



UMY UNIVERSITAS
MUHAMMADIYAH
YOGYAKARTA
Unggul & Islami



The 8th International Conference on Management Sciences

CERTIFICATE OF PARTICIPATION

Certificate Number: 1061/A.3-VIII/VII/2022

This certificate is awarded to:

Lathiefa Rusli

In acknowledgement of your participation as

Presenter

At 8th International Conference on Management Sciences
held from 20th -21st July 2022 at the Universitas Muhammadiyah
Yogyakarta, Indonesia by virtual conference

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6th ICOSI 2022



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Prof. Dr. Ir. Gunawan Budiyanto, M.P., IPM

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Dr. Alni Rahmawati, M.M.
Veri Widodo, S.E., M.M.
Shinta Qurnia Dewi, S.E.

Galuh Sudarsono

Eko Wahyudi, S.H.
Alhadi M. Zaim

The Keynote Speakers



Prof. Ir. Teuku Faisal Fathani, Ph.D., IPU, ASEAN Eng

Director of Research, Technology, and Community Services (RTPM) of Republic Indonesia

Prof. Ir. Teuku Faisal Fathani, Ph.D., IPU, ASEAN Eng holds Ph.D from Tokyo University of Agriculture and Technology. Former post-doctoral researcher at Ehime University Japan and Public Policy Center of the University of Iowa 2013-2014. His careers focus in on Researcher, Inventor and Lecturer in Civil and Environmental Engineering, Geotechnical Engineering and Disaster Management. More than 20 years of experience in technological innovation, infrastructure planning, disaster mitigation, and capacity development for various types of industries and government organizations around the world. He currently an Acting Director of Research, Technology, and Community Services (RTPM), Ditjen Diktiristek, Kemendikbudristek, 2022. He also as a Director of Center for Disaster Mitigation and Technological Innovation (GAMA-InaTEK) UGM, 2017-now.



Pam Fredman

President of the International Association of Universities

Pam Fredman served as Rector of the University of Gothenburg from 2006 until 2017. She is a Professor of Neurochemistry and has held several leading positions within the University, for example as Dean of the faculty of medicine at the University of Gothenburg - the Sahlgrenska Academy. Pam Fredman was the head of the University and its principal representative. Over the years, she has been active in a large number of scientific and scholarly contexts. Pam Fredman has for example been Chair of the European Society of Neurochemistry and she is a member of the Royal Swedish Academy of Engineering Sciences, IVA. Since 2016, Pam Fredmam is the President of the International Association of Universities.



**Dr. apt. M. Rachman
Roestan, S.Si., MBA**
*Director of Operations PT Bio
Farma (Persero)*

Dr. apt. M. Rachman Roestan, S.Si., MBA holds Master of Business and Administration from Bandung Institute of Technology, and Doctoral of Strategic Management from DIM-FEB Padjadjaran University Bandung. He currently officiates as Operational Director of PT Bio Farma Holding, Vice Chairman OIC -VGM (Organization of Islamic Cooperation - Vaccine Manufacturer Group). He also serves as The Experts of PP Indonesian Pharmacists Association. He was one of Indonesian Delegates for World Health Assembly in 2012 - 2018, World Health Organization (WHO), Genève, Switzerland. He was also the delegate for Organisation of Islamic Cooperation (OIC) - Health Minister Conference, Jeddah, Saudi Arabia in 2013, 2015, 2017 and 2019. Roestan is a Lecturer of Pharmacy Practitioner UNPAD, MARS UMY, and Research Executive Advisor SBMITB. He has earned some awards such as Top Leader on IT Leadership in 2018 and Indonesia's Inspirational and Innovative Leader in 2019. Roestan has shown his contribution to pharmaceutical discipline by writing a book entitled Towards Pharma 2030: Menuju Peningkatan Daya Saing Farmasi Nasional (Towards the Improvement of National Pharmaceutical Industry Competitiveness). He is also author of various articles in International and National Journals.



**Prof. Dr. Ir. Gunawan
Budiyo M.P., IPM.**
*Rector of Universitas
Muhammadiyah Yogyakarta*

Prof. Dr. Ir. Gunawan Budiyo M.P., IPM. is a Rector of Universitas Muhammadiyah Yogyakarta. His specialization area focus is on Soil Science, Land Evaluation, and Landscape Architect. He is actively involved in numerous researches in the area of Agriculture and Agrotechnology Science. He was also the Vice Chairperson of the Indonesian Society of Landscape Architects, D.I. Yogyakarta (2011-2014) and the member of Association of Universities of Asia-Pacific (AUAP) (2018-2020). In addition he was also the Field Manager of Recovery Project of Jogja Earthquake , Bantul Yogyakarta (2006-2007) and the project leader of Recovery Project of Merapi Eruption, Sleman Yogyakarta (2010-2014). He is the landscape designer of Campus Development Team of University of Muhammadiyah Yogyakarta (1999-now).

OPTIMIZING GLOBAL BENEFIT FOR FUTURE WELLBEING - INTERNATIONAL PERSPECTIVE ON THE ROLE AND RESPONSIBILITIES OF HIGHER EDUCATION FOR FUTURE WELLBEING

Pam Fredman

President of the International Association of Universities

Universities are key actors in all societies worldwide; they provide knowledge, skills and competences through research and education of relevance locally and In order to foster a healthier planet and to preserve it for future generations, cooperation and cocreation among stakeholders in academia, the public and private sector and civic society is crucial to “optimize global benefit for future wellbeing”, to reach the 17 sustainable goals (SDGs) and to realize Agenda 2030. A sustainable future for the people and the planet requires trans and interdisciplinarity and must encompass and connect economic, cultural and societal perspectives.

globally. To fulfil this unique role in society, universities and other higher education institutions are to be developed on the basis of a set of fundamental principles and values and must be considered as an integral part of the whole educational ecosystem. In turn, higher education promotes and advocates for these values and fosters recognitions and respect for these in society at large.

The International Association of Universities (IAU) is the global network of higher education institutions and organisations. It was inaugurated by UNESCO 72 years ago on the initiative of university leaders from around the world to jointly promote and advocate for a better world. The IAU was called into life to generate a strong and constructive global voice of the sector to the sector and to international and inter-governmental organisations, in particular to the UN and to UNESCO. IAU works through various functions and set of activities to facilitate and support the development, sharing and exchange of knowledge within the sector and with society at large.

The overarching theme of the IAU general conference 2022 is “Relevance and value of Universities to future society”. In my keynote address, I will talk to this theme and present international perspectives, initiatives and challenges in universities and how higher education partnerships and co-creation with other stakeholders contribute to developing the research and education grounds required to develop a better future.

**QUALITY, ENVIRONMENT AND SOCIAL INNOVATION TO SUPPORT INDUSTRY
SUSTAINABILITY
AND FUTURE WELLBEING**

Dr. apt. M. Rachman Roestan, S.Si., MBA

Director of Operations PT Bio Farma (Persero)

Health Industry including Pharma should set their strategy in digital globalization era to optimize the benefit from all challenges and opportunities. Innovation and collaboration are the important strategies for increasing the pharma industry competitive advantage. Industry need to implement Integrated Management System which include Quality, Social or Community Development and Environment Management System.

Since Bio Farma implements the Integrated Management System, Vaccines produced by Bio Farma has recognized by World Health Organization and have been distributed to more than 150 countries. To be sustained in its contribution, Innovation need to be maintained and increased. Several new products such as diagnostic kits and vaccines are launched and developed to combat pandemic and other communicable diseases. Collaboration need to be strengthen to speed up the time to market of products, supported by Human Capital Management and Digitalization System. Collaboration need to be conducted among the related stakeholders in National and International scope. Synergize across industry, regulatory and diplomacy will create advantage and global trust to the country.

