2022. The research employs a comprehensive financial performance analysis approach using eight financial ratios investigating; 1) return on equity, 2) return on investment, 3) cash ratio, 4) current ratio, 5) collection period, 6) inventory turnover, 7) total asset turnover, 8) total equity to total asset, then be validated by the decree No.KEP-100/MBU/2002 issued by the Indonesian Ministry to conclude the yearly financial health conditions of each company. The results show that PT Gudang Garam Tbk financial health status decreased every year from 2018 - 2020 in the healthy category level AA to 2021 in the healthy category level A and 2022 in the unhealthy category level BBB. This is an indicator of evidence that the increase in excise taxes affects the cigarette industry because excise is a component of 70 - 80% of COGS. The results of PT Wismilak Inti Makmur Tbk's financial health assessment were the opposite. It is hoped that this study can provide input for relevant stakeholders, such as input for improving the excise tariff structure and whether further studies need to be carried out on the possibility of downtrading from Tier 1 to non-Tier 1.

Key words: Financial Performance, Financial Ratios, Financial Health Conditions, Cigarette Industry, Increase Excise Tax



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Evaluation Model on Digital Business Transformation at The Early Phase for PT XYZ, Toll Road Operator Company

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ABSTRACT

Many companies have transformed their business into the digital area to attain new opportunities or evolve sustainable strategies for their business. During the transformation, most companies focus on technology development to bring quality products to the market. Afterward, they sometimes disregard the evaluation process regularly, due to lots of product development pipeline targets. The importance of the evaluation process in digital business especially in the early phase for the novice company in digital business is related to their financial and value implications for the business as well. The research objective of this study is to provide the conceptual evaluation model on digital business at the early stage of transformation by conducting qualitative research with the general business management practices method for PT XYZ, a toll road operator company, as the case study with the limitation of some aspects such as business performance, product and IT management, and human capital. The conceptual model will benefit an early digital business company in accelerating towards a fully digital business company.

Keywords: Digital, Business, Transformation, Evaluation Model.



Road Map of Artificial Intelligence Implementation in Indonesian Retailers

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ABSTRACT

Artificial Intelligence (AI) was perceived as the future of industries. Despite the controversy it raised as the result of human set of skills replacement, the adoption of AI was put in place as the industry movement towards technology advancement. Retailer, in a business of providing space for customers to purchase goods from, was in no place to avoid the AI implementation. Dealing with customers, shoppers, products, and supply chain process opened up opportunity for business improvement using the AI. Starting with the increasing awareness of data importance, implementation of AI expectedly would elevate this conservative business by incorporating machine learning into the business process. However, the development of artificial intelligence in retailer did not see a firm road map yet. According to early observation, even the starting points of development, be it the infrastructure, capability or human resource, did not undergo the standardized measurement to reach a certain readiness state. The objective of this research was to asses and analyze the stages of AI implementation in retailer in Indonesia. Data was collected primarily from two retailer companies. Reference was taken from previous studies and journals discussing the related subjects. The study used qualitative methodology, in which in depth interviews with the IT Directors of the respective retailers and subject matter experts conducted in explorative way. Combined altogether, a road map of implementation for Indonesian retailers was built, so it served as guideline and frame work for the industry development.

Keywords: Artificial Intelligence, Retail, Road Map, AI Implementation In Industry



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Investing in Restaurant Sector in Indonesia: The Return and Risk of Food and Beverages Business

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ABSTRACT

With Indonesia's developing economy and the steady growth of Indonesia's GDP, there are an increasing number of investors, both foreign and domestic, in the Indonesia Stock Exchange. The increase is also contributing to the rise of investment opportunities including investment in the restaurant business. Investment return and risk are critical factors for these investors, and this paper analyzed in detail the opportunities of restaurant investment. The result would help current and future investors decide on building up their portfolio. Through in-depth interviews with restaurant owners, angel investors, and bankers, investment in the restaurant sector was reviewed in detail. The analysis of the interviews shows the return on investment and benefits that investors would get and the risk that these investors already experienced, and they would like to avoid. This research is limited to the experience and knowledge of the interviewee which could be more explored and specified in future research.

Keywords: Investment, Restaurant, Return, Risk



Karanlık Kişilik Özellikleri ve Kariyerizm Eğilimi Arasındaki İlişkinin İncelenmesine Yönelik Bir Çalışma

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ÖZET

Bireyler için çalışma hayatında var olabilmek bir işe ya da kariyere sahip olmanın çok daha ötesinde bir anlam ifade etmektedir. Bireylerin kariyerleri yoluyla elde etmeye çalıştıkları güç ve statü arzusu zaman zaman yıkıcı bir rekabete neden olabilmektedir. Bu yıkıcı rekabet ise hem örgütlerde hem de toplumsal yaşamda göz ardı edilemeyecek derecede olumsuz sonuçlara neden olabilmektedir. Yapmaktan çok olmayı, performans sergilemekten çok performans sergiliyormuş gibi davranmayı ifade eden kariyerizm eğilimi örgütlerde istenmeyen sonuçların önemli bir yordayıcısı olabilmektedir. Dolayısıyla kariyerizm eğilimine neden olabilecek öncüllerin bilinmesi ve örgütler tarafından buna göre önlem alınması oldukça önemlidir. Kariyerizm eğilimine sebep olan örgütsel, çevresel ve bireysel pek çok neden olabilir. Bu çalışmada kariyerizm eğilimine sebep olacak bireysel faktörlerin ortaya konulması amaçlanmıştır. İnsan davranışlarının en önemli belirleyicilerinden birisi hiç şüphesiz ki bireylerin sahip olduğu kişilik özellikleridir. Kişiliğin karanlık yönünü ifade eden narsisizm, Makyavelizm ve psikopati kişilik özellikleriyle kariyerizm eğilimi arasında bir ilişkinin olup olmadığı bu araştırmanın temel sorusunu oluşturmaktadır. Bu soruya cevap bulmak için aktif çalışma hayatında yer alan oldukça geniş bir örneklem (n=1090) üzerinde anket tekniği kullanılarak nicel bir çalışma yürütülmüştür. Anketlerden elde edilen veriler SPSS 24 paket programı kullanılarak analiz edilmiş ve karanlık kişilik özelliklerinin her bir boyutu ve kariyerizm eğilimi arasında anlamlı bir ilişki olduğu sonucu ortaya konmuştur.

Anahtar Kelimeler: Kişilik özellikleri, karanlık üçlü, kariyerizm

A Study to Examine the Relationship Between Dark Personality Traits and Careerism Tendency

ABSTRACT

For individuals, being able to exist in working life means much more than having a job or a career. The desire for power and status that individuals try to achieve through their careers can sometimes lead to destructive competition. This destructive competition can cause negative consequences that cannot be ignored in both organizations and social life. The tendency towards careerism, which refers to being more than doing, acting as if one is performing rather than performing, can be an important predictor of undesirable outcomes in organizations. Therefore, it is very important to know the antecedents that may cause careerism tendencies and to take precautions accordingly by organizations. There may be many organizational, environmental and individual reasons that cause the tendency towards careerism. This study aims to reveal the individual factors that will cause careerism tendencies. One of the most important determinants of human behavior is undoubtedly the personality traits of individuals. The main question of this research is whether there is a relationship between the personality traits of narcissism, Machiavellianism and psychopathy, which express the dark side of personality, and the tendency towards careerism. To find an answer to this question, a quantitative study was conducted on a very large sample of employees (n = 1090) in active working life. The data obtained from the surveys were analyzed using the SPSS



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24 package program. The results say that there is a significant relationship between each dimension of dark personality traits and careerism tendency.

Keywords: Personality traits, dark triad, careerism tendency.



Assessing the Impact of Urban Growth on Urban Microclimate: Asansol Municipal Corporation, Paschim Bardhaman, West Bengal, India

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ABSTRACT

Asansol Municipal Cooperation is the considerable urban agglomeration centre of West Bengal in India. Rapid urbanization of the AMC has an impact on urban landscape and accelerates the high rise of surface temperature throughout the years. This study attempts to evaluate the trend of post monsoonal surface temperature of AMC over the periods by scrutinize the changing scenario of vegetation cover and built up areas with the help of NDVI, NDWI and NDBI. LANDSAT 4-5 TM & LANDSAT 8 OLI/TIRS data have been used in this study to calculate the relevant indices. Maps and diagrams are made by using GIS Software and excel software. By analyzing all relevant data, maps and diagrams, it is clearly observed that due to dynamic urbanization, growing industrialization and cutting of trees rigorously the amount of dense vegetation cover has decreased and the built up area has been increased from core to periphery region. According to Shannon's entropy, the maximum value (1990) was recorded in 23 wards, however throughout a thirty-year period, this entropy value changed dramatically in over 50 wards within AMC. So, there is a strong relationship between urbanization and LST, as a result the industrial area and core of city being a heat absorber has a maximum surface temperature of 30°C and comparatively the fringe area has a range of 19-24°C surface temperature. Hence, mean temperature has been increased almost 3 to 5°C within the study period. Person correlation analysis for the measured parameters is presented with high and poor correlation groups in the study area. A brief description of the methods and calculation of LST, NDVI, NDBI and NDWI correlation are mentioned. The data can be reused for identifying the major problem associated with land surface temperature, reducing the urban green space and it is also helpful to the authorities to make policies to mitigate the problem associated with land surface temperature.

Keywords: Land Surface Temperature (LST); Normalized Difference Built up Index (NDBI); Normalized Difference Vegetation Index (NDVI); Normalized Difference Water Index (NDWI); Shannon's entropy; Urban Heat Island; Urbanization



**Financial Ratio Measurement and Analysis of PT Chandra Asri
Petrochemical Tbk. After Completing its Expansion Butadiene Plan in 2018
and The Effect of COVID-19 Pandemic for Periode Year of 2019 - 2022**

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ABSTRACT

The chemical industry is the top three contributors to the performance of the non-oil and gas processing industry in Indonesia and spurs national economic growth. Supporting Indonesia economic growth PT Chandra Asri Petrochemical Tbk fulfilled their commitment with completing its new expansion of Butadiene plan in 2018. Butadiene is one of petrochemical products that is widely used as a precursor to produce synthetic rubber products such as tire, resin and plastic. However one year after the company completed the expansion, COVID-19 pandemic strike worldwide. This condition hardly pushes down demand of petrochemical products as a raw material of many downstream industries. This study aims to measure and analyze the financial performance of the company as the largest petrochemical company in Indonesia through financial ratio analysis 1) Return on Asset 2) Return on Invested Capital 3) Net Profit Margin 4) Invested Capital Turnover for the periode 2019-2022. With The financial ratio analysis authors believe the finding will be helpful to explore how the “unwanted” event was impacted to a strategic investment plan.

Key Words: Petrochemical, Financial Performance, Covid-19.



Girişimcilerin Dijital Teknoloji Kullanımına Yönelik Tutumlarının İşletmelerinin İnovasyon Yeteneklerine Etkisi: (Saha Araştırma)

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ÖZET

Dijital teknoloji, toplumda üretkenliği, sosyal yaşamı destekleyip güçlendiren, küresel ekonomiyi büyüme hızlandıran bir olgudur. Bilgi iletişim teknolojileri, toplumdaki birçok alanda dijital dönüşüme katkı sağladığı gibi, aynı zamanda girişimcilik faaliyetlerini yeniden yapılandırıcı bir etkiye sahiptir. Bu nedenle, bilgi teknolojilerindeki yeniliklerin, girişimciler tarafından izlenmesi ve uygulanması, girişimcilik faaliyetlerinin başarısında kilit rol oynamaktadır. Dijital teknoloji kullanımına yönelik tutum düzeyinin yeterli düzeyde olmaması durumunda, girişimciler, kaynak ve fırsatlardan yararlanmada ve yenilikçi fikir geliştirmede zorluklarla karşılaşabilmektedir. Bu çalışmanın amacı, İzmir ilinde, faaliyet gösteren işletme sahibi girişimcilerin, dijital teknoloji kullanımına yönelik tutumlarının işletmelerinin inovasyon yeteneklerine olan etki düzeyini belirleyebilmektir. Böylece dijital ortamda girişimcilik faaliyetlerinin etkinliğini arttırmaya yönelik ne gibi iyileştirme çalışmalarının gerçekleştirilebileceğinin öngörülmesi de hedeflenmektedir. Bu amaçla, tasarlanan saha araştırmasıyla, İzmir ilinde farklı sektörlerde faaliyet göstermekte olan 140 girişimciye, yüz yüze ve online anket uygulanmıştır. Elde edilen veriler IBM SPSS Statistics 29.0 paket programı kullanılarak analiz edilmiştir. Bu çalışmada ilave olarak, dijital girişimcilik ve inovasyona ilişkin kavramlar açıklanmakta, bu alanda yapılan ulusal ve uluslararası çalışmalardan söz edilmektedir. Bu araştırmadan elde edilen bulgular doğrultusunda, girişimcilerin dijital teknolojiye yönelik tutum ve inovasyon yeteneklerinin geliştirilmesine ilişkin öneri ve yorumlara yer verilmiştir.

Anahtar Kelimeler: Dijital Teknoloji Kullanımına Yönelik Tutum, İnovasyon Yetenekleri, Girişimcilik Becerileri.

The Effects of Entrepreneurs' Attitudes towards the Use of Digital Technology The Impact of Enterprises on Innovation Abilities: (A Field Research)

ABSTRACT

Digital technology is a phenomenon that supports and strengthens productivity, social life in society, accelerates the growth of the global economy. Information and communication technologies contribute to digital



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transformation in many areas of society, and at the same time have a restructuring effect on entrepreneurial activities. Therefore, the monitoring and implementation of innovations in information technologies by entrepreneurs plays a key role in the success of entrepreneurial activities. If the level of attitude towards the use of digital technology is not at a sufficient level, entrepreneurs may face difficulties in taking advantage of resources and opportunities and developing innovative ideas. The aim of this study is to determine the level of influence of the attitudes of business owner entrepreneurs operating in Izmir on the use of digital technology on the innovation abilities of their enterprises. Thus, it is also aimed to predict what kind of improvement works can be carried out to increase the effectiveness of entrepreneurial activities in the digital environment. For this purpose, a “face-to-face and online” survey was applied to 140 entrepreneurs operating in different sectors in Izmir province with the designed field research. The obtained data were analyzed using IBM SPSS Statistics 29.0 package program. In addition, the concepts related to digital entrepreneurship and innovation are explained in this study, and national and international studies conducted in this field are mentioned. In line with the findings obtained from this research, suggestions and comments on the development of entrepreneurs' attitudes towards digital technology and innovation abilities have been included.

Keywords: Attitude Towards the Use of Digital Technology, Innovation Capabilities, Entrepreneurial Skills.



Sinema ve Toplumsal Hafıza: Kaygı Filmi Üzerine Bir Alımlama Çalışması

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ÖZET

Bu çalışma, kitle iletişim araçlarının toplumsal hafıza kurma üzerindeki etkisini ve bu etkinin izleyici tarafından nasıl alımlandığını incelemeyi amaçlamaktadır. Bu doğrultuda, toplumsal hafızayı odağına alan Kaygı adlı film örneklem olarak seçilmiş ve izleyicilerin de katılımıyla alımla çalışması gerçekleştirilmiştir. Çalışma üç bölümden oluşmaktadır. İlk bölümde, toplumsal hafıza ve sinema konusunda kuramsal çerçeveye yer verilmiş, ikinci bölümde Kaygı adlı film toplumsal hafıza bağlamında değerlendirilmiş ve son olarak üçüncü bölümde de izleyicilerin alımlamaları yorumlanmıştır. Çalışmanın sonucunda, izleyicilerin kitle iletişim araçlarını filmde gösterilen kodlar doğrultusunda baskıcı ve manipülatif bir biçimde değerlendirdikleri ve egemen okuma gerçekleştirdikleri görülmüştür. Ancak, kitle iletişim araçlarının toplumsal hafıza üzerindeki etkisi sorulduğunda, izleyicilerin bir kısmının müzakereli ve karşıt okuma gerçekleştirdikleri tespit edilmiştir.

Anahtar Sözcükler: Toplumsal Hafıza, Kitle İletişim Araçları, Sinema, Alımlama Çalışması

Cinema and Social Memory: A Reception Study on the Inflamm Movie

ABSTRACT

This study aims to examine the impact of mass media on the formation of collective memory and how this impact is perceived by the audience. In this context, the film titled "Inflamm" was selected as a sample focusing on collective memory, and a reception study was conducted with the participation of the audience. The study consists of three parts. The first part provides a theoretical framework on collective memory and cinema, the second part evaluates the film "Inflamm" in the context of collective memory, and finally, the third part interprets the audience's receptions. As a result of the study, it was observed that the audience evaluates mass media in a coercive and manipulative manner based on the codes depicted in the film, performing a dominant reading. However, when asked about the impact of mass media on collective memory, it was found that some viewers engaged in deliberative and oppositional readings.

Keywords: Social Memory, Mass Communication, Cinema, Reception Research

Eğitim-Öğretim ve Sürdürülebilirlik

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ÖZET

Eğitim tarihine baktığımızda, tarih öncesi çağlardan bugüne eğitim-öğretim, insanoğlu için gerekli olmuştur. İster Sokrates'e göre öğrenmek ruhun bir parçası olan akılda doğuştan getirilen fikirlerin hatırlanması, ister filozof John Lock'a göre insan zihni boş bir levhadır, deneyimlerle levha şekillenir olsun, insanoğlu tarih öncesi çağlarda farkında olmaksızın deneme yanılma yöntemi ile zorunluluktan dolayı çoğu şeyi öğrenmiş ve kendisinden sonra gelenlere, onların yaşamlarını kolaylaştırmak amacıyla öğretmiştir. Bu süreçten sonra öğrenme, biliçli bir etkinlik ve bir toplumsal faaliyete dönüşmüştür. Yani eğitim bilenin, bilmeyene öğretmesi(usta-çırak ilişkisi) şeklinde başlamış ve sonra örgün eğitim şeklini almış ve kurumsallaşmıştır. Görüldüğü gibi eğitimin varlık sebebi, yaşamın sürdürülebilirliğiyle doğrudan ilgilidir. Genelde eğitim-öğretimde iletişim aracı olarak öncelikle eşya, modeller, hareket, ses, çizim, resim, yazı ve işaretler kullanılır. Günümüz dünyasında ise teknolojik gelişmelere paralel olarak gelişen kitle iletişim araçları, kaçınılmaz olarak iletişimi, eğitim- öğretim temel aracı haline getirmiştir. Özellikle dijital medya, insanın öğrenme alanını, kendi ilgi ve öğrenme isteğine paralel olarak sınırsız hale getirmiştir. Bu durum eğitim-öğretim anlayışının değişmesine neden olmuştur. Öte yandan, teknolojik alanda hızla devam eden gelişmeler ve sonuçları, yeni yaşam biçimlerini ve yeni ihtiyaçları beraberinde getirmiştir. Bugün yeni gelişmeleri ve yeni dünyayı daha iyi anlayabilmek için gerek bireysel, gerekse toplumsal yaşamda, eğitim-öğretim her zamankinden daha önemli hale gelmiştir.

Bu bilgilerden hareketle, "eğitim-öğretim ve sürdürülebilirlik" sözcükleri, nitel bir yöntem ve fenomenolojik bir yaklaşımla, günümüz dünyası açısından incelenmiştir.

Anahtar Kelimeler: Kelimeler: Eğitim-Öğretim, İnsanoğlu, Sürdürülebilirlik, Teknoloji, Yaşam.

Education-Training and Sustainable

ABSTRACT

When we look at the history of education has been necessary for human being prehistory times to today. Whether, according to Socrates, learning is the remembering of innate ideas in the mind, which is a part of the soul, according to the philosopher John Lock, the human mind is a blank slate and the sheet is shaped by experiences, in prehistoric times, human beings learned many things out of necessity by trial and lapse without realizing it and learned from themselves. He taught those who came after him in order to make their lives easier. After this process learning, turned into a conscious activity and a social activity. In other words, education started as the knowledgeable teaching the unknowing (master-apprentice relations), and then it took the form of formal education and became institutionalized. As can be seen, the reason for the existence of education is the needs required for the sustainability of human life. In general, object, models, movement, sound, drawing, pictures, writing and signs are used as communications tools in education and training. In today world, mass media, which have developed in parallel with technological developments, have inevitable made communications the basic tool of education and the training. On the other hand, rapidly continuing developments in the technological field and their results have brought about new lifestyles and new needs. Today, in order to better understand new developments and the new world, education- training has become more important than ever in both individual and social life.

Based on this information, the words education-training and sustainable were examined in terms of today's world with a qualitative method and a phenomenological approach.

Keywords: Education-training, Human Being, Sustainability, Life.



Muhasebe Meslek Etiği ve Bu Alanda Yapılan Çalışmaların Analizi

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ÖZET

Etik; iyiyi- kötüyü, doğruyu-yanlışı açıklayan ilke ve kurallardır. Etik kavram olarak iyi-kötü, doğru-yanlış, zarar-yarar gibi değerleri dikkate alan, toplumsal davranış ilişkilerinde ahlaki ilkeler, değerler ve standartlar sistemi olarak adlandırılmaktadır (Hatcher, 2004:358).

Muhasebe mesleğinde etik kavramı ise; verilen hizmetin kalitesi, dürüstlük, güvenilirlik, tarafsızlık gibi uyulması gereken kurallardır. Meslek mensuplarının etik kurallar önemini bilincinde olması mesleğin yürütülmesinde temel taşı oluşturur. Muhasebe mesleğinin itibarının artırılması meslek mensuplarının etik kurallara göre hareket etmesiyle mümkündür. Son yıllarda toplumun tüm kesimlerinde olduğu gibi muhasebe mesleğinde de etik değerler tartışılmaktadır. Çalışmamızda etik kavramı, muhasebe mesleğinde etik kavramı, etik kavramı hakkında ilgili kuruluşlarca yapılan düzenlemeler, etik ile ilgili yapılan çalışmalar incelenmektedir.

Anahtar Kelimeler: Etik, Meslek Etiği, Muhasebe Mesleğinde Etik, Meslek Mensubu.

Accounting Professional Ethics and Analysis of Studies Conducted in This Field

ABSTRACT

Ethic; They are the principles and rules that explain good-bad, right-wrong. As an ethical concept, it is called a system of moral principles, values and standards in social behavioral relations that takes into account values such as good-bad, right-wrong, harm-benefit (Hatcher, 2004:358).

The concept of ethics in the accounting profession is; These are the rules that must be followed, such as the quality of the service provided, honesty, reliability and impartiality. Professional members' awareness of the importance of ethical rules constitutes the cornerstone of the conduct of the profession. Increasing the reputation of the accounting profession is possible if members of the profession act in accordance with ethical rules. In recent years, ethical values have been discussed in the accounting profession, as in all segments of society. In our study, the concept of ethics, the concept of ethics in the accounting profession, regulations made by relevant organizations about the concept of ethics, and studies on ethics are examined.

Keywords: Ethics, Professional Ethics, Ethics in the Accounting Profession, Professional.



Antecedents and Consequences of Emotional Exhaustion' Call Center Employees

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ABSTRACT

The purpose of this study was to analyze the effect of obsessive passion, distributive injustice on turnover intention mediated by emotional exhaustion. Data were collected from 120 call center employees in South Jakarta. The data collection technique was non-probability sampling with purposive sampling method. While for testing the hypothesis used an analytical tool in the form of Structural Equation Model (SEM). The results of hypothesis testing in this study indicated that obsessive passion has a positive effect on emotional exhaustion, distributive injustice has a positive effect on emotional exhaustion, obsessive passion has a positive effect on turnover intention, distributive injustice has a positive effect on turnover intention, emotional exhaustion has a positive effect on turnover intention, obsessive passion has a positive effect on turnover intention mediated by emotional exhaustion and distributive injustice has a positive effect on turnover intention mediated by emotional exhaustion. The managerial implication is managers must increase harmonious passion by upgrading work motivation and positive performance and reduce obsessive passion, in the salary distribution system, promotion and workload must be treated fairly so that employees do not experience distributive injustice, employees need to implement healthy sports programs and also gathering events so that employees' feeling, employees' minds and energy can return to work refreshed thereby reducing perceived emotional exhaustion, then creating a harmonious work atmosphere, reducing employee work pressure, and a fair pay system is expected to reduce the level of turnover Intentions in the company.

Key Words: Obsessive Passion, Distributive Injustice, Emotional Exhaustion, Turnover Intention



The Influence of Architectural Design and Building Location on Workplace Productivity: The Moderating Role of Employee Satisfaction

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ABSTRACT

This research in the environmental psychology field, explores the often underestimated impact of the workplace environment on productivity and comfort. Emphasizing the pivotal roles of architectural design and building location, it highlights the need to understand their intertwined dynamics for overall workplace effectiveness. While previous research recognizes the individual significance of these elements, a gap exists in comprehending their combined effects. The study addresses this by presenting a comprehensive framework that assesses the influence of architectural design and building location on workplace productivity, considering the moderating role of employee satisfaction. It contributes theoretical advancements, practical insights for optimizing workplace design, and managerial understanding with actionable recommendations. Additionally, it informs policymakers about creating healthier workspaces, promoting societal well-being, and integrating sustainability practices. The study's novelty lies in its holistic approach, treating architectural design and building location as independent variables, workplace productivity as the dependent variable, and introducing employee satisfaction as a moderating variable. Specific theories include Job Satisfaction Theory and Person-Environment Fit Theory. Using a purposive sample of 150 employees in Jakarta and a mixed-method approach, the study employs Partial Least Squares (PLS) regression, ensuring validity and reliability through rigorous statistical analyses. The study supports the significant relationships between architectural design, building location, and workplace productivity. However, it does not find substantial evidence for the moderating role of employee satisfaction, contrary to expectations. The research aligns with established theories like Environmental Psychology, Job Satisfaction, and Person-Environment Fit, enriching our understanding of workspace dynamics.

Keywords: Architectural Design, Building Location, Employee Satisfaction, Workplace Productivity



Does Digital Transformation Affect Banks' Resilience? A Perspective Analysis of Strategic IT Governance Competence 2.0 in Commercial Bank in Indonesia

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ABSTRACT

The COVID-19 pandemic has accelerated sustainability and digital transformation across industrial sectors. This situation encourages banks to adopt financial technology (fintech) and its aligned governance structures. So far, IT governance is dominated by the silo management paradigm, which is the main challenge in aligning strategy. Top management teams face the challenge of increasing strategic IT governance competence (ITGOV) following increasing regulations and best practice standards. In addition, banks are also required to disclose action plans on sustainable finance and risk management of information technology (IT). This research develops an ITGOV Index based on the COBIT5 standard. We use content analysis of banks' annual report disclosure as a proxy for the maturity level of ITGOV practices, consisting of leadership and project process excellence. We examine the effect of the ITGOV Index on the banks' resilience through fintech adoption, operational efficiency, and profitability. We use the I/O Intermediation Stochastic Frontier Analysis to determine the technology change of 40 banks listed on IDX during 2015–2021. The research results show that ITGOV does not directly affect bank resilience, but there is a mediating role in fintech adoption and operational efficiency. Besides that, ITGOV harms profitability in the early stages due to adapting the governance structure. However, the sensitivity analysis shows that the negative effect weakens at t+1 and t+2 as the maturity level of ITGOV increases, potentially increasing bank resilience. The results give practical implications for commercial banks and policy recommendations for regulators to accelerate sustainable digital transformation.

Keywords: Strategic IT governance competence, Fintech adoption, Operational efficiency, Profitability, Banks resilience.



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Hardship as a Defense to Non-performance of Contract: Can it be Applied in Indonesian Contract Law?

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ABSTRACT

A valid agreement establishes a legally binding relationship between parties, imposing an obligation on each to adhere to the terms. Any failure by one party to fulfill their agreed-to obligations is deemed a breach or default of the contract. Non-performance may arise due to events or circumstances beyond the party's control and ability to perform. In addition to force majeure, hardships are recognized as an additional factor in practical development. The problem is that, in contrast to the argument of force majeure, which Indonesian law regulates through the Civil Code, the argument of hardship remains unregulated. To address this gap, the purpose of this research is to clarify the concept of hardship in legal doctrine and its potential applicability in cases of non-performance under Indonesian law. The study raises a research question: Can Indonesian judges utilize the hardship argument in non-performance cases? This is normative legal research. The research is descriptive and employs primary and secondary legal materials. The analysis is qualitative, and conclusions are drawn through deductive methods. Based on this research, Indonesian courts and judges can utilize hardship arguments grounded in the principle of good faith or classified as relative force majeure.

Keywords: Non-fulfillment of contract, Hardship, Indonesia.



Sessiz Acı Çekme: İşyerinde Mobbingin Özellikleri

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ÖZET

Yazıda iş hayatında oldukça yaygın olan, insanın şiddet içeren davranışlarıyla ilgili olan ve psikolojik taciz olarak da bilinen mobbing'i konu alıyor. Açıklaması, korkutma, işyerinde psikolojik şiddet, psikolojik terör, taciz ve daha birçok anlamlarda kullanılmaktadır. Tüm dünyada olduğu mobbing kavramı literatürde dönemimizde kullanılmakta ve bazı kişiler tarafından yeni bir terim olarak anlaşılmaktadır. Son 10-15 yıldır mobbing medyanın gündemine daha sık girmiş ve birçok araştırmaya konu olmuştur. Özellikle Norveç, Finlandiya, İngiltere, İrlanda, İsviçre, Avusturya, Macaristan, İtalya, Fransa, Japonya, Almanya ve birçok gelişmiş ülkede bu konuda ciddi çalışmalar yapılmış, hatta yasal düzenleme mekanizmalarına sahip merkezler ve kuruluşlar oluşturulmuştur. Amerika Birleşik Devletleri ve Avrupa'da, bireyin kimliğine, onuruna, fiziksel veya psikolojik bütünlüğüne yönelik her türlü saldırgan davranış olarak tanımlanan mobbingin "sistemik ve tekrarlanan" doğasına dikkat çekilmektedir. Uluslararası Çalışma Örgütü'ne göre mobbing, bir çalışanı veya bir grup çalışanı zayıflatmak ve ya aşağılamak için haksız ve ısrarcı olumsuz tutum ve eleştirilerin kullanılmasını, intikamcı, zalimce veya onyargılı girişimleri, sosyal ortamdan izolasyonu içeren bir tür psikolojik tacizdir. Çalışma hayatında sık sık karşılaşılan ancak göz ardı edilen mobbing, birçok işyerinde hala birçok çalışanın kabusu. Çalışan, bazen hakaret, aşağılama ve bazen de aşırı iş yüküne maruz kaldığında fiziksel ve zihinsel olarak zarar görebilir. Mobbing, yetki veya durumun kötüye kullanılması yoluyla sistemik psikolojik şiddet, baskı, kuşatma, taciz, hakaret, tehdit vb. gibi duygusal saldırıyı ifade eder. Bu, bir işverenin bir çalışana saygısız davranarak işten çıkarmaya zorlamasıdır. Bu, başka bir kişinin kamuoyundaki imajını kasıtlı ve ironik bir şekilde bozan agresif bir ortam yaratabilir. Yaşı, cinsiyeti ve ırkı ne olursa olsun herkesi işten çıkarmak için kasıtlı olarak yapılıyor. Bu tanım doğrultusunda, mobbingin çeşitli yönlerini sıralayabiliriz: çoğunlukla işyerinde gerçekleşir.

Anahtar Kelimeler: Mobbing, Taciz, Psikolojik Saldırganlık, Şiddet İçeren Davranış, Psikolojik Taciz.

Silent Suffering: Characteristics of Workplace Mobbing

ABSTRACT

Mobbing is a form of crime involving the exploitation of children and adolescents, often involving psychological tactics. It is prevalent in Azerbaijan, Turkey, and other countries worldwide. The phenomenon has been studied extensively in various countries, including the United States and Europe, and its causes and effects are examined. The study also examines the impact of psychological exploitation on the effectiveness of employment and the role of state institutions in addressing this issue.

Keywords: Mobbing, Harassment, Psychological Aggression, Violent Behavior, Psychological Harassment.



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Consolidated Financial Performances Analysis of State Owned Enterprise (SOE) of Toll Road Operator PT Jasa Marga (Persero) Tbk. for Periods of 2018-2022

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ABSTRACT

This study examines the consolidated financial performance of PT Jasa Marga (Persero), Tbk. a state-owned toll road operator in Indonesia, and its subsidiaries for the period between the year 2018 and 2022. The research utilizes the DuPont method to analyze the company's profitability, efficiency, and leverage. Financial data, including income statements and balance sheets, are collected from the company's annual reports and audited reports for the specified period of the research. The DuPont method decomposes return on equity (ROE) into its components: net profit margin, total asset turnover, and equity multiplier, providing a comprehensive framework for evaluating financial performance. The findings reveal that PT Jasa Marga (Persero), Tbk. and its subsidiaries experienced fluctuations in the consolidated financial performance throughout the study period. The net profit margin indicates the company's ability to generate profits from its revenue, while the total asset turnover measures its efficiency in utilizing its assets. Furthermore, the equity multiplier reflects the company's reliance on debt financing. This study contributes to the existing literature by providing new comprehensive insights into the financial performance of a state-owned toll road operator. The findings are valuable for stakeholders, including investors, regulators, management, and other related stakeholders in assessing the company's financial performance and making informed decisions. Additionally, the application of the DuPont method offers a comprehensive approach for evaluating financial performance of the company, which can be beneficial for similar companies in the infrastructure sector.

Keywords: financial performance, state-owned enterprises, toll road operator, DuPont method, profitability.



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From the Bauhaus Movement to the New European Bauhaus Approach: Action Plan for the Climate Change

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ABSTRACT

The New European Bauhaus Movement is an environmental, economic, and cultural initiative that promotes design, ecology, social and economic accessibility as well as investments to support the implementation of the European Green Deal. Launched in the first half of 2021, the project's most important objective is sustainable development and will be implemented in five European countries in the next phase and then promoted beyond European borders. The New European Bauhaus Movement is expected to bring a new approach to the climate crisis, the most important challenge of our time. At the beginning of the 21st century, the climate crisis has reached critical dimensions that everyone can feel. New approaches are needed to take action to stop climate change. Climate change has been discussed in many international organizations, such as the Paris Agreement and the United Nations Climate Change Conference; however, concrete implementations are urgently needed now. This study focuses on the New European Bauhaus Project, a tangible project implemented in January 2021 as a response to the climate crisis. Within the scope of the research, the movement and goals of the New European Bauhaus were discussed. Then, attention was drawn to the climate crisis which led to significant environmental problems that adversely affected the urban environment and the importance of the European Green Deal. The New European Bauhaus movement was launched for a sustainable green transformation of housing, architecture, transportation, urban and rural areas as part of the European Commission's efforts to achieve the goal of being climate-neutral by 2050. In the concluding part of this study, the urgent solution proposals for the climate crisis are emphasized.

Key Words: Climate change; European Green Deal; New European Bauhaus.



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Negotiators' Personal Characteristics and Unethical Negotiation Tactics in Business Negotiations

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ABSTRACT

The increase in international alliances on a global scale causes the mutual expectations and demands of the parties aiming to cooperate to increase in terms of complying with the principles of business ethics in negotiations. This study investigates employees' personal characteristics (personality traits, gender, work experiences) on the perception of using unethical, deceptive negotiation tactics. A survey has been conducted among employees and managers who are directly involved in negotiating purchasing activities for their organizations. To measure personality traits, we used the Big Five Inventory (BFI) and the SINS (Self-reported Inappropriate Negotiation Strategies) scale to measure perceptions of ethically questionable negotiation tactics. The study aims to identify and measure the difference in the perception of employees and managers in Turkey regarding the ethicality of unethical, deceptive negotiation tactics.

Key Words: Unethical Negotiation Tactics; Perceived Organizational Climate, Personality Traits; Gender; Work Experience

Yenilikçi İnsan Sermayesi Kavramı: Dış Hekimleri Üzerinde Bir Araştırma

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ÖZET

Yenilikçi insan sermayesi, profesyonel anlamda kendilerini sürekli geliştiren, girişimcilik yeteneklerini sergileyen, iş tatmini düzeyi yüksek olan, yeni üretim süreçlerini, yeni örgütsel yönetim ve pazarlama tekniklerini kullanarak yeni ürünün veya hizmetin piyasaya sunulmasını destekleyen ve bundan gelir sağlayan uzmanları kapsamaktadır. Yenilikçi insan sermayesinin eğitim, işbaşı eğitim (mesleki eğitim), iş tatmini ve değişime istekli olma (bireysel yenilikçilik) boyutlarını kapsamaktadır. Bu anlamda yenilikçi insan sermayesi kavramı insan sermayesinin somut ve soyut yönlerini birleştirmektedir. Bu çalışmada yenilikçi insan sermayesi kavramı birey bazında farklı bir bakış açısı ile incelenmiştir. Bu bağlamda nicel olarak tasarlanan araştırma; Türkiye’de faaliyet gösteren 489 dış hekimi üzerinde yürütülmüştür. Dış hekimleri, ilgili alanda eğitim almış, sağlık hizmeti sunarak gelir sağlayan ve günümüz şartlarında mesleki bilgilerini devamlı yenilemek zorunda olan profesyonellerdir. Yenilikçi insan sermayesinin insan sermayesi faktörü dış hekimlerinin eğitimini kapsamaktadır. Bu anlamda dış hekimlerini değerlendirmek için yenilikçilik faktörünü oluşturan iş tatmini ve bireysel yenilikçilik (değişime istekli olma) boyutları ölçülmüştür. Verilerin toplanmasında genel iş tatmini ölçeği, bireysel yenilikçilik ölçeği ve sosyo-demografik özellikleri ilgili soruları kapsayan bir anket formu kullanılmıştır. Araştırma bulgularına göre dış hekimlerinin mesleki eğitime yüksek katılım gösterdikleri ve bu alanda yaşanan gelişmeleri takip ettikleri belirlenmiştir. Katılımcıların iş tatmini ve bireysel yenilikçilik düzeylerinin orta derecenin üzerinde olduğu tespit edilmiştir.

Anahtar Kelimeler: Yenilikçi İnsan Sermayesi, Dış Hekimleri.

The Concept of Innovative Human Capital: A Research on Dentists

ABSTRACT

Innovative human capital includes experts who constantly improve themselves professionally, demonstrate their entrepreneurial abilities, have a high level of job satisfaction, and support the introduction of new products or services to the market by using new production processes, new organizational management and marketing techniques, and generate income from this. Innovative human capital includes the dimensions of education, on-the-job training (vocational training), job satisfaction and willingness to change (individual innovativeness). In this sense, the innovative concept of human capital combines the tangible and intangible aspects of human capital. In this study, the concept of innovative human capital is examined from a different perspective on an individual basis. In this context, the quantitative research was conducted quantitatively on 489 dentists operating in Turkey. Innovative human capital are professionals who constantly improve themselves professionally, demonstrate their entrepreneurial skills, are trained in the relevant field, earn income by providing health services, and have to constantly renew their professional knowledge in today's conditions. The human capital factor of innovative human capital includes the education of dentists. In this sense, job satisfaction and individual innovativeness (willingness to change) dimensions, which constitute the innovation factor, were measured to evaluate dentists. A survey form including questions about general job satisfaction scale, individual innovation scale and socio-demographic characteristics was used to collect data. According to the research findings, it has been determined that dentists have high participation in vocational training and follow the developments in this field. It was determined that the job satisfaction and individual innovativeness levels of the participants were above medium level.

Keyword: Innovative Human Capital, Dentists (Dental Surgeons)

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ÖZET

Suriyelilerin Türkiye’ye kitlesel zorunlu göçü sonrası sosyal, kültürel ve ekonomik alanlarda birçok değişim meydana gelmiştir. Bunlardan bir tanesi de gelen göçmenlerin kendi iş yerlerini açmaya başlayarak girişimcilik faaliyetlerine katılmalarıdır. Bu gelişme sosyal bilim araştırmalarının da dikkatini çekmiş ve göçmen girişimciliği konusu girişimcilik araştırmaları alanında yeni bir deneyim olarak öne çıkmıştır. Bu bildiri, göçmen girişimciliğine dair Türkiye’de yapılmış olan çalışmaların bir değerlendirmesini yaparak konuyu çalışacak araştırmacılara ışık tutmayı amaçlamaktadır.

