



COMMUNICATION ECONOMICS ORGANIZATION

5-7 July 2024 - Astana, Kazakhstan

9th

ABSTRACT BOOK

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International CEO

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

Social Sciences Congress

ABSTRACT E-BOOK

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Presentation

We are delighted to introduce **Esil University (Host University for 9th CEO Congress)**, **Career Point University**, **Polytechnic Institute of Portalegre**, **Acacia University**, **IPMI International Business School**, **Mohanlal Sukhadia University**, **Samarkand Branch of Tashkent University of Economics**, **International Vision University**, **Alfred Nobel University**, **Niřantaşı University**, **University of Prizren**, **Cyprus West University**, **Ciputra University**, **Knowledge Laboratory**, **ACMIT**, **Insec**, **NCM Publishing**, **CEO Tekmer**, **Jakarta Global University**, **Universitas Bhayangkara**, **Ostim Technical University** and **Mardin Artuklu University** served as the vehicle of dissemination for a showpiece of articles at the **International CEO (Communication, Economics, Organization) Social Sciences Congress (CEO SSC 2024, Astana, Kazakhstan)** that was held online and offline on **5-7 July 2024**. CEO Congress aims to provide a platform for discussing the issues, challenges, opportunities and findings of **Communication, Economics, Organization and Social Science** research. The organizing committee with feedback from the division chairs and the members of the **scientific committee** foresaw an opportunity and research gap in the conference theme, that pitches for pressing issues in the business world. Presentations are in Turkish & English.

2024 Int. CEO Congress takes place with the participation and contributions of **403 academics from 32 countries: Argentina, Avustralia, Azerbaijan, Belarus, Bulgaria, Cameroun, Canada, China, France, India, Indonesia, Iraq, Italy, Kazakhstan, Kosovo, Malaysia, Morocco, Netherland, New Zealand, Nigeria, Oman, Pakistan, Philippines, Poland, Romania, Russia, Saudi Arabia, Tanzania, Thailand, TRNC, Türkiye, USA, Uzbekistan.**

It is a great privilege for us to present the Abstract Book of **CEO SSC 2024** to the authors and delegates of the conference.

Several manuscripts from prestigious institutions could not be accepted due to the reviewing outcomes and our capacity constraints. Participation from **126 different institutions or universities**. The 3 days long conference gathered close to **403 national and international attendees** to enliven a constellation of contributions. **154** papers of the **204** papers approved to present at the congress are outside of Türkiye. **76% of the papers presented at the congress are from outside Türkiye**. Best paper awards were issued to distinguished papers.

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

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

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

Sunuş

5-7 Temmuz 2024 tarihlerinde "**9. Uluslararası CEO İletişim, Ekonomi ve Organizasyon Sosyal Bilimler Kongresi**" **Esil Üniversitesi** ev sahipliğinde Astana, Kazakistan'da Career Point University, Polytechnic Institute of Portalegre, Acacia University, IPMI International Business School, Mohanlal Sukhadia University, Samarkand Branch of Tashkent University of Economics, International Vision University, Alfred Nobel University, Nişantaşı Üniversitesi, University of Prizren, Cyprus West University, Ciputra University, Knowledge Laboratory, ACMIT, Insec, NCM Publishing, CEO Tekmer, Universitas Bhayangkara, Jakarta Global University, Ostim Teknik Üniversitesi ve Mardin Artuklu Üniversitesi iş birliği ile düzenlenmiştir.

Kongremizde *Arjantin, Avustralya, Azerbaycan, Belarus, Bulgaristan, Kamerun, Kanada, Çin, Fransa, Hindistan, Endonezya, Irak, İtalya, Kazakistan, Kosova, Malezya, Fas, Hollanda, Yeni Zelanda, Nijerya, Umman, Pakistan, Filipinler, Polonya, Romanya, Rusya, Suudi Arabistan, Tanzanya, Tayland, KKTC, Türkiye, ABD, ve Özbekistan* gibi **32 ülkeden ve 126 kurum/üniversiteden 403 akademisyen** tarafından hazırlanan **204 bildiri** sunulmuştur.

Kongremize **276** bildiri özeti gönderilmiş, editör ve hakem süreçlerinden sonra bunlardan **221** tanesi sözlü sunuma kabul edilmiş, ancak **34 oturumda 204 bildirinin sunumu** gerçekleşmiştir. Sunulan bildiriler, **978-625-98685-4-7** ISBN'li bu e kitapta yayımlanmaktadır. Belirtilen tarihe kadar **kongre sitesine yüklenen tam metin bildiriler** ise, **yazarın tercihinine, editör ve hakemlerin değerlendirmelerine göre** tam metin bildiri kitabında **bildiri** olarak, edit kitapta **kitap bölümü** olarak veya web sitesinde belirtilen dergilerde **makale** olarak yayımlanma fırsatına sahiptir. Yazarlar, tercihleri ile ilgili çalışmasının tam metnini **ceocongress.info@gmail.com** adresine mutlaka göndermelidir. Bilgi verilmediği takdirde tam metin kitabında yayımlanacaktır.

Kongrede sunulan 204 bildirinin 50'si Türkiye ve 154'ü yurt dışındandır. Yayımlanan **bildirilerin %76'sı Türkiye dışındandır. Önceki Uluslararası CEO Kongre'lerde olduğu gibi 9. Uluslararası CEO Kongre'de de bildiri özet kitabında yabancı oranı %50'den fazladır.**

Onaylı ve yayımlanan **204 bildiriden ikisi Türkiye'den ve üçü yurt dışından olmak üzere beşine en iyi bildiri ödülü duyurulmuştur.**

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

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

A Special Thanks To...

Below is a list of individuals who have supported **CEO Congress 2024 Kazakhstan** by donating some of their time. It is these people who make our work possible and have been a great help. We would like to say a special THANK YOU for all those listed below.

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1. The Role of the Angklung Community Senang Barokah Sesama (SBS) in Improving the Life Motivation of the Older Generation - **Liena PRAJOGI, Prof. Dr. Wiwiek Mardawiyah DARYANTO**
2. The Use of Artificial Intelligence in one Aviation Institution in the Philippines – **Atty. Gomeriano V. AMURAO, Dr. Lina M. CONSTANTE, Dr. Ethel Reyes-CHUA, Dr. Jhennie VILLAR, Ms. Hazel Irish PAGULAYAN, Ms. Erielyn REYES**
3. Financial Performance Analysis and Evaluation of PT. Bank Permata Tbk. Before and After Acquired by Bangkok Bank Public Co. Ltd. Amid High Competition in Indonesia Banking Industry for the Years 2019 - 2023 - **Eddie SAJOGA, Prof. Dr. Wiwiek Mardawiyah DARYANTO**

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Nasıl Bir Çevrede Yaşamak İstersiniz Sorusunun Öğrenci Görüşlerine göre Analiz Edilmesi

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ÖZET

Bireyin benliğinin oluşması ve o benlikten bir karakter oluşturabilmesi için varlığını özgür hissettiği bir ortamda doğması, büyümesi ve gelişmesi gerekmektedir. Maslow ihtiyaçlar hiyerarşisinde güvenlik basamağı diye adlandırdığı ikinci basamakta, bireyin mülkiyet hakkından, yaşamak istediği çevreden o çevrede kendini korunaklı hissetmesinden bahseder. Bu araştırmanın amacı 7. Sınıf öğrencilerinin nasıl bir çevrede yaşamak istediklerine dair sonuçları analiz etmektir. Araştırma kapsamında öğrencilere nasıl bir çevrede yaşamak istersiniz? Çevrenizi güzelleştirmek için nasıl bir çaba sarf ediyorsunuz şeklinde sorular sorulmuş ve araştırma bu bağlamda şekillenmiştir. Araştırmanın doğasına uygun olması gereğiyle bu çalışmada nitel araştırma yöntemleri kullanılmıştır. Veri toplama aracı olarak doküman incelemesi yapılırken veri analizi ise doküman analizi ile desenlenmiştir. Aynı zamanda bireysel görüşme yoluyla toplanan veriler de çözümlenmiştir. 7. Sınıf öğrencilerinin %80'i doğal bir çevrede ama çevrelerinde güvenlik güçlerinin olduğu ve aynı zamanda avm'lerle iç içe bir ortamda yaşamak istediklerini söylerken, geriye kalan %20'lik kesim ise tamamen teknolojiyle iç içe yaşayabilecekleri akıllı evleri kendilerine uygun bir yaşam modeli olarak seçtiklerini ifade etmişlerdir.

Anahtar Kelimeler: Çevre, Güvenlik, Yaşam, Sosyal Bilgiler.

Analyzing the Question "What Kind of Environment Would You Like to Live in?" According to Student Views

ABSTRACT

In order for an individual to form a self and to create a character from that self, he/she needs to be born, grow and develop in an environment where he/she feels free. In the second step of Maslow's hierarchy of needs, which he calls the security step, he talks about the individual's right to property, the environment he wants to live in, and feeling protected in that environment. The aim of this research is to analyze the results of the 7th grade students about what kind of an environment they want to live in. Within the scope of the research, what kind of an environment would you like to live in? What kind of effort do you make to beautify your environment?" questions were asked and the research was shaped in this context. Qualitative research methods were used in this study because of the nature of the research. While document analysis was used as a data collection tool, data analysis was designed with document analysis. At the same time, the data collected through individual interviews were also analyzed. While 80% of the 7th grade students said that they wanted to live in a natural environment but with security forces around them and at the same time in an environment intertwined with shopping malls, the remaining 20% stated that they chose smart houses where they could live completely intertwined with technology as a suitable life model for them.

Keywords: Environment, Safety, Life, Social Studies



Nüfus Yoğunluğunun Artmasının ve Azalmasının Öğrenci Görüşlerine göre Analiz Edilmesi

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ÖZET

Bir ülkede, bir bölgede bir mahallede hatta bir ailede yaşayan bireylerin tamamı nüfusu oluşturmaktadır. Nüfus tematik alanı 7. Sınıf Sosyal Bilgiler dersi kapsamında öğrencilere öğretilmekle birlikte bu yaş ve sınıf düzeyine kadar da gerek hayat bilgisi dersi gerekse hayatın içerisinde sıklıkla dile getirilip bir anlam ifadesi ve algısının oluşturduğu bir kelime bütünüdür. Bu araştırmanın amacı 7. Sınıf öğrencilerinin nüfus yoğunluğunun artmasının ve azalmasının onlar için ne anlam ifade ettiğinin analiz etmek amacını taşımaktadır. Bu kapsamda öğrencilerle bireysel görüşmeler yapılmış olup, bunun sonucunda nüfus yoğunluğunun artmasının olumlu yönlerini ifade eden bir grup ortaya çıkmakla birlikte nüfus yoğunluğunun zararlarının olduğunu. Dile getiren bir grupta ortaya çıkmıştır. Bu bağlamda da bu iki grubun arasında öğrencileri eğlendirirken, eleştirel bakmalarını da sağlayan münzara tekniği kullanılmış olup, bu iki grubun bu konuyu tartışmaları için fırsat oluşturulmuştur. Araştırmanın doğasına uygun olması gerekçesiyle bu çalışmada nitel araştırma yöntemleri kullanılmıştır. Veri toplama aracı olarak doküman incelemesi yapılırken veri analizi ise doküman analizi ile desenlenmiştir. Aynı zamanda bireysel görüşme yoluyla toplanan veriler de çözümlenmiştir.

Anahtar Kelimeler: Nüfus Yoğunluğu, Nüfus Artışı, Nüfus Azalışı, Sosyal Bilgiler Dersi.

Analyzing the Increase in Population Density And Decrease in Population Density According to Student Opinions

ABSTRACT

All individuals living in a country, a region, a neighborhood or even a family constitute the population. Although the thematic area of population is taught to students within the scope of the 7th grade Social Studies course, it is a set of words that are frequently mentioned in the life science course and in life until this age and grade level, and a meaning expression and perception is formed. The aim of this research is to analyze the meaning of the increase and decrease in population density for 7th grade students. In this context, individual interviews were conducted with the students and as a result, a group that expressed the positive aspects of the increase in population density emerged, as well as a group that expressed the harm of population density. There was also a group expressing that population density is harmful. In this context, the debate technique was used between these two groups, which entertained the students while enabling them to look critically, and an opportunity was created for these two groups to discuss this issue. Qualitative research methods were used in this study because of the nature of the research. While document analysis was used as a data collection tool, data analysis was designed with document analysis. At the same time, the data collected through individual interviews were also analyzed.

Keywords: Population Density, Population Increase, Population Decrease, Social Studies Course.

Harita Okuryazarlığı Kazanmış Bireylerin Bakış Açısıyla Çevre Analizi

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ÖZET

Harita okuryazarlığı bireyin, yalnızca eline aldığı haritada şehirleri, dağları, akarsuları, gölleri bilmesi ve bunların yerini göstermesi anlamına gelmemektedir. Birey harita okuryazarlığı becerisi ile doğaya, çevresine kalıcı anlamlar yüklemekle birlikte onları korumak için de çeşitli önlemlerin alınabilmesi noktasında büyük bir beceri elde etmektedir. Bu araştırmanın amacı, harita okuryazarlığı becerisi kazandığı tespit edilmiş bireylerin çevreye yönelik görüşlerinin incelenmesidir. Araştırmanın doğasına uygun olması gerekçesiyle bu çalışmada nitel araştırma yöntemleri kullanılmıştır. Veri toplama aracı olarak doküman incelemesi yapılırken veri analizi ise doküman analizi ile desenlenmiştir. Aynı zamanda bireysel görüşme yoluyla toplanan veriler de çözümlenmiştir. Harita okuryazarlığı becerisi kazanmış bireylerin çevreye karşı duyarlılığı yüksek olmakla birlikte çeşitli cümlelerle bu algılarını da destekledikleri tespit edilmiştir. Öğrenci X'in ifadeleri çevreye ve doğaya karşı duyarlılığını yansıtmaları açısından önem taşımaktadır. "Benim iki katlı, çok tatlı ahşaptan çatı katı olan güzel bir dağ evine benzer bina isterim ki insanları daha içten karşılasın. Arkasında sadece çocukların oynayacağı bir park hemen yanına ufak bir halı saha ve büyüklerin spor yapacağı kapalı bir spor salonu. Binanın önünde bir hastane, bir polis karakolu ve halkın istediği şeyleri değerlendirmek için büyük bir kutu yaparım." Bu cümlelere bakıldığında, bireyin harita okur yazarlığı kavramının yanında ve bağlamında geri dönüşüme ve doğaya olan duyarlılığının arttığı da gözlemlenmektedir.

Anahtar Kelimeler: Harita Okuryazarlığı becerisi, geri dönüşüm, çevre, doğa.

Environmental Analysis From The Perspective of Map Literate Individuals

ABSTRACT

Map literacy does not only mean that the individual knows the cities, mountains, rivers and lakes on the map and shows their location. With map literacy skills, the individual not only attributes permanent meanings to nature and the environment, but also gains a great skill in taking various measures to protect them. The aim of this study is to examine the environmental views of individuals who have been diagnosed with map literacy skills. Qualitative research methods were used in this study because of the nature of the research. While document analysis was used as a data collection tool, data analysis was designed with document analysis. At the same time, the data collected through individual interviews were also analyzed. It was determined that individuals who have acquired map literacy skills have high sensitivity towards the environment and support this perception with various sentences. Student X's statements are important in terms of reflecting his sensitivity towards the environment and nature. "I would like to have a two-story building similar to a beautiful chalet with a very sweet wooden attic so that it welcomes people more sincerely. A park behind it where only children can play, a small astroturf field next to it and an indoor sports hall where adults can play sports. In front of the building, I would build a hospital, a police station and a big box to evaluate what the people want." Looking at these sentences, it is observed that the individual's sensitivity towards recycling and nature has increased in addition to and in the context of the concept of map literacy.

Keywords: Map Literacy Skills, Recycling, Environment, Nature.



Sosyal Bilgiler Öğretmen Adaylarının Harita Bilgisi Dersine Yönelik Görüşleri

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ÖZET

Sosyal Bilgiler öğretmen adayları, içinde buldukları alan itibariyle sosyal bilgiler bağlamında, tarih ve coğrafya dersleri de almaktadırlar. Bununla birlikte coğrafyasının alt dallarından bir olan fakat kendi içinde bir üst branş anlamına gelen Harita bilgisi ve uygulamaları dersini de almaktadırlar. Bu araştırmanın amacı, harita bilgisi ve uygulamaları alan öğrenen adaylarının harita bilgisi ve uygulamaları dersine olan görüş ve düşüncelerini analiz etmektir. Araştırmanın doğasına uygun olması gerekçesiyle bu çalışmada nitel araştırma yöntemleri kullanılmıştır. Veri toplama aracı olarak doküman incelemesi yapılırken veri analizi ise doküman analizi ile desenlenmiştir. Aynı zamanda bireysel görüşme yoluyla toplanan veriler de çözümlenmiştir. Öğretmen adaylarının bir kısmı harita bilgisi ve uygulamaları dersini lisede genel fiziki coğrafya dersi kapsamında gördüğünü ve çeşitli uygulamalar yaptığını ifade ederken bir kısım öğretmen adayı ise konudan çok uzak olduğunu hiç böyle bir algı ve yeteneğe sahip olmadığını ifade etmiştir. Harita bilgisi ve uygulamaları dersine maruz kalan ve konuyla ilgili bir hazırbulunuşluk seviyesi geliştiren bireyin öğretim programı çerçevesinde doğaya ve çevreye yönelik etkinliklerdeki çabası gözle görülebilirken, harita kavramını zihninde yalnızca bir şehrin veya bir bölgenin haritası temasıyla ilişkilendiren öğretmen adayının bu etkinliklere katılım oranı oldukça düşük olduğu tespit edilmiştir. **Anahtar Kelimeler:** Harita Bilgisi ve Uygulamaları, Harita Okuryazarlığı Becerisi, Sosyal Bilgiler Öğretmen Adayları.

Prospective Social Studies Teachers' Views on Map Knowledge Course

ABSTRACT

Social Studies teacher candidates take history and geography courses in the context of social studies due to the field they are in. In addition, they also take Map knowledge and applications course, which is one of the sub-branches of geography but means a higher branch in itself. The aim of this research is to analyze the views and opinions of the prospective teachers who take map knowledge and applications course on map knowledge and applications course. Qualitative research methods were used in this study because of the nature of the research. While document analysis was used as a data collection tool, data analysis was designed with document analysis. At the same time, the data collected through individual interviews were also analyzed. While some of the pre-service teachers stated that they had seen the map knowledge and applications course in high school within the scope of general physical geography course and made various applications, some of the pre-service teachers stated that they were very far from the subject and that they did not have such a perception and ability. While the effort of the individual who is exposed to the map knowledge and applications course and develops a level of readiness on the subject can be seen in the activities related to nature and the environment within the framework of the curriculum, it has been determined that the participation rate of the prospective teacher who associates the concept of map with the theme of a map of a city or a region in his mind is very low.

Keywords: Map Knowledge and Applications, Map Literacy Skills, Social Studies Teacher Candidates.



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Problematic Aspects and Forecast Directions for Improving the Legal Regulation of the Activities of the Belarusian Parliament

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ABSTRACT

The paper identifies problematic aspects and some promising directions for improving the legal regulation of the activities of the Parliament of Belarus as the most important link of collegial representative democracy. Specifically, the authors advocate for legislative reforms geared towards reinvigorating the parliamentary institution, with a focus on strengthening its representative role within the context of collegial decision-making. Through a thorough examination, this paper provides practical recommendations aimed at improving the effectiveness and accountability of the legislative body.

Research Methodology – The basis of the work is the comparative-legal method of research, as well as other methods of scientific knowledge. This entails analyzing how laws impact the functioning of the Belarusian Parliament. By juxtaposing different legal frameworks and employing various scientific techniques, the research endeavors to gain a deeper understanding of the challenges and opportunities faced by the Parliament.

Keywords: Parliament of The Republic of Belarus, Collegiate Representative Democracy, Deputy Group, Permanent and Temporary Commissions of The Parliament, Forecast Directions of Improvement, Legal Regulation.



Entropy Tekniğine Yönelik Bibliyometrik Bir Analiz

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ÖZET

Bu çalışmanın amacı literatürde sıklıkla kullanılan ve oldukça popüler olan Çok Kriterli Karar Verme (ÇKKV) kriter ağırlıklandırma tekniklerinden Entropy yöntemine ilişkin araştırma eğilimlerini bibliyometrik analiz yoluyla belirlemektir. Bu doğrultuda, Web of Science (WOS) veri tabanı aracılığıyla ulaşılan çalışmalar anahtar kelime tanımı, veri tanımlama, meta veri analizi ve bibliyometrik analizden oluşan dört adımlı metodoloji kapsamında değerlendirilmiştir. 2009-2024 döneminin temel alındığı çalışmada, toplam 2474 çalışmaya ulaşılmış ve terimler arasındaki ilişkileri analiz etmek ve bibliyometrik ağları görselleştirmek için VOSviewer yazılım programı kullanılmıştır. Bilindiği kadarıyla, literatürde Entropy tekniğine yönelik bibliyometrik bir çalışmaya rastlanmamıştır. Bu bakımdan çalışmanın literatüre katkı sunacağı düşünülmektedir.

Anahtar Kelimeler: Entropy, ÇKKV, Bibliyometrik Analiz

Bibliometric Analysis of Entropy Method

ABSTRACT

The aim of this study is to determine research trends related to the Entropy method, which is frequently used and quite popular among the Multi Criteria Decision Making (MCDM) weighting techniques of criteria in the literature, through bibliometric analysis. In this regard, studies accessed through the Web of Science (WOS) database were evaluated within a four-step methodology consisting of keyword definition, data identification, meta-data analysis, and bibliometric analysis. In the study, which covers the period from 2009 to 2024, a total of 2474 studies were reached, and the VOSviewer software program was used to analyze the relationships between terms and to visualize bibliometric networks. To the best of our knowledge, no bibliometric study has been encountered on the Entropy technique in the literature. Therefore, it is believed that the study will contribute to the literature.

Keywords: Entropy, MCDM, Bibliometric Analysis



Future of Finance

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ABSTRACT

Bitcoin, cryptocurrencies, and blockchains are widely discussed terms in the current landscape of rapidly evolving financial technology. The financial ecosystem will undergo significant changes as emerging and disruptive technologies become more widely used. Blockchain technology, apart from its function in the architecture of cryptocurrencies, has significant potential to revolutionize the lives of many investors and companies in the near future. The widespread use of blockchain technology, together with its extensions such as distributed ledger technologies and smart contracts, will bring about a profound transformation in the business environment.

This study aims to provide a comprehensive analysis of the impact of blockchains on corporate finance, specifically focusing on company management, institutional investors, debt investors, auditors, and other relevant stakeholders. Blockchain is an innovative information technology that enables anonymous parties to securely operate without the involvement of a third party or the need of a central authority. This facilitates the establishment of decentralized economies where individuals may directly interact with each other, without the need for intermediaries. It also opens up possibilities for many applications, such as online commerce and organizational administration. Blockchain offers distributed ledgers as substitutes for traditional financial ledgers, using a sequential database of information that is safeguarded by cryptographic proof techniques. Therefore, by enhancing transparency and security in peer-to-peer transactions and financial recordings, the traditional agency problem within a company can be eliminated. This is achieved by eliminating human involvement in certain processes and allowing them to be governed by automated rules or smart contracts. In short, this study seeks to examine the impact of blockchain technology, a groundbreaking breakthrough in the financial ecosystem, on the future of finance.

Keywords: Digital Finance, Blockchain Technology, Traditional Finance, New Financial Ecosystem



An Alternative Approach to the Traditional Corporate Finance Decisions

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ABSTRACT

Corporate finance encompasses the choices made by management and investors and how these choices impact the overall worth of a company or the price of its shares. In traditional corporate finance, it is assumed that both individuals and organizations exhibit entirely rational conduct, resulting in stocks being consistently valued at fair values. Investors may perceive that managers are not aligning their actions with their own self-interests. In this scenario, the investors will need to propose executive pay plans that align the rewards of the managers with their own benefits. However, in reality, it seems that both managers and investors are unable to behave in a sensible manner. "Behavioral corporate finance" asserts that decision-making processes of both parties are influenced by systematic habits and biases. Due to the inherent irrationality of both business leaders and investors, it is plausible that both sides may make repeated errors influenced by their behavioral biases. The "Behavioral Corporate Finance" method, a relatively recent field in behavioral finance, seeks to elucidate management choices and investor behavior by considering psychological elements associated with human behavior.

The objective of this study is to provide a concise overview of the research conducted on behavioral corporate finance and provide advice that enable managers and investors to make choices that are mutually beneficial. Research conducted from a behavioral finance approach reveals that managers and investors often make illogical financial and investing choices. The suggestions presented in this article aim to assist investors and managers in enhancing their decision-making processes. This method, which incorporates human behaviors to explain both investor and management choices, is a relatively new field within finance. However, the current behavioral models in finance have not yet accounted for non-rational managerial actions. An innovative advancement in finance literature would be the development of a two-dimensional behavioral model that considers both the investor and management preferences.

Keywords: Traditional Corporate Finance, Behavioral Finance, Investments, Finance Theory



Symbolism and Symbols in Norbert Elías

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ABSTRACT

Norbert Elías was a German sociologist known primarily for his theory of the civilizing process and his focus on historical sociology. Although he is not as recognized for his specific work in symbol theory as are other sociologists such as Pierre Bourdieu or Erving Goffman, his work has important implications for understanding how symbols and rituals shape social interactions and interactions. power structures.

Norbert Elías' contribution to symbol theory is significant in his work "The Symbol Theory", which was published posthumously in English in 1989 and later translated into several languages, including Spanish in 1994. Elías addresses the meaning of symbols in the process of production and creation of human social life. He highlights "symbolic emancipation", which he describes as the human ability to form symbols and communicate through them. This ability distinguishes humans from other species and allows survival and adaptation to diverse environments without the need for genetic transformation.

The book is also dedicated to unraveling the conceptual terrain that allows us to think about symbols, criticizing the dichotomies between sociology and biology, nature and culture, materialism and idealism. He emphasizes the importance of understanding symbols as constitutive elements of social reality. Elías's work is part of his trajectory of historical sociology and sociology of knowledge. He explores symbolism in the context of the civilizational process and analyzes how objective social processes intertwine with the conditions of subjectivity. He also develops theories about language, symbols, communication, reason and knowledge, thus contributing to a sociology of knowledge.

Keywords: Symbolism, Symbolic, Elias.



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Internationalization of the Curriculum and Integration in Argentine Higher Education

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ABSTRACT

This paper problematizes the internationalization of the curriculum in Argentine context, which stands out as a key element in the crucial phenomenon of the internationalization of higher education in a globalized world, with growing development of Communication and Information Technologies (ICT), but marked by global crises. . Driven by globalization, technological advances and socioeconomic challenges, educational institutions face the need to adapt to prepare students for these challenges. Educational integration and internationalization emerge as powerful tools to address challenges and train individuals capable of contributing significantly to the resolution of global problems.

Curriculum management is viewed as a complex system that involves strategies, processes, consensus and negotiations, requiring constant updating and innovation. Collective collaboration in curriculum construction seeks to promote innovation and dynamic development.

The internationalization processes of higher education offer a series of benefits, such as the promotion of intercultural understanding, the improvement of educational quality and the development of intercultural skills. However, it also presents challenges, such as language and cultural barriers, as well as the potential exclusion of those without resources to participate in international programs. The internationalization of higher education presents advantages such as multicultural interaction and educational improvement through collaboration with foreign institutions. This develops intercultural skills and facilitates multidisciplinary research. However, language and cultural differences can be obstacles, favoring academic elites and generating financial tensions. Maximizing benefits and addressing challenges requires implementing inclusive and sustainable policies, including language support, scholarships, and community collaboration.

Keywords: Internationalization, Curriculum, Integration, High Education.



Growth Strategy Analysis for Tekno Scaffolding Business

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ABSTRACT

PT. Teknometal Konstruksi Utama is planning to expand the business from current business model manufacture and selling scaffolding material into the rental business scaffolding division. This paper examines the investment planning into the Rental Business Opportunity as the Growth Strategy Analysis for PT. Teknometal Konstruksi Utama, whether the investment is feasible or not to be run. The methodology used in this paper is by interviewing the top management of PT. Teknometal Konstruksi Utama, and by the data given, it will be used to analyze and evaluate the Rental Business Plan using 4 method which is PORTER'S 5 FORCES Method, SWOT Analysis, PESTLE Analysis and Capital Budgeting Analysis. The opportunity of Business Rental is still good in Indonesia and for PT. Teknometal Konstruksi Utama by analyzing using PORTER'S 5 Forces, SWOT, and PESTLE Analysis. The total capital needed for investment is Rp 5.211.000.000. Capital Budget invested from retained earnings is Rp 2.813.000.000,- and Remaining Capital will be allocated using debt with Collateral by Shareholder's Asset Property amounted Rp 2.398.000.000,-. This Capital will be evaluated for the rental business in the 5 Years. The Capital Budgeting analysis show the good result of the investment planning. It shows Payback Period (PBP) 4.79 years, less than total period 5 years. NPV also shows the positive result, which is equal to IDR 1.726.659.381 with Profitability Ratio of 1.33 is greater than 1. The results of the study reflected an IRR 25,80% greater than the value of cost of capital 10%. By observing the results of these quantitative values as the basis for making decisions through a capital budgeting approach through financial analysis, this investment is financially "WORTH" to run. **Keywords:** Porter's Five Forces, SWOT, PESTLE Analysis, Capital Budgeting, Evaluating Rental Business



The Moderating Effect of Digital Connectivity Reliability on the Relationship Between the Intention to Use Qris and the Actual Qris Application: The Implementation at Traditional Art Market in Tourism Areas in Bali

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ABSTRACT

The development of mobile payments has been growing rapidly in Indonesia. The enhancement of the digital payment method in Indonesia is the Quick Response Indonesian Standard (QRIS), a standard for QR code payment systems in Indonesia, which was implemented on January 1ST, 2020, by Bank Indonesia. This standardization has been established for MSMEs to facilitate a more streamlined and effective cashless payment system. QRIS has been consolidating all QR payment system service providers utilized by MSMEs or merchants to expedite and simplify transactions, obviating the need to transport cash when purchasing daily necessities.

The MSME retailers in the traditional art market in Bali are one of the players that raise the local income, encourage economic growth, and strengthen the economy of the local community, especially through tourism. Though transaction exposure in Bali is high due to tourism, the penetration of QRIS merchants in Bali remains low. However, the pressure from consumers on art retailers to enhance their transactional service performance is unavoidable. As a developing country, Indonesia faced significant problems with its technology infrastructure, which made the retailers sometimes reluctant to use QRIS as their priority payment mode.

The purpose of the research is to evaluate Perceived Ease of Use, Perceived Usefulness, and Digital Connectivity Reliability as the moderating variable of the relationship between the Intention to Use QRIS and the Actual QRIS Application among retailers at Art Traditional Markets in Bali, using Technology Acceptance Model. The population observed is the retailers of traditional art markets in Sukawati Art Market & Ubud Art Market in Bali. Determination of the sample in this study using the purposive sampling method will be used for the 85 targeted respondents, which will be conducted during December 2023. The data will be analyzed using PLS-SEM technique with SmartPLS3 software.

The practical implication of the study is to provide regulators, technology providers, and service providers with a thorough overview of appropriate strategic response and implementation to improve the technology infrastructure for digital connectivity in Bali as a potential tourism industry in Indonesia.

Keywords: QRIS, TAM, Art Traditional Market, Perceived Ease of Use, Perceived Usefulness, Intention to Use, Actual Application, Digital Connectivity Reliability, SmartPLS.



Breaking the Silence: Addressing Domestic Violence Against Women in Tanzania - Interdisciplinary Approaches for Empowerment and Change

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ABSTRACT

This paper examines the pervasive issue of domestic violence against women in Tanzania and proposes interdisciplinary approaches to address this pressing challenge. Despite efforts to combat gender-based violence, many women in Tanzania continue to suffer in silence due to societal norms, cultural barriers, and inadequate support systems. Drawing on insights from multiple disciplines including sociology, psychology, law, and public health, this paper explores the complex interplay of factors contributing to domestic violence and offers innovative strategies for empowerment and change.

The paper begins by providing an overview of the prevalence and patterns of domestic violence in Tanzania, highlighting its detrimental effects on women's physical and mental well-being, as well as its broader societal implications. It then delves into the root causes of domestic violence, including gender inequality, patriarchal norms, economic dependence, and cultural attitudes towards women.

Building upon this understanding, the paper proposes a range of interdisciplinary approaches to address domestic violence against women. These approaches encompass legal reforms to strengthen protection laws and improve access to justice, community-based interventions aimed at challenging harmful gender norms and promoting gender equality, psychological support services for survivors, economic empowerment initiatives to enhance women's financial independence, and education and awareness programs to foster a culture of respect and non-violence.

Furthermore, the paper emphasizes the importance of collaboration and coordination among various stakeholders, including government agencies, civil society organizations, healthcare providers, law enforcement agencies, and community leaders, to effectively implement these interdisciplinary approaches and bring about meaningful change.

Through a comprehensive and holistic approach that integrates insights from diverse disciplines, this paper aims to contribute to the ongoing efforts to break the silence surrounding domestic violence against women in Tanzania and create a future where women are empowered, respected, and free from violence.

Keywords: Domestic violence, Women, Tanzania, Gender inequality, Legal reforms.



Pasion vs. Profession: Exploring the Identity of Preschool Teachers in Kosovo

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ABSTRACT

This study seeks to explore the professional identity of preschool teachers in Kosovo, with a focus on the factors that shape their career choices. Employing a qualitative approach, data was collected through in-depth interviews with twelve preschool teachers. Following data preparation, coding, and thematic analysis, the interviews were examined using content analysis techniques.

The findings indicate that many female teachers are drawn to this profession due to their life experiences, particularly their childhood orientations and family support. Additionally, a passion for working with children, coupled with early childhood experiences and pedagogical values, influences their decision to pursue this path. However, this journey is not without its challenges. Many preschool teachers cite difficulties faced as females pursuing education and acquiring a profession, particularly during the period before Kosovo’s war. Alongside financial constraints, teachers encounter various obstacles such as translating theoretical knowledge into practice, dealing with insecurities, stress, and problem-solving. Despite these challenges, teachers express appreciation for their career choice and envision themselves retiring from the profession.

The findings of this study provide valuable insights for educational policymakers, preschool teacher training programs, and practitioners. Recognizing the nuanced nature of early childhood education and the professional identity of preschool teachers, the education sector can better support and empower educators in their crucial role in fostering the comprehensive development of young learners.

Keywords: Professional identity, Preschool teacher, Career choice, Challenge



Ak Parti Dönemi Türkiye Kazakistan Siyasi İlişkiler

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ÖZET

AK Parti iktidarı döneminde Türkiye, Orta Asya ülkeleriyle ilişkilerini güçlendirmeye özel bir önem verdi. Kazakistan, bu bağlamda Türkiye'nin stratejik ortaklarından biri haline geldi. İki ülke arasındaki diplomatik ilişkilerin güçlenmesi, yüksek düzeyde karşılıklı ziyaretlerin gerçekleşmesi ve iş birliği anlaşmalarının imzalanması, bu ilişkilerin derinleşmesine katkı sağladı. AK Parti döneminde Türkiye ve Kazakistan arasındaki siyasi ilişkiler oldukça önemli bir boyutta gelişti. İki ülke arasındaki ilişkilerin temelinde tarihi, kültürel, ekonomik ve siyasi bağlar yer alıyor.

Türkiye ve Kazakistan arasındaki tarihi, kültürel ve ekonomik iş birliği oldukça köklü ve önemlidir. İki ülke arasındaki ilişkiler, tarih boyunca çeşitli kültürel etkileşimlere sahne olmuş ve son yıllarda güçlü bir şekilde yeniden canlanmıştır. Türkiye ve Kazakistan arasındaki tarihi ilişkiler, Türk dünyasının ortak tarihine dayanmaktadır. Türk ve Altay kökenli halkların ortak kültürel mirası ve tarihi bağları, iki ülke arasındaki ilişkilerin temelini oluşturur. Türkiye ve Kazakistan arasındaki kültürel iş birliği, dil, edebiyat, müzik ve sanat gibi alanlarda yoğun bir şekilde sürmektedir. İki ülke arasındaki kültürel etkileşimler, ortak değerlerin paylaşılmasını ve kültürel değişimleri teşvik etmektedir. Türkiye ve Kazakistan arasındaki ekonomik iş birliği, ticaret hacminin artması ve yatırım olanaklarının geliştirilmesi yoluyla güçlenmektedir. Özellikle enerji, inşaat, tarım, turizm ve savunma sanayi gibi sektörlerde iş birliği imkânları bulunmakta ve anlaşmalar imzalanmaktadır. İki ülke arasındaki ekonomik ilişkiler, karşılıklı çıkarlara dayalı uzun vadeli ortaklıkları teşvik etmektedir. İki ülke arasındaki ticaret hacmi önemli ölçüde arttı. Ayrıca, Türkiye ve Kazakistan arasındaki siyasi diyalog, bölgesel ve uluslararası konularda ortak pozisyon almayı da içeriyordu.

Bununla birlikte, AK Parti döneminde Türkiye ve Kazakistan arasındaki ilişkilerde siyasi belirsizlikler ve çatışmalar da yaşandı. Ancak genel olarak, iki ülke arasındaki ilişkilerin güçlü ve karşılıklı çıkarları gözetilen bir temel üzerine oturduğu söylenebilir. Türkiye ve Kazakistan arasındaki tarihi, kültürel ve ekonomik iş birliği, güçlü ve köklü bir zemine dayanmaktadır. İki ülke arasındaki ilişkilerin daha da geliştirilmesi, bölgesel istikrar ve refahın artırılmasına katkı sağlayacaktır.

Anahtar Kelimeler: Kültürel, Siyasi, Ekonomi, Türkiye, Kazakistan, Ak Parti.

Akparti Period Turkey Kazakhstan Political Relations

ABSTRACT

During the AK Party rule, Türkiye paid special attention to strengthening its relations with Central Asian countries. In this context, Kazakhstan has become one of Turkey's strategic partners. Strengthening diplomatic relations between the two countries, high-level mutual visits and signing cooperation agreements contributed to the deepening of these relations. During the AK Party period, political relations between Türkiye and Kazakhstan developed significantly. The basis of relations between the two countries are historical, cultural, economic and political ties.

The historical, cultural and economic cooperation between Türkiye and Kazakhstan is very deep-rooted and important. Relations between the two countries have witnessed various cultural interactions throughout history and have been strongly revitalized in recent years. Historical relations between Türkiye and Kazakhstan are based on the common history of the Turkish world. The common cultural heritage and historical ties of the peoples of



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Turkish and Altai origin form the basis of relations between the two countries. Cultural cooperation between Turkey and Kazakhstan continues intensively in areas such as language, literature, music and art. Cultural interactions between the two countries encourage the sharing of common values and cultural exchanges. Economic cooperation between Türkiye and Kazakhstan is strengthened by increasing trade volume and developing investment opportunities. There are cooperation opportunities and agreements are signed, especially in sectors such as energy, construction, agriculture, tourism and defense industry. Economic relations between the two countries foster long-term partnerships based on mutual interests. The trade volume between the two countries has increased significantly. Additionally, the political dialogue between Türkiye and Kazakhstan included taking common positions on regional and international issues.

However, there were also political uncertainties and conflicts in the relations between Türkiye and Kazakhstan during the AK Party period. However, in general, it can be said that the relations between the two countries are based on a strong and mutually beneficial foundation. The historical, cultural and economic cooperation between Türkiye and Kazakhstan is based on a strong and deep-rooted foundation. Further development of relations between the two countries will contribute to increasing regional stability and prosperity.

Keywords: Cultural, Political, Economy, Türkiye, Kazakhstan, Akparti

Kuzey Kıbrıs Türk Cumhuriyeti'nin Ortak Yatırım Bölgesi Olarak Türk Devletleri Açısından Değerlendirilmesi

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ÖZET

Yabancı sermaye yatırımı ülkedeki ucuz işgücünden ve zengin doğal kaynaklarından yararlanmak, yatırım yapılacak ülkede faaliyette bulunan ve küresel pazarda rakibi olan firmaları yalnız bırakmamak veya yatırım yapılacak ülkelerde uygulanan vergi ve döviz politikalarının daha avantajlı olması nedeniyle yapılmaktadır. Ancak, özellikle bazı çok uluslu şirketler vergi cenneti adı verilen ülkelerin sunmuş olduğu vergi kolaylıkları ve ticari işlem sınırlarını saklama hizmetlerinden yararlanmak amacıyla bu ülkelerde yatırım yapmayı tercih etmektedirler. Vergi Cenneti olarak adlandırılan ülkelerin büyük bir kısmı ada ülkelerden oluşmakta olup, dünya ölçeğinde dikkate değmeyecek ölçülerde az nüfusa ve yüzölçümüne sahip bulunmaktadır. Bu nedenle bu tür ülkelerin tarım, hayvancılık, ticaret ve sanayi üretiminde tatmin edici gelir elde etmeleri mümkün değildir. Ayrıca, sözkonusu ülkelerin bir kısmının dünya ve bölge turizmine açık olmalarına rağmen, turizm gelirleri bu ülkeler için yeterli olamamaktadır. Bu çerçevede, vergi cenneti ülkeler, çeşitli nedenlerden dolayı yatırım yapılacak ülke arayan yabancı sermayeyi bazı şart ve koşullara uymaları şartıyla ülkelerine çekmektedirler. Bazı yazarlar tarafından vergi cennetleri coğrafik olarak da sınıflandırılmaktadır. Beş ayrı coğrafik bölgeye ayrılan vergi cennetlerinden biri de Akdeniz bölgesinde yer alan Kıbrıs adasıdır. Kuzey Kıbrıs Türk Cumhuriyeti (KKTC) de gerek jeoekonomik stratejik konumu ve gerekse bölgedeki enerji kaynakları potansiyeli açısından önem taşımaktadır. Bu potansiyeli keşfeden ve son on yıl içerisinde adada artan Rusya, İran ve İsrail bölgelerinden gelen yatırımcılar ülkede ciddi bir sermaye yapısı oluşturmaya başlamıştır. Bu sermaye gücünün KKTC'nin milli politikalar çerçevesine olumsuz etki ettiği düşünülmektedir. Bununla birlikte birbirinden farklı güçlü yanlara sahip TÜRKSOY üye devletleri her geçen gün potansiyelini arttırmaktadır. Bu büyümeye KKTC'nin bir ortak yatırım bölgesi olarak dahil edilmesi, hem ekonomik hem de milli birliktelik açısından oldukça önemli olduğu düşünülmektedir. Bu çalışmada Türk devletleri kalkınma dinamikleri ölçeğinde KKTC'nin bir ortak yatırım bölgesi olarak değerlendirilmesi amaçlanmıştır. Bu doğrultuda KKTC'nin gerekli yasal ve ekonomik altyapı açısından buna hazır olup olmadığı tartışılacak ve karşılıklı işbirliğinin sağlanabilmesi açısından çeşitli öneriler geliştirilecektir.

Anahtar Kelimeler: TÜRKSOY, KKTC, Yatırım, Kalkınma, Ekonomi, Ticari Diplomasi

Evaluation of the Turkish Republic of Northern Cyprus as a Joint Investment Region from the Perspective of the Turkish States

ABSTRACT

Foreign capital investment is made to benefit from the cheap labor force and rich natural resources of the country, to not leave alone the companies operating in the country to be invested and which are competitors in the global market, or because the tax and foreign exchange policies applied in the countries to be invested are more advantageous. However, some multinational companies, in particular, prefer to invest in these countries in order to benefit from the tax benefits and commercial transaction secret keeping services offered by countries called tax havens. Most of the countries called Tax Havens consist of island countries, and they have a small population and surface area that is not remarkable on a world scale. For this reason, it is not possible for such countries to earn satisfactory income in agriculture, animal husbandry, trade and industrial production. In addition, although some of the countries in question are open to world and regional tourism, tourism revenues are not sufficient for these countries. In this context, tax haven countries attract foreign capital looking for a country to invest in for various reasons, provided that they comply with certain terms and conditions. Tax havens can also be classified geographically by some authors. One of the tax havens divided into five different geographical regions is the island of Cyprus which located in the Mediterranean region. The Turkish Republic of Northern Cyprus (TRNC) is also



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important in terms of its geoeconomic strategic location and energy resources potential in the region. Investors from Russia, Iran and Israel, who have discovered this potential and have increased their numbers on the island in the last decade, have begun to create a serious capital structure in the country. It is thought that this capital power has a negative impact on the national policy framework of the TRNC. In addition, TURKSOY member states, which have different strengths, are increasing their potential day by day. The inclusion of TRNC as a joint investment region in this growth is thought to be very important in terms of both economic and national unity. In this study, it is aimed to evaluate TRNC as a joint investment region on the scale of development dynamics of Turkish states. In this regard, it will be discussed whether the TRNC is ready for this in terms of the necessary legal and economic infrastructure and various suggestions will be developed to ensure mutual cooperation.

