



Potential Spillover from Foreign Companies Evidence from the Indonesian Convection Industry

Cynthia Yohanna Kartikasari^(✉) and Suyanto Suyanto

University of Surabaya, Surabaya, Indonesia
cynthiayohanna@staff.ubaya.ac.id

Abstract. The textile industry in Indonesia is fascinating to study due to its essential role in the Indonesian economy and as a strategic sector for employment. While imported items continue to dominate raw material supply in this sector, Foreign Direct Investment (FDI) inflows will bring about externality effects on a firm's efficiency. This current study examines the spillover effect of Foreign Direct Investment on firms' technical efficiency in Indonesia's convection industry (ISIC 14111). The study used Data Envelopment Analysis (DEA) models to calculate technical efficiency scores for each firm in the convection sector from 2010 to 2013. Changes in productivity levels are projected to occur due to technical efficiency changes. The findings indicate that Foreign Direct Investment can positively affect changes in technical efficiency through capital-labor ratio, foreign ownership, and imported material.

Keywords: Foreign Direct Investment · Technical Efficiency · Indonesian convection sector

1 Background

The textile industry is one of the most important manufacturing sectors in Indonesia. The industry is not only capable of increasing export potential but is also known as Indonesia's third-largest strategic industry, employing 1.516 million people in 2017 [1]. Increased competitiveness is necessary for firms in this sector to keep up with technological advancements and be revitalized. The performance in the textile industry must be evaluated deeper by scrutinizing the firm-level performance. This has been a topic of interest for several researchers recently. One way to assess performance is to look into the firm-level efficiency for several years [2].

Some recent studies on technical efficiency focus on the channels of FDI spillovers to firm efficiency. A study on the technical efficiency of the U.S. pharmaceutical sector shows that pharmaceutical companies require an innovation process to enhance their efficiency [3]. The innovation process occurs when investments increase industrial value-added, such as through Foreign Direct Investment (FDI). The presence of FDI increases the economies of scale and therefore triggers efficiency improvement [4]. In addition, the pressure of foreign market competition can be another catalyst for firm efficiency improvement, including improvement in product quality, management skills, and customer service.

An important question that has been long discussed is whether FDI effect is positive or negative. Several studies found that FDI effect from MNC to domestic firms in the same sector (horizontal spillovers) is beneficial [4–10]. In addition, FDI can also benefit firms in other sectors (vertical spillover) through organizational and technological knowledge. In the presence of MNCs in buyer sectors (backward), domestic firms are expected to increase their value addition and achieve higher economies of scale [11]. Several studies supported the existence of FDI backward linkages [12–14]. In contrast, Koning [15] and Hu & Jefferson [16] found that spillovers had a negative or no effect on firm performance.

In order to contribute to this ongoing debate, this current study examines the spillover effects of FDI on firm-level technical efficiency in a particular sector at the five-digit ISIC level, namely the convection industry. The study is expected to shed light on FDI spillovers on firm-level technical efficiency in a homogenous sector.

2 Research Method

This study used survey data of the Indonesian manufacturing industry conducted by the Indonesian central board of statistics. The final dataset was constructed from convection firms with ISIC code 14111. The data period was from 2010 to 2013. The period was chosen based on the same industrial code.

The Malmquist Index Data Envelopment Analysis (DEA) was employed to calculate firm-level technical efficiency scores. Technical Efficiency scores were obtained through linear programming iterations following [17].

After obtaining the Technical Efficiency estimation results from the DEA model in Eq. (1), it is necessary to determine the extent to which technical efficiency impacts the textile industry. This study used STATA 14 to estimate the panel regression. The panel data model shown below can then be written:

$$TE_{it} = \alpha_0 + \alpha_1 X1_{it} + \alpha_2 X2_{it} + \alpha_3 X3_{it} + \alpha_4 X4_{it} + \varepsilon_{it} \quad (1)$$

where TE_{it} is technical efficiency score of the firm i at time t , $X1_{it}$ is the percentage of foreign ownership of the firm i at time t , $X2_{it}$ represents the capital-labor ratio of the firm i at time t , $X3_{it}$ represents the percentage of imported material of firm i at time t , and $X4_{it}$ represents the percentage of exported output of firm i at time t , ε represents *error term*.

3 Results and Discussion

Based on the analysis results using DEAP 2.1 software, and refers to Coelly et al. [18], the estimated FDI spillovers at the technical efficiency level are shown in Table 1. During the data construction process, the formation of balanced panel data eliminates several observations. The balanced panel data construction includes 120 observations. Table 1 shows the average value of Technical Efficiency (TE), while Table 2 shows panel data for FDI spillover.

Table 2 explains a positive impact on technical efficiency on the capital-labor ratio. A unit increase in the capital-labor ratio will increase the TE score by 0.0457, which is

Table 1. Regression Results of Common Effect, Fixed Effect, and Random Effect using an independent variable: Technical Efficiency Scores.

