

Factors that Affect the Debt Ratio of Internationalized Nonfinancial Firms

Y.N. Handjaja, B.S. Sutejo, & D. Marciano *University of Surabaya, Surabaya, Indonesia*

ABSTRACT: This study aims to examine the influence of firm-related factors on the debt ratio as well as the influence of firm-related factors on the non-financial firms listed on the Indonesia Stock Exchange (IDX) over the 2013-2017 period. These factors, including internationalization, firm size, profitability, and tangibility, were tested their relationship with a debt ratio of firms by using the Fixed Effects Model data. The results showed that profitability and tangibility are positively related to debt ratio, while internationalization and firm size are negatively related to debt ratio. The findings are related to the trade-off theory and pecking-order theory.

Keywords: capital structure, internationalization, debt ratio

1 INTRODUCTION

The business world conditions in the current era of globalization have caused business competition to become very tight; therefore, many firms are required to internationalize (Allen & Raynor 2004 in Chuan 2013). Internationalization is the interaction of international business transactions among countries in the form of exports or foreign direct investment. (Dunning & Lundan 2008). The ASEAN Economic Community (AEC) in early 2016 eased local companies in the Asian region to be more internationalized (ASEAN Economic Community 2015).

With internationalization, firm managers are warier in choosing the appropriate capital structure for their firm, because the financial leverage is one of the essential factors that will have an impact on firm performance (Chuan 2013). The choice of the right capital structure factor will result in better firm profits. According to Booth et al. (2001) and Ooi (1999), profitability, tangibility, firm growth, and firm size are important determinants of capital structure. The purpose of internationalization is to create new markets, large economies of scale by selling products to new customers, reduce risk by investing in other countries with less risk, and gain new technological knowledge. Therefore, internationalization is one of the strategic variables to maximize firm performance.

Chuan (2013) proved that internationalization and firm growth have a significant negative effect on the firm's debt ratios, while profitability has an insignificant negative effect on the firm's debt ratios while firm size and tangibility have a significant positive effect on the firm's debt ratios.

Gonenc & Haan (2014) showed that profitability has a significant negative effect on the firm's debt ratios, while internationalization, firm size, and tangibility have a significant positive effect on the firm's debt ratios.

Tsai (2013) in Chuan (2013) concluded that internationalization has no significant negative effect on the firm's debt ratios, firm size has a significant negative effect on the firm's debt ratios, while credit ratings have a significant positive effect on the firm's debt ratios.

The purpose of this study is to examine the influence of firm-related factors (internationalization, firm size, firm growth, profitability, and tangibility) on the debt ratio as well as the influence of corporate factors in the non-financial firms listed in IDX over the 2013-2017 period.

Chuan (2013) stated that international firms have higher profitability than domestic firms. This is because, through internationalization, the firms can sell their products to new markets that are more profitable for the firms to increase the firm's profitability. Firms with higher profitability can generate more in-



ternal funds to finance their activities. Therefore, this is in line with the Pecking-Order theory that international firms tend to use internal funds to fund their activities rather than debt and issuance of new equity.

H1: Internationalization has a negative effect on the debt ratio.

Albaity (2013) stated that the larger the firm size, the smaller the risk of bankruptcy of the company would be. Firms with larger size have a better ability to meet their obligations than firms with smaller size. Therefore, firms with larger size use much debt and increase company leverage. This is in accordance with the trade-off theory.

H2: Firm size has a positive effect on the debt ratio.

Chuan (2013) explained that international firms diversify their income, thereby reducing the risk of bankruptcy and the volatility of income. Sheikh and Wang (2015) found that profitable companies are easier to produce internal funds in the form of retained earnings used for funding so that profitable companies will use less debt. This causes the firm's debt ratio to fall.

H3: Profitability has a negative effect on the debt ratio.

Suto (2003) and Chakraborty (2010) concluded that tangibility has a positive effect on the long-term debt ratio of firms as having more tangible assets will ease the firms to issue bonds or get loans from banks. This is because these tangible assets can serve as collateral for debt; therefore, reducing the risk of creditors. This is in line with the trade-off theory.