Keywords: TURKSOY, TRNC, Investment, Development, Economy, Business Diplomacy

1991-1994 Karabağ Savaşı'nın Azerbaycan İçin İnsani Sonuçları

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ÖZET

Çağdaş askeri çatışmalar sadece askeri, jeopolitik sonuçlarıyla değil, aynı zamanda sahip oldukları ciddi insani sonuçlarla da farklılık gösterir. Askeri çatışmalarda artık insan gücünü, doğal çevreyi yok edebilecek silahlar giderek daha fazla kullanıldığından, bu çatışmalar sadece ordunun değil sivil nüfusun da ölümüne, ekolojinin, kültürel ve tarihi değerlerin yok edilmesine yol açmaktadır.

SSCB'nin dağılmasından sonra Sovyet sonrası alanda başlayan askeri çatışmalar arasında Azerbaycan-Ermenistan, Dağlık Karabağ çatışmaları, ağır insani sonuçları nedeniyle çağdaş zamanların en feci çatışmalarındandır.

1988 yılında Ermenistan'ın Azerbaycan'ın Karabağ bölgesine yönelik iddialarıyla başlayan bu çatışma, 1991-1994 yıllarında Azerbaycan topraklarının yüzde 20'sinin işgal edildiği ve yaklaşık 30 yıl Ermeni silahlı kuvvetlerinin kontrolü altında kaldığı bir savaşa dönüştü. Azerbaycan tarih yazımında bu savaşa Birinci Karabağ Savaşı denir.

BKS, Azerbaycan halkına sayısız felaket getirdi. Ermenistan'ın Azerbaycan'ın Karabağ ve Doğu Zangezür bölgelerini işgal etmesi sonucunda ülkenin ekonomik potansiyeli önemli ölçüde zayıflamış, 900 yerleşim yeri, 7 bin sanayi ve tarım işletmesi, 131 bin konut binası, 1025 okul, 798 sağlık kurumu tahrip edilmiştir.

Savaş Azerbaycan halkına da büyük insani uzuntulor getirdi. Çatışma sonucunda Ermenistan'dan 250 binden fazla Azerbaycanlı ihraç edildi, 20 binden fazla Azerbaycanlı öldü, 100 bini yaralandı, 4.852 kişi kayboldu. Düşmanlıklar sonucunda 1 milyondan fazla Azerbaycanlı evlerini terk etmek ve çadırlarda yaşamak zorunda kaldı. Savaş aynı zamanda Azerbaycan'ın doğal zenginliklerinin yağmalanmasına, tarihi, kültürel, dini nesnelere de yol açtı.

Anahtar Kelimeler: Birinci Karabağ Savaşı; İnsani Sonuçlar; Mülteciler ve Yerinden Edilmiş Kişiler; Tarihi ve Anıtlar; Kültürel Varlıklar, Doğal Çevre.

Humanitarian Consequences of the 1991-1994 Karabakh War for Azerbaijan

ABSTRACT

Contemporary military conflicts differ not only in their military, geopolitical consequences, but also in their serious humanitarian consequences. Since weapons that can destroy manpower and the natural environment are increasingly used in military conflicts, these conflicts lead to the death of not only the military but also the civilian population, as well as the destruction of ecology, cultural and historical values.

Among the military conflicts that started in the post-Soviet space after the collapse of the USSR, the Azerbaijan-Armenia and Nagorno-Karabakh conflicts are among the most disastrous conflicts of modern times due to their heavy humanitarian consequences.

This conflict, which started in 1988 with Armenia's claims against Azerbaijan's Karabakh region, turned into a war in 1991-1994, in which 20 percent of Azerbaijani territory was occupied and remained under the control of the Armenian armed forces for approximately 30 years. In Azerbaijani historiography, this war is called the First Karabakh War.

BKS brought countless disasters to the Azerbaijani people. As a result of Armenia's occupation of Azerbaijan's Karabakh and Eastern Zangezür regions, the country's economic potential was significantly weakened, and 900 settlements, 7 thousand industrial and agricultural enterprises, 131 thousand residential buildings, 1025 schools, 798 health institutions were destroyed.

The war also brought great humanitarian suffering to the Azerbaijani people. As a result of the conflict, more than 250 thousand Azerbaijanis were expelled from Armenia, more than 20 thousand Azerbaijanis died, 100 thousand were injured, 4,852 people went missing. As a result of the hostilities, more than 1 million Azerbaijanis were forced to leave their homes and live in tents. The war also led to the plunder of Azerbaijan's natural riches and the destruction of its historical, cultural and religious objects.

Keywords: First Karabakh War; Humanitarian Consequences; Refugees and Displaced Persons; History and Monuments; Cultural Assets, Natural Environment.



Karabakh Victory: Azerbaijan – At the Glance of International Organisations

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ABSTRACT

Having been completely defeated in the 44-day Patriotic War, Armenia signed the act of capitulation on November 10, 2020 and was forced to withdraw its troops from other occupied territories of Azerbaijan. Azerbaijan itself ensured the implementation of the resolutions adopted by the UN Security Council in 1993. Thus, Azerbaijan ended the 30-year conflict and restored territorial integrity and historical justice through military and political means.

As an independent state, Azerbaijan has established relations with a number of international organizations, including the UN, the Non-Aligned Movement, OSCE, the Council of Europe, the Organization of the Islamic Conference, the CIS and a large number of other organizations, and became a member of these organizations. Even if Azerbaijan is not a member, it has continuously developed its cooperation with organizations such as NATO and the European Union (EU), as well as its activities within the anti-terrorist coalition. In general, by participating in these organizations and regional initiatives, Azerbaijan realizes its national interests.

During the 44-day war, the Collective Security Treaty Organization (CSTO), which Armenia placed the most hopes on, did not take any steps that were against Azerbaijan's national interests and territorial integrity, and did not express support for Armenians.

All these organizations have adopted decisions and resolutions that support our position, that is, expressing justice. That is, it was a very important international legal ground.

Keywords: International Organizations, Karabakh Victory, Second Karabakh War



The Influence of Social Media Usage, Organizational Attributes, and Employer Branding Attributes on Intention to Apply for Job Vacancies

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ABSTRACT

The scarcity of qualified workers is becoming a global issue of concern, especially in this online era, where the business environment is changing rapidly. As such, organizations to survive in today's job market face several challenges to grow and sustain. If a company is able to find and retain employees who have better competencies than other companies, it will have its own advantages. Therefore, it is important for companies to attract job seekers to have Intention to Apply to available job vacancies. Intention to Apply a job is a process of interest in having a job that starts from a series of job vacancy information searches, determining job choices, and decision making from prospective employees to determine the desired company. The emergence of Social Media provides companies with a new communication channel to convey job-related information, strengthen Employer Branding, and be able to have a dialog with potential candidates early in the job selection process. The main attraction factors for workers in Indonesia are salary & compensation, career development opportunities, and job security. Hence the importance of Organizational Attributes in job advertisements. This study was conducted to analyze the effect of Social Media Usage, Organizational Attributes, Employer Branding Attributes on Intention to Apply Job Vacancies. The sample in this study was 185 fresh graduates from the Faculty of Economics and Business at three Islamic Universities in the South Tangerang area, Banten province, Indonesia. The choice of this research object is to see how far the company can attract job applicants with an Islamic campus background. Data analysis using Structural Equation Modeling (SEM) techniques with AMOS 24 software.

Keywords: Social Media Usage, Organizational Attributes, Employer Branding Attributes, Intention to Apply Job Vacancies.

Gastronomide Vegan Ürünlerin Sürdürülebilirlik Açısından Değerlendirilmesi

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ÖZET

Gastronomi alanında vegan ürünlerin sürdürülebilirlik açısından değerlendirilmesi, hem çevresel hem de toplumsal boyutları içeren kapsamlı bir analiz gerektirir. Vegan beslenme, hayvansal ürünlerin kullanımını dışladığı için, genellikle daha düşük karbon ayak izi, su tüketimi ve arazi kullanımı ile ilişkilendirilir. Bu durum, iklim değişikliği, su kıtlığı ve biyolojik çeşitliliğin korunması gibi sürdürülebilirlik hedeflerine katkı sağlar. Öncelikle vegan ürünlerin çevresel sürdürülebilirliği değerlendirilirken, bu ürünlerin üretim sürecindeki enerji ve su kullanımı, sera gazı emisyonları ve toprak sağlığına etkileri dikkate alınmalıdır. Hayvansal üretimle kıyaslandığında, bitkisel kaynaklı ürünler genellikle daha az enerji ve su tüketir. Örneğin, 1 kilogram sığır eti üretimi, 1 kilogram buğday üretimine kıyasla yaklaşık 15 kat daha fazla su ve 10 kat daha fazla enerji gerektirir. Toplumsal sürdürülebilirlik açısından ise, vegan ürünlerin besin güvenliği ve adil gıda dağılımına katkıları önemlidir. Bitkisel üretim, hayvansal üretime göre daha az kaynak kullanarak daha fazla insanı besleyebilir. Bu durum, özellikle artan dünya nüfusuna karşı gıda güvenliğinin sağlanmasında kritik bir rol oynar. Ayrıca, bitkisel üretim süreçleri, hayvancılıkta sıkça görülen hayvan refahı ihlallerini de ortadan kaldırır. Ancak vegan ürünlerin sürdürülebilirliği, üretim ve tedarik zincirinin her aşamasında dikkatle değerlendirilmelidir. Özellikle, yüksek işlenmiş vegan ürünler, yoğun enerji kullanımı ve paketlenme gereksinimleri nedeniyle çevresel sürdürülebilirlik hedeflerine zarar verebilir. Bu nedenle, minimal işlenmiş, yerel ve mevsimsel bitkisel gıdaların tercih edilmesi, sürdürülebilir vegan beslenme için daha uygun bir yaklaşımdır.

Sonuç olarak, gastronomide vegan ürünlerin sürdürülebilirlik açısından değerlendirilmesi, hem çevresel etkilerin azaltılması hem de toplumsal faydaların artırılması açısından önemli avantajlar sunar. Ancak sürdürülebilir bir gıda sistemi için üretimden tüketime kadar tüm süreçlerde dikkatli bir planlama ve uygulama gereklidir.

Anahtar Kelimeler: Gastronomi, Vegan, Vegetaryen, Sürdürülebilirlik

Evaluation of Vegan Products in Gastronomy in Terms of Sustainability

ABSTRACT

Evaluating vegan products in terms of sustainability in the field of gastronomy requires a comprehensive analysis that includes both environmental and social dimensions. Because a vegan diet excludes the use of animal products, it is often associated with a lower carbon footprint, water consumption and land use. This contributes to sustainability goals such as climate change, water scarcity and biodiversity conservation. First of all, when evaluating the environmental sustainability of vegan products, the energy and water use, greenhouse gas emissions and effects on soil health in the production process of these products should be taken into account. Compared to animal production, plant-derived products generally consume less energy and water. For example, producing 1 kilogram of beef requires approximately 15 times more water and 10 times more energy than producing 1 kilogram of wheat. In terms of social sustainability, the contribution of vegan products to nutritional safety and fair food distribution is important. Crop production can feed more people using fewer resources than animal production. This plays a critical role in ensuring food security, especially against the increasing world population. Additionally, crop production processes eliminate animal welfare violations commonly seen in livestock farming. However, the sustainability of vegan products must be carefully evaluated at every stage of the production and supply chain. In particular, highly processed vegan products can undermine environmental sustainability goals due to intensive energy use and packaging requirements. Therefore, choosing minimally processed, local and seasonal plant foods is a more suitable approach to a sustainable vegan diet.

As a result, evaluating vegan products in gastronomy in terms of sustainability offers significant advantages in terms of both reducing environmental impacts and increasing social benefits. However, for a sustainable food system, careful planning and implementation is required in all processes from production to consumption.

Keywords: Gastronomy, Vegan, Vegetarian, Sustainable



Sürdürülebilirlik Kapsamında Kurumsal Sosyal Sorumluluğun Kârlılık Üzerine Etkisi: Ürdün Borsası ASEGI VE ASE20 Endeksinde Bir Araştırma

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ÖZET

Ürdün Borsası'nın 2022 yılında sürdürülebilirlik raporu yayınlaması, Ürdün'de sürdürülebilir kalkınmayı teşvik etmeyi amaçlayan şirketler için büyük bir gelişme olarak kabul edilmektedir. Çalışmanın temel amacı, sürdürülebilirlik raporları kapsamındaki kurumsal sosyal sorumluluk açıklamalarının finansallarına etkisinin olup olmadığını tespit etmektir. Ürdün Borsası ASEGI ve ASE20 endeksinde yer alan 20 şirketin sürdürülebilirlik raporları ve faaliyet raporlarına yer verilen bu çalışmada, kurumların ilgili yıllara ait finansal analiz oranlarından kârlılık oranları bağımlı değişken olarak gösterge olarak kullanılmıştır. Araştırmada bağımsız değişken olarak belirlenen veriler ise; çalışan, müşteri, çevre, toplum, paydaşlar, sürdürülebilirlik, risk yönetimi ve yenilik perspektifinden ele alınmıştır. Araştırmaya konu olan kurumların 2022 yılı için yayınlanan sürdürülebilirlik raporları ve faaliyet raporları sürdürülebilirlik ve kurumsal sosyal sorumluluk açısından içerik analizi ile tespit edilmiş ve finansal performansları oran analizi yöntemiyle ölçülmüştür.

Bu çalışma sonucunda elde edilen bulgulara göre kurumsal sosyal sorumluluk ile kârlılık oranları arasında istatistiksel olarak anlamlı bir ilişki ve birbirlerini olumlu yönde etkiledikleri tespit edilmiştir. Buna göre kurumsal sosyal sorumluluk işletmelerin finansal performanslarına olan etkisi pozitif yöndedir. Bu sonuç, işletmelerin sürdürülebilir rekabet güçleri açısından olumlu bir sonuçtur.

Anahtar Kelimeler: Sürdürülebilirlik, Kurumsal Sosyal Sorumluluk, Ürdün Borsası, Oran Analizi

The Effect of Corporate Social Responsibility on Profitability within the Scope of Sustainability: A Research on the Jordan Stock Exchange ASEGI and ASE20 Index

ABSTRACT

The publication of a sustainability report by the Jordan Stock Exchange in 2022 is considered a major development for companies aiming to promote sustainable development in Jordan. The main objective of the study is to determine whether corporate social responsibility disclosures within the scope of sustainability reports have an impact on financials. In this study, which includes the sustainability reports and annual reports of 20 companies in the ASEGI and ASE20 indices of the Jordan Stock Exchange, profitability ratios among the financial analysis ratios of the institutions for the relevant years are used as indicators as dependent variables. The data determined as independent variables in the research were analyzed from the perspective of employees, customers, environment, society, stakeholders, sustainability, risk management and innovation. The sustainability reports and annual reports of the organizations subject to the research published for the year 2022 were determined by content analysis in terms of sustainability and corporate social responsibility, and their financial performances were measured by ratio analysis method.



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According to the findings of this study, it has been determined that there is a statistically significant relationship between corporate social responsibility and profitability ratios and that they affect each other positively. Accordingly, the effect of corporate social responsibility on the financial performance of enterprises is positive. This result is a positive result in terms of sustainable competitiveness of enterprises.

Keywords: Sustainability, Corporate Social Responsibility, the Jordan Stock Exchange, Ratio Analysis



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Measuring and Evaluating Financial Performances of the Biggest Taxi Company in Indonesia, PT. Blue Bird Tbk during 2017-2021 and its Resilience in the Covid-19 Pandemic Era

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ABSTRACT

This research conducts a financial ratio analysis to evaluate the financial performance and its resilience of the biggest taxi company in Indonesia, PT. Blue Bird Tbk. during the fiscal years 2017-2021. The study also aims to assess the company's performance and stability amidst the economic challenges posed by the COVID-19 pandemic in the years 2020 and 2021. Key financial ratios, including liquidity, solvency, profitability, and efficiency ratios, are analyzed to provide a comprehensive overview of the company's financial health. This research data collection method uses secondary data of publicly audited financial reports during 2017-2021. The data was analyzed by using a quantitative technique and descriptive approach. The findings indicate that PT. Blue Bird Tbk. faced significant financial pressures due to reduced operational activities and revenue declines. However, strategic cost management and financial adjustments helped mitigate some of the adverse impacts. The analysis concludes that while the company showed resilience, continuous monitoring and adaptive strategies are essential for sustaining long-term financial stability in a volatile economic environment.

Keywords: Financial Ratios, Taxi Company, Financial Health, Profitability, Liquidity



Financial Performance Analysis of PT Vale Indonesia Tbk Year 2018-2023

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ABSTRACT

The demand for nickel, especially for batteries used in electrical vehicles (EVs) is growing rapidly. Indonesia holds the world's largest nickel reserves and leverages Nickel commodity to attract investment in the industry. PT Vale Indonesia Tbk plays a significant role in Indonesia's nickel industry, contributing to global supply chains while prioritizing sustainability and responsible practices. The objective of this study is to analyze and evaluate the financial performance of PT Vale Indonesia Tbk, one of the largest Indonesia Mineral Mining Companies that is primarily engaged in the Nickel Mining and processing business, located in Sorowako, East Luwu, South Sulawesi. The data was collected from the PT Vale Indonesia Tbk Consolidated Financial Statements from 2018 through 2023. The research methodology used was Financial Ratio Analysis (FRA) to measure the liquidity, solvency, activity, and profitability performances and will be tested by using Du-Pont System theory. Furthermore, the end-analysis findings would be expected to show PT Vale Indonesia Tbk Financial Health and Operational Efficiency. With a smooth operation strategy and healthy financial performances, especially its profitability, hopefully, it would increase PT Vale Indonesia Tbk stock prices which means investors are willing to pay more for the company's shares. Hence, it shows positive investor sentiment that would be in line with Indonesia's government strategy to attract investment in smelter projects and nickel end-to-end processing plants in Sulawesi and at the end of the day will support Indonesia to become a future battery production hub.

Keywords: Financial Performance, Financial Ratio Analysis, Nickel Mining and Processing Industry, Du-Pont System

Hata Yönetimi Kültürü Kavramının Örgütler Açısından Önemi

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ÖZET

Bu çalışma, hata yönetimi kültürünün örgütler açısından taşıdığı önemi, kavramsal ve teorik bir çerçevede ele alan kapsamlı bir literatür taramasıdır. Hata yönetimi kültürü, örgütlerin hataları bir tehdit olarak değil, öğrenme ve gelişim fırsatı olarak değerlendirdiği bir yaklaşımdır. Bu kavram, yönetim ve işletme alanında güncel bir konudur. Literatürdeki önemli çalışmaların bulguları doğrultusunda, bu kültürün örgütsel öğrenme, yenilikçilik, iş tatmini ve performans üzerindeki olumlu etkileri incelenmektedir. Hata yönetimi kültürü, örgütlerde açık iletişim, liderlik desteği ve psikolojik güvenliğin varlığı ile pekişmektedir. Bu çalışmada, liderlik, iletişim ve psikolojik güvenlik gibi faktörlerin, hata yönetimi kültürünün oluşturulmasındaki kritik rolleri tartışılmaktadır. Ayrıca, hata yönetimi kültürünün örgütlerde değer yaratma ve sürdürülebilir rekabet avantajı sağlama potansiyeli vurgulanmaktadır. Literatürdeki ampirik çalışmaların sonuçlarına dayanarak, örgütlerin hata yönetimi kültürünü benimsemeleri için izlemeleri gereken stratejiler ve uygulamalar ele alınmaktadır. Sonuç olarak, hata yönetimi kültürünün benimsenmesinin, örgütlere esneklik ve yenilikçilik kazandırarak, değişen ve belirsiz iş ortamlarında daha rekabetçi olmalarına katkıda bulunduğu ortaya konulmaktadır. Çalışmanın, hem akademik çevrelerde hem de uygulayıcılar arasında, hata yönetimi kültürünün öneminin anlaşılmasına katkıda bulunması ve bu alandaki araştırmaların daha etkili bir şekilde yönetilmesine yardımcı olması amaçlanmaktadır.

Anahtar Kelimeler: Hata Yönetimi, Hata Yönetimi Kültürü, Örgüt, Performans

Importance of the Concept of Error Management Culture in Terms of Organizations

ABSTRACT

This study is a comprehensive literature review that examines the importance of error management culture for organizations within a conceptual and theoretical framework. Error management culture is an approach in which organizations evaluate errors not as a threat but as an opportunity for learning and development. This concept is a current issue in the field of management and business. In line with the findings of important studies in the literature, the positive effects of this culture on organizational learning, innovation, job satisfaction and performance are examined. Error management culture is reinforced by the presence of open communication, leadership support and psychological safety in organizations. In this study, the critical roles of factors such as leadership, communication and psychological safety in creating an error management culture are discussed. Additionally, the potential of error management culture to create value and provide sustainable competitive advantage in organizations is emphasized. Based on the results of empirical studies in the literature, the strategies and practices that organizations should follow in order to adopt an error management culture are discussed. As a result, it is revealed that the adoption of error management culture contributes to organizations being more competitive in changing and uncertain business environments by providing flexibility and innovation. The study aims to contribute to the understanding of the importance of error management culture, both in academic circles and among practitioners, and to help manage research in this field more effectively.

Keywords: Error Management, Error Management Culture, Organization, Performance



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Financial Performance Analysis and Evaluation of PT XL Axiata Tbk for Years 2019-2023, Before and After the Implementation of 5G Network in Indonesia

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ABSTRACT

PT XL Axiata Tbk is one of the largest telecommunications companies in Indonesia which provides cellular services for both retail and business. In 2021, the Ministry of Communication and Information announced that the telecommunications operator PT XL Axiata Tbk was eligible to commercialize 5G services in Indonesia. This makes PT XL Axiata the third operator after Telkomsel and Indosat Ooredoo. This research will analyze financial ratios to evaluate the financial performances of PT XL Axiata Tbk for the years 2019-2023 Before and After the Implementation of the 5G Network in Indonesia. Profitability ratios, which include Net Profit Margin, Return on Assets, and Return on Equity, are analyzed to present a comprehensive view of the financial performance of PT XL Axiata Tbk. The data used is secondary data to calculate the profitability ratio of PT XL Axiata Tbk and found that in 2021, when PT XL Axiata Tbk obtained a permit to commercialize the 5G network, there was an increase in Return on Assets (ROA) and Return on Equity (ROE) compared to the previous years. Revenue continues to increase but Return on Assets (ROA) and Return on Equity (ROE) decrease in 2022 and stagnate in 2023. Net Profit Margin (NPM) fluctuated slightly from 2019 to 2023. These findings indicate that although PT XL Axiata Tbk shows an increase in revenue, the Company is struggling to manage its operational activities, which affect NPM, ROA, and ROE.

Keywords: Financial Ratios, Profitability ratio, Net Profit Margin (NPM), Return on Asset (ROA), Return on Equity (ROE)



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Financial Performance Analysis and Evaluation of PT. Bank Permata Tbk. Before and After Acquired by Bangkok Bank Public Co. Ltd. Amid High Competition in Indonesia Banking Industry for the Years 2019 - 2023

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ABSTRACT

This research aims to analyze and evaluate the financial performance of PT. Bank Permata, Tbk. before and after being acquired by Bangkok Bank Public Co. Ltd. in May 2020 with using a Risk Based Bank Rating (RBBR) approach following Bank Indonesia Regulation article 2 Number 13/1/PBI/2011 point 2, Banks are required to conduct a soundness rating using Risk Based Bank Rating, both individually and a consolidated basis, with the scope of assessment covering Risk Profile, Good Corporate Governance, Earning and Capital factors. The Risk Profile factor will measure Non-Performing Loan (NPL), Loan to Deposit Ratio (LDR), Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) to assess credit risk, market risk and liquidity risk. The GCG assessed using content analysis on the disclosures that are available in the Bank's annual report. Earning factor is measured by the indicators of Return on Asset (ROA), Return on Equity (ROE), Net Interest Margin (NIM) and Operating Expense to Operating Income (BOPO). The Capital factor is measured by Capital Adequacy Ratio (CAR). The source of data is obtained from the Audited Financial Reports of PT. Bank Permata, Tbk. for the periods 2019 to 2023. The results of the analysis, it can be stated that the Bank health rating of PT. Bank Permata, Tbk. is healthy and the financial performance after acquired by Bangkok Bank Public Co, Ltd, is much better.

Keywords: Risk Based Bank Rating (RBBR), Liquidity Coverage Ratio (LCR), Net Stable Funding Ratio (NSFR), Earning, Capital.

XIX. Yüzyılda Osmanlı Sarayında Batı Müziğinin Yansımaları: Donizetti Paşa ve Modernleşme Süreci

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ÖZET

Bu bildiri, 19. yüzyıl Osmanlı sarayında Batı müziğinin etkilerini ve modernleşme sürecindeki rolünü ele almaktadır. Özellikle, Gaetano Donizetti'nin Osmanlı sarayında etkili olan kişiliği ve eserleri, modernleşme hareketinin bir parçası olarak Batı müziğinin Osmanlı toplumuna nasıl uygulandığını anlamamıza yardımcı olacaktır. Donizetti Paşa'nın İtalya'dan Osmanlı İmparatorluğu'na gelişi, Osmanlı sarayının müzikal atmosferine getirdiği yenilikler ve Batı müziği ile yerel müzik geleneği arasındaki etkileşim bu bildirinin ana odak noktalarındandır.

İstanbul'un müzikal merkezi haline gelmesinde Donizetti Paşa'nın rolü, modernleşme sürecinin bir sembolü olarak incelenebilir. Sarayda Batı müziğinin kabul edilmesi, Osmanlı elitlerinin kültürel alandaki dönüşümünü ve modern bir kimlik arayışını yansıtacaktır. Donizetti Paşa'nın besteciliği, bu sürecin bir parçası olarak Osmanlı toplumunda nasıl bir rol oynadığını anlamak için önemli bir örnek teşkil etmektedir. Onun eserleri, Batı müziğinin Osmanlı müziği üzerindeki etkilerini ve bu etkileşimin sonuçlarını incelemek için bir pencere sunmaktadır.

Donizetti Paşa'nın Osmanlı sarayındaki görevi sırasında düzenlediği konserler ve sahnelediği operalar, Batı müziğinin saray çevresinde kabul görmesine ve halk arasında popülerleşmesine katkı sağlamıştır. Ayrıca, Donizetti Paşa'nın öğrencileri aracılığıyla Batı müziği, Osmanlı müzisyenleri arasında da yayılmış ve yeni bir müzik anlayışın oluşumuna katkıda bulunmuştur.

Sonuç olarak, bu bildiri, Donizetti Paşa'nın Osmanlı sarayında Batı müziğinin yayılmasındaki rolünü ve Osmanlı toplumunun modernleşme sürecindeki müzikal değişimini daha iyi anlamamıza yardımcı olmaktadır. Onun yaşamı ve eserleri, 19. yüzyıl Osmanlı müzik tarihindeki önemli bir kilometre taşı olarak değerlendirilebilir. Ayrıca, bu çalışma, Osmanlı İmparatorluğu'nun Batı ile kültürel etkileşiminin müzik alanındaki yansımalarını da ortaya koyarak, daha geniş bir perspektiften modernleşme sürecini anlamamıza olanak tanımaktadır.

Anahtar Kelimeler: 19. Yy Osmanlı Sarayı, Gaetano Donizetti, Modernleşme süreci.

Reflections of Western Music in the Ottoman Palace in the XIXth Century: Donizetti Pasha and the Modernization Process

ABSTRACT

This paper discusses the influence of Western music in the 19th century Ottoman court and its role in the modernization process. In particular, the influential personality and works of Gaetano Donizetti at the Ottoman court will help us understand how Western music was applied to Ottoman society as part of the modernization movement. Donizetti Pasha's arrival from Italy to the Ottoman Empire, the innovations he brought to the musical atmosphere of the Ottoman court, and the interaction between Western music and the local musical tradition are the main focal points of this paper.

Donizetti Pasha's role in making Istanbul a musical center can be examined as a symbol of the modernization process. The acceptance of Western music in the palace would reflect the cultural transformation of the Ottoman elites and their search for a modern identity. Donizetti Pasha's composition is an important example to understand



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how he played a role in Ottoman society as part of this process. His works provide a window through which to examine the influence of Western music on Ottoman music and the consequences of this interaction.

The concerts Donizetti Pasha organized and the operas he staged during his tenure at the Ottoman court contributed to the acceptance of Western music around the court and its popularization among the public. Moreover, through Donizetti Pasha's students, Western music spread among Ottoman musicians and contributed to the formation of a new understanding of music.

In conclusion, this paper helps us to better understand the role of Donizetti Pasha in the spread of Western music in the Ottoman court and the musical changes in the modernization process of Ottoman society. His life and works can be considered as an important milestone in the history of 19th century Ottoman music. In addition, by revealing the reflections of the Ottoman Empire's cultural interaction with the West in the field of music, this study allows us to understand the modernization process from a broader perspective.

Keywords: 19th Century Ottoman Palace, Gaetano Donizetti, Modernization process.

Türk Mûsikîsinde Zekâi Dede'nin Şuğullerinin Yeri

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ÖZET

Zekâi Dede, Dede Efendi'nin son öğrencisi olup Klasik Türk Mûsikîsinin son temsilcisidir. Dini ve ladini bestelere sahip olan Zekâi Dede, değişimin olduğu bir döneme denk gelmesine rağmen mûsikîyi ayakta tutan çalışmaları vardır. Kuşkusuz değişimin yansımaları bestelerinde görülür. Bestelediği ve kaleme aldığı birçok eserle beraber Türk Mûsikîsinin gelişmesine katkı sunan Zekâi Dede, günümüze ulaşan repertuvarın ana kaynaklarını sağlayan bir mûsikîşinas olarak da adlandırılabilir. Zekâi Dede aslında XIX. yüzyılın ikinci yarısında mûsikî alanına izini bıraktığı eserlerle anılır. Birçok formda eser yazdığı bilinmektedir. Bunların başında gelen form şuğuldür. Bu çalışma Türk Mûsikîsî'nde önemli bir yere sahip olan Zekâi Dede'nin bestelediği eserlerden olan şuğul formundaki eserlerinin literatüre önem ve katkılarını ele almasıdır. Şuğulleri mûsikî içerisinde görünür hale getiren Zekâi Dede, şuğul formunu mûsikî içine dâhil ederek bu alandaki çeşitliliği ve zenginliğe katkı sunar. Zekâi Dede'nin mûsikî alanında yazdığı şuğullerin incelenmesi ve bu sürecin içerisinde yer alan Zekâi Dede'nin mûsikîşinaslığı, tasavvufî yönü ve hayatı çalışılmıştır. Son tahlilde birçok öğrenci yetiştiren ve günümüzde halen anılan Hoca, eseriyle birlikte gelecek nesillerin ufkunu mûsikî alanında açmaya devam edecektir.

Anahtar Kelimeler: Zekâi Dede, Şuğul, Klasik Türk Mûsikîsî

The Place of Zekâi Dede's Shuğuls in Turkish Music

ABSTRACT

Zekâi Dede is the last student of Dede Efendi and the last representative of Classical Turkish Music. Zekâi Dede, who composed religious and religious compositions, has works that keep music alive even though it coincides with a period of change. Undoubtedly, reflections of the change can be seen in his compositions. Zekâi Dede, who contributed to the development of Turkish Music with many of the works he composed and wrote, can also be called a musician who provided the main sources of the repertoire that has survived to the present day. Zekâi Dede is actually from the 19th century. He is remembered for the works that left his mark on the field of music in the second half of the century. It is known that he wrote works in many forms. The most prominent form among these is şuğul. This study examines the importance and contributions to literature of the works in the form of şuğul, which are among the works composed by Zekâi Dede, who has an important place in Turkish Music. Zekâi Dede, who makes shughuls visible in music, contributes to the diversity and richness in this field by including the shughul form into music. The songs written by Zekâi Dede in the field of music were examined, and the musical style, mystical aspects and life of Zekâi Dede, who was involved in this process, were studied. In the final analysis, Hodja, who educated many students and is still remembered today, will continue to open the horizons of future generations in the field of music with his work.

Keywords: Zekâi Dede, Şuğul, Classical Turkish Music



Analysis, Evaluation of Financial Performances and Z-Score Assessment of PT Aneka Tambang, Tbk for Years 2019-2023

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ABSTRACT

The study focuses on analyzing and evaluating the financial performances of PT Aneka Tambang, Tbk. (Antam) for the years 2019 up to 2023 using Altman Z-Score model, which includes overview, context, ratios, and evaluation of financial ratio. Using the Altman Z-Score model method to find out general financial metrics. Specifically, the financial ratios that will be used are: 1) profitability (return on equity, return on assets, earnings power of to total investment, gross profit margin, operating income or loss), 2) solvability (debt to assets ratio, debt to equity ratio), 3) liquidity (current ratio, working capital to total asset), and 4) activity ratio (total asset turnover, working capital turnover, total equity to total asset ratio). The result from the financial ratio analysis from 2019-2023 shows that the profitability ratio was increased from 2020-2022, solvability ratio was decreased gradually from 2019-2023, liquidity ratio was increased gradually from 2020-2023, and activity ratio was increased from 2020-2022. Based on this financial ratio analysis, the Altman z-score model shows that the company in non-distress zone for the year 2019, 2021, 2022 and 2023. While in year 2020, the company is in grey zone. In summary, Antam's financial performances from 2019 to 2023 indicate a stable and improving liquidity position, a moderate level of debt, and a relatively high level of profitability. The company's net profit has consistently increased over the period, reflecting its ability to manage its financials effectively and maintain its competitive position in the market.

Keywords: Financial Performance, Financial Ratios, Financial Management, Altman Z-Score.



Ahmet Avni Konuk'un Fihrist-i Makamat'ı Üzerine Bir İnceleme

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ÖZET

Ahmet Avni 19. yüzyılın önemli musikişinas ve bestekarlarından biridir. Pek çok alanda ilmi çalışmaları bulunan Ahmet Avni, müzik alanında Hanende ve Fihrist-i Makamat adlarında iki önemli eser kaleme almıştır. Ancak ülkemiz akademisinde bu eserler üzerine çok çalışılmadığı görülmektedir. Zira akademisyenler müzik alanından ziyade tasavvuf alanında verdiği ürünler üzerine çalışmayı tercih etmiştir. Bu çalışmamızda akademide es geçildiğini düşündüğümüz bir konu üzerinde durulacaktır. Ahmet Avni'nin Fihrist-i Makamat eserinde yer alan eserler makam, usul ve form yönüyle incelenecek ve tablo şeklinde sunulup tespitler yapılacaktır.

Anahtar Kelimeler: Ahmet Avni Konuk, Fihrist-i Makamat, Makam, Usul, Tablo.

An Analysis of Ahmet Avni Konuk's Fihrist-i Makamat

ABSTRACT

Ahmet Avni was one of the important musicians and composers of the 19th century. Having scholarly works in various fields, Ahmet Avni wrote two important works in the field of music, titled Hanende and Fihrist-i Makamat. However, it is observed that these works are not studied much in our country's academia. Academicians have preferred to work on his products in the field of tasavvuf rather than in the music field. In this study, we will focus on a subject that we think is overlooked in academia. The works in Ahmet Avni's Fihrist-i Makamat will be analyzed in terms of makam, usul, and form, and findings will be made and presented in a table format.

Keywords: Ahmet Avni Konuk, Fihrist-i Makamat, Makam, Usul, Table.



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The Analysis of Financial Ratio in PT Telkom Indonesia TBK in 2018-2022 to Evaluate Profit and Assets Performance

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ABSTRACT

PT Telkom Indonesia Tbk is a telecommunications company that plays an important and strategic role in Indonesian society especially in the area of enhancing internet connectivity and telecommunications. Assessing the financial ratio of PT Telkom Indonesia Tbk is crucial for evaluating the company's profitability and assets, as it enables a more effective analysis of its financial performance. Financial ratios are useful in assessing a company's financial performance, which includes its capacity to repay debts, create income, and efficiently utilize its assets. The analysis of PT Telkom Indonesia Tbk's financial ratios for the period spanning 2018 to 2022 reveals a varied performance in terms of asset utilization and profitability. The data analysis used in this study was an analysis Dupont system using industry averages for Net Profit Margin (NPM), Total Asset Turnover (TATO), and Return On Investment (ROI) (Du Pont) throughout the period of the company. During this time period, the financial ratios of the company exhibit both positive and negative trends. The study's findings indicate that the financial performance remains within in good criteria.

Keywords: Financial Ratio, Du Pont, Profitability Performance, Assets



Financial Performance Measurement, Analysis and Evaluation of PT Siloam Hospital, Tbk Before and During Covid-19 Pandemic Crisis in Indonesia for Years 2017 -2022

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ABSTRACT

PT Siloam Hospital, Tbk is a company operating in the health services sector which has the largest hospital network in Indonesia. Established in 1996, PT Siloam Hospitals has succeeded in becoming a standard hospital in terms of service quality in Indonesia. However, pandemic Covid-19 that has been occurred until now is one of the biggest challenges to all industry areas including for healthcare service industry. The objective of the research is to measure, analyze and evaluate the financial health of PT Siloam Hospital, Tbk before and during Covid-19 pandemic. The research methodology was using fundamental financial ratio analysis from audited publicly financial reports of the company that focused on financial and operational figures. The conclusion of the six years' financial performance analysis was fluctuated but showed positive progress with the ratio of debt still stable with additional current assets. In the last two years, EBITDA margins increased about 1.1% and Net Profit Margins significantly grew up. In addition, operational figures showed positive movements by increased of inpatient, outpatient, and surgery number for the last two years. The findings of the research provide a brief overview of the financial performances of PT Siloam Hospital, Tbk that can be a recommendation for shareholders in making an investing decision in the company.

Keywords: Financial Ratio, Du Pont, Profitability Performance, Assets



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Financial Performance Analysis and Evaluation of PT Unilever Indonesia Tbk. Year 2017 -2021

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ABSTRACT

As one of the countries that has hundreds of million people living in the area, Indonesia has become one of the huge demands of Consumer goods product. The market potential, the numbers of product to be used by the consumer leads to a very promising business to Consumer Goods industry in Indonesia.

One of the big players in the FMCG industry in Indonesia is PT. Unilever Indonesia Tbk. This research will focus on the Financial Report of PT. Unilever Indonesia Tbk (The Company), to measure its health conditions that reflected in the financial ratios from the year of 2017-2021, from which will result to provide recommendation to The Company on how to mend any financial performance issues in their business. The methodology of measurements will use the Financial Ratio Analysis (FRA). The Financial Ratios measured will include: 1. Liquidity Ratios, 2. Solvency Ratios, 3. Activity Ratios. 4. Profitability Ratios.

The analysis will measure the financial ratios figures of The Company from its official website from the year 2017-2021 and compare with each of the report year also with the same industry.

The result suggest that The Company need to review and manage some of their financial and productivity parameters very well, such as revenue stream, cash flow, debt level and other substances if they want to grow the business in a healthy and efficient manner.

Keywords: Financial Ratios, Financial Ratio Analysis, Fast Moving Consumer Goods, FMCG, Consumer goods



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The Impact of B20 Government Policy Implementation on The Financial Performance of Oil Palm Company, PT Salim Ivomas Pratama TBK : Year 2018 - 2023

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ABSTRACT

Oil Palm companies in Indonesia face various challenges, from environmental concerns to market volatility. European countries have also reduced imports of palm oil because they are considered to be contributing to deforestation. The Indonesian government's B20 policy, mandating a 20% blend of biodiesel in diesel fuel, aims to increase the utilization of renewable energy and reduce reliance on fossil fuels. This research evaluates whether the policy has contributed to significant changes in the financial performance to one of Indonesia's leading palm oil companies which PT Salim Ivomas Pratama Tbk since 2018 – 2022. Financial ratio analysis is a fundamental methodology for comprehensively assessing the financial performance and health of companies. Additionally, we also considers external factor such as global CPO prices and domestic economic conditions, to isolate the effects attributable to the B20 policy. The findings reveal a positive correlation between B20 policy and the financial performance of PT Salim Ivomas Pratama Tbk. Notably, the increased domestic demand of CPO driven by policy has resulted in higher revenues and improved profitability even the pandemic COVID19 situation. This research contributes to the broader understanding of how renewable energy policies can be influence corporate performance in the agribusiness sector. It provides valuable insight and analysis for government, industry stakeholders, and also investor regarding the economic benefits and challenges associated with the B20 policy.

Keywords: B20 Policy, PT Salim Ivomas Pratama Tbk, Financial Performance, Financial Ratio



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Financial Performance Analysis of the Indonesia's Leading Film Company, PT MD Pictures Tbk. : The Impact of Dual Strategy in the Digital Age (2018 – 2022)

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ABSTRACT

The Indonesia's film industry plays significant role in the society. However, the disruption due to the rise of digital streaming platforms affected the industry. Despite this challenge, MD Pictures, the first and only IPO company in the sector, successfully implemented dual strategy both digital expansion by leveraged partnership with Disney+ Hotstar and continue to produce traditional movie in theatre that became the highest-grossing Indonesian film. This study aims to analyze company's financial performance during the rising of digital era focusing on their innovative strategy. The data was secondary data collected from their financial statements and annual reports from 2018 – 2022. The research methodology used was financial ratio analysis (FRA) to assess profitability ratio (including Net Profit Margin, Return on Assets and Return on Equity), Revenue Growth and Debt-to-Equity ratio. The findings shows that MD Pictures reach their financial stability and improve profitability. The analysis also concludes that MD Pictures' effectiveness strategy can navigate the film industry landscape and successfully create the ecosystem to support the business.

Keywords: Financial Ratio, Profitability, Film Industry, Financial Performance, Digital Streaming



Measuring and Analysing Financial Health of PT Gudang Garam Tbk According to Altman Z-Score During the Construction of Dhoho Airport

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ABSTRACT

Indonesian cigarette market experienced a sleek performance after the Government made a bold move to increase tobacco tax 23% in late 2019, which was the highest tobacco tax increase in history. Then, Covid-19 pandemic came in 2020 and reduced the purchasing power of people to buy cigarettes. Although the aggressive hike of excise tax and weak demand from lower middle-income class has the negative impact to the cigarette industry, PT Gudang Garam Tbk, a cigarette company had completed the construction of Dhoho Airport in early 2024. Dhoho Airport in Kediri officially becomes the first airport in Indonesia that was built purely by private financing and without the state budget and it costs \$880M. Thereafter, PT Gudang Garam Tbk signed a toll road concession agreement with the Ministry of Public Works and Housing in May 2024 to build Kediri to Tulungagung toll road that connects Kediri Regency with Tulungagung albeit doubts about its potential business to attract significant traffic in Kediri. The total investment cost is expected to be at least \$600M. For this circumstance, this research is made to measure and analyze the financial health of PT Gudang Garam Tbk using the Altman Z-Score method model. This study was conducted on PT Gudang Garam Tbk for the 2019-2023 period when EBIT decreased from IDR15 trillion rupiah in 2019 to IDR3,9 trillion rupiah in 2022 and revenue strived to keep the steady growth. This study will give the insight to the stakeholders about the capacity of PT Gudang Garam Tbk during financing Dhoho Airport and before kick-off project Kediri-Tulungagung toll road.

Keywords: Financial Distress, Financial Health, Cigarette, Altman Z-Score



Comprehensive Financial Performance Evaluation and Z-Score Measurement of PT Indocement Tunggul Prakarsa, Tbk for Years 2018-2023: Before and During Covid-19 Pandemic

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ABSTRACT

Since President Joko Widodo's inauguration in 2014, Indonesia's government has prioritized infrastructure development as a key national strategic initiative, significantly boosting demand in the cement industry. Despite this increased demand, the sector faced oversupply challenges starting in 2019 and exacerbated by the Covid-19 pandemic. This research evaluates and predict the financial health and bankruptcy risk of PT Indocement Tunggul Prakarsa, publicly traded on the Indonesia Stock Exchange, over the period from 2018 to 2023, covering before and during Covid-19 pandemic. Utilizing data from PT Indocement Tunggul Prakarsa TBK's audited financial statements, the study employs financial ratio analysis and the Altman Z-score methodology for evaluating bankruptcy risk. Key financial ratios, such as current ratio, return on equity and net profit margin, were analyzed, with the current ration decreased from 269.67 % to 106.31%, the return of equity from 7.95% to 9.30% net profit margin range 11.5% to 10.87% during this period. The Altman Z-score indicated a grey zone classification, underscoring the company's resilience. For accounting managers, these findings offer critical insights into maintaining profitability and operational efficiency despite market fluctuations and oversupply issues. The period before the pandemic saw increased volumes and margins due to strategic infrastructure projects, resulting in rapid profit growth. However, during the pandemic, project delays led to profit declines and heightened bankruptcy risks. And recently, project resumption has stabilized margins, with increased sales volumes and profitability, albeit with ongoing concerns about potential oversupply and price pressures in the cement market.

Keywords: Cement Industry, Financial Performance, Operational Efficiency, Bankruptcy, Financial Ratio



Financial Performance Analysis of PT Jasa Marga (Persero) Tbk Based on No. Kep-100/Mbu/200- Before, During and After Covid-19 in Indonesia

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ABSTRACT

Jasa Marga is the largest toll company in Indonesia that has 36 concessions with the total length of 1,736 km. Jasa Marga generates revenue primarily through toll road operations. Their revenue is influenced by factors like toll rates, traffic volume, and economic conditions. Typically, toll road companies have relatively stable revenue streams due to the essential nature of transportation infrastructure. Jasa Marga net profit keep increasing year on year until the COVID-19 started coming to Indonesia in year 2020, since lockdown and restriction applied in Indonesia. It has been perceived from the net loss of Jasa Marga in year 2020. The Decree No.KEP-100/MBU/2002 issued by Indonesia Ministry of SOEs in June 2002 provides the mandatory of measuring and rating of the SOEs financial health condition. The results of 8 financial ratios investigating: Return on Equity (ROE), Return on Investment (ROI), Cash Ratio, Current Ratio, Collection Period, Inventory Turnover, Total Asset Turnover, Total Equity to Total Asset. This study aims to analyze and evaluate by measuring the financial performance and financial health condition of Jasa Marga as State Owned-Enterprise (SOE) for period 2018-2019 (Before COVID-19), 2020-2021 (During COVID-19) and 2022 (After COVID-19) by using financial performance measurement of Indonesia Ministry Decree No. KEP100/MBU/2002. It also gives a strong insights for the managements in toll industries to make the best strategies and decisions to keep up healthy financial performance for the company, if in the future, there are unexepected bad circumstances such as COVID-19 happens.