Variable	Common Effect	Fixed Effect	Random Effect
Constants	1.135*** (0.000)	0.211* (0.763)	1.035*** (0.000)
Foreign Ownership (X1)	0.4184 (0.803)	0.3124* (0.093)	0.6184* (0.080)
Capital Labor Ratio (X2)	0.0547** (0.013)	0.0261 (0.198)	0.0457** (0.012)
Import (X3)	0.0534* (0.092)	0.0193 (0.709)	0.0434* (0.089)
Export (X4)	0.1502 (0.808)	0.156789 (0.145)	0.1602 (0.808)
R ²	0.0902	0.0047	0.0902
Chow Test	<i>Fixed Effect</i>		F- Test : 1.10 (0.0363)
Hausman Test	Chi - Square : 0.3229 (0.9308)		<i>Random Effect</i>
LM Test	Random Effect		Chi-Bar ² : 1.0 (0.000)
Companies	24	24	24
Observation	120	120	120

Source: Author's calculation using the model in Equations (1) and (2). Note: * indicates a level of significance at $\alpha = 10\%$, ** indicates a level of significance at $\alpha = 5\%$, *** indicates a level of significance at $\alpha = 1\%$. The numbers in the parentheses represent the probability of t-statistic.

Table 2. Technical Efficiency Measurement

Year	Min	Max	Mean	Std Deviation
2010–2011	0.832	0.944	0.892	0.023
2011–2012	1.074	1.407	1.329	0.064
2012–2013	0.772	1.076	0.883	0.052

in line with Harianto & Sari [19] and Suyanto & Sugiarti [20] research. While there is a positive impact on technical efficiency in foreign ownership, which can be interpreted as if there is an increase in one unit in foreign ownership, it will increase the TE score by 0.6184. These findings are consistent with the findings of Prasethea et al. [17], Suyanto & Salim [21], and Sari et al. [7]. Moreover, the import has a significant positive effect on technical efficiency (TE). That coefficient value shows 0.0434; when imports increase by 1%, the TE score increases by 0.0434. The results of this study are also in line with findings by Javorcik [11] and Ai et al. [22]. Meanwhile, the export variable does not have a significant effect on technical efficiency because the significance level exceeds 10%.

4 Conclusion

This study analyzes FDI spillovers through an indirect effect on technical efficiency scores of Indonesian convection firms. The key determinants that significantly affect Technical Efficiency are Capital Labor Ratio, Foreign Ownership, and Import. These variables have a positive and significant effect on technical efficiency. The positive effect of foreign ownership on technical efficiency indicates a positive spillover effect of FDI on domestic firms in the convection industry.

These findings have three implications. Firstly, firms with foreign ownership have higher average technical efficiency. Secondly, firms in the convection industry need to increase their capital-labor ratio in order to increase their efficiency. Thirdly, firms that actively use imported materials in production have higher technical efficiency.

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Elon Losman, Isfenti Sadalia, Chairul Muluk

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One of the indicators used in technical analysis to analyze stock trends is

PREFACE

Ichimoku Kinko Hyo. Ichimoku Kinko Hyo itself has four components:

ARTICLES

Tenkan Sen, Kijun Sen, Chikou Span, and Kumo. The four components can

be used independently, in pairs, or as a whole. This study aims to analyze

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the rate of return...

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The Influence of Profitability, Leverage, and Market Value on Income Smoothing in Coal Mining Industries Listed on the Indonesia Stock Exchange

Andreas Turnip, Isfenti Sadalia, Rina Bukit

This study aims to analyze the effect of profitability, leverage, and market value on income smoothing in Coal Mining industries listed on IDX. An important information for investors is profit and loss performance. Profit gives a signal that the company's performance is in a positive trend so that it...

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The Effect of Profitability, Liquidity, and Financial Leverage on Stock Prices in Property and Real Estate Companies Listed on the Indonesia Stock Exchange

S. Royan Sumando, Isfenti Sadalia, Abdilah Arif Nasution

The objectives of this study is to analyze the effect of profitability, liquidity, and financial leverage on the stock prices of property and real estate

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companies listed on the Indonesia Stock Exchange (IDX). The property and real estate industry growth of a country can be an indicator of its economic...

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The Effect of Profitability, Leverage, Incentive, and Gender Diversity on Tax Avoidance in Coal Sub-sector Companies Listed on the Indonesia Stock Exchange (IDX)

Maria Br Sihaloaho, Iskandar Muda, Nisrul Irawati

Based on financial report data published by coal sub-sector companies on the IDX website from 2018 to 2020, this study attempts to assess the effect of profitability, leverage, incentives, and gender diversity on tax avoidance. In this study, sampling was done with the use of the STATA program and multiple...

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Investment Capital and Stock Return on Investment Interest in Millennial Generation in Indonesia

Andriansyah, Isfenti Sadalia

This research aims to determine the effect of investment capital and stock returns on investment interest in the millennial generation in the capital market. This research is associative research with a quantitative descriptive approach. This research was conducted in the city of Medan with a sample...

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Analysis of MSME Financial Intelligence Level in the Utilization of Peer to Peer (P2P) Lending as a Financing Alternative in Batam City

AUTHORS

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Rony Ukurna Daris, Tsfenti Sadalia, Chairul Muluk

Micro, Small, and Medium Enterprises (MSME) is Indonesia's main corporate sector, with 97% of Indonesia's total workforce. Capital fulfillment is one of the obstacles to MSME's development. While most Indonesian MSMEs have various weaknesses in meeting banking requirements for financing, technological...