H4: Tangibility has a positive effect on the debt ratio.

2 RESEARCH METHODS

This research is basic research to test the hypotheses that have been made previously regarding the relationship among internationalization, firm size, profitability, and reliability of debt-ratio on nonfinancial firms listed on IDX over the 2013-2017 period. The dependent variable used was the debt ratio, while the independent variable used was internationalization, firm size, profitability, and tangibility.

The debt ratio is a financial ratio that measures the level of corporate leverage. It is defined as a total-long-term ratio and short-term debt to total assets, expressed as decimals or percentages. Internationalization is a level of interaction among countries that can be used to assess the performance of non-financial sector firms and is measured by the FSTS calculation (Chuan 2013). Firm size is the size of the company to determine the size of the agency costs or the size of the distribution of dividends. Profitability is a ratio that compares net income with total assets in the fiscal year in non-financial sector companies listed on IDX over the 2013-2017 period. Tangibility is a tangible asset. Tangible assets are often also called fixed assets (for example, machinery, buildings, land, and buildings).

The data used in this study were secondary data obtained from IDX (www.idx.com) and (www.idnfinancial.com) in the form of 2013-2017 financial statements. The target population in this study were all non-financial firms listed on IDX over the 2013-2017 period. The following criteria determined the sample: (1) Registered in the non-financial sector and has complete financial information over the 2013-2017 period, (2) Data on export/foreign sales financing is available in total sales over the 2013-2017 period, (3) Data is available for all variables needed over the 2013-2017 period.

This study used pooled data or panel data processing methods to determine the effect of independent variables on the dependent variable. Multiple regression was used to test the influence of independent variables on the dependent variable. Chow test was carried out to determine the use of the PLS or fixed-effect method. Hausman test was done to see whether the model follows the random effect model or the fixed effect model.

This study used the method of processing multiple linear regression data to determine the effect of independent variables on the dependent variable, with the following equation:

$$\begin{aligned} & DER_{it} = \alpha + \beta_1 INTL_{it} + \beta_2 SIZE_{it} + \beta_3 PROFIT_{it} \\ & + \beta_4 TANG_{it} + \varepsilon \end{aligned} \tag{1}$$

Where:

 DER_{it} = Debt Ratio of business entity i in period t; \propto = Constant coefficient; = Regression coefficient; INTL_{it} = Internationalization of business entity i in period t; SIZE_{it} = Size of business entity i in period t; PROFIT_{it} = Profitability of business entity i in period t; TANG_{it} = Tangible assets of business entity i in period t; and ε = error.



3 RESULTS AND DISCUSSIONS

The objects used in this study were 48 non-financial sector firms listed on IDX over the 2013-2017 period. Based on the Chow test, the probability value for the cross-section F = 0.00, which means less than 0.05; therefore, the fixed-effect model is better than the common effect/PLS model. Hausman test result of the cross-section probability value is 0.7119. A fixed cross-section value of 0.0000 is less than 0.05 so that the fixed effect model is better than the random effect model. Here are the results of the T-Test.

Table 1. T-Test Results

Variable	Coef	Prob.	Remarks
C	4.018	0.00***	
INTL	-0.136	0.00***	H1 Accepted
FS	-0.106	0.00***	H2 Rejected
PROF	2.663	0.00***	H3 Rejected
TAN ASSET	0.582	0.00***	H4 Accepted
R-square	0.9	60	Î
Adjusted R-squ	are 0.9	49	
F-stat		121	
Prob	0.0	0***	

^{*} significant at $\alpha = 10\%$, ** significant at $\alpha = 5\%$, *** significant at $\alpha = 1\%$.

Table 1 shows all the independent variables are significant at $\alpha = 1\%$ of the dependent variable. H1 and H4 are accepted, while H2 and H3 are rejected.

H1 is accepted, meaning that the internationalization has a significant negative effect on the debt ratio. This is consistent with the study of Chuan (2013), which stated that international firms have higher profitability than domestic firms. Through internationalization, the firms can sell their products to new markets that are more profitable for the firms so as to increase the firm's profitability. Therefore, international firms tend to use internal funds to finance their activities rather than debt and issuance of new equity, so that the firm's debt will decrease.