Keywords: Financial Performance, Financial Ratios, Jasa Marga, Ratings, COVID-19



Financial Performance Analysis and Evaluation of PT. Kimia Farma, Tbk (KAEF) Before and During Covid-19 Era for Years 2018 -2023

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ABSTRACT

Indonesia's pharmaceutical market is the largest market in the Southeast Asia region. Sales of medicines in Indonesia were valued at Rp 110.6 trillion, roughly US\$7.6 billion in 2020 and is forecasted to expand to Rp 176.3 trillion by 2025, according to US-based Fitch Ratings. In the critical of Covid-19 Pandemic situation, many of corporate sectors in Indonesia have had their operational activities disrupted, which has caused a decline in revenue. However, there are industrial sectors that have benefited from the Covid-19 such as the pharmaceutical industry. The purpose of this study was to find out the analysis of financial statements to measure financial performances of PT Kimia Farma, Tbk for the 2018-2023 period. The analytical method used is descriptive analysis using measurements of liquidity, solvency, activity and profitability ratios. The type of data used in this study is quantitative data sourced from secondary data, namely annual publicly financial reports documents from the Indonesian Stock Exchange (IDX). The results of the study show that based on the calculation of the liquidity ratio, the company's financial performance is said to be unfavorable, showed by a decline that causes the company to be unable to carry out or pay its current obligations. Based on the calculation of the solvency ratio, it produces data that the company has increased, which makes the company's condition very worrying because the company is unable to pay debts in a timely manner. Meanwhile, based on the calculation of the profitability ratio, it is not good because it has not been able to generate large profits and has not been able to manage the company's investment.

Keywords: Liquidity, Profitability ratios, Revenue, Net profit margin, Net income



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Analysis of the Indonesian Lifestyle Retail Industry's Financial Health Level Before and During COVID-19 Pandemic: A Case Study of PT Mitra Adiperkasa Tbk

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ABSTRACT

The COVID-19 lockdowns led to a significant decline in consumer spending and foot traffic at brick-and-mortar retail stores, resulting in notable revenue decreases for companies like PT Mitra Adiperkasa Tbk (MAPI). This study aims to evaluate the financial condition of MAPI, which is one of the largest retail firms in Indonesia. It analyzes secondary data from MAPI's annual financial reports over an 8-year period: four years before the pandemic (2016-2019) and four years during the pandemic (2020-2023), coupled with other pertinent information. The assessment involves descriptive analysis of financial ratios as well as evaluation of the company's fiscal health based on Ministry Decree No. KEP-100/MBU/2002 standards. After examining eight different financial ratios, it appears that overall, MAPI remains financially robust (A, A, AA, AA, BB, A, AA, AA). Although their stability decreased in 2020 during the initial year of Indonesia's pandemic era, they were able to rebound to an "A" rating in 2021 and achieve an enhanced "AA" rating in both 2022 and 2023—with improved scores compared to their pre-pandemic status. This comprehensive analysis not only provides valuable insights into Indonesia's retail industry but also assesses how PT Mitra Adiperkasa Tbk coped financially amidst unparalleled challenges posed by COVID-19.

Keywords: Financial Health, Financial Ratio, Decree of Ministry of State-Owned Company, Financial Ratio, Retail Industry, Pandemic, COVID-19



Assessment and Evaluation of State Owned Enterprises Financial Health Performance of Construction Company: PT PP (Persero) in 2018-2022

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ABSTRACT

The Indonesian government significantly ramped up investments in infrastructure projects between 2020 and 2024, it increase 20% compared to the 2015-2019 period. This study aims to examine the financial performances of PT PP (Persero) as the one of State-Owned Enterprises (SOEs) in the construction industry during the period 2018-2022. The assessment of State Owned Enterprises (SOE) financial health is a crucial aspect of ensuring the financial sustainability and effectiveness of these entities in Indonesia. This assessment, mandated by The Decree of Ministry of State Owned Enterprises No.: KEP-100/MBU/2002. The indicators of key financial ratios are Return on Equity (ROE), Return on Investment (ROI), liquidity ratios (Cash Ratio and Current Ratio), efficiency ratios (Collection Period and Inventory Turnover), activity ratios (Total Asset Turnover), and solvency ratios (Total Equity to Total Asset). Each indicator carries a specific weight, with the total weight score is 70 points. This weighted score serves as a benchmark for categorizing the overall financial health of the SOE. The Decree also provides a framework for categorizing SOE financial health based on their total assessment scores. This framework classifies SOE health into three categories: Healthy, Less Healthy, and Unhealthy. An analysis of PT PP (Persero)'s financial health from 2018 to 2022 indicates a decline. The company exhibited characteristics of a "Healthy" financial condition in 2018 (A) to "Less Healthy" in 2019 (BBB), with a further deterioration to "Less Healthy" state from 2020 to 2022 (B).

Keywords: Financial Health, Decree of Ministry of State Owned Company, Financial Ratio, SOEs, Construction Company



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Financial Performance Analysis and Evaluation of PT Selamat Sempurna Tbk. Manufacturing and Distribution Automotive Components Listed Company for Years 2019-2023

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ABSTRACT

PT Selamat Sempurna Tbk is a leading Indonesian company in the manufacturing and distributing of automotive components. The company specializes in producing high-quality filters, radiators, and other automotive parts for a wide range of vehicles, including passenger cars, commercial trucks, and industrial machinery has a robust supply chain network and collaborates with numerous global brands. It is listed on the Indonesia Stock Exchange and has a strong reputation for reliability and performance within the automotive parts industry. This research objective is to analyze the financial performance of a manufacturing and distributing automotive components company listed on the Indonesia Stock Exchange, PT Selamat Sempurna Tbk (SMSM). Financial ratio analysis (FRA) is applied to review SMSM's financial performance relative to competitors, and industry averages and analyze the factors that affect the return and profitability of (SMSM) shares. The ratios chosen include ROA, Debt-to-equity ratios and Debt to Asset ratios, Asset Turnover, Current Ratios, Profit Margin, ROE, Market Return, and Stock Return. This study uses quantitative research methods and sampling techniques to collect required data from PT Selamat Sempurna Tbk Consolidated Financial Statements from 2019 to 2023. Based on financial performance analysis PT Selamat Sempurna Tbk demonstrated strong financial performance. PT Selamat Sempurna Tbk has shown effective cost management and improved profitability, performing well compared to its competitors, with strong profitability, efficient use of resources, and prudent debt management. The company is well-positioned and needs to continue its growth trajectory and expand its influence in the global market.

Keywords: Financial Performance, Financial Ratio Analysis, Manufacture and Distribution Automotive Components Industry



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Measuring and Evaluating the Financial Health Condition of PT Japfa Comfeed Indonesia, Tbk (JAPFA) Before and During Covid-19 Pandemic Using Financial Ratio Analysis for Years 2019–2023

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ABSTRACT

Business is an activity where a company is looking for profit where net income shows a positivity and not in deficit. Being one of the largest protein producers of food industry in Indonesia, JAPFA under PT Japfa Comfeed Indonesia, Tbk specializes in producing poultry chicken meat since 1975. Focusing on the profitability and sustainability, the selling process of cost of goods (or service) sold in a company is one of the main factors to indicate its profitability. However, every company faced a challenge during the COVID-19 year that affected their financial growth and performance. As recorded, JAPFA's gross profit margin decreased by 1.7% from 2021 to 2022 and 1.2% from 2022 to 2023. This research data collection method uses secondary data of publicly audited financial reports during 2019-2023. The methodology used to measure the financial health in this journal is using the Financial Ratio Analysis (FRA) to see the key financial ratios, including liquidity, solvency, profitability, and efficiency ratios. The analysis shows that there is a significant effect on post-Covid-19 which cause the declining overall financial performance. Net profit as in 2023 is at 945 billion rupiah; while in 2019 (before pandemic), it was 1.8 trillion rupiah.

Keywords: Financial ratios, food industry company, financial health condition, profitability, Indonesia



Financial Performance and Evaluation of State Owned Enterprise (SOE) Pertamina Gas Negara (PGN) Before, During and After Covid-19

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ABSTRACT

Natural gas is a vital source of energy in Indonesia, natural gas often referred to as “Blue Energy” is a cleaner-burning fossil fuel primarily composed of methane (CH₄). The Ministry of Energy and Mineral Resources notes that, in 2023 utilization of Natural Gas for domestic market bigger than export, with percentage reaching 68,2% dominated by consumption for industry and followed by electricity. However, the emergence of Covid-19 pandemic in 2020 triggered a series of challenges for PGN business. The assessment of financial performance has become important. The Decree No. KEP-100/MBU/2002 issued by Ministry of State Owned-Enterprise of Indonesia in June 2002 is a significant regulation focusing on the performance evaluation of SOEs, the regulation provides the mandatory measuring and rating the financial health condition for all subsidiaries of SOEs. This study aims to measure the level of financial performance of PT Pertamina Gas Negara Tbk (PGN) for the period of 2018 – 2023, with particular focus on the impact of the Covid-19 pandemic. The result of investigating of eight financial ratios: Return on Equity, Return on Investment, Cash Ratio, Current Ratio, Collection Period, Inventory Turnover, Total Asset Turnover and Total Equity to Total Asset then be validated by measurement on the decree to conclude the financial health condition of the company. The author believes that the findings will be helpful for managers who continuously attempt to improve the efficiency and profitability of the company.

Keywords: Financial Performance, SOEs Health Condition, Natural Gas, Pertamina Gas Negara Tbk, Financial Ratio



İlk Konservatuarımız Dârülelhan'ın Eğitim Kadrosu ve Yaptıkları Çalışmalar

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ÖZET

Osmanlı Devletinin ilk resmi musiki okulu olan Dârülelhan 1917-1927 yılları arasında faaliyet göstermiş dört yıllık eğitim veren bir okuldur. Maarif Nezaretine bağlı okullarda istihdam edilecek musiki öğretmenlerinin yetiştirilmesinde büyük bir misyon üstlenmiş, buradan Türk Musikisine ve Batı Müziğine hakim öğretmenler yetişmiştir. İlk kurulduğunda, Yusuf Ziya Paşa, İsmail Hakkı Bey, Rauf Yekta Bey ve Tanbûri Cemil Bey gibi önemli musikişinaslar kadrosunda yer almıştır. 9 Aralık 1926 tarihinde Mustafa Necati Bey tarafından kapatılarak gerekli düzenlemeler yapılmış ve 22 Ocak 1927'de İstanbul Belediye Konservatuarı adıyla yeniden açılmış, Türk Müziği eğitimi müfredattan çıkarılmış, Doğu enstrümanları da kaldırılarak Programda batı konservatuarı örnek alınmıştır. Türkiye'nin çeşitli yörelerine dört farklı zamanda derleme gezileri düzenlenmiştir. Bu çalışmamızda Türk Müziği eğitimi veren konservatuarların temelini teşkil eden Darülelhan'ın ilk eğitim kadrosu ve yaptıkları çalışmaları incelenmektedir. Ayrıca 1924-1926 yılları arasında Dârülelhan Mecmuası yayımlanmış, ilk derleme çalışmalarına başlanmış ve notasız eserler notaya alınmıştır. Sonuç olarak Dârülelhan günümüz Türk Müziği konservatuarlarının temel taşı sayılmaktadır.

Anahtar Kelimeler: Klasik Türk Mûsikisi, Dârülelhan, Konservatuar.

The Instructor Staff of Dârülelhan, Our First Conservatory, and Their Works

ABSTRACT

Dârülelhan, the first official music school of the Ottoman Empire, was a four-year school that operated between 1917 and 1927. It undertook a major mission in the training of music teachers to be employed in the schools affiliated to the Ministry of Education and trained teachers who were proficient in Turkish and Western Music. When it was first established, important musicians such as Yusuf Ziya Pasha, İsmail Hakkı Bey, Rauf Yekta Bey and Tanbûri Cemil Bey were among its staff. On December 9, 1926, it was closed down by Mustafa Necati Bey, necessary arrangements were made and on January 22, 1927, it was reopened under the name of Istanbul Municipal Conservatory. Turkish Music education was removed from the curriculum, Eastern instruments were also removed and the Western conservatory was taken as an example in the program. Compilation trips were organized to various regions of Turkey at four different times. In this study, the first education staff of Darülelhan, which is the basis of conservatories providing Turkish Music education, and their studies are examined. In addition, Darülelhan Mecmuası was published between 1924-1926, the first compilation studies were started and unnotated works were notated. As a result, Dârülelhan is considered the cornerstone of today's Turkish Music conservatories.

Keywords: Classical Turkish Music, Dârülelhan, Conservatory.



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Post-Pandemic Financial Performance: A Comparative Analysis of PT. Telekomunikasi Negara Tbk (TLKM) And Competitor In The Indonesian Telecommunications Sector For Years 2022-2023

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ABSTRACT

This study analyses the financial performance of PT. TELEKOMUNIKASI NEGARA Tbk (TLKM) after the pandemic, specifically for the years 2022-2023. It also compares TLKM's performance with that of its main competitor in the Indonesian telecommunications market, PT. Indosat Tbk (ISAT). An analysis of financial ratios, such as Return on Assets (ROA), Return on Equity (ROE), Net Profit Margin (NPM), Total Asset Turn Over (TATO), Fixed Asset Turn Over (FATO), Debt to Equity Ratio (DER), and Current Ratio (CR), is conducted using financial data from 2022-2023. This analysis aims to evaluate the profitability, efficiency, and overall financial well-being of the companies in the post-COVID-19 pandemic period. This study utilized secondary data from annual public financial reports, which were obtained from the Indonesia Stock Exchange (IDX). The study utilizes ratio analysis and benchmarking approaches to evaluate the performance of PT. TELEKOMUNIKASI NEGARA Tbk in comparison to its competitors. Ratio analysis entails the computation and comparison of financial ratios of organizations to detect patterns and pinpoint areas that need enhancement. On the other hand, benchmarking involves comparing the financial ratios of companies with those of their competitors to evaluate their relative performance. The findings indicate that, according to the financial ratios utilized in this study, all 7 financial ratios demonstrate that TLKM has exhibited superior financial performance and competitive standing compared to ISAT after the pandemic. This research assists stakeholders and industry analysts in comprehending the company's ability to withstand challenges and its methods for achieving growth in the current circumstances.

Keywords: Analysis, Financial Performance, T-Test, Covid-19



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Analysis and Evaluation of (ESG) Practices on Financial Performances and Stock Prices of PT Industri Jamu dan Farmasi Sido Muncul, Tbk

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Abstract

This research aims to explore the impact of Environmental, Social, and Governance (ESG) practices on the stock price of PT Industri Jamu and Farmasi Sido Muncul Tbk 2018-2023. The research method employed with quantitative approaches using regression and financial ratio analysis (FRA). Data were collected through annual financial report and sustainability reports. The findings reveal that the ESG practices implemented by Sido Muncul have a negative significant impact on the company's stock price performance what is known about the Sig. value is $0.42 < 0.05$, which indicates that ESG practices concurrently influence stock price variables and can be used as the foundation for test F decision making but have good financial performance. The implementation of ESG not only enhances the long term value of the company but also creates a positive reputation as a leader in sustainable business practices. Thus, this research provides valuable insights into the relationship between ESG practices with stock market performance and financial performance in Indonesia, as well as practical guidance for other companies seeking to enhance their value through sustainable ESG practices.

Keywords: ESG Practices, Financial Performance, Stock Price

Sovyet Stalinist Politikasının Sonuçları: 1931-1933 Yıllarındaki Kazakistan'da Açlık

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ÖZET

1931-1933 yıllarında Kazakistan'da yaşanan açlık, Sovyet Stalinist politikalarının doğrudan bir sonucu olarak ortaya çıkmıştır. Bu dönemdeki politikalar, kolektivizasyon ve zorla yerleştirme uygulamaları gibi tarım politikaları, kırsal ekonominin ve toplumun yapısını derinden etkilemiştir. Bu makalede, Sovyet Stalinist politikalarının Kazakistan'da 1931-1933 yılları arasındaki açlığa nasıl yol açtığı ve bu açlığın sonuçları ele alınacaktır. 1931-1933 yıllarında Kazakistan'da yaşanan açlık, Sovyet Stalinist politikalarının doğrudan bir sonucudur. Kolektivizasyon ve zorunlu tahıl teslimatları gibi uygulamalar, geleneksel tarım ekonomisini bozmuş ve halkın büyük bir kısmının yaşamını yitirmesine yol açmıştır. Bu dönemde yaşanan olaylar, Sovyet tarım politikalarının yıkıcı etkilerini açıkça göstermektedir. Bu trajik olay, Kazakistan'ın tarihine derin bir yara olarak kazanmış ve Sovyetler Birliği'nin tarım politikalarının insanlık üzerindeki yıkıcı etkilerini ortaya koymuştur. Makalenin amacı, Sovyetler Birliği'nin 1930'lu yıllardaki tarım politikalarının Kazakistan'da yaşanan açlık felaketine nasıl yol açtığını, bu felaketin Kazak halkı üzerindeki etkilerini ve sonuçlarını incelemektir. Ayrıca, bu dönemdeki açlık felaketinin Kazakistan'ın demografik ve insani yapısına nasıl bir etki yaptığını ve Kazak halkının hayatta kalma mücadelesini nasıl şekillendirdiğini araştırmaktır.

Anahtar Kelimeler: Kazakistan, Sovyetler Birliği, Stalinist Politikası, kolektivleştirme, açlık, totaliter rejim

The Consequences of the Soviet Stalinist Policy: Famine in Kazakhstan in the Years 1931-1933

ABSTRACT

The famine experienced in Kazakhstan in 1931-1933 arose as a direct result of Soviet Stalinist policies. The policies of this period, agricultural policies such as collectivization and forced resettlement practices, have deeply affected the structure of the rural economy and society. This article will cover how Soviet Stalinist policies led to Decadence in Kazakhstan between 1931-1933 and the consequences of this decadence. The famine experienced in Kazakhstan in 1931-1933 was a direct result of Soviet Stalinist policies. Practices such as collectivization and forced grain deliveries have disrupted the traditional agricultural economy and led to the loss of life of a large part of the population. The events that took place during this period clearly show the devastating effects of Soviet agricultural policies. This tragic event is etched in the history of Kazakhstan as a deep wound and reveals the devastating effects of the agricultural policies of the Soviet Union on humanity. The purpose of the article is to examine how the agricultural policies of the Soviet Union in the 1930s led to the famine disaster in Kazakhstan, the effects of this disaster on the Kazakh people and its consequences. In addition, it is to investigate how the famine disaster during this period affected the demographic and humanitarian structure of Kazakhstan and shaped the struggle of the Kazakh people for survival.

Keywords: Kazakhstan, Soviet Union, Stalinist Policy, Collectivization, Famine, Totalitarian Regime



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Financial Performance Analysis and Evaluation of PT. Pabrik Kertas Tjiwi Kimia Tbk (TKIM) 2018–2023, Before and During COVID-19

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ABSTRACT

PT. Pabrik Kertas Tjiwi Kimia Tbk (TKIM) stands as one of Indonesia's largest paper factories, boasting an impressive annual production capacity of 1,200,000 metric tons. This paper mill specializes in the manufacturing of paper, packaging materials, and a variety of school and office stationery products. However, the emergence of the Covid-19 pandemic in 2019 triggered a series of challenges for the paper industry worldwide. With restricted activities, including work and school shutdowns, the demand for paper products experienced a significant decline, which could be impacting the financial performance of paper factories. This research aims to conduct a comprehensive analysis of the financial statements of PT. Pabrik Kertas Tjiwi Kimia Tbk for the period from 2018 to 2023, with a particular focus on the impact of the COVID-19 pandemic. The analytical process employed involves descriptive analysis, utilizing key financial ratios to assess liquidity, solvency, activity, and profitability trends. Through this analysis, insights into the financial performance of PT. Pabrik Kertas Tjiwi Kimia Tbk before and during the onset of COVID-19 will be unveiled, shedding light on the company's resilience and adaptation strategies amidst challenging market conditions.

Keywords: Paper factory, Activity Ratio, Liquidity Ratio, Profitability Ratio, Solvency Ratio



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The Effect on Financial Performances of PT Medco Energi Internasional, Tbk. After Acquisition of Ophir Energy Plc in 2019

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ABSTRACT

PT Medco Energi Internasional Tbk. (MEDC) is an Indonesian energy company that invests in the upstream oil and gas sector. It was established in 1980 and became a publicly traded company in 1994. To fuel its growth, MEDC has aggressively expanded its business through mergers and acquisitions of various domestic and international assets while maintaining revenue and cash flow. The acquisition of Ophir Energy plc in 2019 significantly affected the financial performance, that is, the return on assets. However, it gradually recovered alongside increased production and operating revenue and was unaffected deeply by the pandemic. Sustaining value creation for shareholders can be achieved by keeping financial ratios that measure liquidity, activity, profitability, and long-term solvency. This research aims to understand how the company's financial performance was affected by acquisition of Ophir Energy Plc using secondary data of the company for the periods of 2018-2023.

Correlating M&A activities with financial performance will provide insights into the company's profitability from its operations and help identify the best solutions.

Keywords: Merger and Acquisitions (M&A), Financial Performance, Value Creations



Marketing Corporate Social Responsibility Practices to Consumers in Modern Marketing: Some Examples of Applications from Brands

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ABSTRACT

According to studies on corporate social responsibility studies in general, it includes positive image studies on the image in the minds of consumers for the products or services of a business or organization. When considered in this respect, corporate social responsibility studies actually overlap and reference brand image and brand loyalty studies in modern marketing management. Corporate social responsibility activities are actually, in a sense, an indicator of the harmony, communication and integration of businesses with the social structure they operate in. In this respect, corporate social responsibility activities also mean that businesses are more firmly and tightly connected to the society in which they operate. As a result, the products or services of the enterprises will gain more loyalty and value, and will allow the institution to have a higher competitiveness in the society in which it operates. In terms of modern marketing methods and techniques, corporate social responsibility projects are important tools of modern marketing, showing the positive image that businesses create when communicating their products or services to consumers at the final stage. Corporate social responsibility is actually an important tool and element of the marketing process in the field of marketing, just like advertising, fairs, customer relations or other marketing activities. In this framework, the study provides information about modern marketing and corporate social responsibility and presents examples of the practices of some brands.

Keywords: Corporate Social Responsibility, Modern Marketing, Brand



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Financial Performance Analysis and Evaluation of PT. Sumber Alfaria Trijaya, Tbk Before and During the Covid-19 Pandemic Crisis in Indonesia for Years 2019 - 2023

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ABSTRACT

PT. Sumber Alfaria Trijaya, Tbk is a leading retail company based in Tangerang, Indonesia, and holds the franchise license for the Alfamart brand as part of the Alfa Group. Throughout the Covid-19 pandemic, PT. Sumber Alfaria Trijaya, Tbk faced many challenges, especially those that affected their financial health during the period before the pandemic and during the pandemic. This research focuses on evaluating the impact of the pandemic on key financial metrics such as Return on Assets (ROA), Return on Equity (ROE), and Net Profit Margin (NPM). This research was conducted to explore the company's financial resilience and its strategic response to developing economic conditions. The data used in this research includes the company's annual financial statement from the 2019-2023 period. Using comparative analysis of company financial performance before and during the crisis, this research uses quantitative methods to examine financial ratios with the aim of identifying changes in financial performance and operational resilience. By analyzing performance indicators, overcoming challenges faced, and deploying adaptation strategies during the pandemic, this research not only helps company management in designing strategies for financial survival but also provides academic insight into crisis management in the retail sector. The findings from this research provide benchmarks for retail companies, through strategies that can be used in business practices in dealing with crisis situations.

Keywords: Financial Performance, Covid-19 Impact, Return on Assets (ROA), Return on Equity (ROE), and Net Profit Margin (NPM), Crisis Management



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Financial Performance Analysis of PT United Tractors Tbk Before, During, and After COVID-19 Crisis in Indonesia for Years 2018-2022

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ABSTRACT

PT United Tractors Tbk (UT), a subsidiary of PT Astra International Tbk, controls five business segments: Machinery/Heavy Equipment, Mining Contracting, Mining, Construction, and Energy. Over the years, the company's diversified portfolio has driven growth in net revenue and assets. However, the COVID-19 pandemic significantly impacted all these sectors. This study examines PT United Tractors Tbk's financial performance before, during, and after the COVID-19 crisis. It utilizes secondary data from annual reports, such as income statements, cash flow statements, and balance sheets from 2018 to 2022. The methodology employed is financial ratio analysis, focusing on one metric for each ratio such as current ratio, net profit margin, asset turnover, and debt to equity ratio. The results indicate that the company experienced a notable decline of 29.28% in profitability and 20% in activity during the pandemic in 2020, marking the lowest profitability and activity period. Nonetheless, there was a recovery in profitability by 99.3% and in activity by 45.5% in 2022 as COVID-19 restrictions were lifted. Financial ratio analysis in this context provides valuable insight for investors, aiding in informed decision-making regarding PT United Tractors Tbk.

Keywords: PT United Tractors Tbk, Financial Ratio, Liquidity Analysis, Profitability Analysis, Activity Analysis, Solvency Analysis, COVID-19 Crisis



How Covid-19 Pandemic Impacted The Infrastructure Industry: The Analysis of PT ADHI KARYA (Persero) Tbk Financial Performance 2018-2022

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ABSTRACT

Before the pandemic, Indonesia's infrastructure industry thrived, driven by substantial government investments in national development projects. However, the onset of COVID-19 in early 2020 disrupted operations, causing project delays, supply chain interruptions, and financial strain. In total during 2020, the award value for all infrastructure tenders in Indonesia is IDR 183.77 trillion (USD 12.8 billion) and according to Mordor-Intelligence Report is expected to reach USD 126.27 billion by 2029. This study examines the financial performance of PT ADHI KARYA (Persero) Tbk, one of the major player in Indonesia's infrastructure, from 2018 to 2023. Focusing on the pre- and post-COVID-19 pandemic periods. Using a descriptive analysis methodology, the research evaluates liquidity, solvency, activity, and profitability ratios based on quantitative data from the Indonesian Stock Exchange (IDX). The pre-pandemic period (2018-2019) showed strong financial health for PT ADHI KARYA, with high liquidity, stable solvency, active project engagement, and robust profitability. In contrast, the pandemic period (2020-2021) saw declines in these metrics, highlighting the severe impact on the company's operations. By 2022, signs of recovery emerged, with improvements in financial ratios indicating a return to stability. Enhanced liquidity, better debt management, increased project activity, and recovering profitability demonstrate the company's resilience and strategic adaptability. This study provides insights into the challenges and recovery strategies within Indonesia's infrastructure sector during global disruptions, offering a framework for understanding corporate financial dynamics in crisis situations and informing future policy and strategic decisions to enhance sectoral resilience.

Keywords: Financial Performance, Adhi Karya, Covid-19 Pandemic



Hafız Post'un Dinî Mûsikî'ye Katkıları

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ÖZET

Klasik Türk Mûsikîsi'nin önemli mûsikîşinaslarından biri olan Hafız Post, XVII. yüzyıl Türk Mûsikîsinin gelişmesinde ve formlaşmasında önemli katkılarda bulunmuştur. Tahmini 1630 yılında doğduğu bilinen adı Mehmed, mahlası Hafız ve lakabı Post olan bu mûsikîşinasımızın yaptığı önemli çalışmaların ünü sadece Türk Mûsikîsi'nde değil, dünyaya da yayılmıştır. Hafız Post, hem dinî hem de ladinî (din dışı) olmak üzere birçok eser bestelediği bilinmektedir. Bunlar içerisinde dört tanesi dinî, dokuz tanesi din dışı olmak üzere on üç eserinin günümüze kadar ulaştığı bilinmektedir. Bu çalışmamızda XVII. yüzyılın değerli mûsikîşinas ve bestekârlarından Hafız Post'un, Türk Mûsikîsi'ne sunduğu önem ve katkılarına değinilmektedir. Ayrıca mûsikî geleneğini devam ettiren şahıs olmasıyla Güfte Mecmualarıyla da ön plana çıkmıştır. Ancak bu yazıda günümüze kadar ulaşan eserleri tablolaştırılmış haliyle dinî ve ladinî (din dışı) olmak üzere incelenmeye çalışılmıştır. Sonuç olarak Hafız Post, Türk Mûsikîsi'ne büyük katkılarda bulunan ve günümüze kadar ulaşan on üç eseriyle ün kazanmış mûsikîşinas ve bestekârlardan biri olduğu bilinmektedir.

Anahtar Kelimeler: Klasik Türk Mûsikîsi, Hafız Post, dinî ve ladinî (din dışı) eserler.

Hafız Post's Contributions to Religious Music

ABSTRACT

Hafız Post, one of the most important musicians of Classical Turkish Music, made important contributions to the development and formalization of Turkish Music in the seventeenth century. Known to have been born in 630, his name was Mehmed, his pseudonym was Hafız and his nickname was Post, and the fame of his important works spread not only in Turkish Music, but also throughout the world. Hafız Post is known to have composed many works, both religious and non-religious. It is known that thirteen of his works, four of which are religious and nine of which are non-religious, have survived to the present day. In this study, the importance and contributions of Hafız Post, one of the valuable musicians and composers of the seventeenth century, to Turkish Music are mentioned. He also came to the forefront with his Güfte Mecmuas as a person who continued the tradition of music. However, in this article, his works that have survived to the present day are tried to be analyzed in tabular form as religious and non-religious. As a result, Hafız Post is known to be one of the musicians and composers who made great contributions to Turkish Music and gained fame with his thirteen works that have survived to the present day.

Keywords: Classical Turkish Music, Hafız Post, religious and non-religious works.



Financial Performance Assesment Using Altman Z-Score Model After Implementation Cigarette Excise Tax of PT HM Sampoerna

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ABSTRACT

The Indonesian tobacco industry contributes financially to the nation's security through the excise tax on tobacco products. The revenue generated from this excise is essential to finance government programmes and support national development. However, the financial performance of cigarette companies is experiencing challenges due to implementation of the excise policy. This study aims to asses the financial performance of PT HM Sampoerna using Altman Z-Score method in order to evaluate liquidity, profitability, and other Financial Performance that shows the healthiness of the company. The Altman Score analysis revealed a significant factor in the implementation of the excise policy by the company. The analysis showed substantial declines in liquidity (X1), retained earnings (X2), and operational efficiency (X3). Market confidence (X4) experienced a sharp declining in 2020, although there was a slight increase in 2022. In addition to this the company will implement a strategy that will result in a stabilisation of the signs and a significant increase in production during the year 2022, which will be important to the company in generating sales (X5). Continous monitoring and strategic adaptation are essential to maintain financial stability and mitigate the impact of regulatory changes. The objective of this study is to predict corporate bankruptcy, analyze financial reports and financial health analysis ratios that contribute to corporate bankruptcy, and help the process of decision-making regarding the company's strategy development in the future.

Keywords: Tobacco excise, Financial performance, Altman Z-score.



New Geopolitical Situation in the South Caucasus after the Second Karabakh War

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ABSTRACT

As a result of the Second Karabakh War, Azerbaijan liberated the territories occupied by Armenia in the first years of its independence, thereby changing the status quo formed in the last 30 years and ensuring its territorial integrity. The fair settlement of the Nagorno-Karabakh conflict allowed the emergence of a new geopolitical configuration in the region. After the second Karabakh war, Turkey's geopolitical strengthening and expansion of its military-political presence in the South Caucasus, on the contrary, the observation of the weakening of strong actors in the region makes this topic relevant. Analyzing the new geopolitical situation in the South Caucasus is the main goal in modern times, and for this it is important to look at the foreign policy of states with geopolitical interests in the region. Political analysis, observation, comparative analysis, and systematic approach methods were used in the research of the subject.

The Second Karabakh War played a decisive role in the formation of the modern geopolitical landscape of the South Caucasus. Besides restoring territorial integrity, Azerbaijan created a new geopolitical reality in the South Caucasus. In the last 30 years, the weakening of actors with dominant power in the region and the strengthening of Turkey have been observed. According to the statement of November 10, 2020, the activities of the Russian and Turkish military in the Joint Monitoring Center monitoring the ceasefire, raising the quality of Azerbaijan-Turkey strategic relations to a new level with the Shusha Declaration of 2021, strengthening military-technical cooperation, discussing new cooperation formats in the region and intense geopolitical at a time when the processes are going on, the analysis of the geopolitical situation in the South Caucasus is important from the point of view of regional security. The continuation of the Russia-Ukraine war, the rekindling of the Middle East conflict, the straining of Iran-Israel relations, the still-unsigned peace agreement between Armenia and Azerbaijan, and the strong influence of foreign forces are intensifying geopolitical competition in the South Caucasus. In order to weaken the geopolitical struggle in the region and stabilize the situation, it is important for South Caucasus countries to resolve their disagreements and come to an agreement. First of all, it is necessary to achieve the signing of a peace agreement between Armenia and Azerbaijan, to resolve the border delimitation and demarcation issues between the two countries according to international law, and to create regional cooperation mechanisms.

Keywords: South Caucasus, Second Karabakh war, Azerbaijan, Geopolitical Situation



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Financial Performance Analysis and Evaluation of AKR Corporindo Tbk Before and During Covid-19 Crisis In Indonesia For Years 2018-2022

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ABSTRACT

AKR Corporindo Tbk is an Indonesian industrial conglomerate primarily involved in the energy sector. Established in 1977, the company has grown to become one of Indonesia's leading providers of integrated supply chain solutions for energy, chemicals, and logistics. This study conducts a comprehensive analysis of the financial performance of AKR Corporindo Tbk, a prominent energy company in Indonesia, spanning the years 2018 to 2022, with a focus on the contrasting periods before and during the COVID-19 pandemic. Utilizing secondary data from annual reports, balance sheet, income statements and cash flow statements for periods of years from 2018 to 2022. The study employs profitability metrics such as gross profit margin, net profit margin, earning per share to assess AKR Corporindo Tbk's profitability, liquidity, solvency, and operational efficiency across the two distinct time frames. The research findings suggest that the COVID-19 pandemic had had a significant impact on AKR Corporindo Tbk's financial performance, particularly on its liquidity and profitability ratios. The study concludes with recommendations for the company to improve its financial performance and navigate the challenges posed by the pandemic.

Keywords: AKR Corporindo Tbk, Financial Ratio, Profitability Analysis, COVID-19 Crisis



İzmir Devlet Klasik Türk Müziği Korusu Repertuarındaki İlahilerin İncelenmesi

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ÖZET

İnsan evrensel bir varlıktır. Yaratılışında taşıdığı Sanat ve Müsikî özelliğini yaratıldığı günden bu yana ruhuyla harmanlayarak insanlık tarihi boyunca ileriye taşımıştır. Müsikîyi de o sanatlı yolculuğunda bir aracı olarak kullanmıştır. Bu çalışmamızda müsikîyi sanatlı yolculuğunda evrensel bir aracı olarak kullanan, İzmir Klasik Türk Müziği Korusunun Repertuarındaki İlahileri incelenmiştir. Koronun kısaca tarihçesi, kuruluşundan bugüne koroda görev almış önemli şeflerin isimleri, çalışmaları ve onların yönetiminde koronun vermiş olduğu konserlerin repertuarındaki ilahiler ile birlikte ele alınmıştır. Kültür Ve Turizm Bakanlığı tarafından 1985 yılında kurulan koro bugüne dek Ege Bölgesi başta olmak üzere ülkenin bir çok yerinde düzenlediği turnelerin yanı sıra yurt dışında da Tunus, Almanya, Fas, Cezayir gibi bir çok ülkede değişik tarihlerde konserler vermektedir. Böylece çalışmanın sonucunda, Koro tarihçesinin yanı sıra Repertuar incelemesinde koroda icra edilen İlahilerin bestekârları, güftekârları ve icra edilen İlahilerin makam, form ve usûlleri ile ilgili bilgi edinilmiş olacaktır. Bu alanda daha önce benzer bir çalışmanın yapılmamış olması bu çalışmanın literatüre sağlayacağı önemli bir katkı olduğu düşünülmektedir.

Anahtar Kelimeler: Sanat, Müsikî, Makam, Form, Beste, Güfte, Usul

Investigation of the Hymns in the Repertoire of the Izmir State Classical Turkish Music Choir

ABSTRACT

Man is a universal being. He has carried the Art and Music feature he carried in his creation with his soul since the day he was created and carried it forward throughout the history of humanity. He used it as a tool in his artistic journey in music. In this study, the Hymns in the Repertoire of the Izmir Classical Turkish Music Choir, which uses music as a universal tool in its artistic journey, are examined. Briefly the history of the choir, the names of the important chefs who have taken part in the choir since its establishment, their work and the hymns in the repertoire of the concerts given by the choir management are discussed. The choir, which was established by the Ministry of Culture and Tourism in 1985, has organized tours in many parts of the country, especially in the Aegean Region, as well as concerts on different dates in many countries such as Tunisia, Germany, Morocco and Algeria abroad. Thus, as a result of the study, in addition to the history of the choir, information will be obtained about the composers, lyrics and the positions, forms and procedures of the Hymns performed in the choir in the Repertoire study. The fact that no similar study has been done in this field before will provide this study to the literature.

Keywords: Art, Music, Office, Form, Composition, Lyrics, Procedure

Bir İletişim Becerisi Olarak Dinleme ve Aktif Dinleme

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ÖZET

İletişim; tüm insan ilişkilerinin temelini oluşturan ve yaşam boyu süren bir olgudur. İnsan, toplumsal bir varlık olmasını ve bir kültür çerçevesinde toplumsal bir yaşam sürebilmesini iletişime borçludur. Daha olumlu insan ilişkileri geliştirmenin, özel yaşamda ve iş yaşamında daha mutlu ve daha başarılı olmanın yolu iletişim becerilerini daha etkili ve verimli kullanmaktan geçmektedir. İnsanın temel güdülerinden biri olan dinleme, aynı zamanda bir iletişim becerisidir. Dinleme; en yalın ifadeyle sesli uyarıyı duyma, anlama ve uygun tepkiyi verme sürecidir. İnsan, dünyayla ve diğer insanlarla olan temasını dinleme aracılığıyla kurmaktadır. Dinleme, sıklıkla duyma ile karıştırılmaktadır. Bu durum ise iletişimde ve ilişkilerde çeşitli sorunlara neden olmaktadır. Dinleme, duymayı içermekle birlikte duymanın daha ötesinde bir anlam ifade etmektedir. Etkili dinleme için, aktif dinlemenin gerçekleştirilmesi ve dinleme becerilerini geliştirilmesi gerekmektedir. Bu çalışmada, bir dinleme türü olan ve Carl Rogers ile Richard Farson tarafından 1957 yılında gündeme getirilen 'aktif dinleme' konu edilmektedir. Kavramsal bir nitelik arz eden çalışma kapsamında aktif dinleme tanımı ve kapsamı ile türleri uyarınca betimsel bir bakış açısıyla ele alınmaktadır. Çalışmanın bir iletişim becerisi olan dinlemeye ve etkili dinlemeye yönelik bir kavram olan aktif dinlemeye odaklanması nedeniyle önemli olduğu düşünülmektedir.

Anahtar kelimeler: İletişim, Kişilerarası İletişim, İletişim Becerileri, Dinleme, Aktif Dinleme.

Listening and Active Listening as a Communication Skill

ABSTRACT

Communication; it is a phenomenon that forms the basis of all human relationships and lasts throughout life. People owe their ability to be social beings and to live a social life within the framework of a culture to communication. The way to develop more positive human relations and be happier and more successful in private and business life, is about using communication skills more effectively and efficiently. Listening, which is one of the basic instincts of humans, is also a communication skill. In the simplest terms, listening; is the process of hearing, understanding, and responding appropriately to vocal stimuli. Human beings establish contact with the world and other people through listening. Listening is often confused with hearing. This situation causes various problems in communication and relationships. Although listening includes hearing, it means more than just hearing together. For effective listening, it is necessary to perform active listening and develop listening skills. In this study, 'active listening', which is a type of listening and was brought to the agenda by Carl Rogers and Richard Farson in 1957, is discussed. Within the scope of the study, which has a conceptual nature, active listening is discussed from a descriptive perspective in accordance with its definition, scope, and types. The study is thought to be important because it focuses on listening, which is a communication skill, and active listening, which is a concept for effective listening.

Keywords: Communication, Interpersonal Communication, Communication Skills, Listening, Active Listening.



Yeni Medya Okuryazarlığına Kavramsal Bakış

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ÖZET

Değişen ve gelişen iletişim teknolojileri, zaman ve mekân sınırını ortadan kaldırırken her yaşta bireyin kolaylıkla medya ortamlarına ve medya mesajlarına daha elverişli bir şekilde ulaşabilmesine olanak tanımaktadır. Yeni medya, bireylerin iletişim araç ve teknikleri ile var olan bağı ve etkileşimini dönüştürerek sayısız medya kanalına ve mesajına maruz kalma olasılıklarının artması sonucunu doğurmaktadır. Bilgi ve iletişim teknolojilerinin etkinliğiyle şekillenen günümüz dünyasında, bireylerin doğruluğu kesin olmayan, manipülatif ve olumsuz etkiler yaratabilecek mesajları ayırt edebilmeleri bir gerekliliktir. Medya kullanıcısı olarak bireylerin medyanın sunduğu içeriklere eleştirel yaklaşması, medyaya seçici ve bilinçli bir bakış açısı geliştirmesi gerekliliği “medya okuryazarlığı” kavramının ortaya çıkmasına neden olmuştur. Medya okuryazarlığı, en yalın ifadeyle medya tarafından medya kullanıcısına, diğer bir deyişle tüketicisine iletilen mesajların değerlendirilmesi, analiz edilmesi ve anlaşılmasıdır. İçinde bulunduğumuz dönemde medya okuryazarlığı kavramı gazete, radyo ve televizyon gibi geleneksel medya araçlarının yanı sıra cep telefonu mesajları, e-dergiler, sosyal ağlar gibi yeni medya araçlarını da kapsamaktadır. Geleneksel medyanın yanı sıra yeni medyanın bu denli yaygınlaşması ve bireylerin yeni medya ortamlarında geleneksel medya ortamlarına kıyasla daha fazla vakit geçirmeleri “yeni medya okuryazarlığı” kavramının gelişmesine aracılık etmiştir. Yeni medya okuryazarlığı, gelişen dijital dünyayı anlamlandırabilmek için gereken yeterlilikleri ve becerileri ifade etmektedir. Bireyleri ve toplumları etkileme gücünü elinde tutan yeni medyanın doğru anlaşılması ve analiz edilebilmesi, yeni medya okuryazarlığı ile mümkündür. Bu çalışma kapsamında yeni medya okuryazarlığı ve yeni medya okuryazarlığı eğitimi ve önemi konu edilmektedir. Çalışma ile yeni medya okuryazarlığının kavramsal olarak ele alınması ve alan yazına katkı sunulması hedeflenmektedir. **Anahtar kelimeler:** Medya, İletişim, Okuryazarlık, Medya Okuryazarlığı, Yeni Medya Okuryazarlığı.

A Conceptual View on New Media Literacy

ABSTRACT

Changing and developing communication technologies eliminate the boundaries of time and space, allowing individuals of all ages to easily access media environments and media messages more conveniently. New media transforms individuals' existing connection and interaction with communication tools and techniques, resulting in an increase in the possibility of being exposed to countless media channels and messages. In today's world shaped by the effectiveness of information and communication technologies, it is a necessity for individuals to be able to distinguish messages that are uncertain, manipulative, and may have negative effects. The necessity for



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individuals, as media users, to approach the content critically offered by the media and to develop a selective and conscious perspective on the media has led to the emergence of the concept of "media literacy". Media literacy, in its simplest terms, is the evaluation, analysis, and understanding of the messages conveyed by the media to the media user, in other words, the consumer. In the current period, the concept of media literacy covers not only traditional media tools such as newspapers, radio, and television but also new media tools such as mobile phone messages, e-magazines, and social networks. In addition to traditional media, the widespread use of new media and the fact that individuals spend more time in new media environments compared to traditional media environments have mediated the development of the concept of "new media literacy". New media literacy refers to the competencies and skills required to make sense of the evolving digital world. Correct understanding and analysis of new media, which has the power to influence individuals and societies, is possible with new media literacy. Within the scope of this study, new media literacy and new media literacy education and its importance are discussed. The aim of the study is to discuss new media literacy conceptually and contribute to the literature.

Keywords: Media, Communication, Literacy, Media Literacy, New Media Literacy.

