

META-COGNITIVE EXPERIENTIAL LEARNING AS AN EFFECTIVE IMPLEMENTATION OF CULTURE MANAGEMENT STRATEGY FOR ENHANCEMENT OF EMPLOYEES' PERFORMANCE

T. Soemarman, Noviaty Kresna Darmasetiawan, J.L. Eko Nugroho
Universitas Surabaya, Indonesia

soemarman@staff.ubaya.ac.id, Novy@staff.ubaya.ac.id, jekonugroho@staff.ubaya.ac.id

Abstract

This conceptual review evaluates the design of a case study which might apply in exploring major effects of “meta-cognitive experiential learning strategy” on enhancement of employees' performance (MCEL-SI, Strategic Implementation). This review recognize that the exploration will be effective when the study uses participative methods of action research in a Comprehensive-Integrated Case Study (CICS) as meta-cognitive experiential learning strategy. Therefore, it is reasonable that the study involves participants in CICS' projects in the context of organizational learning that support implementation of culture management strategy for betterment of Strategic Human Resource Management. The CICS may apply triangulation method to collect and analyze data-findings, and examine best solutions, using the conceptual framework of Flavell to answer research problems as follow:

1. What kind of learning self-identify as **person variables** in the practices of MCEL-SI which may give positive effects on employees' performance enhancements?
2. What are improvements of abilities/competences and soft-skills necessary to renew job design/placement in supporting the employees' performance enhancements through MCEL-SI practices, as **tasks variables**,
3. What kind of work-based models being originated from MCEL-SI as **strategy variables** which are feasible to use in the validation of achievement standards on employees' performance enhancements.

This review presumes those findings, as resulted from the exploration of CICS, can be used as start-up foundation for multiyear's agenda of longitudinal research after considering its significance for implementation of culture management strategy within the framework of Strategic Human Resource Management.

Keywords: Metacognitive experiential learning, Culture Management Strategy, Life Style Inventory, Employees' performance enhancement

INTRODUCTION:

Research Description

The purpose of the proposed study under this conceptual review is to explore major effects of **meta-cognitive experiential learning strategy** (MCEL-SI, Strategic-Implementation) on employees' performance enhancement. The study will examine whether those effects support **implementation of culture management strategy** (ICMS) for **betterment of Strategic Human Resource Management** (SHRM) within multiyear agenda of longitudinal research. The study presumes that the focus of MCEL-SI on monitoring and control of learning can identify those effects and reveal new quality of knowledge about: person variables, task variables and strategy variables. Considering the purpose and coverage of the proposed study, this conceptual review suggests the use of a Comprehensive-Integrated Case Study (CICS) to implement the MCEL-SI through projects of participatory action research.

Therefore, it is recommended that the proposed study will involve employees, with dual roles as co-participant researchers and research population/targets, and encourage them to join the CICS projects since the first year of research agenda. This review assumes that the study will also verify the findings of employees' productivities resulted from MCEL-SI, justifiable by four level measures on the characteristic of contributions relative to company standard (cf. Appendix). Finally, this review expects that the study will ensure: a) the work-based models of MCEL-SI being applicable for organizational learning, b) the models of MCEL-SI that reveal significance/benefits for university students learning in internship programs and employees in early career, and c) major findings of MCEL-SI which are ready for use as "learning models in business discretion and professional work" in general.

Considering all those agenda, this review imply that the proposed study as implemented in CICS projects will be workable and applicable, when supported by:

1. Application of Psychometric Measurement (Cooke, Robert A. and Lafferty, J. Clayton. 1981), evaluating **Life Style Inventory (LSI)** Profiles of employees as **learning self-identity** that reveals the profiles of outstanding contributors, justifiable by Job-Matching Programs within three different Companies, and verifiable by assessment of Metacognitive Awareness Inventory (MAI of Schraw, 1994).
2. Facilitation through CICS projects which ensure the increases of employees' abilities/competences and soft-skills within the context of new job design/placement or other development programs for better SHRM through MCEL-SI that helps the enhancement of employees' performance,
3. The CICS projects that provide employees with monitoring/control of their organizational learning (Nelson, T. O., and Narens, L. 1990), using balanced approaches on "Vertical and Horizontal Fit of Organization Culture" (Armstrong, 2000).

Groups of variables represent central research questions in the proposed study as follow:

1. How to provide MCEL-SI with **independent variables** that include knowledge about: a) self-identification of employees' given-profiles as **learning self-identity (person variables)** using LSI Assessment, b) modeling the handlings of LSI Profiles, as **new learning-spiral (task variables)** using Metacognitive Awareness Inventory (MAI), and c) thinking of broader coverage on learning styles and space (**strategy variables**).
2. What kind of **new abilities/competences and new soft-skills** are necessary for renewal of employees' job-redesign/placement, and can give significant effects on works-performance enhancement, as **mediating variables**?
3. How can the results of MCEL-SI on employees' performance enhancement be validated as best practices of outstanding contributors, which satisfy four levels measures of contribution relative to company standards using assessment instrument of four stages contribution (Appendix), as **dependent variables**?