While H2 of firm size has a positive effect on the debt ratio is rejected. The results showed that firm size actually has a significant negative effect on the debt ratio. This is contrary to Albaity (2013) that said firms with larger size tend to use more debt and increase the firm's leverage. On the other hand, the results showed that large firm size could attract investors to invest the money as capital so that the use of debt for capital is reduced.

H3 of profitability has a negative effect on the debt ratio is rejected. The results showed that profitability actually has a significant positive effect on the debt ratio. The results of the study are not consistent with Chuan (2013) and Sheikh and Wang (2015). High company profitability enables higher

future investment opportunities. The more the investment opportunities, the higher the companies need costs by utilizing debt (Yarram & Dollery 2015).

The results of the study showed that H4 is accepted, meaning that tangibility has a significant positive effect on the debt ratio. It is in line with Suto (2003) and Chakraborty (2010) that concluded tangibility has a positive effect on the long-term debt ratio of firms as having more tangible assets will ease the firms to issue bonds or get loans from banks. This is because these tangible assets can serve as collateral for debt; therefore, reducing the risk of creditors.

The F-test also showed that internationalization, firm size, profitability, and tangible assets influence the debt ratio. Moreover, adjusted R-squared also showed that the debt ratio could be explained by all independent variables of 94.9%.

4 CONCLUSION

The results showed that H1 and H4 were accepted while H2 and H3 were rejected. Internationalization had a significant negative effect on the debt ratio. Likewise, tangible assets had a significant positive effect on the debt ratio. While firm size had a significant negative effect on debt ratio and profitability had a significant positive effect on the debt ratio.

The firms' internationalization can open opportunities for the firms to sell their products to new, more profitable markets. This will increase the firms' profitability. Firms with higher profitability are able to generate more internal funds to finance their activities. Therefore, firms that carry out internationalization tend to use internal funds to finance their activities rather than debt and issuance of new equity.

Firms with large size tend to have a lower ratio. This is due to firms with large size are more likely to use retained earnings to finance their current or future projects because large firms have many retained profits from their business.

Firms with high profitability tend to have a higher debt ratio. That is because of the high profitability of the firms enables higher future investment opportunities, which makes them need more funding. In addition to using internal funding, firms need external funding, especially debt, which makes the firms' debt ratio to increase.

The higher the firm's tangibility, the higher the firm's debt ratio will be. This is due to the increasing number of firm assets will increase the firm's debt to finance the firm's assets.



REFERENCES

- Albaity, M. 2013. Internationalization and capital structure: evidence from Malaysian manufacturing firms. *Asian Journal of Finance and Accounting* 5(2): 329-342.
- Booth, A.A., Aivazian, V., Demirguc-Kunt, A., & Maksimovic, V. 2001. Capital Structure in Developing Countries. *Journal of Finance* 56(1): 87-130.
- Chuan, A.H. 2013. Internationalization and Capital structure: Evidence from Malaysian Manufacturing Firms. *International Journal of Economics and Financial Issues* 5(1): 158-171.
- Dunning, J.H., Lundan S.M. 2008. *Multinational enterprises* and the Global Economy. Norhampton: EE Publishing Ltd.
- Sheikh, N.A. & Wang, Z.J. 2015. Determinants of capital structure: An empirical study of firms in manufacturing industry of Pakistan. *Managerial Finance* 37(2): 117–133.
- Gonenc, H., & Haan, D.J. 2014. Firm Internationalization and Capital Structure in Developing Countries: The Role of Financial Development. *Emerging Markets Finance and Trade* 50(2): 169-189.
- Suto, M. 2003. Capital Structure and Investment Behavior of Malaysian Firms in the 1990s: A Study of Corporate Governance Before The Crisis. *International Corporate Governance Review* 11(1): 25-39.
- Yarram, S.R., & Dollery, B. 2015. Corporate Governance and Financial Policies. *Managerial Finance* 41(3): 67-285.