Yeni Medya Bağlamında “Doomscrolling” Kavramı Üzerine Bir Analizi

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ÖZET

Günümüzde bilgisayar, cep telefonu, tablet gibi teknolojik araçlar internet bağlantısıyla birer medya aracına dönüşmüştür. Geleneksel kitle iletişim araçlarının önemi giderek azalmaktadır. Yeni gerçeklik karşısında kitleler haberleri yeni medya adı verilen mecraadan takip etmeye başlamıştır. Felaket haberlerinin hızlı ve kontrolsüz bir şekilde yayılması yeni medya ile birlikte hızlanmıştır. Doomscrolling terimi, Türkçede aralıksız olarak kötü haber okuma eğilimi ve kötü haber bağımlılığı anlamına gelmektedir. Elektronik cihazlarda ekranı kaydırarak yeni bir habere geçmeye eylemine “doomscrolling” veya bazen “doomsurfing” denilmektedir. Facebook, instagram, X (twteter) Youtube ve TikTok vb. Yeni medya mecraları ile dijital haber siteleri, okur veya izleyenin ekranda kalma süresini uzatmayı hedeflemektedir. Teknik olarak sosyal medya algoritmaları kullanıcı tarafından takip edilen içeriklere göre yeni öneriler sunmaktadır. Kullanıcı başka bir habere geçmek istediğinde aşağı kaydırma yaptığında sıradaki yeni içerik gösterilmektedir. Felaket haberlerini (savaş, deprem, sel, çığ düşmesi, volkan patlaması, tsunami, orman yangını, bulaşıcı salgın hastalıklar vb.) takip eden bir kullanıcı elindeki elektronik cihazda kaydırma hareketini yaptıkça olumsuz haberlerle karşılaşma olasılığı artmaktadır. Bu şekilde sürekli felaket haberlerine maruz kalan kullanıcılar, korku, endişe ve ruh sağlığında yıpranma gibi sonuçlarla karşılaşmaktadır. Uykusuzluk ve günlük işlerinde odaklanamama sorunları da yaşayan bireylerde yoğun bir şekilde belirsizlik, üzüntü, korku, kaygı gibi duygular da yaşamaktadır. İnsanlar, ruh sağlıklarını korumak için bu tür haberleri tamamen görmezden gelmeye ya da yüksek düzeyde kaygıya kapılmaktadır. Haberlerde gösterilen fotoğraflar, videolar, web haber sitelerinde yer alan başlıklar gibi etkenlerin de insanların felaket haberlerini kaydırma düzeylerinde ciddi bir etkisi olduğu söylenebilir. Bu çalışmada felaket haberlerini kaydırma davranışının sebep olduğu sonuçlar literatürden elde edilen verilen doğrultusunda irdelenmiştir.

Anahtar Kelimeler: Yeni Medya, Doomscrolling, Felaket, Haber, Bağımlılık

An Analysis on the Concept of ‘Doomscrolling’ in the Context of New Media

ABSTRACT

Today, technological tools such as computers, mobile phones and tablets have turned into media tools with internet connection. The importance of traditional mass media is gradually decreasing. In the face of the new reality, the masses have started to follow the news from the media called new media. The rapid and uncontrolled spread of disaster news has accelerated with the new media. The term doomscrolling means the tendency to read bad news uninterruptedly and bad news addiction in Turkish. The act of switching to a new news by scrolling the screen on electronic devices is called ‘doomscrolling’ or sometimes ‘doomsurfing’. New media channels such as Facebook, Instagram, X (twteter) Youtube and TikTok etc. and digital news sites aim to prolong the time the reader or viewer stays on the screen. Technically, social media algorithms offer new suggestions according to the content followed by the user. When the user wants to switch to another news item, the next new content is shown when the user scrolls down. A user who follows disaster news (war, earthquake, flood, avalanche, volcano eruption, tsunami, forest fire, contagious epidemics, etc.) is more likely to encounter negative news as he scrolls on his electronic device. In this way, users who are constantly exposed to disaster news face consequences such as fear, anxiety and mental health deterioration. Individuals who also experience insomnia and inability to focus in their daily work also experience intense feelings of uncertainty, sadness, fear and anxiety. In order to protect their mental health, people tend to completely ignore such news or experience high levels of anxiety. It can be said that factors such as photographs, videos, headlines on web news sites also have a significant effect on people's scrolling levels of disaster news. In this study, the results caused by disaster news scrolling behaviour are examined in line with the results obtained from the literature.

Keywords: New Media, Doomscrolling, Disaster, News, Addiction

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ÖZET

Bilindiği üzere günümüz dünyasında toplumların, gelişmiş az gelişmiş ülkeler arasındaki ilişkilerin almış olduğu yeni boyut “küreselleşme” sözcüğüyle ifade edilmektedir. Bu sözcük, ekonomik, idari, kültürel, siyasi, sosyal sözcüklerin tümünü içine aldığı söylemek sanırım yanlış olmaz. Bu çok boyutlu sözcüğe bir başka açıdan bakıldığında, dünyanın ekonomik, idari, kültürel, siyasi, sosyal ve iletişim açısından bütünleşmeye gitmesi, yani bir başka “globalleşme” sözcüğüyle ifade edilmektedir. İnsanlık tarihinin başlangıcından bugüne, birey ve öğrenme açısından bakıldığında 1. İnsanoğlu tarih öncesi çağlarda, farkında olmaksızın deneme yanılma yöntemiyle zorunluluktan dolayı çoğu şeyi öğrenmiş ve kendi kendini eğitmiştir. 2. İnsan, yaşamını devam ettirme mücadelesi verirken öğrenmeyi öğrenmiş ve birlikte yaşadıklarına, kendisinden sonra gelenlere, öğrendiklerini onların yaşamlarını kolaylaştırmak, ihtiyaçlarını gidermek amacıyla öğretmiştir. Bu süreçten sonra öğrenme, bilinçli bir etkinlik ve bir toplumsal faaliyete dönüşmüştür. Toplumların gelişmelerine paralel olarak örgün ve yaygın eğitim şeklini almış ve kurumsallaşmıştır. Görüldüğü gibi eğitimin varlık sebebi, yaşamın sürdürülebilirliğiyle doğrudan ilgilidir. Günümüz dünyasında ise teknolojik gelişmelere paralel olarak gelişen kitle iletişim araçları, kaçınılmaz olarak iletişimi, eğitim- öğretimin temel aracı haline getirmiştir. Özellikle dijital medya, insanın öğrenme alanını, kendi ilgi ve öğrenme isteğine paralel olarak sınırsız hale getirmiştir. Bu durum eğitim-öğretim anlayışının olumlu olduğu kadar olumsuz yönde de değişmesine neden olmuştur. Öte yandan, teknolojik alanda hızla devam eden gelişmeler ve sonuçları, yeni yaşam biçimlerini ve yeni ihtiyaçları beraberinde getirmiştir. Bugün yeni gelişmeleri ve yeni dünyayı daha iyi anlayabilmek için eğitim-öğretime, öncelikle kişisel gelişim için gerekse yaşamın idame edilmesi ve refahının sürdürülebilirliği için olmak üzere iki yönden ele alınması, değişen dünya koşulları açısından daha önemli hale gelmiştir.

Bu bilgilerden hareketle, eğitim-öğretim, kişisel ve yaşam refahı açısından nitel bir yöntem ve fenomenolojik bir yaklaşımla incelenmiştir.

Anahtar Kelimeler: Birey, Eğitim-öğretim, Küreselleşme.

In Today's Global World Individual and Education

ABSTRACT

As we know, the new dimension of relations between societies, developed and under developed countries in today's world is expressed by the word "globalization." I think it is not wrong to say that this word covers all the economic, administrative, cultural, social, political words. This multidimensional word is expressed from another point of view that is the globalization of the world in terms of economic, administrative, cultural, social, and communication that is, another word of globalization. We look at the issue of individuals and learning from the beginning of human history, when, to the present; 1. In prehistoric times, human beings unknowingly learned many things by trial and error, out of necessity, and educated themselves. 2. While struggling to survive, man learned to learn and, taught what he learned to those he lived with and those who came after him, in order to make their lives easier and to meet their needs. After this process, learning turned into a conscious activity and a social activity. In parallel with the developments of societies, it took the form of education and became institutionalized. As can be seen, the reason for the existence of education is directly related to the sustainability of life. In today's world, mass media, which have developed in parallel with technological developments, have inevitably made communication the basic tool of education and training. Especially digital media has made the learning field of people unlimited in parallel with their own interests and desire to learn. This situation has caused the understanding of education to change both positively and negatively. On the other hand, rapidly continuing developments in the technological field and their results have brought about new lifestyles and new needs. Today, in order to better understand the new developments and the new world, it has become more important to consider education and training from two perspectives, firstly for personal development and for the maintenance of life and sustainability of welfare, in view of the changing world conditions.

Based on this information, a qualitative method and a phenomenological approach were examined in terms of education, personal and life well-being.

Key Words: Education, Globalization, Individual.



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Comparison of Financial Performances Before and After Acquisition (Case Study PT Indofood Sukses Makmur, Tbk. For Years 2018-2023)

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ABSTRACT

This research aims to explore the impact of Acquisition practices on the financial performance of PT Indofood Sukses Makmur, Tbk. The research method employed is a qualitative and quantitative approach with a case study and financial analysis ratio research design. Data were collected through annual report (2018-2023) at PT Indofood Sukses Makmur, Tbk. This research uses ROA, ROE, GPM, NPM, and ROIC to describe the comparison of financial ratios before and after acquisition. To determine the score of the financial ratios both before and after the acquisition, the evaluated data was retested using the weighted average scoring method. The findings reveal that the acquisition implemented by the company has resulted in some increase but has had no significant impact on the company's profitability between the two periods. The implementation of Acquisition not only enhances the long-term value of the company but also creates a positive reputation as a leader in sustainable business practices. Thus, this research provides valuable insights into the relationship between Acquisition with financial performance in Indonesia, as well as practical guidance for other companies seeking to enhance their value through acquisition practices.

Keywords: Analysis, Acquisition, Financial Performance

Küresel Örgütlerde Kişi-Örgüt Uyumunun Sağlanması: Sarros vd. (2005) Örgütsel Kültür Profili Temelinde Bir Model Önerisi

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ÖZET

İşgörenlerin, yetenekleri, değerleri, inançları, beklenti ve gereksinimleri ile örgütün yapısal özellikleri, hedefleri, kültürü ve normları arasındaki uyum ve benzerlik olarak tanımlanan kişi-örgüt uyumu, örgütlerin başarısı ve sürdürülebilirliği açısından kritik önem taşımaktadır. Bu uyumun, hedeflere ulaşma, katılım, sosyalleşme, iletişim, performans, iş tatmini, örgütsel tutum ve davranışlar üzerinde olumlu etkileri bulunmaktadır. Öte yandan çağımızın gerçeği olan küresel örgütlerde, kişi-örgüt uyumunu sağlamak önemli olduğu ölçüde görece zordur. Faaliyetlerini küresel düzeyde yürüten bu örgütlerde işgücü yapısı, ırk, yaş, cinsiyet, dil, din, gelenek ve tarih vb. unsurlar kapsamında çeşitlense de çoğunlukla kültürel farklılıklar üzerinden kavramsallaştırılmaktadır. Bu nedenle küresel örgütlerde, farklı kültürel geçmişlere sahip işgörenlerin kişi-örgüt uyumunun sağlanmasında en çok dikkat edilmesi gereken konulardan biri örgüt kültürünün nasıl yapılandırılacağıdır. Bu kapsamda çalışmamızda, alanyazında yer alan örgütsel kültür modelleri arasından, küresel bir örgütte kişi-örgüt uyumunun etkin bir biçimde sağlanabilmesi amacı ile Sarros vd. (2005)'nin Örgütsel Kültür Profili Modeli seçilmiş ve küresel bir örgütün unsurları dikkate alınarak model yeniden şekillendirilmiştir. Geliştirilen “*Örgütsel Kültür Profili Modeli*” ile küresel örgütlerde kişi-örgüt uyumuna katkı sağlanması amaçlanmıştır.

Anahtar Kelimeler: Küresel Örgütler, Kişi-Örgüt Uyumunu, Örgütsel Kültür Profili Modeli

Ensuring Person-Organization Fit in Global Organizations: A Model Proposal Based on Sarros et al. (2005) Organizational Culture Profile

ABSTRACT

Person-organization fit, which is defined as the harmony and similarity between the abilities, values, beliefs, expectations and needs of employees and the structural characteristics, goals, culture and norms of the organization, is critical for the success and sustainability of organizations. This fit has positive effects on achieving goals, participation, socialization, communication, performance, job satisfaction, organizational attitudes and behaviors. On the other hand, in global organizations, which are the reality of our age, it is relatively difficult to ensure person-organization fit. In these organizations that carry out their activities at the global level, the workforce structure is mostly conceptualized in terms of cultural differences, although it varies in terms of race, age, gender, language, religion, tradition and history. Therefore, in global organizations, one of the most important issues in ensuring the person-organization fit of employees with different cultural backgrounds is how to structure the organizational culture. In this context, in our study, among the organizational culture models in the literature, Sarros et al. (2005)'s Organizational Culture Profile Model was selected in order to ensure effective person-organization fit in a global organization and the model was reshaped by taking into account the elements of a global organization. With the developed "*Organizational Culture Profile Model*", it is aimed to contribute to person-organization fit in global organizations.

Keywords: Global Organizations, Person-Organization Fit, Organizational Culture Profile Model



Harnessing AI and Machine Learning for Covid-19 Detection: A Comprehensive Study

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ABSTRACT

The Covid-19 pandemic faced a huge challenge for the global health department. In response, medical science has tirelessly developed strategies and technologies to combat the virus and its effects. This article explores how medical science and technology were used to address the issues caused by the Covid-19 virus. Scientists had provided tremendous insight into the virus, its transmission, and its effects on our bodies. By combining traditional epidemiological methods with modern molecular techniques, researchers have gained a better comprehension of the virus and the dynamics of its transmission. In addition, to address the virus and its symptoms, medical researchers have also created a number of therapies and vaccinations. These treatments and vaccines have been developed through a combination of traditional medical research methods and modern technologies such as artificial intelligence, gene editing and nanotechnology. In addition, medical science has developed remote monitoring technologies, telemedicine platforms and robotic systems to help doctors provide care to patients without risking exposure to the virus. These included apps and websites that provided information about the virus and its effects and helped manage clinical data related to the Covid-19 virus. They also developed technologies such as drones, robots and AI-based chatbots to help with contact tracing, medical supplies delivery.

Keywords: Convolutional Neural Network, VGGNet, DBSCAN, Machine Learning, InceptionResNetV2 and Artificial Intelligence.



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The Role of the Angklung Community Senang Barokah Sesama (SBS) in Improving the Life Motivation of the Older Generation

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ABSTRACT

Angklung is a traditional Indonesian musical instrument made of bamboo tubes attached to a bamboo frame, played by shaking the frame to produce harmonious tones. It is often used in community performances and educational settings to promote cultural heritage and social cohesion. The angklung community Senang Barokah Sesama (SBS) plays a significant role in enhancing the life motivation of the older generation through the preservation and promotion of traditional Indonesian culture. The age range of SBS Angklung players is the youngest 25 years old and the oldest 80 years old, the majority consisting of mothers and fathers who are retirees, lecturers, entrepreneurs, and housewives. This study explores the impact of SBS on the emotional, social, and psychological well-being of its elderly members. By participating in regular angklung performances and community activities, older individuals experience a renewed sense of purpose and belonging. The community fosters a supportive environment where members can engage in meaningful social interactions, thus combating feelings of isolation and loneliness that are prevalent among the elderly. In maintaining the sustainability and existence of this community and making inspiration as an example of activities that have a positive impact on individuals and the surrounding community, a study was conducted using descriptive qualitative analysis that combines interview methods, observation and documentation collection at each activity.

Keywords: Traditional Angklung Musical Instrument, Motivation in Old Age, Continuity of SBS Angklung Community.



Analysis of the role of Jeong Culture in Implementing Leadership in Tobacco Company in Indonesia

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ABSTRACT

Background: PT. RKS is a tobacco company originating from South Korea. RKS Indonesia has branches and offices in Jakarta, Indonesia. The PT. RKS company has a different culture and leadership from other companies. Company culture and leadership are the factors that a company runs smoothly, conductively, stably, and by the wishes of a company's leaders and employees. This research aims to describe, explain, and analyze the role of Jeong culture in implementing autocratic leadership in RKS Indonesia.

Methods: This descriptive qualitative research was carried out using data collection methods, namely interviews with triangulation of 15 informants, direct observation, and documentation. The data analysis method is carried out by data reduction, data presentation, and concluding/verification.

Results: The research results show Jeong culture (hierarchy) at PT. RKS Indonesia has an important role in implementing autocratic leadership. This culture is manifested in a hierarchical organizational structure, autocratic superior-subordinate relationships, and employee obedience to leaders. Autocratic leadership in this company is carried out by a leader who has complete control over decision making, and one-way communication and looks at positions between individuals and employees toward and subordinates. Jeong culture also strengthens the implementation of autocratic leadership by encouraging employee respect and obedience to leaders.

Conclusion: This research shows that Jeong culture (hierarchy) and autocratic leadership are interrelated and strengthen each other in daily activities in PT. RKS Indonesia.

Keywords: Jeong Culture, Hierarchy, Autocratic Leadership, PT. RKS Indonesia



Regional Performance Evaluation Regarding Investment Incentives¹

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ABSTRACT

Incentive policies, which are widely adopted by numerous countries across the globe with the aim of enhancing social welfare, are also implemented in Türkiye through the legal legislation, Decree No. 3305. These policies prioritize the reduction of interregional development disparities as a primary objective and adopt a positive discrimination approach by stipulating investments towards underdeveloped regions in a sense. However, despite the significant exemptions provided to less developed regions within the framework of investment incentive schemes, it appears that these opportunities are not being reciprocated by investors as anticipated. Therefore, the question arises as to whether the legal regulations pertaining to investment incentives effectively contribute to the overarching goal of mitigating regional development disparities. As part of our project supported by TUBITAK, this study aims to determine the performance rankings of regions classified according to the socioeconomic development index in terms of their utilization of incentive practices. For this purpose, the MARCOS-LN technique, which includes the logarithmic normalisation step of the Measurement of Alternatives and Ranking according to COmpromise Solution (MARCOS) method, was employed in the study. Findings of the research reveal that the ranking of success in terms of investments with incentive certificates is the first, second, third, fourth, fifth and sixth regions. This situation suggests that the existing incentive policies fail to adequately achieve the intended objective of mitigating regional development disparities. Therefore, in order to achieve this objective, alternative solution proposals will be required within the scope of legal arrangements to be enacted in the future.

Keywords: Investment, Incentive, Quantitative decision making, MARCOS-LN

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Review of Customer Complaints in New Generation Branchless Banking Services

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ABSTRACT

Digital banks are rapidly obtaining operating permits. In addition to increasing their market share, they are expanding financial access and enabling more individuals to access banking products and services. However, users must understand and use the products and services offered in this process effectively. This study aims to examine customer complaints about branchless banks providing digital banking services and evaluate the reasons, prevalence, and solution suggestions for these complaints. In this context, complaints about the products and services of digital banks submitted by bank customers on the website www.sikayetvar.com between 06.06.2024 and 06.04.2024 were content analyzed using the qualitative research method with Python. The analysis results were visualized, the correlation matrix determined the relationships between the complaint categories, and various solution suggestions were developed by determining which categories created problems together or were independent. The study determined that the most common complaints about digital banks' products and services were account opening/closing, credit limit, money transfer, customer services, and password/security applications. A strong positive correlation between agent indifference/wait times and security and password operations has been found. Customer support deficiencies, such as customer representative indifference or wait times, can increase customers' dissatisfaction with security and password operations. With the increase in digital banks, customer complaints and solution-oriented steps are becoming increasingly crucial for banks. The study aims to contribute to the literature due to the limited number of studies investigating customer complaints of digital banks.

Keywords: Finance, Digital Banking, Branchless Banking, Online Complaint



The Impact of Fundamental and Macroeconomic Variables on the Financial Performance of Pt Medco Energi International and the Effects of the Covid-19 Pandemic on its Stock Returns

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ABSTRACT

This study investigates the influence of fundamental financial and macroeconomic variables on the financial performance of PT Medco Energi International Tbk (MEDC) and examines the effects of the COVID-19 pandemic on its stock returns. Indonesia, known for its abundant natural resources, plays a pivotal role in the global energy market, particularly in oil and gas sectors. MEDC, a leading entity in Indonesia's energy industry, operates in oil, gas, coal, and power generation.

The research employs key financial metrics, including leverage, liquidity, asset turnover, profitability, and cash conversion cycle, to analyze MEDC's financial performance. Additionally, it assesses the impact of macroeconomic variables such as commodity prices, foreign exchange rates, market returns, and the COVID-19 pandemic on MEDC's stock returns.

Findings reveal that both internal financial management practices and external economic conditions significantly influence MEDC's profitability and stock performance. The study highlights the substantial challenges posed by the COVID-19 pandemic, which led to supply chain disruptions, fluctuating energy demand, and volatile commodity prices, thereby affecting MEDC's financial stability.

This research provides critical insights for investors, financial analysts, policymakers, and MEDC's management. It presents a robust framework for evaluating the financial performance of energy companies, facilitating informed investment decisions, strategic planning, and economic policy development. The study underscores the necessity of comprehending the complex factors affecting a company's economic value, especially in the context of global crises like the COVID-19 pandemic.

Keywords: Macroeconomics, Financial Performance, Covid-19



Factors Influencing Purchase Decision of Electric Vehicle in Indonesia

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ABSTRACT

The 21st century has witnessed a significant shift towards sustainable transportation, with electric vehicles (EVs) emerging as a pivotal solution to mitigate the environmental impact of traditional combustion engine vehicles. This thesis explores the factors influencing the purchase decisions of electric vehicles in Indonesia, a rapidly developing nation with a burgeoning urban population and a growing middle class. As Indonesia strives to balance economic growth with environmental stewardship, understanding the determinants of EV adoption becomes crucial. The research identifies key factors such as demographics, social media, celebrity influence, price value, facilitating conditions, environmental consciousness, government incentives, and product quality that influence consumer intentions to purchase EVs. Utilizing a linear regression model, the study aims to predict consumer purchase intentions and provide actionable insights for manufacturers, retailers, and policymakers. The findings are expected to contribute to both academic knowledge and practical strategies, facilitating the accelerated adoption of electric vehicles in Indonesia and supporting the country's goal of achieving zero carbon emissions by 2030. By addressing the unique socio-economic and cultural landscape of Indonesia, this research not only enhances the academic understanding of consumer behavior in the automotive sector but also offers practical recommendations for industry stakeholders. The study underscores the importance of tailored products and policies to meet market demands, thereby fostering sustainable transportation practices in Indonesia.

Keywords: Electric Vehicles, Purchase Decision, Indonesia, Sustainable Transportation



Sürdürülebilirlik ve Şirketler İçin Önemi

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ÖZET

Bu araştırmada, işletmelerin sürdürülebilirlik konusundaki stratejileri ve operasyonlarıyla ilgili uluslararası kabul görmüş raporlama çerçevelerinin önemi vurgulanıyor. Sürdürülebilirlik, işletmeler için ekonomik, çevresel ve sosyal boyutlarda değerlendiriliyor ve kurumsal sürdürülebilirlik bu boyutları bir bütün olarak ele alıyor. Sürdürülebilirlik raporlarının, işletmelerin ekonomik, çevresel ve sosyal sorumluluklarını yerine getirme derecesini gösterdiği ve paydaşlar için önemli bir bilgi kaynağı olduğu belirtiliyor. Avrupa Birliği ve dünya genelinde sürdürülebilirlikle ilgili düzenlemelerin ve yönergelerin arttığı, işletmelerin sürdürülebilirlik performanslarını açıklama ve raporlama konusunda daha fazla baskı altında oldukları belirtiliyor. Sürdürülebilirlik kavramının, işletmeler için sadece çevresel etkileri azaltmakla kalmayıp, aynı zamanda uzun vadeli karlılıklarını ve rekabet avantajlarını artırdığı vurgulanıyor.

Anahtar Kelimeler: : Sürdürülebilirlik, Şirketlerde Sürdürülebilirlik, Raporlama, Dünyada Sürdürülebilirlik

Sustainability and Its Importance for Companies

ABSTRACT

The research indicates the necessity of internationally approved reporting systems for organizations' sustainability plans and operations. For businesses, sustainability is assessed in terms of economic, environmental, and social dimensions, and corporate sustainability addresses all of these elements. It is argued that sustainability reports demonstrate the extent to which firms meet their economic, environmental, and social responsibilities and are a significant source of information for stakeholders. According to reports, the number of sustainability-related legislation and directives has expanded in the European Union and around the world, and firms are under increasing pressure to disclose and report their sustainability performance. It is highlighted that the concept of sustainability benefits businesses not just by reducing environmental impacts, yet by increasing long-term profitability and competitive advantage.

Keywords: Sustainability, Sustainability in Companies, Reporting, Sustainability in the World



Süleyman Çelebi'nin Vesîletü'n-Necâtının Dini ve Sufi Açısından Tahlili

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ÖZET

Süleyman Çelebi, (1351 - 1422) Osmanlı İmparatorluğu döneminde Bursa'da Ulu Camii imanı, mutasavvıf, tek eseri olan, Türkçe kaleme alınmış mevlidlerin ilki ve en meşhuru olan Vesîletü'n-necât'ın yazarıdır. Süleyman Çelebi, Hz. Muhammed'in diğer peygamberlerden üstün olmadığını söyleyen bir İranlı vaize içerleyerek onun diğer peygamberlerden üstün olduğunu dile getirmek için bu eserini yazmıştır. Eserini, 1409 yılında (tahminen 60 yaşında iken) tamamlamıştır. Mevlid, bilinen tek eseridir. Bu çalışmamızda Süleyman Çelebi'nin Vesîletü'n-necât'ının dîni ve sūfî açıdan tahlili üzerinde durulmuştur. Sonuç olarak bu eser başta Türkiye olmak üzere peygamber aşığı müslümanlar tarafından tüm dünyada ciddi derecede kabul görmüş bazı bahirleri bestelenmiş günümüze kadar manevi tesirini korumuş ve hala koruyarak devam etmektedir.

Anahtar Kelimeler: Vesîletü'n-necât, Süleyman Çelebi, Mevlid, Mevlidi-i Nebi, Mevlid Kandili, dîni (sūfî) eserler.

Analysis of Süleyman Çelebi's Vesîletü'n-Necât from Religious and Sufi Perspectives

ABSTRACT

Süleyman Çelebi, (1351 - 1422) was the imam of the Grand Mosque in Bursa during the Ottoman Empire, a Sufi, and the author of his only work, Vesîletü'n-necât, which is the first and most famous of the mawlid written in Turkish. Süleyman Çelebi, Hz. He wrote this work to express his anger at a Persian preacher who said that Muhammad was superior to other prophets. He completed his work in 1409 (when he was approximately 60 years old). Mevlid is his only known work. In this study, we focused on the analysis of Süleyman Çelebi's Vesîletü'n-necât from a religious and Sufi perspective. As a result, this work has preserved its spiritual influence until today and still continues to maintain its spiritual influence, some of which have been seriously accepted all over the world by prophet-loving Muslims, especially in Turkey.

Keywords: Vesîletü'n-necât, Süleyman Çelebi, Mevlid, Mevlidi-i Nebi, Mevlid Kandili, religious (Sufi) works.



Building a Website as a Digital Marketing Solution for Putrama Bali Holiday

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ABSTRACT

This study aims to evaluate and implement website development as a digital marketing solution for Putrama Bali Holiday, a company in the tourism sector that offers tour packages in Bali. The main objective is to increase efficiency in booking tour packages, combine tourism information with the booking process via website technology, and expand market penetration through digital marketing strategies. This research adopts an action research approach with phases of needs analysis, website design and development, and implementation and performance evaluation. Website development using the waterfall method. Website development succeeded in creating an integrated ordering ecosystem that integrates social media and WhatsApp, enabling smoother interaction between the ordering team and potential customers. This study offers an original contribution in combining website technology, social media integration, and digital marketing strategies to increase sales of tour packages. An emphasis on quality content and customer interaction also adds value to companies in retaining and re-attracting customers.

Keywords: Website, Digital Marketing, Putrama Bali Holiday



How to Increase the Attractiveness of the New Capital City Ikn Forest City in Kalimantan: Supporting a Green Economy and Sustainable Living

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ABSTRACT

The relocation of the capital city of Jakarta, Indonesia, toward Ibu Kota Nusantara, popularly known as IKN in Kalimantan, is a hot topic. The IKN will be a solution to the overcapacity of Jakarta, known for its environmental degradation. IKN will be a visionary project to harmonize urban living with ecological preservation. It is designed to be a forest city, a sponge city, and a smart city. The plan of IKN is depicted in the presidential decree no 63, the year 2022 and it aims to have 20% of the funding from the State Expenditure Budget (APBN) and 80% from the investors. However, the target for investors still needs to be achieved. There is sufficient previous research on this IKN subject, however, there still needs to be more descriptive qualitative research on the possible improvement ideas to increase the rate of prospective investors. This descriptive qualitative research elaborates on corporate executives' perspectives. The question will be on their expectations to fulfill their investment interest for IKN. This would become a piece of good information for developing the global exemplar for sustainable city planning and development. Through its pioneering initiatives, IKN Forest City endeavors to grow a thriving green economy, where economic prosperity is linked to environmental stewardship and social equity. However, a thorough and detailed implementation strategy should be crafted to accommodate the investor's interest, the local indigenous, and to embrace all the stakeholders, to provide a living blueprint of a smart, green, sustainable urban development toward a greener and more resilient future for the upcoming generations.

Keywords: Capital City Relocation, Sustainable Living, Green Economy, Qualitative Research

Banka ve Kredi Kartı Harcamalarının Dağılımına Yönelik Araştırma

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ÖZET

Geçmişten günümüze kadar kredi kartı kullanımı ve yapılan çalışmalar artış göstermiştir. Nakit işlem yapmak yerine, taksitle ödeme, bazı kampanyalardan yararlanma, erişimin kolay olması, nakit taşımaya göre daha güvenilir olması gibi nedenlerden dolayı kredi kartı kullanımı daha da yaygın hale gelmiştir. Dönem dönem farklı uygulamalar yapılırsa da kredi kartı kullanıcıları açısından fazlaca tercih edilmektedir. Kredi kartı kullanımının olumlu etkileri olabildiği gibi olumsuz etkileri de söz konusudur. Kredi kartlarının kullanımının daha yaygın hale gelmesinde nakit işlemlerin olmayışı ve belirli ödeme gününe göre ödendiği, daha sonra ödeneceği düşüncesi etkili olmuştur. Bu düşünceden dolayı kredi kartı kullanımı daha fazla tercih edilebilmektedir. Çalışmada, kredi kartı harcamalarının harcama türlerine göre dağılımının incelenmesi ve yapılan son düzenlemelerin kredi kartı harcamaları nasıl etkilediği yönünde araştırma yapılarak olumlu ya da olumsuz etkilerine göre öneriler sunulması amaçlanmıştır. Bu amaçla çalışmada kredi kartı, kredi kartı harcamalarının dağılımına ilişkin kavramsal bilgilere yer verilmiş, araştırma kısmında kredi kartı sektörel harcama verileri incelenmiştir. İnceleme sonucunda ulaşılan sonuca göre görüş ve öneriler sunulmaya çalışılmıştır.

Anahtar Kelimeler: Kredi Kartı, Kredi Kartı Harcamaları, Sektörel Harcama

Sectoral Distribution Research of Bank and Credit Card Expenditures

ABSTRACT

Recently, credit card usage and studies have increased. The use of credit cards has become more common due to reasons such as paying in installments instead of cash transactions, benefiting from some campaigns being easy to access and being more reliable than carrying cash. Although different applications are made periodically, it is highly preferred by credit card users. While credit card use has positive effects, it also has negative effects. The lack of cash transactions and the idea that payments are made according to a certain payment date and will be paid later have been effective in making the use of credit cards more widespread. For this reason using credit cards may be more preferred. The aim of the study is to examine the distribution of credit card expenditures according to expenditure types and to research how the latest regulations affect credit card expenditures and to offer suggestions according to their positive or negative effects. For this purpose in the study, conceptual information about credit cards and the distribution of credit card expenditures is included and credit card sectoral expenditure data is examined in the research part. As a result of the review opinions and suggestions have presented to the conclusion reached as a result of the review.

Keywords: Credit Card, Credit Card Expenditures, Sectoral Expenditure



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Is Military Expenditure Still Important for Economic Growth? Case for Bucharest Nine (B-9) Countries²

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ABSTRACT

The economic growth effects of military expenditure are of special interest in the defense economics literature. Based on the theoretical background, military expenditure has a two-sided effect on economic growth. An increase in military expenditure stimulates aggregate demand, which increases economic growth, whereas increasing military expenditure may crowd out investment and impede economic growth. The empirical literature has no consensus about the relationship between military expenditure and economic growth. The current paper seeks to investigate the impact of military expenditure on economic growth for a panel sample of Bucharest Nine (B-9) countries, including Bulgaria, Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, and Slovakia, using annual data over the period 1995-2022. The augmented mean group (AMG) estimator, as a second-generation panel estimation technique, is employed to find out the relationship between military expenditure and economic growth. The AMG estimator results indicate that military expenditure has a positive effect on economic growth. Furthermore, gross fixed capital formation and exports of goods and services contribute to economic growth. The empirical findings mean that military expenditure is still the driving force of economic growth in B-9 countries.

Key Words: Military expenditure, Economic growth, Bucharest Nine (B-9), AMG estimator

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Local Economic Initiatives in Poland and Their Socio-Economic Effectiveness

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ABSTRACT

Complementary (local) currencies are conducive to strengthening activities specific to the social economics and alternative economics. The functioning and mechanism of local money are independent of the situation in the national and international financial market, and above all in the banking sector and commodity exchanges. This dependence is due to the local scope of the complementary currency and its use in a specific area: city, district, region or province.

As a rule, complementary currencies operate in closed circulation, are non-convertible and are not listed on any stock exchange. Complementary currencies can contribute to economic stimulation and entrepreneurship in small communities and/or poor regions, but they should not be seen as a remedy for all/different economic dysfunctions, e.g.: high unemployment and inflation, decline in economic development.

The results of the research confirm that in times of crisis, as well as in other emergency situations (e.g. during the COVID-19 pandemic), the demand for complementary currencies decreases. This is because it is closely correlated with consumer purchasing capacity, investment demand, consumer demand for goods and services, the prevailing economic and social situation, etc. During the COVID-19 pandemic period, investment and consumption demand, as well as the economic situation, are shaken (decelerated). This therefore means that complementary currencies provide a limited boost to the economy during the COVID-19 period. Their effectiveness is much higher during a recovery or pandemic than in the middle of one.

Keywords: Local, Economic Initiatives, Poland, Socio-Economic Effectiveness



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Examining the economic Impact of Micro and Small Enterprises on Oman National Development: Suggested Framework

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ABSTRACT

Micro and small enterprises (MSEs) are increasingly recognized globally for their pivotal role in driving economic growth, fostering innovation, and advancing inclusive development. This research focuses on the Sultanate of Oman, situating MSEs as essential components in the country's quest to diversify its economy away from oil dependence. Through a mixed-methods approach, employing both quantitative analysis of secondary data and qualitative insights from interviews and case studies, this study delves into the economic impact of MSEs on Oman's national development agenda. The literature review underscores the significance of MSEs in poverty reduction and economic growth, highlighting challenges such as funding shortages and regulatory barriers. Drawing from Economic Development Theory, Entrepreneurship Theory, and other frameworks, the study constructs a theoretical foundation for analyzing MSE dynamics comprehensively.

The suggested framework outlines key elements for assessing MSE contributions to the economy, including data analysis, policy evaluation, access to finance, skills development, technology adoption, market access, sustainability, and monitoring mechanisms. By integrating these components, stakeholders can devise targeted strategies to support MSE growth and sustainability. The study's conclusions challenge common assumptions about MSEs' sole ability to drive economic development, emphasizing the need for holistic approaches that address broader structural challenges. While MSEs hold promise for economic growth, their realization requires collaborative efforts and a nuanced understanding of their operating environment.

Keywords: Micro and Small Enterprises, Economic Development, Oman, Sustainable Growth



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The Future of Accounting in The Age of Artificial Intelligence and Digital Transformation: New Paradigms and Challenges

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ABSTRACT

Artificial intelligence (AI) and digital transformation are profoundly reshaping the accounting profession. AI is automating routine tasks, enhancing efficiency and accuracy, and enabling accountants to focus on strategic decision-making. However, this shift raises ethical concerns like algorithmic bias and job displacement, necessitating transparency and human oversight. The evolving role of accountants emphasizes technical skills such as data analytics and programming, as well as soft skills like critical thinking and communication. Accounting education must adapt by integrating theoretical AI knowledge with practical applications.

The integration of AI also introduces ethical and legal challenges, including algorithmic bias and data security, requiring the reassessment of professional ethics and legal frameworks. Additionally, accounting's role in sustainability reporting is expanding, with the integration of environmental, social, and governance (ESG) metrics and carbon accounting.

Beyond AI, blockchain technology promises secure and transparent record-keeping, with potential applications in automating transactions and reconciliation. Big data analytics offers deeper insights into business performance and risk management, but data privacy and security concerns must be managed. Cloud computing is revolutionizing access to accounting software and collaboration, particularly benefiting small and medium-sized enterprises. However, the security of cloud-based systems and data protection are critical considerations.

In conclusion, the accounting profession faces a future defined by AI and digital transformation. Adapting to this changing landscape is crucial for its continued relevance and success.

Keywords: Artificial intelligence, Digital transformation, Future of accounting

Mesleki Öz Yeterliliğin Tükenmişliğe Etkisinde Mesleki Özdeşleşmenin Aracılık Rolü: Eczacılık Mesleği Üzerine Bir Araştırma

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ÖZET

Bu araştırma mesleki öz yeterlilik ile tükenmişlik arasındaki ilişkiyi eczane çalışanları üzerinde incelemeyi ve eczane çalışanlarının mesleki özdeşleşme düzeylerinin, mesleki öz yeterlilik ile tükenmişlik arasındaki ilişkide aracılık rolünün olup olmadığını belirlemeyi amaçlamaktadır. Bu nedenle, serbest eczanelerde çalışan eczane sahibi ve mesul müdürü olan eczacılar ve eczane teknisyenlerinin mesleki öz yeterliliklerinin tükenmişliğe etkisinde mesleki özdeşleşmelerinin aracılık rolünü test etmek için kavramsal bir model geliştirilmiştir. Geliştirilen bu modeli analiz etmek için veriler Google form aracılığıyla 1. Bölge İstanbul Eczacı Odasına kayıtlı eczacılardan ve Eczane Teknisyenleri ve Teknikerleri Sosyal ve Kültürel Gelişim Derneğine kayıtlı eczane teknisyenlerinden toplanmıştır. 953 kullanılabilir veri, Smart PLS 4 analiz programı ile analiz edilmiştir. Analiz sonucunda hem mesleki öz yeterliliğin hem de mesleki özdeşleşmenin tükenmişliği negatif yönde etkilediği sonucuna ulaşılmıştır. Ayrıca analiz sonuçları mesleki öz yeterliliğin mesleki özdeşleşmeyi pozitif yönde etkilediğini göstermiştir. Son olarak bu çalışmada mesleki özdeşleşmenin, mesleki öz yeterlilik ile tükenmişlik ilişkisinde tamamlayıcı kısmi aracı rolü olduğu sonucuna da varılmıştır. Eczacılar ve eczane teknisyenlerinde görülen tükenmişlik sorununa yönelik yapılan bu çalışma ile serbest eczane çalışanlarında görülen tükenmişliğin engellenmesi adına ihtiyaç duyulan bilgileri üretmekte, sahip olunması gereken farkındalığı sağlamaktadır. Bu çalışma hem teorik anlamda hem de pratikte eczacılık sektörüne katkılar sağlamaktadır.

Anahtar Kelimeler: Mesleki öz yeterlilik, Mesleki özdeşleşme, Tükenmişlik.

The Mediating Role of Occupational Identification in the Effect of Occupational Self-Efficacy on Burnout: A Research on the Pharmacy Profession

ABSTRACT

This research aims to examine the relationship between occupational self-efficacy and burnout in pharmacy employees and to determine whether the occupational identification levels of pharmacy employees have a mediating role in the relationship between occupational self-efficacy and burnout. For this reason, a conceptual model was developed to test the mediating role of occupational identification in the effect of occupational self-efficacy on burnout of pharmacists and pharmacy technicians who are pharmacy owners and responsible managers working in community pharmacies. To analyze this developed model, data were collected via Google form from pharmacists registered to the 1st Region Istanbul Pharmacist Chamber and pharmacy technicians registered to the Pharmacy Technicians and Technicians Social and Cultural Development Association. 953 usable data were analyzed with the Smart PLS 4 analysis program. As a result of the analysis, it was concluded that both occupational self-efficacy and occupational identification negatively affected burnout. Additionally, the analysis results showed that occupational self-efficacy positively affected occupational identification. Finally, this study concluded that occupational identification has a complementary partial mediator role in the relationship between occupational self-efficacy and burnout. This study, conducted on the burnout problem seen in pharmacists and pharmacy technicians, produces the information needed to prevent burnout seen in community pharmacy employees and provides the necessary awareness. This study contributes to the pharmacy industry both theoretically and practically.

Key Words: Occupational self-efficacy, Occupational identification, Burnout.

Bireysel Yatırımcı Kararlarında Risk Eğilimi ile Mükemmeliyetçilik Algıları Arasındaki İlişki

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ÖZET

Yatırımcılar, finans danışmanları, araştırmacılar ve politikacılar ekonomik alanda son yirmi senede değişen ve karmaşıklaşan durumlar ile karşılaştıkça, risk algısının yatırım tercihlerini nasıl etkilediğine ilişkin spesifik konular önem kazanmıştır (Grable, 2008, s.3). Algılanan risk, bireylerin risk ve belirsizlik konularında öznel yargılarını içermekteyken, algılama davranışı, unsurlar veya niteliklerden ziyade eylemler ve nesnelere üzerinden değerlendirme yapmak amacıyla duygusal hislerin sınıflandırıldığı ve anlaşıldığı bir yöntemdir (Ricciardi, 2008, s.105). Mükemmeliyetçi çabalar, kusursuz olma yolunda yüksek standartlar koyarak çok fazla çaba göstermeyi anlatırken; mükemmeliyetçi kaygılar, kişinin beklentileri yerine getiremeyeceği endişesini, hata yapma korkusunu ve başkaları tarafından eleştirilme kaygısını ifade etmektedir (Stoeber ve Otto, 2006). Mükemmeliyetçi çaba, gelecekle ilgili olumlu beklentiler ve başarılı olma güdüsü ile pozitif yönlü bir ilişki içerisindedir (Stoeber vd., 2008). Nitelikli Stoeber ve diğerleri (2009) yaptıkları çalışmada, mükemmeliyetçi kişilik özelliğine sahip olan kişilerin finans alanında da mükemmel olmaya çalıştıklarını bulmuşlardır. Bu bağlamda, karar alma süreçlerinde bireysel yatırımcıların risk algılarının duygusal bir faktör olan mükemmeliyetçilik ile ilişkisinin ve bu ilişki düzeyinin yatırım eğilimlerine nasıl yansıdığına dair davranışsal finans kuramı (Kahneman ve Tversky, 1979) perspektifinden değerlendirilmesi amaçlanmaktadır.

Anahtar Kelimeler: Finansal Risk Algısı, Finansal Risk Eğilimi, Davranışsal Finans, Mükemmeliyetçilik

The Relationship Between Risk Tendency and Perceptions of Perfectionism in Individual Investor Decisions

ABSTRACT

Facing the changing and complicating situations in economical field over the past twenty years by investors, financial advisors, researchers and politicians, caused the specific issues about how risk perception affects investment preferences have gained importance (Grable, 2008, p.3). While the perceived risk includes the subjective judgements about risk and uncertainty issues; perception behavior is a method of classifying and making understandable the emotional feelings in order to evaluate rather the actions and objects instead of elements and qualities (Ricciardi, 2008, s.105). Perfectionist strivings refer to striving too much by setting high standards to be flawless, whereas perfectionist concerns refer worrying about not meeting expectations, fear of making mistakes, and anxiety about being criticized by others (Stoeber & Otto, 2006). Indeed, Stoeber et al., (2009) found that individuals, having a perfectionist personality, trait also strive to be perfect in the financial area. In this context, in the decision making process it is aimed to evaluate the relationship between individual investors' risk perceptions and the perfectionism which is an emotional factor, and also how this relationship reflects on investment tendencies from the perspective of behavioral finance theory (Kahneman & Tversky, 1979).