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The Effect of Operational Efficiency, Marketing Effectiveness, and Leverage on the Financial Performance of PT Pelabuhan Indonesia (PERSERO) Regional I

Rizka Ameylina Nasution, Iskandar Muda, Nisrul Irawati

This study aims to analyze the performance of PT Pelabuhan Indonesia (Persero) Regional I as part of the Indonesian logistics chain. The efficiency and effectiveness of PT Pelabuhan Indonesia (Persero) Regional I are expected to reduce logistics costs to realize economic development in the Western region...

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[HOME](#) **Review of Behavioral Finance from an Inventor's**

Perspective

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~~[Beby Kendida Hasibuan, Isfenti Sadalia](#)~~

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~~**This study aims to determine how the development of behavioral finance from year to year. As we know, developments regarding today's investment decision-making are heavily influenced by behavioral finance. This is because, in several studies, it is known that an investor can behave irrationally in making...**~~

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The Role of Green Accounting and Corporate Social Responsibilities to Improve Maritime Tourism Quality in North Sulawesi

Victorina Z. Tirayoh, Herman Karamoy, Christian V. Datu, Christoffel Mardy O. Mintardjo

Green accounting and corporate social responsibility (CSR) play an essential role in improving the quality of human life and nature. The quality of maritime tourism faces various issues; thus, there is a need for synergy in the business world by implementing green accounting and CSR so that maritime-based...

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The Effect of Macroeconomic Variables on Kompas 100 Indeks on the Indonesia Stock Exchange

Pernando Simamora M, Nisrul Irawati, Chairul Muluk

This study aims to determine the effect of macroeconomic variables, inflation, economic growth, interest rate, exchange rate, and unemployment rate on the KOMPAS 100 Index on the Indonesia Stock Exchange. The sample in this study used the KOMPAS 100 Stock Price Index data from 2015 to 2020 with monthly...

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Green Organizational Culture as Mediator of the Effect of Knowledge Creation on Green Performance

Faizal Susilo Hadi, Sri Wartini, M. E. Lanny Kusuma Widjaja

Limited resources and environmental degradation encourage green economy practices. Green performance can not only be assessed from the production results in the form of products or services in one production chain, but it is a production process in a sustainable cycle or known as a circular economy....

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Competitive Advantage Strategy of Port Enterprise in Indonesia

A Case Study of Eastern Indonesian Ports

Andi Iswoyo, Aminatuzzuhro, Yanuar Fauzuddin, Hendrik Rizqiawan, Supriyanto

In general, ports in Indonesia do not have sound capabilities to face competition with foreign ports. For example, Pelindo III is the largest port company in Indonesia that controls the logistics distribution area of Eastern Indonesia and also faces global port competition. This study

explores the competitive...

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Will Education Return to Normal?

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Investigating Public Opinions on Covid-19 School Reopening

Bobby Ardiansyahmiraja

All educational institutions are currently reopening because the global community is more prepared and has the resources needed to control the spread of Covid-19. However, after years of online dominated learning, reopening schools and universities is not a simple task. Authorities need to understand...

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The Effect of Perceived Price Fairness, Product Quality, and Service Quality on Customer Loyalty with Customer Satisfaction Mediation on Shopee Consumers

Mohammad Nadhiful Fiqqih

This study aims to examine the effect of product price fairness, product quality, and service quality on customer loyalty by customer satisfaction mediation. This research was conducted on Shopee consumers in Surabaya. This study used quantitative methods with PLS (partial least square) test equipment....

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[MSME Categorization In Indonesia: Is It Potentially Problematic?](#)

[ARTICLES](#)[Henrycus Winarto Santoso, Noviaty Kresna Darmasetiawan, Made Siti](#)[Sundari, Raymond Lim, Erisa](#)[ORGANIZERS](#)

In Indonesia, MSMEs play a critical role in driving the economy through labor absorption and contribution to GDP. Therefore, MSME categorization

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has been through numerous processes of refinement in order to be implemented as intended to ascertain better empowerment by policymakers and provide unbiased...

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[Potential Spillover from Foreign Companies](#)

[Evidence from the Indonesian Convection Industry](#)

[Cynthia Yohanna Kartikasari, Suyanto Suyanto](#)

The textile industry in Indonesia is fascinating to study due to its essential role in the Indonesian economy and as a strategic sector for employment. While imported items continue to dominate raw material supply in this sector, Foreign Direct Investment (FDI) inflows will bring about externality effects...

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[Collaborative Strategy to Maintain Sinona Indonesia's Financial and Operational Sustainability in the New Normal Era](#)

Neviaty K. Darmasetiawan, Henrycus W. Santoso

HOME

This study aims to analyze (1) the pentahelix network collaboration strategy carried out by Sinona Indonesia in the new normal era; (2) the role of the collaboration strategy in the pentahelix network in maintaining the financial and operational sustainability of Sinona Indonesia in the new normal era;...

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Integrating Social Cognitive and Social Capital Theory in Using Telemedicine in Pandemic Period

Andri Rianawati, Flora Ramona Sigit Prakoeswa, Zainul Mustofa, Cita Rosita Sigit Prakoeswa, Aza Rosmala

During the Covid-19 outbreak, the usage of telemedicine has increased. This study has a goal to see how the integration of social cognitive and social capital theory affects users' inclinations to use telemedicine during pandemic turbulence. Individual relationships and social structure are discussed...