The proposed study is expected to produce results/benefits and significance as follow:

- 1) The strategic implementation of MCEL through metacognitive monitoring and control of learning (Alice Y. & David A. Kolb, 2008; Flavell, John H, 1979; Nelson, T. O., and Narens, L, 1990), as independent variables, can explain: a) the figures of learning self-identity in percentages of given-LSI-profiles, b) the data analysis of LSI

modeling as learning spiral on ICMS, and c) the satisfaction scores of learning strategy resulted form new job design/placaement as styles and learning spaces;

- 2) The improvement of employees' abilities/competences and new soft-skills, as mediating variables, can ensure the effects of MCEL-SI strongly on enhancements of employees' achievement whose results are matching with new job-redesign/placement and will satisfy the requirements standards of future employment contracts or tenures;
- 3) Those two results/benefits above imply that the works-based models of MCEL-SI can be effective ways to increase employees' work-performance and improve the quality of employees' individual action-planning for future tenures/contracts, as dependent variables.

LITERATURE REVIEW

Since the purpose of CICS is to explore major effects of MCEL-SI on employees' performance, then its projects should be able to guide the effective exploration and transform MCEL-SI as implementation of culture management strategy for the betterment of SHRM (Armstrong 2000: p 40-57; and, David, Fred R. 2009). That kind of purpose in the proposed study is similar with the one applied in our previous study (Soemarman and Eko Nugroho, 2015), but there are big differences in which the previous study did not use MCEL-SI and less concerns with metacognitive monitoring and control of learning. After evaluating that those findings of previous study simply produced partial results and less benefits/significances, further this review suggests another case study for more comprehensive-integrated exploration as follow up study. The proposed study should give assurances on the use of instruments "Life Style Inventory (LSI) originated from Lafferty's instruments (Lafferty, 1973; cf Cooke, Robert A. and Lafferty, J. Clayton. 1981)" focusing more concerns on employees' profiles as **learning self-identity** (person variables). The study must also consider that the conclusion of previous study supposed to complete the measures of employees productivities that reflect their work-performance enhancement. Therefore, The proposed study should improve those partialities and help employees appraising themselves as most productive contributors relative to company standards, using the MCEL-SI in CICS projects. Such appraisal can be supported by assessment instrument of four stages of Career Contributor Model (Appendix).

Those follow-up notes above will maximize the use of MCEL-SI as implementation of a cultural integration model for the betterment of SHRM (Arsmtrong, 2000, pp 83-86). Once that kind of SHRM established then the Company will have best opportunities to ensure the better SHRM with the following factors:

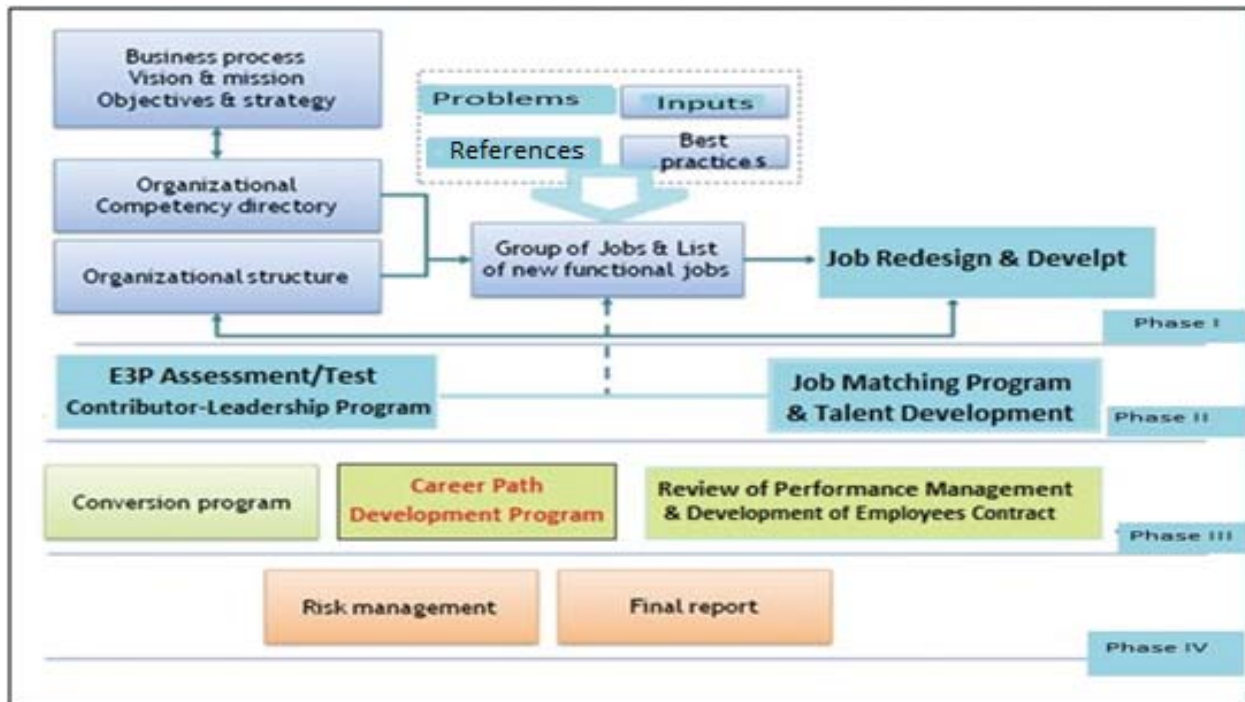
1. The increases of employees' capacity in long term quality, with most effective and efficient ways (Armstrong,2000: p 40);
2. Stronger focus and flexibility of Company in realizing the bussiness – oriented models and integrated models of strategic fit models (Armstrong, 2000: p 44, 58-70);
3. The achievements of horizontal fit and coherence in complementary ways of which satisfy the process of performance management and the utilization of various employees' competencies (Armstrong, 2000: p. 86 - 90).