Keywords: Financial Risk Perception, Financial Risk Tendency, Behavioral Finance, Perfectionism



Presenteeism'in Çalışan Performansı Üzerindeki Etkileri: Sistematik Bir İnceleme

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ÖZET

Bu çalışmada, Sürdürülebilir Kalkınma Hedeflerinden biri olan İnsana Yakışır İş ve Ekonomik Büyüme hedefinin önünde engel teşkil eden "Presenteeism'in" Çalışan Performansı üzerindeki etkilerini inceleyen çalışmaların sistematik olarak incelenmesi amaçlanmıştır. 2020 Ocak-2024 Haziran tarihleri arasında yapılan araştırmalar, Scopus veritabanı üzerinden taranmıştır. Kriterleri karşılayan 27 çalışma araştırmaya dahil edilmiştir. Presenteeism'in çalışan performansı üzerindeki etkilerini inceleyen çalışmalar, bu durumun hem bireysel hem de kurumsal düzeyde önemli olumsuz sonuçlar doğurduğunu ortaya koymaktadır. Presenteeism'in çalışanların verimliliğinde düşüş, sağlık sorunlarının kötüleşmesi ve iş tatmininin azalması gibi bireysel etkileri, uzun vadede şirketlerin genel iş gücü verimliliğini ve kurumsal kültürünü olumsuz yönde etkilemektedir. Ayrıca presenteeism'in ekonomik maliyetleri de göz ardı edilemez; sağlık giderlerinin artması ve iş gücü kayıpları, şirketlerin mali performansını zayıflatabilir. Bu nedenle iş yerlerinde sürdürülebilir kalkınma hedeflerinden biri olan insana yakışır iş ve ekonomik büyüme hedefinin gerçekleştirilebilmesi için presenteeism'i önlemeye yönelik stratejilerin geliştirilmesi ve uygulanması büyük önem taşımaktadır. İşverenlerin, çalışanların sağlık ve iyilik hallerini destekleyen politikalar benimsemeleri, uzun vadede hem çalışan memnuniyetini artıracak hem de şirketlerin verimliliğini koruyacaktır.

Anahtar Kelimeler: Sürdürülebilir Kalkınma Hedefleri, İnsana Yakışır İş, Presenteeism, Çalışan Performansı, Verimlilik

Effects of Presenteeism on Employee Performance:A Systematic Review

ABSTRACT

In this study, it is aimed to systematically examine the studies examining the effects of presenteeism, which poses an obstacle to the goal of Decent Work and Economic Growth, which is one of the Sustainable Development Goals, on employee performance. Research conducted between January 2020 and June 2024 was scanned through the Scopus database. 27 studies that met the criteria were included in the study. Studies examining the effects of presenteeism on employee performance reveal that this situation creates significant negative consequences at both the individual and corporate levels. The individual effects of presenteeism, such as a decrease in employee productivity, worsening health problems and decreased job satisfaction, negatively affect the overall workforce productivity and corporate culture of companies in the long term. Moreover, the economic costs of presenteeism cannot be ignored; Increased healthcare costs and workforce losses can weaken companies' financial performance. For this reason, it is of great importance to develop and implement strategies to prevent presenteeism in order to achieve the goal of decent work and economic growth, which is one of the sustainable development goals in workplaces. Employers' adoption of policies that support the health and well-being of their employees will both increase employee satisfaction and maintain the efficiency of companies in the long run.

Key Words: Sustainable Development Goals, Decent Work Presenteeism, Employee Performance, Productivity

Belediyelerin Konut Politikaları: Kocaeli Büyükşehir Belediyesi Örneği

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ÖZET

Barınma ihtiyacı insanların en temel ihtiyaçlarından birisi olup bu ihtiyacın karşılanması önem arzeden bir husus olagelmıştır. Barınma, niceliksel ve niteliksel yönleri beraberce düşünülmesi gereken ihtiyaç türüdür. Fiziksel olarak barınma ihtiyacının karşılanması zorunlu olmakla beraber yaşam alanı olarak barınılan mekanların temizlik, çevre düzenlemesi, sağlık, güvenlik gibi yönleriyle yeterli ve konforlu olması gerekmektedir. Barınma hizmetleri her ne kadar bireysel bir karakter arz ediyor olarak görünse de belki daha çok toplumsal yönüyle kamu yönetimlerinin görev ve hizmet alanını ilgilendirmektedir. Barınma hizmetinin sağlanması günümüzde konut hakkı bağlamında hukuksal düzenlemelere konu olmuştur. Ülkemizde konut hakkı gerek 1961 Anayasası gerekse de 1982 Anayasasıyla koruma altına alınan bir haktır.

Kırdan kente yaşanan göçler kentlerde nüfus artışına neden olmuştur. Kentlerde hızlı ve ölçsüz şekilde artan nüfus konut ihtiyacını daha belirgin hale getirmiş ve devletin çözmesi gereken bir sorun alanı haline gelmiştir. Başta deprem olmak üzere afet riskini yaşayan ülkemizde konut politikalarının etkili şekilde uygulanması konunun önemini arttırmaktadır. Merkezi yönetimle beraber yerel yönetimler hemşehrilerinin konut ihtiyacını gidermek üzere çeşitli politikalar uygulamaktadır. Ülkemizde merkezi düzeyde özellikle Çevre, Şehircilik ve İklim Değişikliği Bakanlığının uhdesinde Toplu Konut İdaresi (TOKİ) üzerinden tüm ülke düzeyinde konut politikaları planlanıp yürürlüğe konulmaktadır. Yerel düzeyde ise konut ihtiyacının karşılanmasına yönelik olarak bilhassa belediyelerin yetkilendirildiği görülmektedir. Başta belediye kanunu olmak üzere çeşitli kanunlarla belediyelerin konut hizmeti sunma süreci hukuki düzenleme konusu olmuştur. Çalışmamızın amacı belediyelerin konut politikalarında etkili olup olmadığını ortaya koymaktır. Kocaeli Büyükşehir Belediyesi özelinde vaka incelemesi yapılmıştır. Ulusal ve yerel düzeyde konut politikalarıyla ilgili dokümanlar analiz edilmiştir.

Anahtar Kelimeler: Konut Hakkı, Belediye, Konut Politikası, Kocaeli Büyükşehir Belediyesi.

Housing Policies of Municipalities: Kocaeli Metropolitan Municipality Example

ABSTRACT

The need for shelter is one of the most basic needs of people, and meeting this need has always been an important issue. Housing is a type of need whose quantitative and qualitative aspects should be considered together. Although physical shelter needs must be met, the living spaces must be adequate and comfortable in terms of cleanliness, landscaping, health and security. Although housing services seem to have an individual character, they perhaps concern the duties and service areas of public administrations with their social aspects. Today, the provision of shelter services has become the subject of legal regulations in the context of the right to housing. In our country, the right to housing is a right protected by both the 1961 Constitution and the 1982 Constitution.

Migration from rural to urban areas has caused population growth in cities. The rapid and excessively increasing population in cities has made the need for housing more evident and has become a problem area that the state and other public authorities must solve. In our country, which is at risk of disasters, especially earthquakes, the effective implementation of housing policies increases the importance of the issue. Along with the central government, local governments implement various policies to meet the housing needs of their citizens. In our country, housing



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policies are planned and implemented at the central level, especially at the country level, through the Mass Housing Administration (TOKİ) under the responsibility of the Ministry of Environment, Urbanization and Climate Change. At the local level, it is seen that municipalities are especially authorized to meet housing needs. With various laws, especially the municipal law, the process of municipalities providing housing services has become a subject of legal regulation. The aim of our study is to reveal whether municipalities are effective in housing policies. A case study was conducted specifically for Kocaeli Metropolitan Municipality. Documents related to housing policies at national and local levels were analyzed.

Keywords: Right to Housing, Municipality, Housing Policy, Kocaeli Metropolitan Municipality.



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Validity and Reliability in Qualitative, Quantitative, and Mixed Methods Research in the Social Sciences

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ABSTRACT

Problems arise when validity and reliability checks are not conducted. These problems include prejudice, author subjectivity, misrepresentation, dearth of trustworthiness, and worthless inferences, all of which have implications in research ethics, such as misinformation and potential harm to research participants. The general purpose of this article is to examine the significance of both validity and reliability across qualitative, quantitative, and mixed methods research, which employ different sets of vocabulary. The research questions are the following: How do validity and reliability vary across the different types of research? What are some examples of the best practices to ensure validity and reliability? What are the consequences of invalid and unreliable research findings? Findings highlight the importance of validity and reliability in all kinds of research methodologies to ensure credible, trustworthy, honest research outcomes. Researchers are recommended to perform validity and reliability checks in the conduct of their research to ensure high-quality, accurate, evidence based, and data driven research outputs which are devoid of errors.

Keywords: Mixed Methods Research, Qualitative Research, Quantitative Research, Reliability, Validity



Understanding Consumer Perceptions of Sustainability: A Comparative Analysis between Developed and Emerging Economies

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ABSTRACT

In recent years, the concept of sustainability and sustainable development has gained significant traction among the consumers, companies, and governments worldwide. Sustainability has been defined as the interdependency among three factors: economic growth, environmental quality, and social justice (Elkington & Rowlands, 1999). The word 'sustainability' has been derived from the French word 'soutenir' which means to hold up or support (Brown et al., 1987). It gained momentum in the 1980's when the Brundtland Commission provided a clear definition of this concept. According to the commission, sustainability is a kind of development which meets the needs of the present without sacrificing the needs of the future generations (Purvis et al., 2019; Vogt & Weber, 2019). More recently, in 2016, United Nations announced Sustainable Development Goals (SDGs) which consist of 17 goals and 169 targets related to a wide variety of topics such as poverty, inequality, climate change, environment pollution, clean energy, peace, and justice. The agenda is to achieve the goals by 2030 through collaborative efforts of governments, civil society, companies, and individuals (Georgeson & Maslin, 2018).

Consumers around the world have become more aware of sustainability and value concepts such as 'social equality', 'circularity' (recycling) and 'naturalness' (no use of pesticides and artificial materials) (Goedertier et al., 2023). Practicing various sustainable actions such as reducing food waste, plastic use, buying recycled items, etc. have also increased over the years. Though consumers have become more aware, various factors may influence their attitudes towards sustainable activities, such as education, gender, and age.

Our study focuses on the impact of gender, educational level, and age (generation) on the perception of consumers towards sustainability and sustainable activities. The study examines data from 39 countries, representing both developed and emerging markets, to understand how economic contexts influence consumer perceptions. This comparative analysis considers various dimensions such as consumer willingness to buy sustainably produced items, buy products and services from purpose-driven brands/companies, reduce energy consumption/use more energy efficient products, etc.

Future phases of the study will include additional demographic factors such as household size, income level, and race. This phased approach aims to provide a comprehensive understanding of how various demographic factors influence consumer attitudes towards sustainability across different economic contexts from 2020 to 2024. The findings are expected to offer valuable insights for businesses to develop targeted approaches that promote sustainable consumption practices tailored to the specific needs and capabilities of diverse consumer segments.

Keywords: Consumer Perceptions of Sustainability, Comparative Analysis, Developed and Emerging Economies

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Rural Agriculture and Scientific AI Communication in India: Bridging the Gap for Enhanced Agricultural Productivity

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ABSTRACT

This paper delves into the integration of rural agriculture and AI-driven scientific communication in India, focusing on the transformative potential of AI in disseminating agricultural knowledge to rural farmers. It explores how AI technologies can overcome traditional barriers to effective knowledge transfer, addressing critical challenges faced by the agricultural sector in rural India.

By analyzing current practices and obstacles, along with presenting successful case studies, the study highlights the significant role AI can play in enhancing agricultural productivity. The paper emphasizes the importance of strategic implementation of AI tools to foster better communication and knowledge sharing among farmers, ultimately leading to improved agricultural outcomes.

Recommendations are provided on how to leverage AI to facilitate efficient and timely access to relevant agricultural information, thereby empowering rural farmers and contributing to sustainable agricultural development in India.

Keywords: Rural Agriculture, Scientific Communication, Artificial Intelligence, India, Agricultural Productivity



Muslim Customer's Intention To Invest in Product Banking Shariah in Muslim Majority Country

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ABSTRACT

Products in Islamic banking in Indonesia are no less interesting than conventional bank products, great potential with the large majority of the Muslim population in Indonesia, can make Islamic banks normally develop better. The purpose of this study is to examine the product knowledge (PK) that exists in Islamic bank products that will affect the perceived Quality (PQ) that will be felt, the Perceived Risk (PR) that is received, and the Perceived Value (PV) that will be felt when the consumer is invest in Islamic bank products, and generate trust (TR) in the future. The sampling technique was purposive inclusive criteria, questionnaires were given to 180 questionnaires, hypothesis testing was carried out using ANOVA. The results in this study indicate that the influence of PW, PR and PV from PK on IPB so that it can cause a good TR is indeed in line with previous research, that Islamic bank products when compared with conventional banks are no less interesting, it's just that the development of Islamic banking in the next next step must be improved, because when viewed from the characteristics of the questionnaires, the number of conventional bank users is more than Islamic banks.

Keywords: Product Knowledge (PK); Perceived Quality (PQ); Perceived Risk (PR); Perceived Value (PV); Invest Product Banking (IPB); Trust (TR)

Pazarlama Halkla İlişkileri Üzerine Bir Değerlendirme

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ÖZET

İşletmeler ve kuruluşlar daha etkili ve müşteri odaklı iletişim stratejileri oluşturmaya çalıştıkça, pazarlama halkla ilişkileri alanı son yıllarda büyük ilgi görmeye başlamıştır. Bu yaklaşım, halkla ilişkilerin geleneksel yöntem ve tekniklerinin pazarlama hedefleriyle bütünleştirilmesini içermektedir. Bu entegrasyon sayesinde kuruluşlar, kişisel ve duygusal tepkiler uyandırarak hedef kitlelerine erişimlerini ve onlarla etkileşimlerini artırmayı amaçlamaktadır. Halkla ilişkiler yöntemlerini pazarlama stratejilerine dahil etmenin en önemli faydalarından biri, daha müşteri odaklı bir yaklaşım oluşturabilme becerisidir. Kuruluşlar, hedef kitlelerinin ihtiyaçlarını, tercihlerini ve arzularını anlayarak mesajlarını ve faaliyetlerini tüketicilerde olumlu geribildirimler uyandıracak şekilde uyarlayabilirler. Bu kişiselleştirilmiş yaklaşım, marka sadakatinin artmasına ve nihayetinde daha güçlü tüketici ilişkilerine de imkan tanıyabilecektir. Pazarlama halkla ilişkilerinin marka farkındalığı ve imajı oluşturmada etkili bir yol olduğu söylenebilir. Sosyal medya ve influencer ortaklıkları sayesinde kuruluşlar görünürlüklerini artırabilir ve kendilerini sektörlerinde iyi noktalara konumlandırarak rekabet avantajı kazanabilirler. Bu çalışma pazarlama halkla ilişkileri üzerine güncel yayın ve araştırmalardan faydalanarak bir değerlendirme yapmayı amaçlamaktadır. **Anahtar Kelimeler:** Pazarlama Halkla İlişkileri, Halkla İlişkiler, Sosyal Medya, Marka İmajı

An Evaluation on Marketing Public Relations

ABSTRACT

The field of marketing public relations has attracted considerable attention in recent years as businesses and organisations seek to create more effective and customer-focused communication strategies. This approach involves the integration of traditional methods and techniques of public relations with marketing objectives. Through this integration, organisations aim to increase their access to and interaction with their target audiences by evoking personal and emotional responses. One of the most important benefits of incorporating public relations methods into marketing strategies is the ability to create a more customer-centred approach. By understanding the needs, preferences and desires of their target audiences, organisations can tailor their messages and activities to elicit positive feedback from consumers. This personalised approach can lead to increased brand loyalty and ultimately stronger consumer relationships. Marketing public relations is an effective way to build brand awareness and image. Through social media and influencer partnerships, organisations can increase their visibility and gain competitive advantage by positioning themselves well in their sectors. This research aims to make an evaluation by utilising current publications and research on marketing public relations.

Keywords: Marketing Public Relations, Public Relations, Social Media, Brand Image



Yerel Yönetim Problemlerinin Çözümünde DEMATEL Uygulaması

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ÖZET

DEMATEL, Çok Kriterli Karar Verme tekniklerinden biri olup, alternatifler ve kriterler arasındaki etkileşimleri dikkate alarak, karar vericilere kriterlerin ağırlıklarını nesnel bir bakış açısı ile değerlendirmesine imkan sağlar. Bu çalışmada İstanbul ilçelerinden birinde düzenli olarak yapılan vatandaş memnuniyeti ölçümleri sonucunda elde edilen altı temel sorununun hangisinin en öncelikli olarak değerlendirileceği belirlenmiştir. Konunun uzmanlarının görüşü alınarak oluşturulan ortalama ilişkiler matrisi daha sonra normalize edilir. Elemanter işlemler yardımıyla normalize matris toplam ilişkiler matrisine dönüştürülür. Bu matris kullanılarak eşik değer ve sonrasında kriter ağırlıkları hesaplanarak karar verilir.

Anahtar Kelimeler: DEMATEL, Çok Kriterli Karar Verme, Yerel Yönetim

DEMATEL Application in Solving Local Government Problems

ABSTRACT

DEMATEL is one of the Multi-Criteria Decision Making techniques and allows decision makers to evaluate the weights of the criteria from an objective point of view, taking into account the interactions between criteria and alternatives. In this case, it has been determined which of the six basic problems obtained as a result of regular public satisfaction measurements in one of the districts of Istanbul will be evaluated as the most priority. The average matrix of direct relationships, which is created by taking the opinion of experts of the subject, is then normalized. With the help of elementary operations, the normalized matrix is transformed into the relation matrix. Using the matrix, the decision is made by calculating the threshold value and then the criterion weights.

Keywords: DEMATEL, Multi Criteria Decision Making, Local Government



Sigorta İşletmelerinde E-Ticaret

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ÖZET

Bu makale, sigorta sektöründe e-ticaretin rolünü, sunduğu avantajları, karşılaşılan zorlukları ve gelecekteki potansiyel gelişmeleri incelemektedir. E-ticaret, sigorta işletmelerine maliyet tasarrufu, müşteri memnuniyeti ve verimlilik artışı gibi birçok fayda sağlamaktadır. Dijital platformlar üzerinden poliçe satışı ve müşteri hizmetleri, sektörde önemli dönüşümlere yol açmıştır. Bununla birlikte, veri güvenliği, yasal düzenlemeler ve teknolojik altyapı gibi konular, dijitalleşme sürecinde dikkat edilmesi gereken önemli zorluklar olarak öne çıkmaktadır. Gelecekte yapay zeka, büyük veri ve blockchain teknolojileri, sigorta sektöründe şeffaflığı ve güvenliği artırma potansiyeline sahiptir. Bu teknolojilerin entegrasyonu, sigorta şirketlerinin inovasyon ve dijital dönüşüm süreçlerini hızlandıracaktır. Bu genel bakış, sigorta sektöründe e-ticaretin mevcut durumunu ve gelecekteki eğilimlerini anlamak için kapsamlı bir çerçeve sunmaktadır.

Anahtar Kelimeler: Sigorta İşletmeleri, E-Ticaret, Dijital Dönüşüm, Dijital Pazarlama

E-Commerce in Insurance Businesses

ABSTRACT

This article examines the role of e-commerce in the insurance sector, highlighting its benefits, challenges, and potential future developments. E-commerce provides insurance companies with cost savings, increased customer satisfaction, and improved efficiency. The sale of policies and customer service through digital platforms has led to significant transformations in the industry. However, issues such as data security, regulatory compliance, and technological infrastructure present significant challenges in the digitalization process. Future technologies like artificial intelligence, big data, and blockchain have the potential to enhance transparency and security in the insurance sector. The integration of these technologies will accelerate innovation and digital transformation processes for insurance companies. This overview provides a comprehensive framework for understanding the current state and future trends of e-commerce in the insurance sector.

Keywords: Insurance Companies, E-Commerce, Digital Transformation, Digital Marketing



The Impact of Demographic Trends and Migration on the Economic Development of Zhambyl Region

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ABSTRACT

Migration processes have always played an important role in the development of society, having both positive and negative impacts on various countries and regions. With the collapse of the Soviet Union, migration changed significantly, especially in the former Soviet republics, including Kazakhstan. Unlike some other countries, Kazakhstan has avoided armed conflict and separatism, but has faced other challenges, such as economic crises and repatriation programs. Today, the main reasons for migration are differences in living standards and the state of the labor market.

The purpose of this study is to study the characteristics of migration flows in the Zhambyl region, including youth migration. The objectives of the study include: analysis of the dynamics of international migration in Kazakhstan and by region; study of directions of migration of the working population of Zhambyl region; assessment of migration sentiments among young people in the region and identification of the reasons for migration.

The research used methods of data visualization, comparison and abstraction, as well as statistical data analysis. The literature review shows that migration is a multifaceted phenomenon, studied from various points of view - political, demographic, socio-economic. The complexity of migration processes requires in-depth analysis, especially in the context of regional and youth labor migration.

The main part of the article presents the dynamics of international migration in Kazakhstan for the period 2015-2022, with an emphasis on the Zhambyl region. The analysis shows that the Zhambyl region, despite the stability in the supply of labor resources, is faced with high rates of interregional migration and urbanization. This could lead to a shortage of labor resources and negatively affect the economic development of the region in the future. The study emphasizes the need for the development of industry and innovative agricultural production, rational use of cross-border potential, revision of youth policy and measures to prevent permanent migration of young people.

An analysis of the migration indicators of working youth in Zhambyl region was carried out. The age groups of young people who are most actively involved in migration processes have been identified. The results of a survey of young people working at enterprises in the region are presented. It was found that a significant portion of respondents plan to move to other regions of the country and abroad in search of work. Recommendations have been developed to create attractive conditions for the working population of the region, including young people.

Keywords: Able-Bodied Population, International Migration, Interregional Migration, Internal Migration, Labor Migration, Migration, Migration Balance, Migration Processes, Migration Sentiment, Region, Young People



Demographic Analysis and Labor Force Potential of the Mangystau Region: Challenges and Prospects

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ABSTRACT

This article provides a comprehensive analysis of the main demographic indicators of the Mangystau region, which allows us to assess the region's potential supply of labor resources in the medium and long term. The age structure of the population in both urban and rural areas was studied. It was revealed that the region is characterized by a high level of urbanization, which corresponds to the nationwide trend. The authors reviewed the main indicators of the labor market, emphasizing the absence of a labor shortage at the present time. An analysis of the employment structure of the population was carried out, an imbalance was identified due to the single-industry nature of the region's economy and the predominance of hired labor over entrepreneurial activity. The authors also analyzed the situation with unemployment, noting its steady increase, especially in rural areas and among women of working age. The results of the study indicate an active migration outflow of rural youth to cities, which in the future may affect the age composition of rural settlements. Based on the identified problems and trends, the authors developed recommendations for the rational use of the region's labor resources, including youth.

Keywords: Able-Bodied Population, Demographic Situation, Employment of The Population, Migration Flows, Monostructural Economics, Region, Rural Population, The Dominant Industry, The Labor Market, Unemployment, Urban Area, Urbanization Processes, Young People



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The Role of Occupational Safety and Health Education in Improving Knowledge and Awareness of Students at Sumur Batu 4 State Elementary School

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ABSTRACT

This study aims to explore the role of Occupational Health and Safety (OHS) education in improving students' knowledge and awareness at SD Negeri Sumur Batu 4. Through a qualitative research method with a case study approach, data were collected through observations, interviews, and questionnaires with students, teachers, and school staff. The research findings indicate that OHS education has a significant impact on enhancing students' understanding of the importance of safety and health practices in the school environment. Additionally, the implementation of the OHS program successfully increased students' awareness of potential risks and prevention methods. These findings underline the importance of OHS education from an early age as a preventive effort in creating a safe and healthy learning environment, as well as equipping students with the principles of safety and health for their daily lives. This study recommends further development of OHS programs in elementary schools and ongoing training for educators to ensure long-term effectiveness.

Keywords: Occupational Health and Safety Education



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The Impact of Workload, Work Environment and Stress Level on Employee Mental Health at XYZ Office

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ABSTRACT

The study aimed to determine the impact of work stress, work area and stress level on the mental health of employees of Department XYZ. Data analysis of the interactive model according to Miles and Huberman was used in this research. In this study, data collection was conducted to analyze and interview observations were recorded during data collection time. The result of the study is that workload, work environment and stress level have a significant influence on the mental health of employees in the XYZ Department. Work stress can affect the mental health of employees, especially when working hours and hours increase. The work environment has an influence on the mental health of employees, a good and positive environment can make the workplace feel like home, a bad work environment can harm the mental health of employees. Work stress is a major problem for companies in terms of good and bad employee mental health. One way to prevent and anticipate job stress in management is to identify stressful jobs and establish and implement them properly.

Keywords: Workload, Work Environment, Mental Health, Stres



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The Influence of Providing OHS (Occupational Health and Safety) Materials and Its Implementation on the Performance of PT. ABCD Employees

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ABSTRACT

This study aims to identify and analyze the impact of providing OHS (Occupational Health and Safety) materials and the implementation of OHS practices by the company on workers at PT. ABCD in the event of unforeseen incidents such as workplace accidents. The provision of OHS materials and their application to the performance of employees at PT. ABCD is a scientific literature review article within the scope of Human Resources. The method used is quantitative research with a case study strategy, gathering information through observations, and questionnaires distributed to staff, operators, and supervisors at PT. ABCD. The results of the study indicate that providing OHS materials significantly enhances employees' understanding of the importance of safety and health practices in the workplace. Moreover, the effective implementation of OHS schemes increases employees' awareness of potential hazards and methods to prevent them. These findings highlight the importance of providing OHS materials and implementing OHS practices as preventive measures in creating a safe and healthy work environment, as well as a means for employees to apply safety and health principles in their daily lives. The study demonstrates the further growth of OHS schemes in the workplace.

Keywords: Occupational Safety and Health, Implementation, Company



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ABSTRACT

The aim of this research is to analyze the influence of Occupational Safety and Health (OSH), work environment, and workload on employee performance at PT. Asuransi Bhakti Bhayangkara. Occupational Safety and Health (OSH) is a crucial factor that can affect employee performance, as a safe and healthy work environment can enhance productivity and work efficiency. Moreover, a conducive work environment plays a significant role in boosting employee morale and motivation. A balanced workload will have a positive effect on performance, whereas excessive workload can cause stress and reduce productivity. This research uses a quantitative method with a survey approach. Data were collected through questionnaires distributed to employees of PT. Asuransi Bhakti Bhayangkara. Data analysis was conducted using multiple linear regression to determine the influence of each independent variable on employee performance. The results of the study indicate that Occupational Safety and Health (OSH) has a significant impact on employee performance. The work environment also proves to have a significant impact on performance. Meanwhile, workload shows a negative and significant influence on employee performance. The conclusion of this study is that to improve employee performance, the company needs to pay attention to and enhance factors such as Occupational Safety and Health (OSH), create a comfortable and conducive work environment, and manage employee workload to avoid overburden.

Keywords: Occupational Safety and Health (OSH), Work Environment, Workload, Employee Performance, PT Asuransi Bhakti Bhayangkara.



Impact Protégé Career Optimism and Person Organization Fit: Study from e-Commerce Employees in Jakarta

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ABSTRACT

This study aims to analyze the effect of Protégé career optimism and person organization fit on intention to stay, which mediated by organizational commitment. The research was conducted using a quantitative approach and survey method, using samples from 230 employees in several electronic commerce (e-commerce) locations in Central Jakarta. The design of this study was carried out through hypothesis testing. Data is primary data and was collected by distributing questionnaires via g-form. The data processing technique used structural equation modeling (SEM). The results showed that Protégé career optimism and personal organization fit mediated by organizational commitment significantly affect intention to stay. Hopefully that this research can inspire future companies to increase Protégé career optimism, person organization fit, organizational commitment, and intention to stay of employees, thereby fostering a more positive work environment.

Keywords: Protégé Career Optimism, Person Organization Fit, Organizational Commitment, Intention to Stay



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How Does Live Streamer Credibility Influence Impulsive Buying on an Integrated E-Commerce Platform?

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ABSTRACT

This study investigates the influence of live streamer credibility (attractiveness, expertise, trustworthiness) on customer engagement and impulsive buying in Greater Jakarta's integrated e-commerce platform. Previous studies show comparative studies on these credibility aspects, with previous studies showing inconsistent findings. Using the S-O-R model theory and data from 100 respondents analyzed via SEM-PLS, the results reveal that all three credibility aspects significantly influence customer engagement, which drives impulsive buying. Attractiveness emerged as the most influential factor. The study underlines the critical role of engaging, original content for MSME owners and digital marketers in building community and increasing sales.

Keywords: Live Streamer, Attractiveness, Expertise, Trustworthiness, Customer Engagement, Impulsive Buying.



Implementation of Occupational Safety and Health at Pt. Bumi Gas Indonesia (Bgi) in the Cikande Region, Banten Province, Indonesia

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ABSTRACT

The level of work accidents and threats to Occupational Safety and Health (OSH/OSH/K3) in Indonesia is still high, especially in the last two years with a significant increase in the number of work accidents. In 2022, there will be 114,235 cases which will increase to 177,161 in 2023, and reach 82,000 cases from January to March 2024. PT Bumi Gas Indonesia (PT BGI), a rapidly growing LPG Gas company, recognizes the importance of implementing Occupational Safety and Health (OSH/OSH/K3) in the production process. This research aims to evaluate the implementation of OSH/OSH/K3 at PT BGI. The research method used is qualitative with a descriptive approach, relying on secondary data from relevant literature. The research results show that PT BGI has implemented OSH/OSH/K3 well, including providing personal protective equipment, OSH/OSH/K3 training, and placing fire extinguishers in strategic locations. Effective implementation of OSH/OSH/K3 at PT BGI has been proven to be able to improve work safety, reduce the risk of accidents, and increase company efficiency and productivity. However, several obstacles still exist, such as uneven employee awareness and limitations in implementing OSH/OSH/K3 standards. In conclusion, even though PT BGI has implemented OSH/OSH/K3 well, continued efforts are still needed to optimize the implementation of OSH/OSH/K3, especially through increasing socialization and training for all employees.

Keywords: Occupational Safety and Health, Gas Industry, PT Bumi Gas Indonesia



Navigating Global Educational Challenges through Technological Innovation at One Aviation Institution

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ABSTRACT

This study examined the utilization of technology advancements at an aviation college to address global educational concerns using qualitative research. The study examined the application and effects of different technologies, including flight simulators, virtual reality (VR), augmented reality (AR), online learning platforms, and data analytics, within a particular school. The research endeavored to comprehend opinions and experiences surrounding these advancements by conducting comprehensive interviews, questionnaires, and focus groups with students, professors, and industry stakeholders. Important areas of investigation encompass the ways in which these technologies amplify educational achievements, boost student involvement, and equip graduates for aerospace industry professions. The study also investigated institutional approaches to evaluating the efficacy of technological interventions, encompassing quantitative measures such as student performance indicators and retention rates, as well as qualitative evaluations of user happiness and adaptability to various learning styles. The research tried to assess educational processes by comparing them to industry standards and best practices. It sought to find areas of strength, areas for improvement, and potential for ongoing enhancement. This research ultimately added to the wider discussion on using technology to tackle educational difficulties in aviation education. It provided valuable insights into successful approaches for dealing with the complexities of global educational environments.

Keywords: Technology Advancements, Aviation College, Online Learning Platforms, Technological Interventions, Educational Environments



The Use of Artificial Intelligence in one Aviation Institution in the Philippines

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ABSTRACT

This mixed-method of research aimed to examine the extent to which artificial intelligence technologies are being utilized by participants in one aviation institution. The study presented that ChatGPT is preferred due to its sophisticated linguistic capabilities, user-friendly interface, and extensive availability throughout the university. Grammarly and Google Bard were renowned options due to their particular grammatical checking capabilities and AI-powered writing suggestions. These findings highlighted an increasing acknowledgment of AI technologies that are designed to improve the quality of writing in educational environments. Nevertheless, the study acknowledged that adoption rates differ, indicating the necessity for customized assistance to meet different learning preferences and guarantee inclusive educational practices. Suggestions encompass the integration of AI technologies more widely into the aviation college's curriculum, the development of tailored training programs to maximize their advantages, and the promotion of ethical and efficient utilization. The text emphasizes the capacity of AI to enhance writing efficiency and productivity, while also warning about potential drawbacks such as diminished diversity and creativity in student work, economic consequences, and effects on critical thinking abilities. The study promotes a balanced strategy that integrates AI with conventional learning approaches to encourage holistic student development and innovation in a continually changing educational environment.

Keywords: Artificial Intelligence, Linguistic Capabilities, Educational Environments, Aviation Curriculum, Holistic Student Development



Measures for the implementation of project management in JSC "Kazakhstan Temir Zholy"

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ABSTRACT

The presented article discusses the conceptual aspects of the implementation of the use of flexible project management technology in Kazakhstan Temir Zholy JSC. The development and integration of a project management system for a railway industry company based on flexible technology software was the main purpose of this study. In the course of the research, general scientific techniques and methods of logical cognition were used: analysis and synthesis, methods of induction and deduction, method of data analysis. In the process of creating a methodology for the introduction and implementation of an Agile project management system in the company under study, the authors relied on a logical sequence of consolidating changes in the company's activities, consisting of eight interconnected steps. Next, the company is invited to implement a "pilot" project to identify the shortcomings of the developed standard, the principles of project selection, the degree of team cohesion, and the analysis of the choice of information support. Such an algorithm offers a set of works aimed at continuous improvement and efficiency of business processes of project management. This project is considered closed when the company has taken steps to implement project management processes. Also, in this study, an assessment of the effectiveness of the project was carried out, in which project costs are associated with revenues, taking into account the discount rate. As a result of the evaluation of investment projects, a number of indicators are used, according to which it is possible to conclude about the commercial feasibility of the proposed project.

Keywords: Project Management, Software Product, Planning Methods, JSC «NC «Kazakhstan Temir Zholy».



Convergence of Neuromarketing and Digital Content: Methods for Improving Interaction With Consumers on Social Media

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ABSTRACT

The article explores the innovative integration of neuromarketing techniques with digital content strategies to improve the effectiveness of consumer engagement on social media platforms. The paper shows how neuromarketing, combining the principles of neuroscience and marketing, allows us to understand the neural reactions of consumers to marketing initiatives. The authors reveal that the central place and key role of neuromarketing in the digital landscape is to shape consumer perceptions and decisions through social media content. The role of social networks in shaping consumer perception and behavior is considered, the influence of neuromarketing on consumers' understanding of digital content is analyzed, neuromarketing methods for improving the quality and impact of digital content are identified, and practical examples of the use of neuromarketing in digital content are proposed.

The article provides definitions of neuromarketing, examines the main methods of neuromarketing research, and examines the main tools for influencing consumer consciousness. The article highlights the need for neuromarketing to create digital content that resonates deeply with consumers, tapping into instinctive and emotional layers of engagement. The article argues for the need to integrate these approaches as a critical element of modern marketing tactics aimed at combining understanding of consumer cognitive processes with the improvement of digital marketing content. The authors' research makes a compelling case for such integration to develop effective modern marketing strategies.

Keywords: Neuromarketing, Digital Content, Social Media, Consumer Engagement, Neuroscience, Social Media, Content Optimization, Cognitive Behavior.



The Role and Importance of Human Resources of the Republic of Kazakhstan in Achievement of the Un SDGs: Analytical Data

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ABSTRACT

The article is devoted to the analysis of the role of human resources in achieving the UN Sustainable Development Goals (SDGs) using the example of the Republic of Kazakhstan. The study examines the current state and potential of the country's human resources in the context of global sustainability goals. The purpose of the study is to analyze SDG indicators related to the formation and use of human resources, as well as to identify the problems and challenges faced by the Republic of Kazakhstan in the process of integrating sustainable development. Recommendations are presented for optimizing management processes aimed at increasing the efficiency of the contribution of human capital to achieving the SDGs. The authors of the article use an integrated approach, combining theoretical analysis with empirical research, including data from national statistics. The results of the study provide valuable guidelines for developing an effective human resource management strategy in the context of sustainable development.

Keywords: Human Resources, UN Sdgs, Global Goals, Strategic Management, Analysis.



Antecedents and Consequences of Work-Family Conflict of Women Employees in Private Bank in South Jakarta

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ABSTRACT

This study specifically analyzes the antecedents, such as job insecurity and emotional exhaustion, and consequences, including reduced organizational commitment, of work-family conflicts among female employees in private banks in South Jakarta. The primary data used in this study is based on the distribution of questionnaires online. The sample was drawn using the purposive sampling method, and as many as 138 respondents were collected. The technique used in this research is a test instrument consisting of validity and reliability tests. The regression method using SmartPLS was used to analyze the data. The results of this study show that job insecurity and emotional exhaustion have a positive and significant effect on work-family conflicts. These findings suggest that HR professionals and policymakers should focus on reducing job insecurity and emotional exhaustion among female employees to mitigate work-family conflicts. Furthermore, the work-family conflict has a negative effect on organizational commitment but has not been proven to affect job satisfaction.

Keywords: Job Insecurity; Emotional Exhaustion; Work-Family Conflict; Job Satisfaction; Organizational Commitment.



The Significance of Amharic Language: A Socioeconomic Perspectives

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ABSTRACT

This study introduces the role of Amharic language and culture in socioeconomic development of the future world. The role of language in socioeconomic development cannot be overemphasized despite, effective communication facilitates development. Communication is an important prerequisite of development and this is manifested through language. The main objective of this research is to investigate the influence of Amharic language promotion on the future world socioeconomic development. This paper lays out the foundations of an alternative approach which posits that all languages and cultures, regardless of their status or numerical size, can be integrated into processes of socioeconomic development, and that none is inherently anti-development. In order to investigate Amharic language impact 32 research check lists were designed and distributed to 436 economic and linguistic scholars virtually around the world, the relationships which these authors posit are interrogated in the light of various bodies of theory in the social sciences (economics, sociology, political economy, development studies and sociolinguistics) were addressed from literature sources. For quantitative analysis unknown population sampling formula and Relative Importance Index were used. The conclusions presented about the overview of Amharic language development itself, and facilitate closer integration of the often distinct disciplines of language planning and policy and socioeconomic development.

Keywords: AU, Amharic, Arabic, Aramaic, BRICS, Cyrillic Russian, Economy, Ethiopia.



Çevresel Sürdürülebilirliğin İzinde Yeşil Davranış: Havacılık Sektöründe Sistemik Bir Derleme

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ÖZET

Çevresel sürdürülebilirlik, doğal kaynakların korunması ve ekosistemlerin devamlılığının sağlanması amacıyla insani faaliyetlerin çevre üzerindeki olumsuz etkilerinin en aza indirilmesini hedefleyen bir kavramdır. Çevresel sürdürülebilirlik sadece devletlerin politikaları ve uluslararası anlaşmalarla sınırlı kalmamakta, işletmeler ve bireyler düzeyinde de önemli bir rol oynamaktadır. İşletmelerin çevresel etkilerini düşürmeye yönelik stratejiler geliştirmesi ve nihayetinde bireylerin günlük yaşamlarında yeşil davranışlar sergilemesi, sürdürülebilir bir gelecek inşa etme çabalarının kritik bileşenleri olduğu belirtilmektedir. Bu bağlamda kurumlar, çevresel sürdürülebilirlik ilkelerini içselleştirerek, kamu politikaları ve düzenlemeler aracılığıyla yeşil davranışları toplum genelinde de teşvik etmekte ve nihayetinde yeşil davranışların sadece toplumsal düzeyde değil, aynı zamanda bireysel düzeyde de önemli bir sorumluluk almaktadır. Küresel ve ulusal ekonomik büyümenin itici güçlerinden biri olan havacılık sektörü de yeşil davranışa önem vermektedir. Sürdürülebilirlik kavramının nüvesi olan havacılık sektöründe çevresel farkındalık düzeyi yüksek çalışanların, sürdürülebilirlik hedeflerine ulaşmada diğer sektör çalışanlarına göre daha fazla etkisi bulunduğu ise sıklıkla belirtilmektedir. Ancak yeşil davranışları benimseyen havacılık sektörü, karbon emisyonları, gürültü kirliliği, atıkların artması gibi çeşitli çevresel sorunlarla karşı karşıya kalmaktadır. Bu nedenle, çalışanların yeşil davranışları benimsenmesi hatta çevresel etkilerin azaltılmasına yönelik çözümlerin sunulması sektörün geleceği açısından kritik bir önem taşımaktadır. Buradan hareketle bu çalışmada havacılık sektörü çalışanlarının yeşil davranış algılarını ve bu davranışların çevresel sürdürülebilirlik hedeflerine katkıları hakkında kavramsal bir araştırma yapılmış olup, havacılık endüstrisinde çevresel sürdürülebilirlik uygulamalarının yaygınlaştırılması ve çalışanların yeşil davranışlarının teşvik edilmesi için sistematik bir literatür taraması ve kamuoyu ile paylaşılan belgeler üzerinden yola çıkarak öneriler sunmayı amaçlamaktadır. Bu amaç doğrultusunda, havacılık sektörü çalışanlarının çevreye duyarlılık düzeyini artırmayı, yeşil davranışların yaygınlaşmasını, sektördeki çevresel performansın iyileştirilmesini ve genel sürdürülebilirlik politikalarının etkin bir şekilde uygulanmasına katkı sağlamayı hedeflenmektedir.

Anahtar Kelimeler: Yeşil Davranış, Çevresel Sürdürülebilirlik, Havacılık Sektörü.

Green Behavior on the Trail of Environmental Sustainability: A Systematic Review in the Aviation Sector

ABSTRACT

Environmental sustainability is a concept that aims to minimize the negative impacts of human activities on the environment in order to protect natural resources and ensure the continuity of ecosystems. Environmental sustainability is not only limited to government policies and international agreements, but also plays an important role at the level of businesses and individuals. It is stated that businesses developing strategies to reduce their environmental impact and ultimately individuals exhibiting green behaviors in their daily lives are critical components of efforts to build a sustainable future. In this context, by internalizing the principles of environmental



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sustainability, organizations encourage green behaviors throughout the society through public policies and regulations, and ultimately, green behaviors take an important responsibility not only at the societal level but also at the individual level. As one of the driving forces of global and national economic growth, the aviation industry also attaches importance to green behavior. It is frequently stated that employees with a high level of environmental awareness in the aviation sector, which is the core of the concept of sustainability, have a greater impact on achieving sustainability targets than employees in other sectors. However, the aviation sector, which adopts green behaviors, faces various environmental problems such as carbon emissions, noise pollution, and increased waste. Therefore, it is critical for the future of the industry that employees adopt green behaviors and even offer solutions to reduce environmental impacts. Therefore, this study aims to conduct a conceptual research on the perceptions of green behaviors of aviation sector employees and their contribution to environmental sustainability goals, and to provide recommendations based on a systematic literature review and documents shared with the public in order to promote environmental sustainability practices in the aviation industry and to encourage employees' green behaviors. In line with this purpose, it is aimed to increase the level of environmental sensitivity of aviation industry employees, to promote green behaviors, to improve the environmental performance of the sector and to contribute to the effective implementation of general sustainability policies.

Keywords: Green Behavior, Environmental Sustainability, Aviation Sector.



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Sustainable Development Goals in Contemporary World and Environmental Protection Policy of Azerbaijan

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ABSTRACT

The development of human society is impossible without mutual contact with nature. Earth's renewable and non-renewable resources are intensively used to meet human needs and ensure its comprehensive development. People get everything that is important for their life (energy, food, etc.) from nature. Nature is the source of human aesthetic demand.

At the beginning of the 21st century, the deterioration of the ecological situation continues throughout the world and in many regions of our country. Anthropogenic changes occurring in nature are mostly positive. However, a person who interferes with natural processes in several cases violates the laws of nature and causes undesirable consequences for himself. Among the contradictions that threaten the foundations of the existence of civilization, the most important are environmental pollution and depletion of natural resources.

Thus, the concept of environmental safety was explained in the article from several aspects. The causes of the problem, the formation of the concept of environmental security, its essence and importance in the development of the modern world were mentioned. Environmental safety was considered as the main direction of the concept of sustainable development, as well as the priority of the environmental policy of the Republic of Azerbaijan. Azerbaijan's cooperation and international activities were emphasized in this direction. The article once again highlighted the exceptional importance of environmental security for our modern world and future generations. This, in turn, makes the joint effort of the whole world necessary to solve the problem.

Keywords: Sustainable Development, Environmental Protection, Ecology.



Dynamic Beyond Interest Rates: Unveiling Parisian House Price Trends with Machine Learning Algorithms

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ABSTRACT

Real estate encompasses a wide range of activities, from managing commercial properties and developing land to buying and selling properties. Understanding the factors that influence the real estate business, particularly in urban locations such as Paris, is crucial for making informed decisions for stakeholders. These factors include historical trends, economic indicators, and urban dynamics. Despite substantial global research on home price dynamics, there is still a lack of understanding of the specific implementation of real estate price forecasts in France, notably in the Paris metropolitan area. Accurate real estate price forecasts significantly impact various stakeholders. Calculating property values accurately enables individuals to make informed decisions about buying, selling, or holding assets, leading to more market stability and less risk. Policymakers can use these insights to establish policies that encourage a sustainable housing market and forecast future housing requirements, ensuring infrastructure development aligns with demand. Thus, the ability to estimate real estate prices accurately promotes better decision-making throughout the industry, resulting in a more stable and efficient real estate market. Data analysis indicates that certain parameters, such as surface size and the number of rooms, have strong positive associations with property values, whereas access to public transportation shows a slight negative correlation. The study highlights the importance of evaluating the diversity of Parisian neighbourhoods and their impact on property values, providing stakeholders with insights into investment strategies and market trends. According to the study's findings, Ridge Regression is the most effective model, offering reliable predictions with lower error rates than other regression techniques.

Keywords: Paris Real Estate Industry, Price Prediction, Decision Making, Machine Learning, Price Fluctuation.