Global Challenges in Industrial Development encourage industrial sector to become driving force of sustainable development, which include safeguarding the environment, creating shared prosperity as well as advancing economic competitiveness. Industry should create shared value to communities. Since life science is one of Bio Farma competencies, Innovation toward sustainable consumption and Production such as energy saving and natural resources efficiency programs are shared and trained to the communities. The company commit to implement green industry environment, social responsibility and integrated management system to be operated, thus, the value create the sustainable business. Prioritizing Community development program impact to a better significant friendly environment, social economy and wellbeing.

THE IMPACTS OF THE COVID-19 PANDEMIC ON AGROECOSYSTEM

Prof. Dr. Ir. Gunawan Budiyanto M.P., IPM.

Rector of Universitas Muhammadiyah Yogyakarta

The purpose of this speech is to discuss the agroecosystem restoration opportunities to improve the environmental quality and new equilibrium that benefits the ecosystems needed in the biomass production process. At the end of December 2019, Covid-19 infected millions of people in Wuhan City, China. Furthermore, Covid-19 spread not only to several neighboring China in January 2020, but it was also found in many parts of the continent of Europe, Australia, and America. Therefore, the case of Coronavirus infection has been determined by WHO as a global pandemic. Health disasters caused by the Coronavirus outbreak can negatively affect many sectors such as social, economic, food, services, and industry. The Covid-19 pandemic has directly impacted the equilibrium between supply and demand for food and indirectly decreased a country's buying power and ability to produce food. Covid-19 will provide the global economy with more severe follow-up problems. The outbreak of the Covid 19 outbreak will systematically target all facets of economic activities, including the travel, public services, the sporting industries, dropping world oil and banking prices, and the financial technology industries. As regards the effect of the Covid 19 pandemic on the sustainability of foodstuffs, there are at least four problems relating to the industry and the food chain: (1) consumers begin to think about ways of protecting themselves and the immune system through the introduction of sound food programs, (2) food chain protection from manufacturers, sellers and buyers, (3) food security is a key issue because of lockdown policies so that more people stay indoors, and (4) the continuation of food supply during this pandemic is another attempt to limit the rise of other crises in the future.

Climate change illustrates the pattern of changes in temperature, rainfall, and atmospheric CO₂ concentrations. Temperature, precipitation, and CO₂ levels are natural phenomena that occur in the climatic system and are the main components that determine the quality of the ecosystem. Thus climate change can reduce the quality of the environment in providing support to agro-ecosystems. Future climate change and variability will, in principle, affect agroecosystems throughout the earth's surface and affect plant growth and yield due to increased atmospheric CO₂ concentrations and higher temperatures. Climate change can change rainfall patterns, both season, duration, intensity, and amount. While on the other hand, climate change also causes an increase in average annual temperatures across the earth's surface. The increased temperature on earth makes the process of

evaporation from the land surface, and transpiration on plant surfaces can increase so that the pattern of water balance in an agroecosystem complex can be disrupted. In this case, climate change can cause an increase in temperature and rainfall patterns and can change the hydrological, ecology, biology, and geographic conditions that affect the services and support provided by agroecosystems.

In order to minimize human interactions, many countries have also introduced social and physical distances. In reality, social distancing can have an effect on lowering the economic rate and accelerating recession. Transmission of viruses between individuals, which ultimately positions individuals as carriers without any sickness symptoms. The implementation of social interaction restrictions therefore depends on the severity of the transmission. Social communication limitations can take the form of social distancing, quarantine, and isolation. In an environment known as a lockdown, a huge and unregulated transmission volume, quarantine and complete insulating would be enforced.

The lockdown will gradually slow down or even stop all activities within and between countries. Lockdown can dramatically reduce human mobility from a social point of view. When carbon emissions are released, a lockdown will reduce carbon emissions as the factories and transport sectors stop running. Reducing carbon emissions will minimize greenhouse gas concentration in the atmosphere, contributing to better air quality. The lockdown is an attempt to restrict human movement and to reduce the spread of this virus and has immense environmental impacts. The reduction in manufacturing and transport activities greatly decreases industrial waste and greenhouse emissions as fossil fuels are reduced.

The ecosystem's well-being has increasingly recovered and the ozone layer can be enhanced to some degree, air quality was cleaner than ever before in most major cities because of the reduction in CO₂ pollution, nitrogen oxides, and other particulate matter. International connections between the population and the flight schedules would gradually decrease dramatically. It notes that global air traffic decreased to 60% in the same period and this contributed to a temporary reduction of CO₂ emissions, the decline in human surface activity could have an effect on air quality and the decrease in greenhouse gas emissions.

Program Schedule

International Conference on Sustainable Innovation (ICoSI) 2022 Universitas Muhammadiyah Yogyakarta (UMY) Wednesday-Thursday, July 20 - 21, 2022

Day 1 Wednesday, July 20, 2022		
Time Western Indonesia Time / WIB (GMT+7)	Agenda	Person in Charge
07.30 - 12.00	Focal Event	Focal Committee
13.00 - 13.05	Greetings	Master of Ceremony
13.05 - 13.15	Al-Qur'an Recitation	Muhammad Zainuddin Amri
13.15 - 13.20	Indonesia Raya, Sang Surya	Record
13.20 - 13.25	Welcoming Speech	Zuhud Rozaki, SP, M.App.Sc, PhD Head of Committee 6 th ICoSI 2022
13.25 - 13.30	Welcoming Remarks and Conference Launching	Prof. Dr. Ir. Gunawan Budiyanto, M.P, IPM. Rector of Universitas Muhammadiyah Yogyakarta (UMY)
13.30 - 13.40	Opening 6 th ICoSI	<ol style="list-style-type: none"> 1. Dr. H. Agung Danarto, M.Ag. 2. Prof. Dr. Ir. Gunawan Budiyanto, M.P, IPM. 3. Zuhud Rozaki, Zuhud Rozaki, SP, M.App.Sc, PhD 4. Prof. Dr. Ir. Sukamta, ST, MT, IPM. 5. Prof. Dr. Dyah Mutiarin, SIP, M.Si.
13.40 - 15.55	Main Keynote Speech	Keynote Speaker Prof. Ir. Teuku Faisal Fathani, Ph.D., IPU., ASEAN Eng - Acting Director of Research, Technology, and Community

		<p>Services, Ministry of Education and Research of Republic Indonesia</p> <p>Prof. Pam Fredman</p> <ul style="list-style-type: none"> - President of the International Association of Universities, Paris, France <p>Dr. apt. M. Rahman Roestan, S.Si., MBA.</p> <ul style="list-style-type: none"> - Direktur of Operation PT Biofarma Indonesia <p>Prof. Dr. Ir. Gunawan Budiyanto, M.P, IPM.</p> <ul style="list-style-type: none"> - Rector of Universitas Muhammadiyah Yogyakarta (UMY) <p>Moderator :</p> <p>Idham Badruzaman, Ph.D.</p> <ul style="list-style-type: none"> - Lecturer of International Relations Universitas Muhammadiyah Yogyakarta, Indonesia
15.55 - 16.10	Disscusion	<u>Moderator</u>
16.10 - 16.15	Closing	Master of Ceremony

Day 2

Thursday, July 21, 2022

Time Western Indonesia Time / WIB (GMT+7)	Agenda	Person in Charge
07.30 - 15.00	Focal Event	Focal Committee
15.00 - 15.05	Greetings	Master of Ceremony
15.05 - 15.15	Al-Quran Recitation	Muhammad Zainuddin Amri
15.15 - 15.20	Indonesia Raya dan Sang Surya	Record
15.30 - 15.45	Closing Speech	Prof. Dr. Dyah Mutiarin, S.IP., M.Si. - Scientific Committee of 6 th ICoSI 2022
15.30 - 15.45	Closing Speech	Prof. Dr. Ir. Sukamta, S.T., M.T., IPM - Vice Chancellor in Academic Affairs
15.55 - 16.00	Closing	Master of Ceremony