Using the experiential learning theory (ELT) that focuses on metacognitive monitoring and control of learning (Eickmann, P. et al., 2004; Alice Y. & David A. Kolb, 2008; Armstrong, 2000: pp 40-57), the projects of CICS will realize those betterment factors of SHRM. It is expected that the proposed study will enrich metacognition research beyond the context of learning and education, further the study will ensure MCEL-SI for implementation of culture management strategy for better SHRM.

CONCLUSION

The proposed study recommends CICS projects applying triangulation approach in accordance with the types and sources of data. Considering the limits of triangulation in its methodological approach (Cohen D, Crabtree B. 2006), the proposed study shall combine various approaches/techniques consisting of: interviews, exploratory surveys, participatory study of documents, self-assessment, focus group discussions, and field observations (Martyn Shuttleworth, April 1st, 2008). The proposed study should encourage participants with dual roles (Bergold, Jarg & Thomas, Stefan, 2012) to learn problem solving in participative action research and develop abilities/competences and soft-skills in policy discretion with best practices of discernment (O'Brien, R., 2001; Eickmann, P. et al., 2004) through the phases of CICS projects.

Phases of CICS Projects with supports from MCEL Strategic-Implementation



Application of Techniques and Methods for Data Gatherings and Analysis

Tools of research in CICS include:

- 1) **Exploratory Survey with Specific Respondents** in CICS projects rely on quantitative data collection and its factor analysis. The validation procedures upon the data will use Structured Interviews to understand qualitative meaning of collected data. The validation will also justify the construct validity and the reliability of findings.

The survey will cover population targets from Indonesia, consisting of 75 employees from three different companies with certified quality management of ISO-9000 and 25 students from internship program from several universities. The proposed study will administer 25 persons out of 75 employees to join in a **control group** as specific respondents together with 25 students from the internship program.

- 2) **Structured Interview** will use: a) verification procedures of Likert scales on affective behavior of employees, b) Verification of most appropriate practices in implementation of abilities/competences and soft-skills relative to company standards, and c) Focus Group Discussions to measure the suitability of verification results by which the quality management system applied.
- 3) **Data Collection and Analysis** will explain qualitative meaning of data types as follow: a) result-scores of LSI assessment, b) achievement-scores on competence/soft-skills test, c) scores on test of affective responses according to the results of structured interview, and d) percentages of employees's satisfactions on the quality improvement of their redesigned job as revealed by their individual action planning that satisfy the requirements of employees' contract/tenures.

RECOMMENDATION:

Executive Reports will explain the findings for the Sponsor of research grants, Directors of three Companies where chosen employees involved as participants, and Vice Presidents of Academic Affairs where students of internship program involved. The reports also describe agenda for further improvements of SHRM, using the MCEL-SI in future projects of CICS (longitudinal based research).

Academic Report will explain:

- a) The reliability and validity of research findings in MCEL-SI,
- b) Recommendations for further development in the uses of LSI Instrument and its necessary modifications for MCEL-SI in CICS future projects, and the use of MAI (Schraw 1994).
- c) Recommendations for the next second year of CICS projects to apply the findings of current study for: improvements of student learnings in universities' internship program and development of MCEL-SI practices for fresh graduate careers in apprenticeship years. This kind of CICS projects can be supported by training programs on **conflict management** as metacognitive knowledge and experiences of **learning self-identity**, focusing on "capacity building that transforms works-conflicts into peace making and professional development."
- d) Recommendation for third year of research agenda using the CICS projects to discover the relationship between those findings of two previous researchs and the research agenda of CICS projects in the third year study. The focus of third year study will explore the effects of MCEL-SI from the two previous studies upon the development of citizenship behavior characteristics for any company or community.