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The Use of Non-cash Payment Methods During The National Economic Recovery

Bambang Budiarto

This study aims to determine the proportion ratio between people who have more income and sufficient income when using a non-cash payment method. The division of two groups of people's income is based on The Regulation of the Minister of Manpower of the Republic of Indonesia No. 14

of 2020. People with...

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Grouping of Tourist Preferences Towards Tourist Villages in East Java Based on Facial Recognition and Background

PUBLISHING INFORMATION

Siti Mujanah, Candraningrat Candraningrat, Sumiati, Lutvi Abdullah, Nur Fitriani, Elvira Aulia Fijannah

The research aims to propose a new method for the analysis based on face and picture content recognition technologies, travel habits, and preferences that were grouped by age, gender, and the background of tourist attractions utilized by photographers. This study uses content analysis to identify potential...

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Developing Model of Digital Leadership for the New Normal Age

Setyo Budianto, Ubud Salim, Wahdiyati Moko, Nur Khusniyah

The new normal is a new order created to adapt to the Covid-19 pandemic, a new habit built on adaptation to promote a clean and healthy lifestyle. The pandemic is a real-life example of a volatile-uncertain-complex-ambiguous (VUCA) world. It has resulted in huge changes in leadership and management of...

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~~Frugal Lifestyle Trend Among Generation Z~~

~~How Do They Spend Money?~~

~~Prita Ayu Kusumawardhany~~

~~AUTHORS~~

~~This research is based on the phenomenon of Generation Z's life as the next generation who spends their expenses sparingly due to several current global threats such as the depletion of global resources, the climate crisis, to the Covid-19 pandemic. This frugal lifestyle behavior is characterized differently...~~

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Internal Locus of Control, Entrepreneurial Learning, Risk Tolerance on Self-efficacy, and Entrepreneurial Intention

Denis Fidita Karya, Mohamad Yusak Anshori, Rizki Amalia Elfita, Laila Alfi Sahrin, Mira Nirmala Gita

The high unemployment rate in Indonesia is dominated by highly educated people, including senior high school, college, and diplomas. This is undoubtedly a concern of the government. To reduce the high unemployment rate, education is needed especially concerning the importance of having entrepreneurial...

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Domestic Consumption: Relative Product Quality Ethnocentrism, and Domestic Product Belief

Mohamad Yusak Anshori, Denis Fidita Karya, Rizki Amalia Elfita, Laila Alfi

[HOME](#) **Sahrin, Mira Nirmala Gita**

[PREFACE](#)
 The increasing number of cosmetics imports in Indonesia has resulted in the domestic cosmetic industry has to compete with foreign products. This study aims to determine consumer behavior in using local products using

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 cognitive (quality evaluation), normative (social and personal norms relating to the...

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**The Effect of Financial Literacy and Financial Inclusion on MSMEs Performance
 (Case Study in MSMEs Assisted by SME & IKM DPW North Sumatra Province)**

Mangihut Parlindungan Aritonang, Isfenti Sadalia, Chairul Muluk

The performance of Micro, Small, and Medium Enterprises (MSMEs) has a vital role in the economy in Indonesia. Reaching 99.9% of the total businesses in Indonesia, MSMEs contribute significantly to job creation and employment. However, they still face many problems, especially capital problems, which...

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Supply Chain Management Strategy in Building a Competitive Advantage Through the Implementation of Logistic 4.0

Fausta Air Barata, Gustaf Naufan Febrianto, Muhammad Yasin

This study aims to examine supply chain management in building competitive advantage through logistics. This study indicates that: 1)

Strategic supply chain management is achieved to win the supply chain or at least survive in market competition. Efficient and robust logistics 4.0 must rely on technology...

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Predicting Digital Business Startup Intention in SEA: TPB-PC Model Test A Case Study of Indonesian Students

Christoffel Mardy O. Mintardjo, Achmad Sudiro, Mintarti Rahayu, Sudjatno Sudjatno

Digital business startups are essential engines for innovation and economic growth in Industry 4.0 era and digital civilization. These digital technology-based businesses can grow and develop rapidly when new desires and ideas arise from entrepreneurs to establish digital business ventures. This study...

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The Change of a Poor Paradigm to a Rich Paradigm Through the NU Coin Movement Process (A Case Study on the Zakat Infaq and Alms Institution MWC NU Kalidawir, Tulungagung Regency)

M. Yusuf Azwar Anas, Armanu Thoyib, Sudjatno, Risna Wijayanti

Poverty is a problem in many countries worldwide. Poverty can be in the form of poor wealth or mental poverty. This study aims to explain changing the poor paradigm to the rich through the NU Coin movement carried out by the amil zakat and infaq institutions of Nahdlatul Ulama. Community

[movement phenomenon...](#)

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Self-regulation and Learning Outputs of Filipino MOOC Learners

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Junard Duterte, Gilbert Importante

During the coronavirus pandemic, scholars study how learners pursue lifelong learning in open and distance education since few studies investigate this issue. This study aims to discover a learning model that would increase the students' online learning engagement and course completion in Massive Open...