**INTERNATIONAL CONFERENCE On
MANAGEMENT SCIENCES (ICoMS) 2022**

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The Keynote Speakers

1. Prof. Dr. Ikhtiar Ali Ghumro



Prof. Dr. Ikhtiar Ali Ghumro, MPA is Professor at Institute of Commerce at Shah Abdul Latif University Khairpur. His expertise is in Department of Commerce. He has published more than 30 Internasional Journal Papers and 1 book with the title "FDI FLOWS TO PAKISTAN ECONOMY AND ITS DETERMINANTS IN DYNAMIC ECONOMETRIC MODEL" and published by LAP LAMBERT Academic Publishing. He holds a Ph.D. from Shah Abdul Latif University, Khairpur, an M. Com from Shah Abdul Latif University, Khairpur

2. Assoc. Prof. Dr. Jamal Abdul Nassir Bin Shaari

Assoc. Prof. Dr. Jamal Abdul Nassir Bin Shaari is a senior lecturer at the Faculty of Economics and Muamalat, Department of Business Management, Universiti Sains Islam Malaysia. He received Ph.D. from Reitaku University, Japan, and MBA (TQM) from Marquette, USA. He has many publications in quality management, marketing, intellectual capital, and knowledge management. He is also a Professional Speaker and Consultant related in the field of management.



3. Ismail Fahmi, Ph.D



Ismail Fahmi, Ph.D. is the founder of PT. Media Kernels Indonesia and Drone Emprit. His application has the capability to monitor and analyze social media based on big data. He is also a Lecturer at University Islam Indonesia in the Master's Program. He studied in ITB for his undergraduate program and finished his Master's degree and Ph.D. at Groningen University, Netherland. He has multiple publications and articles related to data and technology. He is interested in knowledge management, telecommunication technology, and Natural Language Processing (NLP).

4. Prof. Dr. Heru Kurnianto Tjahjono, MM

Prof. Dr. Heru Kurnianto Tjahjono, MM is a Professor in Management Program of Management and Business Faculty Universitas Muhammadiyah Yogyakarta. He takes his bachelor degree, master's degree, and a doctorate in Universitas Gajah Mada Yogyakarta. Prof. Heru gets an award for the first outstanding lecture not only in faculty but in Universitas Muhammadiyah Yogyakarta and also in Yogyakarta Province.



He is also a finalist for national outstanding lecturer and best lecture in management studies. In 2004 He also gets an award from the University of Taiwan for 3 best papers at the Asia Pacific Management Conference. Prof. Heru is active in many organizations and associations, like Indonesian Management Forum, APSMA, AMA, and many more. He is an expert in Organizational Behaviour, Business Research Methods, and Entrepreneurship.

5. Samaneh Soleimani Ph.D



Samaneh is a self-motivated researcher with a multi-disciplinary background in marketing and tourism management fields. She has solid experience in applying qualitative, quantitative, and mixed research methods. Samaneh holds a Ph.D. in Business and Management from the University of South Australia (UniSA). Samaneh's research and teaching interests cover a broad range of consumer behavior, marketing, tourism destination marketing, and the development of niche tourism products. Samaneh was awarded a University of South Australia President's Scholarship, School of Management/Marketing Scholarship, and top-up Ehrenberg-Bass Institute for Marketing Science Scholarship to investigate the niche market of astrotourism. In this research, she integrated visual astronomy with tourism marketing to answer how to develop this niche market in Australia. She was an invited speaker at the professional learning event 'Shared Sky, Space: STEM and Art' at "68th International Astronautical Congress Adelaide".

Program Schedule

The 8th International Conference on Management Sciences 2022

Department of Management / Faculty of Economics and Business

Universitas Muhammadiyah Yogyakarta (UMY)

Wednesday - Thursday, July 20 - 21, 2022

Day 1 Wednesday, July 20, 2022			
Indonesia Western Time / WIB (GMT +7)	Agenda	Person in Charge	Room Link
07.00 - 07.30	Preparation / Registration		
07.30 - 07.45	Opening Ceremony	MC : Faiqah Yulia Rudesta (Indonesia Raya, Sangsurya, Tilawah)	
07.45 - 07.50	Opening Speech from the chairman of ICoMs 2022	Radyan Dananjoyo, S.E., M.M., M.Sc., Ph.D	
07.50 - 08.00	Playing a company profile video of management UMY		
08.00 - 08.50	Plenary Session 1	Keynote Speaker : Ismail Fahmi, Ph.D Moderator: Muhammad Miftahun Nadzir, BABA.,MBA	

08.50 – 09.00	Parallel Preparation		
09.00 – 10.00	Parallel Session 1	Chair Session	
10.00 – 11.00	Parallel Session 2	Chair Session	
11.00 – 12.00	Parallel Session 3	Chair Session	
12.00 – 13.00	Parallel Session 4	Chair Session	
13.00- 16.15	ICOSI EVENT	ICOSI COMMITTEE	

Day 2 Thursday, July 21, 2022			
Indonesia			
Western Time / WIB (GMT +7)	Agenda	Person in Charge	Room Link
07.00 – 08.00	Plenary Session 2	Keynote Speaker : Samaneh Soleimani Ph.D Moderator/MC : Punang Amari Puja, SE., ST., M.IT.	
08.00 – 09.30		Keynote Speaker : Prof. Dr. Ikhtiar Ali Ghumro Moderator/MC : Punang Amari Puja, SE., ST., M.IT.	
09.00 – 10.00	Plenary Session 3	Keynote Speaker : Prof. Dr. Heru Kurnianto Tjahjono, MM	

		Moderator/MC: Dr. Udin, M.M.	
10.00 - 11.00		Keynote Speaker : Assoc. Prof. Dr. Jamal Abdul Nassir Bin Shaar Moderator/MC: Dr. Udin, M.M.	
11.00 - 11.05	Parallel Preparation		
11.05 - 12.05	Parallel Session 5	Chair Session	
12.05 - 13.00	Break		
13.00 - 14.00	Parallel Session 6	Chair Session	
14.00 - 14.30	Best Paper Announcement	Chairman	
15.00-16.00	ICOSI EVENT	ICOSI COMMITTEE	

Parallel Session
International Conference on Management Sciences (ICoMS) 2022
Faculty of Economic and Business
Universitas Muhammadiyah Yogyakarta (UMY)
Wednesday - Thursday, 20 - 21 July 2022

PARALLEL SESSION 1

Parallel Session 1 Day 1,

Wednesday, July 20th 2022 09.00-10.00 am

Topic: Finance A

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Taufik Akbar, S.E., MBA

OPERATOR : Lisa Handayani

No. Abs	Title	Author
ABS-7320	Gender Differences in Serial Crowdfunding	Taufik Akhbar Universitas Muhammadiyah Yogyakarta <u>taufikakbar@fe.umy.ac.id</u>
ABS-7326	Investor Sentiment, Fear, And Religiosity on Share Returns in Asean Capital Markets	Fenny Marietza University of Bengkulu Madani Hatta University of Bengkulu Indah Oktari Wijayanti University of Bengkulu <u>mari3tza@gmail.com</u>
ABS-7349	Investment Opportunity Set Strengthens the Effect of	Wihandaru Sotya Pamungkas Universitas Muhammadiyah Yogyakarta Arni Surwanti

Investment Policies on
Profitability in Indonesia

Universitas Muhammadiyah Yogyakarta
wihandaru@umy.ac.id

ABS-7370 Alleviating Poverty in Jakarta's
Coastal Slums: Direct Cash
Assistance or A Sustainable
Program?