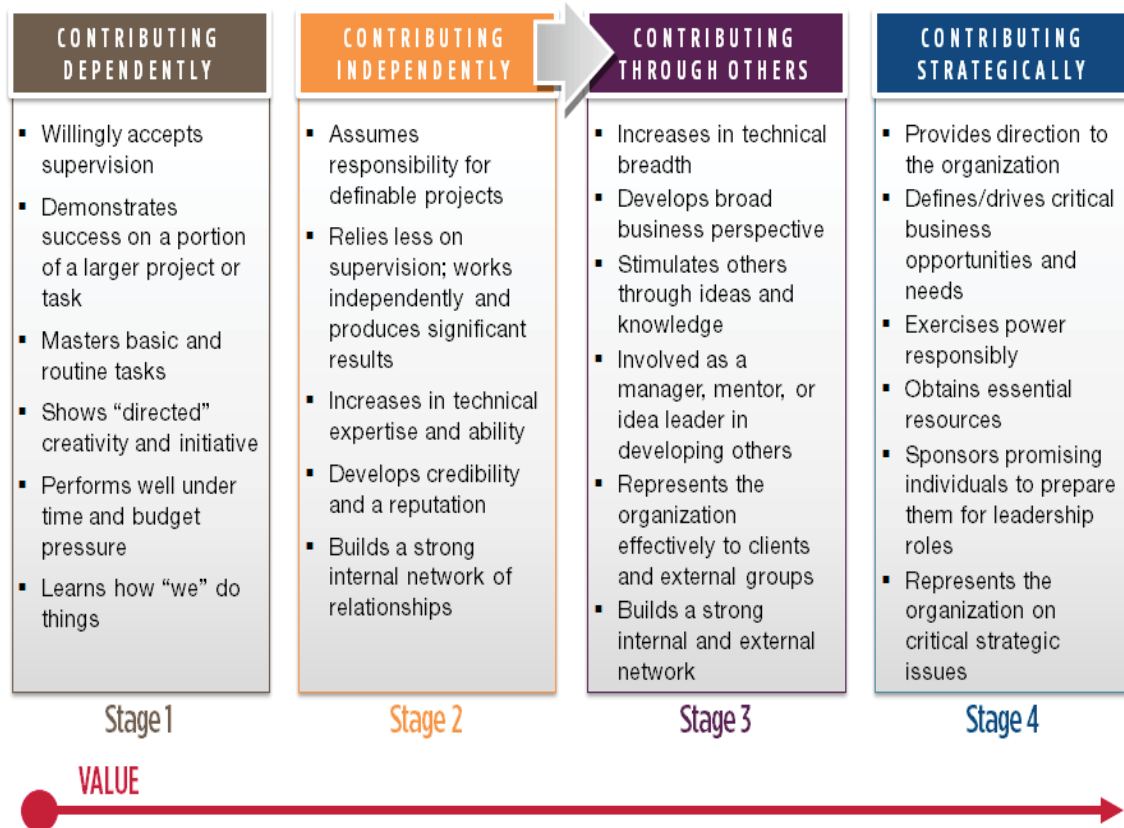
References

- Alice Y. & David A. Kolb (2008). *The Learning Way: Meta-cognitive Aspects of Experiential Learning*. Weatherhead School of Management Case, Western-Reserve University, Cleveland, USA
- Armstrong, Michael (2000). *Strategic Human Resource Management: A Guide to Action*. Kogan Page Limited, London.
- Bergold, Jarg & Thomas, Stefan (2012). Participatory Research Methods: A Methodological Approach in Motion. *Forum: Qualitative Social Research*, 13 (1). Art. 30.
- Cohen D, Crabtree B. "Qualitative Research Guidelines Project." July 2006. <http://www.qualres.org/HomeTria-3692.html>, Retrieved, May 7th, 2015
- Cooke, Robert A. and Lafferty, J. Clayton (1981). *Level I: Life Styles Inventory Research Inventory--An Instrument for Assessing and Changing the Self-Concept*. Articles of Organizational Members. Plymouth, MI: Human Synergistic.
- Eickmann, P., Kolb, A. Y. and Kolb, D. A. (2004) *Designing Learning*. In Collopy, F. and Boland, R. *Managing as designing: Creating a new vocabulary for management education and research*. Stanford University Press.
- Flavell, John H (1979). Metacognition and cognitive monitoring: A new area of cognitive–developmental inquiry. *American Psychologist*, Vol 34(10), Oct 1979, 906-911.
- GlobalNovations. www.globalnovations.com, (March 2012).
- GlobalNovations. <http://drdobbs.com/showArticle.jhtml?documentID=ddj9814a&pgno=2>, (June 2011).
- Human Synergistics International. www.humansynergistics.com (2014/2015).
- Livingston, Jennifer A. (1997). Metacognition: An Overview. <https://www.researchgate.net/publication/234755498> (January 2003)
- Nelson, T. O., and Narens, L. (1990). Metamemory: a theoretical framework and new findings. In G. Bower (ed.), *The psychology of learning and motivation, Volume 26*, pp. 125–141. San Diego: Academic Press.
- O'Brien, R. (2001). An Overview of the Methodological Approach of Action Research. In Roberto Richardson (Ed.), *Theory and Practice of Action Research*. http://www.web.ca/~robrien/research_proposals/arfinal.html (20/1/2002)
- Kolb, D. A. 2007. *The Kolb learning style inventory—version 3.1: LSI workbook*. Boston, MA: Hay Learning Transformations
- Schraw, Gregory, and Rayne Sperling Dennison (1994). *Assessing Metacognitive Awareness*. Academic Press Inc., University of Nebraska at Lincoln.

- Shuttleworth Martyn (Apr 1, 2008). Case Study Research Design. <http://explorable.com/case-study-research-design> (2015).
- Soemarman, T. Drs. M.S.Ed and Dr. Drs. Ec. J.L. Eko Nugroho, Msi. 2015. “*Case Study, Review on the Modification of Lafferty’s 1973 “Life Style Inventory” that Apply to Specific Context of Public Services in the Government Offices of East Java Province, Indonesia.*” In: International Symposium on Management XI, Universitas Surabaya.
- Walker, James W. (1980). Human Resource Planning. McGraw-Hill, Inc., New York.