Göçmen girişimciliği konusu sosyoloji, çalışma ekonomisi ve endüstri ilişkileri, işletme, kamu yönetimi gibi disiplinler tarafından çalışılmakta, ayrıca üniversiteler dışında kamu kurumları başta olmak üzere farklı kurumların üzerine rapor hazırladıkları bir alana karşılık gelmektedir. Yapılmış çalışmalardan yola çıkarak şunlar söylenebilir: 1) Türkiye’nin ulusal göç mevzuatının uluslararası hukuktan farklı olmasından ötürü girişimcilik faaliyetlerini gerçekleştiren kişilerin mülteci, göçmen gibi farklılaşan kavramlarla ele alınması söz konusudur. Girişimcilik faaliyetleri değerlendirilirken göçmen ve mülteci tanımlamalarının hukuksal kazanımlarının farklı olduğu göz önünde bulundurularak analizler yapılmalıdır. 2) Yapılan araştırmaların büyük bir çoğunluğu Suriyeliler üzerinedir. Göçmen girişimciliği konusunda Suriyeliler dışındaki grupların da deneyimlerinin araştırılması gerekmektedir. 3) Saha çalışmaları yoğunlukla Türkiye-Suriye sınırındaki kentlerde ve büyük şehirlerde yapılmıştır. Türkiye’nin Suriye sınırında yer almayan ve büyük şehir statüsünde olmayan kentlerinde yapılan girişimcilik faaliyetlerine de bakılmalıdır. 4) Araştırmaların katılımcılarının büyük çoğunluğu erkek göçmenlerden oluşmaktadır. Toplumsal cinsiyete ilişkin farklılıkları görebilmek adına kadın göçmenlerin faaliyetlerine de bakılmalıdır.

Göçmenlerin gittikleri ülkelerde kendi iş yerlerini açmaları kalıcılığın bir işareti olarak görülmektedir. Bu doğrultuda yapılacak olan yeni araştırmaların Türkiye’de göçmen girişimciliğinin gelecek senaryosuna dair önemli bir katkı sunacağı söylenebilir.

Anahtar Kelimeler: Göç, Girişimcilik, Göçmen Girişimciliği.

The Adventure of Immigrant Entrepreneurship as a New Experience in Turkey

ABSTRACT

Many changes have occurred in social, cultural and economic areas after the mass forced migration of Syrians to Turkey, One of these changes is that these newcomers have started to establish their own businesses and participated in entrepreneurial activities. This progress has also attracted the attention of social science research and the subject of immigrant entrepreneurship has emerged as a new experience in the field of entrepreneurship research. This paper aims to shed light on researchers who will study the subject by making an evaluation of the studies conducted in Turkey on immigrant entrepreneurship.

The subject of immigrant entrepreneurship is studied by disciplines such as sociology, labour economics and industrial relations, business administration, and public administration, and in addition to universities it also corresponds to an area on which different institutions, especially public institutions prepare reports. Based on the studies conducted, it can be said: 1) Since Turkey's national immigration legislation differs from international law, people who carry out entrepreneurial activities are handled with different concepts such as refugees and immigrants. When evaluating entrepreneurial activities, analyses should be performed taking into account the different legal outcomes of immigrant and refugee definitions. 2) The majority of the research is on Syrians. The experiences of other groups except Syrians regarding immigrant entrepreneurship also need to be investigated. 3) Field studies were mostly carried out in cities and big cities on the Turkey-Syria border. Entrepreneurial activities in Turkey's cities that are not located on the Syrian border and do not have metropolitan status should also be



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considered. 4) The majority of the research participants are male immigrants. In order to see gender differences, the activities of female immigrants should also be examined.

Immigrants running their own businesses in the countries they immigrated is seen as a sign of their permanence. Accordingly, it can be said that new research to be conducted in this field will make a significant contribution to the future scenario of immigrant entrepreneurship in Turkey.

Keywords: Immigrant, Entrepreneurship, Immigrant Entrepreneurship



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Hybrid Work and Organizational Agility: An Individual-Oriented Approach

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ABSTRACT

Today, organizations are in search of new working models due to rapidly changing conditions and technological developments. Hybrid working, which combines traditional office-based work and telecommuting methods, combines flexibility and adaptability. It gives employees more freedom and increases their ability to control their work. These conditions create the opportunity for employees to take their work-life balance to a higher level. To successfully implement the hybrid work model, improving the technological infrastructure is a priority. However, it is necessary to develop an individual-oriented approach to enhance the emotional well-being and motivation of employees. In this process, the importance of organizational agility increases. For the rapid and effective adaptation of the organization to changing conditions, it is vital to strengthen the agility of each individual in the organization. Developing leadership skills, increasing personal development, and training opportunities are key elements that support individual and organizational agility. An individual-oriented approach may strengthen the relationship between hybrid working and organizational agility. Thus, while optimizing business processes on the one hand, personal and professional development on the other hand contributes to long-term success. In this context, managing the individual needs of organizational members in an individual-oriented manner and supporting hybrid work in this way is closely related to the level of organizational agility. The purpose of this study is to examine the effect of individual-oriented practices on the relationship between hybrid work and organizational agility.

Keywords: Hybrid Working, Organizational Agility, Personal Agility, Individual-Oriented Approach



Generative AI (Üretken Yapay Zeka) ve İnovasyon

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ÖZET

Farklı müşteri beklentilerini doğru yer ve zamanda karşılamak, yaratıcı ve yenilikçi bir organizasyon kültürü ve çalışan zihniyetini gerektirir. İşletmeler yenilikçi kaldıkları sürece rekabet avantajını sürdürebilirler. Bu belirsizlik ortamında yaratıcı, yenilikçi ürün ve hizmetler sunabilmek için çalışanların gelişen teknolojileri takip etmesi ve bunları iş süreçlerine hızlı ve etkin bir şekilde entegre etmesi gerekmektedir. Son zamanların en çok konuşulan konularından biri olan Üretken Yapay Zeka (Generative AI) ve sunduğu araçlar bu yeni teknolojik fırsatlar arasında yer almaktadır. Üretken Yapay Zeka (Generative AI), işletmelerin yenilikçi çözümler oluştururken karşılaştığı zorlukların üstesinden gelmede önemli faydalar sunmaktadır. Özellikle hem iç hem de dış müşterilerin beklentilerini anlamak için çeşitli stratejileri eş zamanlı yönetmektedir. Orijinal fikirler sunmakta ve daha sağlam ve kapsamlı yenilikçi yaklaşımların ortaya çıkmasını teşvik etmektedir. Normun ötesine geçen tasarımlar ve özellikler sunmakta, fikirleri eş zamanlı olarak değerlendirmekte ve çeşitli paydaşların inovasyon sürecine katılmasına olanak tanımaktadır. Birçok alanda fırsatlar sunmaktadır. Tüm bu hususlar dikkate alınarak yapılan çalışma, işletmelerin Üretken Yapay Zeka (Generative AI) ve yenilikçi çözümler üretme konusunda sunduğu fırsatlar konusundaki farkındalığını artırmayı hedeflemektedir. Bu amaç doğrultusunda Üretken Yapay Zeka (Generative AI) ile inovasyon arasındaki ilişki mevcut literatür kapsamında ele alınmıştır. Önemli bir stratejik avantaj sunan Üretken Yapay Zeka'nın (Generative AI) inovasyon performansının artırılmasındaki önemine vurgu yapan çalışmanın, politika yapıcıların ve üst düzey yöneticilerin farkındalığını artıracak değerlendirilmektedir. Ayrıca Üretken Yapay Zeka (Generative AI) ile inovasyon arasındaki ilişkiyi toplu bir şekilde ele alarak literatürü genişletmekte ve gelecek çalışmalara kaynak teşkil etmektedir.

Anahtar Kelimeler: Generative AI (Üretken Yapay Zeka) , İnovasyon, Yaratıcılık.

Generative AI and Innovation

ABSTRACT

Meeting diverse customer expectations at the right place and time requires a creative and innovative organizational culture and employee mindset. Businesses can sustain a competitive advantage if they remain innovative. To offer creative and innovative products and services in this uncertain environment, employees must keep up with emerging technologies and integrate them into business processes swiftly and effectively. Generative AI (Generative Artificial Intelligence), a hot topic recently, and the tools it provides are among these new technological opportunities. Generative AI offers substantial benefits in addressing the challenges businesses face when creating innovative solutions. In particular, it manages various strategies concurrently to understand the expectations of both internal and external customers. It presents original ideas and fosters the emergence of more robust and comprehensive innovative approaches. It provides designs and features that go beyond the norm, evaluates ideas concurrently, and allows various stakeholders to participate in the innovation process. This offers opportunities in many areas. Considering all these aspects, the study aims to increase the awareness of businesses about Generative AI and the opportunities it offers in producing innovative solutions. In accordance with this purpose, the relationship between Generative AI and innovation has been discussed within the scope of the extant literature. It is evaluated that the study will increase the awareness of policymakers and senior managers,



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emphasizing the importance of Generative AI in increasing innovation performance, which offers a significant strategic advantage. In addition, it expands the literature by addressing the relationship between Generative AI and innovation in a collective manner and serving as a source for future studies.

Keywords: Generative AI, Innovation, Creativity.

Kadın Çalışanların Duygusal Bağlılıklarının Demografik Faktörler Bağlamında İncelenmesi: Sağlık Sektöründe Bir Araştırma

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ÖZET

Örgütlerin stratejik planlarında insan faktörüne odaklanmaları ve sağlık sektöründe kadınların yoğun olarak çalışmasından yola çıkılarak bu araştırma kapsamında özel hastanelerde çalışan kadınların duygusal örgütsel bağlılıkları incelenmiştir. Bu çalışmanın amacı özel hastane kadın çalışanlarının yaş, medeni durum, eğitim durumu, çalışma süresi ve unvan gibi demografik faktörler açısından duygusal örgütsel bağlılıklarının farklılıklarını tespit etmektir. Çalışmada veri toplamak amacıyla Meyer, Allen ve Smith (1993) tarafından geliştirilen “Örgütsel Bağlılık Ölçeği”nin duygusal bağlılığı ölçen maddeleri kullanılmıştır. Araştırmanın evrenini 2018-2019 yıllarında Mersin iline bağlı özel hastanelerde istihdam edilen kadın çalışanlar oluşturmaktadır. Araştırma evreninden kolayda örnekleme yoluyla toplanan 412 anket araştırmaya dahil edilmiştir. Verilerin analiz edilmesinde SPSS 23 istatistik paket programı kullanılmıştır. Çalışma kapsamında verilerin analiz edilmesinde tanımlayıcı istatistikler (ortalama, standart sapma, frekans değeri, yüzde, varyans), T-testi ve tek yönlü varyans analizi (ANOVA) analizlerinden yararlanılmıştır. Araştırma sonucunda kadın çalışanların duygusal bağlılıklarının medeni duruma, çalışma süresine ve unvana göre anlamlı bir şekilde farklılaştığı tespit edilmiştir. Araştırma kapsamında, hasta bakıcıların duygusal bağlılıklarının en düşük düzeyde olduğu; yönetici ve doktorların ise en yüksek düzeyde duygusal bağlılık hissettikleri görülmüştür. Bununla birlikte 1-5 yıl süre ile çalışanların duygusal bağlılıklarının diğer çalışanlardan daha düşük düzeyde olduğu ve evli katılımcıların anlamlı bir şekilde duygusal bağlılık düzeylerinin daha yüksek olduğu bulgulanmıştır. Diğer yandan kadın çalışanların yaşlarına, eğitim durumlarına göre duygusal bağlılık düzeylerinde anlamlı bir farklılık olmadığı bulgusuna ulaşılmıştır.

Anahtar Kelimeler: Örgütsel Bağlılık, Duygusal Bağlılık, Kadın Çalışan

Investigation of The Emotional Organizational Commitment of Female Employees in The Context of Demographic Factors: A Research in The Health Sector

ABSTRACT

Because organizations focus on the human factor in their strategic plans and women work intensively in the health sector, the affective commitment of women working in private hospitals was examined within the scope of this research. This study aims to determine demographic factors such as age, marital status, educational status, working hours and title, and differences in affective commitment of female employees in a private hospital. To collect data in the study, items related to affective commitment from the "Organizational Commitment Scale" developed by



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Meyer, Allen and Smith (1993) were used. The research population consists of female personnel employed in private hospitals in Mersin province in 2018-2019. From the research population, 412 surveys conducted through easy application were included. SPSS 23 statistical package program was used to analyze the data. Descriptive statistics (mean, standard deviation, frequency value, percentage, variance), t-tests, and one-way analyses of variance (ANOVA) were used to analyze the data within the scope of the study. The research showed that the affective commitment of female employees varied depending on their marital status, title, and length of service. Caregivers had the lowest affective commitment, while managers and doctors had the highest. It was also discovered that those who had been employed for one to five years had lower affective commitment than other employees. Furthermore, married participants had significantly higher affective commitment levels. However, there was no significant difference in the affective commitment levels of female employees based on their age or education level.

Keywords: Organizational Commitment, Emotional Organizational Commitment, Female Employee



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The Association Between the Number of Analysts Following, Income Smoothing Behaviours, Value/Growth Characteristics on the Accrual Earnings Manipulation Practices of the Firms

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ABSTRACT

This study aims to investigate the association between the number of analysts following, income smoothing behaviours, value/growth characteristics of the firms and their accrual earnings manipulation practices. The time period of the study spans between 2010 and 2021 with a sample size of 364 firm-year observation from manufacturing sector listed in BIST. Methodology of the paper is OLS panel data analysis by adding time dummy for 12 years. Size, growth in sales, ROA, leverage, and market-to-book ratio are also included into the model as control variables. It is found in the paper that the higher number of analysts following the firm, the lower accrual earnings manipulation practices are employed. In additions to this, it is presented that growth firms implement more accrual earnings manipulation strategies than value firms. Moreover, there is no significant relationship is found between accrual earnings manipulation practices and the income smoothing behaviours of the sample firms. This might be because of the reason that the income smoother firms may prefer to implement real earnings manipulation techniques rather than the accrual earnings manipulation strategies.

Keywords: Earnings Manipulation, Income Smoothing, Value/Growth Stocks, Analyst Monitoring.

Bilimsel Bilgi Üretiminde Doğrulamacılıktan Yanlışlamacılığa: Karl Popper'ı Yeniden Okumak

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ÖZET

Bu çalışmada, bilim felsefesi çerçevesinde Karl Popper'ın yanlışlanabilirlik ilkesi incelenmiştir. Popper'ın felsefesi, mantıkçı pozitivist yaklaşımın benimsediği "doğrulanabilirlik ilkesi"ne yönelik bir eleştiri olarak ortaya çıkmıştır. Yanlışlanabilirlik ilkesi, Popper'ın döneminde olduğu kadar sonrasında da bilimsel çalışmalarda önemli bir prensip olarak öne çıkmış ve kendinden önceki varsayımları eleştiren bir perspektif sunmasıyla bilim dünyasında etkili olmuştur. Bu çalışmada, Karl Popper'ın "Bilimsel Araştırmanın Mantığı" eseri temel alınarak, mevcut uluslararası ve ulusan literatür bağlamında yanlışlanabilirlik ilkesinin önemi ve bilimin gelişimine katkıları bilim felsefesi çerçevesinde irdelenmektedir. Karl Popper, tümevarımı reddederek doğrulanabilirlik ilkesini eleştirmiştir. Popper'ın yanlışlanabilirlik ilkesi, bilimdeki gerçek ilerlemenin, mevcut teorilerin eleştirilmesi ve reddedilmesi yoluyla gerçekleşebileceğini savunur. Bilimde ilerlemenin, sadece doğrulama değil, aynı zamanda yanlışlama süreçlerini de içermesi gerektiğini vurgular. Popper'ın "yanlışlanabilirlik" olarak adlandırılan "bilginin yanlışlanabilirliği doktrini" buradan kaynaklanmaktadır: "Tüm yasalar ve teoriler varsayımsal ya da farazi olarak kabul edilmelidir. Yanlışlanabilirlik ilkesini bilimciliğin temel kriteri olarak tanımlaması, varsayımlar ve çürütmeler yoluyla bilimin gelişimine ilişkin modeliyle yakından ilişkilidir. Böylece bilim felsefesi ve diğer disiplinlerde etkili olacak yeni bir metodolojik bakış açısının temellerini oluşturmuştur. Bu inceleme, Popper'ın bu ilkesinin bilimsel gelişime olan katkılarını ve bilim dünyasında nasıl bir paradigmaya dönüştüğünü incelemektedir. Öncelikle Popper'ın bilim anlayışı ve yanlışlanabilirlik ilkesine yer verilmiş, ardından doğrulanabilirlik ilkesinde yaşanan paradigma kayması ve bazı disiplinlerde yanlışlanabilirlik ilkesinin izlerinden bahsedilmiştir.

Anahtar Kelimeler: Karl Popper, Bilim Felsefesi, Yanlışlanabilirlik İlkesi

From Verificationism to Falsificationism in Scientific Knowledge Production: Rereading Karl Popper

ABSTRACT

In this study, Karl Popper's principle of falsifiability was examined within the framework of philosophy of science. Popper's philosophy emerged as a criticism of the "verifiability principle" adopted by the logical positivist approach. The principle of falsifiability came to the fore as an important principle in scientific studies, both during Popper's time and afterwards, and became influential in the scientific world by offering a perspective that criticized previous assumptions. In this study, based on Karl Popper's work "The Logic of Scientific Research", the importance of the principle of falsifiability in the context of existing international and national literature and its contributions to the development of science are examined within the framework of the philosophy of science. Karl Popper criticized the principle of verifiability by rejecting induction. Popper's principle of falsifiability holds that true progress in science can occur through criticism and rejection of existing theories. He emphasizes that progress in science should include not only verification but also falsification processes. Hence Popper's "doctrine of the falsifiability of knowledge", called "falsifiability": "All laws and theories must be regarded as hypothetical or hypothetical. His identification of the principle of falsifiability as the fundamental criterion of scientism was



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closely related to his model of the development of science through conjectures and refutations. Thus science It laid the foundations of a new methodological perspective that will be effective in philosophy and other disciplines. This review examines the contributions of Popper's principle to scientific development and how it turned into a paradigm in the world of science. First, Popper's understanding of science and the principle of falsifiability are included, and then the principle of confirmability The paradigm shift and the traces of the falsifiability principle in some disciplines have been mentioned.

Keywords: Karl Popper, Philosophy of Science, Falsifiability Principle

Endüstri 4.0., Toplum 5.0. ve Küreselleşme Kavramlarının 100 Yıllık Türkiye Cumhuriyeti ve Hegemoniya İddialı Devletler Tarafından Değerlendirilme Farkı

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ÖZET

Endüstri 1.0; 2.0; 3.0 sanaye devrimleri sanayede ve fiziksel alanda gelişmiş bir iş ortamı sağlamışlar. Endüstri 4.0.-ın ortaya çıkışı ve bilişenlerinin kavram olarak sunulduğu zamanlarda, dünya toplumuna bir mesaj verilmiştir ki, yeni bir düşünce ve yaşam ortamına girilmektedir. Bu ortam fiziksel alanla sanal ortamın birlikte oluşturacağı iş ve yaşam ortamı idi. Yani Endüstri 4.0. yalnızca sanaye sektörünü değil, diğer alanları, aynı zamanda toplumun günlük yaşam ortamını da etkileyen devrim olacaktır. Endüstri 4.0.-ın etkisi bilgi ve iletişim teknolojilerini geliştirmiş, dünyanın toplumunun dijital zihnini şekillendirmeğe başlamıştır. Toplumdaki zihinsel değişim, dijital, yapay zeka veya süper akıllı toplum anlamına gelen Toplum 5.0. kavramını sosyolojiye taşımıştır. Böylece Toplum 5.0. kavramı Endüstri 4.0. ve Küreselleşmeyle birlikte araştırma konusu olmuştur.

Cumhuriyet devletlerinin kurulma tarihine bakarsak, Endüstri 2.0.-ın etkisi az olduğu 19. Yüzyılın başlarında dahi, Türk dünyasının İtilaf Devletleri'ne karşı Çanakkale-Gelibolu Savaşı'nda(1915-1916) kazandığı zafer, 1918 yılında kurulan bağımsız Azerbaycan Halk Cumhuriyeti, 1923 yılında kurulan bağımsız Türkiye Cumhuriyeti, Orta Asiya Türk devletleri, Doğu Türkistan ve diğer özerk devletler gibi değişimler toplumun iradesi ile gerçekleştirilmiştir. 100 yılını bütünüyle, yani işkale uğramadan tamamlayan Türkiye Cumhuriyeti'dir.

Avrupa'daki ulusal devletlerin ekonomi ve siyasetini sanaye devrimleri belirlediği için, teknoloji gelişim hegemonyanın ve kapitalizmin "böl, parçala ud" stratejisinin güc kaynağı haline geldi. Bu bakımdan günümüzde hırslı devletler, Endüstri 4.0.-ın bileşenleri ile sanayenin kalkınmasından ve Toplum 5.0.-ın dijital zihinsel değişiminden faydalanarak, dünyanın ekolojisine, doğasına, canlılarına ve insanlarına kendi yaşamları veya gelecekte varoluş konusunda farklı yaklaşımlar sergilemektedirler.

Türkiye Cumhuriyeti Endüstri 3.0. ve Endüstri 4.0. teknolojileriyle kalkınma ve savunma sanayesini rifah için kullanmağı belirlediği halde, hegemoniya iddiasında olan devletler mahv etdikleri doğanın yerüstü ve yeraltı kaynaklarının tek hakimi olma stratejisini dünyaya sunmaktadırlar. Bu sunum Küreselleşmenin şimdiye kadar sunulan eşitlik kavramını ortadan kaldırmaktadır.

Araştırmanın amacı, Endüstri 4.0., Toplum 5.0. ve Küreselleşme kavramlarının insanlığı nasıl etkilediğini ve bu konun devletler tarafından nasıl değerlendirildiğini bir Türk araştırmacının bakış açısıyla incelemektir.

Anahtar Kelimeler: Endüstri 4.0., Toplum 5.0. Ve Küreselleşme, 100. Yılında Türkiye Cumhuriyeti

Industry 4.0., Society 5.0. and The Difference in Evaluation of Globalization Concepts by The 100-Year-Old Republic of Turkey and The States That Claim Hegemony

ABSTRACT

Industry 1.0; 2.0; 3.0 industrial revolutions have provided an advanced business environment in the industry and physical space. When the emergence of Industry 4.0 and its components were presented as concepts, a message was given to the world community that we are entering a new environment of thought and life. This environment was the business and living environment created by the combination of physical space and virtual environment. So Industry 4.0. It will be a revolution that will affect not only the industrial sector, but also other areas, as well as the daily life environment of society. The impact of Industry 4.0 has improved information and communication technologies and started to shape the digital mind of the world's society. The mental change in society is Society



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5.0, which means digital, artificial intelligence or super smart society. He brought the concept to sociology. Böğlece Community 5.0. concept Industry 4.0. It has become a subject of research with globalization.

If we look at the history of the establishment of the republican states, even in the early 19th century, when the influence of Industry 2.0 was low, the victory of the Turkish world against the Allied Powers in the Battle of Gallipoli (1915-1916), the independent Azerbaijan People's Republic established in 1918, Changes such as the independent Republic of Turkey established in 1923, the Central Asian Turkish states, East Turkestan and other autonomous states were realized with the will of the society. It is the Republic of Türkiye that has completed its 100 years in its entirety, that is, without being invaded.

Since industrial revolutions determined the economy and politics of national states in Europe, technological development became the power source of hegemony and capitalism's "divide and shatter" strategy. In this regard, today, ambitious states take advantage of the development of industry with the components of Industry 4.0 and the digital mental change of Society 5.0, and exhibit different approaches to the ecology, nature, living creatures and people of the world regarding their own lives or existence in the future.

Republic of Türkiye Industry 3.0. and Industry 4.0. Although they are determined to use their technologies for development and defense industry for prosperity, the states that claim hegemony are presenting to the world the strategy of being the sole ruler of the aboveground and underground resources of the nature they have destroyed. This presentation eliminates the concept of equality that Globalization has presented so far.

The aim of the research is Industry 4.0., Society 5.0. and to examine how the concepts of Globalization affect humanity and how this issue is evaluated by states from the perspective of a Turkish researcher.

Key Words: Industry 4.0., Society 5.0. and Globalization, the Republic of Türkiye in its 100th Year

Türkiye’de Sosyal Bilimler Alanındaki Yeşil Temalı Lisansüstü Tezlerin Konuları, Eğilimleri ve Gelişimi

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ÖZET

Bu araştırmada, Türkiye’de sosyal bilimler alanında yazılan yeşil temalı lisansüstü tezlerin incelenmesi amaçlanmaktadır. Nitel araştırma türünde desenlenen bu çalışmada doküman incelemesi yöntemi kullanılmıştır. Yükseköğretim Kurulu Ulusal Tez Merkezinden 3 Ekim 2023 tarihinde yapılan tarama sonucunda, başlığında “yeşil” kavramı içeren sosyal bilimler alanında 574 tez, araştırmanın veri kaynağı olarak belirlenmiştir. Kullanılan dahil etme ve dışlama kriterleri neticesinde 38 tez araştırmanın kapsamından çıkarılmış ve geriye kalan 536 tez ile analizlere devam edilmiştir. Araştırmada bu tezlerin; lisansüstü derecesine, yayınlandığı yıla, yürütüldüğü üniversitelere, yazıldığı dile, bilim alanlarına (konularına) ve çalışma alanına göre kapsamaları incelenmiştir. Araştırma sonucunda, 1991-2023 yılları arasında 440 yüksek lisans, 95 doktora ve 1 sanatta yeterlik tezi yayınlandığı, yıllar itibariyle tez sayılarında çeşitli dalgalanmalar olmakla birlikte genel olarak bir artış eğilimi olduğu ve en çok tezin 2022 yılında yayınlandığı belirlenmiştir. 130 üniversitede konuyla ilgili en az bir tezin yürütüldüğü, en çok tezin sırasıyla Marmara Üniversitesi, Bahçeşehir Üniversitesi, Dokuz Eylül Üniversitesi, İstanbul Ticaret Üniversitesi ve Selçuk Üniversitesi’nde yürütüldüğü saptanmıştır. Tezlerin %86’sının Türkçe, %13,8’inin İngilizce ve yalnızca 1 tanesinin (%0,2) Kırgızca dillerinde yazıldığı belirlenmiştir. Tezlerin 51 farklı konuda yazıldığı, en çok tez yazan bilim alanının açık ara farkla İşletme alanı olduğu, bunu sırasıyla Turizm, Ekonomi, Kamu Yönetimi, Siyasal Bilimler alanlarının takip ettiği görülmüştür. Tezlerde 118 farklı alan tespiti yapılmış olup sırasıyla yeşil pazarlama, yeşil tedarik zinciri yönetimi, yeşil ekonomi, yeşil ürün, yeşil lojistik ve yeşil alan politikası alanlarının ön plana çıktığı tespit edilmiştir. Sonraki araştırmalarda tezlerin yöntemlerine yönelik incelemeler kapsama dahil edilebilir. Ayrıca yıllar itibariyle yazılan tezlerin sayısında genel bir artış eğilimi olmasına rağmen yetersiz olduğu düşünülmektedir. Bu nedenle çok sayıda sosyal bilimler alanı için son derece güncel olan yeşil temalı konularda lisansüstü tez konularının tercih edilmesi önerilmektedir. Araştırmadan elde edilen bulgular, Türkiye’de yeşil konusuna sosyal bilimler alanının verdiği önemi ve ilgiyi ortaya koymaktadır. Ayrıca araştırma, sosyal bilimler alanının yeşil konusundaki yöneliminin hangi alanlara doğru gelişim gösterdiğini ortaya koyması bakımından önem taşımaktadır.

Anahtar Kelimeler: Yeşil, Sosyal Bilimler, Lisansüstü Tezler

Topics, Trends and Development of Postgraduate Theses on Green in the Field of Social Sciences in Türkiye

ABSTRACT

The purpose of this research is to examine green-themed postgraduate theses written in the field of social sciences in Türkiye. In this study designed as a qualitative research type, the document analysis method was used. As a result of the screening conducted by the National Thesis Center of the Council of Higher Education on November 03, 2023, it was identified that there were 574 theses in the field of social sciences containing the concept of "green" in their titles. As a result of the inclusion and exclusion criteria used, 38 theses were excluded from the scope of the research and the analysis continued with the remaining 536 theses. In the research, these theses were examined in terms of their scope according to the postgraduate degree, published year, conducted universities, written language, the scientific fields (topics) and the field of study. As a result of the research, it was determined that 440 master's degree, 95 doctoral and 1 art proficiency theses were published between 1991 and 2023, and although there were various fluctuations in the number of theses over the years, there was a general increasing trend and the most theses were published in 2022. It was determined that at least one thesis on the subject was conducted in 130 universities, and the most theses were respectively conducted at Marmara University, Bahçeşehir



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University, Dokuz Eylül University, İstanbul Commerce University and Selçuk University. It was determined that 86% of the theses were written in Turkish, 13.8% in English and only 1 (0.2%) in Kyrgyz languages. It was observed that theses were written on 51 different subjects, and the field of science that wrote the most theses was by far the field of Business Administration, followed respectively by Tourism, Economy, Public Administration and Political Sciences. It was determined that 118 different fields were identified in the theses, and the fields of green marketing, green supply chain management, green economy, green product, green logistics and green area policy came to the fore, respectively. In future research, examinations of the theses' methods may be included. In addition, although there is a general increasing trend in the number of theses written over the years, it is thought to be insufficient. For this reason, it is recommended to choose topics of postgraduate thesis on green-themed, which are extremely current for many social sciences fields. The findings obtained from the research reveal the importance and interest given by the field of social sciences to the green issue in Türkiye. In addition, the research is important in terms of revealing the areas in which the green orientation of the field of social sciences is developing.

Keywords: Green, Social Sciences, Postgraduate Theses



Türkiye Yeşil Mutabakat Eylem Planı Çerçevesinde Döngüsel Ekonomi Stratejileri: Genel Bir Değerlendirme

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ÖZET

Avrupa Birliği (AB), Yeşil Mutabakat eylemlerine uyarak Avrupa'nın 2050 yılına kadar ilk nötr kıta olmasını hedeflemektedir. Tüketimin üretimden çok daha önde seyrettiği gerçeğinden hareketle doğal kaynakları koruyabilmek için tüm kıtanın hatta dünyanın buna inanması büyük önem taşımaktadır. Bu kapsamda AB, rejenaratif büyümeyi esas alarak sürdürülebilir bir büyümenin oluşturulmasına odaklanmaktadır. Bu dönüşüme yönelik hedefi tanımlayabilmek için Avrupa Yeşil Mutabakatında döngüsel ekonomi kavramına ayrı bir başlık açılmıştır. Bu araştırmanın amacı, Avrupa Yeşil Mutabakatına uyum sağlayabilmek için T.C. Ticaret Bakanlığı koordinasyonunda hazırlanan ve 2021 yılında yayınlanan Türkiye Yeşil Mutabakat Eylem Planının Döngüsel Ekonomi başlığına yönelik genel bir değerlendirme yapmaktır. Nitel olarak desenlenen araştırmada doküman incelemesi yöntemi kullanılmıştır. Bu kapsamda Türkiye Yeşil Mutabakat Eylem Planının Döngüsel Ekonomi başlığı altında tanımlanan 8 hedef, 23 eylem, 6 sorumlu/koordinatör kurum ve 20 ilgili kurum ve paydaşa yönelik inceleme yapılmıştır.

Anahtar Kelimeler: Avrupa Yeşil Mutabakatı, Türkiye Yeşil Mutabakat Eylem Planı, Döngüsel Ekonomi Stratejileri

Circular Economy Strategies Within the Framework of Türkiye Green Deal Action Plan: A General Evaluation

ABSTRACT

The European Union (EU) aims to make Europe the first neutral continent by 2050 by complying with the Green Deal actions. Considering the fact that consumption is much ahead of production, it is of great importance that the entire continent and even the world believes this in order to protect natural resources. In this context, the EU focuses on creating sustainable growth based on regenerative growth. In order to define the target for this transformation, a separate title has been opened for the concept of circular economy in the European Green Deal. The purpose of this research is to make a general evaluation of the Circular Economy title of the Türkiye Green Deal Action Plan, which was prepared under the coordination of the Ministry of Commerce and published in 2021 in order to comply with the European Green Deal. Document review method was used in the qualitatively designed research. In this context, 8 targets, 23 actions, 6 responsible/ coordinating institutions and 20 relevant institutions and stakeholders defined under the Circular Economy title of the Türkiye Green Deal Action Plan were examined. **Keywords:** European Green Deal, Türkiye Green Deal Action Plan, Circular Economy Strategies



Measuring The Combined Effect of Firm Strategy, Organizational Culture, Open Innovation, Technological Capability, and Implication on Growth of SMES Post-Pandemic

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ABSTRACT

Technology has grown more crucial in business competitiveness, permeating all facets of business life. Many firms have had to reconsider their business strategies post-pandemic as a result of technological advances, economic shocks, and market demands. But less is noticed in Nigerian Small and Medium-sized Enterprises (SMEs) which play a critical part in the majority of the world's economy. This study therefore aims to investigate the effect of organizational factors (firm strategy, organizational culture, open innovation, and technological capability) on SME growth (Profitability, customer satisfaction, competitive advantage, and product quality) in selected SMEs in Lagos state, Nigeria the most populous and biggest economy in Africa. The descriptive survey design was used and the population of the study comprised structured small businesses in Lagos, Nigeria. Proportionate and stratified sampling techniques were used to select the sample size of 742 which was determined using Yamane's (1967) sample size formula. A closed-ended questionnaire was designed and administered and 701 were retrieved representing a ninety-five percent (95%) response rate. Findings revealed that the combined effect of innovation strategy, organizational structure, innovation culture, and technological capability significantly affect SME growth in Lagos state, Nigeria post-pandemic (Adj.R2 =0.678; F = 568.330, p<0.05). Thus SMEs in Nigeria require improved knowledge, sound management, and the development of human resource capabilities to improve these organizational factors. The study therefore recommends that the management of SMEs including the owners/managers need to increase the need to create a working environment that fosters open innovation models and technology adoption to enhance organizational culture, thereby improving the business growth and profitability. Government policy support is also required to improve the skills, knowledge, and technological mastery of SMEs IN Nigeria.

Keywords: Artificial intelligence, Business competitiveness, Innovation, Nigeria

Paper type; Research paper

JEL Classifications: JEL D63, L24, M10, O55, L10, O30



Achieving Sustainable Business Growth Through Strategic Cost Leadership Capability: The Rise of Competition Among Africa's Businesses

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ABSTRACT

Competitive advantage is one of the essential components of business growth, but the COVID-19 pandemic has had a substantial influence on consumer behavior, while also giving rise to intense competition within the business environment in Africa, making competitive advantage and business growth a challenge. Consequently, firms have been compelled to make strategic choices such as cost leadership capability in order to navigate these challenges. The study therefore examines the effect of cost leadership capability on the business growth of selected consumer goods companies listed in Nigeria the most populous and biggest economy in Africa. The research adopted a cross-sectional survey method, and a total of 20 consumer products firms were identified and evaluated based on their capitalization criteria and continuous dividend payments. From this group, seven companies were chosen for further analysis. The sample size of 378 was determined using the Research Advisor Table, with a confidence level of 95% and a margin error of 5%. In order to address the issue of non-response, appropriate measures were taken, leading to the inclusion of an additional 113 respondents, representing 30% of the original sample. This adjustment resulted in a final sample size of 491. A total of 491 questionnaires were sent to the respondents, resulting in a response rate of 97.76%. The hypothesis was examined by regression analysis. The results of the study indicate that cost-leadership capability is an effective tool that is statistically significant and positive to business growth ($\beta = 0.809$, $t = 23.904$, $P < 0.05$). The research findings indicate that applying cost-leadership capability in a firm helps attain a stronger competitive position and has a favorable impact on business growth. This research, therefore recommends that there is a need for technology adoption to cut production costs and establish a durable competitive advantage.

Keywords: Competitive advantage, Competition, Cost leadership, Cost-leadership strategies, Economies of scale, Organizational performance, Strategic Decision-Making

Paper type; Research paper

JEL Classifications: JEL L25, L20, L21, D63, L24, M10, O55, O30



8th International CEO Communication, Economics, Organization & Social Sciences Congress

Impact of Important Features of The Post-War Period on National Security Issues in Azerbaijan

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Abstract

The main purpose of this report is to review the development of national security issues in Azerbaijan after the Second Karabakh War. After the victory in the Patriotic War, national security and its two aspects have become one of the important issues in society. In fact, for every post-war state, the issue of its national security is actual. Thus, as a result of the victory, Azerbaijan restored its territorial integrity, which led to the important development of national security in all areas. So, the report shows how the post-war period in Azerbaijan affected the development of the national security policy. During the research, the innovations brought to the country by the great victory in the Second Karabakh War, the impact of the restoration of territorial integrity on national and moral values, and the development of the national security policy were shown. Before the war, the most important problem facing the national security policy was the invasion, so this problem was eliminated as a result of the victory. Consequently, this report examines the characteristics of the development that took place in the country as a result of the victory in the Second Karabakh War and the contribution of this victory to our national security and as a result, national security is fully ensured in all spheres in Azerbaijan today.

Key words: Post-War Period, Second Karabakh War, Victory, National Security, National Interests.



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The Impact of Negative Sentiments on Unit Link Products Towards Purchase Intention

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ABSTRACT

Unit link insurance product has been the source of controversy when the investment performance was below market. This has caused many negative sentiments in mass media and social media. These negative sentiments caused insurance companies to change their marketing approach to maintain the public and customers' trust. This study aims to measure the moderating effect of negative sentiment on unit link products to the relationship between marketing mix and purchase intention. The data was collected through an online questionnaire to 73 respondents, in Jakarta-Bogor-Tangerang-Bekasi area, during February to March 2023. The data was processed using Smart-PLS, and the results showed that negative sentiment only has moderating effect towards Promotion to Purchase Intention of unit link insurance. The study of negative sentiment as moderator is novel to life insurance industry and give insights to insurance companies that they should focus on giving information and continuous education to counter the negative sentiments. The study also showed that there is a positive effect between Product toward Purchase Intention, and promotional tools are a strong determinant to influence purchasing intention, this research also found that there is no significant effect between Price and Place towards Purchase Intention,

Keywords: Life Insurance, Marketing Mix, Negative Sentiment, Purchase Intention, Unit link



USA - Azerbaijan Political Relations

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ABSTRACT

When studying the history of relations between Azerbaijan and the United States of America, it is known that these relations began approximately in the 70s and 80s of the 19th century. It should be noted that the United States of America had limited information about Azerbaijan until that time.

There are several factors for making relations between the United States of America and Azerbaijan. The main factors determining the relations between the two countries are the factors for Azerbaijan that the United States guarantees the international security and independence of every country, stands as a guarantor, and provides initial economic and political support to every country, to be integrated into the system of civilized interstate relations, for the United States of America, it is related to the fact that Azerbaijan is located in a favorable geopolitical area, has rich natural resources, especially oil deposits, and conducts a civilized and independent policy in accordance with international principles.

In this article, the political-economical relationships between Azerbaijan and the United States of America are divided into periods:

1. Foundations of establishing political relations between the USA and Azerbaijan
2. Political relations between the United States and Azerbaijan during the Soviet period
3. Reestablishment of political relations between the United States and Azerbaijan after independence
4. Development of political relations between the USA and Azerbaijan after 2000

The chronological framework of the study covers the period from 1918 to the present day. The nature, legal-normative basis and level of development of US-Azerbaijani relations during this period were analyzed in the article. The place of Azerbaijan in the foreign policy of the United States, including the place of the United States in the foreign policy of Azerbaijan, bilateral political relations, problems arising in these relations, their causes and ways to overcome them were studied.

Keywords: Azerbaijan, United States of America, USA-Azerbaijani relations

Turizmde Kadın Girişimciliğine Bir Bakış: Türkiye Örneği

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ÖZET

Turizm sektöründe giderek artan sayıda kadın ve erkek çalışma hayatının içine çekilmektedir. Özellikle kadınların turizm sektöründe yoğun biçimde istihdam edildiği bilinmektedir. Turist sayısı ve turizm gelirleri dünya liginde üst sıralarda yer alan Türkiye’de, Türk kadınının turizm girişimciliğindeki mevcut durumunun tespit edilmesi gerekmektedir. Yapılan çalışmada, turizm literatürü taranarak, Türkiye özelinde, turizmde kadın girişimciliğinin mevcut durumunun ortaya çıkarılması amaçlanmıştır. Bu amaç doğrultusunda çalışmada nitel araştırma yöntemi benimsenmiş, “turizmde kadın girişimciliği” anahtar kelimesi ile Google Akademik’te ve “kadın girişimciliği”, “turizmde kadın girişimciliği”, “kadın girişimciliği ve turizm” anahtar kelimeleri ile Ulusal Tez Merkezi’nde (tez.yok.gov.tr) belgesel tarama yapılarak elde edilen bulgular farklı yönleriyle ele alınmış, tematik gruplandırmalar yapılarak okuyucuya sunulmuştur. Araştırmada Türkiye’de turizm sektöründe kadın girişimciliğinin özellikle hangi alanlarda ortaya çıktığı, bir diğer ifadeyle kadın girişimcilerin faaliyet kolları, karşılaştıkları güçlükler ve başarı faktörleri tespit edilmiştir. Elde edilen bulgular doğrultusunda kadın girişimcilerin faaliyet gösterdikleri alanlar, taşıdıkları kişisel özellikler, girişimcilik öncesi ve faaliyet süreçlerinde karşılaştıkları güçlükler, başarı faktörleri ve benzerleri ana temalar ve alt temalar altında gruplandırılarak okuyucuya aktarılmıştır.