17th International Symposium on Management (INSYMA 2020)

Industrial Revolution 4.0 – Opportunities and Challenges in the Digital Business

Advances in Economics, Business and Management Research Volume 115

Vung Tau City, Vietnam 19 – 21 February 2020

Editors:

Werner R. Murhadi Dudi Anandya Arif Herlambang

ISBN: 978-1-7138-0694-3

Printed from e-media with permission by:

Curran Associates, Inc. 57 Morehouse Lane Red Hook, NY 12571



Some format issues inherent in the e-media version may also appear in this print version.

Copyright© (2020) by Atlantis Press All rights reserved. Copyright for individual electronic papers remains with the authors.

For permission requests, please contact the publisher:

Atlantis Press Amsterdam / Paris

Email: contact@atlantis-press.com

Conference Website: http://www.atlantis-press.com/php/pub.php?publication=insyma-20

Printed with permission by Curran Associates, Inc. (2020)

Additional copies of this publication are available from:

Curran Associates, Inc. 57 Morehouse Lane Red Hook, NY 12571 USA Phone: 845-758-0400

Fax: 845-758-2633

Email: curran@proceedings.com Web: www.proceedings.com

S SS : A A A A
IN ES R EHA I RAL IAS ASE N EM RAPHIC CHARAC ERIS ICS
ANALYSIS F HE EFFEC FINF RMA I NASYMME RY N I I EN S
C RP RA E ERNANCE: A EY RI ER FIN ELLEC UAL CAPI AL PERF RMANCE
S C RE URN M EMEN IN IN NESIA MININ C MPANIES
HE R LE F CSR N SHAREH L ERS WEAL H HR U H IN ELLEC UAL CAPI AL
FRAU PEN A NAS A MEASUREMEN L F R E EC IN FINANCIAL S A EMEN S FRAU
IS HE'S C PINEFFECIE MAIN AIN EY MANA EMEN? EI ENCE FR MIN NESIA LIS E C MPANIES
FAC RS AFFEC IN HE FINANCIAL PERF RMANCE F C MPANIES ASE N A ENCY HE RY
IN E RA E FINANCIAL ECHN L YM EL N FINANCIN ECISI N F R SMALL ME IUM EN ERPRISES E EL PMEN
FINANCIAL ECHN L Y P IMI A I N IN HE E EL PMEN F MSMES WI H SP LI H PHEN MEN L Y
FAC RS INFLUENCIN CAR N EMISSI N ISCL SURE IN MININ C MPANIES F IN NESIA
HE INFLUENCE F MANA EMEN C N R L SYS EM, ENC URA EMEN F EN IR NMEN AL MANA EMEN , AN PR AC I E EN IR NMEN AL MANA EMEN N CAR N EMISSI N EFFICIENCY
HE IMPR EMEN S RA E Y F A C MPLIANCE FR M MSME SEC R IN IN NESIA

MEASURIN EC N MIC R W H HR U H NA I NAL INC ME ELAS ICI Y
FAC RS HA AFFEC HE E RA I F IN ERNA I NALI E N NFINANCIAL FIRMS
A N RMAL RE URN ES IN EF RE AN AF ER HE EARNIN S ANN UNCEMEN
MEM AS WISH FULFILLMEN F R ME AN UR SA I R: A CASE S U Y N S ES IN IN NESIA
I ERSIFICA I N, AN RIS , AN EFFICIENCY N SHARIA AN IN IN IN NESIA
H W E P R S AN IMP R S IS RESS F REI N E CHAN E RESER ES IN IN NESIA? A EC R AU -RE RESSI N APPR ACH
HE EC N MIC IMPAC F C RP RA E S CIAL RESP NSI ILI Y
HE EFFEC F ILLI UI I Y N S C RE URN N HE IN NESIA S C E CHAN E
WNERSHIP S RUC URE, C RP RA E ERNANCE, AN FIRM PERF RMANCE IN HE IN NESIAN CAPI AL MAR E
ANALYSIS F FAC RS INFLUENCIN HE UN ERS AN IN F IN ERNA I NAL FINANCIAL REP R IN S AN AR F ACC UN IN S U EN S IN S A E UNI ERSI IES IN MA ASSAR
SL W M IN AN EA S C : S ME AL ERNA I E S LU I NS
HE EFFEC F FINANCIAL RA I S AN MACR EC N MIC ARIA LES FINANCIAL IS RESS F A RICUL URE IN US RY LIS E IN HE IN NESIA S C E CHAN E FR M 2013 2018
RE ISI IN HER LE FIN ELLEC UAL CAPI AL N FIRMS PERF RMANCE: IN NESIAN E I ENCE
M I A I N, A , AN FIRM S C N I I N EFFEC N EARNIN S MANA EMEN
FAC RS AFFEC IN MU ARA A EP SI IN ISLAMIC C MMERCIAL AN IN IN NESIA