Rahmanto Kusendi Pratomo

Universitas Katolik Indonesia Atma Jaya
mnt_kp@yahoo.com

Rustono Farady Marta

Universitas Bunda Mulia

Jesus Rafael Jarata

Don Mariano Marcos Memorial State University

Parallel Session 1 Day 1,

Wednesday, July 20th 2022 09.00-10.00 am

Topic: HRM A

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Prof. Dr. Heru Kurnianto Tjahjono, MM.

OPERATOR : Lisa Handayani

No. Abs

Title

Author

ABS-7360

Leadership Styles And
Innovative Work Behavior:
The Role Of Work Engagement

Udin Udin

Universitas Muhammadiyah Yogyakarta
udin@umy.ac.id

ABS-7372

The Effect of Transformational
Leadership Style on Innovative
Work Behavior : The

Tri Maryati

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	Mediating Role of Job Satisfaction	Nadeva Khristianilam Sanjani Universitas Muhammadiyah Yogyakarta
ABS-7373	Job Characteristics And Environmental Sustainability: The Mediating Role of Workplace Spirituality	Rini Juni Astuti Universitas Muhammadiyah Yogyakarta rinijuniaastuti@umy.ac.id Meynita Ananda Cantika Universitas Muhammadiyah Yogyakarta meynitacantika@gmail.com
ABS-7409	Social Entrepreneurship: The Way Women Develop Rural Economies (Case Of Indonesia)	Mulyaningrum Sudibyo Universitas Pasundan mulyaningrum@unpas.ac.id Ellen Rusliati Universitas Pasundan trikonomika@unpas.ac.id
<p>Parallel Session 1 Day 1, Wednesday, July 20th 2022 09.00-10.00 am Topic: HRM B Room Link 1 Time: WIB/Western Indonesia Time (GMT+7)</p>		
MODERATOR	: Dr. Udin, M.M	
OPERATOR	: Lisa Handayani	
No. Abs	Title	Author
ABS-8867	Primary Clinics' Human Resource Management as The Strategy To Revitalize The Role Of Primary Health Care	Nur Hidayah Universitas Muhammadiyah Yogyakarta nurhidayah@umy.ac.id Arlina Dewi

ABS-8958	The Influence Of Talent Management In Developing Competence, Organizational Culture, And Leadership To Improve Research Organizational Performance At The National Research And Innovation Agency	Joni Iskandar Universitas Padjajaran joni_bppt@yahoo.com Hilmiana Universitas Padjajaran Imas Soemaryani Universitas Padjajaran Dina Sartika Universitas Padjajaran
ABS-9225	Modeling Of Employee Agility And Motivation For Sustainable Work Performance: Measurement And Evaluation	Bhawna Chahar Manipal University Jaipur, Jaipur, India drbhawnachahar@gmail.com
ABS-9632	Organizational Citizenship Behavio (OCB) As A Mediation Of Organizational Culture And Information Technology On ASN Performance (Survey On Kebumen Regency Government Offices And Survey Agencies) .	Laras Titi Universitas Janabadra titilaras@janabadra.ac.id Jatmiko Bambang Universitas Muhammadiyah Yogyakarta bambang.jatmiko@umy.ac.id Dwiwinarno Tiptop Universitas Janabadra titop@janabadra.ac.id Nadia

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PARALLEL SESSION 2

Parallel Session 2 Day 1,

Wednesday, July 20th 2022 10.00-11.00 am

Topic: Finance B

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Taufik Akbar, S.E., MBA

OPERATOR : Mochammad Arifzainal

No. Abs	Title	Author
ABS-7391	PBB-P2 Tax Sanctions and Taxpayer Awareness Affect Taxpayer Compliance in Bantul District	Ardika Awan Indralaksana Universitas Muhammadiyah Yogyakarta ardika.awan.psc20@mail.umy.ac.id Arni Surwanti Universitas Muhammadiyah Yogyakarta Alni Rahmawati Universitas Muhammadiyah Yogyakarta

ABS-7418	Dividend Policy Mediate The Effect of Financial Performance on Firm Value	Alni Rahmawati Universitas Muhammadiyah Yogyakarta alni_rahma@umy.ac.id Siti Maizatul Akmal Universitas Muhammadiyah Yogyakarta sitimaizatulakmal21@gmail.com
ABS-7491	Analysis of Affecting Conventional and Shariah Bank Performance with Panel Data Regression	Sonnya Anggun Permata Institut Teknologi Sepuluh Nopember Surabaya sonnyaanggun@gmail.com Jerry Dwi Trijoyo Purnomo Institut Teknologi Sepuluh Nopember Surabaya jerrypurnomo@gmail.com
ABS-7521	The Effect of Company Size, Profitability, and Liquidity on Company Value with Dividend Policy as Intervening Variable	Muchamad Imam Bintoro Universitas Muhammadiyah Yogyakarta imam_b@umy.ac.id Shalsabila Julia Mumtaz Universitas Muhammadiyah Yogyakarta

Parallel Session 2 Day 1,

Wednesday, July 20th 2022 10.00-11.00 am

Topic: HRM B

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Prof. Dr. Heru Kurnianto Tjahjono, SE., MM

OPERATOR : Mochammad Arifzainal

No. Abs	Title	Author
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ABS-7419	The Effect of E-Leadership and Work-Life Balance (WLB) on Employee Performance During The Covid-19 Pandemic Mediated by Social Work Motivation	<p>Ika Nurul Qamari Universitas Muhammadiyah Yogyakarta ika_nr@umy.ac.id</p> <p>Yoga Sugama Universitas Muhammadiyah Yogyakarta Ikhtiar Ali Ghumro Shah Abdul Latif University Khairpur</p>
ABS-7475	The Role of Innovative Work Behavior and Job Satisfaction as Mediator Effect of Transformational Leadership on Employee Performance	<p>Sri Handari Wahyuningsih Universitas Muhammadiyah Yogyakarta handari@umy.ac.id</p> <p>Lathifa Candra Maulisa Universitas Muhammadiyah Yogyakarta</p>
ABS-7534	Job Satisfaction Role in Mediating The Effect of Transformational Leadership on Job Performance	<p>Meika Kurnia Puji Rahayu Universitas Muhammadiyah Yogyakarta meika_kurnia@umy.ac.id</p> <p>Anangga Gymnastiar PT Krakatau Jasa Logistik ananggagymnastiar@gmail.com</p>
ABS-7540	The Effect of The Work-Life Balance and Job Stress on Employee Performance Trough Work Happiness as An Intervening Variable (Study at PT Formcase Industries Tangerang, Banten)	<p>Diah Yunita Prahesti Universitas Muhammadiyah Yogyakarta diah.yunuta.feb18@mail.umy.com</p> <p>Isthofaina Astuty Universitas Muhammadiyah Yogyakarta isthofainaastuty@umy.ac.id</p>

Parallel Session 2

Wednesday, July 20th 2022 10.00-11.00 am

Topic: HRM C

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Udin, MM

OPERATOR : Mochammad Arifzainal

No. Abs	Title	Author
ABS-8148	Human Security Studies in Digital Finance Phenomenon Viewed From Maqosit Sharia	Dwi Ardiyanti Universitas Darussalam Gontor Surwandono Universitas Muhammadiyah Yogyakarta Puspa Devi Maharani Universitas Darussalam Gontor puspadevimaharani@unida.gontor.ac.id Novi Rizka Amalia Universitas Darussalam Gontor
ABS-8170	Deaf Training for Farmer Regeneration in Indonesia	Marisa Nadhilah Husna Universitas Sebelas Maret marisanadhilahhusna@gmail.com
ABS-8177	Critical HR Issues in Organizations and Important HR Practices And Skills: Insights From HR Executives In Yogyakarta, Indonesia	Mohd Shamsuri Md Md Saad Universiti Teknikal Malaysia Melaka shamsuri@utem.edu.my Ika Nurul Qamari Universitas Muhammadiyah Yogyakarta ika_nr@umy.ac.id