Anahtar Kelimeler: Turizmde Kadın, Kadının Girişimcilik Engelleri, Kadın Girişimciliğinde Başarı Faktörleri, Kadın Girişimciliği Faaliyetleri, Türkiye.

A Look at Women Entrepreneurship in Tourism: The Example of Türkiye

ABSTRACT

An increasing number of women and men are being drawn into working life in the tourism sector. It is known that women are especially heavily employed in the tourism sector. In Türkiye, which ranks high in the world league in terms of the number of tourists and tourism revenues, the current situation of Turkish women in tourism entrepreneurship needs to be determined. In the study, it was aimed to reveal the current situation of women entrepreneurship in tourism in Türkiye by scanning the tourism literature. For this purpose, a qualitative research method was adopted in the study. It was searched in Google Scholar with the keyword "women's entrepreneurship in tourism" and in the National Thesis Center (tez.yok.gov.tr) findings obtained through documentary scanning were discussed from different aspects and presented to the reader by making thematic groupings. In the research, the areas in which female entrepreneurship emerged in the tourism sector in Türkiye, in other words, the fields of activity of female entrepreneurs, the difficulties they faced and their success factors were determined. In line with the findings obtained, the areas in which women entrepreneurs operate, their personal characteristics, the difficulties they face before entrepreneurship and during the activity processes, success factors and the like are grouped under main themes and sub-themes and conveyed to the reader.

Keywords: Women in Tourism, Women's Entrepreneurship Barriers, Success Factors in Women's Entrepreneurship, Women's Entrepreneurship Activities, Türkiye.



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Analyzing Studies on Working Mothers: A Bibliometric Perspective within the Management Paradigm

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ABSTRACT

There is a rising trend of women with children participating in the labor force, which has gained significant attention regarding the sociological and psychological consequences in various disciplines. Women assume distinct responsibilities compared to men, such as the roles of wife and mother, which yield various outcomes in working life. This study aims to analyze the studies that focus on working mothers, specifically in the field of management, by examining empirical and conceptual articles and suggesting new ideas for future research. For this purpose, publications related to working mothers in the Web of Science database were analyzed with the VOSviewer program in terms of year, country, keyword, publisher, author, and citations using bibliometric analysis methods. The findings show that publications on working mothers have increased in recent years, with the most studies in the journals “Gender, Work, and Organization”, “Work, Employment, and Society”, and “Journal of Human Resources”. Most studies were published in the USA, England, and Australia. It was seen that the most frequently occurring keywords were motherhood, gender, working mothers, COVID-19, and work-life balance/conflict. Also, co-authorship analysis with scientific mapping was presented. The results indicated that most cited articles were focused on the issues of work-family policies in organizations, tele-working of mothers, employment biases towards working mothers, identity transitions, and maternity leave. The findings indicate that most research relates working mothers to a multi-role perspective. This study will be useful for researchers as well as practitioners who want to focus on women in the workforce who have children.

Keywords: Working Mothers, Motherhood, Women, Bibliometric Analysis.



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Perspectives of Financial and Non-Financial Functions of Cryptocurrencies in Local Government

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ABSTRACT

The main goal of the research is to review the main applications of cryptocurrency technologies that can be used in local governments, both in financial and non-financial terms. The second goal is to identify conditions that influence the convenience and development of the local government cryptocurrency market. In order to implement the above assumptions, a thematic review of scientific literature was carried out. A complementary method was a review of non-scientific literature - specialized websites dealing with cryptocurrencies. As a result of the work, three main sets of cryptocurrency applications in local governments were extracted: cryptocurrencies in digital payments in the city hall and city, cryptocurrencies as a store of municipal value, cryptocurrency as a city currency. Each of these categories was appropriately developed during the research procedure. Additionally, it was indicated which of these applications have a chance for further development, and which of them have no potential for evolution at that moment. Three main reasons were also indicated that determine further applications of cryptocurrencies in urban conditions. These are: regulatory consent, fight against unfair stakeholders and generational change. Due to the innovative research area that requires further, in-depth research, the research work is prospective.

Keywords: Local Government, Cryptocurrencies, Public Administration.



Balancing Act: The Symbiosis of Social Emotional Learning (SEL) and Academic Excellence

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ABSTRACT

In the pursuit of academic excellence, the symbiotic relationship between Social Emotional Learning (SEL) and student achievement emerges as a pivotal cornerstone, emphasizing the profound impact of emotional intelligence and interpersonal skills on comprehensive educational success.

This research paper delves into the dynamic interplay between Social Emotional Learning (SEL) and academic excellence, presenting a compelling case for a harmonious approach to student development. The introductory section underscores the crucial need to balance social-emotional and academic facets, setting the stage for an exploration of their symbiotic relationship.

This investigative study aims to gain deeper insight on the significance and connection between SEL and academic success by answering the following research questions:

1. What is the nature of the relationship between Social Emotional Learning (SEL) competencies and academic performance in students?
2. To what extent does the development of specific SEL competencies, such as self-awareness, self-management, and relationship skills, contribute to academic success?

The paper navigates through the definition and key components of SEL, emphasizing the development of emotional intelligence, self-awareness, and interpersonal skills. Supported by research findings, the discussion highlights the symbiotic relationship between SEL and academic achievement, shedding light on their impact on cognitive skills, motivation, and overall scholastic performance.

Focusing on the five core SEL competencies—self-awareness, self-management, social awareness, relationship skills, and responsible decision-making—the research paper incorporates real-world examples that showcase successful SEL implementation, offering tangible evidence of positive academic outcomes.

Benefits of seamlessly integrating SEL into education are explored, such as improved classroom behaviour, reduced disciplinary issues, heightened focus, attention, and memory, as well as increased motivation and engagement in learning. The paper also addresses common challenges in SEL implementation and provides strategic solutions.

Practical tips are presented for educators to integrate SEL into daily lessons and align it with academic standards, emphasizing the need for a balanced and symbiotic relationship. Collaboration among educators, administrators, and parents is highlighted as a key component, fostering a supportive community that reinforces SEL both at school and home.

Case studies illustrate specific instances of successful SEL integration, providing concrete examples of the symbiosis between SEL and academic excellence. The paper also discusses effective assessment tools for measuring SEL competencies and academic success, advocating for a holistic evaluation approach.

Anticipating future developments, the presentation explores emerging trends and innovations in SEL and education, considering the potential impact of evolving technology on SEL programs. The conclusion provides recommendations for implementation, offering practical takeaways for educators and administrators, accompanied by resources for further learning and professional development in the pursuit of a balanced and symbiotic educational approach.

Keywords: Social Emotional Learning (SEL), Emotional Intelligence, Social Intelligence, Self-Awareness, Self-Management, Relationship Skills, Educational Success, And Academic Excellence

Formalize Edilmiş Aksiyomatik Sistemlerin Ortaya Çıkışı ve Tümdengelim Yöntemi ile İncelenmesi

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ÖZET

Bu çalışmada formalize edilmiş aksiyomatik sistemlerin ortaya çıkışı ve bu sistemlerin ortaya çıkış koşulları analiz edilmektedir. Şöyle ki, Evklidin “Başlangıç” eseriyle meydana gelmiş ve gelişmiş aksiyomatik yöntem, XIX-XX asırlarda yeniden inkişaf etmeye başlamış ve bir çok bilim adamları bu yönde derin araştırmalar yapmışlardır. Onların araştırmaları sonucunda yeni teorilerin yaranmasına rağmen bir sıra zorluklar da ortaya çıkmıştır. Çalışmada, önceki aritmetik sistemlerde meydana gelmiş zorluklara neden olan, bilim adamlarını ciddi şekilde rahatsız eden ve matematiksel kriz olarak değerlendirilen, aynı zamanda formalize edilmiş aksiyomatik sistemlerin ortaya çıkışını şartlandıran ve hızlandıran bir takım paradokslar da araştırılmaktadır.

Diğer taraftan, tümdengelim yönteminin aksiyomatik matematik sistemlerde uygulanmasının teorik ve metodolojik özellikleri ve prensipleri de yine bu çalışmada araştırılmış ve sonuçlar sınıflandırılmıştır. Aksiyomatik küme teorisinin en önemli kavramsal noktaları karakterize olunarak farklı sistemlerin nasıl yarandığına dair araştırma yapılmıştır. Aynı zamanda, aksiyomatik mantıksal-matematiksel teoriler bir takım özelliklerine göre gruplandırılmış ve burada önde gelen bilim adamlarının ve araştırmacıların görüşlerine de başvurulmuştur.

Anahtar Kelimeler: Aksiyomatik sistemler, Tümdengelim yöntemi, Teorik özellikler, Metodolojik özellikler

Emergence of Formalized Axiomatic Systems and Examination by Deductive Method

ABSTRACT

In this study, the emergence of formalized axiomatic systems and the conditions for the emergence of these systems are analyzed. Such as, the axiomatic method which was created and developed by Euclid's “Inception” book began to develop again in the XIX-XX centuries, and many scientists carried out in-depth research in this direction. Although new theories were created as a result of their research, a number of difficulties also emerged. Paradoxes that caused difficulties in previous arithmetic systems which seriously disturbed scientists and were considered as a mathematical crisis and resulted with emergencies formalized axiomatic systems are also investigated in the study.

On the other hand, the theoretical and methodological features, and principles of the application of the deductive method in axiomatic mathematical systems are also investigated in this study and the results are classified. By characterizing the most important conceptual points of axiomatic set theory, the ways how different systems are created has been conducted. At the same time, axiomatic logical-mathematical theories are grouped according to some of their characteristics, and the opinions of leading scientists and researchers are consulted here.

Keywords: Axiomatic systems, Deductive method, Theoretical features, Methodological features



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Financial Performance Analysis of PT. Ciputra Development Tbk - A Property Company in Indonesia

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ABSTRACT

The purpose of this study is to analyze the financial performance of a property company listed on the Indonesia Stock Exchange (IDX), PT. Ciputra Development Tbk (CTRA) whether an entity is stable, solvent, liquid, or profitable enough to warrant a monetary investment. The benefit is also to evaluate economic trends, set financial policy, build long-term plans for business activity, and identify projects or companies for investment. Apply financial metrics analysis of CTRA's financial performance. Selected metrics include return on assets, debt-to-equity and debt-to-asset ratios, asset turnover, current ratios, profit margins, and return on equity. This study used quantitative research methods and targeted sampling techniques to collect the necessary data. The sample includes 5 years financial reports from 2018 to 2022. Then compare CTRA's financial performance analysis with CTRA's closest competitor, PT. Agung Podomoro Land Tbk, and the average indicator for the property industry.

Based on the financial performance analysis, CTRA's financial performance in terms of profitability, liquidity, solvability and leverage ratio has relatively significant financial performance compared to its competitors and the average industry especially after 2020 when the Covid 19 pandemic struck.

Keywords: Financial Statements, Financial Ratios Analysis, Leverage, Liquidity, Solvability, Profitability

Sınırdaki Karbon Düzenleme Mekanizmasının Türkiye'nin AB-27 İle Olan Dış Ticaretine Olası Etkileri

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ÖZET

Sanayi Devriminden bu yana artarak devam eden ekolojik ve iklimsel tahribat krizi, küresel ticaret başta olmak üzere birçok konuya ağır hasar vermektedir. Bu bağlamda Avrupa Komisyonu, Aralık 2019'da dünya kamuoyu ile Avrupa Yeşil Mutabakatını paylaşmıştır. Buna göre Avrupa Komisyonu, 2050 yılına kadar karbon nötr hedefi eşliğinde kararlı bir ekonomik rejenerasyon girişiminde bulunmuştur. Mutabakatın küresel ticaret ve karbon emisyonuna kritik etki oluşturacak en önemli uygulaması olan Sınırdaki Karbon Düzenleme Mekanizmasının ticaret zincirinde ne gibi bir mali yük oluşturacağı belirsizdir. Bu araştırmanın amacı, Avrupa Yeşil Mutabakatı kapsamında yeni nesil ticaret uygulaması olarak ortaya çıkan Sınırdaki Karbon Düzenleme Mekanizmasının (SKDM), Türkiye'nin AB-27 ile olan dış ticaretine olası etkilerini incelemektir. Araştırma kapsamında farklı karbon fiyatları senaryolarına uygun olarak Türkiye'nin dış ticaretindeki olası karbon maliyetleri değerlendirilmiştir. Ayrıca yapılan değerlendirmeler neticesinde SKDM'nin neden olacağı mali yükün DTÖ kurallarına uygun olarak gümrük vergisi şeklinde uygulanması önerilmektedir. Yeşil Mutabakat kapsamında oluşacak bu yeni vergilendirme mekanizmasının, Türkiye ile Avrupa Birliği arasındaki gümrük birliğinin güncellenmesi için bir fırsat olacağı düşünülmektedir.

Anahtar Kelimeler: Sınırdaki Karbon Düzenleme Mekanizması, Yeşil Mutabakat, Karbon Vergisi.

Possible Effects of the Carbon Border Adjustment Mechanism on Türkiye's Foreign Trade with the EU-27

ABSTRACT

The ecological and climate destruction crisis, which has been increasing since the Industrial Revolution, severely damages many issues, especially global trade. In this context, the European Commission shared the European Green Deal with the world public in December 2019. Accordingly, the European Commission has undertaken a determined economic regeneration initiative accompanied by a carbon neutrality target by 2050. It is unclear what kind of financial burden the Carbon Border Adjustment Mechanism, which is the most important implementation of the agreement that will have a critical impact on global trade and carbon emissions, will create in the trade chain. The purpose of this research is to examine the possible effects of the Carbon Border Adjustment Mechanism (CBAM), which emerged as a new generation trade application within the scope of the European Green Deal, on Türkiye's foreign trade with the EU-27. Within the scope of the research, possible carbon costs in Türkiye's foreign trade were evaluated in accordance with different carbon price scenarios. Additionally, as a result of the evaluations, it is recommended that the financial burden caused by CBAM be applied in the form of customs duty in accordance with WTO rules. It is thought that this new taxation mechanism, which will be formed within the scope of the Green Deal, will be an opportunity to update the customs union between Türkiye and the European Union.

Key Words: Carbon Border Adjustment Mechanism, Green Deal, Carbon Tax

Restoran İşletmelerinde Örgüt İklimi ve Çalışan Motivasyonu İlişkisi

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ÖZET

Restoran işletmeleri emek yoğun işletmelerdir. Ayrıca, hizmet üretim ve sunum süreçlerinde müşterilerin yoğun bir katılımı söz konusudur. Restoranlarda üretilen ürünler hem soyut hem somut bileşenlerden oluşmaktadır. Restoran işletmelerinde insan kaynaklarının iyi yönetilmesi açısından, çalışanlar üzerinde etkili olan değişkenlerin incelenmesi ve birbirleri ile olan ilişkilerinin ortaya konması ile mümkündür.

Bu çalışmanın amacı, insan kaynaklarının iyi yönetilmesinde önemli olan örgüt iklimi ve motivasyon kavramlarının incelemek ve örgüt iklimi ile çalışanların motivasyonları arasındaki ilişkiyi incelemektir. Bu araştırmanın örneklemini Adana ilinde faaliyet gösteren restoran işletmelerindeki 438 çalışan oluşturmaktadır. Çalışma kapsamındaki değişkenler ve alt boyutları arasındaki ilişkiyi incelemek amacı ile korelasyon analizi yapılmıştır.

Analiz sonuçlarına göre; Örgüt iklimi alt boyutları olan bireysel sorumluluk ($r=0,253$, $p<0,01$), ödül ($r=0,243$, $p<0,01$), risk alma ($r=0,293$, $p<0,01$), çalışma ortamı ($r=0,376$, $p<0,01$), ve destek ($r=0,398$, $p<0,01$) ile içsel motivasyon arasında pozitif yönlü anlamlı ilişkiler olduğu bulunmaktadır. organizasyon yapısı ($r=-0,322$, $p>0,05$) ile içsel motivasyon arasında ise negatif yönlü anlamlı bir ilişki olduğu tespit edilmiştir. Örgüt iklimi alt boyutları olan; bireysel sorumluluk ($r=0,176$, $p<0,01$), ödül ($r=0,283$, $p<0,01$), risk alma ($r=0,240$, $p<0,01$), çalışma ortamı ($r=0,433$, $p<0,01$), ve destek ($r=0,348$, $p<0,01$) ile dışsal motivasyon arasında pozitif yönlü anlamlı ilişkiler olduğu ve organizasyon yapısı ($r=-0,180$, $p>0,05$) ile dışsal motivasyon arasında ise negatif yönlü anlamlı bir ilişki olduğu tespit edilmiştir.

Anahtar Kelimeler: Motivasyon, Örgüt İklimi, Restoran

The Relationship Between Organizational Climate and Employee Motivation in Restaurant Businesses

ABSTRACT

Restaurant businesses are known to be labor-intensive, and customers have a high degree of involvement in service production and delivery processes. The products produced by restaurants consist of both tangible and intangible components. Effective human resource management in restaurant businesses involves examining the variables that impact employees and their relationships with each other.

This study aims to investigate the crucial concepts of organizational climate and motivation, which are vital for good human resource management practices. It also aims to explore the relationship between organizational climate and employee motivation. The research sample consisted of 438 employees working in restaurants located in Adana. The study used correlation analysis to examine the relationship between the variables within the scope of the study and their sub-dimensions.



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The analysis results showed that the organizational climate sub-dimensions, including individual responsibility ($r=0.253$, $p<0.01$), reward ($r=0.243$, $p<0.01$), risk-taking ($r=0.293$, $p<0.01$), work environment ($r=0.376$, $p<0.01$), and support ($r=0.398$, $p<0.01$) have a positive correlation with intrinsic motivation. However, a negative significant relationship was found between organizational structure ($r=-0.322$, $p>0.05$) and intrinsic motivation. The study also revealed that organizational climate sub-dimensions, including individual responsibility ($r=0.176$, $p<0.01$), reward ($r=0.283$, $p<0.01$), risk-taking ($r=0.240$, $p<0.01$), work environment ($r=0.433$, $p<0.01$), and support ($r=0.348$, $p<0.01$) have a positive correlation with extrinsic motivation. However, a negative significant relationship was found between organizational structure ($r=-0.180$, $p>0.05$) and extrinsic motivation. Overall, the study found a significant relationship between organizational climate and employee motivation.

Keywords: Organizational Climate, Motivation, Restaurant.



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Exploring the Key Features of Sustainable Development in the Southern Region of Azerbaijan

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ABSTRACT

The focal point of this study is the sustainable development of Azerbaijan's Southern Region, particularly the Lankaran-Astara economic district. This region, enriched with unique natural resources, plays a crucial role in the nation's agriculture, heavily contributing to the production of tea, vegetables, and citrus fruits. The challenges addressed in this study include the modernization of agricultural practices, development of infrastructure, and diversification of the economy. The article also examines the transformative social changes occurring in the region, with a focus on enhancing education, healthcare, and community development. These elements are essential for fostering sustainable growth. Environmental stewardship, including resource conservation, waste management, and climate change mitigation, is emphasized as a critical component of sustainable development. This research evaluates the implementation and management of sustainable development practices in the region, highlighting their significance in promoting economic growth, job creation, and social equity. The sustainable development of this region not only contributes to local progress but also impacts the overall development and global standing of Azerbaijan.

Keywords: Sustainable Development, Southern Region, Lankaran-Astara Economic Region, Regional Development, Agricultural Modernization

Narcissism and Muscle Dysmorphia: A Review of Psychological Intersections

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ABSTRACT

This review article delves into the complex interplay between Narcissistic Personality Disorder (NPD) and Muscle Dysmorphia, a duo of psychological conditions with intertwined characteristics related to self-perception and body image. NPD, defined by pervasive patterns of grandiosity, a constant need for admiration, and a lack of empathy, often translates into an exaggerated sense of self-worth and an excessive preoccupation with personal adequacy. Muscle Dysmorphia, a form of Body Dysmorphic Disorder, is characterized by an obsessive belief that one's body is insufficiently muscular or lean, leading to compulsive behavior like over-exercising and dietary fixations.

This review synthesizes existing literature on the intersection of these conditions, focusing on how narcissistic traits influence the development and manifestation of Muscle Dysmorphia. By examining theoretical frameworks, case studies, and empirical research, the article highlights the role of narcissistic vulnerabilities – such as hypersensitivity to appearance and external validation – in fostering an unhealthy obsession with muscularity. The review further discusses how societal and cultural factors, emphasizing physical perfection, exacerbate these conditions.

Additionally, the article addresses the clinical implications of these findings, suggesting a need for integrated therapeutic approaches. Understanding the narcissistic underpinnings in Muscle Dysmorphia patients is crucial for effective treatment planning, highlighting the importance of interventions that address both body image concerns and underlying personality structures.

In conclusion, this review underscores the intricate psychological nexus between NPD and Muscle Dysmorphia, providing insights into their co-occurrence and guiding future research and clinical practice in addressing these interlinked disorders.

Keywords: Narcissistic Personality Disorder, Muscle Dysmorphia, Body Image, Self-Perception, Psychological Review.

Modern Teorilerin Kamu Yönetimine Etkileri

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ÖZET

Bir disiplin olarak kamu yönetimi, 19. yüzyılın sonlarında ve 20. yüzyılın başlarında Batı Avrupa ve Kuzey Amerika'da sanayi devrimi, ekonomik kalkınma ve modern devletlerin inşası ile ilişkili hızlı değişim ile karakterize edilen bir dönemde şekillenmiştir. Klasik kamu yönetimi modeli, hukukun üstünlüğüne saygı, siyaset ve yönetimin katı bir şekilde ayrılması ve gayri şahsılık ve siyasi tarafsızlık ilkesi altında işleyen değerli bir kamu hizmeti gibi bir dizi sözleşmeye dayanıyordu.

Bu model etrafında şekillenen kamu yönetimleri birçok özelliği paylaşmaktadır. Hükümet, kamu yararına hizmet etmekten sorumlu birincil aktör olarak görülmektedir. Güç yapısı dikey ve hiyerarşiktir. Kamu hizmeti kesin olarak belirlenmiş kurallara tabidir ve seçilmiş yetkililere karşı sorumludur. Kamu görevlilerinin hizmet sunumunda asgari düzeyde yönlendirme yapması beklenmektedir.

Bu teorilerin sunduğu bu boyutlar, modern devletin ve onun işleyiş biçiminin şekillenmesinde etkili olmuştur. Bu çerçevelerden türetilen ve bir sonraki tartışmanın odak noktası olacak konular hukukun üstünlüğü, dualizm, vatandaşlık, kamu yararı ve hükümetin rolü makalede araştırılmıştır.

Anahtar Kelimeler: Kamu Yönetimi, Kamu Görevlileri, Hukukun Üstünlüğü, Kamu Yararı, Hükümetin Rolü.

The Effects of Modern Theories on Public Administration

ABSTRACT

Public administration as a discipline took shape in Western Europe and North America in the late 19th and early 20th centuries, during a period characterized by rapid change associated with the industrial revolution, economic development, and the building of modern states. The classical model of public administration was based on a number of conventions, such as respect for the rule of law, a strict separation of politics and administration, and a valuable public service operating under the principle of impersonality and political neutrality.

Public administrations shaped around this model share many features. The government is seen as the primary actor responsible for serving the public interest. The power structure is vertical and hierarchical. The civil service is subject to strictly defined rules and is accountable to elected officials. Public officials are expected to provide minimal guidance in service delivery.

These dimensions presented by these theories have been effective in shaping the modern state and its way of functioning. Topics derived from these frameworks and which will be the focus of the next discussion are explored in the article: the rule of law, dualism, citizenship, public interest and the role of government.

Keywords: Public Administration, Public Officials, Rule of Law, Public Interest, Role of Government.



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The Roles of Business Ethics, ESG Committee, Institutional Ownership, and Board Independence in Reducing Carbon Emissions

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ABSTRACT

Global warming has become an increasingly important issue for most countries. One of the main factors of causing global warming is carbon emission. Damage caused by carbon emissions has been felt by many countries, included Indonesia. Indonesia's commitment to reducing carbon emissions is contained in the law number 71 of 2021. Indonesia also has a target of achieving net zero emission by 2060 or sooner. This paper aims to measure the role of business ethics in influencing environmental, social, governance (ESG) committee, institutional ownership and board independence commissioner in reducing carbon emission. This paper applied regression analysis. The carbon emission is measured directly from individual companies' annual reports and sustainability reports. There are 180 data examined as sample in this study for the period of 2019-2022. The result shown that ESG committee, institutional ownership and board independence has positive influence significantly in reducing carbon emission. ESG committee play crucial roles in reducing carbon emission in companies by providing control and pressure on management to disclose all the information about carbon emission. Reducing carbon emission is one strategy to secure the companies in the long run, especially in acquiring raw materials and improving efficiencies.

Keywords: Business ethics, ESG committee, Institutional ownership, Board Independence, Carbon emission

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Enhancement of Accounting Understanding for SMEs in the West Jakarta Region

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ABSTRACT

The development of Small Medium Enterprise may be recognized through numbers, such as the financial aspect, only a few SMEs have excelled in terms of performance. The low level of consciousness of Small Medium Enterprise players of the importance of accounting contributes to slow growth of small medium enterprise. With regard the case of cooperatives in Indonesia, the Satu Hati Waste Bank Cooperative still desperately needs competency improvement in financial management, particularly with regard to accounting records. The One Heart Waste Bank Cooperative is a developing cooperative that requires good accounting records in line with the increase in cooperative business. The purpose of this study is to investigate the enhancement of the understanding of the management of the Satu Hati Waste Bank Cooperative regarding cooperative accounting records which are very necessary in managing cooperative businesses, especially cooperative financial management. At the end of the program period, it was obtained that the two target SMEs were able to carry out financial administration in accordance with simple accounting principles, so that the program objectives were 85% achieved.

Background/Problems: Indonesian Economy is dominant by SMES. SMES are the backbone for economic development and economic growth even in the most difficult times like pandemic.

Objective(s): The purpose of this study aims to determine the level of understanding of SMES in managing their financial situation and reporting properly to the investors. The method used is a case study conducted at Satu Hati Waste Bank Cooperative.

Results and Discussion The results show that prospective SMES have increased their managerial and financial skills by preparing annual report properly.

Conclusions: It is necessary to support SMEs as they are backbone of local economy development in West Jakarta.

Keywords: Financial Management, Accounting, SMEs



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The Influence of Intellectual Capital on Performance Indonesian Food and Beverage Sub-Sector Company Finance

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ABSTRACT

The purpose of this study is to investigate the relationship between intellectual capital and financial performance as a proxy for ROA. The theory in this study uses Resource Based View (RBV). Calculation of Intellectual Capital using the VAIC method has 3 components, namely VACA, VAH and STVA. The type of data used is secondary data and the method used is panel data regression with purposive sampling resulting in a total sample of 14 food and beverage companies listed on the Indonesia Stock Exchange (IDX). This research was conducted using the year of observation, namely 2016-2021. Financial report data taken from www.idx.com. Data processing uses the eviews 9 software program. The results show that CEE, SCE and Intellectual Capital (VAICTM) have a positive effect on financial performance with ROA and ROE proxies. While the HCE variable has no effect on financial performance by proxy for ROA and ROE. The contribution of this research is to develop theories, such as the theory of resource based view and to provide input to users of financial reports and practitioners of corporate management in understanding Intellectual capital and its effect on financial performance, so as to increase corporate value and growth for corporate administrators and to assist the process decision making for users of financial statements.

Keywords: Financial performance, Intellectual Capital, VAIC

Sosyal Medya Kullanımının Boşanma Oranlarına Etkilerinin İncelenmesi

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ÖZET

Son yıllarda dünya genelinde yaşanan dijital gelişim ve dönüşümün bilime, doğaya, yaşam kalitesine, temel değerlere katkıları olduğu kadar olumsuz etkilerinin de olduğu yadsınmaz bir gerçektir. Giderek artan teknoloji olanakları, haberleşme kanallarının ve sosyal platformların da gelişmesini tetiklerken, hayatımızın neredeyse merkezinde yer alan sosyal medyanın olumlu ve olumsuz etkileri tartışılmaya başlanmıştır. Gün geçtikçe popülerleşen sosyal medya kanalları yaş, cinsiyet, ırk, dil, sosyal statü farketmeksizin hemen hemen her hanede kullanıcı bulmaya başlamıştır. Sosyal medya araçlarının kullanım amaçlarının olumsuz anlamda değişmesi, her alanda olduğu gibi evliliklerde de negatif etkilere neden olmaktadır. Bu çalışma kapsamında yapılan araştırma nitel araştırma yöntemlerinden veri toplama aracı olarak kullanılan doküman incelemesi şeklinde gerçekleştirilmiştir. Çalışmada, Türkiye’de sosyal medya kullanımlarının boşanma oranlarına etkileri 5 ulusal gazetenin (Hürriyet, Milliyet, Akşam, Sabah, Posta) 2019-2023 yılları arasında yayınlamış olduğu haberler baz alınarak incelenmiştir. Haberlerin içerikleri boşanma sebeplerine göre ayrıştırılmıştır (Sosyal medya kullanımı kaynaklı aldatma, ilgisizlik ve kıskançlık). 5 gazetenin veri tabanından toplanan toplam 287 haber, haberin yayınlandığı yıl ve boşanma gerekçesinin sosyal medyaya ilintisi açısından incelenmiştir. Bu çalışmada elde edilen verilere göre; 2019-2023 yılları arasında Türkiye’de sosyal medya kaynaklı boşanma haberinin en çok yayınlandığı yıl 2023, en az yayınlandığı yıl 2019 olmuştur. İncelenen 287 habere göre sosyal medya kaynaklı boşanmaların 198’i aldatma, 78’i kıskançlık ve 11’i ilgisizlik sebebiyle gerçekleşmiştir. Sosyal medya kullanımı kaynaklı boşanma haberlerinin yıllara göre artan eğilim göstermesi, sosyal medya kullanımının her geçen yıl artması ile ilişkilendirilmektedir.

Anahtar Kelimeler: Sosyal Medya, Boşanma, Aldatma, Kıskançlık, Dijitalleşme

Examining the Effects of Social Media Use on Divorce Rates

ABSTRACT

It is an undeniable fact that the digital development and transformation experienced worldwide in recent years not only contributes to science, nature, quality of life and basic values, but also has negative effects. While increasing technological opportunities trigger the development of communication channels and social platforms, the positive and negative effects of social media, which is almost at the center of our lives, have begun to be discussed. Social media channels, which are becoming more popular day by day, have started to find users in almost every household, regardless of age, gender, race, language or social status. Negative changes in the purposes of using social media tools cause negative effects on marriages, as in every field. The research conducted within the scope of this study was carried out in the form of document review, which is one of the qualitative research methods used as a data collection tool. In the study, the effects of social media use on divorce rates in Turkey were examined based on the news published by 5 national newspapers (Hürriyet, Milliyet, Akşam, Sabah, Posta) between 2019-2023. The content of the news is separated according to the reasons for divorce (cheating, indifference and jealousy due to social media use). A total of 287 news stories collected from the database of 5 newspapers were examined in terms of the year the news was published and the relationship of the reason for divorce with social media. According to the data obtained in this study; Between 2019 and 2023, the year in which social media-based divorce news was most published in Turkey was 2023, and the least published was 2019. According to the 287 news examined, 198 of the social media-related divorces were due to infidelity, 78 due to jealousy and 11 due to indifference. The increasing trend in divorce news over the years due to social media use is associated with the increase in social media use every year.

Keywords: Social Media, Divorce, Cheating, Jealousy, Digitalization.



Association Rules Analysis for Online Shopping Customer Data

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ÖZET

Veri Madenciliği büyük veri setlerinden anlamlı kurallar ve örüntüler oluşturmak için kullanılan disiplinler arası bir tekniktir. Veri Madenciliğinin içerisinde tanımsal ve tahmin tekniklerinin kullanıldığı bir alana da sahiptir. Bu çalışmada, öncelikle Veri Madenciliği kavramı tanıtılmış sonrasında CRISP-DM süreci açıklanmıştır. Birliktelik Kuralları Analizi bu çalışma verilerinin analizinde kullanılmıştır. Güven ve Destek oranları tanımlanarak, bu teknikler İstanbul'da yaşayan müşterilerin çevrimiçi satın alma davranışlarının belirlenmesi için Birliktelik Kuralları Analizi kullanılmıştır.

Anahtar Kelimeler: Veri Madenciliği, Birliktelik Kuralları Analizi, Apriori Algoritması.

ABSTRACT

Data Mining is an interdisciplinary technique used to extract meaningful patterns and rules from large data sets. There are descriptive and predictive techniques used within the scope of data mining. In this study, first the concept of data mining is presented, then CRISP-DM process are described. In this paper, Association Rules are used to analyze the data. Confidence and Support Ratios are explained and this technique applied to a data set obtained from customers from Istanbul to identify their online shopping behavior.

Keywords: Data Mining, Association Rules Analysis, Apriori Algorithm.



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Analysis of The Effect of Implementation of Psak 73 Regarding Financial Performance

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ABSTRACT

The application of accounting for lessees (lessees) underwent a significant change from what was originally PSAK 30 based on US GAAP before January 1, 2012, then changed to PSAK 30 which became effective starting January 1, 2012 based on IFRS and finally PSAK 73 based on IFRS which will become effective January 1, 2020. The application of PSAK 73 itself is a challenge for companies to implement in their business activities. This study aims to analyze the impact of implementing PSAK 73 on the financial performance of Consumers Good companies listed on the Indonesian Stock Exchange for the 2019-2021 period. Financial performance will be measured by Profitability, Liquidity and Solvency Ratios. The result is that the implementation of PSAK 73 has a significant effect on Sovability and does not have a significant effect on profitability and liquidity.

Keywords: PSAK 73, Profitability, and Liquidity.



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The Effect of Sustainability Report on Company Value Which is Moderate by Good Corporate Governance

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ABSTRACT

Enterprise value is a very important part of increasing investor interest, which is always linked to share prices. Many factors can influence investors' interest in buying a company, namely the company's financial and non-financial factors. An example of corporate finance is the profitability of a company, while non-financial can be seen from how a company discloses its social responsibility. A company's awareness in expressing corporate social responsibility and a high level of profitability in improving the company's image will be directly proportional to investors' interest in investing. Apart from that, investors also pay attention to companies that have a good reputation, which can be indicated by the large size of the company. However, a research gap was found in previous research. This research also empirically tests the relationship between sustainability reports (SR) and profitability on the value of companies listed on the Indonesia Stock Exchange. This research also tests the existence of the good corporate governance (GCG) variable as a variable that moderates SR and profitability on company value. ROA is used to measure profitability, total assets to measure company value, and Tobin's Q as a measuring tool for company value. The sample used in this research was 63 companies listed on the Indonesia Stock Exchange in 2018-2021 with the requirement to report a sustainability report, including the Asia Sustainability Report (SR), and fulfill all the requirements of the purposive sampling method. The results of this research are (1) sustainability reports have a positive effect on enterprise value (2) profitability has no effect on enterprise value (3) GCG in SR and profitability have no effect on enterprise value

Keywords: Good Corporate Governance, Sustainability report, and Enterprise Value.

Rusya'nın Ukrayna'ya Karşı Savaşının Arka Planında ABD-AB İlişkileri

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ÖZET

Bu çalışma, Rusya'nın Ukrayna ile askeri çatışması bağlamında ABD-AB ilişkilerinin dinamiklerini ele almaktadır. Transatlantik ilişkiler son yıllarda Amerika Birleşik Devletleri ve Kanada'nın bu ilişkilerin Avrupa ayağı olarak hareket etmesiyle önemli değişikliklere uğradı. Rusya'nın 2014 yılında Kırım'ı ilhak etmesiyle başlayan çatışmanın Doğu Ukrayna'daki çatışmayla birlikte gerginleşmesi nedeniyle Rusya ile Ukrayna arasındaki gerilim ABD-AB ilişkilerinin oluşumunda önemli bir faktör. Ukrayna krizinin çözümüne yönelik işbirliği, Doğu Avrupa'da istikrarın korunmasına yönelik ortak çıkarı yansıtan merkezi bir odak noktası olmuştur. Ancak ABD ile bazı AB üye ülkeleri arasındaki yaklaşım ve öncelik farklılıkları bazen transatlantik ilişkileri zorluyor. Rusya'nın Ukrayna'ya yönelik saldırısına verilen uluslararası tepki AB içinde bir tartışma konusu oldu; Lakin, ABD ve AB genel olarak Rusya'nın Ukrayna'daki eylemlerini kınama ve Rusya'ya yaptırım uygulama konusunda fikir birliğine vardı. Son dönemde ciddi değişimlere uğrayan Transatlantik ilişkilerin dönüşümünden bahsetmek ve özel bir analiz yapmak gerekiyor denilebilir. Transatlantik bağlantı nasıl tanımlanır?

Soğuk Savaş döneminde bu ilişkiler, Atlantik Okyanusu'nun bir yakasında ABD ve Kanada ile diğer yakasında Batı Avrupa ülkeleri arasındaki ilişkiler olarak algılanıyordu. Şu anda Avrupa kıtasının tüm üye ülkeleri, NATO ve AB, bu ilişkilerin Avrupa ayağı olarak hareket ediyor. Transatlantik ilişkiler günümüzde en iyi zamanlardan çok uzaktır. Post-bipolar dönemde ve genel olarak son yıllarda bile en düşük noktada olduklarını söyleyebiliriz. Her şey Başkan Donald Trump'ın Avrupa politikasının ayrıntılarıyla başladı. Bildiğiniz gibi Donald Trump'ın ABD başkanı seçilmesi Batı Avrupa'nın başkentlerinde, özellikle Berlin ve Paris'te, en hafif deyimle, coşkusuz karşılandı. Beyaz Saray'ın yeni sahibinin başkanlık yarışı sırasında NATO ve AB hakkında yaptığı daha az gurur verici açıklamalar Avrupalıları alarma geçirdi. Donald Trump'ın başkanlığı döneminde aldığı kararlar ve uyguladığı dış politika, Transatlantik ilişkilerin temelden bozulmasına neden oldu. Etkili Amerikan medyasına göre, o zamanki Ulusal Güvenlik Danışmanı General Herbert McMaster, Savunma Bakanı James Mattis ve Dışişleri Bakanı Rex Tillerson gibi yönetim yetkilileri, başkana bu NATO 5. maddeye ilişkin açıklamasının metninde açıkça yanlıştır. ABD'li yetkililerin bu değişikliği uygulamayacaklarını söyledikleri doğru ama bu durum ilişkilerin bozulmasına zemin hazırladı. Üstelik hem Avrupalı de Amerikalı uzmanlar hemen alarma geçti. Bu nedenle Amerikan dergisi The Atlantic'in Donald Trump'ın ilk Avrupa ziyaretini ABD'nin Avrupalı müttefikleriyle ilişkileri açısından bir "felaket" olarak nitelendirmesi tesadüf değil.

Keywords: İlişkiler, Çatışma, Çözüm, Saldırı, Yaptırım.

The US-EU Relationship During Russia's Conflict Against Ukraine

ABSTRACT

This work is about the dynamics of US-EU relations in the context of Russia's military conflict with Ukraine. Transatlantic relations have undergone significant changes in recent years, with the United States and Canada acting as the European pillar of these relations. Tensions between Russia and Ukraine are an important factor in the formation of US-EU relations, as the conflict that began with Russia's annexation of Crimea in 2014 has escalated with the conflict in Eastern Ukraine. Cooperation to resolve the Ukrainian crisis has been a central focus, reflecting the common interest in maintaining stability in Eastern Europe. However, differences in approach and priorities between the US and some EU member states sometimes strain transatlantic relations. The international response to Russia's aggression against Ukraine has been a matter of debate within the EU, but the US and EU have generally agreed to condemn Russia's actions in Ukraine and to impose sanctions on Russia. The transformation of transatlantic relations, which have undergone significant changes in recent times, deserves a special analysis. During the Cold War, these relations were perceived as relations between the US and Canada on one side of the Atlantic Ocean and Western European countries on the other. Now all the member states of the European continent, NATO and the EU act as the European pillar of these relations. Transatlantic relations today



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are far from the best of times. They are at their lowest point even in the post-bipolar era and in recent years in general. It all started with the details of President Donald Trump's European policy. As you know, the election of Donald Trump as US president was greeted in the capitals of Western Europe, especially in Berlin and Paris, with, to put it mildly, no enthusiasm. Donald Trump's decisions and foreign policy during his presidency have fundamentally disrupted the transatlantic relationship. According to influential American media, administration officials such as then National Security Advisor General Herbert McMaster, Secretary of Defense James Mattis and Secretary of State Rex Tillerson told the president that the wording of this NATO Article 5 statement was clearly wrong. It is true that US officials said they would not implement this amendment, but this set the stage for the deterioration of relations. Moreover, both European and American experts were immediately alarmed. It is therefore no coincidence that the American magazine The Atlantic described Donald Trump's first visit to Europe as a "disaster" for US relations with its European allies.

Keywords: Relationship, Conflict, Resolution, International, Attack, Sanction.