HE EFFEC F C RP RA E ERNANCE AN C RP RA E S RA E Y WAR FAMILY FIRM PERF RMANCE IN IN NESIA	37
EARNIN S MANA EMEN , USINESS S RA E Y, AN USINESS C MPLE I Y 14 G. J. Romadhon, Suyanto, N. Ahmar	41
IN ER EPEN ENCERELA I NSHIP FIN ERNA I NALI A I N PERF RMANCE IN MANUFAC URIN FIRMS LIS E IN IN NESIA S C E CHAN E AN CHINESE S C E CHAN ES	46
S F WARE E EL PMEN F R MICR , SMALL, AN ME IUM EN ERPRISES F R PE PLE S USINESS CRE I	52
HE EFFEC F EN ER I ERSI Y N C MPANY FINANCIAL PERF RMANCE	56
P AL E FARMA AN WEA ENIN F RUPIAH	62
SUPERS I I NS AN PRICE CLUS ERIN IN HE AIWANS C E CHAN E	65
C RP RA E S CIAL RESP NSI ILI Y AN FULL ISCL SURE: RELA I NSHIP FINANCIAL PERF RMANCE F C MMERCIAL AN	71
SSS: A AA	
A S U Y F HE REALI Y AN PR P SIN S LU I NS S REN HEN HE APPLICA I N F INF RMA I N ECHN L Y IN SMALL AN ME IUM L IS ICS EN ERPRISES IN S U HERN IE NAM	77
HYPERL CAL URNALISM AS A S RA E Y IN FACIN I I AL ISRUP I N: A CASE S U Y F AWA P S NEWSPAPER	82
A S U Y IN PP R UNI IES AN CHALLEN ES F L C CHAIN A P I N F R SUS AINA LE N NFINANCIAL SEC R MICR , SMALL, ME IUM EN ERPRISES CASE S U IES IN IN NESIA	86
Y UN C NSUMER S PURCHASE IN EN I N WAR EN IR NMEN ALLY FRIEN LY PR UC S IN IN NESIA: E PAN IN HE HE RY F PLANNE EHA I R	2
ACC UN IN S U EN S PERCEP I NS FELEC R NIC LEARNIN IN IN US RIAL RE LU I N 4.0	7

HE F RMA I N F CUS MER SA ISFAC I N IN S CIAL ME IA, HE R LE F FRE UENCY, AN URA I N F USE	204
EFFEC F USE F M ILE AN IN N HE S U EN S SA ISFAC I N AN L YAL Y	20
HE EFFEC F PR UC PLACEMEN N CUS MER IN ERES S IN ME IA I N Y RAN AWARENESS E. Pancaningrum, T. Ulani	215
HE EFFEC F CELE RI Y EN RSERS N PURCHASE ECISI NS N HE FAI HI A NLINE SH P N INS A RAM	221
REEN C NCEP : CUS MER SA ISFAC I N IN HE SER ICE USINESS	226
HE EFFEC F E-W M N RA EL IN EN I N, RA EL ECISI N, CI Y IMA E, AN A I U E ISI A URISM CI Y	233
HE EFFEC F AIR UAL N CUS MER SA ISFAC I N AN W R F M U H A ARU A IN NESIA AIRLINE	238
HE EFFEC FS CIAL NE W R MAR E IN , A I U ES WAR S CIAL NE W R MAR E IN AN C NSUMER EN A EMEN N C NSUMER PURCHASE IN EN I N N A I	243
ES RELI I US RIEN A I NMA ER? REASSESSIN HE R LE F RAN CRE I ILI Y AN CUS MER L YAL Y N HE C N R ERSIAL RAN IN EMER IN MAR E	248
HE EFFEC F C NSUMER- ASE RAN E UI Y N CUS MER SA ISFAC I N AN RAN L YAL Y IN HE C FFEE EAN EA LEAF R MA C FFEE	253
ANALY IN HE EFFEC F ELEC R NIC W R F M U H (E-W M) N A I U ES WAR CI Y, CI Y IMA E, AN IN EN I N ISI Y YA AR A	25
INFLUENCE F HE UPSCALE CAF SER ICESCAPE N SA ISFAC I N AN L YAL Y IN EN I N	263
S CIAL ME IA MAR E IN AN MAR E IN PERF RMANCE N NEW SME: A M ERA IN C NSUMER INN A I ENESS	267
HE IMPAC F CUS MER RUS N RAN L YAL Y IN PU LIC RANSP R A I N	270