ABS-8189	Antecedents And Consequences of Organizational Citizenship Behavior In The Covid-19 Pandemic Era	Nadia Iftinan Alfiana Universitas Muhammadiyah Yogyakarta nadia.iftinan.psc20@mail.umy.ac.id Nuryakin Universitas Muhammadiyah Yogyakarta nuryakin@umy.ac.id
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PARALLEL SESSION 3

Parallel Session 3 Day 1,

Wednesday, July 20th 2022 11.00-12.00 am

Topic: Marketing A

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Retno Widowati PA., M.Si., Ph.D

OPERATOR : Mutiara Shabira

No. Abs	Title	Author
ABS-7364	A Journey To (Enjoy) Coffee: A Marketing Strategy of Coffee on The Bus Yogyakarta During Covid19 Pandemic	Suseno Hendratmoko Universitas Islam Kadiri ones77ers02@gmail.com Endah Kurniawati Universitas Islam Kadiri endahkurniawati@uniska-kediri.ac.id
ABS-7365	Does Country of Origin Matter? Investigation Of Korean Skincare Brand in Indonesia	Indah Fatmawati Universitas Muhammadiyah Yogyakarta indahfatmawati@umy.ac.id

		Naura Syifa Mufidah Universitas Muhammadiyah Yogyakarta Naura.syifa.2016@fe.umy.ac.id
ABS-7369	Enhancing Brand Personality Toward Customer Purchase Intention: The Role of Electronic Word-Of-Mouth And Brand Equity	Nizar Fauzan Khon Kaen University nizarfzan@gmail.com Markistiandi Syawal Fadhilah Khon Kaen University markistiandi@gmail.com
ABS-7378	The Role of Sustainable Service Quality In Achieving Customer Loyalty In The Residential Housing Industry	Radyan Dananjoyo Universitas Muhammadiyah Yogyakarta radyan.dananjoyo@gmail.com Fitra Roman Cahaya Essex Business School f.r.cahaya@essex.ac.uk Udin Universitas Muhammadiyah Yogyakarta udin@umy.ac.id

Parallel Session 3 Day 1,

Wednesday, July 20th 2022 11.00-12.00 am

Topic: HRM D

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Prof. Dr. Heru Kurnianto Tjahjono, SE., MM

OPERATOR : Mutiara Shabira

No. Abs	Title	Author
ABS-7546	Technology Readiness and Acceptance Model for Evaluating the Use of Online Teaching Platform After One Year Outbreak	Meika Kurnia Puji Rahayu Universitas Muhammadiyah Yogyakarta <u>meika_kurnia@umy.ac.id</u> Fitri Maulidah Rahmawati Universitas Aisiyah <u>fitrimaulida@gmail.com</u>
ABS-8068	The Role of Organizational Commitments in Mediating Islamic Work Ethics and Spiritual Values on Job Performance in Islamic Universities	Akhmad Hulaify Universitas Islam Kalimantan Muhammad Arsyad Al Banjari Muhammad Qoshid Al Hadi Universitas Islam Kalimantan Muhammad Arsyad Al Banjari <u>mqoshidalhadi@uniska-bjm.ac.id</u>
ABS-8103	Emotional Intelligence and Online Learning Readiness Among Students in A Technical University in Malaysia During the Pandemic	Azmawaty Mohamad Nor Universiti Malaya <u>azy_mn@um.edu.my</u> Mohd Shamsuri Md Md Saad Universiti Teknikal Malaysia Melaka

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ABS-8110 Effectiveness Of
Administrative Work From,
Reward And Servant
Leadership On Employee
Work Productivity Using
Disciplinary Rules As
Intervening Variables

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Parallel Session 3 Day 1,

Wednesday, July 20th 2022 11.00-12.00 am

Topic: Operation A

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Ika Nurul Qamari, SE., M.Si

OPERATOR : Mutiara Shabira

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ABS-8120 Key Factors for Sustainability
of Regional Innovation to
Improve the Quality of Public
Services

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		<p>Suci Emilia Fitri</p> <p>The National Research and Innovation Agency</p> <p>Uchy.kemendagri@gmail.com</p>
ABS-7474	The Readiness of a Private Hospital Towards Smart Hospital in Indonesia	<p>Nur Hidayah</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>nurhidayah@umy.ac.id</p> <p>Qurratul Aini</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>Gofur Ahmad</p> <p>Universitas Muhammadiyah Jakarta</p>
ABS-7529	Decision Making in The Digital Era: In Search Of A Framework For The Use Of Social Technology	<p>Punang Amaripuja</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>punang.amaripuja@umy.ac.id</p> <p>Heru Kurnianto Tjahjono</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>herukurnianto@umy.ac.id</p>
ABS-7538	Electronic Customer Relationship Management And Electronic Service Quality As Antecedents Of Customer Retention	<p>Fauziyah</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>fauziyah@umy.ac.id</p> <p>Hannisa Ramadhinda</p> <p>Universitas Muhammadiyah Yogyakarta</p> <p>hannisaramadhinda@gmail.com</p> <p>Munjiati Munawaroh</p>

PARALLEL SESSION 4

Parallel Session 4,

Wednesday, July 20th 2022 12.00-13.00 am

Topic: Finance C

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Taufik Akbar, SE., MBA

OPERATOR : Luq Yana

No. Abs	Title	Author
ABS-7537	Fear Of Covid-19 And Indonesian Sharia Stock Return	Lela Hinasah Universitas Muhammadiyah Yogyakarta lela@umy.ac.id
ABS-8160	Leverage And Liquidity on Islamic Social Reporting Disclosures with Accountability and Transparency as Moderating Variables	Ely Windarti Hastuti University Of Darussalam Gontor Farah Salsabila University Of Darussalam Gontor Puspa Devi Maharani University Of Darussalam Gontor puspadevimaharani@unida.gontor.ac.id
ABS-8163	Fraud Triangle Analysis in Detecting Potential Fraud Financial Statements in Property and Real Estate Companies	Herzalina Herbenita Steiner Universitas Muhammadiyah Yogyakarta herzalina.h.psc20@mail.umy.ac.id Alni Rahmawati

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ABS-8222 The Effect Of Profitability,
Debt, And Investment
Opportunity Set (IOS) On
Company Value With
Dividends As Intervening
Variables

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Parallel Session 4

Wednesday, July 20th 2022 12.00-13.00 am

Topic: HRM E

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Udin, MM

OPERATOR : Luq Yana

No. Abs	Title	Author
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ABS-8203	Islamic Leadership Style And Communication On The Performance Of Non - Academic Staff	Lathiefa Rusli University Of Darussalam Gontor lathiefarusli@unida.gontor.ac.id
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ABS-8717	Uji Komparasi Prestasi Belajar Bahasa Arab Sebelum Dan Saat Pandemi Terhadap Hasil Belajar Siswa/i Kelas 7 SMP	Eza Qurnia Hayati Universitas Muhammadiyah Yogyakarta eza.qurnia.fpb18@mail.umy.ac.id
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Muhammadiyah 2 Yogyakarta

Tahun 2019/2020

ABS-8845 Implementation Of Talent
Management For Civil
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Parallel Session 4 Day 1,

Wednesday, July 20th 2022 12.00-13.00 am

Topic: Operation B

[Room Link 1](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Ika Nurul Qamari, SE., M.Si

OPERATOR : Luq Yana

No. Abs	Title	Author
ABS-7682	An Implementation of The Safety Management of Traditional Shipping Vessel in The Underdeveloped, Remote, Outermost And Border Areas of Indonesia	Ahmad Wahid Hasanuddin University wahidst1965@gmail.com M. Yamin Jinca Hasanuddin University muhyamin1953@gmail.com Taufiqur Rachman Hasanuddin University

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ABS-7871 Gender Role Distribution in
The Co-preneurship Practice:
An Overview from Social,
Culture, And Religious
Perspectives

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ABS-7950 Implementation Of Learning
Management System In Higher
Education Entities: Research
At Myklass Universitas
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ABS-8058 Regional Development
Planning : A Synthesis Of
Documents And Practice

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PARALLEL SESSION 5

Parallel Session 5, Day 2

Thursday, July 21th 2022 11.05-12.05 am

Topic: Finance C

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Arni Suwanti, SE., M.Si.