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Unraveling Cultural Intelligence and Its Impact on Perceived Employability Among Undergraduate Students in Philippines' Public Universities

Daniel Fritz V. Silvallana, Maartandan S. Suppiah

Managing a multicultural environment has been increasingly challenging in the workplace. Higher education institutions are expected to play an active role in developing and promoting necessary skills for students to be adaptive in a diverse workplace after graduation. Cultural intelligence becomes a...

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[HOME](#)[Proceedings Article](#)[PREFACE](#)[Behind Knowledge Hiding Behavior](#)[A Case Study of CV. Tirta Monsager-Indonesia](#)[Elyse Tandelilin, Noviaty Kresna Darmasetiawan, I. Gusti Ayu Kade Dewi](#)[AUTHORS](#)[Laksmi Wiryana](#)[ORGANIZERS](#)[The study aims to understand the reasons behind knowledge hiding](#)[PUBLISHING INFORMATION](#)[behavior. Knowledge hiding is a common phenomenon in organizations done intentionally by an individual to withhold or conceal knowledge that another has requested. Knowledge hiding becomes a contrarian behavior that violates the organization's...](#)[+ Article details](#)[+ Download article \(PDF\)](#)

[Proceedings Article](#)[Employee Service Innovative Behavior in the Public Sector: The Role of Proactive Personality and Work Engagement](#)[Anni Fitriana, Aryana Satrya](#)[This study aims to examine the critical role of proactive personality on the employee service innovative behavior and the indirect effect of mediation of work engagement. 323 complete responses from full-time frontline employees in Indonesia's public service organization were used and analyzed with Structural...](#)[+ Article details](#)[+ Download article \(PDF\)](#)

[Proceedings Article](#)[The Influence of Work Ability, Work Environment and Organizational Culture on Employee Performance with Motivation as a Mediating Variable](#)

Firdaus Lismanto

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The purpose of this study is to investigate the factors that contribute to the decline in employee performance at ABC Company, specifically work ability, organizational culture, work environment, and motivation. This type of research employs quantitative methods in applied business research.

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The sample...

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The Effect of Privacy (Security) Settings, Application Design, and E-Trust on E-Relationship Satisfaction and E-Loyalty on GoFood in Surabaya

Ahadin Mintarum

This study aims to examine privacy (security) settings, application design, and e-trust on e-relationship satisfaction and e-loyalty on GoFood in Surabaya. This study used a quantitative approach with the partial least square (PLS) method by distributing questionnaires to 100 respondents who used the...

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Mediating Effect of Psychology Empowerment on the Influence of Knowledge Sharing to Lecturer Performance: An Empirical Study in UBP Karawang

Enjang Suherman, Suroso, Budi Rismayadi, Sihabudin

Lecturers' academic positions, university accreditation ratings, and lecturers' education levels that are not yet optimal indicate that lecturers'

performance is still not optimal. The government's efforts by providing scholarships, training, and grants are a form of empowering lecturers. In addition,...

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The Impact of Employees' Paradox Mindset on Innovative Behavior Mediated by Thriving at Work: A Quantitative Study of Banking Employees

Maria Fillippa Neri Indrawati, Aryana Satrya

This study analyzes the relationship between employees' paradox mindset and IWB. This study also investigates thriving as mediating variable in the relationships between employees' paradox mindset and IWB. Individual innovation is accompanied by paradoxical tension. Adopting a paradox mindset, which...

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Work from Home During the Covid-19 Pandemic in Civil and Public Service Context What Could Be Learned From It?

Rasmulia Sembiring, Winarto

The Covid-19 pandemic has forced people to discover a new way to work, study, learn and socialize. The terminology "work from home" is not new in the literature and practices; however, it became more and more popular around the world during the Covid-19 pandemic. The present research aims to explore...

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Gender Ideology and Company Performance Measure**A Case Study on Two Companies in Indonesia****Lisa Widjaja, Dianne Frisko Koan**

This study aims to analyze the role of the company's leader in arranging the non-financial measures using gender ideology. This study uses a qualitative approach to understand better the role of top management of the company in the way they set up the performance measures, especially non-financial measures....

[+ Article details](#)[+ Download article \(PDF\)](#)**Proceedings Article****The Relativism of Ethical Dilemma Decision Making
The Use of Social Media for Pre-employment Background Check****Permata Ayu Widyasari**

The research involves 120 business students answering ethical dilemmas in business. The case was about a company using social media as a pre-employment background check and considering it part of the hiring process. The students must answer from both the candidate's and the employer's perspectives. Initially,...

[+ Article details](#)[+ Download article \(PDF\)](#)**Proceedings Article****The Effect of Organizational Learning Culture, Self-efficacy,**

and Organizational Citizenship Behavior on Knowledge

Sharing Behavior

PREFACE

Mustofa, J. L. Eko Nugroho

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This study aims to determine the effect of organizational learning culture, self-efficacy, and organizational citizenship behavior on knowledge sharing

AUTHORS

behavior of teachers at State Senior High Schools (SMAN) in Surabaya. The

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sample consisted of 92 respondents. Data collection was done by

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questionnaire....