AN ECE EN S F NLINE INF RMA I N A P I N EHA I R: AN EMPIRICAL S U Y IN URISM USIN NLINE RA EL A EN SER ICES	274
PERCEI E C LNESS IN HE HERI A E URISM: A CASE S U Y IN P . AMAN WISA A CAN I	281
AN ANALYSIS FL CALPR UC AU HEN ICI Y AN CUS MER A ACHMEN S	288
HER LE F ECHN L Y IN E EL PIN L CAL WIS M ASE URIS ES INA I N IN E I N ILLA E	2 4
SSS: AS AA	
HE IMP R ANCE FP SI I E R ANI A I N IN HE IN US RIAL ERA 4.0	2 8
HE EFFEC F SELF-EFFICACY, C MPE ENCE, AN EM I NAL U IEN N	
EMPL YEE PERF RMANCE HR U H CAREER E EL PMEN AS AN IN ER ENIN ARIA LE N C MPANIES	302
ALUE- ASE S CIAL CAPI AL: AN ER IEW FS CIAL E CHAN E HE RY	307
HE INFLUENCE F R ANI A I NAL CI I ENSHIP EHA I R, C N INUANCE C MMI MEN , EM I NAL IN ELLI ENCE, AN SPIRI UALI Y N PERF RMANCE A. Hakim, A. Y. Pristika	313
HE INFLUENCE F RANSF RMA I NAL LEA ERSHIP, R ANI A I NAL CLIMA E, AN S RESS N C MPE ENCE, W R M I A I N, AN	
PERF RMANCE	318
HER LE F N WLE EMANA EMEN CAPA ILI YAN I I ALEC SYS EM	323
ENHANCIN HE INN A I N CAPA ILI Y HR U H N WLE E MANA EMEN CAPA ILI Y AN NE W R IN H. Sulistyo	327
PR UCIN MILLENNIAL ENERA I N LEA ERS IN A RESSIN CHAN E AN MEE IN HE CHALLEN ES F HE IN US RIAL RE LU I N 4.0	333
USINESS M EL INN A I N IN HE I I AL NE W R ERA AN I S IMPAC N HUMAN RES URCE EMP WERMEN	33