OPERATOR : Luq Yana

No. Abs	Title	Author
ABS-8263	Analysis Of Implementation of SAK EMKM And Their Impact on The Quality of Financial Reporting of MSMES	Nikmatuniayah Politeknik Negeri Semarang Marliyati Politeknik Negeri Semarang Jati Handayani Politeknik Negeri Semarang Lilis Mardiana A Politeknik Negeri Semarang
ABS-8328	Waste Bank Utilization Analysis of Inorganic Waste Management Potential In The City Of Yogyakarta	Hyldan Natawiguna Universitas Gadjah Mada hyldan.natawiguna@mail.ugm.ac.id Bertha Maya Sopha Universitas Gadjah Mada bertha_sopha@ugm.ac.id Sunyoto Usman Universitas Gadjah Mada

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ABS-8437 Analysis Of the Aplication of Financing Risk Management In Sharia Peer To Peer (P2P) Lending At PT Alami Fintex Sharia

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ABS-8801 Conceptualizing The Influence of Islamic Financial Knowledge And Religious Obligations On Islamic Financial Behaviours

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ABS-8816 Mobile Payment Yay And Nay: A Systematic Literature Review

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Parallel Session 5 Day 2,

Thursday, July 21th 2022 11.05-12.05 am

Topic: Marketing B

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Nuryakin, SE., MM

OPERATOR : Mutiara Shabira

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ABS-7408	Does the art studio need a business plan?	Ellen Rusliati Universitas Pasundan trikonomika@unpas.ac.id Mulyaningrum Universitas Pasundan mulyaningrum@unpas.ac.id
ABS-7522	Mediating Role of Hedonic Emotions, Utilitarian Emotions, And Brand Personality From Brand Experience To Brand Equity	Misbahul Anwar Universitas Muhammadiyah Yogyakarta misbahulanwar@umy.ac.id Mohammad Irfan Nadhif Universitas Muhammadiyah Yogyakarta mohammad.irfan.feb17@mail.umy.ac.id
ABS-7834	Emotional Branding: Linking The Marketing Mix To College Selection Decisions During The Covid 19 Pandemic	Misti Hariasih Universitas Muhammadiyah Sidoarjo mistihariasih@umsida.ac.id Lilik Indayani Universitas Muhammadiyah Sidoarjo

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ABS-7855 The Influence Of Green
Marketing And Enviromental
Knowledge On Buying Interest
And Purchasing Decision

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Parallel Session 5 Day 2,

Thursday, July 21th 2022 11.05-12.05 am

Topic: Operation C

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Punang Amaripuja, SE., ST., M.IT

OPERATOR : Luq Yana

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ABS-7361	Production Quality Control Using Statistical Quality Control (sqc) (study at PT. Misaja Mitra Pati Factory)	Ika Nurul Qamari Universitas Muhammadiyah Yogyakarta ika_nr@umy.ac.id
ABS-8122	Regional Asset Management Information System: Its Effect On Public Service Quality & Regional Wealth	Adi Suhendra The National Research and Innovation Agency adisuhendra.pm@gmail.com Imam Radianto Anwar Setia Putra The National Research and Innovation Agency imamradianto@gmail.com Suci Emilia Fitri

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ABS-8131 Performance Appraisal In
Indonesian Islamic Higher
Education: A
Phenomenological Study

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ABS-8228 Productivity Measurement Of
Small And Medium Enterprise
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PARALLEL SESSION 6

Parallel Session 6 Day 2,

Thursday, July 21th 2022 13.00-14.00 am

Topic: Finance D

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Arni Suwanti, SE, M.Si

OPERATOR : Salma NFD

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ABS-8838	Consolidating The Level Of Transparency And Accountability Of Village Financial Management In Yogyakarta Special Region Province By Analyzing Information Technology Capacity And Implementing Value For Money	<p>Misbahul Anwar Universitas Muhammadiyah Yogyakarta misbahulanwar@umy.ac.id</p> <p>Suryo Pratolo Universitas Muhammadiyah Yogyakarta suryo@umy.ac.id</p> <p>Bambang Jatmiko Universitas Muhammadiyah Yogyakarta bambang.jatmiko@umy.ac.id</p>
ABS-8869	Improvement Of Entrepreneurial Strategies and The Role of Digital Financial Literacy To Achieve Excellence And Performance Of SMEs In The Handicraft Industry Sector	<p>Juhari Sasmito Aji Universitas Muhammadiyah Yogyakarta juharisasmitoaji@umy.ac.id</p> <p>Dian Retnaningdiah Universitas 'Aisyiyah Yogyakarta dianretnanngdiah@unisayogya.ac.id</p> <p>Reza Widhar Pahlevi Universitas Amikom Yogyakarta rezawp@amikom.ac.id</p>
ABS-8871	Retail Investor Attention and Stock Prices Crash Risk: Study On Listed Companies On The Indonesia Stock Exchange In 2012-2020	<p>Yasmin Alija Haqi University Of Indonesia yasmin.alija01@ui.ac.id</p> <p>Nur Dhani Hendranastiti University of Indonesia</p>

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ABS-9089	Hospital Funding System By Crowd Funding	<p>Firman Pribadi Universitas Muhammadiyah Yogyakarta firmanpribadi@umy.ac.id</p> <p>Arni Surwanti Universitas Muhammadiyah Yogyakarta</p> <p>Wen-Chung Shih Asia University</p>
ABS-9328	The Effect Of Debt On Firm Value Of Firms In Southeast Asia: Empirical Evidence From The Quantile Regression Method	<p>Sobar M Johari Asia University sobarjohari83@gmail.com</p> <p>Phan Gia Quyen Vietnam National University quyenpg19704@sdh.uel.edu.vn</p> <p>Tran Thai Ha Nguyen Saigon University nguyen.tran thaiha@sgu.edu.vn</p> <p>Aqidah Asri Suwarsi Universitas Muhammadiyah Yogyakarta aqidah.asri@fai.umy.ac.id</p>

Parallel Session 6 Day 2,

Thursday, July 21th 2022 13.00-14.00 am

Topic: Marketing C

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Dr. Nuryakin, SE., MM

OPERATOR : Salma NFD

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ABS-8156	Poverty And Empowerment: The Emerging Crackers Street Seller With Visual Impairment In Indonesia	Menik Budiarti The National Research and Innovation Agency <u>menik.bud@gmail.com</u> Mery Ganti The National Research and Innovation Agency <u>merysihotang@yahoo.co.id</u> Adi Suhendra The National Research and Innovation Agency <u>adisuhendra.pm@gmail.com</u> Afriyanni The National Research and Innovation Agency <u>afriyannisubhan@gmail.com</u> Bonataon Maruli Timothy Vincent Simandjorang The National Research and Innovation Agency <u>vincent.simandjorang@gmail.com</u> Witra Apdhi Yohanitas The National Research and Innovation Agency <u>witraapdhiyohanitas@gmail.com</u>

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ABS-9078	Advertising And Branding During Economic Downturn	Mahabubur Rahman Rennes School Of Business, France mahabub553@gmail.com mahabubur.rahman@rennes-sb.com
ABS-9108	Comparison Of Tourist Destination Behaviour Of Heritage Sites In Indonesia And China	Retno Widowati Purnama Asri Universitas Muhammadiyah Yogyakarta retno.widowati@umy.ac.id Wen Jung Chang Hungkuo Delin University of Technology rickrong@mail.hdut.edu.tw Indah Fatmawati Universitas Muhammadiyah Yogyakarta infatmawati@yahoo.com