Dil Felsefesinde Gerçeklik Dil İlişkisi

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ÖZET

Dil felsefesinin temel görevlerinden biri de, dil ile gerçeklik ilişkisini sağlamaktır. Dilin, gerçeklikle ilişkisi, aynı zamanda dilin, dünyayla ilişkisidir. Dilin asli işlevi, temsili bir gerçeklik yaratmaktır. Dil teorisine göre dilin, iki tür işlevi bulunmaktadır. Dil, öncelikle fikirler ve işlerin konumunu temsil etmekte ve ayrıca kişilerin düşüncesini ifade ederek, dünyadaki objelere ve olaylara değinmekte, düşünceler ve tercihler konusunda da kişilerin duygularını ifade etmektedir. Eğer dil, dünyadaki objelere değinmek için, yaratılan bir ortam ya da bir yapı ise, bir şeyin ne olduğu bilgisi, objenin dilde temsil edilişiyle elde edilmektedir.

Modernci gelenekte, dilin asli işlevi temsilliliktir. Bu temsiliyetle dil, şeyleri olduğu gibi göstermelidir. Dil ile içinde bulunduğumuz gerçeklik arasındaki ilişki temsilliliktir. Bu aynı zamanda kelime ile içinde bulunduğumuz dünya arasındaki dilsel ilişkidir. Akıldan bağımsız olarak var olan gerçeklik durumları, sözle veya düşünceyle tam ve doğru olarak dille gösterildiği ölçüde gerçekliği ortaya koyabilir ve temsil edebilir. Bu nokta da, ‘Bu cümle ne anlama geliyor?’ sorusu, ‘Bu vurgulanan önerme, ne türden bir gerçekliği temsil ediyor’ anlamına gelebilir.

Her önerme, mevcut bir durumu temsil ederken, gerçekliği mantıklı bir şekilde ortaya koyabilir. Gerçekliğin bu şekildeki temsiliyeti, bir tasarım olarak gerçekle uyumlu veya uyumsuz olarak, doğru veya yanlış anlamayı gösterirken, aynı zamanda doğrulama ya da yanlışlamayı anlatır. Tam da bu nokta da gerçekliğin etik söylemini konuşur ve kabul etmeye başlarız. Öte yandan gerçeklik, önceden temsili olarak paketlenmiş bir konuyla karşımıza çıkmaz. Bizler, tasarımlarımız yoluyla gerçeklikle bağlantı kurar, gerçekliğe uzanarak, tasarımlarımızı gerçekliğin yanına kondurur, böylece gerçeklik algılarımızı daha anlamlı hale getiririz.

Anahtar Sözcükler: Dil Felsefesi, Dil Teorisi, Dilsel Gerçeklik, Gerçekliğin Temsiliyeti, Dilin Temsiliyeti.

Reality-Language Relationship in Language Philosophy

ABSTRACT

One of the main tasks of the philosophy of language is to ensure the relationship between language and reality. The relationship of language with reality is also the relationship of language with the world. The essential function of language is to create a representational reality. According to language theory, language has two types of functions. Language primarily represents the position of ideas and works, and also refers to objects and events in the world by expressing people's thoughts, and expresses people's feelings about thoughts and preferences. If language is a medium or a structure created to refer to objects in the world, the knowledge of what something is is obtained by representing the object in language.

In the modernist tradition, the essential function of language is representation. With this representation, language should show things as they are. The relationship between language and the reality we are in is representation. This is also the linguistic relationship between the word and the world we live in. Reality states that exist independently of reason can reveal and represent reality to the extent that they are fully and accurately represented by word or thought. At this point, ‘What does this sentence mean?’ ‘What kind of reality does this highlighted proposition represent?’

While each proposition represents an existing situation, it can logically reveal reality. This representation of reality, as a design, shows true or false understanding, aligned or incompatible with reality, while at the same time conveying verification or falsification. At this point, we talk about the ethical discourse of reality and begin to accept it. Reality, on the other hand, does not come with a pre-representatively packaged position. We connect with reality through our designs, reaching out to reality, putting our designs next to reality, thus making our perceptions of reality more meaningful.

Keywords: Philosophy of Language, Language Theory, Linguistic Reality, Representation of Reality, Representation of Language.

Protagoras Söyleminde Kesin Bilgi Sorunu

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ÖZET

Antik Yunan Felsefesinde, objektif gerçekliğe odaklanmışken, Sofistler, tüm insanlar için bağlayıcı olabilecek objektif ve mutlak bir değeri inkar etmişler, herşeyin ölçüsü olarak insanı kabul etmişlerdir. Protagoras'a göre, kendiliğinden gerçek diye birşey olamaz. Bilgilerimizi duyularımız sağladığından, bilgi, herkese kendi duyularının gösterdiği biçimde var olur.

Bu yüzden bilgi teorisinde ve bilgi sorunun da, öncelikle bir şeyi tam olarak bilmenin ne olduğu sorulmalıdır. İnsana dair sorular, doğrudan bilme eylemine dayandırıldığından bu sorunun cevabı çok açık görünse de, gerçeklik tartışmalarının hemen ötesine geçildiğinde, bu gerçekliği bilebilir miyiz? Bilebilirsek, nasıl bilebiliriz? Bir şeyi tam olarak bilmek eylemi, nasıl ortaya çıkar? Cevaplar aranırken, yapılacak ilk kabul, bilginin olanaklılığından yola çıkarak, insanın bilebileceğinin kabulüdür. Zira bilginin olanaksızlığından yola çıkmak, son derece çelişik, dar bir bakışla, çıkmaz sokağa götürür.

Bir bilginin doğruluğu hakkında yargıda bulunabilmek için, doğruluğundan emin olduğumuz bilgiler olmalıdır. Elimizdeki bilginin doğruluğunu nasıl bilebiliriz? Hangi ölçüyü, kullanabiliriz? Ölçü olarak kullanılacak bilgilerin doğruluğunu nasıl bilebiliriz? Bu sonuçların doğruluğu nasıl kanıtlanabilir? Bu sonuçlar yüzünden kuşkucular, doğruluk ölçütü ya da doğruluğa götürülen yöntemin sonsuz geriye gidişe yol açtığını ileri sürerler. Öyleyse hiç kimse, bir önermenin doğru olduğunu söyleyemeyecektir. Ussal onay ve bilgi diye bir şey yoktur.

Kesin bilgi olanaksızdır, diyen Protagoras, bilgilerimizi, duyularımız sağlar, evreni herkes, kendi duyularının gösterdiği gibi bilir. Bu yüzden, kesin olarak, bu olayın sebebi şudur diyemeyiz, sadece bu olayın şöyle olduğunu sanıyorum, diye söyleyebileceğini, kesin bilginin olanaksızlığını iddia eder. Protagoras'a göre, evrendeki herşey değişmektedir. Bu değişim içinde insan akli bir sabiteye ulaşamaz. Aynı şekilde duyularımız ve algılarımızda bu değişimin bir parçası olduğundan, bütündeki değişim, duyum ve algılarımızı da kapsar. İnsan herşeyin ölçüsüdür, diyen Protagoras, insanın kabul ettiği değerleri, karşısındakine, ikna edebileceği delillerle anlatabileceğini söyler. Protagoras'da önemli olan, doğru yanlış bilgi yerine insanın kendi görüşünü savunma biçimidir.

Anahtar Sözcükler: Bilgi Teorisi, Kesin Bilgi, Sofistler, Kesin Bilginin Olanaksızlığı.

The Problem of Precise Knowledge in Protagoras Discourse

ABSTRACT

In Ancient Greek Philosophy, while focusing on objective reality, Sophists denied an objective and absolute value that could be binding for all people, accepting man as the measure of everything. According to Protagoras, there can be no such thing as spontaneous truth. Since our knowledge is provided by our sensations, knowledge exists in the form shown to everyone by their own sensations.

Therefore, in the theory of knowledge and the question of knowledge, one should first ask what it is to know something exactly. Although the answer to this question seems very obvious, since the questions about man are based directly on the act of knowing, can we know this reality when we go just beyond the discussions of reality? If we can know, how can we? How does the act of knowing something exactly come about? When searching for answers, the first acceptance to be made is the acceptance that one can know based on the possibility of knowledge. Because starting from the impossibility of information leads to a dead end with an extremely contradictory, narrow look.

In order to be able to make a judgment about the accuracy of an information, there must be information that we are sure is correct. How do we know the information we have is correct? What measure can we use? How can we know the accuracy of the information to be used as a measure? How can the accuracy of these results be proven? Because of these results, skeptics argue that the criterion of truth, or the method that leads to truth, leads to infinite retrogression. No one, then, will be able to say that a proposition is true. There is no such thing as rational approval and knowledge.



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Precise knowledge is impossible, Protagoras said, our knowledge is provided by our senses, and everyone knows the universe as their senses show them. Therefore, we cannot definitively say that the cause of this event is this; one can only say that they think the event is like this, asserting the impossibility of certain knowledge. According to Protagoras, everything in the universe is changing. In this change, the human mind cannot reach a constant. Likewise, since our sensations and perceptions are part of this change, the change in the whole also includes our sensations and perceptions. Man is the measure of everything, says Protagoras, and he says that he can explain the values accepted by man to the other person with the evidence he can convince. What is important in Protagoras is the way one defends one's own opinion instead of true misinformation.

Keywords: Theory of Knowledge, Precise Knowledge, Sophists, Impossibility of Precise Knowledge.



Adapting to Dynamic Oil Price Volatility: A Strategic Framework Incorporating Portfolio Resources, Dynamic Capabilities, Game-Theory

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ABSTRACT

The dynamics of oil price volatility have prompted strategic responses from various international oil and gas companies, which continue to explore various strategies to remain resilient. The analysis of strategic response within the oil and gas industry, amidst dynamic market conditions and price fluctuations, reveals critical insights from various theoretical perspectives. By integrating internal portfolio resources, dynamic capabilities, and game theory approach, the proposed framework offers a comprehensive understanding of industry dynamics. Highlighting the crucial significance of internal resources, such as financial capabilities, is essential and human capital, the analysis highlights their contribution to firm competitiveness. Firms can adjust to evolving environments through the utilization of dynamic capabilities. while the game theory approach aids in strategic interactions and risk management. The interplay between internal resources, dynamic capabilities, and external factors underscores the importance of collaborative relationships and strategic alliances. Ultimately, this framework utilized as the foundation of the company's strategy, the aim is not only to survive but also to strive for sustainability. Through well-crafted and implemented strategies, it is proven that the integration enables firms to develop robust strategies that optimize resource allocation and enhance long-term performance and competitiveness in the upstream oil and gas sector.

Keywords: Resource-Based View, Game-Theory, Dynamic Capabilities, Oil Price Volatility, Upstream Oil and Gas Sector.



Investigating the Direct and Indirect Effects of Knowledge Management and Attitude Behavior on the Performance

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ABSTRACT

The objectives of this study are to determine the effect of knowledge management on work experience. This is to determine the effect of knowledge management on the performance of the teaching staff. This is to determine the effect of attitude on work experience. This is to determine the effect of attitude-behavior on teaching staff performance. This is to determine the effect of work experience on teaching staff performance. This is to determine the effect of knowledge management on the performance of teaching staff mediated by work experience. To determine the effect of attitude-behavior on teaching staff performance mediated by work experience. This research uses a quantitative approach. The population in this study was 40 teachers at SMA Muhammadiyah 25 Pamulang. The technique of taking the respondents used in this study is total sampling. With the total sampling technique, 40 teachers at 25 Pamulang Muhammadiyah Senior High School were taken as respondents in this study. The research hypothesis testing was carried out using the Structural Equation Model (SEM) approach based on Partial Least Square (PLS). The conclusion from the results of this discussion is as follows: There is an influence of knowledge on work experience. There is an influence of knowledge management on the performance of teaching staff. There is an influence on attitude-behavior towards work experience. There is an effect of attitude-behavior on teaching staff performance. There is no effect of work experience on teaching staff performance. There is no influence of knowledge management on the performance of teaching staff mediated by work experience. There is no effect of attitude-behavior on teaching staff performance mediated by work experience.

Keywords: Knowledge Management, Attitude Behavior, Performance, Work Experience.



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Assessment and Prospects for the Development of Tourist Destinations as the Basis for Sustainable Tourism in Kazakhstan

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ABSTRACT

Tourism has the potential to provide economic benefits, create employment opportunities, and promote cultural exchange between people from different regions and countries. The development of tourism in a particular destination depends on its tourism potential and the assessment of tourist destinations to ensure sustainable tourism development. The aim of the study is to assess the tourism potential of Kazakhstan as the basis for the development of sustainable tourism, focusing on the Almaty region, taking into account the development of the mountain cluster. During the research study initiated, we analyzed the statistical data of reports on the development of tourism in the resort areas of the Republic of Kazakhstan, and also reviewed valuable scientific papers in the field of sustainable tourism development. Assessing tourism potential and promoting sustainable tourism development is essential for the long-term economic and environmental sustainability of tourist destinations. This can be achieved through the implementation of sustainable tourism practices, involvement of local stakeholders, and balancing the development of tourism infrastructure with the preservation of natural and cultural resources.

Keywords: Tourism Potential; Tourist Destination, Hospitality; Tourism Industry, Sustainable Development.



How Container Shipping Lines Adapting to COVID-19 Pandemic: A Case Study of Southeast Asian Shipping Company (Period 2020-2022)

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ABSTRACT

The COVID-19 pandemic presented an unprecedented challenge to the global container shipping industry, disrupting established trade routes, causing port congestion, and generating volatile market conditions. This thesis examines how container shipping lines in Southeast Asia adapted to these turbulent times, focusing on a single case study of a prominent regional player during the period 2020-2022. Employing an exploratory single case study approach and qualitative methodology, the research dives into the company's operational and strategic responses to the pandemic-induced disruptions.

Through in-depth interviews with key stakeholders of Samudera Shipping Lines including management, employees, and industry experts, the study investigates how the company navigated challenges such as port closures, supply chain bottlenecks, fluctuating demand, and labor shortages. It analyzes the specific strategies implemented to mitigate these challenges, including route optimization, fleet management, digital transformation, cost optimization, and forging new partnerships. By examining the successes and limitations of these strategies, the thesis aims to understand the company's adaptability and resilience in the face of the pandemic.

Furthermore, the research analyzes the impact of these adaptations on the company's financial performance, operational efficiency, and market competitiveness. The study seeks to identify key factors that contributed to the company's success in navigating the crisis and to highlight the implications of these strategies for the broader Southeast Asian container shipping industry. The findings of this thesis contribute valuable insights for future research and industry practice, offering a deeper understanding of the evolving dynamics of the container shipping industry in a post-pandemic world.

Keywords: Southeast Asia, Container Shipping Lines, Samudera Indonesia, COVID-19 Pandemic.

Roma Dönemi Mutfak Düzenegi ve Ekipmanlari

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ÖZET

Roma dönemi, mutfak uygulamaları ve mutfak teknolojilerinin gelişimi de dahil olmak üzere mimari, mühendislik ve toplumsal organizasyon alanlarındaki ilerlemeleriyle ünlüdür. Bu çalışma, Roma döneminde; mutfak kültürünün yanı sıra mutfak düzenekleri ve mutfak ekipmanlarını kronolojik ve tipolojik incelemesini içermektedir. Arkeolojik kanıtları, tarihi metinleri ve karşılaştırmalı çalışmaları birleştiren disiplinler arası bir yaklaşımla bu araştırma, Roma mutfaklarının düzenini ve tasarımını, kullanılan yemek pişirme olanaklarının türlerini ve yemek hazırlamak için kullanılan mutfak aletlerini içermektedir. Bu çalışma, Roma İmparatorluğu'nun çeşitli bölgelerindeki birincil kaynakları ve arkeolojik kalıntıları inceleyerek, Romalıların mutfak mekânlarını nasıl düzenledikleri, mutfak altyapısındaki teknolojik yenilikler ve yemek hazırlamanın günlük yaşamı şekillendirmedeki kültürel önemi hakkında kapsamlı bir anlayış sunmayı amaçlamaktadır.

Anahtar Kelimeler: Roma Dönemi, Mutfak Kültürü, Mutfak Ekipmanları

Kitchen Installation and Utensils in Roman Period

ABSTRACT

The Roman period is famous for advancements in architecture, engineering, and social organization, including developments in culinary practices and kitchen technologies. This study encompasses a chronological and typological examination of kitchen culture, kitchen utensils, and kitchen equipment during the Roman era. Using an interdisciplinary approach that combines archaeological evidence, historical texts, and comparative studies, this research investigates the organization and design of Roman kitchens, the types of cooking facilities used, and the kitchen utensils employed for food preparation. By analyzing primary sources and archaeological remains from various regions of the Roman Empire, this study aims to provide a comprehensive understanding of how Romans structured their kitchen spaces, the technological innovations in kitchen infrastructure, and the cultural significance of cooking in shaping daily life.

Keywords: Roman Period, Cuisine Culture, Kitchen Utensils



Türkiye'deki KOBİ'lerin Dijital Yetkinlik Düzeyleri*

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ÖZET

Endüstri 4.0 etkisiyle dünya hızlı bir dijitalleşme sürecine girmiştir. Covid-19 pandemisi ile hızlanan süreç tüm sektörlerde üretim yapılarını etkilemiştir. Üretim şekilleri, çalışma koşulları, pazarlama teknikleri, satın alma ve satış süreçleri değişen işletmeler daha rekabetçi, daha çevik, daha proje bazlı hareket etmeye başlamışlardır. Bu değişimden en çok etkilenen şirketler kuşkusuz KOBİ'lerdir. Dijital teknolojilerin Türkiye'deki şirketlerin %99,8'ini oluşturan KOBİ'ler yaşanan bu dijital dönüşüme ayak uydurmaya çalışmaktadır. KOBİ'lerin rekabet güçlerini arttırmaları ve global pazarlardaki faaliyetlerini arttırmaları için dijital dönüşümü sağlamaları kritik bir gereklilik haline gelmiştir. Bu çalışmanın temel amacı Türkiye'deki KOBİ'lerin dijital yetkinliklerinin mevcut durumunun değerlendirilerek, dijital teknolojilere uyum sağlama ve entegre olma yeteneklerini etkileyen temel faktörleri ortaya koymaktır. Bu çerçevede, makalede öncelikle Türkiye'deki KOBİ'lerin dijital yetkinlik düzeylerinin mevcut durumu incelenecek ardından bu şirketlerin dijitalleşme yolunda attığı adımlar, karşılaştığı zorluklar ve fırsatlar değerlendirilecektir. Son olarak KOBİ'lerin dijital yetkinliklerini arttırmak için stratejik öneriler sunulacaktır. Çalışmanın sonuçları KOBİ'lerin dijital dünyada yerlerini koruyabilmek ve teknoloji odaklı ilerlemeler göstermelerine katkıda bulunacaktır.

*Bu çalışma Gözde Gönülverdi'nin Yüksek Lisans Tez Çalışmasından türetilmiştir.

Anahtar Kelimeler: KOBİ, Dijitalleşme, Dijital Yetkinlikler

Digital Competency Levels of SMEs in Turkey*

ABSTRACT

The world has entered a rapid digitalization process under influence of Industry 4.0. This process, accelerated with the Covid 19 pandemic, has affected production structures in all sectors. Businesses have adapted to new production methods, working conditions, marketing techniques, purchasing and sales processes, becoming more competitive, agile and project based. Among the companies most affected by this transformation process are undoubtedly SMEs. SMEs, which constitute %99.8 of the companies in Turkey, are trying to keep up with this digital transformation. It has become a critical requirement for SMEs to achieve digital transformation in order to increase their competitiveness and increase their activities in global markets. The main purpose of this study is to evaluate the current state of digital competencies among SMEs in Turkey and to identify the key factors influencing their ability to adapt to and integrate digital technologies. In this context, the paper will first examine the current state of SMEs' digital competence levels in Turkey and then assess the steps these companies have taken towards digitalization, the challenges and opportunities they face. Finally, strategic recommendations will be presented to increase the digital competencies of SMEs. The results of the study will contribute to SMEs to maintain their place in the digital world and make technology-oriented progress.

*This study is derived from Gözde Gönülverdi's Master's Thesis.

Keywords: SMEs, Digitalization, Digital Competencies



Law and Social Development: Study on Jakarta's Regional Government Regulation Related to Social Aid for Elderly

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ABSTRACT

The population of Jakarta in the second semester of 2023 reached 11,337,563 people with the number of elderly reaching 1,083,720 people. Although the elderly data does not mention the profile of how large the number of poor elderly people in Jakarta is, the Jakarta Provincial Government always strives for the welfare of poor elderly people. Thus, Governor Regulation of the Special Capital Region of Jakarta Number 100 of 2019 concerning Provision of Social Assistance to Fulfil Basic Needs for the Elderly which was passed in Jakarta on September 23, 2019, is a legal instrument formed and enforced in order to provide social assistance services for poor elderly people.

The Governor's Regulation above does not have a pre-dogmatic understanding of the preparation of a dogma, especially when interpreting the true meaning of the elderly and in the formation of regulations. Moreover, if we consider that Indonesia is a country that adheres to the Civil Law tradition. The study is normative, using secondary legal documents, qualitative analysis, and inductive findings.

The results reveal that the Governor concerning Provision of Social Assistance to Fulfil Basic Needs for the Elderly have not yet offered stability, and fairness nor able to reflect on how the elderly should be regulated in a government policy.

Consequently, it is necessary to criticize the formation of regulations in the future so that there is no wrong mindset in a regulation that specifically regulates humans.

Keywords: Law and Social Development, Regional Government Regulation, Jakarta, Social Aid, Elderly



Law and Economic Development: Study on Indonesian Personal Data Protection

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ABSTRACT

Law defines electronic transactions as legal actions using computers, computer networks, and other electronic media. Due to consumers must submit their identification and personal data in electronic transactions, personal data privacy is a major concern. Personal data is defined in the Indonesian Personal Data Protection Law as data on an identified or identifiable individual or in combination with other information directly or indirectly through electronic or non-electronic means. The issue of personal data is an intriguing topic to examine, particularly in light of the growing importance of e-commerce and e-business as key elements of business strategy and drivers of economic growth.

This scientific work raises the question of whether Indonesian legislation of the Personal Data Protection Law can protect consumers from personal data use. The study is normative, using secondary legal documents, qualitative analysis, and inductive findings.

According to legal and economic development theories, the content of law must meet five conditions to promote economic development: predictability, stability, fairness, education, and the development of lawyers' specialized abilities.

The results reveal that the Personal Data Protection Law have offered predictability, stability, and fairness, enabling economic development. However, consumer and business actors' education and lawyer specialization in addressing personal data breach disputes are also needed.

Keywords: Law and Economic Development, Personal Data Protection, Indonesia



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Testing the Efficiency of Gold Prices in Weak Form with Fourier Unit Root Tests

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ABSTRACT

Weak form market efficiency is one of the three forms of the Efficient Market Hypothesis (EMH) developed by Fama (1970). It is a well-established fact that stock prices in a financial market cannot be predicted based on publicly available information such as past price movements and volume data. Therefore, price forecasts cannot be made based on past price movements and abnormal gains cannot be obtained using technical analysis. Weak-form market efficiency can be tested by unit root tests. Unit root tests determine whether a time series is stationary. If a time series is non-stationary, it contains a unit root and is characterized by a random walk. In this case, past price movements cannot be used to predict future prices, which is consistent with the weak form of market efficiency. This framework tests the weak form efficiency of gold prices. The Republic Gold Sales Price (TL/Unit) and London Sales Price of Gold Ounce (USD/Ounce) variables are used to represent gold prices. The data set contains 557 monthly observations covering the period between 1977/December and 2024/April. The Augmented Dickey-Fuller (ADF) test (1981), the Kwiatkowski-Phillips-Schmidt-Shin (KPSS) test (1992), the Fourier ADF test (2010), and the Fourier KPSS test (2006) were used to test the weak-form efficiency of gold prices. The results of four different unit root tests for both gold series show that they are unit-rooted at the level and become stationary when first-order differences are taken. This proves that the weakly efficient market hypothesis is valid for both gold series.

Keywords: Efficient Market Hypothesis, Weak-form efficiency, Gold prices, Random walk.



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The Influence of Perceived Benefit, Community Involvement to Support Sustainability Achievement on Tourism Development in Cibodas Tourism Village

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ABSTRACT

Cibodas Village is a tourism village located in the Lembang sub-district, West Bandung Regency, West Java Province, Indonesia. This village has promising natural and cultural potential for tourism development. Apart from that, tourism villages also often become centers for environmental and cultural preservation, by prioritizing sustainability principles in every aspect of activities. Tourists can not only enjoy natural beauty and cultural diversity but also contribute to efforts to preserve and develop the local economy. This research aims to develop a theoretical model by analyzing Community Involvement, Perceived Benefit, and Community Capacity Building, with moderator of Crisis Readiness in the relationship between Support for Tourism Development and Sustainability Achievement in Cibodas Tourism Village.

This conceptual paper aims to analyze the moderating effect of Crisis Readiness in the novel framework, and determine the factors influence perceived benefit. Future research are needed to give insight to the Cibodas village's residence and its tourism ecosystem on what to prepare in time of crisis.

Keywords: Tourism, Covid-19, Crisis Readiness, Sustainability Achievement.

Örgütlerde Dijital Dönüşüm

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ÖZET

Dijitalleşme ve dijital dönüşüm kavramları günümüzde farklı sektörlerde çok sık biçimde karşımıza çıkan kavramlardır. Dijitalleşme tüm sektörlerle hitap ederek, tüm örgütler için zorunluluk haline gelmiş olan bir süreçtir. Dijitalleşme ve dijital dönüşüm Endüstri 4.0 anlayışı ile birlikte daha önemli hale gelmiştir. 2000’li yılların başlarından itibaren gerek günlük hayatımızda gerekse iş hayatımızda ortaya çıkmaya başlayan dijitalleşme sürecinde dijital teknolojilerin ve sayısal verilerin daha fazla kullanılması söz konusu olmuştur. Dijitalleşme ile birlikte ortaya çıkan dijital dönüşüm sürecinde örgütlerde dijital teknolojiler daha etkin ve verimli kullanılmaya başlanmıştır. Böylece örgütlerde maliyetler düşmeye, üretkenlik ve verimlilik artmaya başlamıştır. Örgütlerde dijital dönüşüm sürecinde yeni iş modelleri geliştirilmeye, yeni modern dijital iş stratejileri uygulanmaya başlanmıştır. Dijital dönüşümde örgütlerde mevcut olan iş süreçleri değiştirilmez, sadece geliştirilir. Bu dönüşüm sürecinde örgütlerde tüm bölümlerde iş stratejileri dönüşüme uğramakta ve modern dijital teknolojiler vasıtasıyla daha verimli hale gelmektedir. Dijital teknolojiler kullanılarak örgütlerde daha hızlı ve daha düşük maliyetli üretim teknikleri ile mal ve hizmet üretilebilmekte ve böylece örgütlerin içinde buldukları rekabetçi ortamda ayakta kalmaları, faaliyetlerine devam etmeleri söz konusu olmaktadır. Dijital dönüşüm sürecinde örgütlerde yönetimin ve üretimin her aşamasında verimlilik artışı olmaktadır. Dijital dünyaya uyum sağlamış olan, dijital dönüşümü başarılı olarak gerçekleştirmiş olan örgütler günümüz küresel rekabet koşullarında faaliyetlerini gerçekleştirmeyi ve ayakta kalabilmeyi başarmış olan örgütlerdir. Çünkü günümüzde dijitalleşme ile başlayan dijital dönüşüm sürecine tüm örgütlerin uyum sağlaması ve bu sürece en verimli şekilde dahil olabilmesi çok önemli bir zorunluluk haline gelmiştir. Dijital dünyaya uyum sağlayabilen örgütler daha güçlü biçimde faaliyetlerine deva edebilen örgütlerdir. Dijital dönüşüm örgütler için daha verimli iş alanları ve fırsatlar ortaya çıkartmaktadır. Bu çalışmada öncelikle dijitalleşme ve dijital dönüşüm kavramları ve örgütlerde yönetim süreci ele alınmıştır. Kavramlarla ilgili literatür taraması yapılarak, örgütlerde dijital dönüşüm süreci detaylı olarak ele alınmıştır.

Anahtar kelimeler: Dijitalleşme, Dijital Dönüşüm, Örgütlerde Dijital Dönüşüm

Digital Transformation in Organizations

ABSTRACT

The concepts of digitalization and digital transformation are concepts that are frequently encountered in different sectors today. Digitalization is a process that has become a necessity for all organizations by addressing all sectors. Digitalization and digital transformation have become more important with the understanding of Industry 4.0. In the digitalization process, which has started to emerge in both our daily and business lives since the early 2000s, digital technologies and digital data have been used more and more. In the digital transformation process that emerged with digitalization, digital technologies have started to be used more effectively and efficiently in organizations. Thus, costs in organizations have started to decrease, productivity and efficiency have started to increase. In the process of digital transformation in organizations, new business models have started to be developed and new modern digital business strategies have been implemented. In digital transformation, existing business processes in organizations are not changed, but only improved. In this transformation process, business strategies in all departments in organizations are transformed and become more efficient through modern digital technologies. By using digital technologies, organizations can produce goods and services with faster and more cost-effective production techniques, thus enabling organizations to survive and continue their activities in the competitive environment they are in. In the digital transformation process, productivity increases at every stage of management and production in organizations. Organizations that have adapted to the digital world and have successfully realized digital transformation are the organizations that have succeeded in carrying out their activities and surviving in today's global competitive conditions. Because today, it has become a very important necessity for all organizations to adapt to the digital transformation process that started with digitalization and to be involved in this process in the most efficient way. Organizations that can adapt to the digital world are organizations that



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can continue their activities more strongly. Digital transformation creates more productive business areas and opportunities for organizations. In this study, firstly, the concepts of digitalization and digital transformation and the management process in organizations are discussed. By reviewing the literature on the concepts, the digital transformation process in organizations is discussed in detail.

Key words: Digitalization, Digital Transformation, Digital Transformation in Organizations



Technology For Using Vegetable Oil Surfactant in Facing Future Challenges in Indonesia

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ABSTRACT

Oil and natural gas are energy sources that still dominate for daily needs such as transportation, electricity generation, household needs, etc. Indonesia is one of the oil and natural gas producing countries. However, so far only 50% of oil and natural gas in Indonesia have been produced, therefore there are still many reserves remaining. The solution that can be made to increase oil and natural gas production are enhanced oil recovery (EOR) technology. One method of EOR technology is injection using chemicals or chemical flooding. This research was conducted to develop surfactants made from vegetable oil, namely palm oil, as a substitute for chemicals in enhanced oil recovery (EOR) technology. The development uses surfactants based on palm oil because it wants to utilize the large natural resources of palm oil in Indonesia. And it can be a solution to the challenge of making the environment better in the future because this surfactant is made from biodegradable vegetable oil. The method used to prove that palm oil surfactants can be a solution for chemical EOR technology is core flooding. In this research, core flooding was carried out in the enhanced oil recovery (EOR) laboratory using berea sandstone cores as reservoir rock samples, crude oil 33 API and palm oil surfactant with a concentration of 1.5%. Recovery factor (RF) is the ratio of the amount from oil or gas that can be recovered to the initial amount of oil or gas in the reservoir. This RF value can indicate the success of EOR technology. The RF of palm oil surfactant concentrated 1.5% after flooding trials obtained results of 4.4%. The development of technology for using surfactants made from vegetable oil from palm oil can be applied as a substitute for chemicals in EOR technology. This is because these surfactants have been proven to increase petroleum production.

Keywords: Enhanced oil recovery (EOR) technology, Chemical Flooding, Vegetable oil surfactants, Palm oil methyl ester sulfonate (MES) surfactants, Core flooding, Recovery factor (RF).



Leveraging Modern Technology to Enhance Education

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ABSTRACT

Research Problem: Enhancing Education in Pakistan Through Digitalization

Pakistan faces significant present and future challenges stemming from population growth and illiteracy. These issues pose a greater threat to the state than the current security crises fueled by fake news and the unregulated use of social media by the uneducated population. The key to overcoming these challenges lies in modern educational technology.

Educational Technology (EdTech) involves applying scientific knowledge about learning and the conditions for effective teaching and training. By integrating technology into education, we can enhance both the quality and efficiency of teaching and learning processes. Here are some crucial points:

1. Digital Education Breaks Down Barriers:
 - In rural Pakistan, teacher shortages, long distances to schools, and safety concerns hinder access to education. Digitalizing education can address these obstacles.
 - Students, especially girls, can continue their education remotely, reducing dropout rates and improving access for all.
 - Online platforms and software allow personalized teaching, catering to individual student needs.
2. Advantages of Digital Education:
 - Cost-Efficiency: Digitalizing assessments and remote proctoring reduces administrative costs and frees up teachers' time.
 - Equality in Access: Online courses benefit students in remote areas with limited access to traditional education.
 - Preparation for the Future: Digital education equips students with skills needed in a rapidly changing world.
3. Challenges in Pakistan:
 - Despite the benefits, Pakistani schools lack access to the latest internet-based educational technologies.
 - Teachers need training to effectively utilize internet resources for teaching.

Conclusion

Modern educational technology enhances teaching and learning, but efforts are needed to bridge the digital divide in Pakistan's education system. Let's continue working towards a brighter future for education in Pakistan.

Keywords: Education, Modern technology, survey, D.I.Khan, KPk. Pakistan.



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Audit Delay in Indonesia: An Examination of the Impact of Profitability and Solvency on Audit Timeliness with Moderation Key Audit Matters

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ABSTRACT

This study uses a quantitative approach to determine the factors influencing audit delay. We use listed noncyclical consumer companies as samples. The observation period is 2022-2023. The total sample of this study was 180 sample. We use moderating regression to test the hypotheses. The results of this research show that solvency's positive effect on audit delay and key audit matters strengthens the positive impact of Solvency on audit delay, and there is no effect of profitability on audit delay and key audit matters, which weakens the impact of profitability on audit delay. The implication of this research is to test the moderating role of key audit matters, which is a new topic in auditing. The results show that key audit matters moderate solvency and provide new insights into how communication between auditors and shareholders can affect audit timeliness. Moreover, as a new obligation, key audit matters can extend the time the auditor needs to develop audit reports.

Keywords: Audit Delay, Indonesia, Profitability, Solvency, Key Audit Matters.



The Nexus of Cigarette Taxes, Economic Growth And Public Health in Indonesia: A Systematic Literature Review

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ABSTRACT

This study investigated the effects of cigarette smoking on tobacco use, health outcomes, and economic implications in Indonesia. Raising cigarette taxes is a common tobacco control policy globally used to reduce smoking rates and related health risks. This review pooled data from various studies to determine the impact of cigarette taxes on smoking behavior, cessation rates, and health outcomes in different populations. The analysis also found that the cigarette excise tax led to lower tobacco consumption and smoking prevalence, particularly among vulnerable groups such as young people and low-income households. This supports findings on the price elasticity of tobacco demand. The economic impact of increased taxes was also considered, with additional tax revenues potentially supporting public health programs and services. However, the allocation of these funds is often not aligned with public health goals, because of political and economic factors. Higher taxes can disproportionately impact low-income households, raising concerns about economic inequality. The review included 66 articles published between 2017 and 2023 and selected using the PRISMA guidelines. The findings suggest that, while higher cigarette taxes effectively reduce smoking rates and improve public health, policymakers must consider the economic implications to ensure fair outcomes. This study provides valuable evidence for designing effective and equitable tobacco control interventions in Indonesia.

Keywords: Cigarette taxes, Tobacco control, Smoking behavior, Health outcomes, Economic implication.



Navigating Breast Cancer in Central Asia and Pakistan: Interconnected Challenges and Collaborative Solutions

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ABSTRACT

Breast cancer poses a significant public health challenge in Central Asia and Pakistan, where incidence rates are rapidly increasing due to changing lifestyles and diets. In Pakistan, one in nine women faces a lifetime risk of diagnosis, the highest among Asian nations. The World Health Organization reported a steady rise in cancer cases, with 24.1% of Pakistani women diagnosed in 2023. Central Asia sees similarly high rates, with Almaty and Astana reporting 61.9 and 61.2 cases per 100,000 women annually, respectively. This crisis extends beyond medical issues, hampered by misconceptions and cultural barriers that delay diagnosis and lower survival rates. Education initiatives are crucial to dispel myths and encourage early detection practices. However, access to healthcare remains a critical challenge due to poor infrastructure and limited screening programs. Financial barriers worsen the situation, preventing many women from accessing necessary tests and treatments. Addressing these challenges requires a multifaceted approach. Community-based programs, financial assistance, and telemedicine can improve healthcare access and outcomes. Mental health support is essential, particularly for women balancing treatment with familial responsibilities. Regional collaboration is also essential, facilitating the exchange of best practices and resources to strengthen healthcare systems. In conclusion, combatting breast cancer in Central Asia and Pakistan demands a comprehensive strategy encompassing cultural sensitivity, educational outreach, economic support, and healthcare infrastructure development. Healthcare professionals, policymakers, public health organizations, and community leaders in these regions play a crucial role in promoting early detection, improving treatment accessibility, and fostering international cooperation to mitigate the impact of breast cancer on women's health and well-being.

Keywords: Breast Cancer, Women Health, Central Asia, Pakistan.



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The Influence of Social Media Interaction from Digital Music Platform Brands on Brand Loyalty Through Cognitive Aspects and Advertising Trust as A Mediator on Social Media

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ABSTRACT

This study aims to analyze the effect of social media interaction on brand loyalty through cognitive aspects (knowledge & affection) and advertising trust as mediators. The data used in this study are primary data sourced from online surveys via Google Form questionnaires with research objects as active subscribers of paid services on digital music platforms Spotify, YouTube Music, or Apple Music in Indonesia. The research sample was selected using a non-probability sampling method with a total sample of 160 respondents. Data analysis was performed using descriptive statistics by finding the average and standard deviation and using AMOS SEM for hypothesis testing. The results of the study show that social media interaction has a positive effect on brand loyalty through the role of advertising trust as a mediator partially. In addition, social media interaction has a positive influence on the cognitive aspects of knowledge and affection. The managerial implications of this research are strengthening social media interaction aspects with customers, strengthening branding through consistent brand identity visualization, developing customer service, ensuring the credibility of information in interactions and advertising activities, and giving appreciation to loyal customers.

Keywords: Social Media Interaction, Knowledge, Affection, Advertising Trust, Brand Loyalty.



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Evaluating the Progress and Prospects of Financial Inclusion in India

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ABSTRACT

The paper attempts to examine the advancements made and the potential for financial inclusion in India going forward. According to our analysis, financial inclusion has advanced quickly in India. Financial inclusion has undergone a substantial change recently in India, driven by various government initiatives, advancements in technology, and an increasing focus on digital financial services. This paper discusses the latest initiatives and evaluates the current status of financial inclusion in India, highlighting the accomplishments achieved and the challenges that remain. While there is still much work to be done to realize the goal of universal financial inclusion, significant progress has undoubtedly been made recently. In particular, there has been a noticeable improvement in the process of opening bank deposit accounts since the Pradhan Mantri Jan Dhan Yojana was put into effect in August 2014. Similar to this, digital money has grown quickly in India in the years following demonetization.

Keywords: Financial Inclusion, Financial Services, Commercial Banks, Economic Growth.



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Cryptocurrency and NFT Evolution: A Comprehensive Review of Recent Trends and Developments

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ABSTRACT

The rapid proliferation of cryptocurrencies and non-fungible tokens (NFTs) has profoundly transformed the digital economy, creating new paradigms in finance, art, and technology. This paper presents a comprehensive review of recent trends and developments in the cryptocurrency and NFT landscapes. We explore the evolution of these digital assets, analyzing key technological advancements, market dynamics, and regulatory challenges. The review includes an examination of major cryptocurrencies such as Bitcoin and Ethereum, and their influence on the broader financial ecosystem. Additionally, we delve into the burgeoning NFT market, highlighting significant milestones, use cases, and the implications for creators and investors. Through a detailed analysis of current research and industry reports, this paper aims to provide a holistic understanding of the factors driving the growth and adoption of cryptocurrencies and NFTs. Furthermore, we identify emerging trends and potential future directions, offering insights into how these digital assets might continue to evolve and shape the global digital economy.

Keywords: Cryptocurrency, Non-Fungible Tokens, Digital Assets, Digital Economy, Blockchain Technology.



The Impact of Sharia and Conventional Monetary Policy, the Covid-19 Pandemic on the Tourism Industry Sector in Indonesia

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ABSTRACT

This research aims to determine the impact of Monetary Policy (Sharia and Conventional), and the Covid-19 Pandemic on the Tourism Industry Sector in Indonesia. This research uses the Vector Autoregressive (VAR) / Vector Error Correction Model (VECM) method. Data from 2018:01- 2021:12 was obtained from the Central Bureau of Statistics (BPS), Bank Indonesia, and the Ministry of Tourism.

The dependent variable used in this research is the Tourism Industry Sector (SIP), while the independent variables are Bank Indonesia Certificate (SBI) as a conventional monetary policy variable and Bank Indonesia Sharia Certificate (SBIS) as a Sharia monetary policy variable, as well as the Covid-19 pandemic as a dummy variable.

The research results show that the stationarity test is fulfilled on the degree of integration, while for the cointegration test, it is found that the data is not cointegrated, so the model used is the VAR model. The results show that there is no long-term relationship between the variables SBI, SBIS, and the Covid-19 Pandemic on the tourism industry in Indonesia, this is because the variables are not cointegrated.

The variables that have a significant impact on the Tourism Industry Sector (SIP) are SBI and SBIS, while the COVID-19 pandemic is not significant in influencing SIP.

Keywords: Monetary Policy, Tourism Industry Sector (SIP), Vector Autoregressive (VAR), Bank Indonesia Certificate (SBI), and Bank Indonesia Sharia Certificate (SBIS), Covid-19 Pandemic.



Behavioral Differences Between Employees (Public vs Private Firm)

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ABSTRACT

This paper is to determine the correlation between individual behavior, job performance, and satisfaction in both private and public sector in Indonesia. Series of survey was conducted to determine whether or not employees in private sectors was deemed as more motivated than those employees from public sectors. It includes primary and secondary dimensions of individual characteristics (age, education, gender), POLC, cross-cultural awareness, and also about multiple intelligences of individuals (Cherry, 2023). These factors were taken into account for individual competence in satisfaction, productivity, and performances within their sectors. In addition, it can be taken into account that their personalities can have a tremendous effect on their tendency to commit inefficiency in markets, in internationally and domestically. Though there are differences, such as; gender, age, and experience, an individual is working based on his or her background and personality. The assumptions have been “lazy”, “incompetent”, “lack of integrity”, and many more (Handler, 2014) in comparison to confluence of nature and nurture of an individual (Gerrig & Zimbardo, 2002; Roy, 2012). The individual’s background is provided to guide the managerial abilities, such as; planning, leading, controlling, and organizing. This affects his or her ability to conduct and be aware of different cultures. The kind combination of background and personality, including the upbringing, are influencing his or her ability to conduct inefficiency in market worldwide. It is found that the respondents’ characteristics showed the majority on leading characters, a higher number for cross-cultural (religion, blood type and numbers of cars), a much smaller number for respondents’ characteristics. The value of this research is about their employ-ability, in particularly the presence in planning, organizing, leading, and controlling, but it also includes cross-cultural, and multiple intelligences among the employment.

Keywords: Employees; Public Employee; Private Employee; POLC, Cross-Cultural, Multiple Intelligence.



Tech-Enhanced Ties: AI's Role in Cross-Cultural Peer Education

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ABSTRACT

The advent of artificial intelligence (AI) has revolutionized numerous sectors, including education. This research paper aims to explore the application and impact of AI tools in facilitating cross-cultural peer learning, an area increasingly recognized for its significance in promoting global understanding and cooperation. The study conducts a comprehensive literature review to synthesize existing research on AI technologies used to bridge cultural gaps and enhance peer learning among students from diverse backgrounds.

The primary objectives of this research are to identify the AI tools currently employed in cross-cultural peer learning, evaluate their effectiveness, and understand the benefits and challenges associated with their use. By analyzing peer-reviewed articles, empirical studies, and theoretical papers published over the past decade, this paper seeks to provide a nuanced understanding of the current landscape and future potential of AI in this context. Key findings indicate that AI tools such as Duolingo, Google Translate, and HelloTalk are widely used to facilitate language learning and cultural exchange, leveraging machine learning algorithms to provide personalized learning experiences and real-time translation. These tools significantly enhance communication between peers from different cultural backgrounds, making language barriers less of an obstacle.

The benefits of AI in cross-cultural peer learning are manifold. AI facilitates personalized learning paths, offers instant feedback, and creates immersive environments that mimic real-life scenarios, thereby deepening cultural understanding. Furthermore, AI's ability to connect learners globally fosters a sense of global citizenship and prepares students for a multicultural world.

However, the research also highlights several challenges, including the technical limitations of AI, the potential for cultural bias in AI algorithms, and the resistance from educators and learners accustomed to traditional teaching methods. Additionally, there is a noticeable gap in research concerning the long-term impact of AI on cross-cultural competencies and the ethical implications of AI use in education.

This paper concludes by discussing the implications of these findings for educators and policymakers, emphasizing the need for ongoing research to address the identified gaps and challenges. By providing a comprehensive overview of the current state of AI in cross-cultural peer learning, this research contributes to the broader discourse on how technology can be harnessed to foster global education and intercultural understanding.

Keywords: Artificial Intelligence (AI), Cross-Cultural Learning, Peer Learning, Educational Technology, Machine Learning in Education, Personalized Learning, Intercultural Competence, Language Translation, Virtual Exchange, Ethical Considerations, Educational Equity, Cultural Diversity, Adaptive Learning, Data Privacy, and Algorithmic Bias.