APPENDIX

Four Stages of Employees' Contribution



GlobalNovations. www.globalnovations.com, retrieved March 2012

ICBESS 2016

The 3rd International Conference on Business,
Economics and Social Sciences



Managing Global Competition Issues on
Economics, Business and Social Science
Research Enhancing a Sustainable
Economic Environment

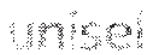
Discovery Kartika Plaza Hotel, Bali
10 – 11 August 2016



STEI
INDONESIA



Universiti
Kuala Lumpur



Universitas Selangor
Malaysia



Kasem Bundit
University Thailand



Universitas
Atschar Indonesia



Universiti
Zainal Abidin



Universitas
Surabaya



National University
Vietnam



Universitas
Gunadarma



MERCU BUANA

Sponsored by



Universitas
Tarumanagara



Ufama



UPN Veteran
JAKARTA



Indonesia
Banking School



Universitas
Muhammadiyah Nataran



Universitas
Jenderal Soedirman



Universitas
Negeri Jakarta



Inpp College



Universitas
Muhammadiyah Gorontalo



STIE Muhammadiyah
Tanjung Petah 4



Universitas
Brang Kado



Institut Bisnis
dan Multimedia



STIKOM HATI



Universitas
Pancasila



Universitas
Satyagama



Universitas
Singaperbangsa



Universitas
Satyagama



Universitas
Singaperbangsa



Universitas
Singaperbangsa



Universitas
Singaperbangsa



Universitas
Singaperbangsa



ISEI JAYA

Forewords

STEI supported by the Universiti Selangor (Malaysia), Universiti Kuala Lumpur (Malaysia), Kaseem Budit University (Thailand), Universiti Sultan Zainal Abidin (Malaysia), University of Social Sciences & Humanities Ho Chi Minh (Vietnam), ICOOP College, Universitas Tarumanegara, Indonesia Banking School, Universitas Mercu Buana, STIKOM Bali, Universitas Gunadarma, UPN Jakarta, Universitas Satyagama, Universitas Pancasila, Universitas Negeri Jakarta, Universitas Singa Perbangsa, IBM ASMI, STIE IPWIJA, Universitas Jenderal Soedirman, Universitas Muhammadiyah Gorontalo, Universitas Surabaya, Universitas Al-Azhar Indonesia, Universitas Negeri Malang, Universitas Muhammadiyah Mataram, STIE Muhammadiyah - Kalimantan Timur, Universitas Widyatama, IBI Kwik Kian Gie, Indonesian Financial Management Association (IFMA) and Ikatan Sarjana Ekonomi Indonesia (ISEI) Jaya proudly present the third Scientific Forum of International Conference on Business, Economics and Social Science (ICBESS) on 10 - 11 August 2016 in Kuta, Bali themed "*Managing Global Competition Issues on Economics Business and Social Science Research – Enhancing a sustainable Econmic Environment*".

This conference is hoped to facilitate the managers (in corporation, government, social organization, education institution), researchers, academicians, and students in Indonesia and abroad to share and exchange their thoughts and experiences especially in the fields of economy, business, and social sciences.

I would like to take this opportunity to extend our sincere gratitude and appreciation to all of you for your invaluable contributions in making this event a great success. The success of ICBESS depends completely to researchers who have written and submitted papers on a variety of topics. In its third year, around 200 participants from 7 countries (Indonesia, Malaysia, Singapore, Vietnam, Thailand, United Arab Emirates and Nigeria) has attended ICBESS in Kuta, Bali.

We are honored to have Prof Andrew Delios and Prof Vo Van Sen as our keynote speakers. Thanks are also deserved for the committee members, Business and Higher education institutions for their contributions to this conference.

Finally, On behalf of the 3rd ICBESS committee members, Conference team and all Sekolah Tinggi Ilmu Ekonomi Indonesia / Indonesian College of Economics (STEI) staff, we welcome you to "*A God Island*" Bali, Indonesia. I wish you every success in your deliberations and very pleasant stay in Bali.

Irvan Noormansyah, BA(Hons), MA, PhD
Conference Chair



Opening Speech
Director of Indonesia Banking School
(Co-Host of ICBESS 2016)

Distinguished Conference Participants, Ladies and Gentlemen,

It gives me great pleasure to extend to you all a very warm welcome on behalf of the Indonesia Banking School as one of the co-Host of **The 3rd International Conference on Business, Economics and Social Sciences (ICBESS 2016)**. Indonesia Banking School as one of the higher education private institution focusing on financing and banking education in Jakarta, is proud to have co-hosted an event that brings together Accounting, Business and Economics community around the world.

ICBESS conference is a great opportunity to discuss current and future researches that develops in our area of expertise. In every event, ICBESS has brought top researchers from each field as well as new researcher with novel ideas. The conference has been and continues to be the melting pot of researchers from various international backgrounds, to meet and to build a strong network within the research community.

Indonesia Banking School, in particular, has a high interest in developing relationships with this community and open for offers or initiation of collaboration, in research and academic area in general. We believe by cultivating relationship between institutions across regions, it will leads to richer insights, which will benefit all parties involved.

Our sincere gratitude to all authors who have contributed their paper for the conference, and also the committee and co-hosts of ICBESS 2016 for their hard work and support for this great event. It is hoped that the discussion and sharing will bring out the best insights from all of the participants and the networking will last after the conference for future collaboration. Thank you.