Parallel Session 6 Day 2,

Thursday, July 21th 2022 13.00-14.00 am

Topic: Operation D

[Room Link 2](#)

Time: WIB/Western Indonesia Time (GMT+7)

MODERATOR : Punang Amaripuja, SE., ST., M.IT

OPERATOR : Salma NFD

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ABS-8235	COVID19 Pandemics & Its Impact On The Performance Of Micro, Small & Medium Enterprises (MSMEs)	Hartomi Maulana Universitas Darussalam Gontor mhartomi@unida.gontor.ac.id Rahma Yudi Astuti Universitas Darussalam Gontor Fajar Surya Ari Anggara Universitas Darussalam Gontor
ABS-8848	Digital Entrepreneur Development Strategy to Face Society 5.0	Rizki Listyono Putro Universitas Muhammadiyah Ponorogo rizkylistyono@gmail.com Titi Rapini Universitas Muhammadiyah Ponorogo titi.rapini@gmail.com
ABS-9402	Economic Recovery Strategy For The SMEs Post Covid-19 Pandemic In Ponorogo: The Role Of The Penta Helix Model	Muhammad Ridlo Zarkasyi Universitas Darussalam Gontor Dhika Amalia Kurniawan Universitas Darussalam Gontor dhika.amalia@unida.gontor.ac.id

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ABS-9426 Measuring Productivity Of
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Islamic Leadership Style and Communication on The Performance of Non - Academic Staff

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ABSTRACT

Good human resource is believed to increase the performance of organization which can be reached out by the leadership style and communication. However, the Islamic leadership based on the internalization of the characteristic of Rasulullah SAW contributes more to improving the performance. The research aims to analyze the influence of Islamic leadership and communication on the performance of Non – Academic Staff. The research uses descriptive quantitative methods by distributing questionnaire to 43 non – academic staff with regression analysis. The results of this research are Islamic leadership style does not influence the performance of Non – Academic Staff, while the communication influences the performance of Non – Academic Staff. The difference in leadership style in each head of the work unit may cause the insignificant result. It is hoped that in the future, each head of the work may concern on the implementation of Islamic leadership and adjust it as organizational culture.

Keywords: *Communication, Islamic Leadership Style, Performance*

1. INTRODUCTION

Human resources will play an important role in the productivity of the company. According to research by (Nisa, 2018; Udin, 2021), leadership style affects performance positively and significantly. The results stated that the more appropriate leadership style applied, the better off teacher's performance.

But contrary to the results of research comes from (Yosephine, 2020) which stated that the relationship of leadership and performance is not proven. This is caused by the direct leadership on human resources encourage employees to be able to improve their performance. In addition to leadership factors, communication is also believed to have connection on performance.

Communication is the process that involves two or more people with various information through verbal and non-verbal behavior. According to research by Taromi, et al (2019) stated that performance is positively significantly influenced by communication. The result can be interpreted that the better communication between the leader and subordinates is applied, the better the performance will be obtained (Udin, Handayani, Yuniawan, & Rahardja, 2019). However, different results were found in the research of Utami and Hartanto (2010), where in research was found that communication had insignificantly influence the performance due to the lack of communication.

The company should manage the human resource professionally to balance the improvement of performance. Performance is a result achieved by employees in their work

according to certain criteria that apply to a job. Performance has a broader meaning, not stating the results of work but also how the work process takes place. The elements contained in competence consist of knowledge, skills, abilities and tendencies of a person's behavior or personality traits. The increase in employee performance can caused by several factors.

The leadership of Islamic institutions based on the internalization of the characteristics of the Prophet contributes more in improving the performance of human resources. According to research Diana and Harisman (2021), the application of Islamic leadership will give birth to leaders who are just and correct according to Islamic teachings who will realize benefit for the state and society. Islamic leadership is the activity of guiding and showing the path that Allah SWT knows.

The main orientation in Islamic leadership is the pleasure of Allah. Islamic leadership, the decisions are deliberated to all parties, not only the leader. A leader must also act fairly impartially to whoever is right to be defended and the wrong must be sanctioned. A leader must also give freedom of thought to his members, providing opportunities to express his opinions. So that employees feel appreciated for their existence.

With good communication with its employees, it causes a relationship of attention between leaders and employees and that is communicated can be understood, understood then carried out without compulsion and can encourage employees to work more productively in carrying out a job. Adaptive communication style is an organizational communication

culture in which employees accept change, including rescue organizations that maintain the environment and continuous improvement of internal processes. Adaptive communication styles allow organizations to quickly blend in dynamic condition through the change of culture, environment, and workforce which will improve performance.

Leadership and communication are currently a problem in educational institutions yang cause because it is only considered a formality to reduce professional leaders to provide leadership in an educational institution, it is not only professional but maybe professionalism is needed. An Islamic boarding school university located in Ponorogo with its Islamic pattern automatically adopts the values of the Prophet.

2. LITERATURE REVIEW

2.1. Leadership

Leaders are individuals who lead (Udin, Dananjoyo, & Isalman, 2022; Utomo, Udin, & Haryono, 2022), and leadership is a trait that a leader must have. According to Robbins (2013), leadership is the process of influencing the activities of person or group in efforts towards achieving goals in certain situations (Robbins, 2003). Based on these definitions, it can be concluded that leadership is an attempt to influence others by providing encouragement and guidance in working together to pursue mutually agreed goals.

The word leadership in Arabic is called khilafah. The term khilafah fil ardi, appeared since the rule of the Umayyads and abbasids. The word khilafah in the form of a verbal word is derived from Arabic which requires the presence of active subjects or actors commonly called caliphs. Thus, the word khilafah indicates to the series of actions carried out by the caliph himself. Therefore, there would not be a caliphate without the presence of the caliph (Agbetola, 2001).

Leadership, as mentioned in Qur'an surah An – Nisaa verse 59, has some definitions of being Ulil Amri (the holder of power) and khadimul ummah (being the servant of the people).

يَا أَيُّهَا الَّذِينَ آمَنُوا أَطِيعُوا اللَّهَ وَأَطِيعُوا الرَّسُولَ وَأُولِي الْأَمْرِ مِنْكُمْ فَإِن تَنَازَعْتُمْ فِي شَيْءٍ فَرُدُّوهُ إِلَى اللَّهِ وَالرَّسُولِ إِن كُنتُمْ تُؤْمِنُونَ بِاللَّهِ وَالْيَوْمِ الْآخِرِ ذَلِكَ خَيْرٌ وَأَحْسَنُ تَأْوِيلًا

It means: O believers! Obey Allah and obey the Apostle (Muhammad), and Ulil Amri (the holder of power) among you. Then, if you have different opinions about something, then return it to Allah (the Qur'an) and the Apostle (sunnah), if you believe in Allah and the day later. That is more important (to you) and better as a result.

Leaders must think about the strategy to advance their company, such as the employee prosperity, community, and environment. The way a leader leads is not only a formalistic power but also as given power of consciousness (Siswanto, 2020).

2.2. Leadership of the Prophet

As a manifestation of the responsibility of a human servant of Allah SWT, the prophet Muhammad (SAW) once gave a statement describing that all human beings are essentially leaders. Leaders who will be held accountable for their leadership, both at the highest level and at the lowest level. Even an aide, can be put into the category of being a leader, of course, especially against the task given and become his responsibility. This concept of leadership actually exemplifies and teaches all of us that every human being has balanced rights and obligations and responsibilities, so that there must be no exploitation, coercion, and imposition beyond the limits of fairness.

The Prophet (saw) was the most tawadhu' (condescending) and the farthest from arrogant nature. He did not want the people to stand up when he welcomed his coming as he did to the kings. He used to visit the sick, sit with the poor, fulfill the invitations of sahaya servants, sit in the midst of friends, just like their situation. Aisha in Shafiyurrahman (2008) said, "He used to patch up his clothes, sew his clothes, do the work with his own hands, just like one of you did in his house. He is the same as everyone else, washing his clothes, milking his sheep, and tidying up his own affairs."