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The Importance and Performance Analysis with Diagonal Regression Approach

Uus Mohammad Darul Fadli, Budi Rismayadi, Citra Savitri

This study aims to examine the importance and performance analysis using a diagonal regression approach. Scale measurement used semantic differential. The diagonal of the regression coefficient was used to map the coordinates of the balance of the importance and performance analysis assessments with...

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Employee Relations Strategy in Improving Team Performance at the PT X Station Jakarta

Chair Amir, Sugeng Santoso, Rini Anggraini, Taufik Riyandi, Sayer Zulkarnaen

Numerous factors, including leadership style, leadership capabilities,

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~~communication climate, and customer character, contribute to performance gaps. The research prioritizes the passenger transportation services of PT X over the work of other divisions. It highlights employee relations as a factor contributing...~~

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The Effect of Spiritual Leadership, Organizational Support, and Islamic Work Ethic Testing Employee Performance and OCB as Mediating Variable

Ahyar Yuniawan, Fuad Mas'ud, Intan Ratnawati

Employees and companies are two things that cannot be separated because employees play a major role in carrying out company activities. Every company tries to improve and develop its company by doing many ways related to the employee performance improvement program. To make progress and achieve the goals...

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Predictors and Impact of Openness to Change in Asset Management Contract (AMC) Implementation at the Electric Power Service Company

Satpaulina, Yeni Absah, Rulianda Purnomo Wibowo

The change strategy in asset management implementation is an effort made by the company to deal with the changing business environment. Management decisions with the asset management contract (AMC) mechanism are feared to impact employee satisfaction and employee continuance commitment. This study aims...

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Analysis of Job Satisfaction on Employee Engagement**Impacted on Turnover Intentions at PT Hilti Nusantara's****Account Manager**

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Ariwinata, Harmein Nasution, Linda Tri Murni Maas

This research was conducted at PT Hilti Nusantara addressed at The Garden Center Building Level 3, Unit 3-11 Cilandak Commercial Estate, Cilandak KKO Street, Pasar Minggu, South Jakarta. This study aims to examine the Job Satisfaction on Employee Engagement Impacted on Turnover Intentions at PT Hilti...

[Article details](#)[Download article \(PDF\)](#)**Proceedings Article****Evaluation of the Implementation of Hospital Management Information Systems (SIMRS) Using the Hot-Fit Method at Al Fuadi General Hospital, Binjai****M. Ibnu Alhaq, Yeni Absah, R. P. Wibowo**

This research aims to investigate the factors that provide the maximum net benefit from the implementation of SIMRS. Based on the patient satisfaction survey conducted, there were still complaints related to poor service performance of the agency and the low increase in inpatients every year. This type...

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~~Analysis of Balanced Scorecard Implementation on the~~

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~~Calculation of Performance of PT PLN (Persero) North~~

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~~Sumatera~~

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~~Rosyid Nurdin Fauzi, Nazaruddin, Amlys Syahputra Silalahi~~

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~~This research aims to analyze the results of the balanced scorecard~~

~~implemented by PLN UIKSBU in optimizing the achievement of its targets.~~

~~The hypothesis was formulated that the measurement of key performance indicators from the perspective of human resources, namely Human Capital Readiness (HCR) and...~~

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The Effect of a Toxic Work Environment on Employee Engagement in the Digital Era and Society 5.0

Johny Rusdiyanto

People's lives have undergone a radical transformation as a result of the Industrial Revolution 4.0, and this concept is known as Society 5.0. The concept refers to a revolution in society that incorporates human and humanities aspects into its use of technology. Digitalization in some sectors has begun,...

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Analysis of Career Development as a Public Agency in *BPJS Ketenagakerjaan* Medan Branch

[HOME](#) **Erny Veranica Napitupulu, Harmein Nasution, Yeni Absah**

[PREFACE](#) **PERDIR/22/092021 stipulates BPJS Ketenagakerjaan (Employment Social Security Program) Staffing Management, including career development**

[ARTICLES](#) **in the BPJS Ketenagakerjaan. It is an integral part of management, but in**

[AUTHORS](#) **reality, there are no indications of the optimal implementation of career development in BPJS...**

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Competence of Indonesian Social Security Driver (Shield) in Increasing Participation at BPJS Employment Medan City Branch

Muhammad Ari Iriawan

Social security is an essential thing needed by everyone, including employment social security for Indonesian workers. The Penggerak Jaminan Sosial Indonesia (PERISAI), an agent in social security, plays an essential role in conveying the benefits of the existing social security program to protect workers....

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The Influence of Organizational Behavior on the Sustainability Services of the Ate Keleng Foundation of Karo Batak Protestant Church (YAK GBKP)

Yusuf Tarigan, Sukaria Sinulingga, Linda Trimurni Maas

The sustainability of a foundation as a nonprofit organization depends on

[HOME](#) **donations from domestic and abroad and the influence of its leaders.**

Donation influences whether the foundation can continue its services.

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Based on several studies, it was found that the foundation's sustainability does not only...