Communicative Functions in Communication Language

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ABSTRACT

The communication across culture may become less frustrating if we know that different communicative style, and different norms of social interaction are not only universal but also simple and easy to understand. Good communicative outcomes may come out of the reduction in discriminatory language or harmful speech, more effective learning of the other culture's language, dialect, or style by members of both (all) cultures. The roles of communication are understanding, accepting, and appreciating cultural differences which includes not only issues of nationality, ethnicity, and race, but also gender, socioeconomic status, age, etc. Communication is a key component of bridging cultural differences.

No one is born automatically knowing the best way to communicate with people. We must learn to talk, read and communicate in other ways by observing the people around us who teach through their example and instruction. If we have been taught to communicate openly and fairly with people of all cultures, ethnicities, and races, then intercultural communication may seem to come "naturally", but many of us have not been taught to communicate with people whose backgrounds are different from our own. We need to acquire these skills through our own attention and study. Communicating with people from different cultures can pose a challenge. Misunderstandings and inadvertent offenses are commonplace.

Keywords: Communication, Communicate Function, Acronym, Slang.



Utilization of Facebook Social Media: In Pharmaceutical Industrial Design Design for Branding Company Profile

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ABSTRACT

The research object is pharmaceutical companies operating in a highly competitive digital environment. Identified issues include challenges in building a strong brand image and effective use of Facebook as a branding tool. The research methodology involves in-depth analysis of user interactions, types of content presented, and evaluation of the effectiveness of branding campaigns. The discussion results reveal effective strategies employed by pharmaceutical companies, positive impact of user interactions on consumer perception, and strategic measures to enhance user engagement through creative content and interactive promotions. The conclusion of this study provides profound insights into the utilization of Facebook social media in the pharmaceutical industry context, emphasizing the importance of digital literacy and creativity in achieving branding success on this platform. This study also offers valuable contributions to pharmaceutical companies in facing modern marketing challenges, guiding branding strategies based on active consumer interactions through social media.

Keywords: Social Media; Facebook; Promotion; Pharmaceutical Industry.



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Indian Hotels Company Ltd (IHCL's) Participation in the UN Sustainability Development Goals

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ABSTRACT

It is a well-known fact that Sir Ratan Tata is a supporter of education, medicine and rural development and considered a leading philanthropist in India. The Tata Group including IHCL is the forefront of all spheres of economic, societal, environmental and social development. Their continuous contribution to preservation and their relentless pursuit is a testimony to everyone. IHCL Sustainability Report 2020-21 emphasized on their voluntarily participation and reinforcement of activities of SDG Goal 08 and SDG 12 respectively. IHCL through their various activities are subconsciously participating in all the UN Sustainability Development Goals are always present in all walks of life. Through this paper it is our sincere effort to acquaint the society of the ways in which IHCL has been actively participating in all the 17 Sustainability Development Goals of UN and hope that we have been able to emulate the connection between IHCL and the 17 Sustainability Development Goals of UN.

Keywords: Sustainable Development Goals (SDG), Sustainability, Hospitality, Tourism, IHCL Hotels, CSR activities, Practices, Service Quality.



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Patterns of the Growth Rate Cycle in Turkey & Argentina: Empirical Evidence between 2004 – 2024

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ABSTRACT

Continuing the line of empirical research on economic growth, we analyze the monthly activity indicators of Turkey & Argentina. The main objective of this article is to use typical tools of descriptive statistics in depth to determine the existence of cyclical behavior patterns. This time, we carry out the research on: i) The patterns of seasonal coefficients; ii) Comparing growth cycles measuring amplitude, duration, and growth rate of each economy; iii) The existing pattern between amplitude and rate using Boxplot & Whiskers in two dimensions; iv) Estimating the time where each economy assigns the accumulation and decumulation of growth during the time analyzed, and; v) The behavior of rates in short and medium-term cycles.

Keywords: Cyclical Pattern, Turkey, Argentina, Growth Rate Cycles, Seasonal Coefficients.

JEL Code: C1, C2, E32, O47, O57



Sukuh Temple As a Cultural and Arts Education Tourism in Central Java

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ABSTRACT

Sukuh Temple is a very unique temple, different from existing temples, as a historical heritage site. In developing it as a tourist destination, there are many problems that must be resolved. Some of these problems include lack of infrastructure, authenticity/damage to the site, lack of tourist attractions displayed and promoted on social media, human resource problems and a lack of management synergy between the management and the Karanganyar district government. By looking at this, the aim of this research is to analyze factors from an internal perspective in the form of strengths and weaknesses of the potential that an object has, as well as from an external perspective in the form of threats and opportunities that an object has. Aims to explain the direction of synergistic development of tourism objects as a zone for developing art and cultural education tourism in Central Java while maintaining the important value of an area. This research uses naturalistic qualitative methods. The data used is mostly the result of interviews, where the number of informants varies from local government, managers, tourists and also the surrounding community. The results of the interviews were SWOT analyzed to determine directions for developing the synergy of these tourist attractions for the continuity of cultural tourism in Karanganyar district. The results of this research showed that internal and external factors at Sukuh Temple included weaknesses, strengths, opportunities and threats. Through the results of the existing analysis, these tourist attractions can be explained from the analysis of tourism products, marketing and institutional development through SWOT analysis. The results of the SWOT analysis produce basic principles for developing tourist destinations, in each supporting zone of the core zone.

Keywords: Sukuh Temple, Indonesian Cultural and Arts Tourism, Synergy.



The Impact of Starlink Technology on Society, XL Axiata, and the Telecommunication Business Ecosystem in Indonesia

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ABSTRACT

It cannot be denied that Satellite Communications technology will provide widespread support for connectivity that fiber optics cannot offer. Satellite Communication technologies have the potential to introduce lower-cost services, especially for small communities and in the event of natural disasters like earthquakes that are difficult to serve, it provides reliable communications options. Based on the World Bank report in 2019, about 49% of the population of Indonesia still lives in rural areas. It presents a challenge in providing telecommunication services across the country. The development of the telecommunication network has made significant advances over time but yet hundreds of millions of people in Indonesia are still have no access to the fastest internet. The digital divide is one of the key aspects in the first Digital Master Plan, the Inpres RI Nomor 4 in 2001. The problem of digital divides is well recognized, and it needs real action for access to the internet and to deliver critical e-science, e-Government, and educational programs to remote areas in Indonesia.

Starlink is a satellite internet constellation that seeks to provide high-speed internet to underserved areas of the planet. However, in the Indonesian perspective, there are technical, regulatory, and business challenges that occur in order to implement this satellite technology. There are several considerations needed if Indonesia wants to implement Starlink either thru business partnership and also direct to end users.

We conduct research based on internet and interview with qualified 5 informants from the end users, regulatory, and prominent telecommunication providers, which then processed and analyzed to answer the research questions. The findings of this thesis contribute valuable insights for future research and industry practice, offering a deeper understanding of the evolving dynamics of the telecommunication infrastructure and the impact on the people, government, and telecommunication business ecosystem in Indonesia.

Keywords: Starlink Satellite, Telecommunication Infrastructure, Society and Government of Indonesia, XL Axiata, Telecommunication Business Ecosystem.



Is There a Relationship Between Renewable Energy Consumption And Economic Growth In Morocco? An Empirical Investigation Using the Toda-Yamamoto Approach

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ABSTRACT

Energy consumption has long been considered one of the most crucial factors for production. In 2009, Morocco initiated an energy strategy to ensure that a significant portion of the energy consumed comes from renewable sources. This strategy emphasizes enhancing energy efficiency so that renewable energy can play an important role in economic growth and reducing CO₂ emissions.

The goal is to dominate the energy mix with solar, wind, and hydroelectric power. This strategy follows a plan based on short-, medium-, and long-term objectives. The target set for 2020 was to increase the share of renewable energy to 42% of the total installed electrical capacity, and to continue with the same strategy to reach 52% of installed capacity by 2030.

This research examines the causal relationship between renewable energy (RE) consumption and economic growth (GDP) in Morocco, which is trying to make RE one of the main engines of GDP growth, and to weaken its dependence on fossil fuel imports, which weigh heavily on the balance of payments, by increasing their share of the electricity mix, given its great solar and wind potential thanks to its geographical position. Based on annual data from 1990 to 2021, the Toda-Yamamoto causality test is used to test the causal relationship between the two variables. The results of this test reveal the existence of a single unidirectional causality running from GDP to RE, which is interpreted by the fact that RE has not yet reached the level of being able to stimulate GDP growth. The results of the study could be a useful tool for policymakers and economists to make policy decisions related to renewables and to evaluate the policies already in place, adopting the idea that increasing the percentage proportion of renewables in the electricity mix cannot automatically mean economic growth, and the search for other transmission channels is important for RE to become an effective engine of economic growth to reverse the relationship found by our empirical result.

Keywords: Renewable Energy, Economic Growth, Morocco, Toda-Yamamoto Causality Test.



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Operational Excellence: How the CEOs Should Exploit OE Using Quality Tools

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ABSTRACT

In any industry, operational excellence is essential to success. Businesses are attempting a variety of strategies to streamline operations, boost productivity, and provide clients with high-quality goods and services. This conceptual paper investigates the idea of operational excellence and looks at the ways in which businesses might improve their operational performance by utilizing high-quality technologies. Based on secondary data, this study clarifies the overarching ideas, techniques, and best practices related to each quality instrument and provides actionable suggestions for their successful implementation in industrial settings. The study demonstrates that companies may increase operational efficiency, effectiveness, and customer satisfaction by implementing a systematic approach to quality management and utilizing technologies like Total Quality Management (TQM), Lean Six Sigma, and Continuous Improvement.

Keywords: Operational Excellence, Quality Tools, Six Sigma, Lean 6 Sigma Management, Total Quality Management(TQM).



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The Effect of Profitability and Ownership Structure Mediated by CSR Disclosure in Manufacturing Companies

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ABSTRACT

This study aims to test the effect of Profitability and Ownership Structure on Corporate Value Mediated by Corporate Social Responsibility Disclosure. Sample used in this study is a company that is flat on the Indonesia Stock Exchange for the period 2019. The sample selection method uses purposive sampling so that sampling is in accordance with the researcher's criteria. The analytical tool used to test hypotheses is Partial Least Square. The results of this study found that Profitability, Institutional Ownership has a positive effect on the value of the company, public influences the value of the company, Corporate Social Responsibility has no positive effect on the value of the company, Profitability, Public Ownership has a positive effect on the disclosure of Corporate Social Responsibility. Profitability to the value of the company through mediation Corporate social responsibility does not have a positive and significant effect on the value of the company, Institutional ownership of the value of the company through mediation Corporate social responsibility has no positive and significant effect on the value of the company, public ownership of the company's value through corporate mediating does not have a positive and significant effect on the value of the company.

Keywords: Profitability of Ownership Structure, Company Value, and Disclosure of Corporate Social Responsibility.



Intellectual Capital, Competitive Advantage, Financial Performance and Company Value Among Banking Industries in Indonesia by Generalized Structured Component Analysis (GSCA)

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ABSTRACT

Using Generalized Structured Component Analysis (GSCA), the study of intellectual capital, competitive advantage, financial performance, and company value in the Indonesian banking industry reveals that intellectual capital comprising human, structural, and relational assets play a crucial role in achieving competitive advantage through innovation and customer service. This competitive edge enhances financial performance, as measured by Return on Assets (ROA), which in turn boosts company value by increasing market capitalization and investor confidence. The relationships among these factors are shaped by the regulatory environment, economic conditions, technological adoption, and intense market competition, highlighting the importance of effective intellectual capital management for sustainable growth and success in Indonesia's banking sector. The intellectual capital will be measured using the VAIC method, then company value measured by price book value (PBV). The study employs a quantitative research design using secondary data from the financial statements of banks listed on the Indonesia Stock Exchange (IDX) from 2018 to 2023. The analysis, conducted through Generalized Structured Component Analysis (GSCA) using SmartPLS, reveals that intellectual capital significantly influences financial performance, which in turn positively affects company value. While competitive advantage was found to indirectly impact company value through financial performance, it did not mediate the relationship between intellectual capital and company value as hypothesized. The results indicate that intellectual capital enhances financial performance, which subsequently leads to higher company valuation. This finding underscores the importance of managing intellectual capital as a strategic asset to sustain growth and competitiveness in the Indonesian banking sector. The study highlights that continuous investment in human capital, the adoption of advanced technologies, and the building of strong customer relationships are essential for banks to improve financial performance and achieve long-term success. The study also provides recommendations for stakeholders to focus on these areas to effectively harness intellectual capital for enhancing company value.

Keywords: Intellectual capital, competitive advantage, financial performance, company value, banking, GSCA models.



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The Concept of Islamic Management Within Alawiyyin Non Governmental Organization (NGOs) in Preserving Diversity Values in Indonesia

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ABSTRACT

This study explores the concept of Islamic management within Alawiyyin non-profit organizations (NGOs) in preserving diversity values in Indonesia, utilizing qualitative methods such as surveys, observations, and participation. Rabithah Alawiyah, an Islamic organization focused on social and socio-religious activities, is primarily composed of Arab descendants directly linked to the Prophet Muhammad. The organization excels in maintaining and preserving the genealogical chain of the Prophet Muhammad SAW and upholds the duty and tradition of fostering akhlaq alkarimah (noble character) among its members and those they interact with. Their mission is to cultivate a generation that embodies nobility and virtue, a legacy passed down from their ancestors. This research, centered in Indonesia, aims to understand the organizational management and development strategies of Rabithah Alawiyah. Notably, this organization operates in Jakarta, an urban area where traditional values are increasingly challenged by the influence of Western and metropolitan cultures. The study employs descriptive qualitative research methods, including observation, interviews, and documentation, with data analysis based on triangulation theory. This approach allows for comprehensive exploration and analysis of management programs, structural planning, and organizational outcomes. Findings indicate that Rabithah Alawiyah effectively organizes and preserves the purity of the Prophet Muhammad's lineage while implementing key management functions such as planning, organizing, mobilizing, and supervising its missionary activities. These efforts ensure that the organization's goals are achieved more efficiently and effectively, as evidenced by the growing number of pilgrims and the enhanced understanding of religious and moral knowledge.

Keywords: Islamic Management, Organizational Management, Rabithah Alawiyah, Alawiyyin.



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Exploring The Influence of Digital Marketing Strategy on Brand Image and Purchase Intentions in Depok's Beauty Salon Industry

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ABSTRACT

With the rapid development of technology, companies, especially in the marketing sector, must adapt to these changes to remain competitive. Utilizing digital marketing has become essential for businesses to offer products or services easily and with high quality, creating significant opportunities for consumers. However, this has also led to increased competition, particularly in service industries. This study focuses on beauty salons and aims to analyze the influence of digital marketing strategies on brand image and purchase intention at Beauty Salon Depok. The research examines how digital marketing tactics, including social media advertising, search engine optimization, and email marketing, shape consumers' perceptions and drive their purchasing decisions. The population for this study comprises beauty salon consumers in Depok, with a sample size of 100 respondents selected using accidental sampling. Data were collected through surveys distributed to the respondents. The analysis method used is Partial Least Square (PLS), a statistical technique that allows the modeling of complex relationships between observed and latent variables. The results indicate that digital marketing strategies positively impact brand image, enhancing the perceived value and attractiveness of the beauty salon. Furthermore, these strategies significantly increase purchase intention among beauty salon consumers in Depok, suggesting that effective digital marketing can lead to higher consumer engagement and sales. The findings of this study highlight the critical role of digital marketing in the service industry and provide valuable insights for beauty salon managers looking to enhance their marketing efforts. By leveraging digital platforms, beauty salons can improve their brand image and attract more customers, ultimately boosting their competitive edge in the market.

Keywords: Digital Marketing, Brand Image, Purchase Intention, Beauty Salon, Depok, Service Industry.



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Human Resource Development on MSME Performance in Cilodong, Depok Through Competitive Advantage Mediation to Support Sustainability Development Goals

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ABSTRACT

In the current era of development of science, technology, economics and globalization, competition between businesses is very tight. As a country that has many MSMEs, Indonesia needs to increase its competitive advantage and MSME performance in various ways. one of them is by implementing human resource development which is expected to be able to increase the competitive advantage and performance of MSMEs, which is also an effort to support the SDG program. This research aims to analyze the influence of human resource development on the performance of MSMEs in Cilodong, Depok with competitive advantage as mediation. The population in this study were MSMEs in Cilodong District, Depok City, and the sample taken was 100 MSMEs. The sampling technique used is non-probability sampling with accidental sampling. The research instrument used was a questionnaire with a Likert Scale 1-5. The method used is path analysis using Partial Least Square (PLS). The results of this research show that human resource development has a positive effect on the competitive advantage and performance of MSMEs in Cilodong, Depok.

Keywords: Human Resource Development, Competitive Advantage, Performance.



Unveiling the Dynamics of Organizational Structure and Strategy: Insights for Enhancing Corporate Performance

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ABSTRACT

This review offers a comprehensive exploration of the complex connection between organizational setup and strategy to enhance corporate performance. Through a synthesis of various theoretical models and practical studies, it illuminates the evolving character of this correlation and its ramifications for business triumph. Through formulating a conceptual framework and scrutinizing pertinent literature, this review endeavors to conduct a comprehensive analysis of the theoretical landscape underpinnings of organizational structure and control. Specifically, the review delves into the concept and theories of modular organizational systems, offering valuable insights into areas such as organizational reconfiguration, dynamic capability theories, modular system theories, and strategy-structure theories. By amalgamating perspectives from various angles, it provides a nuanced comprehension of how organizational structure and strategy interact to shape corporate performance. Furthermore, the review investigates the impact of these theories on corporate performance, highlighting the importance of strategic alignment and effective organizational change management. It underscores the need for companies to carefully consider essential factors when evaluating the outcomes of organizational restructuring, emphasizing the significance of managing organizational changes within the strategic context of the corporation. In conclusion, this review provides valuable insights into the theoretical foundations of strategy, organizational structure, and control dynamics, offering practical implications for enhancing corporate performance. By unlocking the insights, organizations can navigate the complexities of organizational dynamics more effectively, driving innovation, agility, and the enduring viability within the contemporary and ever-changing business environment.

Keywords: Organizational Structure, Modular Organizational Systems, Organizational Reconfiguration, Dynamic Capability, Strategy-structure, Corporate Performance.



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Navigating The Paradigm-War: Advancing Management Science Through Paragrammatic and Dialectical Approaches: An Article Review

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ABSTRACT

The epistemological debate within management and organizational science appears perpetual, often likened to a "paradigm-war." This ongoing discourse, though contradictory, holds significant potential for advancing the field of management. The concept of "reality" in observation and research revolves around assumptions regarding the truthfulness of conveyed ideas and aims to validate these concepts. However, research often falls short of truly capturing existing reality, leading to generalized interpretations and a loss of descriptive relevance. Introducing the concept of "paragrammatic" offers a method to bridge theory and practice, facilitating a deeper understanding of the dynamic processes within management and organizational science. This approach underscores the importance of dialectical processes between paradigms, fostering the emergence of new paradigms and driving the evolution of management science. In essence, navigating the paradigm-war stimulates critical thought and innovation, ultimately propelling the field towards continual improvement and advancement.

Keywords: Epistemological, Paradigm-war, Reality, Assumptions, Validation, Paragrammatic, Dialectical processes, Innovation.



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Adapting Human Resources Management to The Digital Age: The Role of Gamification And E-Recruitment

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ABSTRACT

The advancement of information technology has significantly impacted various sectors, including human resource management (HRM). A prominent innovation in this field is the adoption of web-based e-recruitment systems, which allow convenient access from any location. Within HRM, this technology is utilized not only for employee training and development but also for the recruitment process. Gamification is becoming an increasingly popular method for conducting recruitment tests. The incorporation of gamification in e-recruitment seeks to improve candidate interaction and engagement. This approach utilizes Marczewski's Gamification Framework, renowned for its ability to enhance user motivation and participation through game-like elements such as points, levels, and challenges. Integrating gamification, the recruitment process becomes more dynamic and competitive, enabling companies to evaluate job candidates more precisely. The use of gamification in e-recruitment offers additional advantages for companies, such as improved efficiency in the selection process and lower costs compared to traditional recruitment methods. Furthermore, the data gathered through the gamification system provides valuable insights into candidates' skills and behaviors, allowing companies to make more informed, data-driven hiring decisions. In summary, the integration of information technology via e-recruitment and gamification in HRM, particularly in the recruitment process, not only streamlines the selection of top candidates but also enhances the overall effectiveness and efficiency of HRM. This innovation equips companies to better tackle the challenges of the digital era, ensuring they attract the best talent to support their business growth and sustainability.

Keywords: Human Resource Management, E-Recruitment, Gamification, Digital Age, Data-Driven Recruitment.



Significance of Jengki Architecture Preservation: A Public Perspective

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ABSTRACT

In the post-independence era of Indonesia (1950-1960), Jengki architecture became very popular and spread throughout Indonesia. The design was adopted not only by Dutch engineers and architects, but also by local Indonesian architects, contractors and builders due to its suitability to the local climate and culture. This research focuses on Wisma Pantai Kilang Pertamina in Balikpapan, the only Jengki-style residential building in the city. The local government considers this guesthouse has the potential to be preserved, but it has not been significantly assessed by various parties. The purpose of this study is to understand the perceptions of relevant parties regarding the preservation potential of this building. The research method used a Quasi-Qualitative approach combined with the heritage butterfly diagram. The theory was used as a guide when researchers conducted interviews with informants representing users, owners, local communities, and experts. The results showed that this building can be recommended as a presumed cultural heritage object, with the assessment that the building has significant architectural uniqueness. However, there are obstacles in the documentation of historical data and the lack of permission from the owner to propose preservation to the Local Government. The results of this study are expected to make an important contribution to architectural conservation and inspire efforts to preserve architectural heritage in Indonesia in the face of global challenges.

Keywords: Significance, Jengki Architecture. Preservation, Public Perspective.



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Environmental Sustainability: The Influence of Economic Growth on the Spatial Pattern of Old Towns in Java

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ABSTRACT

The growth of informal economic activities in the historic city center is organic, sporadic and tends to be uncontrolled. From the perspective of the sustainability of cultural preservation, this has implications for the loss of historical traces and spatial patterns of the old city. Currently, documenting historical traces is used as an economic investment by the government in order to increase regional income through tourism activities, so that documents of the order of spatial elements are needed. This research aims to identify the elements that form the spatial pattern of old towns in Java that still survive and are significantly preserved, as well as elements that are vulnerable to change. The method used is a field survey in the old town of Pekalongan (central Java, Indonesia), review of previous research on old towns, followed by a case dialogue on the spatial patterns of old towns in Java. The results show that elements that survive in the growth of the old town spatial pattern include The strategic estuary became the center of the old city and economic growth, a meeting place for different ethnic groups with ethnic zoning associated with social stratification, the center of inter-island/inter-country trade activities, the development of its spatial pattern in line with economic growth and the development of the infrastructure of transport routes. While those that tend to be vulnerable to change are secondary and tertiary road networks, buildings supporting the city's main economic activities that are organic and sporadic.

Keywords: Sustainability, Economic Growth, Spatial Pattern, Old Town.



Why Indian TV News Media Failed in 2024 Indian Elections

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ABSTRACT

India's wildly inaccurate exit polls predicting a landslide Lok Sabha election victory for Prime Minister Narendra Modi's party sparked dramatic public apologies from polling companies following the result on June 4 and calls for them to be investigated for possible manipulation.

Almost all of the exit polls released on June 1 forecast the BJP and its allies would win more than 350 seats in the Lower House of the Parliament. The final results put the coalition's tally at just 293 seats.

The exit polls pushed the benchmark equity index to a record on June 3, followed by a crash a day later when almost \$400 billion (~Rs.33,36,284 crore) of value was wiped off the market. Opposition parties called on the country's stock market regulator and the Parliament to investigate the polling companies and BJP leaders for possible rigging. "People very high up in the BJP have carried out a scam," Rahul Gandhi, senior Congress leader, told reporters on June 5. "We'd like to know if these polls were actually carried out, what was the methodology of the polls, and who are these investors."

Prior to the exit polls, Modi and Union Home Minister Amit Shah had predicted rallies in the stock market, with the former saying it would hit record highs on the day of election results. BJP spokespeople and Modi's office did not immediately respond to calls and an email seeking further information. Pradeep Gupta of polling company Axis My India denied the allegations of manipulation when contacted by phone.

While exit polls have a patchy record in India—in 2004, they also predicted a comfortable majority for the BJP-led alliance, which did not transpire—polling had been generally accurate in 2014 and 2019. Reasons for the large miss this year are varied. Political analysts point to structural challenges of conducting surveys in a country of almost 1 billion voters, limited resources and inherent biases in surveys.

Keywords: Indian Elections, General Elections 2024, Narendra Modi, Rahul Gandhi, Exit Polls, Indian TV News Media.



The Influence of Regional Competitiveness Aspects on Inclusive Economic Development in Indonesia

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ABSTRACT

The competitiveness aspect has attracted the attention of policy makers and academics, especially in the economic aspect. As an effort to realize regional competitiveness, there are several variables that can reflect comparative advantage, economic growth and independence of a region. Ibi's research aims to see the influence of Exports, Imports, Foreign Investment, Domestic Investment, Gross Regional Domestic Product per Capita, Human Development Index, and Tourism on Inclusive Economic Development in Indonesia. This research uses Panel Data Multiple Linear Regression analysis tools, with a research period from 2018-2022 in 34 provinces in Indonesia. Based on the results of model selection, it is concluded that it is better to use the Fixed Effect Model. The results of data processing show that Exports, Imports, Domestic Investment, Gross Regional Domestic Product per capita and the Human Development Index have a positive influence on Inclusive Economic Development in Indonesia, while Foreign Investment and Tourism have no influence on Inclusive Economic Development in Indonesia.

Keywords: Competitiveness, Inclusive, Economy.



The Influence of Regional Financial Performance Aspects on Inclusive Economic Development in Indonesia

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ABSTRACT

This research focuses on seeing whether regional financial performance can influence the Inclusive Economic Development Index. Regional financial performance is represented through five financial ratios, namely the Fiscal Decentralization Ratio, Dependency Ratio, Independence Ratio, Effectiveness Ratio and Efficiency Ratio. The analysis uses panel data linear regression analysis tools for the year period from 2018-2022 and the research object uses 34 provinces in Indonesia. The results of the model selection test using Eviews9 software showed that the results were better using the Fixed Effect Model method. The research results show that aspects of regional financial performance through the Degree of Fiscal Decentralization Ratio have a positive effect on the Inclusive Economic Development Index, while the Dependency Ratio and Efficiency Ratio have a negative effect on the Inclusive Economic Development Index. The test results show that the other two ratios, namely the Regional Independence Ratio and the Regional Financial Effectiveness Ratio, are not able to influence the Inclusive Economic Development Index.

Keywords: Financial Ratios, Regional Financial Performance, Inclusive, Fiscal Decentralization, Dependency, Independence, Effectiveness, and Efficiency.



To What Extent is the Role of Women in Inclusive Economic Development?

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ABSTRACT

Women's involvement in the world of work is not as large as men's involvement. Even women in parliament in Indonesia in the 2019-2024 period are only 21 percent. Women face many challenges when entering the professional space. In Indonesia, inclusive economic development is measured by the inclusive economic development index (IPEI). IPEI is a tool for measuring the level of economic development in the dimensions of economic growth and development, income distribution and poverty reduction, as well as expanding access and opportunities. This research aims to measure the role of women in inclusive economic development through the gender development index, the proportion of women working in managerial positions, the proportion of women in parliament, the proportion of women in managerial positions, and life expectancy. This research uses Panel Data Multiple Linear Regression analysis tools, with a research period from 2018-2022 in 34 provinces in Indonesia. Based on the results of model selection, it is concluded that it is better to use the Fixed Effect Model. The results of data processing show that the gender development index and women's life expectancy have a positive influence on Inclusive Economic Development in Indonesia, while the proportion of women working in managerial positions and the proportion of women in parliament, the proportion of women in managerial positions have no influence on Inclusive Economic Development in Indonesia.

Keywords: Women's Role, Inclusive Economic Development, Gender Development Index.



Laboratory Study of Corn Starch as a Fluid Loss Control Agent and Its Impact on Drilling Mud Rheology

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ABSTRACT

Drilling mud is a type of fluid that can help smooth the execution of a drilling. The function of drilling mud in the drilling process is to lift the drilling cuttings so that the circulation process can run well. Fluid loss control agent is an additive added to the drilling mud formulation to reduce fluid loss in the borehole. The purpose and objective is to determine the resulting filtrate volume and mud cake thickness according to specification standards. Determine the effect of the addition of corn starch composition on the mud rheology according to standard specifications. Determine and compare sludge pH measurements according to standard specifications carried out at temperatures of 80°F and 200°F. Corn flour which contains starch is used as a substitute for starch in the laboratory with the same function, namely to reduce filtration loss and as a viscosifier. Corn starch is made by cleaning, grinding, and filtering. After that, it was dried in the sun to dry and a sieve analysis was carried out with a size of 200 mesh. Then this corn starch is mixed into the drilling mud with a composition of 3 grams, 5 grams, 7 grams, 9 grams and 11 grams. The results obtained for the filtration loss were 3.9-6.2 ml, mud cake thickness was 0.42-0.83 mm, plastic viscosity was 16-27 cp, yield point was 19-42 lbs/100ft², gel strength 10 seconds was 7-19 lbs/100ft², gel strength was 10 minutes was 10-31 lbs/100ft². The addition of corn starch mass reduces the value of filtration loss and the thickness of the mud cake and can increase the value of plastic viscosity, yield point and gel strength because starch also acts as a viscosifier. Based on the research results that have been obtained from the addition of starch, namely each addition of concentration has different results so that the concentration of corn starch usage can be known which is good and according to specifications. The conclusion results on the mud properties of the five mud compositions that meet the standard specifications at a temperature of 80°F, namely 3 grams and 5 grams of mud, while for a temperature of 200°F that meets the standard specifications, namely 3 grams.

Keywords: Corn Starch, Fluid Loss Control Agent, Drilling Mud.



Teachers' Experiences About The Inclusion of Children in The Autism Spectrum Disorder in Regular Schools in Kosova

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ABSTRACT

Changes in the legislative system and in the philosophy of education, away from segregated instruction toward inclusive education have led to an increase in the number of autistic children attending regular schools. Despite these positive changes, there is little information about the real situation of inclusion of children with autism in schools of Kosovo. Key players in the process of inclusion of autistic children at school are teachers. Their experiences and attitudes greatly affect the successful inclusion of these children in schools.

The purpose of this study was the exploration of experiences of teachers with regard to students with Autism Spectrum Disorder and their acceptance at school and inclusion within the regular education setting.

This study had an exploratory design with a qualitative approach. The main question of this study was: What are the teachers' experiences and challenges regarding the inclusion of autistic children in regular schools? To collect data for this study, semi - structured interviews with teachers were used.

Results of the study show that teachers have had both positive and negative experiences. The most difficult experiences teaches had, were in the beginning of the first grade. They have expressed many challenges as: lack of trainings in the area of autism, difficulty in managing inadequate and aggressive behavior, lack of time and difficulty in communication.

Based on the findings of this study, we recommend that teachers need more preparation and specific training in the field of autism, but also more support from school management and colleagues.

Keywords: Autism, Inclusion, Teacher, Experiences, Regular School.



Can Digital Transformation Promote Green Technology Transition Innovation Capability?

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ABSTRACT

This study aims to explore how much digital transformation is promoted green technology transition innovation. This research presents a study of digital transformation and sustainable development based on a systematic literature review, secondary data analysis. Systematic literature analysis was carried out based on text analysis. This research using energy sector companies listed on the Indonesia Stock Exchange for the 2019 to 2022, the mechanism of the impact of digital transformation on the company's environmentally friendly technological innovation capabilities (green technology). The collected data was analyzed using statistical methods, including correlation and regression analysis. The results of digital transformation research have a positive and significant influence on environmentally friendly technology transition innovation. This research shows that digital transformation mechanisms can encourage environmentally friendly technological innovation in companies. Digital transformation allows companies to reorganize innovative elements such as design and development, as well as technological processes with representative digital technologies, innovate in environmentally friendly energy-saving technologies, increase product added value and markets competitiveness, and encourage companies to innovate in green technologies. This research can help companies in the process of creating technology to support environmental friendliness, create value, and understand the challenges they have to face.

Keywords: Green Technology, Innovation, Digital Transformation.



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Accounting Information System and Employee Performance in Indonesian Banks

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ABSTRACT

The main goal of this research is to assess the impact of the internal control system (ICS) on the relationship between accounting information systems (AIS) and employee performance (EP) in Indonesian banks. The study targets employees of conventional banks in Indonesia, with a sample size of 131 respondents, which is about 70.22% of the total population of 133 participants from nine conventional bank branches. Data analysis shows a clear correlation between AIS components—information quality (IQ), system quality (SQ1), and service quality (SQ2)—and EP in these banks. Furthermore, the study finds a statistically significant relationship between AIS and EP, highlighting the strong connection between these variables. The contribution of this study lies in its exploration and empirical validation of the impact of internal control systems (ICS) on the relationship between accounting information systems (AIS) and employee performance (EP) in Indonesian banks. For bank management, the findings provide practical implications for improving employee performance by optimizing AIS and strengthening internal control systems.

Keywords: Accounting Information Systems, Employee Performance, Internal Control System, Information Quality (IQ), System Quality (SQ1), Service Quality (SQ2).



The Impact of Enterprise Resource Planning and Critical Factors on Financial Reporting Quality

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ABSTRACT

The quality of financial reporting is crucial for transparency and corporate accountability, significantly impacting investment decisions. Although instances of poor financial reporting have been noted, the integration of advanced information technology, such as Enterprise Resource Planning (ERP) systems, can enhance financial reporting quality by reducing business complexity and improving decision-making processes.

This research aims to examine the impact of enterprise resource planning (ERP) implementation, top management support, and user competence on the financial reporting quality. The samples were obtained through purposive sampling method, selecting 175 ERP users involved in financial reporting within Indonesian companies that have implemented ERP systems for a minimum of 2 years. The research method used is Structural Equations Model - Partial Least Squares (SEM-PLS). The results indicate that top management support and user competence have a positive and significant effect on ERP implementation, and ERP implementation, in turn, has a positive and significant impact on the quality of financial reporting. This study can contribute to a better understanding for practitioners, academics, and regulators regarding critical factors influencing the success of ERP implementation, thereby facilitating the creation of high-quality financial reporting.

Keywords: Financial Reporting Quality, Enterprise Resources Planning, Top Management Support, User Competence.



Farmer's School for Farmer's Work Groups Using Environmentally Friendly Rat Repellent

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ABSTRACT

Rats are one of the pests that cause damage which causes huge losses for farmers because rats can attack all phases of rice plant growth, even during the storage phase. The worst damage occurs in the generative phase, because rice plants are no longer able to form new tillers. Analysis of the situation: In general, mice attack at night while during the day the mice hide. In rice cultivation in the Bendung sub-district, Bendung sub-district, specifically in Cibomo village, the presence of rats is very numerous, causing a lot of losses for farmers, especially rice farmers. Farmers have carried out control of rat pests from an early age, namely from before planting until the time leading up to harvest. Some of the rat pest control techniques that farmers have used are by using pesticides and this is only done if the rat attack has reached a very worrying stage.

The method of implementing community services of program for farmer schools for the Karya Tani Farmers Group uses rat repellent devices socialization, training, application of technology, mentoring and evaluation as well as program sustainability. The farmer group achievement targets are explained in terms of the target partners' achievement targets in terms of 2 aspects, namely the production aspect and the marketing aspect with the hope of increasing farmers' income.

The result of this community service activity is a tool that uses ultrasonic waves with a frequency that can be adjusted between 25 kHz-90 kHz. (14) This tool will make mice leave the inhabited area or when they are in that area. This tool will also kill mice if the ultrasonic wave frequency is set very high and varied (70-90 kHz).

In this community service program, it can be concluded that This environmentally friendly rat repellent tool can repel and kill rat pests so that it can increase rice production. This will increase the income of farmers.

Keywords: Rat, Environmentally Friendly, Farmer, Production, Income.



Case Study: The Advantage of Combinable Magnetic Resonance to Recognize Potential Zone Concurring Mud Log With High Gamma Ray

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ABSTRACT

Combinable Magnetic Resonance (CMR) Logging is an alternative method for porosity detection in subsurface formations, comparing to traditional Gamma Ray Logging techniques. CMR Logging identifies pore space in rock formations by measuring the magnetic response of hydrogen nuclei in pore fluid. CMR focuses on Longitudinal and Transverse relaxation times which indicates pore size distribution and fluid types, which then to calculate the porosity, effective porosity, and bound fluid volume. Meanwhile, Mud logging provides a real-time information on lithology, hydrocarbon shows, and formation fluid content; which indicating the presence of porosity, as Mud logging shows the present of methane, ethane, propane (C3). The Mud logging concurs the presence of porosity and fluid types given by CMR.

Keywords: Combinable Magnetic Resonance Logging, Porosity, Gamma Ray Logging, Mud Logging.



Enhanced Oil Recovery Technology Disruption as Navigation Towards Global Challenges

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ABSTRACT

The global challenges in the world today are diverse and interrelated, such as climate change, economic crises, technological disruptions, and global inequalities. Technological disruption is described as a fundamental change as a result of the development of digital technology systems, where digital technology or robots begin to replace and change the roles and work of humans. The presence of digital technologies brings various changes in various areas of human life, as well as changes in the existing systems in Indonesia and around the world. The era of technological disruption makes everything instantaneous, simple, and modern, in line with the primary purpose of the presence of technology, which is to make it easier for humans to engage in activities such as working, communicating, seeking information, and so on.

One of the technological disruptions in the field of oil is the methods of screening that are performed using software. Screening is required so that the application of the Enhanced Oil Recovery (EOR) method can be applied accurately to a field. Software such as EORgui from Petroleum Solution and ECLIPSE from Schlumberger are used to obtain the most potentially applied EOR method with the field data processed by the software. EORs include chemical injection methods, gas injections, steam injections, thermal injections, and so on. Gas injecting, which covers about 60% of EOR practices, and water injections are highly effective methods in improving oil recovery. The use of water injectors not only increases the reduced reservoir pressure but also facilitates oil movement. Some production teams use heated water or water treated with polymers to increase viscosity and promote oil movement, making waterflooding a cost-effective and efficient oil recycling method.

The use of automation systems in injection control can help improve reservoir performance significantly. Automatic monitoring on the well head allows continuous assessment of data against a pre-determined model, ensuring compliance with the specified settings. This not only prevents excessive injections that can lead to waste of energy and resources but also reduces the risk of well damage. At the same time, the system minimizes the possibility of less optimal injection that could lead to production losses.



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This study concluded that to perform screening of the EOR method that will be applied to a field can be used software with the focus of observation on the data entries of the reservoir good and correct so that it can analyze accurately according to the correlation of data with the requirements of the EOR method. This software can be navigation and help performance in the face of a very diverse global challenge.

Keywords: Technological Disruption, Enhanced Oil Recovery, Digital Technology, Automation Systems, Reservoir Performance.



Evaluation of Vibration Prediction Software to Estimate and Evaluate Harmonic Vibration in Drilling Operations in Australia's Western Territory

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ABSTRACT

In oil and gas industry, numerous challenges are encountered and experienced during drilling operations, with vibration in the Bottom Hole Assembly (BHA) being a common and major concern. Extensive vibration can lead to damage of drilling tools, reduced efficiency, and increased operational costs. Overcome these challenges has become fundamental, particularly with advancements in information and digital technology. These technological advancements have positively impacted drilling operations, aligning with the primary objective in improving efficiency in overall.

Technological advancement in the oil and gas industry is the use of software VibraScope™ to predict and analyze potential harmonic or natural vibrations, including torsional, axial, and lateral vibrations, which may occur during drilling operations. By utilizing data from drilling operations—such as Bottom Hole Assembly (BHA) design, well trajectory, geological formation, well profile, and drilling parameters past historical wells—this software provides a analysis known as 'Critical Speed Analysis.' This analysis offers recommendations on string rotation speeds to avoid, reducing the potential for excessive vibration that could damage drilling tools.

This paper will discuss whether software implementation can improve drilling efficiency by reducing the risk of tool damage and non-productive time. The case study will evaluate the software's accuracy in predicting vibrations, thereby assisting operators in their drilling activities, particularly in the planning of Bottom Hole Assembly (BHA) design and the selection of drilling parameters.

Keywords: Vibration, Bottom Hole Assembly, Software, Oil and Gas, Vibration Prediction, Operation Efficiency, Critical Speed Analysis.



The Relationship Between Land Surface Temperature And Water Availability: A Preliminary Study

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ABSTRACT

Land Surface Temperature (LST) is an indicator of climate change, which can influence urban climatological conditions, global environmental changes, and human-environment interactions. In the field of water resources, it is closely related to the hydrological cycle, which has an impact on water security. This research is an initial study of the relationship between surface temperature and water security as climate change mitigation in the Java Island region. The methods used include Supervised Machine Learning with the Random Forest algorithm, Cook's method, and remote sensing using Land Surface Temperature (LST) parameters and Temperature Vegetation Dryness Index (TVDI). The research results show that an increase in built-up land and a decrease in vegetation result in an increase in surface temperature. The surface temperature classification in Jakarta from 1990 to 2021 includes two classes: medium (25–30°C) and high (30–35°C). The increase in built-up land cover reached 25.48%, while the decrease in vegetation 1 and vegetation 2 was 9.26% and 14.73% respectively, so it is predicted that it has the potential to influence the hydrological cycle.

Keywords: Land Surface Covering, Land Surface Temperature, Vegetation, Water security, Climate Change.

Havacılık Emniyetinde Kuş Çarpması Riskleri: İstanbul Havalimanı Uygulamaları

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ÖZET

Kuş çarpmaları, havaalanlarına yakın yerlerdeki kuşların varlığı, göç yolları ve çevresel koşullar gibi çeşitli faktörlerden kaynaklanmaktadır. Göç yolları boyunca veya su kütlelerinin yakınında bulunan havaalanları, kuş çarpmalarına karşı özellikle savunmasızdır. Havaalanları etrafındaki kentleşmenin artması da bu bölgelerdeki kuş bolluğunu artırarak riski daha da artırmaktadır. Havaalanı yetkilileri, çevredeki habitatları yöneterek alanı kuşlar için daha az cazip hale getirmeye çalışmaktadır. Bu, peyzaj düzenlemeleri yapmak, bitki örtüsünü kontrol etmek ve su kaynaklarını yönetmeyi içermektedir. Ayrıca, kuş aktivitelerini izlemek ve kontrol önlemleri uygulamak için uzman ekipler istihdam edilmektedir. Bu ekipler, piroteknik (havaifışek), doğan kullanımı (şahinle avcılık) ve biyo-akustik cihazlar gibi çeşitli teknikler kullanarak kuşları kritik hava sahasından uzaklaştırmayı amaçlamaktadır. Bunun yanı sıra, gelişmiş radar sistemleri kuş hareketlerini tespit etmek ve izlemek için kullanılmakta, böylece potansiyel çarpmalardan kaçınmak için gerçek zamanlı kararlar alınabilmektedir. Ayrıca, uçak aydınlatma modifikasyonları ve uçak içi kuş çarpmasını önleme sistemleri üzerine araştırmalar yapılmakta ve uygulanmaktadır. Kuş çarpmaları sorunu, havacılık endüstrisi için önemli bir endişe kaynağı olup, uçuş güvenliğini sağlamak için kapsamlı önlemler gerektirmektedir. İstanbul Havalimanı'nın kuş çarpması risklerini azaltmaya yönelik proaktif yaklaşımı, bu kritik havacılık güvenliği konusuna yüksek düzeyde bir bağlılık gösterdiğini ortaya koymaktadır. Kuş çarpmalarının meydana gelme sıklığını daha da azaltmak ve genel uçuş güvenliğini artırmak için sürekli araştırma ve yeni teknolojilerin ve stratejilerin adaptasyonu gereklidir.

Anahtar Kelimeler: Kuş Çarpmaları, Havacılık Güvenliği, İstanbul Havalimanı, Yaban Hayatı Yönetimi

Risks of Bird Strikes in Aviation Safety: Practices at Istanbul Airport

ABSTRACT

Bird strikes are caused by various factors such as the presence of birds near airports, migration routes, and environmental conditions. Airports located along migration routes or near bodies of water are particularly vulnerable to bird strikes. Increased urbanization around airports also heightens the risk by increasing the abundance of birds in these areas. Airport authorities strive to make the area less attractive to birds by managing surrounding habitats. This involves landscaping, controlling vegetation, and managing water sources. Additionally, expert teams are employed to monitor bird activities and implement control measures. These teams use various techniques such as pyrotechnics (fireworks), falconry, and bio-acoustic devices to deter birds from critical airspace. Furthermore, advanced radar systems are utilized to detect and track bird movements, enabling real-time decisions to avoid potential strikes. Research and implementation of aircraft lighting modifications and on-board bird strike prevention systems are also ongoing. The issue of bird strikes is a significant concern for the aviation industry, requiring comprehensive measures to ensure flight safety. Istanbul Airport's proactive approach to reducing bird strike risks demonstrates a high level of commitment to this critical aviation safety issue. Continuous research and the adaptation of new technologies and strategies are necessary to further reduce the frequency of bird strikes and enhance overall flight safety.