Sincerely,

Director of Indonesia Banking School

Dr. Subarjo Joyosumarto, SE., MA



Message from the Dean of Faculty of
Economics of Tarumanagara University
(Co – Host of ICBESS)

The New Landscape of Competition

First I would like to thank to the committee of the 3rd ICBESS 2016 that has invited me to give this remark. Second on behalf of Faculty of Economics of Tarumanagara University, as one of the co-host of this seminar, I also would like to give my great appreciation to all speakers and participants for your participation to this event.

The theme of this seminar is Global Competition Issue on Economics, Business and Social Science Research-enhancing a sustainable economic environment. I think this theme is very relevant and actual for the current situation. The change of economic environment that caused by the massive development of information and communication technology is not only strengthen the global competition but also change its landscape. Business competition is happened not only among offline business but also between offline and online business. I'm very sure that the business owners need many inputs to change their business strategy and business model to meet the newest trend.

I hope this seminar can provide the fresh ideas to help the business world by sharing best practice and research result among speakers and participants.

Have a nice seminar

Dr. Sawidji Widodoatmodjo, SE, MM, MBA
Dean of Faculty of Economics of Tarumanagara University

PATRONS

Keynote Speakers

1. Prof. Andrew Delios (Department of Strategy & Policy, NUS Business School, National University of Singapore)
2. Prof. Dr. Vo Van Sen (President of the University of Social Sciences and Humanities, Vietnam National University – Ho Chi Minh City)

Organizer

Sekolah Tinggi Ilmu Ekonomi Indonesia (STEI) Jakarta / Indonesia College of Economics

Co-Organizer

1. Universiti Selangor (Malaysia)
2. Universiti Kuala Lumpur (Malaysia)
3. Kaseem Bundit University (Thailand)
4. Universiti Sultan Zainal Abidin (Malaysia)
5. University of Social Sciences & Humanities Ho Chi Minh (Vietnam)
6. ICOOP College (Malaysia)
7. Universitas Tarumanegara
8. Indonesia Banking School
9. Universitas Mercu Buana
10. STIKOM Bali
11. Universitas Gunadarma
12. UPN Jakarta
13. Universitas Satyagama
14. Universitas Pancasila
15. Universitas Negeri Jakarta
16. Universitas Singa Perbangsa
17. IBM³ASMI
18. STIE IPWIJA
19. Universitas Jenderal Soedirman
20. Universitas Muhammadiyah Gorontalo
21. Universitas Surabaya
22. Universitas Al-Azhar Indonesia
23. Universitas Negeri Malang
24. Universitas Muhammadiyah Mataram
25. STIE Muhammadiyah - Kalimantan Timur
26. Universitas Widyatama
27. IBI Kwik Kian Gie
28. Indonesian Financial Management Association (IFMA)
29. Ikatan Sarjana Ekonomi Indonesia (ISEI) Jaya

EFFECT OF EFFECTIVENESS AUDIT COMMITTEE IN THE RELATIONSHIP BETWEEN TAX MANAGEMENT AND FIRM PERFORMANCE Yohanes Mardinata Rusli	10
SHAREHOLDER VALUE ADDED (SVA) WITH TAX RATE IN INDONESIA AS A MEASUREMENT OF FINANCIAL PERFORMANCE Yohanes Mardinata Rusli	11
PROTECTION TO THE CIVIL RIGHT OF ILLEGITIMATE CHILD IN INDONESIAN LEGAL SYSTEM Bernadeta Resti Nurhayati	12
INTERNATIONAL CONFERENCE ISLAMIC ECONOMIC MANAGEMENT ACCOUNTING AND SOCIAL SCIENCE Dedeng Abdul Gani Amrulloh	13
THE EFFECT OF SERVICE QUALITY AND PRICE TOWARD THE SATISFACTION OF TOURISTS VISITING THE TOURISM OBJECT OF LEMBAH HARAU IN KABUPATEN LIMA PULUH KOTA Zeshasina Rosha	14
ANALYSIS THE QUALITY OF COMPETITIVE STRATEGY ON EMBROIDERY INDUSTRY AT PADANG CITY Dahlia Kamener	15
THE IMPACT OF NEW INFORMATION REGIME ON THE INDONESIA STOCK EXCHANGES: THE WEAK FORM EFFICIENCY HYPOTHESIS Nelmida, Vidiyanna Rizal Putri	16
OPTIMAZATION OF GROUP LENDING - BASED VILLAGE BANKING - SAVING LOAN ASSOCIATION (VB-SLA) FINANCING MODEL Hasrul Siregar, May Handri	17
BEHAVIOR OF FOLLOWER INVESTOR IN THE FORMATION OF STOCK'S PRICE ON MARKET CRASH Made Dewi Ayu Untari, I Gusti Ayu Nyoman Budiasih, I Made Sadha Suardikha	18
ACHIEVING SUPERIOR BUSINESS PERFORMANCE BY IMPLEMENTING GREEN MARKETING: THE CASE INDONESIA Edwin Agung Wibowo	19
THE INFLUENCE OF FINANCIAL RATIOS TOWARD FINANCIAL DISTRESS PREDICTION WITH BASE LENDING RATE AS MODERATING VARIABLE: CASE IN MINING INDUSTRIES IN INDONESIA Hendro Lukman, Hendang Tanusdjaja, Nita Konsetta	20
EXPLORING THE DETERMINANT FACTORS OF BUSINESS RESPONSIBILITY PRACTICES OF SMALL MEDIUM ENTERPRISES Ginta Ginting	21