AININ LEA ER EMPL YEE C MMI MEN : LIN IN R ANI A I N PERF RMANCE IN W MEN C PERA I E SE IA HA I WANI A SURA AYA J. Rusdiyanto	344
HE EFFEC F EMPL YEE RAININ SER ICE UALI Y: HE ME IA IN R LE F HE EAM R ANI A I NAL C MMI MEN	347
IERE SMALL ME IUM EN ERPRISE RAININ M EL: ACHIE IN SME S C MPE I I E A AN A E IN IN US RIAL RE LU I N 4.0 ERA N. K. Darmasetiawan, H. Winarto, F. Mutiara, D. A. Christy	351
C NFI URA I N FEMPL YMEN RAININ IMPR IN W R C MPE ENCIES WAR C MPE I I ENESS	356
CSR AFFEC IN USINESS PERF RMANCE HR U H HE ME IA I N F EMPL YEE C MMI MEN : A CASE S U Y F AN S IN H CHI MINH CI Y	360
ES MUHAMMA IYAH LEA ERSHIP S YLE E IS ? AN EMPIRICAL E AMINA I N A U WHA AN H W MEASURE I	365
SI NIFICANCE FHI H HUMAN S ILLS IN HE SUCCESS FAN R ANI A I N	36
S SS : P A A A	
YNAMIC CAPA ILI IES F R SME S: REA Y CHAN E AN CL U SER ICE R LE WAR I I AL USINESS	375
LAS -MILE L IS ICS IN IE NAM IN IN US RIAL RE LU I N 4.0: PP R UNI IES AN CHALLEN ES D. T. Phuong	380
C PERA I E MANA EMEN HR U H S AN AR PERA I NAL MANA EMEN AN S AN AR PERA IN PR CE URES IMPR E HE PERF RMANCE	385
HE IMPAC F MUL ICHANNEL S SIN LE PHASE UEUE AN E- P PR CESS SER ICE N C MMUNI Y SA ISFAC I N IN LAM N AN RE ENCY	38
C RP RA ES CIAL RESP NSI ILI Y IN HI HER E UCA I N: AS U Y FS ME PRI A E UNI ERSI IES IN IE NAM	3 4
ISRUP I E INN A I N IN F C MM I IES: EFF R S S L E HE PR LEMS F F PRICE S A ILI A I N IN IN NESIA	3
HI H C S F L IS ICS AN S LU I NS	404

S SS : A P S
CSR REP R IN : PERSPEC I E F FEMALE AU I C MMI EE HA IN FINANCIAL E PER ISE
FU URE F MAR E IN HEF UR HIN US RIAL RE LU I N
EA AS AN AL ERNA I E INS RUMEN F PERF RMANCE MEASUREMEN: A CASE S U Y F FI E SI AR SMALL-SI E EN ERPRISES N ECEM ER 2018
IMPR IN LEARNIN UALI Y F HU AUM UNI ERSI Y S U EN S IN HE 4.0 ECHN L Y PERI
IMPR E HE R W H UALI Y F HE S U HERN EYEC N MIC RE I N F IE NAM FR M A S CIAL PERSPEC I E
A S U Y F H W P LI ICAL EHA I RS INFLUENCE R ANI A I NAL EFFEC I ENESS
M ELS F REEN PAR S F SE ERAL E EL PE CI IES IN HE W RL : ISI NARY REC MMEN A I NS F R H CHI MINH CI Y
E EL PIN AR IFICIAL IN ELLI ENCE IN FI H IN , PRE EN IN AN C M A IN HE I I AL USINESS CRIMES
S SS : S A A A
IN NESIAN FIRMS IN FACIN L ALI A I N: F REI N WNERSHIP AN E P R MA ER?
SUPPLY CHAIN MANA EMEN PRAC ICE IN CREA I E IN US RIES
L ALI A I N AN EN ER AINMEN F UR AN FAMILIES IN H CHI MINH CI Y 458 V. T. Tuyen, P. T. H. Xuan
SPIRI UALI Y AN USINESS IN HARM NY: CASE S U Y F SAIN S M EMEN C MMUNI Y CHURCH
CER IFICA I N IS N E ERY HIN : UALI Y S AN AR S IN IMPLEMEN IN C RP RA E ERNANCE

SSS: PSP
EN REPRENEURIAL IN EN I NAM N MILLENNIAL ENERA I N: PERS NAL A I U E, E UCA I NAL SUPP R , AN S CIAL ME IA
RELA I NSHIP NE W R AN USINESS M EL INN A I N F S AR -UP C MPANIES IN HE C N E F IN US RIAL RE LU I N 4.0: AN E I ENCE FR M IE NAM
EN REPRENEURIAL ALUES FIN NESIAN CHINESE AN A ANESE N MICR AN SMALL EN ERPRISES
E EL PMEN S RA E Y FS AR UPRENEUR F R CREA I E EC N MIC USINESS AC I I IES IMPR E L CAL URISM
Author nde