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Analysis of Workload, Employee Placement, and Employee Engagement on Employee Job Satisfaction at Medan Customs and Excise Office

Bosker Edward Hutabarat, Prihatin Lumbanraja, Isfenti Sadalia

One of the important aspects of human resource management is measuring employee job satisfaction. Job satisfaction is an individual's general attitude towards his job. This study analyzes the influence of workload, employee placement, and employee engagement on employee job satisfaction at Medan Customs...

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Proceedings Article

Effect of Occupational Health Safety and Rewards on Employee Performance and Work Motivation as Intervening Variables at PT Pertamina Geothermal Energy Area Sibayak

Ryan Dwi Gustriandha, Nazaruddin, Isfenti Sadalia

These days, human resources are a vital role needed as a company asset to survive in the current business competition. Human resources as employees cannot be separated from problems related to occupational health and safety in the company as by ensuring occupational health safety, companies can foster...

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Does Gender Matter in the Relationship Between Individual Absorptive Capacity and Subjectivity Career Success?

ORGANIZERS

Yasmin Chairunisa Muchtar, Inneke Qamariah

Some scholars argue that career experience in the workplace owned by men and women is different [9] caused by various factors. Hence, it may result in differences in the individual assessment of career success. This study aims to analyze the relationship between Networking Behavior on Subjective Career...

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Proceedings Article**The Influence of Implementation of the Four Disciplines of Execution on the Achievement of Commercial Credit Targets at PT Bank Sumut**

Benyamin M. P. Siahaan, Yeni Absah, Isfenti Sadalia

Every corporate entity certainly wants to maximize the achievement of its targets to obtain maximum revenue and profits. This study aims to determine the effect of implementing the 4 Disciplines of Execution (4DX) on achieving commercial credit objectives in the Credit Division. This research is interesting...

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HOME [The Influence of Competence, Organizational Commitment,
Training & Development on Employee Performance in
Pondok Pesantren Modern Al Hasyimiyah Tebing Tinggi](#)

PREFACE

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[Habibi Mardika Putra, Yeni Absah, Sugih Arto Pujangkoro](#)

AUTHORS

ORGANIZERS [Human resource management views every employee in an organization as the most valuable asset. Every employee who works in an institution or company should improve skills and maintain organizational commitments to improve superior competitiveness. Measurements of employee performance need to be done in...](#)

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[Influence of Talent Management on Succession Planning Through Leadership Skills](#)

[Bambang Agustian, Yeni Absah, Isfenti Sadalia](#)

One of a company's strategies in anticipating succession planning is talent management. Vacant critical positions, especially managerial positions, can disrupt the company's operational stability. This position requires fast acceleration, especially in terms of decision-making. The next problem is that...

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[The Impact of Work Placement, Work Environment, Work Motivation, and Communication on Employee Performance in the Library and Archives of the Medan City Government](#)

[Sumiadi, Yeni Absah, Isfenti Sadalia](#)

Employee performance is essential because high performance will be able to motorize all the elements in an organization to achieve its goal. The civil servant knows that good performance has an optimal role in national development. This research aims to analyze the influence of work placement, work environment,...

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The Influence of Leadership, Motivation and Reward on Turnover Intention with Job Satisfaction as an Intervening Variable

(Case Study of Fertilizer Company, Deli Serdang)

Adi Gumelar Cakra Prabowo, Prihatin Lumbanraja, Rulianda Purnomo Wibowo

One form of employee behavior in the organization is the desire to resign (Turnover Intentions), which leads to the employee's decision to resign from his job. The company under scrutiny is a distributor of agricultural & plantation fertilizers in the Deli Serdang area, with market areas covering...

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The Effect of Quality of Work-Life, Training, and Organizational Climate on Job Satisfaction at PT. X's Plantation Company

Johannes Wijaya Sinaga, Iskadarini, Rulianda Purnomo Wibowo

This paper examines the effect of quality of work-life, training, and organizational climate on Job Satisfaction. This research partially shows that the quality of work-life has a significant positive effect on job

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[satisfaction at PT. X plantation company, training has a significant positive effect on...](#)

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[The Influence of Training Program and Work Environment on Employee Performance Through Work Satisfaction as a Mediating Variable](#)

Selva Mardinawaty, Yeni Absah, Isfenti Sadalia

This study aims to investigate the effect of a training program and work environment on employee performance through work satisfaction. The research methodology used was descriptive quantitative with a path analysis approach to answer the research hypothesis. The research population was 78 employees...

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[Analysis of Job Satisfaction, Job Stress, and Job Insecurity on Employee Turnover Intention at a Manufacturing Company in the Industrial and Chemical Sector in North Sumatra](#)

Laurasia Trya Prillya, Prihatin Lumbanraja, Meilita Tryana Sembiring

The study aims to analyze the effect of job satisfaction, job stress, and job insecurity on employee turnover intention at a Manufacturing Company in the Industrial and Chemical Sector in North Sumatra. The study was conducted on 96 employees at a Manufacturing Company in the Industrial and Chemical...

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The Influence of Transformational Leadership, Workload, and Competence on SME Relationship Manager

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Performance at Bank BNI Territorial Office 1 North Sumatera**Tirza Hafiz, Yeni Absah, Isfenti Sadalia**

Fierce competition in the banking industry requires companies to outperform and innovate to survive and evolve. As a driving force for a company, human resources have to play the most important role and work well to help the company achieve its goals. This research aims to analyze the relationship among...