2.3. Communication

Deddy Mulyana (2010) defines communication as an attempt to build together thoughts about a meaning or message shared. Human effort conveys the content of questions or messages to other humans. The purpose of the above understanding is that communication builds togetherness of the mind to improve the performance of an organization.

Communication scientists group the division of communication in various forms. As explained by Dedy Mulyana that communication seen from the participants of the communication can be divided into several parts, namely:

2.3.1. Intra-personal

Intrapersonal communication is communication with ourselves, whether we realize it or not. Intra-personal communication can literally be interpreted as communication with oneself. This concerns the process when the self (self) receives a stimulus from the environment to then carry out the internalization process. This is often explained by the process when a person performs the process of perception, which is the process when a person interprets and gives meaning to the stimulus or object received by his five senses.

2.3.2. Interpersonal

Different from intra personal communication, interpersonal is direct communication between peoples which

allows each participant to capture the reactions. In general, interpersonal communication can be interpreted as the process of exchanging the meaning of people who communicate with each other. This communication is carried out by two or more people and direct contact occurs in the form of a conversation. It can take place face to face or through communication media, among others by using telephone aircraft or radio communication. The communication is two-way, namely communicators and communicants who exchange functions.

2.3.3. Group Communication

Communication in large groups (large groups, masses or macro groups) is not always the same as communication in small groups even though each large group must consist of several small groups. This is partly due to the following: (1) communication in large groups (hundreds or thousands of people) when in an ongoing communication situation there is almost no opportunity to respond verbally and personally because there is very little possibility for communicators to answer and (2) dialogical situations are almost non-existent. The speaker should always need to focus more on the direction of the conversation so that the listener will be able to easily digest the speaker's message.

Small group communication is a group of relatively small individuals who are each connected by some of the same goals and have a certain degree of organization between them. Example: communication between managers with a group of employees.

2.3.4. Mass Communication

Mass communication is a tool of communication by using printed or electronic such as newspaper, radio, and television that are managed by an institution or institutionalized person. Mass communication brings general information to the public with quick delivery and simultaneously.

2.3.5. Organizational Communication

The communication starts with sending and receiving various information within a group, either in formal or informal types.

2.4. Performance

The term performance has been popularly used, but the definition or understanding of performance has not been included in the dictionary of Indonesian, while in English, performance is doing some activities and improvement to do the tasks as the organization's expected from. Performance is also said to be the potential resulting from a process or way of acting in a function (Ibrahim, 2016). Performance puts a process related to the activity of human resources in doing the task assigned by producing an output.

2.5. Performance in Islamic Perspective

Allah swt says QS Al-Kahfi verse 30

إِنَّ الَّذِينَ ءَامَنُوا وَعَمِلُوا الصَّالِحَاتِ إِنَّا لَا نُضِيعُ أَجْرَ مَنْ أَحْسَنَ عَمَلًا

"Surely those who believe and give charity, surely We will not waste the rewards of those who do their practice well."

Islam encourages its people to perform a good style of leadership and communication in carrying out their duties. Their performance and efforts must be recognized, and they must be glorified if they do work well. Employees who show good performance, can be given bonuses to appreciate and glorify the achievements they have achieved. Ali ibn abi talib r.a. Giving a will to his staff, "do not position the same between those who do good and do bad, because it will encourage those who do good to be happy to add good and as a learning for those who do bad.

Allah swt says in the Qur'an surah Al-jumu'ah verse 10 which reads:

فَإِذَا قُضِيَتِ الصَّلَاةُ فَانْتَشِرُوا فِي الْأَرْضِ وَابْتَغُوا مِن فَضْلِ اللَّهِ وَاذْكُرُوا اللَّهَ كَثِيرًا لَّعَلَّكُمْ تُفْلِحُونَ

"When prayers have been performed then scatter you on the face of the earth and seek the gift of God, remember God as much as possible so that you may be lucky."

The verses explain that good performance was created by focusing on seeking Allah's pleasure and getting the priority from the results obtained.

3. RESEARCH METHODS

This research used descriptive quantitative methods with data collection instruments by distributing questionnaire to 43 Non - Academic Staffs at an Islamic boarding school university located in Ponorogo District, East Java Province. Sugiyono (2017) said that questionnaire is a technique of data collection by distributing written statements and questions to respondents. The Likert scale with the interval scale from 1 to 5 is used to the questionnaire.

The analyzed variables consist of Islamic Leadership Style (X1) which represents the internalization of the characteristic of Rasulullah SAW, Communication (X2) which represents the way leaders communicate to the employee, and Performance (Y) which represents the last result of non - academic staff performance through the influence of Islamic leadership style and communication.

4. RESULTS AND ANALYSIS

Table 1. Respondent Profile

Variable	Number	Percentage
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Gender	Female	21	48,8%
	Male	22	51,2%
Age	<25	12	27,9%
	26 – 30	25	58,1%
	31 – 35	3	7%
	35>	3	7%
Tenure	0 – 2 years	25	58,1%
	2 – 5 years	17	39,5%
	5> years	1	2,4%

Source: Questionnaire's result in Non - Academic Staffs at an Islamic boarding school university in Ponorogo (2021)

Result

Table 2. Multiple Regression

Model	Unstandardize d Coefficients		Standar dized Coefficients		T	Sig.
	B	Std. Error	Beta			
Constant	11.840	3.036			3.900	0.000
Islamic Leadership Style	-0.142	0.143	-0.216		-0.996	0.325
Communication	0.641	0.175	0.794		3.657	0.001

Dependent Variable: Performance, R²=0.394, Adjusted R²=0,364, F=13,028, p<0.05

Source: Processed by the Authors (2021)

Islamic leadership style on performance shows insignificant effect with t value of -0,996 and a coefficient value of -0,142. This means that the better Islamic leadership style has no effect on someone's performance. The result is not in accordance with the hypothesis that Islamic leadership style has influenced the performance significantly and (Putri, 2018) study's result which showed the leadership style significantly influenced the employee performance.

4. DISCUSSION

According to (Maryati, Astuti, & Udin, 2019; Sylvester, 2016), leader's behavior is one of the most important factors that will affect the employee

satisfaction. Ahmad (2011) stated that the leadership should has an approach of being of servant just as Rasulullah SAW has practiced. Rasulullah SAW's leadership is not seen as a privilege or position but rather to responsibility. In contrast, Islamic leadership style at an Islamic boarding school university has not influenced the performance on non – academic staff.

It is probably caused by various leadership style in each head of the work unit and the change behavior during pandemic (Covid – 19) era. During pandemic (Covid – 19), the rapid change on situation through leadership can make confusion on each head of work unit to do either transactional or transformational leadership style. As each head of work unit has some different leadership style which internalize the characteristic of Rasulullah SAW sincerely, so that they do not focus on the result on the performance. As Rasulullah SAW's leadership style, he did not always dominantly lead his followers by one style.

In contrast, communication has positive effect on performance of non – academic staff as in accordance with (Sari, 2022). The research found that communication create the bonds between employee with the leaders, employees, and the stakeholders. Good communication is believed to increase the comfort situation and decrease the misunderstanding between parties. Those, the decrease of problems will cause the increasing of employee's performance.

5. CONCLUSION

The research aims to analyze the influence of Islamic leadership style and communication on performance of non – academic staff. After analyzing the data obtained, it is concluded that Islamic leadership style has not influenced the performance while communication has influenced positively the performance of non – academic staff. This is probably caused by the confusion on rapid change situation during Covid – 19, so that each head of work unit has some different leadership style which internalize the characteristic of Rasulullah SAW sincerely, so that they do not focus on the result on the performance.

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