The Dynamic of Spatial Adaptation Strategies: A Review

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ABSTRACT

Spatial adaptation as a generic term is used in several scientific fields. We employ spatial adaptation in examining the context of space and time as an effort of endurance to meet the sustainability needs. How can human adapt to unbalanced and inharmonious conditions will provide opportunities to the uninterrupted activities or even to the sustainability of their lives. Recent issues state that failure to adapt and to deal with spatial conditions due to climate change causes failure in agricultural production, increase in pandemics of certain diseases, increase in the context catastrophic floods and forest fires, increase in buildings temperature and in thermal discomfort. On a broader scale, climate change and high migration have an impact on increasing urban density and natural disasters. In this regard, urban spatial planning policies need to consider the residents' spatial adaptation strategy. This review aims to explore spatial adaptation strategies related directly or indirectly to the architectural and urban fields, using a number of purposively selected articles as data. The result states that spatial adaptation strategies are comprehensive, complementary, and dynamic process, multidisciplinary and multidimensional concepts and actions accompanied by specific motivations, intentions and culture, economic opportunities, social agreements, public policies, technology, and methods.

Key Words: spatial adaptation, strategy, survive, sustainability



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Work Labour Insertion Laws Comparison Between: Spain, France and Italy. Analysis of the Current Implementation in Ordinary Labour Market

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ABSTRACT

This article analyses in detail the legal regulations in Spain, Italy, and France regarding the integration of people with disabilities into the labor market, analyzing the evolution of these laws and their current development in these countries.

As our focus is on the tourism sector, these three countries were examined because they are at the top of the world rankings in terms of visitor numbers: France in first place, Spain in third place, on a par with the United States, and Italy in fifth place. The tourism sector contributes 10% of the GDP of the EU economy and is considered to have room for potential growth (Eurostat, 2022).

The research questions aim to identify what the main differences between the countries' regulatory frameworks are, to what extent these regulatory frameworks have been effective and how they have boosted the employment in the regular labor market of people with disabilities in the tourism sector. The aim is to see whether people with disabilities, in particular women who are currently in a more disadvantaged position, have a good potential for inclusion in the tourism sector, as the statistical comparisons and some examples in the three countries lead us to believe.

Other countries are also compared to compare the effectiveness of the results.

Keywords: Disability, Regulatory Frameworks, Labor Market Integration, Comparative Experience, Employment of People with Disabilities in The Hospitality Industry.

X, Y ve Z Kuşakları Bağlamında Örgüt Kültürünün Algılanan Örgütsel Destek ve İç Girişimcilik Niyeti Üzerine Etkisinin İncelenmesi

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ÖZET

Kuşakların yıllar içerisinde farklılaşan özellikleri bir örgüt içerisinde çalışmaya başladıklarında da kendisini göstermektedir. Kuşakların neden olduğu farklılıklar çalışanların birbirlerini anlayamamalarını ve olaylara değişik açılardan bakmalarına neden olmaktadır. Bu farklılaşan davranışlar doğal olarak iş süreçlerine, çalışanların performansına da etki etmektedir. Bu nedenle yönetimlerin kuşaklararası farklılaşmaların farkında olmaları, bu farklılıkları iyi yönetmesi önem arz etmektedir. Söz konusu iyi yönetim hem çalışanların performansına, örgüte olan aidiyet duygusuna önemli katkıda bulunurken, örgüt açısından da çalışanların iç girişimcilik davranışlarını sergilemede isteklileri de artıracaktır. Bu yazıda, örgüt kültürünün algılanan örgütsel destek ve iç girişimcilik davranışı üzerindeki etkisi Ankara ilinde bulunan Hazine ve Maliye Bakanlığının merkez birimlerinde görev yapan çalışanlar üzerinde araştırılarak X, Y ve Z kuşaklarına göre söz konusu etkinin farklılaşıp farklılaşmadığı, farklılaşıyorsa ne yönde olduğu irdelenmiştir. Böylece, çalışmanın sonucunda; örgüt kültürü ana ölçeği ve örgüt kültürü (katılım ve tutarlılık alt ölçekleri) için oluşturulan sorulara verdikleri cevapların ortalamaları yaş kuşaklarına göre istatistiksel olarak farklılık gösterirken, algılanan örgütsel destek ölçeği ile iç girişimcilik ana ölçeği ile alt ölçekleri için oluşturulan sorulara verdikleri cevapların ortalamalarının yaş kuşaklarına göre istatistiksel olarak farklılık göstermediği sonucuna ulaşılmıştır. Ayrıca, yapılan Ki-kare ilişki analizi ile “Y Kuşağı” ile “X Kuşağı’nda” “algılanan örgütsel destek kısmen var” algısı ağırlıklı iken; “Z Kuşağı’nda” ise “algılanan örgütsel destek var” algısının ağırlıklı olduğu sonucuna ulaşılmıştır.

Anahtar Kelimeler: Örgüt Kültürü, Algılanan Örgütsel Destek, İç Girişimcilik, Kuşak

Examining the Effect of Organizational Culture on Perceived Organizational Support and Intrapreneurship Intention in the Context of Generations X, Y and Z

ABSTRACT

The different characteristics of generations over the years also show themselves when they start working in an organization. Differences caused by generations cause employees not to understand each other and to look at events from different perspectives. These differentiated behaviors naturally affect business processes and employee performance. For this reason, it is important for managements to be aware of intergenerational differences and to manage these differences well. While this good management will contribute significantly to the performance of employees and their sense of belonging to the organization, it will also increase the willingness of employees to exhibit intrapreneurship behaviors on the part of the organization. In this article, the effect of organizational culture on perceived organizational support and intrapreneurship behavior was investigated on employees working in the central units of the Ministry of Treasury and Finance in Ankara, and it was examined



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whether the effect in question differs according to generations X, Y and Z, and if so, in what direction. Thus, as a result of the study; while the averages of the answers given to the questions created for the organizational culture main scale and organizational culture (participation and consistency subscales) differ statistically according to age groups, the averages of the answers given to the questions created for the perceived organizational support scale and the intrapreneurship main scale and subscales do not differ statistically according to age groups. It was concluded that there was no difference. Moreover, according to the Chi-square relationship analysis, while the perception of "perceived organizational support is partially present" was dominant in "Generation Y" and "Generation X"; it was concluded that in "Generation Z" the perception of "there is perceived organizational support" is dominant.

Keywords: Organizational Culture, Perceived Organizational Support, Internal Entrepreneurship, Generation.



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Financial Performance Analysis PT Unilever Indonesia Before, During & After Covid-19 Pandemic 2018-2022.

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ABSTRACT

In a period of 2020 to 2022 almost all countries on the earth had been affected by the Covid-19 pandemic, including Indonesia. This pandemic had an impact on all industrial sectors. Fortunately, it did not affect too much on Consumer Goods Industries, due to the goods are daily necessities for the people. The objective of this study is to measure and analyze the Financial Performance of PT Unilever, Tbk (UNVR) as one of the largest consumer goods in Indonesia, which was founded in 1993. The publicly audited financial reports of the company for 2018-2022 will be used for measuring before, during and after the covid-19 pandemic. And the paired t-test will be applied to determine statistically the impact of affordable prices of the competitor's business.

Keywords: Financial Performance, Economic Crisis, Paired t-test and Consumer Goods..

İnovasyon (Yenilik) ve Uygulama Örnekleri

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ÖZET

İnovasyon (Yenilik), “yeni bir fikir, cihaz veya yöntem” olarak tanımlanabilir. Bununla birlikte, inovasyon genellikle yeni gereksinimleri, karşılanmamış ihtiyaçları veya mevcut pazar ihtiyaçlarını karşılayan daha iyi çözümlerin uygulanması olarak da görülür. İnovasyon, süreç olarak, “bir fikri pazarlanabilir bir ürün ve hizmete, yeni ve geliştirilmiş bir imalat veya dağıtım yöntemine, ya da yeni bir toplumsal hizmet yöntemine dönüştürmeyi” ifade etmektedir. İnovasyon süreçleri, teknik uygulamada (know-how) bir ilerlemeye, pazar talebindeki bir değişikliğe ya da bunların ikisinin kombinasyonuna dayalı olarak yeni veya geliştirilmiş bir ürün, süreç veya hizmet için fırsatların araştırılmasını ve kullanılmasını içermektedir. Bu nedenle, esasen bir eşleştirme sürecidir. Bu türden yenilikler, piyasalara, hükümetlere ve topluma sunulan daha etkili ürünler, süreçler, hizmetler, teknolojiler veya iş modellerinin sağlanması yoluyla gerçekleşmektedir. İşletmelerin rekabet edebilmeleri ve ayakta kalabilmelerinin temel şartlarından biri inovasyon odaklı şirket kültürü kazanmalarınıdır. İşletmeler inovasyon ve farklılık yaptıkları ve bu yenilikleri sürdürdükleri sürece var oldukları piyasada faaliyet göstermeye devam ederler. Bu bağlamda bu çalışmada şirketlerin gerçekleştirdikleri inovasyon uygulamalarına yer verilmiştir. Bu çalışma, inovasyon girişimleri ve geliştirilmesi hususlarında çalışmalarda bulunacak olan örgütlere geri bildirim sağlama ve yol gösterici olması açısından önem taşımaktadır.

Anahtar Kelimeler: İnovasyon, Teknoloji ve Yenilik Yönetimi, İnsan Kaynakları Yönetimi

Innovation (Newness) and Application Examples

ABSTRACT

Innovation (Newness) can be defined simply as a "new idea, device or method". However, innovation is often also viewed as the application of better solutions that meet new requirements, unarticulated needs, or existing market needs. Innovation, as a process, refers to “transforming an idea into a marketable product and service, a new and improved method of manufacturing or distribution, or a new method of social service”. Innovation processes involve the exploration and exploitation of opportunities for a new or improved product, process or service based on an advance in technical practice (know-how), a change in market demand, or a combination of the two. Therefore, it is essentially a matching process. Such innovations occur through the provision of more effective products, processes, services, technologies or business models available to markets, governments and society. One of the basic requirements of the companies to compete and survive is to gain an innovation-oriented corporate culture. Businesses continue to operate in the markets where they make innovation and difference and continue to innovate. In this context, the innovation practices implemented by the companies are included in this study. This study is important in terms of providing feedback and guiding organizations that will work on the innovation initiatives and development.

Keywords: Innovation, Technology and Newness Management, Human Resources Management.



The Mediating Role of Organization-Based Self-Esteem in The Influence of Internal Marketing Perception on Affective Commitment

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ABSTRACT

The present study aims to examine the influence of internal marketing perception of bank employees on their affective commitment and to analyze the mediating role of organization-based self-esteem in this effect. The study was conducted with public and private bank employees located in downtown Konya. The study included "Foreman and Money (1995)" scale for internal marketing, "Akalin (2006)" scale for organization-based self-esteem, and "Meyer et al. (1993)" scale for affective commitment. The data obtained by contacting 221 bank employees through a survey were analyzed with SPSS 20 statistical package software and Amos 21 statistical package software. The analyzes pointed out that internal marketing perception had a significant and positive influence on organization-based self-esteem and affective commitment while organization-based self-esteem had a significant and positive effect on affective commitment. In addition, we determined that organization-based self-esteem does not have a mediating role in the effect of employees' internal marketing perception on affective commitment.

Keywords: Organization-Based Self-Esteem; Internal Marketing; Affective Commitment; Bank Employees

İçsel Pazarlama Algısının Duygusal Bağlılık Üzerindeki Etkisinde Örgüt Temelli Öz Saygının Aracı Rolü

ÖZET

Bu araştırmanın amacı banka çalışanlarının içsel pazarlama algısının duygusal bağlılıkları üzerindeki etkisine bakmak ve bu etkide örgüt temelli öz saygının aracı rolünü incelemektir. Bu amaçla nicel veri analizlerinden anket tekniği kullanılmıştır. Araştırma Konya merkez de yer alan kamu ve özel banka çalışanlarını kapsamaktadır. Araştırma da içsel pazarlama ölçeği için "Foreman ve Money (1995)", Örgüt temelli özsaygı için "Akalin (2006)" ve duygusal bağlılık için ise "Meyer vd. (1993)" ölçekleri tercih edilmiştir. Anket yoluyla 221 banka çalışanına ulaşılarak elde edilen veriler SPSS 20 ve Amos 21 istatistiksel paket programları ile analiz edilmiştir. Analizler sonucunda içsel pazarlama algısının örgüt temelli öz saygı ile duygusal bağlılık üzerinde anlamlı ve pozitif yönlü etkisi olduğu, örgüt temelli öz saygının duygusal bağlılık üzerinde anlamlı ve pozitif yönlü etkisi olduğu bulunmuştur. Ayrıca analizlerde çalışanların içsel pazarlama algısının duygusal bağlılık üzerindeki etkisinde örgüt temelli öz saygının aracılık rolü olmadığı da tespit edilmiştir.

Anahtar Kelimeler: Örgüt Temelli Özsaygı, İçsel Pazarlama, Duygusal Bağlılık, Banka Çalışanları



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Perceived Organizational Support & Authentic Leadership Effect on Organizational Commitment: Mediating Role of Job Satisfaction

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ABSTRACT

The purpose of this study was to analyse the impact of Perceived Organizational Support, Authentic Leadership on Organizational Commitment mediated by Job Satisfaction. This research was conducted using 150 FMCG employees in South Jakarta. Hypothesis testing uses the Structural Equation Model analysis tool and the sampling method uses purposive sampling.

The results of hypothesis testing in this study show that there is an influence of Perceived Organizational Support on Job Satisfaction, there is an effect of Authentic Leadership on Job Satisfaction, there is an effect of Job Satisfaction on Organizational Commitment, there is no effect of Perceived Organizational Support on Organizational Commitment, there is an effect of Authentic Leadership on Organizational Commitment, there is an influence of Perceived Organizational Support on Organizational Commitment mediated by Job Satisfaction and there is an effect of Authentic Leadership on Organizational Commitment mediated by Job Satisfaction. The implication for managers are that they can provide attention to their employees by providing good support and authentic leadership as well as motivating and guiding employees to feel satisfied at work which will improve employees performance so that they are more committed to the company.

Keywords: Perceived Organizational Support, Authentic Leadership, Job Satisfaction, Organizational Commitment



Measuring The Brand Culture Between International Students in Karabuk University

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ABSTRACT

This study aims to measure the brand culture perception among international students in Karabuk University and explore any potential differences or factors that influence their perception. Brand culture plays a crucial role in shaping the overall experience and satisfaction of customers, particularly those from diverse cultural backgrounds. By understanding the brand culture perception, companies can develop effective strategies to enhance the overall experience for international customers and strengthen their brand image. The research will employ a quantitative approach, utilizing survey questionnaires to collect data from a sample of international students studying at Karabuk University. The survey will assess various dimensions of brand culture perception, including brand identity, brand values, brand communication, and brand loyalty. Additionally, demographic information such as nationality and length of study will be collected to analyze potential differences in perception among different groups. The objectives of this study are to measure the brand culture perception among international students, compare the perception between different nationalities, identify factors influencing brand culture perception, and provide recommendations for improving brand culture among international students in Karabuk University. The findings of this study contribute to the existing literature on brand culture in the higher education context, specifically focusing on international students. The results will provide valuable insights for Companies administrators and marketing professionals to develop targeted strategies that align with the expectations and preferences of international students. Ultimately, this research aims to enhance the overall experience and satisfaction of customers like international students at Karabuk University and strengthen the company's brand image in the global higher education market. Collected data in this study by electronic questionnaire using Google drive, we chose 40 answers from total 46, from different countries around nine countries and analyzed 40 answers used the SPSS analytical program, so I will explain it in the methodology, discussion of the data, and the result.

Keywords: Brand Awareness, Customers Behavior, Brand Image and Loyalty, Brand culture.

Kim Kime Neden Oy Veriyor?

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ÖZET

Seçim araştırmalarının temel sorusu hiç şüphesiz *kim kime neden oy veriyordur?*

Seçmenin oy verme tercihinin şekillenmesinde ya da kararında çok farklı nedenler rol oynayabilmektedir. Bu faktörler arasında: Bir partiye bağlılık, bir adayın çekiciliği, ikna edici gerçek konular veya aile/arkadaş etkisi, sorunlar, geleceğe ilişkin beklentiler ön plana çıkmaktadır. Bazı seçmenler kararlarını seçim sürecine girmeden çok önce, bazıları seçim sürecinde ya da kampanya döneminde, bazıları ise yalnızca seçim gününde verirler. Kararın ne zaman verildiğine bağlı olarak seçim sonuçları genel beklentilerden ya da kamuoyu şirketlerinin öngörülerinden farklı olabilir. Bunun en tipik örneği 14 Mayıs 2023 Cumhurbaşkanı ve Milletvekili seçimleri'dir. Seçmenin kime neden oy verdiği sorusu şu iki şekilde öngörülebilir: Bunlardan ilki, seçim öncesi kamuoyu şirketleri tarafından yapılan anketlerdir. Diğeri de seçim günü oy verme eylemi sonucu yapılan ankettir. Bu tür anketlerde seçmenin oy verme davranışının ardındaki nedenler nadiren doğrudan sorulmaktadır. Genelde bu, dolaylı olarak açıklanmaya çalışılır. Seçim öncesi 15 Nisan 1 Mayıs 2023 tarihleri arasında Türkiye'deki seçmeni temsil edilecek şekilde 35 ilde uyguladığımız bir araştırmada 2023 Cumhurbaşkanı ve Milletvekili seçimlerinde hangi oy verme güdülerinin ne kadar önemli olduğu sorusu incelenmiştir. Bu bağlamda araştırmada öncelikle şu sorulara cevap aranmıştır. Bu sorular tebliğimizin de çerçevesini oluşturmaktadır. Bunlar:

- ◆ Adaylar ve konular seçim kararında nasıl bir rol oynamaktadır? Ekonomik kriz, enflasyon, deprem gibi sorunlar/konular oy verme davranışını ne ölçüde etkilemiştir? Cumhurbaşkanı adayının sorun çözüme yeteneği algısı ile oy verme davranışı arasında nasıl bir ilişki var mıdır?
- ◆ Kim kime neden oy vermektedir? Seçmenin bir adayı ya da siyasi partiyi tercih etmesinin ardında yatan nedenler/motifler nelerdir?
- ◆ Seçmenin arkadaş ve tanıdıkları ile olan kişisel temaslarının oy verme davranışı üzerindeki etkisi nedir? Araştırma bulguları, seçmenin oy verme kararında adayın belirleyici olduğunu, siyasi partilere bağlılığının zayıfladığını, enflasyon, deprem, sığınmacılar, terör gibi sorunların mevcut iktidara yönelimleri olumsuz etkilediğini, ancak mevcut iktidardan kopan oyların da muhalefete yönelmediğini göstermektedir.

Anahtar Kelimeler: Seçmen, Lider, Parti bağlılık, Sorunlar, Motifler

Who Vote For Whom And Why?

ABSTRACT

The fundamental question in election research is undoubtedly *who vote for whom and why?*

Several factors can play a role in shaping the voter's decision or preference. Among these factors, party loyalty, the appeal of a candidate, persuasive policy positions, family/friend influence, problems, and expectations for the future come to the forefront. Some voters make their decisions long before the election process begins, some during the election campaign or campaign period, and others only on the election day. Depending on when the decision is made, election results can differ from general expectations or predictions by polling companies. A typical example of this is the May 14, 2023 Presidential and Parliamentary elections.

The question of why voters cast their ballots for whom can be anticipated in two ways: first, through pre-election polls conducted by public opinion research companies. The other is the post-election survey conducted as a result of the act of voting on election day. In such surveys, the reasons behind the voter's voting behavior are rarely asked directly but are generally attempted to be explained indirectly. In a study conducted in 35 provinces in Turkey between April 15 and May 1, 2023, representing the voters in Turkey, the question of how important the motivations for voting in the 2023 Presidential and Parliamentary elections were examined. In this context, the study primarily sought answers to the following questions, which also frame our paper:

- ◆ What role do candidates and issues play in the election decision? To what extent have problems/issues such as economic crisis, inflation, earthquakes influenced voting behavior? Is there a relationship between the perception of the presidential candidate's problem-solving ability and voting behavior?
- ◆ Why do voters cast their ballots for whom? What are the reasons/motives behind a voter's preference for a candidate or political party?



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◆What is the impact of personal contacts with friends and acquaintances on voting behavior?

The research findings indicate that the candidate is decisive in the voter's voting decision, party loyalty is weakening, problems/issues like inflation, earthquakes, refugees, and terrorism have a negative effect on the orientation toward the incumbent, but the votes detached from the incumbent do not turn towards the opposition.

Keywords: Voter, Leader, Party Loyalty, Problems, Motives



Quality Improvement of Air Cylinder Using Six Sigma and Heart Methods

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ABSTRACT

This research focuses on the main object of air cylinder which aims at identifying and analyzing the causes of defects of the air cylinder products. From the historical data, the recorded average defect is 18%, a considerably high defect percentage from the industrial perspective.

For quality improvement purpose, the methods used in this study are Six Sigma DMAIC (Define, Measure, Analyze, Improve, Control) and HEART (Human Error Assessment and Reliability Technique).

The HEART method is used at the DMAIC analysis stage to identify errors that occur due to human factors. The obtained Six Sigma level as a result of using the Six Sigma method is 3,185 while the DPMO value is 46.000. The results obtained from using the HEART method are: (i) a 38,4% probability error due to the operator's mistakes in using the chisel/drill bit; and (ii) 28,8% of the assembly is not in the correct order and/or connecting parts are not properly installed. The improvement methods proposed based on the biggest defect factors are by using drill bit storage and installing a poster that contains the assembly order of the air cylinder products. After these methods are implemented, the sigma level and the DPMO value are 3,338 and 33.000, respectively, indicating a positive quality improvement of the air cylinder products.

Keywords: Quality; Six Sigma; DMAIC (Define, Measure, Analyze, Improve, Control), Human Reliability Assessment; Human Error Assessment and Reliability Technique (HEART).

Hazır Yemek (Catering) Sektöründe Müşteri Sadakati Oluşturma

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ÖZET

Hazır yemek sektöründe ürünün pazarlanması kadar önemli diğer husus satılan ürünün devamlılığını sağlamaktır. Bu da müşteri memnuniyeti ile doğru orantılıdır. Hazır yemek sektörü müşteri sadakati oluşturulması bakımından en zor sektörlerden bir tanesidir. Sektör önemli ölçüde beğeniye dayalı olarak çalışmaktadır. Bu çalışma işletmelerin müşteri ile alışverişte buldukları sürenin ortalama 6 ay ile 2 yıl arasında olduğunu ortaya koymuştur. Bu çalışmanın temel sorunsalı ve buna bağlı olarak amacı; hazır yemek sektöründeki işletmelerin müşteri sadakati oluşturmaları konusunda kısa süreli ilişkilerinin nedenlerini ortaya koymak ve müşteri sadakati oluşturmak için neler yapılması gerektiği konusunda çözüm önerilerinin sunulmasıdır.

Çalışmanın veri alt yapısını hazır yemek sektöründe çalışan üst düzey yöneticiler ve işletme sahipleriyle yüz yüze yapılan derinlemesine görüşme tekniği ile elde edilen birincil veriler oluşturmuştur. Ankara ilinde faaliyet gösteren 5 işletmede; işletme sahibi, yönetici, gıda mühendisi, diyetisyen ve aşçı başı olarak çalışan 17 kişinin, önceden hazırlanmış 8 soruya vermiş oldukları sözel cevaplar değerlendirilmiştir.

Değerlendirme sonucunda, hazır yemek sektöründe müşteri sadakati sağlayamamanın başlıca nedenlerinin, kurumsal müşterilerin farklı tercihlerinden kaynaklı yemeklerde standart sağlayamama, müşterilerin belli bir zamandan sonra farklılık araması, ürünlere yansıyan zamlar olduğu belirlenmiştir.

Verilerin analizinden elde edilen sonuçlara göre sektördeki işletmelerin, artan maliyetin fiyatlara yansımaya olasılığına rağmen, müşterilerin beklentilerine göre sınıflandırma yapıp üretimde bölünmeye gitmesi gerektiği, menülerde belirli aralıklarla değişime başvurulması, seçim hakkı tanınmayan ürünler vermek yerine seçenekleri arttırıp farklı çeşitler sunmak ve müşteriyle daha yakın ilişkiler kurulması sektörde kısa vadede ilişkileri geliştirecektir.

Anahtar Kelimeler: Catering, Hazır Yemek, Müşteri Sadakati, Gıda Sektörü

Building Customer Loyalty in The Catering Sector

ABSTRACT

As important as the marketing of the product in the ready-to-eat food sector is to ensure the continuity of the product sold. This is directly proportional to customer satisfaction. The fast food sector is one of the most difficult sectors in terms of creating customer loyalty. The sector works significantly based on taste. This study revealed that the average period of time that businesses shop with customers is between 6 months and 2 years. The main problematic of this study and accordingly the aim of this study is to reveal the reasons for the short-term relationships of the businesses in the ready-to-eat food sector in terms of creating customer loyalty and to offer solutions on what should be done to create customer loyalty.

The data infrastructure of the study consists of primary data obtained through face-to-face in-depth interviews with senior managers and business owners working in the ready-to-eat food sector. The verbal answers given by 17 people working as business owners, managers, food engineers, dieticians and head chefs in 5 businesses operating in Ankara province to 8 pre-prepared questions were evaluated.

As a result of the evaluation, it was determined that the main reasons for the lack of customer loyalty in the ready-to-eat food sector are the inability to provide standardization in meals due to the different preferences of corporate customers, the fact that customers look for differences after a certain period of time, and the increases reflected on the products.



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According to the results obtained from the analysis of the data, despite the possibility of increasing costs being reflected in prices, businesses in the sector should classify according to the expectations of customers and divide production, resort to periodic changes in menus, increase options and offer different varieties instead of offering products that are not given the right to choose, and establish closer relations with the customer will improve relations in the sector in the short term.

Keywords: Catering, Fast Food, Customer Loyalty, Food Industry



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Police-Media Relations: The Nature of “Media Communication Training” and its Effects on Public Opinion

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ABSTRACT

This study examines the impact of police media relations and its importance in shaping public opinion about the police. More specifically, this study explores the nature of “media communication training” and its effects on public opinion regarding the quality of a police department. The unit of analysis is municipal police departments in the USA, serving areas with a population of 100,000 residents or greater. Data were collected from self-enumerated mail-in surveys in 2000. This study finds that as police officers get media communication training, which helps them to establish positive relations with reporters, the quality of the department’s image within the news media increases. In addition, as the quality of the department’s image within the news media increases, public opinion about the police departments increases. It is suggested that police departments should provide media communication training to their personnel to improve the quality of their department’s image within the news media. In addition, if the police departments want to create a better image in the eyes of the public, first, they should improve the quality of their department’s image within the news media.

Keywords: Police, Media, Communication, Media Communication Training, Police-Media Relations, Police-Public Relations, Police Image, Public Opinion



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Mastering the World of Artificial Intelligence: Strategies in The Beauty Industry

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ABSTRACT

In the current beauty industry, global cosmetic brands are not exempt from the implications of modern technology in their business operations. One of the technologies currently favored by the public is the use of the Virtual Try-On application for cosmetic products. The Virtual Try-On application for cosmetic products is a part of an artificial intelligence system that applies Augmented Reality technology by merging the real world with the visual world. Technological innovations, such as the use of artificial intelligence in the beauty industry, can be considered as an added value in facing business competition in the beauty sector and can also be seen as a strategy to win market competition. In this modern era, where all services are conducted digitally, individuals can perform all their activities effectively and efficiently.

Facing the challenges of the world, Augmented Reality technology applied to the Virtual Try-On application for cosmetic products proved to be very helpful during the Covid-19 pandemic a few years ago. With this technology, cosmetic product consumers can easily determine the cosmetic products they want to buy according to their needs and preferences without the need to visit offline stores of the cosmetic products. This research aims to explore the influence of Virtual Try-On (VTO) features on users' perceptions and behaviors towards global cosmetic brands. In this study, adopts the TAM (Technology Acceptance Model) theory, which explains and predicts the acceptance and adoption of new technology by service users. Therefore, the findings from this research are expected to provide a better understanding of how Virtual Try-On features can affect beauty preferences and consumer purchasing behavior, especially in the context of the rapidly growing cosmetic industry.

Keywords: TAM Theory, Artificial Intelligence, Beauty Industry, Augmented Reality



Halal Economy and its Beyond: A Systematic Literature Review Approach

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ABSTRACT

Halal Economy is a scope in Islamic Economics that consists of halal in the fields of tourism, culinary, supply chain, administration, finance, regulations, and so on. Its development to date has become a special concern for academics as evidenced by the emergence of many studies related to the Halal Economy. Therefore, this study wants to comprehensively map the extent of the development of existing studies related to the Halal Economy to date. This study uses a Systematic Literature Review (SLR) approach with bibliometric analysis techniques as further analysis. The data in this study uses several inclusion criteria such as: Scopus database, keywords, and time period 2013-2023. Data search was carried out using the Publish or Perish (PoP) software. The results at the screening stage found 128 eligible articles which will be analyzed further. The study results generally show that the development of studies mapped in the Halal Economy context refers to studies on Halal Tourism, Halal Industry, Halal Food, Halal Supply Chain, and Halal Certification. It was also found to be related to the keyword economic growth between the years 2022-2023. This indirectly means that the relationship between the Halal Economy and economic growth is starting to be linked to the development of current studies. Another finding, related to the development of studies in Indonesia, is that the keywords most frequently found are related to Halal Tourism, Halal Certification, Halal Culinary, Halal Industry, and Sharia Compliance.

Keywords: Halal economy, Economic growth, SLR



Çalışanların Yüzeysel Davranışlarının Tükenmişliğe Etkisi: Benlik Saygısının Rolü

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Yüksek Lisans Öğrencisi

ÖZET

Bu çalışmada çalışanların yüzeysel davranışlarının, tükenmişliğe etkisi ve benlik saygısının bu süreçteki rolü araştırılmıştır. Çalışmanın örneklemini Şanlıurfa'da bir kamu hastanesinde çalışan 272 sağlık personeli oluşturmaktadır. Çalışma nicel yöntem tercih edilerek veriler anket yoluyla toplanmıştır. İstatistik analizlerle veriler incelenerek araştırma bulguları elde edilmiştir. Korelasyon analizi sonucunda yüzeysel davranış ile tükenmişlik arasında anlamlı pozitif ilişki bulunmuştur. Hipotez testleri için yapılan regresyon analizi sonucunda yüzeysel davranışın tükenmişliği etkilediği ve benlik saygısını düzenleyici rolünün bulunduğu bulgularına ulaşılmıştır. Elde edilen tüm bulgular literatür kapsamında tartışılmıştır.

Anahtar Kelimeler: Yüzeysel Davranış, Tükenmişlik, Benlik Saygısı

The Effect of Employees' Superficial Behaviors on Burnout: The Role of Self-Esteem

ABSTRACT

In this study, the effect of employees' superficial behaviors on burnout and the role of self-esteem in this process were investigated. The sample of the study consists of 272 healthcare personnel working in a public hospital in Şanlıurfa. The study preferred the quantitative method and collected data through a survey. Research findings were obtained by examining the data with statistical analysis. As a result of the correlation analysis, a significant positive relationship was found between superficial behavior and burnout. As a result of the regression analysis conducted for the hypothesis tests, it was found that superficial behavior affects burnout and has a regulatory role on self-esteem. All findings obtained were discussed within the scope of the literature.

Keywords: Superficial Behavior, Burnout, Self-Esteem



The Effect of Humble Leadership on Job Satisfaction and Employee Performance: The Mediating Effect of Psychological Empowerment

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ABSTRACT

Much more than cognitive intelligence and technical knowledge is required to lead in the 21st century. The humility of a leader is believed to be one of the most important determinants of leadership effectiveness. In fact, humility is one of the defining characteristics of an effective leader in most newly derived leadership theories. This is because contemporary research has identified the humility of the leader as an approach to leadership that supports the development of positive attitudes and behaviours in employees. For example, existing literature suggests that humble leadership legitimizes the growth and development of followers; enhances followers' learning orientation, job satisfaction, individual and team performance, creativity, work engagement, and retention; develops loyalty and commitment; increases leader team integration and empowerment climate. From a societal and individual perspective, working life is one of the most important issues. After all, organisations are the places where people in modern societies spend the majority of their time. In order to survive and compete successfully in today's volatile economic environment, organisations are focusing on the use of human resources, particularly employee performance, as a source of strategic advantage. In addition, job satisfaction - one of the most important indicators of the success of an organisation - is crucial to the retention and recruitment of qualified staff. Considering all these explanations, our study aims to investigate the effect of humble leadership on job satisfaction and employee performance. Our hypothesis is that psychological empowerment may significantly and positively influence the effect of humble leadership on job satisfaction and employee performance.

The purpose of this study was to explore the mediating effect of psychological empowerment on the effect of humble leadership behaviour on employees' job satisfaction and job performance in shipbuilding companies. 239 employees from 3 companies participated in the study. One of the dependent variables of the study, job satisfaction, was found to be highly influenced by humble leadership. At the same time, humble leadership was found to have a significant impact on employee empowerment. While perceived empowerment fully mediates the effect of humble leadership on employee performance, it partially mediates the effect of humble leadership on job satisfaction. This finding supports the need for humble leadership behaviour by managers in psychological empowerment and job satisfaction, which are concepts that have a significant impact on employee behavior, especially in organisational behaviour literature.

Keywords: Humble Leadership, Psychological Empowerment, Job Satisfaction, Employee Performance



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Reverse Logistic and Sustainable Development in Cameroon : Case of Industrial Companies in Central Region

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ABSTRACT

Does the practice of reverse logistics in industrial companies contribute to sustainable development in Cameroon? This is the central question, which this dissertation seeks to answer. The objective of this research was to analyze the impact of reverse logistics chain activities of industrial companies on sustainable development in Cameroon and more specifically in the Centre Region. To achieve this objective, a field survey was carried out among 31 industrial companies in ten localities in the Centre Region having implemented or not reverse logistics to obtain primary data. Secondary data comes from both the Employment and Informal Sector Survey (EESI) database and (INS, 2022). The latter were the subject of processing in the descriptive register with the Stata 2011 and Excel 2013 software and of a hypothesis test in inferential statistics. The variables of our study being of a qualitative nature, the technique used made it possible to collect unquantified data which motivated our hypothetico-deductive approach using the Chi-square test. The results obtained show that (i) the practice of reverse logistics in industrial companies will effectively contribute to the economic and social well-being of the Centre Region and (ii) the practice of reverse logistics in industrial companies will not contribute to the environmental well-being of the Centre region.

Key words: Reverse logistics, Sustainable development, well-being, supply chain, hypothetico-deductive



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Building Trust in Team Members with Age, Length of Experience as a Leader and Leadership Self-Efficacy as Determinants

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ABSTRACT

This study aims to determine whether the age, the length of experience as a leader and leadership self-efficacy have impact on leader's trust in team members. The research was conducted using associative quantitative methods. Involved 53 respondents who served as leaders in various companies in Jakarta and its surroundings. Data was collected using questionnaire to measure the level of trust in the team members and leadership self-efficacy and to find out respondent's age and how long the respondent's experience as a leader. The results show that leadership self-efficacy has a positive, strong and significant impact on leader's trust in the team members, while age and the length of experience as a leader does not have a significant impact on leader's trust in the team members. Research on leader's trust in the people they lead is still small in number when compared to research on trust from team members to their leaders. This research can be a reference for the field of human resource management regarding leadership and building leader's trust in team members.

Keywords: trust in team members, leader's age, length of experience as a leader, leadership self-efficacy



The Role of Human Resources Management (HRM) in Sustainable Development Goals (SDGs): Literature Review

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ABSTRACT

The main objective of this paper looks at the literature related to the integration of SDGs in HRM in creating organizations that are committed to acting ethically, and socially responsibly, and contributing to sustainable development. This research uses qualitative methods in accordance with the existing literature, the study includes an academic writing approach that focuses on studies. The study includes theoretical analysis and study of the relationship between variables from sources such as books and online academic publications. The results showed that research variables were rarely combined in one research project; Previous research has mainly focused on Human Resources Management and Sustainable Development Goals (SDGs). Humans in HRM play a role in the success of SDGs in various fields of industry, business, and others, so the real contribution of humans continues to be expected, with the help of technology and Artificial Intelligence in the success of SDGs carefully and according to human needs in HRM. The proposal of the results of this study comes from existing literature related to the topic. Humans in HRM contributing, role assisted by technology and the use of Artificial Intelligence today carefully and as needed.

Keywords: Human Resources-Management, Sustainable Development Goals (SDGs)



Production Machine Management Using Scrum Methodology and Machine Downtime Prediction Using The Naive Bayes Algorithm

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ABSTRACT

The aim of this research is the management of production machines so that they can produce materials effectively in accordance with the targets desired by the Company. The methodology used in this research is the SCRUM methodology which can organize application creation projects in an agile manner so that it is in accordance with the desired plan. The formula used to determine the machine is overall equipment effectiveness (OEE), where OEE can be divided into categories of availability, performance efficiency and rate of quality. The findings of this research are that the Naive Bayes algorithm can help production management to predict production machines into effective, less effective or ineffective categories by making predictions based on production downtime data so that it can help management to take what steps should be taken with this production machine in the future. The value found for one of the production machines, namely the weckerle machine, was declared less effective with a percentage of 65%.

Keywords: OEE, Naive Bayes, Downtime, Production



Organizational Culture, Role of Lecturers and Education Staff Support, Can Increase Service College for Upgrading College Accreditation

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ABSTRACT

Shaping Organizational Culture, role of lecturers and support from educational staff can increase collage services, so will help in lift mark accreditation College. Using method quantitative with approach because consequence through sample respondents with 3 Independent variables and 2 Dependent variables. Taking sample with proportionate stratified random sampling in a way proportional used in accordance group or strata of population student as respondents. Organizational Culture Analyze, role of lecturers and support from educational staff can increase quality collage services so that will impact upgrading accreditation College. Research about is role of Organizational Culture and Role of Lecturers as well Education Staff Support will into 3 (three) variables necessary independence considered in now exists enhancement college services so that quality college services can impact to rising accreditation College.

Keywords: Organizational Culture, Role of Lecturers, Support from Education Personnel, Services, Accreditation



8th International CEO Communication, Economics, Organization & Social Sciences Congress

Analysis of Food and Beverage Stock Prices During the Covid 19 Pandemic

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ABSTRACT

The aim of this study is to analyze the impact of fundamental macroeconomic and financial factors on the stock prices of food and beverage companies listed on the Indonesia Stock Market. The macroeconomic factors considered are the growth of PDB and interest rates, while the financial factors are the current ratio and ROE. The data used in this study is from 2020-2022, and the estimation method is based on pooled Ordinary Least Square Regression. Historical data from the Indonesian Stock Market, Bank Indonesia, BPS, and Indonesia Capital Market Directory have been used in this research.

Keywords: Food and Beverages, Covid-19 Pandemi , Panel Data, Fundamental Macro.



The Effect of Proactive Personality Traits and Self-Efficacy on Entrepreneurial Orientation with the Leadership Style Variable

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ABSTRACT

There is an economic race around the world for becoming successful on global economy. In the economic growth based on research and technology, organizations now play a significant role. Development process of countries start with organizations success. Companies who have entrepreneurial orientation can survive global economy. Entrepreneurial Orientation indicates a firm's overall competitive orientation. To improve their entrepreneurial orientation, companies should orient themselves towards entrepreneurial activities. If employee entrepreneurial orientation level is increasing companies' entrepreneurial orientation level will increase. There are many factors that affect an employee's entrepreneurial level Are employee self-efficacy levels and personality traits considered important factors in determining an employee's entrepreneurial level. This study has several purposes. One of the purposes of this study is to examine the entrepreneurial orientation, proactive personality traits self-efficacy and leadership styles. Another purpose of this research is to explore how proactive personality traits and self-efficacy contributes to explaining the entrepreneurial orientation process of entrepreneurial organizations and how they contribute to a more solid economy. This research based on author PhD thesis which is Proactive Personality Traits, Self-Efficacy and Entrepreneurial Orientation Moderated by Leadership Style: Case of Defence Industry. Narrative review method will use for this paper. Research will examine Entrepreneurial Orientation, Leadership Style ,Proactive Personality Traits, Self-Efficacy titles and their relationship with each other.

Keywords: Entrepreneurial Orientation, Leadership Style, Proactive Personality Traits, Self-Efficacy



8th International CEO Communication, Economics, Organization & Social Sciences Congress

Executive Support System for Business and Employee Performance: Analysis of The Ease of Use of Information System, and Transformational Leadership

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ABSTRACT

This article aims to examine the relationship between various variables in order to identify potential solutions, analyzing of the ease of use of information system and transformational leadership and executive support system for business and the impact to employee performance. The research method used in this research is qualitative approach, involving the analysis of published journals. Out of the five factors reviewed, three are independent variables, namely the ease of use of information systems, user satisfaction with information systems, and transformational leadership. The executive support system for business is considered the intervening variable, while employee performance is the dependent variable. The analysis of twenty published journals concludes that the dependent variables, the ease of use of information system and transformational leadership and intervening variable, executive support system for business have a positive and significant impact on employee performance. The literature review suggests that businesses should take all factors into account to improve employee performance.