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This research aims to analyze the factors that affect the impediment of the ship maintenance system in PT. Pelabuhan Indonesia (Persero), which consists of variables of competence and work motivation for employee performance of the Ship Division at PT. Pelabuhan Indonesia Regional 1 (Persero). The research...

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Annie Artuti Kusmaningtyas, Alivia Nur Faidah

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**Islamic Human Capital
A New Concept for Islamic Business Organizations**

Rita Mutiarni, Ubud Salim, Eko Ganis Sukoharsono, Mintarti

**As one of the countries with the largest Muslim population globally,
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**Research Overview on the Life of Families with Foreign
Elements in Ho Chi Minh City, Vietnam**

Phan Thi Hong Xuan, Phan Hieu Nghia, Le Nguyen Ai Huyen, Kang Min

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Ho Chi Minh City is considered a safe land of perching birds, where diverse and colorful cultures converge. Experiencing many difficulties throughout

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Designing Key Performance Indicators (KPI) for Teachers to Improve the Performance of SMK Muhammadiyah 20 Panai Hulu, North Sumatra

Thoyyib Kardianto, Prihatin Lumbanraja, Meilita Tryana Sembiring

Organizational performance is an indicator of the level of achievement that can be achieved, reflecting the success of an organization and the results achieved by the organization members. Performance is the result of collaborative activities between members or organizational components in order to realize...

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Factors Affecting Purchase Intention Through Online Application: A Case Study of Lazada

Waiphot Kulachai, Adi Prasetyo Tedjakusuma, Junphen Wannarak, Patipol Homyamyen

This paper aims to examine the relationship between product, price, place, promotion, trust, and intention to purchase. The sample of this study was

125 undergraduate students at a university located in Suphanburi, Thailand.

Due to the Covid-19 pandemic, an online questionnaire was administered to collect...

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Internal Branding as a Marketing Strategy for Start-Up

Ahmed Rageh Ismail, Bahtiar Mohamad, Muslim Diekola Akanmu

Internal branding evolved from marketing to engage employees of any organization for strategic planning. However, there has been a lack of evidence on the internal branding's Return on Investment that has affected start-up managers. Therefore, this study aims to investigate the roles of internal branding...

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The Entrepreneurial Orientation of Property Developers Around JLLB Surabaya Plan

Freddy Mutiara

Property development, especially landed houses, is taking place around the Surabaya Outer West Ring Road (JLLB) infrastructure plan. These days, there are dozens of new residential areas in the border area of Western Surabaya and Southern Gresik, East Java Province, Indonesia, utilizing JLLB's plans...

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The Factors That Affect Tourist Revisit Intention of Sanur Bali Beach

Ni Ketut Sonia Mutiara, Indarini, Dudi Anandya

The Covid-19 pandemic has affected the tourism sectors worldwide, including Bali, Indonesia. This study aims to identify factors affecting the revisit intention of Sanur Bali beach. It is a quantitative study using the primary data of 240 respondents. This study used a questionnaire with a target of...

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Does Religiousness Matter to Intention to Commit Digital Piracy?

Adhika Putra Wicaksono

The study aims to examine digital piracy using the Theory of Planned Behavior (TPB), religious theory, and deterrence theory by adding economic and hedonic benefits. This study used a non-probability sampling technique. The questionnaire was distributed through an online platform and obtained from 214...

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"I Know What You Did During the Pandemic" Consumer Behavioral Actions During the Covid-19 Outbreak

Andhy Setyawan, Fandy Tjiptono

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~~Although it is not the only pandemic in human history, the Covid-19 has had severe negative long-term impacts and disruptions on business and consumer behavior. The rapid and deadly transmission of Covid-19 has caused various individual responses in social interactions and personal activities. This study...~~

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Intention to Use Mobile Payment in Indonesia. The Role of Innovativeness, Usefulness, Risk, and User Stress

Angelia Putri Permatasari, Dudi Anandya, Indarini

This study aims to examine the effect of perceived satisfaction, perceived usefulness, perceived risk, and perceived trust variables on the intention to use mobile payment in Indonesia. This study uses Gopay mobile payment as an object. This study is causal research that was tested empirically by using...

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The Antecedents in Forming Loyalty in the Fast-Food Industry

Grace Felicia Djayapranata, Andhy Setyawan

The fast-food industry is one of the fastest-growing industrial sectors. However, as the market grows, more and more competitors are entering this industry. With the increasing number of choices, it is difficult for companies to maintain consumer loyalty. Therefore, this study investigates the factors...

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Pre-school Choice Decision Making Among Millennial

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Moms a Pilot Marketing Strategy Model

Cesya Rizkika Parahyanti, Azizul Yadi Yaakop

Like mothers in other generations, millennial mothers also face several challenges when making decisions within the family, including choosing the best preschool for their children. Preschools must compete to meet the needs of millennial mothers who have children under six years old at their current...

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The Effect of Perceived Ease of Use and Perceived Usefulness on Trust, Loyalty of E-Commerce Customers

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The e-commerce market opportunity supported by the government has

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encouraged the increasingly competitive digital-based businesses in Indonesia. This study was performed in this regard to investigate and test

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