INTRINSIC AND EXTRINSIC FACTORS TO AFFECT STUDENTS LEARNING MOTIVATION Diah Pranitasari, Lina Noersanti	33
THE EFFECT OF COMPENSATION AND WORKING ENVIRONMENT TO EMPLOYEE ENGAGEMENT Rieka Nuriandini, Diah Pranitasari, Lilik Trianah	34
THE FINANCIAL PERFORMANCE, STOCK PERFORMANCE, STOCK RISK AND THEIR INFLUENCE ON INDEX AND CAPITAL GAINS OF SHARIAH STOCKS IN INDONESIA Muhammad Anhar.....	35
MANAGEMENT OF ASSETS IN MINANGKABAU: THE CLAN OWNERSHIP FOR THE WELFARE Musril Zahari.....	36
PROFESSIONALISM AUDITOR AND RELIABILITY OF AUDIT EVIDENCE IN THE SMALL-MEDIUM AUDIT FIRMS (KAP) IN NORTH JAKARTA Krishna Kamil, Bella Fontana.....	37
THE IMPACT OF MACROECONOMICS AND FINANCIAL VARIABLES ON SECTORS' INDEX IN INDONESIA STOCK EXCHANGE MARKET Pristina Hermastuti Setianingrum, Doddi Prastuti	38
EFFECT OF BANK FINANCIAL HEALTH OF EARNINGS GROWTH IN THE BANKING COMPANIES LISTED IN INDONESIA STOCK EXCHANGE Sulistiyowati, Santo Michael.....	39
THE INFLUENCE OF THE COMPANY'S FINANCIAL CONDITION, LEVERAGE, AND THE COMPANY'S GROWTH TO THE GOING CONCERN AUDIT OPINION (EMPIRICAL STUDY ON MANUFACTURING COMPANIES LISTED IN INDONESIA STOCK EXCHANGE PERIOD 2012-2014) Wiwi Idawati, Novi Andryani	40
BANK HEALTH LEVEL ANALYSIS USING RBBR IN FINANCIAL SERVICES SECTOR – CASE IN INDONESIA STOCK EXCHANGE Flourien Nurul Ch, Shally Putri Jola.....	41
MANAGERIAL OWNERSHIP, LITIGATION RISK, FINANCIAL DISTRESS AND ACCOUNTING CONSERVATISM Lies Zulfiati, Anisya.....	42
THE IMPACT OF JOB SATISFACTION ON JOB PERFORMANCE WITH THE ORGANIZATIONAL COMMITMENT AS AN INTERVENING VARIABLE (STUDIES IN STEI INDONESIA JAKARTA) Dedi Kusdinar, Rahmat Yuliansyah.....	43
TOURIST PERCEPTION TOWARDS MELAKA RIVER CRUISE Hamimah H., Mass Hareeza A., Nawal Hanim A., M. Shahrim A.K., Nurqayyum A.R.....	44

ANALYSIS OF SUCCESS IMPLEMENTATION OF INTERNAL AUDIT TELECTRONICALLY THROUGH THE AGENCY ACCOUNTING SYSTEMS INTEGRATED NATIONWIDE DATA COMMUNICATIONS APPLICATIONS (KOMDANAS) USING DELONE AND MCLEAN MODEL Ferri Taufik Ferdiansyah.....	56
THE EFFECT OF INSTITUTIONAL OWNERSHIP, LEVERAGE AND TRANSACTION VOLUME OF CORPORATE VALUES IN CEMENT INDUSTRY LISTED IN INDONESIA STOCK EXCHANGE (IDX) 2011-2015 Neneng Susanti, Sakina Ichسانی.....	57
IMPLEMENTATION OF TQM TO IMPROVE WORK MOTIVATION Agatha Rinta Suhardi.....	58
THE EFFECT OF RETURN ON EQUITY (ROE), NET PROFIT MARGIN (NPM) AND EARNINGS PER SHARE (EPS) ON SHARE PRICE ON TELECOMMUNICATIONS SECTOR SUB SERVICE COMPANY LISTED IN INDONESIA STOCK EXCHANGE (IDX) PERIOD 2009-2015 Kartika Wulandari, Neneng Susanti.....	59
META-COGNITIVE EXPERIENTIAL LEARNING AS AN EFFECTIVE IMPLEMENTATION OF CULTURE MANAGEMENT STRATEGY FOR ENHANCEMENT OF EMPLOYEES' PERFORMANCE T. Soemarman, Noviaty Kresna Darmasetiawan, J. L. Eko Nugroho.....	60
ANALYSIS OF SERVICE QUALITY , CUSTOMER SATISFACTION AND PRICE ON CUSTOMER LOYALTY Iskandar Z. Alwi, Joko Bagio Santoso.....	61
THE EFFECT OF BUDGET TIGHTNESS AND INTERNAL AUDIT ON THE PERCEIVED USEFULLNES OF MANAGEMENT ACCOUNTING SYSTEMS Muhammad Dahlan.....	62
THE EFFECT OF SERVICE QUALITY ON LOYALTY WITH STUDENTS SATISFACTION AS AN INTERVENING VARIABLE Yusuf Suhardi, Meita Pragiwani Soetopo.....	63
THE EFFECT OF NET INCOME AND CASH FLOWS ON STOCK PRICE OF CIGARETTE INDUSTRY ON INDONESIA STOCK EXCHANGE MARKET Doddi Prastuti, Dini Novianti.....	64
THE IMPLEMENTATION OF THE GENERAL GUIDELINES OF COOPERATION ACCOUNTING FOR THE PRESENTATION OF COOPERATION FINANCIAL STATEMENTS. (CASE STUDY AT THE PKPRI INDRAMAYU, INDONESIA) Ono Tarsono.....	65
PERCEPTION OF CERTAINTY, CONVENIENCE, EFFICIENCY AND EQUALITY TO THE FINAL INCOME TAX AND TAX COMPLIANCE Kus Tri Andyarini, Dwi Retno Prabawati.....	66