Keywords: Ease of Use of Information System, User Satisfaction, Transformational Leadership, Executive Support System for Business, Employee Performance



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**Model of the Effect of Situational Leadership, Compensation, Work
Motivation towards Teacher Performance in Community Learning Activity
Center (PKBM) of Jakarta**

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ABSTRACT

To explain these relationships and provide valuable insights for education policy makers, institutions and educators. Through this research, we will investigate how these three factors interact and impact teacher performance in a literature review. Using a qualitative model derived from existing literature with variable findings related to this paper. For the Community Learning Activity Center (PKBM) this is a consideration to consider using the variables in the topic of this paper quantitatively, because there are already many research results from paper literature from trusted international journals. In addition, other variables that exist and are found in the results of this paper make a gap and look for a new phenomenon in future research. The variables in this paper are not renewable, there have been many research results in papers using quantitative research methods, however, there have been no reviews and results related directly and together with the variables in this paper with the research object of the Community Learning Activity Center (PKBM) with qualitative research methods by searching for literature from trusted international journals.

Keywords: Literature Review, Situational Leadership, Compensation, Work Motivation, teacher Performance, Community Learning Activity Center (PKBM), Pusat Kegiatan Belajar Masyarakat (PKBM).



Organizational Culture and Innovative Leadership to Employee's Intentions to Implement ESG with Employee Value as Mediation

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ABSTRACT

This study aims to investigate the relationship between Organizational Culture and innovative leadership on employee intentions to implement ESG (Environmental, Social, and Governance), with employee values as mediation. This study used quantitative research methods with data collection through employee surveys. The data were analyzed using statistical analysis to test the relationship between the variables studied. The results showed that innovation leadership affects Employee's Intention to Implement ESG both directly and through Employee Value variables. While Organizational Culture has no significant influence on Employee's Intention to Implement ESG either directly or through Employee Value variables. This research makes a new contribution to the understanding of the influence of Organizational Culture and innovative leadership on employee intentions to implement ESG, highlighting the important role of employee value in this process.

Keywords: Organizational Culture, Innovative Leadership, ESG, Employee Values, Employee Intent, Mediator



**Analyze the Influence of Brand Image, e-Marketplace and Prices
for Online Smartphone Purchasing Decision on Student of Universitas
Bhayangkara Jakarta Raya**

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ABSTRACT

This study aims to determine (1) the effect of brand image on smartphone purchasing decisions (2) the effect of e-marketplace on smartphone purchasing decisions (3) influence of prices on smartphone purchasing decisions (4) influence of brand image, e-marketplace and price on purchasing decisions smartphone. This research is survey research. The population in this study were students of Bhayangkara University, Greater Jakarta on the Bekasi campus. The study sample was determined by a purposive sampling technique of 150 students.

The questionnaire test consisted of validity tests using the Product Moment method and reliability using the Conbach's Alpha method. The analysis technique in this study used descriptive analysis methods and multiple linear regression analysis. The results of this study indicate that: (1) partially brand image has no significant effect on purchasing decisions, this is evidenced by the sig value of the variable $X_1 = 0.558 > 0.05$, (2) the e-marketplace partially has a positive and significant effect on purchasing decisions, this is evidenced by the value of sig $X_2 = 0.031 < 0.05$, (3) the price partially has a positive and significant effect on purchasing decisions, this is evidenced by the value sig $X_3 = 0.000 < 0.05$. (4) brand image, e-marketplace and price together have a significant effect on purchasing decisions, this is evidenced by the value of sig = $0.000 < 0.05$

Keywords: Brand image, e-Marketplace, Price, Purchasing Decision



How do Motivation Constructs Accelerate Admin Staff' English-Speaking Ability in Facing Internationalization of Higher Education?

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ABSTRACT

Internationalization of higher education has focused on the aspects and activities related to the goal of improving the quality of education including policies and practices done by academic systems and institutions, and even individuals to face the global academic environment. Whereas, motivation for internationalization include commercial advantage, knowledge, and language acquisition. This study on how motivation constructs affect speaking ability of administrative staff in relation to internalization of higher education highlights that mastery of English skills can improve organizational image which leads to reputation and ranking of the university. Improving English is not only needed by lecturers and students but also by administrative staff. This study employs a descriptive-qualitative method which aims at explaining and evaluating the constructs of motivation concerning the speaking ability of administrative staff and the impact it has towards internationalization at one of the private universities in Indonesia. The research was carried out by conducting several activities, i.e. distributing a set of questionnaires to thirty participants enrolling in the conversation course, doing an in-depth interview with five participants, and analyzing the information gathered. The results indicate that among several constructs of motivation, attitude (instrumental and integrative), engagement (efficacy and interest), and efforts (language course and course material) prove to be the most influential traits in this context. However, discomforts during the course which are represented in the form of fear of making mistakes, fear of being laughed at, fear of failure, and reluctance to stand out have little impact on participants' confidence in speaking English.

Keywords: Motivation, Internationalization, Speaking ability, Higher education, Administrative staff



Karamanlı Nizâmî Hakkında Bir Bibliyografya Denemesi

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ÖZET

XV. yüzyılın önemli şairlerinden olan Nizâmî, Karaman Beyliği'nin son zamanlarında yaşamıştır. Nizâmî-i Karamanî ya da Mevlânâ Nizâmî adlarıyla tanınmıştır. Ahenkli bir üslubu olan şairin gazelleri şekil bakımından başarılıdır. Şairin nazire yazmadaki ustalığı edebiyat tarihçilerince de kabul edilir. Pek çok şiiri de devrin önde gelen şairleri tarafından tanzir edilmiştir. Mecmualarda da şiirlerine yer verilen şairin mürettep bir Dîvân'ı vardır. Bu çalışmada, Karamanlı Nizâmî hakkında bir bibliyografya ortaya koymak amaçlanmıştır.

Anahtar kelimeler: Nizâmî, bibliyografya, şair, klasik Türk şiiri

A Bibliography Essay About Karamanlı Nizâmî

ABSTRACT

Nizâmî, who was one of the important poets of the 15th Century, lived in the last periods of the Karaman Principality. He was also known as Nizâmî-i Karamanî or Mevlânâ Nizâmî. The poet's ghazels, which have a harmonious style, are successful in terms of form. His mastery in writing verse was also accepted by literary historians. Many of his poems were written by the leading poets of the period. The poet, whose poems were also included in magazines, had a compiled Divan. In the present study, the purpose was to present a bibliography about Karamanlı Nizâmî.

Key words: Nizâmî, bibliography, poet, classical Turkish poet.

Turizm Çalışanları Açısından Çatışma Yönetiminin Değerlendirilmesinde Motivasyonun Önemi

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ÖZET

Turizm işletmelerinde insan davranışını harekete geçiren, yönlendiren olumlu veya olumsuz sonuçlar doğuran motivasyon olgusunun bir kriz anında yöneticiler açısından kontrol edilebilmesi işletmeler açısından hayati önem taşımaktadır. Bu bağlamda oluşabilecek sorunları önleme, tedbir alma ve çalışanları eğitime kapsamında bir dizi çalışma yapılması, işletme yöneticilerinin planlamalarında mutlaka olması gereken konulardır. Gerek işletme, gerek yöneticiler ve gerekse destinasyon algıları açısından olumlu veya olumsuz motivasyonel davranışların bilinir olması her kesime fayda sağlayabilir. Günümüzde işletmeler eskiden geleneksel anlayışın hakim olduğu gibi insanları makineleştirme yerine çalışanlarında işletmeye katkı sağlayan, devamlılığı için çaba gösteren ve en alttan en üste kadar tüm çalışanların emeğine saygı duyulan çağdaş yönetim anlayışı benimsemiştir. Böyle bir anlayışı benimseyen işletmeler çalışanların değerlerini hissettirerek motivasyonlarını en yükseklere çıkartarak geleneksel anlayışı benimseyen işletmelere göre daha karlı durumda olacaklardır. Motivasyon bir bireyin örgütte mutlu olmasının ve verimli çalışmasındaki en önemli faktördür. Yüksel motivasyonlu iş yapılan bir örgütte ortaya çıkan ürün ve hizmetlerin verimliliğinin artışı da gözlemlenmektedir. Özellikle hizmet sektöründe müşteri-çalışan ilişkisinin yakın temasta bulunduğu durumda, işini severek yapan çalışan olumlu enerjisini işine yansıtır. İyi bir hizmet de müşteri memnuniyetini sağlayacaktır. Yeni iş başı yapan personel maliyetlerin çok yüksek olduğu göz önünde bulundurulduğunda personelin işletmeye motive olması işletmeye aynı zamanda gizli bir gelir kaynağı oluşturmaktadır. Mevcut personel ile yola devam etmek her zaman yeni iş başı yapacak personelden daha karlı ve verimlidir (Yücel, 2003; 35). Bu durumda özellikle yeni iş yapacak olan işletmeler özellikle yolun çalışanların motivasyonunu yükseltmezse belirlenen hedeflere ulaşamayacaktır. Çünkü işletmeye benimseyen çalışanlar yaptıkları sonunda ne elde edebileceklerini görebilecek ve sonrasında sorumluluğu tam olarak üstlenebilecektir. Sorumluluğunu yerine getiren çalışanlar için ödüllendirme sistemi geliştirmeli, huzurlu bir çalışma ortamı oluşturulmalıdır. Oluşturulan bu verimli ortamın korunması da bir o kadar önem arz etmektedir (Öztürk ve Dündar, 2003; 60). Günlük yaşantımızda doğrudan ve dolaylı yollardan karşılaştığımız ve olumsuz olayı, ilişkileri temsil eden konular çatışma olarak adlandırılmaktadır. Çatışma bütün toplumlarda yer alan çeşitli etkileşim sonrasında meydana gelen bir olgudur. Çatışma çeşitli durumlardan oluştuğundan terim ile ilgili kesin bir kanıya varılamamıştır. Genel anlamda ise çatışma; en az iki kişi arasında meydana gelen ve düşünce ayrılıklarından meydana gelen tartışmalar olarak ifade edilebilmektedir. İnsanlar yapıları gereği sosyal varlıklar olması sebebiyle sürekli birbirleri ile iletişim içerisindedir ve öncesinde edinmiş oldukları çeşitli kalıplar üzerinde iletişimleri sürdürürler. İletişim içerisinde bireyler bu kalıpların dışında çıktıklarını hissettikleri anda sosyal çevresiyle çatışmalara girdiği gözlemlenebilmektedir (Gedik, 2023; 66). Sürekli iletişim olduğu noktada çatışmanın yaşanması kaçınılmaz durumdadır. Çatışmanın yönetimindeki en önemli faktör çatışmanın tamamen yok edilmesinden ziyade işletmenin faaliyetini tehdit etmeyecek duruma getirerek işletme lehine dönüşmesini sağlayabilmektir (Kavacık, vd.; 2013). Bu çalışmada, turizm çalışanlarının çatışma öncesinde, sırasında ve sonrasında önemli bir yere sahip olduğu bilinen motivasyon kavramının önemi ortaya çıkarılması amaçlanmaktadır. Araştırmada, nitel araştırma yöntemlerinden doküman analizi kullanılmıştır.

Anahtar Kelimeler: Çatışma Yönetimi, Motivasyon, Etkili İletişim.

The Importance of Motivation in Evaluating Conflict Management for Tourism Employees

ABSTRACT

It is vital for businesses to be able to control the motivation phenomenon, which activates and directs human behavior in tourism businesses and produces positive or negative results, in case of a crisis. In this context, carrying

out a series of studies to prevent possible problems, take precautions and train employees are issues that must be included in the planning of business managers. Knowing positive or negative motivational behaviors can benefit everyone, both in terms of business, managers and destination perceptions. Today, businesses have adopted a modern management approach in which employees contribute to the business, strive for its continuity, and respect the efforts of all employees from the bottom to the top, instead of mechanizing people, as was the traditional approach in the past. Businesses that adopt such an approach will make their employees feel their value and maximize their motivation, thus being more profitable than businesses that adopt the traditional approach. Motivation is the most important factor for an individual to be happy and work efficiently in the organization. An increase in the productivity of the products and services produced in an organization where highly motivated work is carried out is also observed. Especially in the service sector, where the customer-employee relationship is in close contact, an employee who loves his job reflects his positive energy on his work. A good service will also ensure customer satisfaction. Considering that the costs of new personnel are very high, motivating the personnel to the business also creates a hidden source of income for the business. Continuing with existing personnel is always more profitable and efficient than employing new personnel (Yücel, 2003; 35). In this case, businesses that will start new businesses will not be able to achieve their set goals, especially if they cannot increase the motivation of their employees. Because employees who embrace it in the business will be able to see what they can achieve as a result of their actions and then take full responsibility. A reward system should be developed for employees who fulfill their responsibilities, and a peaceful working environment should be created. Preserving this productive environment is equally important (Öztürk and Dündar, 2003; 60). Issues that we encounter directly or indirectly in our daily lives and that represent negative events and relationships are called conflicts. Conflict is a phenomenon that occurs after various interactions in all societies. Since conflict consists of various situations, no definitive conclusion has been reached regarding the term. In general terms, conflict; It can be defined as arguments that occur between at least two people and result from differences of opinion. Since people are social beings by nature, they are constantly in communication with each other and they maintain communication based on various patterns they have acquired before. It can be observed that individuals enter into conflicts with their social environment when they feel that they are outside these patterns in communication (Gedik, 2023; 66). Where there is constant communication, conflict is inevitable. The most important factor in conflict management is to ensure that the conflict turns in favor of the business by making it no longer a threat to the business's activities, rather than completely eliminating it (Kavacık, et al.; 2013). This study aims to reveal the importance of the concept of motivation, which is known to have an important place in tourism workers before, during and after conflict. In the research, document analysis, one of the qualitative research methods, was used.

Key Words: Conflict Management, Motivation, Effective Communication.

Sanayileşme Çocuk Sağlığını Etkiler mi? BRICS-T Ülkeleri İçin Ampirik Bir Analiz

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ÖZET

Ülkelerin sanayileşme, iktisadi büyüme ve yabancı sermayeyi çekme gibi politikalarını hızlandırmak adına uyguladıkları ekonomi politikaları bazen o ülke vatandaşlarının sağlığını olumsuz yönde etkileyebilecek boyutlara ulaşabilmektedir. Sanayileşmiş ve sanayileşmekte olan ülkelerin üretimi artırma süreçleri esnasında doğayı atıklarla tahrip etmeleri, teknolojik aletler vasıtasıyla radyasyon ve zararlı ışınların yayılmasına neden olmaları, havayı kirletmeleri ve benzer davranışlar sergilemeleri insan sağlığını olumsuz yönde etkileyebilmektedir. Bu çerçevede bu çalışmanın amacı Brezilya, Rusya, Hindistan, Çin, Güney Afrika ve Türkiye’de (BRICS-T) sanayileşme, iktisadi büyüme ve doğrudan yabancı yatırımların çocuk sağlığı üzerindeki etkilerini nedensellik analizi yöntemiyle incelemektir. Çalışmada 1990-2021 yıllarını kapsayan dönem ele alınmıştır. Analizde serilerin tamamının yatay kesit bağımlılığına ve heterojen bir yapıya sahip oldukları tespit edilmiştir. Bu sonuçlardan hareketle analizin son aşamasında serilere Emirmahmutoğlu ve Köse (2011) panel nedensellik testi uygulanmıştır. Yapılan nedensellik testi sonuçlarına göre BRICS-T ülkelerinde iktisadi büyüme ile çocuk sağlığı ve sanayileşme ile çocuk sağlığı arasında çift yönlü nedensellik ilişkisinin olduğu anlaşılmıştır. Çocuk sağlığından doğrudan yabancı yatırımlara doğru ise tek yönlü bir nedensellik ilişkisinin olduğu tespit edilmiştir. Ulaşılan bu sonuçlar şunu göstermektedir ki bir ülke refah seviyesini yükseltme politikalarını hayata geçirme çabaları içerisindeyken diğer taraftan kendi vatandaşlarının sağlık sorunlarıyla ve ölümleriyle karşı karşıya kalmalarına da neden olabilmektedir.

Anahtar Kelimeler: İktisadi Büyüme, Sanayileşme, Doğrudan Yabancı Yatırımlar, Çocuk Sağlığı, BRICS-T.

Does Industrialization Affect Child Health? An Empirical Analysis for BRICS-T Countries

ABSTRACT

The economic policies that countries implement to accelerate their policies such as industrialization, economic growth, and attracting foreign capital can sometimes reach dimensions that can negatively affect the health of the citizens of that country. Industrialized and industrializing countries' destroying nature with wastes, causing the emission of radiation and harmful rays through technological devices, polluting the air, and similar behaviors during the processes of increasing production can negatively affect human health. In this framework, this study aims to examine the effects of industrialization, economic growth, and foreign direct investments on child health in Brazil, Russia, India, China, South Africa, and Türkiye (BRICS-T) through causality analysis. The study covers the period between 1990-2021. The analysis determines that all of the series have horizontal cross-section dependence and a heterogeneous structure. Based on these results, Emirmahmutoğlu and Köse (2011) panel causality test was applied to the series in the last stage of the analysis. According to the causality test results, a bidirectional causality relationship exists between economic growth and child health and between industrialization and child health in BRICS-T countries. On the other hand, there is a unidirectional causality relationship from child health to foreign direct investment. These results show that while a country is trying to implement policies to increase its welfare level, it may also cause its citizens to face health problems and deaths.

Key Words: Economic Growth, Industrialization, Foreign Direct Investment, Child Health, BRICS-T



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How Green Intellectual Capital Affects Operational Performance in Coffee Shop Businesses in the Jakarta Region, Indonesia?

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ABSTRACT

This research aims to analyze the influence of environmentally friendly intellectual capital on operational performance in coffee shops in the Jakarta area. The study utilizes quantitative methods and employs purposive sampling techniques. Through a questionnaire as the data collection tool, a sample size of 252 respondents is obtained. The questionnaires were distributed to managers, supervisors, and baristas at coffee shops using a Google Form. Hypothesis testing is conducted using the Structural Equation Model (SEM) method.

The research results reveal that Environmentally Friendly Intellectual Capital does not exert a significant influence on Operational Performance but has a positive and significant impact on Environmentally Friendly Supply Chain Management. Meanwhile, the hypothesis testing results on the influence of Environmentally Friendly Supply Chain Management on Operational Performance also did not yield significant outcomes. These findings may suggest that environmentally friendly orientation and practices in coffee outlets are still limited and have not yet impacted performance significantly.

Based on the results of this research, the managerial implication underscores the importance of increasing awareness among coffee shop managers and employees regarding environmental issues. This awareness is crucial to ensuring that the coffee shop's supply chain management practices are conducted in an environmentally friendly manner, thereby enhancing operational performance and contributing to the preservation of the natural environment.

Keywords: Green Intellectual Capital, Green Supply Chains Management, Operational Performance, Coffee Shops.

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Green Supply Chain Management's Role as a Mediator of The Influence of Corporate Social Responsibility on Operational Performance: Evidence from Indonesian's Manufacturing Industry

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ABSTRACT

This research aims to determine the influence of corporate social responsibility on operational performance, mediated by green supply chain management in the manufacturing industry in the Indonesian capital region. The study employs a quantitative method with a sample size of 200 respondents determined using a purposive sampling method. The data collection tool in this research is a questionnaire distributed to manufacturing company employees using Google Forms. Hypothesis testing is carried out using the Structural Equation Model (SEM) approach operated with AMOS software. The Sobel test is performed to assess the effect of mediation.

The research results indicate that Corporate Social Responsibility has a direct positive and significant effect on Green Supply Chain Management and Operational Performance. However, Green Supply Chain Management does not exhibit a significant direct effect on Operational Performance. In indirect testing, Green Supply Chain Management plays a significant role as a mediating influence of Corporate Social Responsibility on Operational Performance.

Based on the research findings, the managerial implication is that managers and employees must uphold corporate social responsibility because it is crucial for improving environmentally friendly supply chain performance and operational performance in the manufacturing industry in the Indonesian capital region.

Keywords: Corporate Social Responsibility, Green Supply Chain Management, Operational Performance, Manufacturing Industry.

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Entrepreneurship, Intellectual Communication on School Principal Performance

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ABSTRACT

This study aims to explore the impact of entrepreneurship and intellectual communication on the performance of school principals. It seeks to understand how entrepreneurial behaviors and effective intellectual communication strategies influence the leadership and management practices of school principals in the educational context. The research employs a qualitative approach, utilizing in-depth interviews, observations, and document analysis to gather data from a sample of school principals. Through a thematic analysis, the study investigates the experiences, perspectives, and practices of these educational leaders, with a specific focus on their entrepreneurial initiatives and the use of intellectual communication within their roles. The findings of this study reveal that entrepreneurship among school principals is associated with innovative problem-solving, adaptability, and a proactive approach to addressing the challenges faced by their schools. Moreover, effective intellectual communication strategies were found to enhance collaborative decision-making, knowledge sharing, and overall school performance. The research identifies a positive relationship between entrepreneurial behaviors and improved principal performance, as well as the critical role of intellectual communication in fostering a supportive and informed educational environment. This research contributes to the existing literature by shedding light on the often-overlooked intersection of entrepreneurship and educational leadership. By emphasizing the importance of intellectual



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communication, it offers practical insights for school principals, educators, and policymakers aiming to enhance the performance of school leaders and, subsequently, the quality of education in their institutions. Furthermore, this study underscores the relevance of entrepreneurial thinking and effective communication in addressing the evolving challenges of the educational landscape, providing valuable guidance for future research and practice in the field of educational leadership.

Keywords: Entrepreneurship, Intellectual Communication, School Principal Performance



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The Influence of Business Orientation and Company Capabilities on Business Strategy and its Implications for Business Performance Sustainability in the Fashion Commodity Creative Industry in West Java

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ABSTRACT

The fashion creative industry is one of the creative industry sectors that continues to grow along with the development of fashion trends, especially in West Java. High competition makes fashion creative businesses face various challenges in achieving the sustainability of their business performance. The right business strategy is needed to compete in a competitive market and the emergence of many new competitors. Based on this background, this study aims to examine the influence of business orientation and company capabilities on business strategy and its implications for business performance sustainability in the fashion commodity creative industry in West Java. The research was conducted on the unit of analysis of fashion commodity creative industry players in West Java in the center of the fashion commodity creative industry with a sample of 200 respondents. The sample was taken by simple random sampling. Data were processed and analyzed using Structural Equation Modeling (SEM). The results showed that business strategy contributes to the sustainability of business performance, where competitive strategy has a greater contribution than competitive strategy. Business strategy is dominantly built by business orientation, which is supported by company capabilities. The results of this study provide theoretical implications in extending the importance of business strategy. Managerially, the results of this study provide implications for fashion commodity creative industry players under business strategies, especially competitive strategies, need to be formulated by improving business orientation and increasing company capabilities.

Keywords: Business orientation, company capabilities, business strategy, business performance sustainability, fashion commodity.



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The Effect of Intellectual Capital and Business Sustainability of MSMEs on Local Community Empowerment

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ABSTRACT

In the context of Micro, Small, and Medium Enterprises (MSMEs) in West Java, Indonesia, this research project explores the complex interactions between intellectual capital, company sustainability, and local community empowerment. Data from 200 MSMEs were used in a quantitative research to examine the impact of sustainable practices and intellectual capital on community empowerment. The findings show that both intellectual capital and corporate sustainability have a strong positive impact on local community empowerment. It has been discovered that intellectual capital, which includes knowledge, skills, and intangible assets, promotes innovation, knowledge sharing, and community participation. Similar to how company sustainability practices, such as resource efficiency and ethical sourcing, promoted economic growth, employment, and ethical business conduct, they significantly contributed to community empowerment. These results highlight the significance of knowledge management and sustainability measures in MSMEs as catalysts for neighborhood growth. For the benefit of all parties, policymakers, MSME stakeholders, and local communities are urged to work together to promote sustainable and community-focused business practices.

Keywords: Intellectual Capital; Business Sustainability; Local Community; Empowerment

Paper type Research paper



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Value Creation Through Dynamic Capability Approach for Competitive Advantage and Firm Performance*

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ABSTRACT

This study makes a significant contribution to the literature by extending the limited research on dynamic capability and value creation, incorporating dimensions of competitive advantage and firm performance. In this context, the study aims to provide a more in-depth examination of the role of dynamic capability in the value creation process, specifically focusing on its effects on competitive advantage and firm performance, as well as understanding the mediating role of value creation. By addressing the dimensions of sensing, seizing, and transforming dynamic capabilities, the study concentrates on measuring their influence on functional, experiential, symbolic, and cost value types within the value creation process. The research, conducted with 361 samples, employed quantitative data analysis and structural equation modeling through the Smart PLS software to test the research model. The findings indicate a positive impact of dynamic capability on the value creation process. Furthermore, it is concluded that the company's use of dynamic capabilities to create value for customers plays a mediating role in the relationship between competitive advantage and firm performance. These results underscore the critical role of dynamic capability in shaping sustainable competitive advantage and performance for businesses.

Keywords: Dynamic capability, value creation, competitive advantage, firm performance, structural equation modeling.

* This study has been derived from the doctoral thesis titled "The Impact of Value Creation through Dynamic Capabilities on Competitive Advantage and Firm Performance."



Generative Pre-trained Transformer 4 (GPT-4) Yayınlarının Bibliyometrik Analizi

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ÖZET

Yapay zekâ (AI), robotların birbirleriyle ve insanlarla ilişkili görevlerini yerine getirebilme yeteneği olarak tanımlanmakta; bu nedenle robotik ve yapay zekanın gelecekte hayatımızın büyük bir alanına dahil olması beklenmektedir. Özellikle yapay zekâ temelli üretilen bazı programlar günlük kullanımda bireylerin iletişimsel süreçlerini, çalışma hayatlarını ve toplumsal etkileşimlerini etkileyeceği öngörülmektedir. Bu programların başında ise; OpenAI tarafından geliştirilmiş GPT serisinin en son sürümü olan Generative Pre-trained Transformer 4 (GPT-4) bulunmaktadır. GPT-4, insan benzeri metinleri anlamak ve oluşturmak için derin öğrenme tekniklerini kullanan, doğal dil oluşturmanın sınırlarını daha da ileriye taşımaya amaçlayan gelişmiş bir dil modelidir. Bibliyometri de, bilimsel yayınların ve yayınlanan makalelerin analiz edilmesiyle ilgilenen bir disiplindir. GPT-4'ün mevcut durumunu tahlil etmek ve geleceğe yönelik tahminler yapabilmek amacıyla GPT-4 modelinin günümüze kadar yapılan araştırma çıktıları endeksli yayınlar özelinde bibliyometrik analizi yapılmıştır. Bu doğrultuda, araştırmanın GPT-4 hakkında yapılan çalışmalara genel bir çerçeve çizmesi amaçlanmaktadır. Sonuç olarak, GPT-4'ün çok disiplinli araştırmaya uygun yapısını ortaya çıkarılması hedeflenmiştir.

Anahtar Kelimeler: GPT-4, Yapay Zeka, Bilimmetri

Bibliometric Analysis of Generative Pre-trained Transformer 4 (GPT-4) Publications

ABSTRACT

Artificial Intelligence (AI) is defined as the ability of robots to perform tasks in relation to each other and humans, therefore, it is anticipated that robotics and AI will be included in a large area of our lives in the future. Programs specifically those based on AI are expected to affect communication processes, working lives and social interactions of individuals. In this sense, one of the most important program is the Generative Pre-trained Transformer 4 (GPT-4) which is the latest version of GPT series and developed by OpenAI. GPT-4 is an advanced programming language which aims to move boundaries of generation of natural language beyond and uses deep learning techniques to understand and generate human-like texts. Whereas, bibliometrics is a discipline interested in analysis of academic publications and articles. In this study, bibliometric analysis have been conducted on the academic publications that used GPT-4 language model in order to analyze current status of GPT-4 and to make future forecast. In this sense, this study aims to draw general framework for future studies on GPT-4. As a result, this study focuses on exploring eligible structure of GPT-4 for multi-disciplinary studies.

Keywords: GPT-4, AI, Sciencemetrics



Failures of International Agreements: Thoughts on the Budapest Memorandum

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ABSTRACT

The war of aggression, which was started by Russia on the territory of Ukraine, is proof of non-compliance with all international conventions and the violation of the so-called "security guarantees" that were given to Ukraine in connection with the signing in 1994 in Budapest by the leaders of 4 countries of the world, the USA, Russia, the Great Britain and Ukraine of the so-called "Budapest Memorandum". According to this document, Ukraine undertook to join the Treaty on the Non-Proliferation of nuclear weapons, destroyed its entire nuclear potential (in 1994 it was the third largest in the world) and received so-called "security guarantees". from the countries that signed this document.

Authors try to research and consider some important aspects and problems related to the Budapest Memorandum concluded in 1994: how this international agreement, aimed at ensuring the independence and territorial integrity of Ukraine, did not fulfill its promises and did not provide the necessary guarantees, important shortcomings in wording of the document, which left Ukraine vulnerable to hostile interventions and violations of territorial integrity.

The authors of the article came to the conclusion that the Budapest Memorandum, instead of guaranteeing the security of Ukraine, has become an "empty promise", which emphasizes the need to revise and strengthen similar international agreements to ensure the effectiveness and implementation of the tasks and instead of being a real security tool has become to some extent a historical fact, which once again confirms its unreliability, the dubiousness and emptiness of Russia's promises gives a signal to all the countries that are one way or another bound by some agreements with Russia to review their expectations and look for alternative, more reliable, civilized ways of fixing various agreements, as well as legally reliable mechanisms for their implementation and guarantee.

Key words: Russian-Ukrainian war, Budapest Memorandum, Guarantees, security commitments (assurances), soft-law act, political will.

Bütçe Planlama Stratejisi Açısından Ekonomik ve Coğrafi Özelliklerin Hastane Geliri Üzerindeki Etkileri

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ÖZET

Bu çalışma, özel hastanelerin bütçe planlama stratejilerinde ekonomik ve coğrafi özelliklerin rolünü incelemektedir. Araştırma, belirli bir sağlık grubuna ait hastaneler üzerinde yürütülmüş ve bu hastanelerin toplam hastane gelirlerini etkileyen çeşitli faktörler incelenmiştir. Buna göre, Türkiye'de 2011-2021 dönemleri arasında 12 ilde faaliyette bulunan bir özel hastane şubeleri seçilmiştir. Kurulan modelde bağımlı değişken olarak toplam hastane gelirleri ile açıklayıcı değişkenler illerin kişi başına gayri safi yurt içi hasılası, ilk kez ve tekraren hastaneyi ziyaret eden hasta sayıları arasında uzun dönem ilişkileri incelenmiştir. Bu amaçla panel ARDL yöntemi kullanılmıştır. Araştırmanın bulguları, uzun dönemde hastanelerin konumlarının, yerel ekonomik koşulların ve düzenli olarak hastane müşteri sayılarının hastanelerin toplam gelirleri üzerinde belirgin bir etkiye sahip olduğunu göstermektedir. Ayrıca, çalışma, özel hastanelerin bütçe planlaması stratejilerinde bu faktörlerin dikkate alınmasının önemini vurgulamaktadır. Sonuç olarak, bu çalışma, özel hastanelerin ekonomik ve coğrafi özellikleri göz önünde bulundurarak daha etkili bütçe planlaması yapmalarına yönelik iç görüler sunmaktadır. Bu, hastane yöneticileri ve sağlık politika yapımcıları için değerli bilgiler içermekte olup, daha etkili kaynak dağılımı ve hizmet sunumu stratejileri geliştirmelerine yardımcı olabilir.

Anahtar Kelimeler: Özel Hastane, Bütçe, Planlama, Panel ARDL.

Effects of Economic And Geographical Features on Hospital Income in Terms of Budget Planning Strategy

ABSTRACT

This study investigates the role of economic and geographical characteristics in the economic planning strategies of private hospitals. The research was conducted on hospitals belonging to a specific health group, examining various factors that influence their total revenues. Accordingly, a private hospital branch operating in 12 provinces in Turkey between 2011 and 2021 was selected. In the established model, long-term relationships were examined between total hospital revenues as the dependent variable and explanatory variables: gross domestic product per capita of the provinces and the number of patients visiting the hospital for the first time and repeatedly. For this purpose, the panel ARDL method was used. The findings of the research show that in the long term, hospitals' locations, local economic conditions and the number of regular hospital customers have a significant impact on the hospital's total revenues. Additionally, the study emphasizes the importance of considering these factors in the budget planning strategies of private hospitals. In conclusion, this research provides insights for private hospitals to develop more effective budget planning by considering economic and geographic characteristics. This offers valuable information for hospital administrators and health policy makers, assisting in the development of more efficient resource allocation and service delivery strategies.

Keywords: Private Hospital, Budget, Planning, Efficiency, Health, panel ARDL.



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Service Excellence, Relationship, Customer Loyalty of Bank Industry

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ABSTRACT

To see the implementation of the variables in this paper by looking for literature findings – literature derived from journals in the banking field. Qualitative by searching the literature by concluding the findings or research results of the paper by concluding. In this paper two variables are proven and this paper supports the results of two variables, namely relationship with customer loyalty, but for the variable service excellence still cannot be proven in this paper on the results of the implementation of the literature sought in the last few years. The recommendations of this paper on the results of providing a color and scientific contribution for use by other researchers in the future for the use of the same variable with the same object specifically for variable service excellence are underlined for use by researchers in future or future research. Provide a color and scientific contribution to be used by other researchers in the future for the use of the same variable with the same object specifically for variable service excellence underlined for use by researchers in future or future research.

Keywords: Service Excellence, Relationship, Customer Loyalty



The Effect of Audit Quality on Earnings Management with the Audit Committee as Moderating Variable: Call Center Employees

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ABSTRACT

This study aims to examine and analyze the effect of audit quality on earnings management with the moderating variable of the audit committee. In this study, the control variables include firm size, age, leverage, and profitability. The sampling method used is purposive sampling. The analysis was conducted on 101 samples of consumer goods companies for the period 2015-2019 on the Jakarta Stock Exchange with the moderated regression analysis. The results show that audit quality reduces the company's earnings management. *The implication of this research is that audit quality is one of the things management considers in reducing earnings management. One of the agency problems that can be used is to improve audit quality. Investors also need to consider audit quality in choosing investments in companies. The Audit Committee can be used to improve company supervision to reduce the relationship between audit quality and earnings management.* Thus, this study has the potential to help stakeholders, boards of directors, regulators, and auditors who are concerned with increasing corporate oversight and reducing opportunities for managers, to engage in earnings management.

Keywords: Audit Committee, Audit Quality, Earnings Management

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Auditor Specialization Moderates the Effect of Organizational Capital on Real Earnings Management

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ABSTRACT

The phenomenon of earnings management is still an important concern for various stakeholders. This study aims to examine the effect of organizational capital on real earnings management which is moderated by auditor specialization. This study uses a quantitative approach. The sample for this study uses manufacturing companies listed on the Indonesia Stock Exchange (BEI) for the 2017-2021 period, while the analysis year to test the hypothesis is the 2019-2021 period because it requires the previous two years as the base year for measuring real earnings management. Determining the sample for this study uses a purposive sampling method, so the number of observations in the sample for this study is 168. The analysis tool uses eviews version 13. The results of this study found that organizational capital has a negative and significant effect on real earnings management, and auditor specialization can reduce the effect of organizational capital on real earnings management. This study is able to confirm the resources-based theory which explains that managers use resource efficiency to improve organizational performance rather than real earnings management which can affect the company's long-term performance. This study is able to provide policy contributions for managers to use company resources efficiently to improve company performance rather than carrying out real earnings management which can affect the company's long-term performance.

Keyword: Organizational Capital, Auditor Specialization, Real Earnings Management



Navigating the AI Era: Challenges and Opportunities for Education

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ABSTRACT

The integration of Artificial Intelligence (AI) in education, particularly in assessment methods, marks a significant shift, potentially revolutionizing learning methodologies. Studies highlight its potential to enhance student learning outcomes through refined assessments and precise, measurable feedback. AI excels in minimizing bias, ensuring evaluation accuracy, identifying individual needs, and promoting more effective teaching. Traditional approaches, burdened by subjective judgment and limited assessment formats, often fail to comprehensively evaluate individual abilities. AI, in contrast, offers bias reduction, enhanced efficiency, and personalized assessments, addressing these limitations. This article explores AI's impact on education through a comprehensive literature review. It analyzes its potential benefits, including objectivity, efficiency, consistency, analytical capabilities, personalized learning programs, flexibility, and anti-cheating measures. However, it also examines challenges, such as ensuring AI's validity, addressing technological dependencies and cost complexities, securing data, and mitigating potential behavioral changes influencing assessment outcomes. The findings reveal a multifaceted spectrum of advantages. AI provides objective assessments free from human bias, enhances efficiency in terms of time and cost, ensures consistent evaluations, strengthens analytical skills, facilitates assessment program development, offers flexibility in learning, and mitigates cheating. Nevertheless, challenges remain, such as guaranteeing AI's validity and reliability, overcoming technological dependence and cost barriers, ensuring data security, and mitigating potential biases and discrimination. In conclusion, while AI presents a wealth of advantages, its integration into education requires careful consideration of associated challenges. Thorough scrutiny and rigorous testing are necessary before implementation to ensure the technology's efficacy, reliability, cost efficiency, and security.

Keywords: Artificial Intelligence, Challenges, Opportunities, Personalized Learning.



Tourism Strategy Development: Crisis Readiness and Community Involvement. A Case in Pengotan Bali

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ABSTRACT

Despite many strategies and efforts are made to manage and mitigate the impact on business continuity during and after crisis, the proposed strategies are largely reactive, and often ignore the participation of rural communities in crisis preparedness in the event of a disaster and tourism village development. This study aims to investigate the effect of community involvement on positive perception, and support for tourism development, and analyze the role of crisis readiness as an antecedent of positive perception. This research uses revised social exchange theory (SET), which led to the development of a framework for conceptualizing community involvement, positive perception of resident, and support for tourism development relationships. We utilized a quantitative survey using questionnaire. Question statements were graded on a 5-point Likert scale, Respondents were drawn from the following Pengotan village hamlets: Tiying, Dajan, Delod, Sunting, Yoh, Penyebeh, Besenga, and Padpadan. These settlements had a combined population of 4237 people, with 1300 homes. We used systematic sampling by distributed questionnaire for the first of every five houses, resulting in the distribution of 260 questionnaires. 221 surveys (85%) were returned as completed from this group. The findings revealed strong positive effects of community involvement on positive perceptions, and support for tourism development. Resident's Positive perception mediates the relationship between community involvement and support for tourism development. There was also a positive effect of crisis readiness on resident' perception and support for tourism development. The results suggest that crisis preparedness has a higher effect on resident's positive perception, and the mediating effect of residents' positive perception is higher when the predictive construct is crisis readiness. Relatively few studies have addressed the role of crisis readiness as a predictive construct that influence positive perception of residence and indirectly influence support for tourism development. This study uses the revised social exchange theory (SET), that led to the development of a framework. In using the revised social exchange theoretical framework, and crisis preparedness as antecedent variables, this study makes a significant theoretical contribution to the tourism development literature. Furthermore, this research has a number of practical implications for the local authorities to provide crisis readiness and involve community in the planning and process of tourism village.to support sustainable development.

Keywords: Tourism Village, Positive Perception, Community Involvement, Crisis Readiness, Support for Tourism Development



Dönüşümcü ve Etkileşimci Liderliğin Toplam Kalite Yönetimi Bağlamında Kalite Performansı Üzerindeki Etkisi

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ÖZET

Bu çalışmanın amacı, dönüşümcü ve etkileşimci liderliğin kalite performansı üzerindeki etkisini ortaya koymak ve aynı zamanda temel ve destekleyici kalite uygulamalarının bu ilişkideki aracı etkisini ölçmektir. Otomotiv sektöründe faaliyet gösteren üretim işletmelerinin kalite bölümü yöneticilerine uygulanan anket verileri, SPSS programı ile analiz edilmiştir. Araştırma anketine 103 yönetici katılmıştır. Bulgular, dönüşümcü ve etkileşimci liderliğin kalite performansını olumlu yönde etkilediğini göstermiştir. Ayrıca, temel ve destekleyici kalite yönetim uygulamalarının etkileşimci liderlik ile kalite performansı arasındaki ilişkide tam aracı, dönüşümcü liderlik ile kalite performansı arasındaki ilişkide yarı aracı etkiye sahip olduğu belirlenmiştir. Kalite yönetim uygulamalarının da kalite performansını olumlu etkilediği sonucuna ulaşılmıştır. Araştırma, liderliğin kalite yönetimi üzerindeki etkisini ortaya koyarak literatüre katkı sağlamaktadır.

Anahtar Kelimeler: Dönüşümcü Liderlik, Etkileşimci Liderlik, Temel Kalite Yönetim Uygulamaları, Destekleyici Kalite Yönetim Uygulamaları, Kalite Performansı.

Impact of Transformational and Transactional Leadership on Quality Performance in Context of Quality Management

ABSTRACT

The purpose of this study is to demonstrate the impact of transformational and transactional leadership on quality performance, and simultaneously, to measure the mediating effect of core and infrastructure quality practices in this relationship. Survey data collected from quality department managers of manufacturing companies in the automotive sector were analyzed by SPSS. The findings indicate that both transformational and transactional leadership positively influence quality performance. Furthermore, it has been determined that core and infrastructure quality management practices act as a full mediator in the relationship between transactional leadership and quality performance, while they act as a partial mediator in the relationship between transformational leadership and quality performance. It's also determined that quality management practices have a positive impact on quality performance. This study contributes understanding in the fields of leadership and quality management.

Keywords: Transformational Leadership, Transactional Leadership, Core Quality Management Practices, Infrastructure Quality Management Practices, Quality Performance.

Meşruiyet Bağlamında Devlet ve Toplum İlişkisinin John Locke, Jean Jacques Rousseau ve Karl Max Sosyolojileri ile Karşılaştırmalı Analizi

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ÖZET

Meşruiyet veya meşruluk, halk tabiri ile uygun görülen, kabul görmüş ya da yasal anlamda sorun teşkil etmeyen gibi anlamlarda kullanılan bir kavramdır. Bireylerden teşekkül eden topluluklar ve bu yapıların idaresi de sosyoloji bağlamında önemli bir yer teşkil eder. Bir varlığın veya yapının devamı ve otoritesinin sağlanması da ancak meşruluğu ile mümkündür.

Devlet ve toplum kavramları da kişiler ve bağlamında toplulukların huzurlu bir birlikteliğinin kurulması ve devamı için oluşturulmuş doğal bir sürecin sonucudur. Fakat devamında esas olan, meşruluğunu muhafaza etme ve meşruluğa esas olan kuralların uygulanması gerçeğinde saklıdır. Devlet ve toplum ilişkisi ancak meşruiyet zemininde boy atabilir.

Devlet ve toplum yapılarının incelenmesi, kişisel haklar ve toplum içerisindeki birey, toplum ve devlet ilişkileri de meşruluk zemininde içerisinde birçok düşün insanı tarafından ele alınmış, merkezine meşruluk alınarak farklı şekillerde yorumlanmıştır. Bizde bu çalışmamızda kronolojik sıra esas alınarak John Locke, Jean Jacques Rousseau ve Karl Marx gibi kendi sahalarında isimlerini kabul ettirmiş ve sosyolojik anlayışlarıyla toplumları arkalarından sürükleyebilmiş kişilerin devlet ve toplum ilişkisini meşruluk zemininde tartışarak çıkarımlarda bulunmayı amaçladık.

Anahtar Kelimeler: Meşruiyet, Devlet, Toplum, Locke, Rousseau, Marx

Comparative Analysis of The State And Society Relationship in The Context of Legitimacy: John Locke, Jean-Jacques Rousseau and Karl Marx Sociologies

ABSTRACT

Legitimacy or legitimacy, a term used in everyday language to denote what is considered appropriate, accepted, or legally non-problematic, is a concept. It is widely used in a way that implies social approval or adherence to legality. The societies composed of individuals and the governance of these structures also hold significant importance in the context of sociology. The continuity and authority of an entity or structure are only possible through its legitimacy.

The concepts of state and society are the result of a natural process created for the peaceful coexistence and continuity of communities in the context of individuals and groups. However, what matters most in the aftermath is the preservation of legitimacy and the implementation of rules based on legitimacy. The relationship between the state and society can only thrive within the framework of legitimacy.

The examination of state and societal structures, personal rights, and relationships among individuals, society, and the state within the framework of legitimacy have been addressed by many thinkers throughout history, centering around the preservation of legitimacy and the application of rules based on legitimacy. In this study, we aimed to discuss the relationship between the state and society in the context of legitimacy by taking a chronological approach, drawing conclusions by examining the perspectives of influential figures in their fields, such as John Locke, Jean Jacques Rousseau, and Karl Marx, who have left their mark on societies with their sociological understandings.

Key Words: Legitimacy, State, Society, Locke, Rousseau, Marx

Log-Linear Modeller ve Türkiye’deki İllerin Sosyokültürel Özellikleri Üzerine Bir Uygulama

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ÖZET

Kategorik değişkenler arasındaki ilişkiyi inceleyen Log Linear modeller, sosyal bilimlerde birçok uygulamada yaygın olarak kullanılmaktadır. Ki-kare analizinin yetersiz kaldığı ikiden fazla kontenjans tablolarının analizinde bu modeller kullanılmaktadır. Nitel değişkenler arasındaki etkileşimi ve ilişkiyi araştıran, kontenjans tablolarındaki hücrelerde yer alan frekans değerlerinin ait oldukları kategorilere ne oranda bağımlı olduğunu ortaya çıkarmaktadır. Frekans değerlerinin birbirleriyle olan bağımsızlık durumlarına göre uygulamada kullanılan veriler farklı dağılımlara sahip olmaktadır. Log linear uygulamasında farklı modeller kullanılmaktadır. Uygulama da yapılan tahminler ile en uygun model seçilir. 81 ilin kendi içerisinde farklı gelişmişlik özellikleri bulunmaktadır. Sosyokültürel değişkenler de bu düzeyleri etkilemektedir. Türkiye’deki illerin gelişmişlik düzeyini, bölgesel farklılıklarını etkileyen hem sosyal (evlenme yaşı, boşanma oranı vb.) hem de kültürel (okullaşma oranı, kütüphane sayısı vb.) değişkenleri incelemek amacıyla Log linear modeller kullanılmıştır. Uygulama modelinde kullanılmak üzere elde verilen veriler TÜİK internet sitesinden temin edilmiştir. Çalışma da söz konusu değişkenlerle hazırlanan kontenjans tabloları, Log linear modellerde ilişki yapılarını ortaya çıkarmak için kullanılmıştır.

Keywords: Log Linear Modeller, İstatistik, Sosyokültürel Değişkenler.

An Application on Log-Linear Models and Sociocultural Characteristics of Provinces in Turkey

ABSTRACT

Log Linear models, which examine the relationship between categorical variables, are widely used in many applications in social sciences. These models are used in the analysis of more than two quota tables where chi-square analysis is insufficient. It investigates the interaction and relationship between qualitative variables. The data used in Log linear models have different distributions depending on the independence of the frequency values. Different models are used in log linear application. The most appropriate model is selected with the predictions made in the application. 81 provinces have different development characteristics within themselves. Sociocultural variables also affect these levels. Log linear models were used to examine both social (marriage age, divorce rate, etc.) and cultural (schooling rate, number of libraries, etc.) variables that affect the development level of the provinces in Turkey and their regional differences. The data to be used in the application model was obtained from the TÜİK website. In the study, quota tables prepared with the variables in question were used to reveal the relationship structures in log linear models.

Keywords: Log Linear Models, Statistics, Sociocultural Variables.

Orta Gelir: Tuzak mı Yoksa Yakınsama İçin Yeni Bir Koşul mu Var?

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ÖZET

Orta Gelirli ülkelerin Yüksek Gelirli Ülke kategorisine yükselememesinin çerçeve nedeni olarak politik ve ekonomik kategorilere odaklanan iki farklı literatür oluşmaya devam etmektedir. Her iki literatür kategorisinden de ciddiye alınması gereken sonuçlar elde edilmekle birlikte, bu iki kategoriyi birbirinden ayırmak pek de kolay olmadığı görüşü hakimdir. Ancak yine de ekonomik verileri içeren literatüre dayanan bu çalışma, OGT'nin, Neo-Klasik büyüme modelinin en büyük sonuçlarından biri olan Yakınsama Hipotezinin pratikte gerçekleşmediğinin bir kanıtı olarak görünmektedir. Bir literatür incelemesi ile Yakınsama Hipotezinden bir sapma olarak OGT'nin ekonomik nedenlerindeki ortaklaşmalar belirlenmeye çalışılmıştır. Küreselleşme ile birlikte gelen ekonomik ve finansal serbestleşme mekanizmalarının, Orta Gelirli ülkelerin aleyhine sonuçlar ürettiği yönünde bulgular gözlemlenmektedir. Bu çalışmada, özellikle sermaye transfer mekanizması ile, konjonktür devrelerinde, Orta Gelirli ülkelerin yaşayacağı milli gelir daralmalarının, doğal bir sonucu olarak Yakınsama Hipotezinin geçerliliğini koruyamadığı görülmektedir.

Anahtar Kelimeler: Orta Gelir Tuzağı; Yakınsama Hipotezi; Sermaye Hareketleri; Ekonomik Büyüme.

JEL: F21, F43, F44, E22.

Middle Income: Trap or a New Condition for Convergence?

ABSTRACT

Two different literatures continue to emerge, focusing on political and economic categories as the framework for why Middle Income countries fail to rise to the High Income Country category. Although results that should be taken seriously are obtained from both categories of literature, the prevailing opinion is that it is not easy to separate these two categories. However, this study, based on the literature containing economic data, appears to be evidence that MIT's Convergence Hypothesis, one of the biggest results of the Neo-Classical growth model, is not realized in practice. Through a literature review, an attempt was made to determine the commonalities in the economic causes of MIT, as a deviation from the Convergence Hypothesis. There are findings that the economic and financial liberalization mechanisms that come with globalization produce results to the detriment of Middle Income countries. In this study, it is seen that the Convergence Hypothesis cannot maintain its validity as a natural consequence of the national income contractions that Middle Income countries will experience, especially with the capital transfer mechanism, in business cycles.

Keywords: Middle Income Trap; Convergence Hypothesis; Capital Movements; Economic Growth.

JEL: F21, F43, F44, E22.



8th International CEO Communication, Economics, Organization & Social Sciences Congress

The Influence of Work Environment, Compensation, Work Discipline and Information Technology on Employee Performance Mediated by Job Satisfaction

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ABSTRACT

This study aims to determine whether the work environment, compensation, work discipline, and information technology affect employee performance mediated by job satisfaction. This research uses an associative quantitative method. Involving 98 respondents who serve as employees in one of the state-owned companies in Jakarta. Data was collected using a questionnaire to measure the level of the work environment, compensation, work discipline, and information technology on employee performance mediated by employee job satisfaction. The research results from partial tests indicate that the work environment affects employee performance, compensation affects employee performance, work discipline affects employee performance, information technology affects employee performance, the work environment affects job satisfaction, compensation affects job satisfaction, work discipline does not affect job satisfaction, and information technology does not affect job satisfaction. Another research result is that through the mediation path, it is found that job satisfaction cannot mediate the effect of the work environment on employee performance, job satisfaction cannot mediate the effect of compensation on employee performance, job satisfaction can mediate the effect of work discipline on employee performance, and job satisfaction can mediate the effect of information technology on employee performance. Research on employee performance and its impact on job satisfaction is still quite limited compared to research on the work environment, compensation, discipline, and information technology. This research can serve as a reference for the field of human resource management.

Keywords: Work Environment, Compensation, Work Discipline, Information Technology, Job Satisfaction And Employee Performance.



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Factors Affecting the Integrity of Financial Statements: Institutional Ownership, Managerial Ownership and Independent Commissioners

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ABSTRACT

The integrity of financial statements is the result of an accounting process that can be used as a tool to communicate between management and outside the company about the financial data or activities of the company during a certain period. The purpose of this study is to review the factors that affect the integrity of financial statements. Literature searches were conducted on the electronic databases SAGE Journal, ProQuest, Science Direct, Taylor Francis, Google scholar using the keywords "integrity of financial statements and integrity of the financial statements". The purpose of writing this article is to build hypotheses of influence between variables to be used in further research. The results of this literature review article are: 1) institutional ownership affects the integrity of financial statements; 2) managerial ownership affects the integrity of financial statements; and 3) independent commissioners affect the integrity of financial statements.

Keywords: Integrity of Financial Statements, Institutional Ownership, Managerial Ownership and Independent Commissioners



Analysis of the Influence of Occupational Safety and Health Management Systems (Smk3), Training and Supervision on The Productivity of Extruding Section Workers. At Pt XYZ

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ABSTRACT

System of Management of Safety and Health Work (SMK3) pickaback by good observation and training will push work productivity improvement. In bearing of this is, hence this research in general aim to to know condition of safety and health work (SMK3) training, observation and work productivity. While peculiarly this research aim to for menjelasakn of correlation of between sitem of management of safety and health work (SMK3), training and observation to effort of work productivity improvement.

Population of Research is worker PT. XYZ of Extruding Section amounting to 60 people, with technique of data collecting of through interview and spreading of kuisisioner in the form of enquette amount to 60 people of sampel and obtained by result that condition of System of management of safety and health work (SMK3) in PT. XYZ tend to goodness, relied on by indicator of system of management of safety and health work (SMK3), from entire/all indicator that is training and development and evaluate. condition of Observation also tend to goodness based from entire/all indicator that is monitoring and evaluate. Condition of Productivity also tend to goodness that is from indicator efektif and efficiency

Keywords: Occupational Safety and Health Management System (SMK3), Productivity



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The Effect of Tax System, Tax Understanding and Changes in Tax Rates on Compliance of MSME Taxpayers in West Bekasi District with Financial Condition as a Moderating Variable

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ABSTRACT

The purpose of this study was to determine the effect of the tax system, tax understanding and changes in tax rates on compliance of MSME taxpayers in West Bekasi District with financial condition as a moderating variable. The data source was obtained from a questionnaire survey in the form of a G-Form and using a sample of 100 respondents obtained from a population of 2723 MSME taxpayers at KPP Pratama Bekasi Barat in 2022. The results showed that the variables of Tax Understanding and Tax Rate Changes had an effect on MSME Taxpayer Compliance, while the Tax System Modernization variable had no effect on MSME Taxpayer Compliance. The moderating variable of Financial Condition strengthens the variables of Tax Understanding and Changes in Tax Rates on MSME Taxpayer Compliance, but the Financial Condition variable weakens the Tax System Modernization variable on MSME Taxpayer Compliance.

Keywords: Tax System Modernization, Tax Understanding, Tax Rate Changes, Taxpayer Compliance, MSMEs



Expectations of Certified Public Accountant (CPA) from the Interns: A Research in Malatya Province

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ABSTRACT

As in every profession, matters such as knowledge, ability to adapt to technological innovations, expertise and competence in the field are important in the accounting profession. In particular, It is possible to gain professional members who have sufficient knowledge, adhere to the ethical principles of the profession and consider moral values, through internships in the professional field. The basic criterion in ensuring efficiency in education and creating a qualified workforce is the harmony and unity of purpose between the market and the school. It is expected that the individual's gains during the training period will turn into behavior with the internship. Both students and professional accountants have various perspectives and expectations regarding internships.

This study was conducted to investigate the expectations of professional accountants, independent accountants and financial advisors, from their intern students. In the study, intern students were accepted as vocational school and undergraduate level students. Questionnaire method was used in the research. The questionnaire form was applied to the accounting professionals working in Malatya and the obtained data were analyzed with the help of SPSS program. The results showed that professional accountants' reasons for accepting interns and their expectations from interns were significantly and positively related.

Keywords: Accounting, Professional Accountant, Intern, Expectation.



Greening the Youth's Mindset to Cultivate Sustainability at Religious Schools

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ABSTRACT

As the consequences of climate change and ecological degradation mount globally with little societal momentum toward solutions, mobilising youth to drive sustainability transition has become imperative. Schools offer unparalleled training to shape worldviews about building identity, values and behavioral patterns. Strategies are mainly focused on facility upgrades and environmental training programmes without corresponding investments in sustainability curriculum and community engagement, like reducing environmental footprints through resource efficiency, renewables and nature-based design to decrease water and energy use by over 40% (Kats, 2006). These strategies derive from studies that address the greening schools' economic benefit (Kats, 2006), green infrastructure (Baró et al., 2021), transitional schools from conventional ones (Jabbour, 2010) through environmental practical activities (Robina-Ramírez, Merodio & McCallum, 2020), which generate health (Bell, & Dymont, 2008). As a result, academic performance (Vakalis, et al., 2021) and student illiteracy (Goldman, et al., 2018) have been improved through the pedagogical transformation (Dymont, & Reid, 2005). However, as far as our research goes, few studies have analysed the role played through engaging with environmental communities to increase green awareness at youth. Transforming the youth mindset by immersing students in nature-bonded learning experiences can cultivate the emotional affinity, systems thinking and change agency needed to steer coming generations toward environmental regeneration. This paper introduces a theoretical model. In the following paper the research will be applied to two developed and developing countries like Spain and South-Africa. Engaging with communities, shapes youth's environmental mindset in connection with association of parents of students (Robina-Ramírez & Medina-Merodio, 2019), student communities (Kuo et al., 2021), teacher sustainability communities (Kensler, 2012; UNESCO, 2022) and surrounded communities at schools (Bohnert, et al., 2022) like family pro-Environmental behaviour (Collado et al., 2019) and public institution partnerships (Salter, 2013). The contribution of this paper is focused on providing a theoretical model to measure what role engaging communities play to increase green awareness with young people in developing and developed countries where there is a high percentage of religiosity among citizens.

Keywords: Youth, Religious Schools, Greening, Engaging Communities, Environment, Education.



Political Regime Types and Income Inequality in Pakistan

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ABSTRACT

Rising income inequality is one of the major issues in the Pakistani economy. It has been investigated in different dimensions. Different cross-sectional and panel studies have extensively examined the connection between political regime types and income inequality over a specific period. The findings have displayed significant variations across countries and regions. This study delves into exploring the relationship between political regime types and income inequality, specifically in Pakistan, utilizing time series data spanning from 1972 to 2019.

To measure political regime types, the Polity index is employed, while the Gini-Coefficient serves as the metric for income inequality. Additionally, this research takes into account various factors, such as GDP per capita, the ratio of direct taxes to GDP, the percentage of government expenditure on education relative to GDP, and the percentage of government expenditure on community and social services relative to GDP, in order to control for their direct effects. The stationarity of the data is assessed using the augmented Dickey-Fuller test, while the autoregressive distributive lag (ARDL) model is employed to examine the cointegrating relationship among the variables in the model. The empirical findings from the estimation affirm the presence of a lasting correlation between Pakistan's political regime types and wealth disparities.

The findings show that different political regimes have a notable detrimental effect on the nation's economic disparity. To be more precise, a one percent increase in the Polity score is associated with a 0.45 percent long-term and a 0.25 percent short-term fall in the Gini Coefficient. This suggests that Pakistan should work toward a stable democratic political framework and put into place sustainable economic policies in order to successfully address income disparity and achieve a desirable level of income distribution.

Keywords: Political Regimes, Income in Equality, Pakistan



Unlocking Potential: The Role of Micro-credentials in Lifelong Learning and Professional Development

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ABSTRACT

Micro-credentials are gaining traction as viable vehicles for rapid upskilling of the workforce in the twenty-first century and potential pathways for gaining employment for some students. Although micro credential has been prompted to higher education levels, however the intention to continue using such systems is still very low, and the acceptance-discontinuance is a common occurrence. The implementation of micro-credentials can be disruptive in higher education sector and present several challenges. These challenges are likely to be mitigated by increased collaboration among stakeholders. The purpose of the current literature review were to: 1) understand the current conceptions by capturing some work by researchers and identify research gaps of micro-credentials in higher education 2) identify the opportunities and challenges in adopting micro-credentials in higher education 3) formulate a model that demonstrates the main relationships and the integration of different elements and value perspective of micro-credentials: the learners, higher education institutions, employers, and government agencies the field. This paper synthesizes the expectation–confirmation model (ECM), the technology acceptance model (TAM), the theory of planned behavior (TPB), and social exchange theory (SET) to hypothesize a theoretical model to explain and predict the employers continue intention using MC. An integrative model, called the Micro-Credential Ecosystem Theory (MCET) was formulated, and has applicability for multiple sources data from different perspective. The MCET represents a substantial improvement as the first model created in micro-credential study especially for the higher education context. The model has revealed several relationships critical for the success of micro-credentials and pathways to supplement traditional degree programs. The research presented in the article has implications for policy development to guide the implementation of micro-credentials in the higher education sector.

Keywords: Higher education, Micro-credentials, Digital badges, Expectation–confirmation model (ECM) Theory of planned behavior (TPB), Technology acceptance model (TAM).



The Impact of Central Asia's Youth Bulge on Regional and Russian Stability

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ABSTRACT

In broad terms, the "Youth Bulge" theory posits that in countries with burgeoning populations, developing economies, widespread unemployment, corruption, low standards of living and satisfaction, particularly among the youth, there is a heightened likelihood of inciting social and political upheavals, criminalization, and recruitment into various terrorist organizations. Weak democratic institutions and the prevalence of drug trafficking further exacerbate these challenges in such nations.

A notable case in point is the Central Asian region, notably Kyrgyzstan, Tajikistan, and Uzbekistan. An assessment of the prevalence of explosive hazards has led certain researchers to designate this region as one of the most volatile globally. There is no accurate statistics on unemployment rates and labor migration, yet expert estimates suggest that approximately 16-20% of Kyrgyz citizens, 6-10% of Uzbek citizens, and a minimum of 10% of Tajiks are labor migrants and prevailing part of them finds employment in Russia. Researchers contend that migration, particularly labor migration, has historically served as a mitigating factor in the volatility of regions characterized by a youthful male demographic. However, over the past two years, particularly following the commencement of the Russian military operation, Central Asian migrants have significantly contributed to heightened criminal activity in Russia. Entering Russia, they are not assimilating into Russian society (as usually across the Globe), many of them don't know Russian, and they try setting their traditions there. They create dangerous for Russians enclaves and criminal groupings – including adolescent ones; statistics witnesses the increase of terrible crimes, including assaults and batteries, grabbing, larcenies, murders, including cruel ones, pedophilia, drug-trafficking, etc.

The pervasive nature of this phenomenon within Russia has prompted a reevaluation of migration policies concerning this demographic at governmental and legislative levels. There exists a hypothesis supported by some documentary of Russian security structures, that certain external entities exploit these young migrants to foment instability in Russia.

The ramifications of this situation can extend beyond Russia. The repatriation of deported individuals and those who have acquired Russian passports and now returning due to military recruitment, may serve as a catalyst for instability within the Central Asian region itself. This aligns with the objectives of some external forces seeking to inflame the situation not only in Russia but also the broader geopolitical landscape surrounding it.

The overarching aim of this study is to deliberate on potential strategies to alleviate the prevailing situation.

Keywords: Youth Bulge, Migrants, Central Asia, Russia, Unrest.



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Investigation of Cement Substitution with Industrial Solid Waste as an Alternative Material in Construction: A Review

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ABSTRACT

As the growth of infrastructure in Indonesia increases, the need for concrete rises. The reduction of environmental, energy, and CO₂ impact resulting from the use of concrete for construction is crucial as it is directly associated with the depletion of natural resources and the increasing severity of the greenhouse gases effect. Cement is a fundamental material utilized in the construction industry, working as a major component for ordinary concrete, an essential material for construction for society. This research investigates the possibility of utilization of industrial waste as an additional cementitious ingredient in the manufacturing of concrete. The objective is to emphasize a method of utilizing these waste materials by providing comprehensive details related to their technology, physical, and chemical properties. This is an overview of the present knowledge regarding the effective utilization of industrial waste materials, such as fly ash, ground granulated blast furnace slag, silica fume, and nickel slag, within the building materials sector. An innovative approach that might be adopted is minimizing the utilization of cement by employing eco-friendly alternative materials.

Keywords: Cement, Cementitious, Construction, Fly Ash, Greenhouse gases.



Interconnectedness Future: Navigating Global Challenges, the Challenging and the Unknown”- Exploring the Interplay Between Social, Economic, Environmental, Organizations, and Technological Challenges, and Developing Interdisciplinary Solutions for a Sustainable Future

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ABSTRACT

This article explores the interconnectedness future bestowed with the new digital era, and investigates the problems of the world view transformations which include economic trends, war, terrorism and counter-terrorism, the state, condition of the environment, climate change, transnational corporations and global governance. This article agrees through navigation of *The Good* contributions that the digital technology offers tremendous opportunities to communicate, work, consume, learn and create, as well as to participate in democracy and economy in new ways. From artificial intelligence, the Internet of Things and robotics, to cloud computing, data portability or 3D printing: it is clear how new technologies have radically transformed human daily lives, allowing humans to communicate instantly and across borders, to access and share information, socialise and express ourselves. By opening up new possibilities in education, employment and health, they add value to society and enhance economic and social well-being, including in times of crisis, as evidenced during the COVID-19 pandemic.

Navigating *The interconnectedness future*, the new digital technology, this study suggest that new digital technologies can be a driver for citizens’ empowerment by providing near-limitless communication and connection channels, ranging from commerce to smart cities and administration, or participation in civil society and public life. Going further, the digital age might call for rethinking our philosophical and ethical models, for example by questioning the boundaries between our consciousness and our body, with new perspectives in neuroscience, immersive technologies and transhumanism. In the midst of all these developments, this study ensure that policy and legal tools are adequate to protect human race in the digital age, forging a strong social contract that leaves no one behind. Navigating *the Global Challenges, Challenging* issues in new digital era, this study investigates the cause of human destruction for example the Hamas-Israel conflict which started on 7 October 2023 and conflicts as witnessed in Russo-Ukraine war and Israeli-Palestine conflict and this probes navigation into the scary darkness of the unknown as nuclear proliferation and drone technology escalate violence on the face of the earth. These challenges call for a responsible global governance system which champion exploring the interplay between social, economic, environmental, organisational and technological challenges and developing interdisciplinary solutions for sustainable future, considering human security and betterment of human condition.

The final conclusion of this study comes from the critical view of moral and ethical decay among the human race which is fast bringing ruin upon themselves. The human race acknowledges and understands the disruptive effects of new digital technologies and continue the destruction anyway. The conclusions and recommendations presented in this study are not the ingredients for solving the existing challenges and future problems and global challenges or take precautions in dealing with the technological developments to eliminate technological challenges, but instead are intended for use in further research on transformation processes of the new digital era worldview.

Keywords: Digital Challenges, Technologies, Navigation the Global Challenges, Interconnected Sustainable Future.



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The Role of Gender Equality, Disability and Social Inclusion (GEDSI) in Supporting Indonesia's Sustainable Development Goals

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ABSTRACT

Sustainable development goals (SDGs) are a manifestation of a country's efforts in creating inclusive growth to create community welfare in fulfilling equitable development across generations. In realizing the SDGs, the role of the entire community is needed, especially the role of women, people with disabilities, and social inclusion who can participate in sustainable development without discrimination to get a decent livelihood. This study aims to analyze the influence of the involvement of Gender Equality, Disability and Social Inclusion, which known in Bahasa Indonesia as Kesetaraan Gender, Disabilitas dan Inklusi Sosial (GEDSI), in supporting sustainable development goals (SDGs) in Indonesia. This research uses the Ordinary Least Square (OLS) Analysis Method. The data used is Cross Section data with data in 2020 in 34 Indonesian Provinces. The independent variables used is the GEDSI index variable, with three dimensions consisting of gender equality, disability, and social inclusion. While the dependent variable used is the Sustainable Development Index (SDGs). The results show that the GEDSI index has positive effect on SDGs. The test results for each dimension show that the dimensions of Gender Equality and Disability have positive effect on SDGs, while the dimension of social inclusion has no effect on SDGs.

Keywords: Sustainable Development Goals, Gender Equality, Disability, Social Inclusion, GEDSI



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Chaos in the Cryptocurrency Ecosystem and the Future of Digital Money: Stable Coins versus Central Bank Digital Currencies (CBDCs)

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ABSTRACT

After the introduction of the first cryptocurrency (Bitcoin) by Satoshi Nakamoto in 2008, financial innovations encapsulating the terms FinTech, blockchain, distributive ledgers, smart contracts, tokens, stable coins and now central bank digital currencies (CBDCs) have become rapidly disruptive in transforming the world and shifted worldwide attention to the future of digital money. While digital money as a payment system of the future has received notable public attention, the market capitalization of cryptocurrencies reached to its highest recorded level in October 2021. High inflation in the world after the Covid-19 pandemic and Ukraine-Russia war related supply shocks, triggered tight monetary policies and raising of interest rates which have changed the economic projections for the year 2022. This pessimistic economic context coupled with the chaotic, unregulated environment of the cryptocurrencies led to huge losses in market value of cryptocurrencies in May 2022. The crisis in May 2022 awakened distrust against cryptocurrencies because they are uncontrolled and unregulated by the national governmental authorities and raised further concerns about the long-term sustainability of the cryptocurrencies ecosystem. As this burden of the supervisory gap has begun to be felt by the public, a debate on whether digital currencies should be issued by national central banks and backed by the governments, has started. This study aims to investigate how new alternatives like Central Bank Digital Currency (CBDC) and fiat currency-pegged Stable coins like TerraUSD affect the future of the digital money, in the chaotic environment in the unbacked crypto markets.

Keywords: Cryptocurrencies, CBDCs, Central Bank, Digital Money, Future of Money, Stable Coins



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Brushstrokes of Sustainability: Kalighat Painting's Journey Towards Sustainable Development

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ABSTRACT

Kalighat painting, a traditional art form originating from the vicinity of the Kali Temple in Kolkata, India, holds immense potential as a catalyst for sustainable development. This unique art style, characterized by its vibrant colors, bold lines, and portrayal of daily life and societal issues, stands at the intersection of cultural heritage and sustainable practices.

This paper explores the multifaceted contributions of Kalighat painting towards sustainable development. It delves into the ways this art form supports economic, social, and environmental aspects of sustainability. By empowering local artisans, preserving cultural identity, utilizing organic pigments and sustainable materials, and fostering community engagement, Kalighat painting transcends its artistic significance to become an agent of positive change.

Case studies and examples highlight instances where Kalighat painting has promoted sustainable livelihoods for artisans, bridged cultural divides, and raised awareness about pressing social and environmental issues. Additionally, the article addresses challenges faced by this art form, such as market accessibility and modernization, and proposes strategies to leverage its strengths for greater sustainable impact.

In conclusion, the abstract emphasizes the crucial role of Kalighat painting in not only preserving cultural heritage but also in contributing significantly to the sustainable development landscape. Its potential to weave together tradition, artistry, and sustainability makes Kalighat painting a powerful tool for fostering inclusive growth and promoting a more sustainable future.

Keywords: Kalighat Painting, Cultural Heritage, Challenges, Modernization, Sustainable Practices



Socio-Legal Study on the Indonesian Courts' Judgments Implementing International Humanitarian Law Norms

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ABSTRACT

The implementation of International Humanitarian Law (IHL), among other things, can be seen in court decisions in deciding cases, both in the form of the application of IHL norms contained in international IHL treaties, as well as the application of customary international humanitarian law (CIHL). This research discusses the court judgments in Indonesia that use IHL instruments and integrates them with the role of judges in formulating judgments. The purpose of this research is to examine the role of judges from a sociological perspective in the implementation of IHL norms in judicial sector. This study is a normative research with the approach of socio-legal study supported by literature review and bibliometric analysis on the selected journals indexed by Scopus completed by a series of Indonesia national courts judgments. The result shows that judge's decisions are greatly influenced by other factors such as the expertise and the background, performance in the judicial sector, including integrity and economic, social, cultural and political factors.

Keywords: Judgment, Socio-legal study, National Court, International Humanitarian Law



Two Decades Protection of Cultural Heritage in Times of Armed Conflicts: A Bibliometric Study

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ABSTRACT

Armed conflict is a pragmatic experience that is inevitable in human life which always causes loss and damage, including to cultural heritage objects. Cultural heritage objects have been recognized as the identity of a nation and some of them have been recognized as important human heritage, so they must be protected in an armed conflict, even though in reality there are still many cultural heritage objects that are lost, destroyed or damaged during war. This paper presents a bibliometric study of the development of humanitarian law, especially the protection of cultural objects during war, starting from the 1954 Hague Convention with sociological studies during the period 2003-2023. The bibliometric study describes co-occurrence and co-citation analysis as seen from the network, overlay and density visualization of the VosViewer application. The results of the bibliometric study produced clusters concerning the protection of cultural objects based on various scientific disciplines, parties, case examples, the role of the government or state, qualifications for criminal acts related to cultural heritage objects, humanitarian law in particular and protection of cemeteries as cultural objects in particular. This study shows the most cited and most influential publications, journals, authors and co-authors who expressed their views on the protection of cultural heritage in times of armed conflicts. However, compliance with a number of humanitarian law norms and international law which regulate the protection of cultural heritage objects is very dependent on the good faith and compliance of the parties with humanitarian law.

Keywords: Cultural heritage, Cultural property, Protection, Armed conflict, Humanitarian Law



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Embracing Voluntary Green Behavior Among Academician: Evidence from Indonesia

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ABSTRACT

Nowadays, universities are looking for ways to reduce environmental impact. This is linked to the higher education institutions' commitment to the United Nations' Sustainable Development 2030 Program. However, there are still many universities in Indonesia that face challenges in increasing lecturers' sustainability effort. Therefore, strategic steps need to be taken in determining factors contributing to green voluntary behavior among lecturers. This research presents Trisakti University as a green university based on the UI GreenMetric World University Ranking. This study examines the driving factors of voluntary green behavior among lecturers. This research is expected to help Trisakti University increasing the commitment of lecturers and to help Trisakti University to continue to achieve its environmental excellence and to become green guide for other universities. The findings shows that green strategy and green human resource management are well implemented in driving voluntary green behavior among lecturers. This is proven by the strategic measures and human elements of sustainability that Trisakti University take into account. Findings also show efforts and initiatives carried out by lecturers, consisting of innovation, research publication, seminars, campaigns, special interest groups, community outreach focusing on the environment. Everything can be achieved with environmentally friendly strategies that consider the impacts of each activity that takes place at the university. Apart from the role of green strategy, the role of the academic community is emphasized as the key to greener Trisakti University.

Keywords: Sustainability, United Nations' Sustainable Development 2030 Agenda, Green Strategy, Green Voluntary Behavior, Trisakti University



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Methods For Teaching Non-Linguistic Learners Taking English Lessons How to Read and Write to Gain Compensatory Competence

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ABSTRACT

This article outlines that reading skills are crucial for developing compensatory competence in non-linguistic specialties, especially in practical classes. It also shows that educational activities should imitate genuine verbal communication and consider students' age, intellectual characteristics, and interests. Teaching oral speech involves developing professional speech communication skills, preparing students for the exchange of opinions and everyday communication in a simple foreign language. Pronunciation skills must be brought to automaticity, and students must understand the statements of communication partners themselves. Listening skills involve understanding the perception of the text as a whole, and students must be accustomed to perceive speech at a normal pace. In a non-linguistic university, the text serves as the main source of information and the basis for expressing students' own views. Emphasis should be placed on communicative means of language, ensuring the exchange of scientific information.

Keywords: Foreign Languages, Specialized Texts, Practical Classes, Speech, Skills, Assimilation, Attention, Degree, Exchange, Vocabulary, Scientific.



Determination of Achievement of Inclusive Economic Growth In 34 Provinces in Indonesia, 2017 – 2021

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ABSTRACT

This study aims to examine the influence of human development, investment, environmental quality, financial inclusion, trade openness and the role of the agricultural and manufacturing sectors on achieving inclusive economic growth in 34 provinces in Indonesia in 2017-2021. The inclusive growth index is measured from a five-dimensional composite index consisting of the dimensions of economic growth, productive labor and economic infrastructure, poverty and income inequality, gender equality, human capability and social protection. This study was carried out through panel data regression testing with the fixed effect method. The results of the research show that of the seven independent variables there are four variables that have a significant positive effect on the Inclusive Economic Growth Index, namely the Human Development Index (HDI), the Environmental Quality Index (EQL), the role of the manufacturing sector and the role of the agricultural sector, while the Inclusive Financial Index (IFI), Trade Openness (TRADE) and Investment (INVES) do not significantly influence the Inclusive Economic Growth Index in Indonesia.

Keywords: Human Development Index, Environmental Quality Index, Role of the Manufacturing Sector



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Analysis of CSR Practices in the Tunisian Banking Sector: Facing Societal Challenges with Responsible Initiatives

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ABSTRACT

This study delves into the corporate social responsibility (CSR) practices within the Tunisian banking sector, a key player in the national economy. Despite its significant role in offering financing to the various economic actors, job creation and contribution to the GDP, Tunisian banks face increasing criticism related to the negative impacts of their activities. The COVID-19 pandemic has heightened these pressures, bringing to light concerns such as financial exclusion, service quality, and governance issues.

The study explores CSR initiatives undertaken by certain banks to address these challenges, focusing on environmental and social domains. However, despite these initiatives, the findings reveal gaps in the alignment between CSR practices and stakeholder expectations, highlighting challenges such as lack of transparency and a focus on less prioritized areas. Analysis of CSR reports from a sample of Tunisian banks unveils a predominance of actions in community and local development, while crucial aspects like governance, financial inclusion and CSR communication are often neglected.

In conclusion, the study calls for a strategic overhaul of CSR practices in Tunisian banks, emphasizing the need for a more diversified, transparent approach aligned with essential stakeholder expectations. Future research avenues include assessing the effectiveness of CSR initiatives on the bank's image, customer satisfaction, and employee engagement.

Keywords: CSR – Banking – Content Analysis – CSR Reporting – Stakeholders

Çevrimiçi Yöntemle Yerel Yönetimlerin Mali Denetimine Çoğulcu Yaklaşım: Çapraz Denetim Sistemleri

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ÖZET

Kahir ekseriyeti kentsel alanlarda yaşayan nüfus açısından yerel yönetimler ve bu yönetimlerin denetimi eskiye göre çok daha hayatiyet taşıyan bir durum haline gelmiştir. Yerel Yönetim olgusunu sistematik olarak ele almak için, tümden gelim yöntemiyle bakılırsa, yerel yönetimlerin, Türk kamu yönetimi sistemi içinde, merkezden yönetimin yanında, yerinden yönetim ana çatısı altında, idari yerinden yönetim alt başlığında, yer yönünden yerinden yönetim kuruluşları olduğu görülecektir. Bunlardan en klasik olanı, belediyeler (Büyükşehir, Bütünşehir ve İl-İlçe düzeyindeki belediyelerden oluşmakta. Diğer yerel yönetim kuruluşlarından İl Özel İdareleri Türkiye'deki ve dünyadaki kentleşme hızı kapsamında gittikçe sayıları azalan kuruluşlardır. Köy Yerel yönetimleri ise, sadece ve sadece büyükşehir olmayan illerde bulunan yerel yönetim kuruluşlarıdır. Büyük Şehir sınırları içinde var olan mahalle bir yerel yönetim birimi olsa da, tüzel kişiliği olmadığından, dolayısıyla özerk bütçesi olmadığından bildirimizdeki kapsamımız dışında kalmaktadır. Şu durumda, yerel yönetim kuruluşları tabiriyle, Sayıları azalmakta olan, İl Özel İdarelerini, Büyükşehir ve İl İlçe Belediyelerini ve Büyükşehir olan iller dışındaki illerde bulunan Köy Yönetimlerini kastetmekteyiz.

Çalışmamız, özgün nitelik taşıdığından dolayı, literatür incelemesi yerine temel olarak Belediye Gelirleri Kanunu alınıp, bunun üzerinden çoğulcu ve çapraz denetim sistemi açıklanacaktır. Çevrimiçi çapraz denetim sistemi ne yazık ki şu an sistematik şekilde kamuda ve kamu özelinde yerel yönetim kuruluşlarında uygulanmamaktadır. Ancak küresel ölçekli büyük verideki sistematik gelişme ve intranet sistemlerinin e-devlet uygulamalarıyla uyumlaşma süreci güçlendiğinde uygulama temeli bulabilecek bir yöntemdir. Denetim algoritmasının çevrimiçi yöntemlerde çapraz ve çoğulcu kullanımı için her bir denetim sistemin özel algoritma temelini oluşturmak gerekecektir. Çalışmamızda bu konu üzerinde durulacaktır.

Anahtar Kelimeler: Yerel yönetimler, Yerel denetim, Çevrimiçi mali denetim, Çoğulcu çevrimiçi denetim, Dijital denetim, Çaprazlama denetim

Pluralistic Approach to Financial Audit of Local Governments with Online Method: Cross Audit Systems

ABSTRACT

For the population, most of which lives in urban areas, local governments and the supervision of these governments have become much more vital than before. To systematically address the phenomenon of Local Government, if we look at it with a deductive method, it will be seen that local governments are decentralized institutions in terms of location, under the subheading of administrative decentralization, under the main system of decentralization, in addition to central management, within the Turkish public administration system. The most classical of these is municipalities (consisting of municipalities at the Metropolitan, Whole City and Provincial-District level. Special Provincial Administrations, among other local government organizations, are institutions whose numbers are decreasing within the scope of the urbanization rate in Turkey and the world. Village local governments are local government organizations located only in non-metropolitan provinces. Although the neighborhood existing within the fields of the Metropolitan City is a local government unit, it remains outside the scope of our paper as it does not have a legal entity and therefore does not have an autonomous budget. In this case, by the term local government organizations, we mean Special Provincial Administrations, Metropolitan and Provincial District Municipalities, and Village Administrations in provinces other than metropolitan provinces, whose numbers are decreasing.