REALIZING THE MOROTAI ISLAND AS THE INDONESIA LOGISTICS CENTER IN THE FUTURE Jaswandi Salim	79
THE INFLUENCE OF GOOD CORPORATE GOVERNANCE ON BANK PERFORMANCE INDONESIA STOCK EXCHANGE 2012 – 2014 Nursanita Nasution, Andi	80
ANALYSIS OF EFFECT SIZE, PROFITABILITY, LEVERAGE AND MANAGERIAL OWNERSHIP DISCLOSURE OF RATE SOCIAL RESPONSIBILITY (CSR) Uun Sunarsih, Dade Nurdiniah	81
THE EFFECT OF FOREIGN DIRECT INVESTMENT ON ECONOMIC GROWTH, CARBON EMISSION, AND SOCIAL WELFARE: A CROSS-COUNTRY STUDY Suyanto, Aluisius Hery Pratono	82
EFFECT OF FINANCING REVENUE, FINANCING SALE, FINANCING TO DEPOSIT RATIO AND NON PERFORMING FINANCING TO PROFITABILITY (CASE STUDY AT PT BANK MUAMALAT INDONESIA TBK) Hendrawati, Muhammad Ridwan Syarief	83
ACCOUNTING CONSERVATISM AND INVESTMENT EFFICIENCY Lies Zulfiati, Flourien Nurul Chusnah	84
ANALYSIS OF FINANCIAL DISTRESS AND FACTORS AFFECTING IT Dewi Setyowati, Muhamad Safiq	85
THE INFLUENCES ANALYSIS OF CAPITAL STRUCTURES, INSTITUTIONAL OWNERSHIP, INVESTATION DECISION TO FIRM VALUE IN PLANTATION FIRM SECTOR AT BEI ON 2009-2013 Lucky Syachtul Rafles, Faris Faruqi	86
THE TRUE MEANING OF THE LIFE OF STREET CHILDREN AND THE PATTERN OF TREATMENT BY THE GOVERNMENT OF THE CITY OF YOGYAKARTA Yustinus Farid	87
INFORMAL AND FORMAL MANAGEMENT CONTROL SYSTEMS IN HOUSE OF WORSHIP: A CASE STUDY AT HKBP CHURCH-BOGOR Irvan Noormansyah, Hopkin Lambok Silalahi	88
EFFECT OF ISLAMIC WORK ETHICS TO ORGANIZATION COMMITMENT WITH JOB SATISFACTION AS MODERATING VARIABLE Arief Wicaksono	89

Q Hasil Pencarian Daftar hasil pencarian

9789799022141



Judul

Kepengarangan

Penerbit

ISBN

Hasil pencarian **'9789799022141'** berdasarkan kategori **'ISBN'**

	Judul	Seri	Kepengarangan	Penerbit	ISBN
—	The 3rd International Conference on Business, Economics and Social Science (ICBESS) Abstract Proceeding		editor, Irvan Noormansyah, Ridwan Maronrong, Erna Lovita	Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta	978-979-9022-14-

Judul: The 3rd International Conference on Business, Economics and Social Science (ICBESS) Abstract Proceeding

Penerbit: Sekolah Tinggi Ilmu Ekonomi Indonesia Jakarta

Pengarang: editor, Irvan Noormansyah, Ridwan Maronrong, Erna Lovita

Tahun: 2016

Seri: -

ISBN: 978-979-9022-14-1

Link: -

Website: stei.ac.id

Email: librastei@gmail.com

Menampilkan 1 sampai 1 dari 1 baris

Jam Layanan

Permohonan ISBN dan KDT dilayani setiap hari kerja :

Senin - Jumat

🕒 09.00 s.d 15.00 WIB

Kontak Kami

Konfirmasi dan pengaduan:

isbn@mail.perpusnas.go.id

[🌐 isbn.perpusnas.go.id](http://isbn.perpusnas.go.id)

Link Terkait

Perpusnas

Deposit perpusnas

Bibliografi Nasional RI

Pusbangkol



International Standard Book Number

PERPUSTAKAAN NASIONAL REPUBLIK INDONESIA

Pusat Bibliografi dan Pengolahan

Bahan Perpustakaan

Jl. Salemba Raya 28A

Daerah khusus Ibukota Jakarta 10430 - Indonesia

Tim ISBN/KDT ©2019.