Since our study is original, instead of a literature review, the Municipal Revenues Law will be taken as the basis and the pluralistic and cross-audit system will be explained. Unfortunately, the online cross-audit system is not currently systematically implemented in public and private local government organizations. It is a method that can only find application



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basis when the systematic development in global-scale big data and the harmonization process of intranet systems with e-government applications becomes stronger. For cross-cutting and pluralistic use of the control algorithm in online methods, it will be necessary to create a separate algorithm basis for each control system. We will focus on this issue in our study.

Keywords: Local Management, Local audit, Online audit, pluralistic online Control (Denetim), Digital Audit, cross-check audit systems



Effect of Work Environment, Work Discipline, and Compensation on Employee Performance With Work Motivation as Variable Moderation

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ABSTRACT

High employee turnover in companies can lead to increased costs associated with recruitment, training, and retention. This phenomenon is particularly prevalent in organizations that emphasize the significance of delivering quality customer service, maintaining a productive workforce, and fostering a conducive work environment to enhance efficiency. Failure to sustain a robust corporate culture can disrupt a company's competitive edge and overall business stability. This research delves into performance issues among employees within logistics service companies, specifically examining factors related to the work environment, work discipline, compensation, and motivation.

The research aims to achieve several objectives: 1) analyze the impact of the work environment on employee performance, 2) assess the influence of work discipline on employee performance, 3) examine the effect of compensation on employee performance, 4) investigate whether work motivation can moderate the impact of the work environment on employee performance, 5) explore whether work motivation moderates the influence of work discipline on employee performance, and 6) determine whether work motivation moderates the effect of compensation on employee performance.

Quantitative data, gathered through distributed questionnaires among employees with at least one year of experience at Company 'X,' forms the basis of the research. Utilizing a Likert scale, the responses are processed using Moderate Multiple Linear Regression with the SPSS application. The research findings indicate positive influences of the work environment, work discipline, and compensation on employee performance. Additionally, it is observed that work motivation serves as a moderator, influencing the relationship between the work environment, work discipline, compensation, and employee performance.

Keywords: Work Environment, Work Discipline, Compensation, Employee Performance, Work Motivation As Variable Moderation



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Security in Urban Downtown Areas: Analysis and Strategies for Ensuring a Safe Urban Environment

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ABSTRACT

The presentation provides a comprehensive analysis of safety and security in the central parts of urban areas. The study begins by assessing the current state of safety in downtown areas, considering various factors like crime rates, public perception of safety, and the impact of urban design on security.

The research introduces various strategies and best practices implemented globally to enhance downtown security. These include urban design and planning approaches that prioritize safety, effective law enforcement techniques, and community engagement initiatives.

An integral part of the study is the analysis of case studies from different cities around the world, providing insights into successful security strategies and lessons learned from less effective approaches. The research emphasizes the importance of a multi-faceted approach to downtown security, combining physical, social, and technological measures.

In conclusion, the study offers recommendations for urban planners, policymakers, and law enforcement agencies on developing and implementing effective security strategies for downtown areas. It highlights the necessity for continuous evaluation and adaptation of these strategies to meet the evolving challenges in urban environments.

Keywords: Urban Security, Downtown Safety, Urban Design and Safety.



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The Use of Modern Management Tools in the SME Sector from the Perspective of Sustainable Development

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ABSTRACT

The idea of sustainable development has become a response to unfavorable changes in the economic, social and environmental spheres resulting from the intensifying processes of environmental protection pollution, intensification of economic growth and development as well as strengthening internationalization processes. This concept is not only gaining in importance, but also penetrates deeply into the organization's strategy, defining how companies should manage resources, product quality and impact on the surrounding world.

The aim of the speech is to present the approach to management, including cost management, in SME sector enterprises in the context of achieving sustainable development goals and the benefits resulting from its application. The author focuses on cost management tools, including those recommended by the lean management concept, which can also be used to achieve the goals of the circular economy. The proposed solutions result in the efficient use of resources and minimization of waste generated, which is beneficial both for the environment and the financial results of enterprises.

Keywords: Sustainable Development, Resource Management, Lean Management, Environment, Quality Costs, Waste.



The Crime of Accepting a Murder Order - European Solutions

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ABSTRACT

The offence of accepting a murder order, which has been part of the Polish legal order since 1 October 2023, is a novum in the Polish Criminal Code. The Polish legislator's solution increases the protection of life. As stipulated in Article 148a of the Polish Penal Code, accepting a murder order is punishable by imprisonment from 2 to 15 years. The authors take a closer look at the reasons why this crime was introduced in Poland. In addition, the authors undertake to introduce European solutions to the crime of accepting a murder order. Similar offences (contract killing, conspiring to kill a person, making promises and gifts, etc.) are also in force in several European countries. These include Cyprus, Slovakia, the Czech Republic, Spain and Romania. The authors take the position that the crime of accepting a murder order undoubtedly strengthens the protection of the right to life. The controversies and doubts surrounding the introduction of this provision into the Polish legal order must be verified by practice. Moreover, as the European legislature's solutions show, the introduction of the crime of accepting a murder order is justified.

Keywords: Murder, Polish Criminal Code, Crime.



Financial Conditions of Contemporary Marketing

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ABSTRACT

This article presents the financial aspects of modern marketing. Business entities operating most often in the e-marketing space, which currently reaches the potentially interested consumer the fastest, need a guaranteed financial base to carry out these activities. Marketing budgets are therefore an integral element of companies' financial planning and consume more and more capital. Competitive advantage means being present on the market as quickly and effectively as possible, which requires more and more resources. Marketing activity on the local, national or global market requires tools appropriate to the scale of operation, so marketing budgets include funds not only for specific tools, but also for market research in order to make the appropriate selection and use the most effective ones. The aim of the article is to discuss the financial aspects of marketing with a particular analysis of marketing budgets.

Keywords: Economics, Finance, Marketing, E-Marketing, Enterprise, Marketing Tools, Marketing Budget, Costs.

Finansowe Uwarunkowania Współczesnego Marketingu

Streszczenie

Niniejszy artykuł prezentuje finansowe aspekty współczesnego marketingu. Podmioty gospodarcze działające najczęściej w przestrzeni e-marketingowej, która obecnie najszybciej dociera do potencjalnie zainteresowanego konsumenta, potrzebują zagwarantowanego zaplecza finansowego na przeprowadzenie tych działań. Budżety marketingowe zatem są nieodłącznym elementem planowania finansowego firm i pochłaniają coraz większe kapitały. Przewaga konkurencyjna to pokazanie się na rynku jak najszybciej i najskuteczniej, co uwarunkowane jest przeznaczaniem na to coraz większych nakładów. Aktywność marketingowa zarówno na rynku lokalnym, krajowym czy światowym potrzebuje odpowiednich do skali działania narzędzi więc budżety marketingowe to środki, nie tylko na określone narzędzia, ale również na zbadanie rynku w celu dokonania odpowiedniej selekcji i zastosowania tych najbardziej efektywnych. Celem artykułu jest omówienie finansowych aspektów marketingu ze szczególną analizą budżetów marketingowych.

Słowa kluczowe: Ekonomia, Finanse, Marketing, E-Marketing, Przedsiębiorstwo, Narzędzia Marketingu, Budżet Marketingowy, Koszty.



Sources of Law in the Frankish State (Lex Salica)

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ABSTRACT

This study explores the sources of law in the Frankish State, with a particular focus on the Lex Salica, the customary law of the Salian Franks. The primary source of law in the Frankish monarchy was the customary law of individual Germanic tribes under Frankish influence. The research delves into the 'personal law' principle of early medieval states, where legal systems applied the laws of a person's tribal origin. It highlights 'professio iuris', a formal declaration specifying the applicable law at the start of judicial proceedings. The transition from kinship ties to territorial associations and the emergence of 'consuetudes loci', local customs, is analyzed. The study illustrates the evolution to the territoriality principle of law in later centuries. It emphasizes the lack of standardized law in the Frankish state, with tribal customary laws transmitted orally and later recorded. The 'Leges Romanae Barbarorum', collections of various tribal laws, are examined as key law sources. Lex Salica is identified as a notable collection, reflecting the Germanic legal system and its tribal roots. The original text, Pactus Legis Salicae, written in primitive Latin with Old Germanic expressions, is explored. Subsequent minimal formal revisions to Lex Salica, including the Recensio Karolina under Charlemagne, are discussed. Other compilations like Lex Ribuariorum, Lex Alamanorum, and Lex Baiuvariorum, and their influences, are also covered. The role of Roman law and ecclesiastical influence in the Frankish legal system is considered. The development and significance of monarch-issued capitularies, especially during the Carolingian era, are analyzed. Finally, the study considers the importance of legal documents and formularies, such as the Formulae Marculfi, in understanding Frankish law.

Keywords: Frankish State, Customary Law, Personal Law Principle, Professio Iuris, Consuetudes Loci, Territoriality Principle.

Mentoring and Management in Nursing

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ABSTRACT

Background. One of the main factors that is capable of undermining the future of any profession is the lack of mentoring. Mentoring is an activity that inspires you to discover your potential and develop self-awareness. So it is important that nurses have more knowledge about mentoring and how it can be used as a tool to develop the next generation of nursing staff.

Objectives. Assessment of the level of knowledge of nursing staff on mentoring in nursing management.

Material and Methods. The research was carried out using the diagnostic survey method. The survey was conducted in 2022 using the CAWI (Computer Assisted Web Interview) method.

Results. Nursing managers' knowledge of mentoring is high. 22% of the respondents assessed it as very good, 48% as good, 22% as sufficient, and as insufficient or insufficient by 3% and 5%, respectively. There is a significant statistical relationship between the level of knowledge about mentoring and the employee's gender, and between the level of knowledge about mentoring and the age of the employee. There is a significant statistical relationship between the use of the mentoring method in professional work and the use of this assistance by employees, and between the use of the mentoring method in professional work and the time devoted to mentoring in the workplace.

Conclusions. Mentoring has a significant impact on the medical entity where nurses work. First of all, it accelerates the achievement of a positive professional adaptation of the employee. Among the reasons for not using mentoring methods in professional work, the respondents mention mainly: staff shortages, lack of financial opportunities, lack of time and motivation.

Keywords: Mentoring, Nursing Management, Nurse, Knowledge.

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Ardhanari Dance Academy Business Plan

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ABSTRACT

Indonesia places great importance on the creative economy due to its transformative nature and significant growth. Performing arts, being one of the fastest-growing sub-sectors offers enticing opportunities for business owners, supported by Indonesia's extraordinary diversity of artistic and performance traditions that can be continuously explored. Ardhanari is a performing arts management that has been operating for many years without the establishment of a dance academy. This paper is done with the objective of creating a business plan for Ardhanari Dance Academy that would support its stable growth and lead to Ardhanari being a leader in the dance industry that creates a market through its value innovation.

Strategic management tools such as SWOT Analysis, PESTLE Analysis, Business Model Canvas and Human Resource Management were used to provide a general overview of how to successfully launch a business in the performance arts sector. Marketing strategies are developed to attract and retain customers locally and internationally, while incentives are offered to staff to retain high-quality in-house dance instructors. Collaboration with an existing dance studio is very important for Ardhanari to reach its financial objectives in less than three years.

Keywords: Creative Economy, Performing Arts, Business Plan, Marketing



8th International CEO Communication, Economics, Organization & Social Sciences Congress

Legal Status of the President in Poland Systemic Issues

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ABSTRACT

The legal status of the President in Poland is characterized by a dual role as the head of state and a limited executive authority within the parliamentary system. While elected in general elections for a five-year term, the President's powers are primarily representative, with a notable influence on foreign policy. Systemic issues revolve around the President's engagement in legislative processes through the use of veto power, debates over the extent of their involvement in domestic affairs, and the constitutional restriction on political party membership. The President's role in appointing key officials and contributing to defense policy adds complexity to Poland's evolving political landscape, marked by changes since 1989. The constitution serves as the cornerstone, shaping the legal framework for the President's crucial position in Poland's political system.

Keywords: President; Poland's political system

Volatilite Endeksinin Borsa İstanbul Ticaret Endeksi Üzerindeki Etkisi

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ÖZET

Finansal piyasaların ulusal boyutları aşması neticesinde bariyerler ortadan kalkarak ulusal borsaları da etkileyen bazı değişkenler çalışmalara konu olmaya başlamıştır. Finansal piyasalar arasında risklerin geçişkenliği ve bu anlamda volatilitesi yayılımlarını ortaya koyan bazı endeksler bu aşamada ortaya çıkmaktadır. Bu anlamda Chicago Board Options Exchange Volatility Index isminde ortaya konulan ve S&P 500 hisse opsiyon fiyatlarını kullanarak opsiyon fiyatlarının piyasa volatilitesi ile ilişkisinden yola çıkan Volatilite Endeksi (VIX) endeksi önemli bir değişken olarak ortaya çıkmıştır. VIX endeksi yatırımcıların korku göstergesini ölçmektedir. Endeks düşük olduğunda yatırımcılar iyimser iken teri durumda da kötümserdir. Bu nedenle endekse finans literatüründe “Korku Endeksi” ismi verilmektedir. Bu çalışmada Borsa İstanbul Ticaret Endeksi (XTCRT) ile VIX volatilite endeksi arasındaki ilişki araştırılmaktadır. Bu amaçla ilgili endeksin 01.01.2010 ile 01.12.2023 tarihleri arasındaki aylık veriler kullanılarak oluşturulan model ARDL sınır testi yaklaşımı ile analiz edilmiştir. Elde edilen analiz sonuçlarına göre VIX endeksi ile Ticaret Endeksi verileri arasında kurulan model istatistiki olarak anlamlı olup VIX değişkeni Ticaret Endeksini negatif yönlü etkilemektedir.

Anahtar Kelimeler: Borsa İstanbul Ticaret Endeksi, VIX, ARDL Sınır Testi

Effect of Volatility Index on Borsa Istanbul Trade Index

ABSTRACT

As financial markets have transcended national dimensions, barriers have disappeared, and some variables that also affect national stock markets have begun to be the subject of studies. Some indices that reveal the transitivity of risks and, in this sense, their volatility spread among financial markets, emerge at this stage. In this sense, the Volatility Index (VIX) index, named Chicago Board Options Exchange Volatility Index and based on the relationship of option prices with market volatility using S&P 500 stock option prices, has emerged as an important variable. The VIX index measures investors' fear indicator. When the index is low, investors are optimistic, whereas when the index is low, they are pessimistic. For this reason, the index is called the "Fear Index" in the finance literature. In this study, the relationship between the Borsa Istanbul Trade Index (XTCRT) and the VIX volatility index is investigated. For this purpose, the model created using the monthly data of the relevant index between 01.01.2010 and 01.12.2023 was analyzed with the ARDL bounds test approach. According to the analysis results, the model established between the VIX index and Trade Index data is statistically significant and the VIX variable affects the Trade Index negatively.

Keywords: Borsa Istanbul Trade Index, VIX, ARDL Boundary Test



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Analysis of The Effect of Tax Burden, Profitability and Tunneling Incentive on Transfer Pricing (Case Study on a Coal Sub-Sector Energy Sector Company for The 2015-2022 Period Listed on The Indonesian Stock Exchange)

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ABSTRACT

This study aims to examine tax burden, profitability and tunnelling incentive on transfer pricing action indication decisions. The population in this study is coal sub-sector energy sector companies listed on the Indonesia Stock Exchange in 2015-2022. The sample selection technique uses the purposive sampling method. This study used multiple linear regression analysis method using Eviews9 program in conducting data processing. The results of this study show that the variable tax burden measured by effective taxes rates has a positive and significant effect on the indication of transfer pricing actions, the tunnelling incentive variable has proven to have a positive and significant effect on the indication of transfer pricing actions and the profitability variable measured by return on assets has no effect on the indication of transfer pricing actions.

Keywords: Transfer Pricing, Tax Burden, Profitability, Tunnelling Incentive



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The Influence of Population, Gross Regional Domestic Product, And Area on Land and Building Tax Revenue in Banten Province, Indonesia

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ABSTRACT

This research aims to examine the influence of Population, Gross Regional Domestic Product, and Regional Area on Land and Building Tax Revenue. The population in this study is data on Population Number, Gross Regional Domestic Product, and Area at the Central Regency and City Statistics Agency in Banten Province and data reports on the realization of Land and Building Tax Revenue for 2014-2022. The sample selection technique uses a purposive sampling method. This research uses a panel data regression analysis method using Eviews 9 in processing the data. The results of this research show that the Population Number variable has a positive effect on Land and Building Tax, the Gross Regional Domestic Product variable has a positive effect on Land and Building Tax, the Regional Area variable has a negative effect on Land and Building Tax.

Keywords: Population, Gross Regional Domestic Product, Regional Area, and Land and Building Tax

Sağlık Hizmetlerinde Yapay Zeka ve Deep Patient Örneği

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ÖZET

Yapay zeka insanlık tarihinin en büyük dönüm noktası olma yolunda ilerlemekte ve yeni bir çağ açmaya başlamaktadır. Geleceğimizi şekillendirmeye başlayan bu gelişme yapay zekaya ilgi duymayan kişileri de kapsamış olup yapay zeka temelli uygulamaları, hizmetleri kullanmaya ve öğrenmeye mecbur kılmaktadır. Bu araştırmada, hayatımızı ciddi ölçüde değiştiren yapay zeka kavramı ele alınıp incelenmekte ve yapay zekanın sağlık sektöründe kullanımı ile ilgili daha önce yapılmış olan bir çalışma ele alınmaktadır. 2015 yılında New York'ta Mount Sinai Hastanesi'ndeki bir araştırma grubu hastanenin geniş hasta kayıtları veri tabanına derin öğrenme uygulama denemesi gerçekleştirdi. Bahsedilen örnek çalışmanın dışında ülkemizde de sağlık sektöründe hayata geçirilen yapay zeka temelli hizmetlere de yer verilmiştir. Deep Patient olarak adlandırdığı program, yaklaşık 700.000 bireyin verisi kullanılarak eğitildi ve yeni kayıtlar üzerinde test edildiği zaman, hastalık tahmin etmede inanılmaz derecede iyi olduğunu gösterdi.

Bu çalışmada yapılan yapay zeka denemesi incelenip ülkemizdeki hastanelere entegre edilebilirliği ve yapay zekanın nasıl kullanılacağı ile ilgili yapılacak çalışmalara ışık tutması hedeflenmektedir. Bunun için öncelikle yapay zeka kavramı açıklanacak ve daha sonra yapılan çalışmalar ele alınacaktır.

Anahtar Kelimeler: Yapay Zeka, Derin Öğrenme, Derin Hasta

Artificial Intelligence and Deep Patient Example in Health Care

ABSTRACT

Artificial intelligence is on its way to becoming the greatest turning point of humanity and a new era is beginning to dawn. This development, which has begun to shape our future, also includes people who are not interested in artificial intelligence and obliges them to use and learn artificial intelligence-based applications and services. In this research, the concept of artificial intelligence, which has seriously changed our lives, is discussed and examined, and a previous study on the use of artificial intelligence in the health sector is discussed. In 2015, trials of applying deep learning to the large patient database of a research group hospital at Mount Sinai Hospital in New York were carried out. In addition to the mentioned case study, artificial intelligence-based services implemented in the health sector in our country have also been included. The program, called Deep Patient, had data available on nearly 700,000 people and was shown to be incredibly good at predicting likelihood when tested on new records.

In this study, the artificial intelligence trial is examined and it is aimed to shed light on the studies to be carried out on its integration into hospitals in our country and how artificial intelligence will be used. For this purpose, first the artificial intelligence features will be explained and then the studies will be discussed.

Keywords: Artificial Intelligence, Deep Learning, Deep Patient



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Customer Buying Behaviour of Child Health Drink Products in the Hills and Plains of Assam – A comparative Study

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ABSTRACT

India is the fastest growing health foods market in the world including child health drink. In child health drink product segment it is notable that customer and consumer are different. Consumer is the child who actually consumes the product however the product purchase decision maker are the parents, who are the customers. The study is proposed to explore the comparative analysis of customer buying behaviour of child health drink products in the hills and plains also the influence of various priority factors on purchasing child health drink products under study. The study followed descriptive research design. The findings reveal some interesting facts with few recommendations which should benefit all the stakeholders.

Keywords: Customer, Buying behaviour, Child Health Drink



Faces of New Public Management in Poland

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ABSTRACT

The article analyzes the evolution and various aspects of the implementation of the New Public Management (NPM) concept in Poland, in the context of political, social and organizational changes. It addresses the issue of the complexity of New Public Management (NPM) in the Polish context, presenting its various faces since its adaptation to today's challenges. It analyzes the evolution of NPM in Poland, taking into account both the successes and difficulties associated with implementing these concepts in the public sector.

By presenting the political and social context, the article shows how political changes have influenced the development of public management, focusing on clear changes in organizational culture and decision-making in public administration.

It points to the key elements of NPM in Poland, such as decentralization, increasing the autonomy of units and the growing role of performance management and performance measurement. The article also highlights a critical approach to NPM, taking into account both the limitations and positive aspects of this approach, and discusses sensitivity to the specific cultural and institutional conditions of Poland. The analysis ends with a reflection on the potential directions of development of New Public Management in Poland. It emphasizes the need to adapt to changes in social, technological and economic expectations. The article suggests potential directions for the development of NPM in Poland. It points to the essence of a balanced approach to public management, taking into account both business and social goals.

Keywords: New Public Management, Social, Public Sector, Political



Information Analysis in Combating the Financing of Terrorism Using the Financial Sector

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ABSTRACT

Laws in the Republic of Poland and in the European Union mandate enhanced financial security measures for clients coming from or based in a high-risk third country. A list of these countries is published by the European Commission in the form of a delegated regulation. Obligated Institutions should also take into account their own country risk assessment and may apply enhanced security measures to individuals from countries outside the list in the Delegated Regulation.

The obligation to apply enhanced financial security measures solely on the basis of being based in a high-risk third country does not apply to:

- 1) branches of Obligated Institutions,
- 2) subsidiaries with majority ownership of Obligated Institutions,
- 3) branches and majority-owned subsidiaries of entities domiciled in the territory of a European Union member state subject to obligations under regulations on terrorist financing issued pursuant to European Union Directive 2015/849.

The scope of applicable financial security measures is determined taking into account the risk assessment.

The obligation to analyze transactions on an ongoing basis in the first instance, formulated as: "analysis of transactions carried out within the framework of the business relationship in order to ensure that these transactions are consistent with the obligated institution's knowledge of the customer, the type and scope of its activities, and consistent with the risk of terrorist financing associated with that customer" is an element of the financial security measure.

The analysis in question is related to the objectives of the law related to countering terrorist financing. The implementation of these objectives requires Obligated Institutions to identify transactions that may be related to the financing of terrorism (suspicious transactions), which can only be done as a result of an analysis of the operations carried out by customers, as well as the behavior preceding the execution of transactions.

In Obligated Institutions carrying out a significant number of transactions, ongoing analysis of transactions should be carried out with the use of dedicated IT programs that use appropriate rules to find potentially suspicious transactions. The source for determining these rules can be typologies provided by the General Inspector of Financial Information, FATF or the Obligated Institution's own knowledge.

The rules listed above should be updated on an ongoing basis, as dictated by the constant changes in the market of products offered by financial institutions. When using transaction analysis programs, the frequency with which the rules search for potentially suspicious transactions is important, as well as the parameterization of the rules, which should not omit important criteria.

Regulation (EU) 2015/847 of the European Parliament and of the Council, dated May 20, 2015, on information on accompanying transfers of funds and repealing Regulation (EC) No. 1781/2006 (Official Journal of the EU L 141, 05.06.2015), lays down rules on information on the principals of transfers of funds that accompany such transfers for the prevention, prosecution and detection of terrorist financing.

The purpose of introducing Regulation (EC) was to enable authorities responsible for combat terrorist financing to trace the source of money and help identify suspicious transactions, the payment service provider of the

recipient should have an effective procedure to detect the lack of information on the principal of the financing.

Access to complete information on the payer should be granted only for the purposes of preventing, tracking and detecting terrorist financing.

Given the potential threat posed by anonymous transfers in the context of terrorist financing, the payee's payment service provider should react in situations where it finds incomplete information on the payer, i.e., reject the transfer or request the payer's payment service provider to provide complete information on the payer.



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The Regulation (EC) requires payment service providers, i.e. natural or legal persons whose business includes the provision of remittance services, to include complete information identifying the payers of remittances. It also requires them to verify that such information accompanies incoming remittances.

In order to verify that the required payer information is included on remittances and to help identify suspicious transactions, the payment service provider of the

of the payee should have an effective procedure to detect the absence of payer information..

Keywords: Terrorist Financing, Terrorism, Financial Transactions



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Business Intelligence (BI) and Artificial Intelligence (AI) as Powerful Tools for Modern Business

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ABSTRACT

The article presents the synergistic benefits of integrating BI and AI in today's business environment. It discusses how these advanced technologies impact data analytics, enabling more precise and efficient decisions. The article provides information on how BI and AI are mutually reinforcing, creating powerful tools that support different aspects of business management. The article focuses on the potential benefits and opportunities of combining these technologies, without going into practical details. The article integrates BI and AI to understand what perspectives they offer to modern business in a dynamic market environment.

Keywords: Business Intelligence, BI, Artificial Intelligence, AI, Modern Business



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From Insignificance to Paramouncy: The Gradual Rise and Eventual Fall of the ‘Turkish’ Bandagan in the Delhi Sultanate (1206-1266)

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ABSTRACT

This essay is aimed towards a comprehensive anatomization of the manner and circumstances under which the nature of Slavery under the Shansabanid and subsequently the Delhi Sultanate evolved with reference to its ‘Turkish’ element. Firstly, the essay would start of with some introductory remarks on the enmeshed interrelation between Islam and Slavery along with detailed analysis of the origin and identity formation of these slaves within the guiding principles of the new established Islamic Empires through psychological tactics. Secondly, the project would shift the study of the patterns and circumstances that led to the upliftment of an obscure Turkish Slave from an ordinary commander to the First independent Sultan of an empire and how the slave order around him gained sufficient power and authority to dominate politics and administration after his demise. Lastly, the project would highlight and analyse the circumstances and policies of his distant successor that consciously undermine and erode the supremacy of the ‘Turkish’ Bandagan thereby resulting in significant alterations in the administrative orders of his successors.

Keywords: ‘Turkish’ Bandagan, Delhi Sultanate, 1206-1266



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OPENING CEREMONY	
Saturday 16 Dec 2023 9:30-10:30	<p>Opening Speeches</p> <p><u>Moderator:</u></p> <p>Assoc. Prof. Dr. Azer Dilanchiev, Congress Georgia Country Coordinator</p> <p><u>Speakers:</u></p> <p>National Anthem of the Republic of Turkiye National Anthem of the Republic of Portugal</p> <p>Kerim KARADAL, Coordinator</p> <p>Prof. Ir. M. Aman Wirakartakusumah, Rector of IPMI International Business School (Sekolah Tinggi Manajemen IPMI)</p> <p>Assoc. Prof. Dr. Mehmet Naci EFE, Advisor to the Rector, Manisa Celal Bayar University, Türkiye, Co-Chair</p> <p>Prof. Dr. Farhod AHROROV, Vice Rector of Samarkand Branch of Tashkent University of Economics, Uzbekistan, Co-Chair</p> <p>Ms. Alona Sliusar, Director of the Department of Scientific Research and Development Alfred Nobel University</p> <p>Prof. Dr. Sergii KHOLOD, Rector of Alfred Nobel University Dnipro, Ukraine, Co-Chair</p> <p>Dr. Bahrullah Safi, Chief Strategy Officer Acacia University, Arizona, USA</p> <p>Prof. Dr. Paulo Ferreira, Pro-President, Polytechnic Institute of Portalegre (Portalegre, Portugal)</p> <p>Prof. Dr. Himmet KARADAL, Bolu Abant İzzet Baysal University, Türkiye, Co-Chair</p>
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<u>Keynote Speakers Session</u>	
Saturday 16 Dec 2023 10:30- 11:30	<p style="text-align: center;"><u>Moderator:</u></p> <p>Dr. Rey TY, Payap University – Thailand</p> <p style="text-align: center;"><u>Keynote Speakers:</u></p> <p>Dr. Yolanda Masnita, MM.- Dean Fakultas Ekonomi & Bisnis Universitas Trisakti Jakarta Indonesia</p> <p>Prof. Dr. Siham EL-KAFAFI, Director of Arrows Research Consultancy, New Zealand</p> <p>Prof. Dr. Hernán E. Gil FORLEO, University of Buenos Aires, Argentina</p> <p>Dr. Dewi Puspaningtyas Faeni, MBA, MHT, Dean Faculty of Economics and Business, Universitas Bhayangkara Jakarta Raya, Indonesia</p> <p>Prof.Dr. Luís Miguel Cardoso, Polytechnic Institute of Portalegre, Portugal</p> <p>Prof. Dr. Himmet Karadal, Bolu Abant İzzet Baysal University, Türkiye</p>
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<u>Guest Speakers Session</u>	
Saturday 16 Dec 2023 11:30- 12:30	<p style="text-align: center;"><u>Moderator:</u></p> <p>Assoc. Prof. Dr. Duygu HIDIROĞLU- Türkiye</p> <p style="text-align: center;"><u>Keynote Speakers:</u></p> <p>Asst. Prof. Dr. Ir. Amelia Naim Indrajaya, MBA – Head of CSMSR, IPMI International Business School, Jakarta, Indonesia</p> <p>Asst. Prof. Dr. Sachin GUPTA, Mohanlal Sukhadia University</p> <p>Carles Agustí I Hernández, International Governance Consultant & SDG Manager (Barcelona/Spain) Spain</p> <p>Dr. Ir. Firdaus Basbeth, MM. PPM Manajemen, Indonesia</p> <p>Assoc.Prof. Murteza HASANOĞLU, Azerbaijan State Administration Academy, Azerbaijan</p>
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16 Dec 2023 Session 1	12:30- 14:00	Moderator	Dewi Puspaningtyas FAENI Kerim Karadal
<ol style="list-style-type: none"> 1. Executive Support System for Business and Employee Performance: Analysis of The Ease of Use of Information System, and Transformational Leadership - Ronald PARULIAN, Hapzi ALI, Hadita, Dewi Puspaningtyas FAENI 2. Building Trust in Team Members with Age, Length of Experience as a Leader and Leadership Self-Efficacy as Determinants - Indah Rizki MAULIA, Dewi Puspaningtyas FAENI 3. The Role of Human Resources Management (HRM) in Sustainable Development Goals (SDGs): Literature Review - Agustian ZEN, Dewi Puspaningtyas FAENI 4. Production Machine Management Using Scrum Methodology and Machine Downtime Prediction Using The Naive Bayes Algorithm - Fried SINLAE, R Wisnu Prio PAMUNGKAS, Sri REJEKI, Nani SUDIARTI, Dewi Puspaningtyas FAENI 5. Entrepreneurship, Intellectual Communication on School Principal Performance - Nani SUDIARTI, Sri REJEKI, R Wisnu Prio PAMUNGKAS, Fried SINLAE, Ahmad RACHMAWAN, Dewi Puspaningtyas FAENI 6. Organizational Culture, Role of Lecturers and Education Staff Support, Can Increase Service College for Upgrading College Accreditation - R Wisnu Prio PAMUNGKAS, Fried SINLAE, Nani SUDIARTI, Sri REJEKI, Dewi Puspaningtyas FAENI 7. The Influence of Population, Gross Regiona Domestic Product, And Area on Land And Building Tax Revenue in Banten Province, Indonesia : Tri Kunawangsih, Agustina Suparyati, Abdul Ghafar Ismail, Khirstina Curry 8. Analysis of The Effect of Tax Burden, Profitability and Tunneling Incentive on Transfer Pricing (Case Study on a Coal Sub-Sector Energy Sector Company for The 2015-2022 Period Listed on The Indonesian Stock Exchange) : Tri Kunawangsih, Agustina Suparyati, Abdul Ghafar Ismail, Khirstina Curry 			



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16 Dec 2023 Session 2	14:00-15:30	Moderator	Zohaib Hassan Sain
<ol style="list-style-type: none"> 1. How do Motivation Constructs Accelerate Admin Staff' English-Speaking Ability in Facing Internationalization of Higher Education? - Ms. Agustin Rebecca LAKAWA, Ms. Retno INDRIYANI, Mr. Adhitya BARKAH, Ms. Mutmainatul MARDIYAH 2. The Dynamic of Spatial Adaptation Strategies: A Review - Popi Puspitasari, Agustin Rebecca Lakawa, Rapti Siriwardane-de Zoysa, Sekar Kurnia 3. Analysis of Food and Beverage Stock Prices During the Covid 19 Pandemic - Tri Kunawangsih P, Agustina Suparyati, Abdul Ghafar Ismail, Masfar Gazali 4. Determination of Achievement of Inclusive Economic Growth In 34 Provinces in Indonesia, 2017 – 2021 - Agustina Suparyati, Tri Kunawangsih, Nurhayati, Ryozi Federich, Scylla Lyn Leviathan 5. Investigation of Cement Substitution with Industrial Solid Waste as an Alternative Material in Construction: A Review - Dr. Lisa Oksri Nelfia, Bunga Yubi Nabillah, Asst. Prof. Dr. Deprizon Syamsunur 6. Navigating the AI Era: Challenges and Opportunities for Education - Zohaib Hassan Sain 7. The Effect of Audit Quality on Earnings Management with the Audit Committee as Moderating Variable: Call Center Employees - Titik ARYATI, Cicely Delfina HARAHAHAP, Fumi HARAHAHAP, Yuana Jatu NILAWATI 			

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16 Dec 2023 Session 3	15:30-17:30	Moderator	Prof. Dr. Ahmet GÜRBÜZ Mr. Alzaki Zakaria Suliman Salih
<ol style="list-style-type: none"> 1. Service Excellence, Relationship, Customer Loyalty of Bank Industry - Endah Suci DAMAYANTI, Sugeng SUROSO, Dewi Puspaningtyas FAENI 2. Auditor Specialization Moderates the Effect of Organizational Capital on Real Earnings Management - Elia ROSSA, Dewi Puspaningtyas FAENI, Tutty NURYATI, Cahyadi HUSADHA 3. The Effect of Intellectual Capital and Business Sustainability of MSMEs on Local Community Empowerment - Abrar Hiswara, Ni Nyoman Sawitri, Hapzi Ali, Zahara Tussoleha Rony 4. The Influence of Business Orientation and Company Capabilities on Business Strategy and its Implications for Business Performance Sustainability in the Fashion Commodity Creative Industry in West Java - Ahmad RACHMAWAN, Dewi Puspaningtyas FAENI 5. Quality Improvement of Air Cylinder Using Six Sigma and Heart Methods - Student Erlina Elyshia, Lecturer Rina Fitriana, Lecturer Idriwal Mayusda, Lecturer Sannia Mareta 6. Embracing Voluntary Green Behaviour Among Academician: Evidence from Indonesia - Sarfilianty Anggiani, Aisyah Pia Asrunputri 7. The Role of Gender Equality, Disability and Social Inclusion (GEDSI) in Supporting Indonesia's Sustainable Development Goals – Nurhayati, Meita Indah Fadilla, Agustina Suparyati, Eleonora Sofilda 8. Ardhanari Dance Academy Business Plan - Nursita Tyasutami BHA, Dr. Ir. Amelia Naim Indrajaya, Sidrotun Naim Ph.D. 9. Measuring The Brand Culture Between International Students in Karabuk University - Mr. Alzaki Zakaria Suliman Salih, Prof. Dr. Ahmet GÜRBÜZ 			



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16 Dec 2023 Session 4	17:30-19:30	Moderator	PhD Research Scholar Mr. Rajib Dey Mequanint Birhan ALEM
<ol style="list-style-type: none"> 1. Legal Status of the President in Poland. Systemic Issues - Ph.D. Bartosz Nieścior 2. The Crime of Accepting a Murder Order - European Solutions - Eryk Łęgowik, Anna Warston 3. The Use of Modern Management Tools in the SME Sector from the Perspective of Sustainable Development - Ph.D. Monika Szczerbak 4. The Impact of Ethiopian Higher Education Institutions on the Neighbor MSMEs Growth - Mequanint Birhan ALEM 5. Customer Buying Behaviour of Child Health Drink Products in the Hills and Plains of Assam – A comparative Study - PhD Research Scholar Mr. Rajib Dey, Asst. Prof. Dr. Nilanjana Chakrabarty 6. Security in Urban Downtown Areas: Analysis and Strategies for Ensuring a Safe Urban Environment - M.Sc. Kamil Kielek 7. Financial Conditions of Contemporary Marketing - Ph.D. Anna Ciosek, M.Sc. Aleksandra Jastrzębska, M.Sc. Agnieszka Orłowska 8. Sources of Law in the Frankish State (Lex Salica) - Ph.D. Artur Lis 9. Mentoring and Management in Nursing - Prof.Dr. Joanna Jasińska 10. Information Analysis in Combating the Financing of Terrorism Using the Financial Sector - Krzysztof Mucha PhD 11. Faces of New Public Management in Poland - PhD Student Weronika Kubka 12. Business Intelligence (BI) and Artificial Intelligence (AI) as Powerful Tools for Modern Business - B.A. Zuzanna Kotrytnicka 13. Perspectives of Financial and Non-Financial Functions of Cryptocurrencies in Local Government - M.Sc. Piotr Popęda 			

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16 Dec 2023 Session 5	19:30-21:30	Moderator	Dr Polycarpe Feussi Olubiyi, Timilehin Olasoji, PhD
<ol style="list-style-type: none"> 1. The Influence of Plants on the Microbiome in Patients with Autoimmune Diseases - Major Gheorghe GIURGIU, Prof. Dr. med. Manole COJOCARU, Prof. Dr. Georgeta SINIȚCHI 2. Factors Driving Gender Gap on Agricultural Productivity and Technology Adoption: Evidence from Ethiopia - Yaregal Tilahun 3. Interconnectedness Future: Navigating Global Challenges, the Challenging and the Unknown”- Exploring the Interplay Between Social, Economic, Environmental, Organizations, and Technological Challenges, and Developing Interdisciplinary Solutions for a Sustainable Future - Mr. Lawrence Walambuka 4. Challenges of Service Delivery in South Africa - RH Ramorulana, EI Edoun, Solly Poee 5. The Impact of Business Process Re-engineering on Organizational Strategy - Prudence Tjale, Dr Polycarpe Feussi 6. Socio-Economic Development Through Human Capital Management: A Perspective of Developing Countries - Mmbulahiseni Charles Nemadzivhanani, Anup Pradhan, Dr Polycarpe Feussi 7. Achieving Sustainable Business Growth Through Strategic Cost Leadership Capability: The Rise of Competition Among Africa’s Businesses - Olubiyi, Timilehin Olasoji, PhD 8. Measuring The Combined Effect of Firm Strategy, Organizational Culture, Open Innovation, Technological Capability, and Implication on Growth of SMES Post-Pandemic - Olubiyi, Timilehin Olasoji, PhD 			



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17 Dec 2023 Session 6	08:00- 10:00	Moderator	Prof Dr. Saji KumarN L Dr. Rhoda BASCO-GALANGCO
<ol style="list-style-type: none">1. Financial Distress and Measurement of Key Financial Performance Analysis of Cosmetic Companies in Indonesia (Case study: PT. Mustika Ratu Tbk, PT. Marta Berto Tbk and PT. Kino Indonesia Tbk, Period 2018-2022) – Yulisfan, Prof. Dr. Wiwiek Mardawiyah DARYANTO2. Financial Performance Measurement and Analysis of PT United Tractors, Indonesia for the Year 2018-2022 - Christine Ariani Kosnandar, Prof.Dr. Wiwiek Mardawiyah Daryanto3. Compliance of Elected Local Officials of a First Class Municipality in Northern Philippines to their Norms of Bonduct - Dr. Rhoda BASCO-GALANGCO4. Effectiveness and Efficiency Strategy to Measure and Analyse Financial Performance of PT Campina Ice Cream, Tbk for the Periods of 2018-2022 by Using Du Pont Model - Cristina Maghdalena Flowerenci SAMOSIR, Prof. Dr. Wiwiek Mardawiyah DARYANTO5. Financial Ratio Analysis of PT Solusi Bangun Indonesia Tbk (formerly PT Holcim Indonesia Tbk) Before and After Acquisition by PT Semen Indonesia Tbk - Fero Gusfa, ST, Prof. Dr. Wiwiek M. Daryanto, SE-Ak, MM, CMA6. Financial Analysis for Indosat Telecommunication Company Using DuPont Methodology Before-During-Post Pandemic of Covid-19 - Ganesha Wahyu TIRTO, Prof. Dr. Wiwiek Mardawiyah DARYANTO7. Financial Performance Measurement and Analysis of Maritime and Logistic Company, PT. Samudera Indonesia, Tbk Before and After Covid-19 Pandemic - Sri Susanty Dewi, Prof. Dr. Wiwiek Mardawiyah DARYANTO8. E Waste Trade and Trans-boundary Pollution A Quest for Environmental Justice: You can recycle anything with a plug battery or cable-2023 - Prof Dr. Saji KumarN L, Prof Dr Sanju V K			



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Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 6 * Extension Channel	08:00-10:00	Moderator	Asst. Prof. Dr. Khusboo Kumari Research Scholar Debbarna Mukherjee Dr. Souvik Dasgupta
<ol style="list-style-type: none"> 1. Financial Performance Analysis of PT XL Axiata Tbk: Before and During The Covid-19 Pandemic for the Period of 2017-2022 using DuPont Method - Soe Yoeng THE, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Measurement and Analysis on Medco Energi Company during Oil and Gas Industry Challenging Period in the year of 2017 – 2021 - Farhad ARDI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Analysis of Key Financial Performance Measurement and Z-Score Assessment of Consumer Goods Companies in Indonesia evidence of PT Indofood Sukses Makmur and PT Unilever Indonesia for the Period of 2017-2022 - Heru KRISNATA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. Profitability, Liquidity, Receivables Collectivity and Solvency Measurement and Analysis Before and After Covid-19 of PT Blue Bird (BIRD) Tbk in Five Years Period 2018-2022 - Roni SANTOSO, Prof. Dr. Wiwiek Mardawiyah DARYANTO, MM, CMA 5. Measuring Financial Flexibility and Asset Efficiency of Telecommunication Industry in Indonesia Before and Post the Pandemic Covid-19 of the Years 2018-2022 - Stepanus ARDHANOVA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 6. Financial Performance Measurement and Analysis of PT. Indofood Sukses Makmur Tbk. before and during the COVID-19 Pandemic in Indonesia - Hans Hanpin Yoshuara, Prof. Roy H.M SEMBEL, Dr. Melinda MALAU 7. Brushstrokes of Sustainability: Kalighat Painting's Journey Towards Sustainable Development - Research Scholar Debbarna Mukherjee, Asst. Prof. Dr. Khusboo Kumari 8. Financial Ratio Analysis of PT Chandra Asri Petrochemical Tbk. After Completing its Expansion Butadiene Plan in 2018 and The Effect of COVID-19 Pandemic for Periode Year of 2019 – 2022 - Ahmad FAUZAN S.Si, Prof. Dr. Wiwiek Mardawiyah DARYANTO 			

Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 7	10:00-11:30	Moderator	Dr. Teuta Hazizi (Balliu) Garayev Elvin Mahir
<ol style="list-style-type: none"> 1. European Framework in The Centre of The Preparation of Albanian Students as Future Entrepreneur - Dr. Teuta Hazizi (Balliu) 2. Tourism, Industry and Economy Reserves of The Economic-Geographical Region of Shaki-Zagatala - Garayev Elvin Mahir 3. Financial Performance Analysis of PT. Ciputra Development Tbk - A Property Company in Indonesia - Dwi Ratnawati, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. Effect of Work Environment, Work Discipline, and Compensation on Employee Performance With Work Motivation as Variable Moderation - Mr. Al Faris Tarieq Alwyni 5. Unlocking Potential: The Role of Micro-credentials in Lifelong Learning and Professional Development - Dr. Ir. Firdaus BASBETH 6. The Effect of Increased Excise Duty (Including Vat and Cigarette Tax) on Cigarette Industry Through Measuring Financial Performance Analysis Approach Evidence of PT Gudang Garam Tbk and PT Wismilak Inti Makmur Tbk for the Year 2018 – 2022 - Wahyu Dwi SETIAWAN, Prof. Dr. Wiwiek Mardawiyah DARYANTO 			



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Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 8	11:30-13:00	Moderator	Asst. Prof. Dr. Omer Faruk BUYUKKURT Febryanti Simon
<ol style="list-style-type: none"> 4. How Green Intellectual Capital Affects Operational Performance in Coffee Shop Businesses in the Jakarta Region, Indonesia? - Rayhan FADILLAH, Wahyuningsih SANTOSA, Willy ARAFAH, Arrum Angraeni DARMAWAN 5. Green Supply Chain Management's Role as a Mediator of The Influence of Corporate Social Responsibility on Operational Performance: Evidence from Indonesian's Manufacturing Industry - Arrum Angraeni DARMAWAN, Wahyuningsih SANTOSA, Willy ARAFAH, Rayhan FADILLAH 6. The Roles of Business Ethics, ESG Committee, Institutional Ownership, and Board Independence in Reducing Carbon Emissions - Febryanti Simon, Ferdiansyah, Juniati Gunawan, John Lee 7. Emotional Exhaustion of Call Center Employees in Jakarta Indonesia- Netania EMILISA, Justine TANUWIJAYA, Andreas Wahyu GUNAWAN, Deasy ASEANTY, Norzanah Mat NOR, Adinda MEUTIA 8. Perceived Organizational Support & Authentic Leadership Effect on Organizational Commitment : Mediating Role of Job Satisfaction - Wiwik Robiatul Adawiyah, Netania Emilisa, Firly Fauziah, Annika Nafirah 9. The Association Between the Number of Analysts Following, Income Smoothing Behaviours, Value/Gowth Characteristics on the Accrual Earnings Manipulation Practices of the Firms - Asst. Prof. Dr. Omer Faruk BUYUKKURT 10. 			

Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 8 * Extension Channel	11:30-13:00	Moderator	Dr. Mohamed MEJRI Dr. Mehdi GARRAB Zohaib Hassan Sain
<ol style="list-style-type: none"> 1. Two Decades Protection of Cultural Heritage in Times of Armed Conflicts: A Bibliometric Study - Dr. Arlina PERMANASARI, Ph. D. Maya Indrasti NOTOPRAYITNO, Ayub Christo Carens PATIORAN, Nursyachrani Tiara RAMADAN 2. The Effect of Sustainability Report on Company Value Which is Moderate by Good Corporate Governance - Maria Sinaga, Dr. Seto Makmur W, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari 3. Analysis of The Effect of Implementation of Psak 73 Regarding Financial Performance - Raja Marciano, Dr. Seto Makmur W, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari 4. Socio-Legal Study on the Indonesian Courts' Judgments Implementing International Humanitarian Law Norms - Dr. Arlina PERMANASARI, Dr. Aji WIBOWO, Dr. Jun JUSTINAR, Nadia Angelica HIDAYAT, Nahdia SALSABILAH 5. Financial Performance Analysis of Indonesian Construction State-Owned Enterprise PT. Adhi Karya (Persero) Tbk Before and During the Covid-19 Pandemic (2018 - 2022 Period) - Franciscus Heru SUKRISNA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 6. Analysis of CSR Practices in the Tunisian Banking Sector: Navigating Societal Challenges with Responsible Initiatives - Dr. Mohamed MEJRI, Dr. Mehdi GARRAB 7. Financial Performance Analysis PT Unilever Indonesia Before, During & After Covid-19 Pandemic 2018-2022 - Mikel Febri, Prof. Dr. Wiwiek Mardawiyah DARYANTO 			



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Meeting Room 1	https://us02web.zoom.us/j/88457731870-Int		
17 Dec 2023 Session 9	13:00-14:30	Moderator	Dr. Gökhan TURAN Mr. Souvik Dasgupta
<ol style="list-style-type: none"> 1. Implementation of Legal Principles in the Cyber Notary Concept to Maintain the Duties and Authority and Position of the Notary in the Digital Era - Ikhsan LUBIS, Tarsisius MURWADJĪ, Sunarmi SUNARMĪ, Detania SUKARJA 2. Mastering the World of Artificial Intelligence: Strategies in The Beauty Industry - Dr. Yolanda Masnita, Aura Auliya Ramadina, Angginta Zahra, Prof. Dr. Anna Bakiewicz 3. Enhancement of Accounting Understanding for Members of the Integrated Indonesian Medium Small Enterprise Board for the West Jakarta Region - Dr. Nurhastuty Kesumo Wardhani, Dr. Deni Darmawati, Dr. Acep Riana Jayaprawira, Isti Nurul Aulia, Yulia Eka Riyanti 4. The Influence of Intellectual Capital on Performance Indonesian Food and Beverage Sub-Sector Company Finance - Ms. Siti Nurhaliza Kharisma, Dr. Nurhastuty Kesumo Wardhani, Eneng Surtini, Tisya Meidianti 5. Hardship as a Defense to Non-performance of Contract: Can it be Applied in Indonesian Contract Law? - Dr. Natasya Yunita SUGIASTUTI, SH, MH, Dr. Anda SETIAWATI, SH, MH, Ari Wahyudi HERTANTO, SH, MH, Agung WIJAYA, Ghayana Aditya PUTRA 6. Association Rules Analysis for Online Shopping Customer Data - Dr. Gökhan TURAN 			

Meeting Room 1	https://us02web.zoom.us/j/88457731870-Int		
17 Dec 2023 Session 10	14:30-16:00	Moderator	Mr. Michael Aaron TISO Lecturer Sergio Quiroga
<ol style="list-style-type: none"> 1. Work Labour Insertion Laws Comparison Between: Spain, France and Italy. Analysis of the Current Implementation in Ordinary Labour Market - Mr. Michael Aaron TISO, Doctora Araceli de Los Rio 2. Does Digital Transformation Affect Banks' Resilience? A Perspective Analysis of Strategic IT Governance Competence 2.0 in Commercial Bank in Indonesia - Idrianita Anis, Elvia Rosantina Shauki, Sutarti, Hasnawati, Andi Nurlailiah Hamdiyani 3. Strategic Synergy: Mapping a Path for Sustainable Global Leadership - Ali Alhabsyi 4. Halal Economy and its Beyond: A Systematic Literature Review Approach - Muhammad Zilal HAMZAH, Eleonora SOFĪLDA, Dida NURHAĪDA 5. Organizational Culture and Innovative Leadership to Employee's Intentions to Implement ESG with Employee Value as Mediation - Cut AVIYANTI, Tubagus Hedi SAEPUDIN, Rita MULYANTI, Dewi Puspaningtyas FAENI 6. The Influence of Work Environment, Compensation, Work Discipline and Information Technology on Employee Performance Mediated by Job Satisfaction - Wayan Gede Endra Bratha, Mega Aswiputri, Dewi Puspaningtyas Faeni 7. Financial Performance Analysis of State Owned Enterprises Electricity Company During and After Covid-19 Pandemic - Muchamad Eka YULIARTANA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 			



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Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 10* Extension Channel	14:30-16:00	Moderator	Lecturer Sergio Quiroga
<ol style="list-style-type: none"> 1. Analyze the Influence of Brand Image, E-Marketplace and Prices for Smartphone Purchase Decision for Students of Universitas Bhayangkara Jakarta Raya - Anang WAHYUDI, Ahmad RACHMAWAN, Dewi Puspaningtyas FAENI 2. Model of the Effect of Situational Leadership, Compensation, Work Motivation towards Teacher Performance in Community Learning Activity Center (PKBM) of Jakarta - Rita MULYANTI, Tubagus Hedi SAEPUDIN, Cut AVIYANTI, Dewi Puspaningtyas FAENI 3. Analysis of the Influence of Occupational Safety and Health Management Systems (Smk3), Training and Supervision on The Productivity of Extruding Section Workers. At Pt XYZ - Tubagus Hedi SAEPUDIN, Cut AVIYANTI, Rita MULYANTI, Dewi Puspaningtyas FAENI 4. The Effect of Tax System, Tax Understanding and Changes in Tax Rates on Compliance of MSME Taxpayers in West Bekasi District with Financial Condition as a Moderating Variable – SYAFRILENDI, Dewi Puspaningtyas FAENI, Idel EPRIANTO 5. Factors Affecting the Integrity of Financial Statements: Institutional Ownership, Managerial Ownership and Independent Commissioners - Erik ROSADI, Dewi Puspaningtyas FAENI, Idel EPRIANTO 6. Evaluation Model on Digital Business Transformation at the Early Phase for PT XYZ, Toll Road Operator Company - Diah Eka Yulianti, Ir. Yulita F Susanti, M.Sc. Ph.D 7. Science Communication on Argentine University Radio Stations - Lecturer Sergio Quiroga 			

Meeting Room 1		https://us02web.zoom.us/j/88457731870-Int	
17 Dec 2023 Session 11	16:00-17:30	Moderator	
<ol style="list-style-type: none"> 1. Tourism Strategy Development: Crisis Readiness and Community Involvement. A Case in Pengotan Bali - Dr. Ir. Firdaus BASBETH, Widayanti BINTARTI 2. Consolidated Financial Performances Analysis of State Owned Enterprise (SOE) of Toll Road Operator PT Jasa Marga (Persero) Tbk. for Periods of 2018-2022 - Rosa BOVANANTOO, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. The Impact of Negative Sentiments on Unit Link Products Towards Purchase Intention - Yulita Fairina Susanti, Syahnovar Datau 4. The Influence of Architectural Design and Building Location on Workplace Productivity: The Moderating Role of Employee Satisfaction - S. Ars. Fransisca Octaviani HARDIPUTRI, SM, MBA. Markov Cornelius KELVIN, Prof. Ir. MBA, Ph.D, CSA, CIB, CIIM. Roy SEMBEL, Dr. SE, MM, CPA, CBV, CFRM, CFA. Melinda MALAU 5. A Strategy for Electric Vehicle Conversion Company to Support Bali, Indonesia in Reducing Emissions - Dr. Ir. Amelia Naim, MBA, Riniwaty SINAGA 6. Role of PT. Jasa Andalan Solusi to Facilitate the Usage of Insurance: As seen in the Evidence of Property Insurance - Mario ELFANDO 7. Greening the Youth’s Mindset to Cultivate Sustainability at Religious Schools - Mr. Aloysius O.S.B. Roets, Rafael Robina-Ramírez 			



Meeting Room 1	https://us02web.zoom.us/j/88457731870-Int		
17 Dec 2023 Session 12	17:30- 19:00	Moderator	Assoc.Prof.Dr.Murteza HASANOĞLU Assoc.Prof.Dr.Nesrin SÜLEYMANLI
<ol style="list-style-type: none">1. Globalization and Multiculturalism: The Azerbaijan Model of Multiculturalism - Assoc.Prof.Dr.Murteza HASANOĞLU, Assoc.Prof.Dr.Nesrin SÜLEYMANLI2. Exploring the Key Features of Sustainable Development in the Southern Region of Azerbaijan - PhD. Cand. Tahirli FAGAN3. Analyzing Studies on Working Mothers: A Bibliometric Perspective within the Management Paradigm - Merve Gerçek4. Methods For Teaching Non-Linguistic Learners Taking English Lessons How to Read and Write to Gain Compensatory Competence - Senior Teacher Ishonkulov Sherzod Usmonovich			

Meeting Room 1	https://us02web.zoom.us/j/88457731870-Int		
17 Dec 2023 Session 13	19:00- 19:30	Moderator	Dr. Anju THAPA Mr. Souvik Roy CHOUDHURY
<ol style="list-style-type: none">1. Financial Performance Analysis of Mayapada Hospital Indonesia (PT. SejahteraRaya AnugrahJaya Tbk) Using Financial Ratios - Soffin ARFIAN, Prof. Dr. Wiwiek Mardawiyah DARYANTO2. Impact of Important Features of The Post-War Period on National Security Issues in Azerbaijan - Musayeva Pari Zaur3. Failures of International Agreements: Thoughts on the Budapest Memorandum - Assoc.Prof.Dr. Radovetska Liudmyla Vasylivna, Khametova Sonia Eldarivna			



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CEO Congress Zoom Meeting Room 2
16 Dec 2023, Saturday

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 1	12:00- 13:30	Moderator	Assoc. Prof. Dr. Arzu AKDENİZ Dr. Metin Çınaroğlu
<ol style="list-style-type: none">1. Ermənilərin Azərbaycan xalqına, xüsusilə Qərbi Azərbaycan ərazisində törətdiyi GENOSİD - PhD student Ziba Necefova2. Rusya'nın Ukrayna'ya Karşı Savaşının Arka Planında ABD-AB İlişkileri - Lecturer Afandiyeva Gunel Mammad qızı3. Formalize Edilmiş Aksiyomatik Sistemlerin Ortaya Çıkışı ve Tümdengelim Yöntemi ile İncelenmesi - PhD. Cand. Pervine Yusifova4. Turizm Çalışanları Açısından Çatışma Yönetiminin Değerlendirilmesinde Motivasyonun Önemi - Assoc. Prof. Dr. Arzu AKDENİZ5. "Silent Suffering: Characteristics of Workplace Mobbing" - Lecturer Mamedova Aysan Nüsret			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 2	13:30- 15:00	Moderator	Dr. Ali Morteza Çayçi Semsari Khametova Sonia Eldarivna
<ol style="list-style-type: none">1. Investing in Restaurant Sector in Indonesia: The Return and Risk of Food and Beverages Business - Rachmat Mirza Aditya, Fardiaz Dedi2. Road Map of Artificial Intelligence Implementation In Indonesian Retailers - Yuna Davina HASIBUAN, Prof. Dr. Ir M. Syamsul MAARIF, M. Eng, Dipl. Ing, DEA3. Collaborative Online International Learning on Flourishing Business Toward Sustainability Mindset - Dr. Ir. Amelia Naim Indrajaya, MBA.4. The Impact of Central Asia's Youth Bulge on Regional and Russian Stability - Assoc. Prof. Dr. Liudmila Konstants			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 3	15:00- 16:30	Moderator	Prof. Dr. Sima NART Assoc. Prof. Dr. Erdal ŞEN
<ol style="list-style-type: none">1. From the Bauhaus Movement to the New European Bauhaus Approach: Action Plan for the Climate Change - Dr. Aylin Akçaboza Taşkıran2. Negotiators' Personal Characteristics and Unethical Negotiation Tactics in Business Negotiations - Prof. Dr. Sima NART, Assoc.Prof.Dr. Gözde MERT, Assoc.Prof.Dr. Emrah OZSOY3. Hybrid Work and Organizational Agility: An Individual-Oriented Approach - Assoc. Prof. Dr. Erdal ŞEN, PhD. Candidate Orkun ARK4. The Effect of Humble Leadership on Job Satisfaction and Employee Performance: The Mediating Effect of Psychological Empowerment - Hakan AKGÜN, Assoc. Prof. Dr. Ercan ERGÜN5. The Mediating Role of Organization-Based Self-Esteem in The Influence of Internal Marketing Perception on Affective Commitment - Assoc. Prof. Dr. Esra KIZILOĞLU, Assoc. Prof. Dr. Emine Nihan CİCİ KARABOĞA			



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Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 4	16:30- 18:00	Moderator	Prof. Dr. Cemal Zehir Assoc. Prof. Dr. Meltem GÜRÜNLÜ
<ol style="list-style-type: none">1. Police-Media Relations: The Nature of “Media Communication Training” and its Effects on Public Opinion - Assoc. Prof. Dr. Serdar Kenan GÜL2. Value Creation Through Dynamic Capability Approach for Competitive Advantage and Firm Performance - Prof. Dr. Cemal Zehir, Res.Asst. Merve Vural Allaham3. Expectations of Certified Public Accountant (Cpa) From The Interns: A Research in Malatya Province - Öğr. Gör. Dr. Nazan GÜNGÖR KARYAĞDI, Öğr. Gör. Dr. Özge ÖZKAN4. Chaos in the Cryptocurrency Ecosystem and the Future of Digital Money: Stable Coins versus Central Bank Digital Currencies (CDBC)s - Assoc. Prof. Dr. Meltem GÜRÜNLÜ5. Narcissism and Muscle Dysmorphia: A Review of Psychological Intersections - Dr. Metin Çınaroğlu			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 5	18:00- 19:30	Moderator	
<ol style="list-style-type: none">1. Orta Gelir: Tuzak mı Yoksa Yakınsama İçin Yeni Bir Koşul Mu Var? - Assoc. Prof. Dr. Bilal Kargı2. Sanayileşme Çocuk Sağlığını Etkiler mi? BRICS-T Ülkeleri İçin Ampirik Bir Analiz - Dr. Öğr. Üyesi İbrahim AYTEKİN, Dr. Öğr. Üyesi Hüseyin ÇELİK3. Karamanlı Nizâmî Hakkında Bir Bibliyografya Denemesi - Uzm. Öğretmen Necla ESEN, Öğretmen Ayşe YILDIZ, Uzm. Öğretmen Nevriye YILDIZ, Enes ÖZTÜRK4. Meşruiyet Bağlamında Devlet ve Toplum İlişkisinin John Locke, Jean Jacques Rousseau ve Karl Max Sosyolojileri ile Karşılaştırmalı Analizi - Dr. Fatih BECER5. İnovasyon (Yenilik) ve Uygulama Örnekleri - Dr. Salih SERBEST6. X,Y ve Z Kuşakları Bağlamında Örgüt Kültürünün Algılanan Örgütsel Destek ve İç Girişimcilik Niyeti Üzerine Etkisinin İncelenmesi - Gizem CEZ ÖZER, Prof. Dr. Aykut GÖKSEL7. Sosyal Medya Kullanımının Boşanma Oranlarına Etkilerinin İncelenmesi - Merve YILDIRIMOĞLU			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
16 Dec 2023 Session 6	19:30- 21:00	Moderator	Miss. Mohor Chatterjee Mr. Soumyaroop Mukherjee
<ol style="list-style-type: none">1. The Effectiveness of Capacity Building as a Tool for Effective Local Governance in South Africa - V K Rameetse, Solly Poee2. Management of Technological Innovations in the Tourism Industry and Management System of International Tourism - Maftuna ASHUROVA3. Reverse Logistic and Sustainable Development in Cameroon : Case of Industrial Companies in Central Region - Dr. ONGUENE ATEBA Julien Grégoire4. Political Regime Types and Income Inequality in Pakistan - Wasiq Ullah Hamdard, Irfan Ullah Stanikzai			



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17 Dec 2023, Sunday

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 7	08:30- 10:00	Moderator	Prof. Dr. Ahmet ŞENGÖNÜL Prof. Dr. Murat KOÇ
<ol style="list-style-type: none">1. Psikolojik Sağlamlılığın Çalışma İstekliliğine Etkisi: Sağlık Çalışanları Üzerine Bir Araştırma - Selma SÖYÜK, İbrahim GÜN, Feyza ÇETİNKAYA KUTUN2. Çalışanların Yüzeysel Davranışlarının Tükenmişliğe Etkisi: Benlik Saygısının Rolü - Dr. Muhammet Ali ÇELEBİ, Cihan BİLEN3. Bütçe Planlama Stratejisi Açısından Ekonomik ve Coğrafi Özelliklerin Hastane Geliri Üzerindeki Etkileri - Prof. Dr. Ahmet ŞENGÖNÜL, Ersan BİÇKİOĞLU4. Kadın Çalışanların Duygusal Bağlılıklarının Demografik Faktörler Bağlamında İncelenmesi Sağlık Sektöründe Bir Araştırma - Dr. Ferah KEKLİK OKUL, Prof. Dr. Murat KOÇ, Assoc. Prof. Dr. Ayşe İpek KOCA BALLI5. Hazır Yemek (Catering) Sektöründe Müşteri Sadakati Oluşturma - Ömer DURUKAN, Assoc. Prof. Dr. Cihat KARTAL			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 8	10:00- 11:30	Moderator	Assoc. Prof. Dr. Erdinç BALLI Asst.Prof.Dr. Mevlüde Canan CAN
<ol style="list-style-type: none">1. Türk Aile Yapısı ve Kültürüne Uygunluk Bakımından Bir İçerik Analizi: Güzel Günler Dizisi Örneği - Asst.Prof.Dr. Mevlüde Canan CAN2. Sinema ve Toplumsal Hafıza: Kaygı Filmi Üzerine Bir Alımlama Çalışması - PhD. Cand. Gülşen KOPARIR3. Turizmde Kadın Girişimciliğine Bir Bakış: Türkiye Örneği - Assoc. Prof. Dr. Gizem ÖZGÜREL4. Restoran İşletmelerinde Örgüt İklimi ve Çalışan Motivasyonu İlişkisi - Cem KENANOĞLU, Prof. Dr. Murat KOÇ, Assoc. Prof. Dr. Erdinç BALLI5. Sağlık Hizmetlerinde Yapay Zeka ve Deep Patient Örneği - Nadihan DOĞAN, Assoc. Prof. Dr. Sadık SERÇEK			

Meeting Room 2	Face to Face Presentation		
17 Dec 2023 Session 8 -Onsite	10:00- 11:30	Moderator	Prof. Dr. Gülise GÖKCE Prof. Dr. Hülya EŞKİ UĞUZ
<ol style="list-style-type: none">1. On The Relationship Between Failed States and Terrorism- Prof. Dr. Gülise GÖKCE2. The West's Perception of Islam - Prof. Dr. Orhan Gökce3. Citizenship, Participation and Politics in Late Modern Times - Assoc. Prof. Dr. Rukiye SAYGILI, Prof. Dr. Hülya EŞKİ UĞUZ4. Political Rationality of Global Migration Management - Assoc. Prof. Dr. Rukiye SAYGILI, Prof. Dr. Hülya EŞKİ UĞUZ			



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Meeting Room 2	Face to Face Presentation		
17 Dec 2023 Session 9 * Onsite	11:30- 13:30	Moderator	Prof (Dr) Ratnesh Dwivedi Prof.Dr. Joanna Jasińska
<ol style="list-style-type: none">1. Central Intelligence Agency in Afghanistan-An Analysis - Prof (Dr) Ratnesh Dwivedi2. Effects of students institutional trust on their emotional wellbeing - Kaynat Tariq3. USA-Azerbaijan Political Relationships - Dr. Gulnara Suleymanova4. Exploring the realms of Social Media Influence Among Active Users : A study with special reference for the Viewers of the Documentary 'The Social Dilemma' - Amrutha P5. The Impact of Leadership Styles on Employee Motivation: Insights from Moroccan Companies - Zaynab Chriha6. Assessing the Impact of Urban Growth on Urban Microclimate: Asansol Municipal Corporation, Paschim Bardhaman, West Bengal, India - Subham Kumar Roy7. From Insignificance to Paramouncy: The Gradual Rise and Eventual Fall of the 'Turkish' Bandagan in the Delhi Sultanate (1206-1266) - Kunal Roy			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 9	11:30- 13:00	Moderator	Dr. Lecturer Gönül GÜL EKŞİ Dr. Abdullah ŞENGÖNÜL
<ol style="list-style-type: none">1. Örgütsel Erdemlilik, Bibliyometrik Bir İnceleme - Assoc. Prof. Dr. Mehtap ÖZTÜRK, Ömer AKAR2. Karanlık Liderlik Konusunda Türkiye'de Yapılan Çalışmalar Üzerine Bir Analiz - PhD Cand. Halide YARAR3. Üniversite Öğrencilerinin Finansal Okuryazarlıklarının Finansal İyi Olma Halleri Üzerindeki Etkisinde Finansal Öz-yeterliliklerinin Aracılık Etkisi - PhD. Cand. Tuğba SOYMAN, PhD. Cand. Dilara YILMAZ4. Kim Kime Neden Oy Veriyor? - Dr. Abdullah ŞENGÖNÜL5. Dönüşümcü ve Etkileşimci Liderliğin Toplam Kalite Yönetimi Bağlamında Kalite Performansı Üzerindeki Etkisi - Ayhan ER, Assoc.Prof. Özge MEHTAP6. Covid-19 Pandemi Korkusunun İş Tatmini Üzerindeki Etkisinde Algılanan Kriz Yönetiminin Aracılık Rolü - Dr. Lecturer Gönül GÜL EKŞİ			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 10	13:00- 14:00	Moderator	Prof. Dr. Ali ERBAŞI Assoc. Prof. Dr. Özlem BALABAN
<ol style="list-style-type: none">1. Türkiye'de Sosyal Bilimler Alanındaki Yeşil Temalı Lisansüstü Tezlerin Konuları, Eğilimleri ve Gelişimi - Prof. Dr. Ali ERBAŞI2. Türkiye Yeşil Mutabakat Eylem Planı Çerçevesinde Döngüsel Ekonomi Stratejileri: Genel Bir Değerlendirme - Prof. Dr. Ali ERBAŞI, Fatih ERBAŞI3. Yenilikçi İnsan Sermayesi Kavramı: Dış Hekimleri Üzerinde Bir Araştırma - Dr. Cemile ŞAHİN, Assoc. Prof. Dr. Özlem BALABAN4. Karanlık Kişilik Özellikleri ve Kariyerizm Eğilimi Arasındaki İlişkinin İncelenmesine Yönelik Bir Çalışma - Asst. Prof. Dr. Fazilet NOHUT, Assoc. Prof. Dr. Özlem BALABAN5. Log-Linear Modeller ve Türkiye'deki İllerin Sosyokültürel Özellikleri Üzerine Bir Uygulama - Dr.Öğr.Üyesi Gonca Yüzbaşı6. Turizm ve Ekolojik Ayak İzi G-8 Ülkeleri İçin Panel Nedensellik Analizi - Asst. Prof. Dr. Mahmut BALTACI			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 11	14:00-15:30	Moderator	Prof.Dr. Sebahattin YILDIZ Assoc. Prof. Dr. Kadir Gokoğlan
<ol style="list-style-type: none"> 1. Mikro Finansın Kırsal Kalkınma Çerçevesinde Enerji Yoksulluğuyla Mücadeleye ve Yeşil Dönüşüm Etkisi - Res. Asst. Dr. Gülsüm AKARSU 2. Çevrimiçi Yöntemle Yerel Yönetimlerin Mali Denetimine Çoğulcu Yaklaşım: Çapraz Denetim Sistemleri - Assist.Prof.Dr. Ahmet FİDAN 3. Dünyada ve Türkiye’de Çevreci Hareketlerinin Gelişimi ve Dönüşüm Süreci - PhD student Gülben ÇELİK BOZKAYA 4. Eğitim-Öğretim ve Sürdürülebilirlik - Dr. Mukadder Güneri 5. Mütevazı Liderlik, İş Performansı ve Çalışan Sessizliği Demografik Özelliklere Göre Farklılık Gösterir mi? - Prof.Dr. Sebahattin YILDIZ, Şehnaz SARIGÜL GÖKÇE 6. Volatilite Endeksinin Borsa İstanbul Ticaret Endeksi Üzerindeki Etkisi - Dr. Öğr. Üyesi Eşref KULOĞLU 			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 12	15:30-17:00	Moderator	Assoc.Prof.Dr Elnur Aliyev Assoc. Prof. Dr. Yunus YILMAZ
<ol style="list-style-type: none"> 1. Sınırdaki Karbon Düzenleme Mekanizmasının Türkiye’nin AB-27 İle Olan Dış Ticaretine Olası Etkileri - Fatih Erbaşı 2. Muhasebe Meslek Etiği ve Bu Alanda Yapılan Çalışmaların Analizi - Serçem POLAT DİNÇ, Assoc. Prof. Dr. Yunus YILMAZ 3. Modern Teorilerin Kamu Yönetimine Etkileri - Assoc.Prof.Dr Elnur Aliyev 4. Generative Pre-trained Transformer 4 (GPT-4) Yayınlarının Bibliyometrik Analizi - Arzu GÜMÜŞER, Asst. Prof. Dr. Sefa CEYHAN 5. Endüstri 4.0., Toplum 5.0. ve Küreselleşme Kavramlarının 100 Yıllık Türkiye Cumhuriyeti ve Hegemoniya İddialı Devletler Tarafından Değerlendirilme Farkı - Teacher Matanat Aziz ALIYEVA 6. Türkiye’de Yeni Bir Deneyim Olarak Göçmen Girişimciliği Serüveni - Merve PAÇACI 			

Meeting Room 2	https://us02web.zoom.us/j/83551423718		
17 Dec 2023 Session 13	17:00-18:30	Moderator	Prof. Dr. Muhsin HALİS Assoc. Prof. Dr. Özlem Atan
<ol style="list-style-type: none"> 1. Girişimcilerin Dijital Teknoloji Kullanımına Yönelik Tutumlarının İşletmelerinin İnovasyon Yeteneklerine Etkisi: (Saha Araştırma) - Dr. Nuray Görker, Dr. Tülin Baltalılar, Assoc. Prof. Dr. Özlem Atan, Dr. Füsün Toros 2. Bilimsel Bilgi Üretiminde Doğrulamacılıktan Yanlışlamacılığa: Karl Popper’ı Yeniden Okumak - PhD. Cand. Remzi Gürer GERÇEK, Prof. Dr. Muhsin HALİS 3. Generative AI and Innovation - Dr. İbrahim YIKILMAZ, Prof. Dr. Muhsin HALİS 4. The Effect of Proactive Personality Traits and Self-Efficacy on Entrepreneurial Orientation with the Leadership Style Variable - Research Assistant Feyza AKGÜN 			



8th CEO Congress English Room
17 Dec 2023, Sunday

Meeting Room 1	https://us02web.zoom.us/j/88457731870-Int		
<u>17 Dec 2023</u> <u>Closing Session</u>	19.00- 19.30	Moderator	Prof.Dr. Wiwiek Mardawiyah DARYANTO Prof. Lamia Hammad Jordan Prof. Dr. Şevki ÖZGENER
Closing Session All congress participants are required to attend this session. The best paper award will be given.			

EDITORS' BIOGRAPHIES

Dr. Muhammad Ali Tarar



Dr. Muhammad Ali Tarar, Associate Professor Department of Sociology, Director, Financial Assistance & Development (FAD) Ghazi University, Dera Ghazi Khan

Dr. Muhammad Ali Tarar joined University of Agriculture, Faisalabad- Pakistan as Teaching Assistant in 2005, later as, Lecturer Rural Sociology in November 2007 and presently serving the Department of Sociology, Ghazi University, Dera Ghazi Khan-Pakistan as Associate Professor / Chairman Sociology. Additionally, he is also serving as Director, Financial Assistance & Development (FAD) at Ghazi University D.G.Khan w.e.f 05-07-2023 to provide Financial Support in the form of Merit & Need based Scholarships/ paid Internships and Financial Assistance to talented,

deserving & needy students to continue their academics & Education. Since 18-11-2015 to 24-10-2022 also served as Director Office of Research, Innovation & Commercialization (ORIC) and awarded a “Certificate of Appreciation” from Vice Chancellor, Ghazi University, Dera Ghazi Khan for excellent services (15-09-2022). As Chief Editor, Kish-e-Nau (student Magazine, University of Agriculture, Faisalabad) published Centennial Number in 2006 and was awarded UNIVERSITY GOLD MEDAL from Chancellor of University/ Governor of Punjab-Pakistan as-well-as UNIVERSITY ROLE OF HONOR, UNIVERSITY COLOUR & UNIVERSITY CERTIFICATE OF EXCELLENCE was awarded from Worthy Vice Chancellor for publishing the Centennial Number of “ Kish-e-Nau “ as Chief Editor on the eve of centenary celebrations of University of Agriculture, Faisalabad (14th to 16th March 2006). He has vast experience in teaching & research. Being Researcher published more than 40 research articles on different social & behavioral issues in National & International high-quality indexes/ impact factor journals that are recognized by Higher Education of Pakistan and at postgraduate level supervised more than one hundred research students and completed their research. He is also coauthor/ Editor of books (i)“Introduction to Sociology; (ii) “Accounting Inquiries with New Approaches in the Post-Pandemic Era Volume I”; (iii) “Accounting Inquiries with New Approaches in the Post-Pandemic Era Volume II”; (iv) “Abstract E-Book” 5th International CEO Social Sciences Congress (CEOSSC 2022)”. He is also external examiner of research / paper setter of many universities for postgraduate level as well as examination supervisor of Punjab Public Service Commission, Pakistan. Being Director ORIC made collaboration with sister universities and industries to develop academia to academia & Academia-Industry linkages for better knowledge and research sharing and signed more than 20 MOUs and strengthen the external linkages, developed a Business Incubation Center



8th International CEO Communication, Economics, Organization & Social Sciences Congress

(Regional Plan9) & Women Development Center at Ghazi University with collaboration of Govt. of Punjab, Pakistan. He is Member selection/ recommendation Committee of Ghazi University to recommend BS-1 to BS-16 candidates to the Vice Chancellor for Approval of Appointment, Terms, and conditions of Services); Member Board of Faculty for a period of three years for faculty of Arts; Member Consultative Committee; Member Convocation Organizing Committee for 1st & 2nd Convocation of the Ghazi University; Convener University Disciplinary Committee ; Convener University Disciplinary Advisory Committee; Member Compliance Implementation Plan Committee (CIPC) to prepare Compliance Implementation Plan (CIP) in coordination with respective offices; Nominated as Focal Person to collaborate with QEC regarding IPE Review visit at Ghazi University; Member Affiliation Committee (to affiliate & Disaffiliate Govt. & Private Educational Institutes / colleges with Ghazi University); Member University Grievance Redress Committee; Member University Monitoring, Evaluation and Learning Committee; Member University Scrutiny Committee for Administration Posts; Member Standing Committee for vetting of non-schedule items with the term of Reference (TORs); Member Surveillance committee of Ghazi University; Member Online Quality Assurance (OQA) Task Force of Ghazi University; Members University General Purchase Committee; Member University Semester Rules Committee; Member Inquire committee about matter/ issue regarding allegations on social & print media against employees, Member University Prospectus Committee to prepare prospectus and Member University Admission Committee year 2019, 2020 & 2021; Focal Person Kamyab Jawan Innovation League; Member Plagiarism Standing Committee (PSC) Ghazi University; Member Self Institutional Performance Evaluation (IPE) Committee and Focal person to conduct quantitative research on Beggary in Punjab with collaboration of Department of Social Welfare, UCDP, D. G. Khan (December 2016 to To-date).

Dr. Muhammad Saghir AHMAD



MEMBERSHIP OF ASSOCIATIONS / AFFILIATIONS

IVETA, ACPET, IEEE, Aussie Childcare Network,
 Australian Computer Society (ACS)
 Project Management Institute (PMI), Computer Society of
 Pakistan (CSP)
 Who's Who International History Associations (WWIHA)

QUALIFICATION

TRAINING QUALIFICATIONS

Graduate Diploma of Management (Learning) - MCIT
 Diploma of Vocational Education and Training – MCIT
 Diploma of Training Development and Design – MCIT
 Certificate IV in Training and Assessment (TAE) – VCTD
 Certificate IV in Training and Assessment (TAA) - VCTD
 LLN – MCIT
 PhD – Finance & Marketing –Sheffield University
 Master of Business Administration – Sheffield University

PGD - Post Graduate Diploma in Computer Science – La Trobe University
 BSc - Bachelor of Science - Punjab University
 Certificate IV in Financial Services (Finance/Mortgage Broking) - AAMC Training Group 2009
 Certificate First Aid / CPR / Advanced First Aid
 Certificate IV in Travel & Tourism - Kangan Batman TAFE 2001
 Workshop Management Certificate - VACC 1999
 Vocational Graduate Diploma of TESOL and English Language Development – DU English College
 Certificate IV in TESOL – DU English College
 Certificate III in TESOL – DU English College
 Certificate in English - Hales College, Melbourne
 Diploma of Business Administration – CAIT
 Diploma of Business - CAIT
 Diploma of Management - CAIT
 Diploma of Hospitality – MCIT
 Certificate IV in commercial Cookery - MCIT
 Certificate III in Commercial Cookery - MCIT
 Certificate III in Individual Support - MCIT
 Certificate IV in Aged Care - MCIT
 Certificate IV in Government (Investigations) – PLS
 Certificate IV in Government (Statutory Compliance) - PLS
 Diploma of Government (Investigations) – PLS
 Certificate IV in Real Estate - VCTD
 Certificate III in Early Childhood education and Care - MCIT
 Diploma of Early Childhood education and Care – MCIT

EMPLOYMENT HISTORY

Dec-2019 – Continue Farming (Agriculture, Fish, Business)
 09/2016 – 2020 ST Adam College, Keyboard Concepts, Community College of Australia,
 Australian Information Technology College
 Position: Admin Director

Dr. Maurey Bond



Dr. Maurey Bond is the Vice President for Growth at Acacia University, USA. Previous roles include the Assistant Provost for International Affairs in the USA, Director of International Affairs in China, Graduate Program Development Specialist in the UAE, and a civilian contractor for business development and higher education in Iraq and other challenging global markets.

Dr. Bond holds six college degrees from the USA, comprised of both private and public sector disciplines. Dr. Bond received a Ph.D. degree in Leadership with a research focus in expatriate management from the University of the Cumberland, USA, a Master of Science degree in Management from Sullivan University, USA, an International MBA degree from Florida International University, USA - which included specialized Business studies at Tianjin Foreign Studies University, China, and a Master of Arts degree in Political Science and Bachelor of Arts degrees in Political Science and Sociology from the University of Kentucky, USA.

Dr. Bond has been a Certified Global Business Professional through NASBITE International, USA for the past decade. Dr. Bond was a Designated School Official, ensuring institutional compliance of international student visa regulations with the U.S. Government. Dr. Bond has secured additional certifications and advanced training in accreditation, international contracts, and other relevant fields. His areas of expertise include University Administration, Global Business Development, Government Relations, Strategic Planning, International Human Capital Management, and Public-Private Partnerships.