Keywords: Bird Strikes, Aviation Safety, Istanbul Airport, Wildlife Management



Improving The Productivity Hydraulic Body Line Productivity Through Root Cause Analysis Approach with Eliminate Combine Rearrange Simplify Method

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ABSTRACT

Sustainability in manufacturing requires a holistic view that includes product design, manufacturing processes, manufacturing systems, and the entire supply chain. The emergence of various problems in Company X in lines 1-17 in the hydraulic line in the form of long change over time, bottlenecks or work in process. This causes loss time which results in waste and has an impact on decreasing the company's productivity level. For this reason, improvements were made with the root cause analysis approach with the Eliminate-Combine- Rearrange -Simplify (ECSR) method. The root cause analysis method is expected to provide a clear picture of the company's performance from an economic, environmental, and social perspective and ECSR is an improvement method by eliminating work that is considered unimportant, combining work, rearranging work, and simplifying work, is a simple approach in its application and use and is very good when applied in the company' s improvement process. The improvements made are expected to have problems that arise when production in lines 1 – 17 can be minimized and reduced, streamline change over time, reduce bottlenecks which result in reduced waste so that company targets can be achieved, production can increase. With the application of the ECSR method and root cause analysis, it is expected that the PMH value will increase by 8% from the previous year.

Keywords: Productivity, Repair, Hydraulic Line, Change Over Time, Loss Time, Bottleneck, Work in Process, Waste, Root Cause Analysis, ECSR.



The Risk of Fintech Implementation in Indonesian State-Owned Banks

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ABSTRACT

Financial technology, commonly known as Fintech, represents the convergence of finance and technology. While Fintech offers numerous advantages and significant opportunities for implementation and growth, it also presents various risks that should not be overlooked. This research aims to investigate whether Fintech risks—specifically cyber, outsourcing, operational, and systemic risks—negatively impact the performance of state-owned banks in Indonesia. The performance is measured using the Balanced Scorecard approach. Employing quantitative methods, this study analyzes state-owned banks in Indonesia, with a sample selected through purposive sampling. Data were collected via questionnaires from 109 respondents and processed using SPSS 25 with multiple regression models. The findings reveal that cyber risk has a negative and significant impact on banking performance, while outsourcing risk has a positive and significant impact. In contrast, operational risk and systemic risk do not significantly affect banking performance. This research provides valuable insights for banking decision-makers to recognize the potential drawbacks of adopting Fintech.

Keywords: Fintech, Cyber Risks, Outsourcing Risks, Operational Risks, Systemic Risks, Bank Performance.



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Strategic Decision-Making in The Oil and Gas Sector: The Influence of Real-Time Digital Information

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ABSTRACT

Theoretically, real-time digital information enhances production performance and mitigates risk dynamics. Decision-making speed is significantly influenced by the dynamic environment. This dissertation aims to investigate the detailed mechanisms through which real-time digital information and fluctuating environmental conditions (dynamism) affect the ability of leaders and operational personnel to make swift strategic decisions. The objective is to determine the impact on oil and gas operations management, with a focus on increasing agility and reducing risks. The research is directed at leaders and operational staff in the oil and gas sector, including both offshore and onshore platform installations. Participants will include managers, superintendents, supervisors, team leaders, and field personnel. Their roles are vital in maintaining safe and efficient oil and gas production operations, ensuring consistent and improved production performance. This study will explore the influence of digital information, environmental dynamism, and organizational characteristics on decision-making speed, as well as the subsequent effects on safety and production performance.

Keywords: Strategic Decision Making, Real-Time Digital Information, Dynamics Capacity, Risk Dynamics, Safety and Production Performance.



Technology for Processing Products from Household Organic Waste as a Global Challenge for the Future

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ABSTRACT

Household organic waste is a product that has always existed as long as human life has existed. This waste will increase over time and become a problem if it is not handled properly and correctly. Piles of waste will create air pollution, disturb health and disturb the view. For this reason, a way of handling and processing these household waste products is needed.

Household organic waste consists of vegetable remains and fruit peels that have been consumed. In this community service program, demonstrations and training on processing organic waste into various products can be provided. This organic waste can be made into eco enzymes, compost, making fertilizer in biopores and so on.

The implementation of this community service program is carried out using a method of sorting organic and non-organic waste which is managed in the form of a waste bank. This separated waste will make it easier to manage. In making eco enzymes, organic waste that is still fresh and has not rotted can be used, with added palm sugar or molasses dissolved in clean water. If the organic waste is no longer fresh, it can be made into compost. Home yard waste in the form of wild grass or dry leaves can also be made into compost. By making a biopore, household yard waste can be put into the biopore which will later be fermented into fertilizer to fertilize the soil.

In this community service program, it can be concluded that organic waste can be managed by the community through the waste bank method. The waste bank will distribute waste submitted by the community as savings which can become additional income for the community. Apart from being used for personal use, organic waste products can also be sold, thus providing additional income for the community. This household organic waste processing program is also a solution to create a clean and healthy environment.

Keywords: Organic Waste, Vegetable Waste And Fruit Peels, Eco Enzymes, Compost, Biopore.



Digital-Driven Public Space Design and Creative Placemaking for Enhancing Urban Resilience and Community Well-Being in Indonesia

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ABSTRACT

Rapid urbanization in Indonesia brings challenges such as resource inefficiency and environmental degradation. Thoughtful designed public spaces, can serve as vital components of urban resilience by fostering social cohesion, economic vitality, and environmental sustainability. This chapter explores the transformative role of digital tools, and online platforms in the design and development of public spaces in Indonesia, focusing on enhancing urban resilience, community well-being and creative place making. By leveraging digital engagement for participatory planning and data-driven decision-making, the study integrates social, economic, environmental, and technological perspectives to address urban challenges. The chapter employs an integrative approach, including literature review, online data collection from social media, public forums, digital surveys, and case study analysis. Case studies from Indonesia show that these digital tools can help capture community input, leading to more inclusive and responsive urban planning processes. The results suggest that digital engagement and creative place making enhances both inclusivity and the effectiveness of public space design, to ensure that these spaces meet the diverse needs of urban populations. The chapter also discusses interdisciplinary solutions for sustainable public spaces, emphasizing the importance of collaboration between government, private sector, and communities. Challenges such as insufficient digital infrastructure, low public awareness, and policy gaps are discussed to present a broader picture. Exploring the intersections between community needs, digital technology, creative placemaking and sustainable design, this chapter presents a new view on how public spaces can contribute to urban resilience. It concludes with practical recommendations for policymakers, urban planners, and community organizations to foster sustainable urban environments resilient to socio-economic and environmental challenges. This integrated approach aims to pave the way for future research and practice in the region, ultimately contributing to the development of sustainable and resilient cities in Indonesia.

Keywords: Public Space Design, Digital Engagement, Urban Resilience, Community Well-being, Creative Place Making, Participatory Planning, Sustainable Development.



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Psychological Features of Digital Dependence Taken into Account of Gender Differences

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ABSTRACT

This article examines a form of addiction associated with excessive use of digital devices such as smartphones, computers and game consoles. Gender differences in digital addiction influence various aspects, including causes, types of activity and consequences.

Keywords: Digital Addiction, Gender, Gaming Addiction, Women, Men, Children, Digital Autism.

İslam Düşüncesinde İtikâdi Mezheplerin Kendi Akaidlerini İmânîleştirilmesinden Doğan Çatışmalar ve Tekfir/cilik Sorunları

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ÖZET

İman ile akâid kelimeleri Arapça kökenli olup, gerek lügat gerekse kavramsal olarak birbirlerinden farklıdır. Müslümanlar erken dönemden itibaren ortaya çıkan ve siyasetin şekillendirdiği bir takım itikadi ve kelâmî yorum farklılıkları yüzünden ayrıştılar ve zaman içerisinde bu iki kavramı birbirinin yerine kullanmaya başladılar. Zira İslam düşünce tarihinde itikadi mezheplerin savunucuları kendi mezheplerinin itikadlarını vazgeçilmez birer iman ilkesi haline getirdiler. Oysa iman Kur'an'da Yüce Allah'ın sübutu, yani varlığı ve manaya delaleti açısından apaçık olan ve Yüce Allah'ın inanılmasını apaçık lafızlarla emrettiği buyruklar iken, itikad; sübut veya manaya delaleti açısından kendisinde şüphe ve zan barındıran hususlardır.

Kur'an'da sübut ve mana açısından yoruma açık olan bir takım ayetlerden yola çıkan bazı alimler kendi mezheplerine uygun itikadi hükümler çıkarabilmiş ve bunu kesin bir inanç ilkesi olarak savunmuşlardır. Bunu kabul etmeyenleri küfürle itham edecek kadar ayrılmışlardır. Hatta bazı gruplar mütevâtir bile olmayan bazı hadislerden de itikâdî hükümler çıkararak amentülerini Kur'an artı hadisler üzerinden kurgulamışlardır. Oysa Kelâm ilminde ve usulde mütevâtir olmayan haberler zannî bilgi ifade ettiğinden itikadda delil olmaz ilkesi söz konusu iken kendilerini Selef'e nisbet eden Selefî gruplar bu ilkeye hiç uymamışlardır.

Anahtar Kelimeler: İman, Akaid ,Tekfir, Mezhep

Conflicts and Takfirism Problems Arising From The Confirmation of Their Own Beliefs in Islamic Thought

ABSTACT

The words faith and belief are of Arabic origin and are different from each other both lexically and conceptually. Muslims were separated due to some theological and theological interpretation differences that emerged from the early period and were shaped by politics, and over time, they began to use these two concepts interchangeably. Because in the history of Islamic thought, the defenders of religious sects have turned the beliefs of their own sects into indispensable principles of faith. However, while belief is the commands of the Almighty Allah in the Quran, which are clear in terms of their existence and signification of meaning, and which Allah Almighty commands to be believed in clear words, creed; These are matters that contain doubt and suspicion in terms of their evidence or meaning.

Based on a number of verses in the Quran that are open to interpretation in terms of evidence and meaning, some scholars were able to deduce theological provisions suitable for their own sects and defended this as a definite principle of faith. They have become so divided that they accuse those who do not accept this of blasphemy. Some groups even constructed their creeds based on the Quran plus hadiths, deriving theological provisions from some hadiths that were not even mutawatir. However, in the science of Kalam and method, there is a principle that news that are not mutawatir cannot be evidence in the faith because they express speculative knowledge, but the Salafi groups who attribute themselves to the Salaf have never complied with this principle.

Keywords: Faith, Belief, Takfir, Sect.



Yer Hizmetlerinde Kaynak Yönetimi Kullanımının Uçak Çevrim Süresi Verimliliğine Etkisi

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ÖZET

Havacılık sektöründe yer hizmetleri, uçakların havalimanlarındaki operasyonlarının verimli bir şekilde yönetilmesi açısından kritik bir rol oynamaktadır. Yer hizmetleri, uçakların yerde geçirdiği süreyi minimuma indirmek amacıyla çeşitli alt hizmetler sunarak uçak çevrim süresini etkiler. Bu süreçte yapılan ikram, yakıt alımı ve temizlik gibi hizmetlerin verimli yönetilmesi, havayolu şirketlerinin verimliliği ve dakikliği açısından büyük önem taşır. Covid-19 salgını öncesinde ortalama 44.29 dakika olan uçak çevrim süresi, salgın sonrasında 66.03 dakikaya çıkmıştır. Uçak çevrim süresini en çok etkileyen faktörler ise personel çalışması oranlarıyla belirlenmiştir; yükleme ve boşaltma %66,78, temizlik %34,68 ve yakıt ikmali %21,84 zaman almaktadır. Yer hizmetlerindeki verimliliği artırmak için kaynak yönetimi kavramı ve kurumsal kaynak planlama (ERP) sistemleri kullanılmaktadır. ISO 55000 standartlarına göre tanımlanan kaynak yönetimi, kuruluşların stratejik planlarını gerçekleştirmek amacıyla kaynaklarını ve performanslarını yaşam döngüleri boyunca en iyi ve güvenilir şekilde yönetmelerini sağlar. Havacılık sektöründe ERP sistemleri, maliyet tasarrufu, kalite artışı, insan faaliyetlerinin geliştirilmesi ve verimlilik artışı gibi nedenlerle tercih edilmektedir. Bu çalışmada, yer hizmetlerinde kaynak yönetiminin uçak çevrim süresine olan etkisi Arena programı kullanılarak simülasyon modellemesi ile yapılmıştır. **Anahtar Kelimeler:** Yer Hizmetleri Verimliliği, Uçak Çevrim Süresi, Kaynak Yönetimi, ERP Sistemleri

The Impact of Resource Management Utilization in Ground Services on Aircraft Turnaround Time Efficiency

ABSTRACT

In the aviation sector, ground services play a critical role in the efficient management of aircraft operations at airports. Ground services impact aircraft turnaround time by providing various sub-services aimed at minimizing the time aircraft spend on the ground. Efficient management of services such as catering, refueling, and cleaning during this period is crucial for the efficiency and punctuality of airlines. Before the Covid-19 pandemic, the average aircraft turn around time was 44.29 minutes, which increased to 66.03 minutes post-pandemic. The factors most affecting turn around time were determined by the rates of personnel work; loading and unloading accounted for 66.78%, cleaning for 34.68%, and refueling for 21.84% of the time. To enhance efficiency in ground services, the concept of resource management and Enterprise Resource Planning (ERP) systems are utilized. According to ISO 55000 standards, resource management ensures that organizations manage their resources and performance in the most effective and reliable manner through out their life cycles to achieve their strategic plans. In the aviation sector, ERP systems are preferred due to cost savings, quality improvements, enhancement of human activities, and increased efficiency. This study examines the impact of resource management in ground services on aircraft turn around time using simulation modeling with the Arena software.

Keywords: Ground Services Efficiency, Aircraft Turn Around Time, Resource Management, ERP Systems.



The Therapeutic Effects of Deniplant Nutraceuticals on the Gut Microbiome in Patients with Psoriasis

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ABSTRACT

A growing body of evidence highlights that intestinal dysbiosis is associated with the development of psoriasis. The gut–skin axis is the novel concept of the interaction between skin diseases and microbiome through inflammatory mediators, metabolites and the intestinal barrier. The gut microbiome affects skin homeostasis through its influence on the signaling pathways that coordinate epidermal differentiation.

The objective of this study was to synthesize current data on the Deniplant natural modulator of the gut microbiome in patients with psoriasis.

Materials and methods All studies confirmed the association of psoriasis and gut microbiota dysbiosis. We describe the recent advances regarding the interplay between gut microbiota and the skin. Thus, the microbiome can be considered an effective therapeutical target for treating this disorder.

Results This presentation provides a detailed and comprehensive systematic study regarding gut microbiome in patients with psoriasis. These results are supported by clinical observations based on a case serie showing improvement in psoriatic skin lesions after Deniplant natural modulator. It is still not clear whether psoriasis is an effect or a cause of the observed disbalance between beneficial and pathogenic microbes. In this context, the study provides very interesting results, showing significantly greater changes in the gut microbiome of patients with psoriasis treated Deniplant natural modulator

Conclusion There is a significant association between alterations in gut microbial composition and psoriasis. Intestinal dysbiosis is a state of imbalanced gut microbiome that eventually has a negative impact on skin function and integrity. Deniplant natural modulator is a potential therapeutic strategy in patients with psoriasis.

Keywords: Dysbiosis, Microbiome, Psoriasis, Gut-Skin Axis, Gut Barrier, Deniplant Nutraceuticals.



Raising Awareness Stunting Among Teenagers

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ABSTRACT

Enhancing Awareness of Stunting among Adolescents. This research aims to investigate and analyze the effectiveness of strategies in enhancing awareness of stunting among adolescents. With the rapid growth and development occurring during adolescence, awareness of nutritional issues such as stunting becomes crucial to prevent long-term impacts. Through a combination of qualitative and quantitative research methods, data were collected from adolescent samples across various societal strata. Surveys were conducted to measure their initial knowledge levels about stunting, and they were engaged in educational interventions. Public campaigns, workshops, and the use of social media were integrated as part of efforts to increase awareness. The research results indicate a significant improvement in adolescents' understanding of stunting after participating in educational activities. Social, economic, and cultural factors influencing awareness levels were also identified. Additionally, parental and community involvement played a crucial role in enhancing awareness. This study contributes to a better understanding of effective ways to increase awareness of stunting among adolescents, with practical implications in designing more focused and relevant intervention programs. The conclusions drawn from this research are expected to pave the way for innovative stunting prevention strategies in the future, particularly in addressing public health challenges in this global era.

Keywords: Awareness, Stunting, Teenager.



The Role of Leadership and Business Ethics in the Era of Disruption

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ABSTRACT

The era of technological disruption that is increasingly advanced now affects various fields of life, including the world of education and requires high-level thinking, analysis, out of routine, and not just following existing habits. Disruption is an innovation that will replace the entire old system with new ways, replacing old players with new ones, replacing old technology that is all physical with digital technology that produces something completely new and more efficient, also more useful; which makes it easier for all human activities, so that the rapid impact of technology is what gave birth to the digital revolution, or industrial revolution 4.0. Throughout history, the quality of leadership is a determining factor in the success of an organization. Any organization in this world must have experienced failure, so that it requires the presence of a leader who should have good character if he wants to be an effective leader. Ethics is closely related to human behavior and the way humans conduct themselves in order to correct actions or deeds that are less pleasing, while business is a relationship between people who “need” each other in different positions, such as sellers and buyers. With the existence of business activities, their needs are mutually fulfilled and in carrying out a business, of course, business ethics are needed in order to achieve planned business goals. Business ethics is an inseparable part of business activities carried out by a leader, especially in the current era of disruption.

Keywords: Business Ethics, Disruption, Leadership.



The Impact of Artificial Intelligence on Digital Media: Revolutionizing Multimedia Creation and Interaction

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ABSTRACT

The effects of AI (Artificial Intelligence) can have both positive and negative impacts on various aspects of society. On one hand, AI technologies have the potential to drive economic growth and social progress. AI can assist in tasks such as understanding text, recognizing objects in images, and predicting future events. It can also be utilized to analyze human and social activity, address socially relevant problems, and even predict natural events. However, problems arose through collaboration between intelligent algorithms and human creativity in the creative industries. These collaborations, to an extent, may bring challenges for the rights of artists, such as issues of piracy, originality, and exploitation. There are also ethical concerns associated with the use of AI. AI-based machines may lack awareness of the wider context and cannot truly offer broad context, emotion, or social relationships. This can lead to an amplification of the gap between those who can and cannot use New digital technologies, resulting in increasing inequality of information access. The purpose of this article is to study the different facets of AI technology usage in the multimedia field, and also to weigh in the pros and cons of its application to the industry's status quo. To find such answers, this article uses methods such as article analyses, data reading, and qualitative surveys. The conclusion of this research will determine whether or not our society is ready to implement AI usage properly. It'll also answer questions regarding if AI truly has an adequate urgency to qualify so it can apply its usage in current mainstream media.

Keywords: AI, Multimedia, Revolution.



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Optimizing Job Commitment, Job Satisfaction Toward Perceived Organizational Support and Work Life Balance of RCTI Employee Jakarta

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ABSTRACT

The purpose of this research is to determine the effect of perceived organizational support on job commitment and job satisfaction and its relationship to mediation through work life balance on RCTI employees in Jakarta. The unit of analysis used in this research is individuals who are employees of the RCTI television station in Jakarta. The time dimension used is cross sectional. The data collection technique used in this research is the non-probability sampling method. The data in this research was obtained through a questionnaire using 22 indicators which were distributed online to 117 respondents via Google Form. This research uses the structural equation modeling (SEM) analysis method as a statistical analysis tool for processing research data. The research data processing uses tools in the form of software, namely SPSS version 21 and AMOS version 22. The results of this research show that the influence of perceived organizational support on job commitment and job satisfaction has a positive effect on work life balance mediated by RCTI employees in Jakarta.

Keywords: Perceived Organizational Support, Work Life Balance, Job Commitment Dan Job Satisfaction.



The Evolution of Bankruptcy and Restructuring Regulations in Poland

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ABSTRACT

The evolution of bankruptcy and restructuring regulations in Poland reflects dynamic changes in the Polish economy and legislation over recent decades. During the political transformation in the early 1990s, the first bankruptcy regulations were introduced, which were aimed at organizing enterprises in a difficult financial situation. The key change was the 1993 Act on Arrangement Proceedings, which introduced mechanisms allowing for the conclusion of arrangements with creditors. In 2003, the Bankruptcy and Restructuring Law was introduced, which replaced previous regulations and integrated regulations regarding both bankruptcy and corporate recovery. Another significant change occurred in 2016, when the Restructuring Law was amended, focusing on a preventive approach to companies' financial problems and enabling four different types of restructuring proceedings. The new regulations were intended to enable companies to be more flexible in negotiations with creditors and increase their chances of saving their business. In 2020, in response to the COVID-19 pandemic, simplified restructuring proceedings were introduced, which were intended to quickly support enterprises in a difficult financial situation. The evolution of bankruptcy and restructuring regulations in Poland shows the desire to create a more effective and flexible system that better responds to the needs of enterprises and changing economic conditions. Thanks to this, Polish law is becoming more and more similar to European and international standards, enabling enterprises to deal with financial problems more effectively.

Keywords: The Evolution, Bankruptcy, Restructuring Regulations, Poland.



The Nation Decides - a Few Remarks on the Institution of Referendums in Poland

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ABSTRACT

Referendum, as a form of direct democracy, is nowadays an instrument designed to enable the Sovereign (the People) to co-determine matters of importance to the state and society. The institution of the referendum is today widely known to the legislatures of many countries, both with parliamentary and presidential systems of government. Undoubtedly, it has become a permanent part of constitutionalism and constitutional practice, but restrictions on its use do not cause the state to lose its democratic legitimacy. In Poland, with a view to the criterion of territorial coverage, nationwide and local referendums are distinguished. The organization and conduct of the referendum, in addition to the law dedicated to it, is based on the provisions of the electoral law, and its costs in relation to the nationwide referendum are comparable to the costs of conducting general elections, and thus oscillate within the limits of several tens of millions of zlotys. It would seem that burdening the state budget with such an amount each time is well thought out and justified. Meanwhile, as the October 15, 2023 referendum showed, - it can be used, not as a way for the Sovereign to express its will, but as a form of political struggle for voters' votes. The requirement to achieve an adequate turnout, without which the referendum is merely opinionated, also remains a problem. In scientific, legal and political circles, it is pointed out, especially with regard to the local referendum, that the solutions adopted do not correspond to modern realities and should be changed by lowering the required percentage of participation of citizens eligible to participate in the referendum. Another doubt arises against the background of the implementation of the decisions made as a result of the referendum. The regulations are not clear in this matter and do not specify how they are to be carried out, with the result that it may turn out that the Nation decided on certain issues, the referendum was valid and binding, and the will of parliamentarians exercising a free mandate turned out to be quite different. The indicated problems are not new, they appeared with the practice of applying the institution of referendum in Poland. All the more reason why they should be discussed and made aware of them, which will perhaps make it possible to finally adopt the right solutions.

Keywords: Direct Democracy, Nation, Nationwide Referendum, Local Referendum.



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Motivating and Demotivating Factors in the Work of Polish Nurses and Male Nurses - Own Research

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ABSTRACT

This study explores the motivating and demotivating factors influencing the work of Polish nurses and male nurses. Through comprehensive research we identified key elements that impact job satisfaction and performance in this critical healthcare sector. Motivating factors included recognition, professional development opportunities, and supportive work environments. Conversely, demotivating factors encompassed excessive workload, inadequate compensation, and lack of administrative support. Understanding these factors is crucial for improving working conditions, enhancing job satisfaction, and ensuring the delivery of high-quality healthcare services. The findings offer valuable insights for policymakers, healthcare administrators, and practitioners aiming to foster a more supportive and efficient nursing workforce in Poland.

Keywords: Motivating and Demotivating Factors, Polish Nurses, Male Nurses.



A New Perspective on the Issue of Arrests

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ABSTRACT

This study presents a new perspective on the issue of arrests, examining the complex socio-legal factors that influence arrest practices and outcomes. By employing a multidisciplinary approach that includes legal analysis, sociological research, and case studies, we aim to uncover the underlying causes and consequences of arrests. Our findings reveal systemic biases, procedural inconsistencies, and the significant impact of socio-economic status on arrest rates and judicial processes. Additionally, the study explores innovative reform strategies and best practices aimed at promoting fair and effective law enforcement. These insights are crucial for policymakers, law enforcement agencies, and advocacy groups striving to address and reform arrest practices in a just and equitable manner.

Keywords: A New Perspective, Issue of Arrests.



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Application of Artificial Intelligence (AI) in Business Process Management in SMEs

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ABSTRACT

This study examines the application of Artificial Intelligence (AI) in Business Process Management (BPM) within Small and Medium-sized Enterprises (SMEs). Through a comprehensive literature review and empirical research, key areas were identified where AI can support operational and strategic efficiency in SMEs. The study covers various AI applications, such as process automation, predictive analytics, and resource management optimization. The findings indicate that integrating AI can significantly improve efficiency, reduce operational costs, and enhance SMEs' competitiveness in the market. However, challenges such as the need for technology investment, training, and organizational change management were also identified. The conclusions provide valuable insights for SME owners, managers, and policymakers aiming to effectively implement AI solutions in their organizations. **Keywords:** Application of Artificial Intelligence, (AI), Business Process Management, SMEs.



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Traditional Ecological Knowledge as a Way to Sustainably Use Natural Resources

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ABSTRACT

The article focuses on identifying examples of sustainable use of natural resources among the oldest family members and friends whose life stories are linked to rural farms. Additionally, the authors aimed to collect and document Traditional Ecological Knowledge (TEK) preserved in the memory of individuals directly involved in agricultural activities. The study particularly emphasizes the significance of trees, shrubs, and other plants in the life of traditional rural farms. The research was conducted among residents of the Brzozowski, Jarosławski, Stalowowski, Kolbuszowski counties, and Złoczów (Ukraine) from April to June 2024.

Keywords: Sustainable Development, Ecology, Traditions.

Effort-reward Ratio in Medical Staff During the COVID-19 Pandemic

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ABSTRACT

Introduction: The COVID-19 pandemic caused by the SARS-CoV-2 virus was one of the greatest challenges for the global healthcare system in the 21st century. Medical staff around the world were on the front line, struggling with enormous stress, work overload and the risk of infection. A key aspect of this situation was the effort-to-reward ratio, which had placed an unprecedented burden on both the physical and mental health of workers.

Effort and reward of medical staff

The increase in the number of patients requiring intensive care, the need to introduce strict sanitation procedures and the shortage of personal protective equipment have led to a high increase in work intensity. Hospitals were operating at the limits of their capacity, and medical staff often worked long shifts without sufficient rest (Greenberg et al., 2020).

The stress of the pandemic has had a profound impact on the mental health of healthcare workers. High levels of stress, fear of infecting oneself or one's family and friends, as well as the need to make difficult medical decisions under time pressure led to burnout, depression, anxiety, and other mental disorders (Lai et al., 2020). Lack of adequate personal protective equipment, insufficient medical resources, and insufficient support from governments meant that medical staff often felt abandoned in the face of the crisis (Shanafelt et al., 2020).

The COVID-19 pandemic has highlighted disparities in the remuneration of medical staff, in most of the countries salaries of medical employees increased during COVID-19 pandemic, however still in many countries, salaries were disproportionately low in relation to the effort during work (Buchan et al., 2020). During pandemic gratitude and recognition of medical staff from society increased (Garcia & Abreu, 2020) and awards and distinctions from governments were granted. Such gestures did not always have a real impact on improving the working and living conditions of medical workers (International Council of Nurses, 2020).

It is necessary to increase expenditure on health care, improve the working conditions of medical staff and introduce psychological support mechanisms (Kumar & Clark, 2020). It is necessary to introduce long-term support that will provide medical workers with decent working conditions, adequate remuneration and access to psychological care (Moreno et al., 2020). The COVID-19 pandemic has shown that increasing spending on healthcare is necessary. It is necessary not only to finance hospitals and medical facilities, but also to invest in the education and training of medical staff (Chen et al., 2020).

Conclusions: During the COVID-19 pandemic, medical staff showed extraordinary dedication and determination. However, the effort-to-reward ratio was often disproportionate, highlighting the need for urgent reforms in the health care system. It is necessary to provide decent working conditions, adequate remuneration and psychological support for medical workers.

Keywords: effort, reward, medical staff, COVID-19.



Corporate Social Responsibility (CSR) in the Legal and Economic Aspect

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ABSTRACT

Corporate Social Responsibility (CSR) is a management strategy whereby companies voluntarily integrate social interests, environmental aspects, and relationships with various stakeholder groups, particularly employees, into their operations. Being socially responsible means investing in human resources, environmental protection, and relationships with the company's surroundings, and communicating these actions, which contributes to increasing the company's competitiveness and creating conditions for sustainable social and economic development.

On October 28, 2010, the International Organization for Standardization (ISO) published the ISO 26000 standard after more than five years of work with experts from 99 countries. This standard aims to organize knowledge about Corporate Social Responsibility (CSR). ISO 26000 is not a certification standard but rather a practical guide to responsible business principles, providing guidelines for organizations of all types, regardless of their size or location. ISO 26000 identifies the following areas of social responsibility: organizational governance, human rights, labor practices, the environment, fair operating practices, consumer issues, and community involvement.

CSR has evolved from a voluntary practice to a strategic imperative, integrating legal and economic dimensions to create sustainable business practices. Companies are now expected to focus not only on profit maximization but also on their impact on society and the environment, which has significant legal and economic implications. From a legal perspective, CSR involves adherence to laws and regulations governing corporate behavior and proactive engagement in ethical practices. This includes mandatory reporting, corporate governance, environmental regulations, and labor laws.

Economically, CSR initiatives can lead to financial benefits and contribute to economic stability. Companies that engage in CSR can enhance their brand reputation and build stronger relationships with customers, leading to increased sales and customer loyalty. Sustainable practices often result in cost savings and operational efficiencies, such as energy-efficient processes and waste reduction. Investors are increasingly considering CSR performance in their investment decisions, which can lead to better access to capital and lower financing costs. Engaging in CSR also helps companies identify and mitigate risks related to environmental damage, social unrest, and regulatory non-compliance. Additionally, CSR initiatives contribute to a positive workplace culture, enhancing employee satisfaction and retention, and reducing recruitment costs.

Incorporating CSR into business strategies has profound legal and economic implications. Legally, companies must navigate a complex landscape of regulations and expectations to ensure compliance and ethical conduct. Economically, CSR can drive value creation through enhanced reputation, operational efficiencies, access to capital, risk management, and employee engagement. As stakeholders increasingly prioritize sustainability and ethical practices, CSR will continue to be a critical factor in defining successful and resilient businesses.

Keywords: Corporate Social Responsibility, (CSR), Legal and Economic Aspect.



The Role of Sufi Mystic Order in Peasant Rebellions Of 18th To Early 19th Century in India

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ABSTRACT

The concept of Sufism played immensely contributed for shaping ideological perspective of different peasant rebellions which provided a new dimension to socio-political perspective of 18th century. As we know being mysterious segment it propagated immediate connection with supreme being, had great influence on popular mass culture, peasants were evident among them. As we know mysticism is global occurrence which carries fundamental way that can be observed in different religions. It also advocated compassion, impartiality and justness which faced direct thwart in 18th century scenario posed by regional magnate and aristocrats. Different Sufi orders all over in India brought the peasants of different region in one platform. within Islam community Sufi concept aimed to usher egalitarianism. In this paper I should demonstrate how different Sufi personalities vigorously claimed for peasants right by organizing popular movement. And how their spiritual teachings and instructions ultimately mobilized them as well awakened them to defend oppression. Poetic expressions and music became the weapon against social inequalities. All these birthed different uprisings, for instances, Bengal peasants uprising, Pagal panthis movement, even Indian rebellion of 1857 had also Sufi influence, Sherpur rebellion. In the context of sanyasi Fakir peasants war we can situate Muslim popular belief of saint worship named "pir purusha" that has ideological proximity with Hindu concept "Guru Vandana". In Pagal panthi movement peasants religious sentiments was closely associated.

Firstly I want to show how Nile green demonstrating role of Sufi mystic traditions in Hyderabad for shaping nature of the state and with revival of ideology Sufi concept had immensely contributed. and with Islamic revival the dispensation of Sufi network also rapidly started in different parts of India. Sometime it seems that Islamic reformist theologian for instances Shāh Walī Allāh provided anti thesis of Sufism but beside poetic affiliation and religious boundary we can situate a convergence of theologian's concept that is "brotherhood", which ultimately challenging European notion of groups, community and boundary. That is why demand of lower background people has been echoed in theological works of different country's Islamic scholars. so different events of 18th century is the part of larger process of "Age of revolution". Therefore the practical affiliation of larger theological works of Islamic world in special reference of Bengal, that is "Pagal panthi, Sherpur rebellion" and "sannyasi Fakir rebellion". Here mass connection with religious personalities became evident, where main community were peasants. Beside this different rebellion in India that had sufi connection broke out in India during 19th and 20th century but as process of organizing themselves and shaping the ideology was 18th century larger phenomena that is why the Sufi influence in peasant movement is part of larger revolution of 18th century.

Keywords: Sufi Mystic, Peasant Rebellions, 18th to Early 19th Century, India.



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Sufism and Yoga: Reflections upon Opinions

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ABSTRACT

This essay is a comprehensive study of the fundamental terminologies and origins of Sufism and Yoga and they have been approached through different historiographical traditions over the years. Firstly, this essay shall delve into the etymological and historical narratives of Sufism and Yoga, their historical developments and advancements with specific cognizance to the same in the Indian Sub-continent. Secondly, this essay shall strive to explore the different spheres where these two sets of traditions are often speculated to have shared common ground. For this purpose, there shall be an exploratory study of the interactions of the Natha Yogis with the different strands of Sufism. Thirdly, this essay will be throwing light upon the different sets of tussles and struggles these two groups encountered over the claim of certain practices and how it has influenced their interactional patterns. Fourthly, a speculative analysis shall be made on how did these religious traditions interacted with the State. Lastly, a conclusive argument shall be provided highlighting how the Sufis and Yogis form the larger mystical framework in the sub-continent and how they essentially sprung from a shared branch of mysticism.

Keywords: Sufism, Nath Yogis, South Asia, Yoga.



Creating Competitive Advantage through Value Chain Integration and Co-Innovation: A Case Study in Indonesia Housing Bank

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ABSTRACT

The Ministry of National Development Planning reported that the housing backlog in 2016 had reached 11.4 million homes. The housing backlog occurs due to the gap between supply and demand. BTN, a government-owned bank, has been given the responsibility and aspiration to play a central role as an institution that disburses housing loans to low-income groups. BTN's overall market share is 34%, with its ROAE lagging behind competing banks BCA, BRI, and Mandiri. The challenge faced by BTN's managers is to align two different goals: to gain as much profitability as possible, while on the other hand, as a state-owned public enterprise, BTN has a social goal of providing houses for low-income people (with modest profits). Co-innovation and value chain integration of all players in the ecosystem to establish more effective cooperation is expected to be a solution to the national housing problem and can increase BTN's competitive advantage. The method of data collection was a survey through a questionnaire sent to 150 managers and CEOs in regional offices, branches, and sub-branches in five major cities namely: Jakarta, Great Jakarta, Bandung, Semarang, and Surabaya. SmartPLS 4.0 was used in this study to predict the relationship between variables. The study suggests that a firm gains a competitive advantage by utilizing value chain integration and co-innovation. It is argued here that co-innovation based on value network has a mediating role in creating competitive advantage. The paper provides practical implications for managers to identify value and utilize new ways of analyzing value-chain to create co-innovation within the housing bank ecosystem.

Keywords: Competitive Advantage, Co-Innovation, Value Chain Integration, State-Owned Housing Bank.



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Brand Image Role in Consumer Intention to Use Home Financing Through Multi-Finance Company a Case Study in Bfi Jakarta

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ABSTRACT

Home financing or home loan is the activity of providing money for people to buy property. Currently, home financing for both mortgages and house refinancing is still dominated by banks. The proportion of multi-finance companies is still very small. This research attempts to explore the varying aspects that influence consumers' decisions in choosing a multi-finance company for home financing, and whether brand image has a moderating role in choosing a multi-finance company. Not many studies have examined the factors that influence customer intention in home financing, especially in multi-finance companies. This paper uses the theory of planned behavior (TPB) and extends it with brand image constructs as a moderator. The study utilizes a quantitative survey method. A questionnaire had been sent to 88 respondents who were selected among the good collectability since 2017 - 2020. The finding shows that brand image doesn't moderate the relationship between the predictor variables (attitude towards behavior, subjective norms, perceived behavioral control) and behavioral intention. This study contributes to the finance industry, particularly multi-finance companies engaged in home refinancing to focus on other aspects such as trust and perceived risk to increase the intention to use a finance company instead of bank in home financing.

Keywords: Home Financing, Multi-Finance Company, Theory of Planned Behavior, Brand Image.



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The Role of the Middle Corridor in Economic Integration of Turkic World

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ABSTRACT

The Middle Corridor is a competitive corridor for energy and transit transportation from Eurasia to Europe, and plays an important role in accelerating integration as an economic and commercial instrument connecting the Turkic world. The Middle Corridor plays the role of a key institution for developing economic cooperation, especially between Azerbaijan, Kazakhstan and Turkey, which are member states of the Organization of Turkic States (OTS). With a common cultural heritage and linguistic ties, these nations have great potential for trade and economic integration. This comprehensive lecture aims to explore trade flows, trade policies, economic relations among OTS members and the central role of the Middle Corridor in facilitating trade, energy transit and security cooperation in the region.

Keywords: Middle Corridor, Energy corridor, Trade and investment, Economy.

Türk Bankacılık Sektöründe Otantik Liderlik ve Kariyer Tatmininin Astların Görev Performansına Etkileri: Osmaniye İli Örneği

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ÖZET

Bankacılık sektöründe hizmet sunumu ile ilgili amaçlara ulaşılması ve sürdürülebilir rekabet avantajına sahip olunması için dış müşteri memnuniyetinin sağlanması kadar iç müşteri memnuniyeti ve onların performansları hayati öneme sahiptir. Bu nedenle bankalarda görev performansının öncüllerinin belirlenmesine yönelik arayışlar sürmektedir. Bu arayışlardan biri olan çalışmanın amacı, Türk bankacılık sektöründe otantik liderlik becerilerinin ve astların kariyer tatmini algılarının astların görev performansı üzerine etkilerini ortaya koymaktır. Araştırmanın örneklemini Osmaniye ili ve ilçelerindeki kamu ve özel banka şubelerinde görev yapan ast pozisyonlarındaki çalışanlar oluşturmaktadır (n=397). Araştırma verileri Walumbwa ve diğerleri (2008) tarafından geliştirilen otantik liderlik ölçeği, Greenhaus ve diğerleri tarafından tasarlanan kariyer tatmini ölçeği ve Goodman&Svyantek (1999) tarafından geliştirilen görev performansı ölçeklerinden oluşan bir anket yardımıyla elde edilmiştir. Çalışmada öncelikle her üç ölçeğin güvenilirlik ve geçerliğini test etmek için Doğrulayıcı Faktör Analizi yardımıyla bir ölçüm modeli geliştirilmiştir. Daha sonra bu ölçüm modeli esas alınarak araştırma modeli ve hipotezleri test etmek için Yapısal Eşitlik Modelinden yararlanılmıştır. Araştırma bulgularına göre banka çalışanları açısından hem otantik liderlik becerilerinin hem de kariyer tatmininin astın görev performansı üzerinde pozitif ve anlamlı etkiye sahip olduğu tespit edilmiştir. Aynı zamanda otantik liderlik becerilerinin astın kariyer tatminini pozitif ve anlamlı şekilde etkilediği gözlenmiştir. Bununla birlikte kariyer tatmininin, otantik liderlik ile görev performansı arasındaki ilişkide aracı rolü oynadığı ortaya konmuştur. Son olarak çalışmanın bazı kısıtları olduğu belirtilmiş, araştırma bulgularından çıkarımlar yapılarak bankalarda astların görev performansını ve kariyer tatminini iyileştirmeye yönelik uygulama önerileri geliştirilmiş ve ayrıca gelecekte bu konuda araştırma yapacak kişilerle yol gösterici araştırma önerileri sunulmuştur.

Anahtar Kelimeler: Türk Bankacılık Sektörü, Otantik Liderlik, Kariyer Tatmini, Astların Görev Performansı.

The Effects of Authentic Leadership and Career Satisfaction on Subordinate Task Performance in the Turkish Banking Sector: The Case of Osmaniye Province

ABSTRACT

In the banking sector, internal customer satisfaction and their performance are as vital as ensuring external customer satisfaction in order to achieve service delivery goals and have a sustainable competitive advantage. For this reason, pursuits continue to determine the antecedents of task performance in banks. The aim of the study, which is one of the pursuits, is to reveal the effects of authentic leadership skills and subordinates' career satisfaction on their subordinates' task performance in the Turkish banking sector. The sampling of the study consists of employees in subordinate positions working in public and private bank branches in Osmaniye province and its districts (n=397). The data of the study were obtained with the help of a survey consisting of the authentic leadership scale developed by Walumbwa et al. (2008), the career satisfaction scale designed by Greenhaus et al.



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and the task performance scale developed by Goodman & Svyantek (1999). A measurement model was developed with the help of Confirmatory Factor Analysis to test the reliability and validity of the three scales used in the study. Then, Structural Equation Modelling was used to test the research model and hypotheses based on this measurement model.

According to the research findings, it determined that both authentic leadership skills and career satisfaction had a positive and significant effect on subordinates' task performance for bank employees. It has also been observed that authentic leadership skills affect career satisfaction positively and significantly. However, it has been demonstrated that career satisfaction plays a mediating role in the relationship between authentic leadership skills and subordinates' task performance. Finally, it was stated that the study had some limitations, and practical suggestions were developed to improve the subordinates' task performance and career satisfaction in banking sector by making implications from the research findings, and research suggestions were presented to those who will conduct research on this subject in the future.

Keywords: Turkish Banking Sector, Authentic Leadership, Career Satisfaction, Subordinate' Task Performance.

İş Yerinde Negatif Dedikodunun Ön Büro Personelinin Bağlamsal Performansına Etkileri: Psikolojik Ayrıcalığın Aracı Rolü

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ÖZET

Konaklama işletmelerinde müşteri ile bağlantının kurulduğu pozisyonlardan biri olan ön büroda istihdam edilen çalışanların kişilikleri kadar çalışanlar arasındaki karanlık ilişkilerin ve negatif dedikodunun bireysel çıktılar üzerinde potansiyel etkileri olduğu yadsınamaz bir gerçektir. Ancak literatürde konaklama işletmeleri sektöründe iş yerindeki negatif dedikodunun ve psikolojik ayrıcalığın ön büro personelinin bağlamsal performansı üzerine etkilerine dair bulgular yetersizdir. Bu bulgu eksikliğini gidermeye odaklanan çalışmanın amacı, konaklama işletmelerinde iş yerindeki negatif dedikodunun ön büro çalışanlarının bağlamsal performansı üzerine etkilerini ve bu değişkenler arasındaki ilişkide psikolojik ayrıcalığın aracı rolünü ortaya koymaktır. Araştırmanın örneklemini, Nevşehir ilindeki turizm belgeli konaklama işletmelerindeki ön büro çalışanları ve gözetimcileri oluşturmaktadır (n= 305). Araştırmada kolayda örnekleme yöntemi tercih edilmiştir. Veriler yapılandırılmış bir anket kullanılarak toplanmıştır. Anketler, bizzat araştırmacılar tarafından kişisel görüşmeleri yoluyla ve bırakma-alma yöntemi kullanılarak gerçekleştirilmiştir. Önerilen modelde yer alan tüm yapılar önceki çalışmalarda kullanılan ölçeklerden yararlanılarak ölçülmüştür. Anket Brady, Brown & Liang (2016) tarafından geliştirilen işyerinde negatif dedikodu, Campbell ve diğerleri (2004) tarafından geliştirilen psikolojik ayrıcalık ve Van Scotter & Motowidlo (1996) tarafından tasarlanan bağlamsal performans ölçeklerini kapsamaktadır. Araştırmada ilk olarak ölçeklerin güvenilirlik ve geçerliliklerini test etmek için Doğrulayıcı Faktör Analizi uygulanarak bir ölçüm modeli geliştirilmiştir. Ardından bu ölçüm modeli esas alınarak araştırmanın model ve hipotezlerini test etmek için Yapısal Eşitlik Modellemesi kullanılmıştır. Araştırma bulgularına göre iş yerinde gözetimci hakkındaki negatif iş yeri dedikodusunun ön büro çalışanlarının bağlamsal performansını negatif fakat anlamlı olmayan şekilde etkilediği gözlenmiştir. Buna karşın iş arkadaşları hakkındaki negatif iş yeri dedikodunun ön büro çalışanlarının bağlamsal performansını negatif ve anlamlı şekilde etkilediği saptanmıştır. Ayrıca psikolojik ayrıcalığın bağlamsal performansı pozitif ve anlamlı şekilde etkilediği saptanmıştır. Aynı zamanda çalışmada psikolojik ayrıcalığın hem gözetimci hakkındaki negatif iş yeri dedikodusu hem de iş arkadaşları hakkındaki negatif iş yeri dedikodu ile pozitif ve anlamlı ilişki içerisinde olduğu ortaya konmuştur. Öte yandan psikolojik ayrıcalığın sadece iş arkadaşları hakkındaki negatif dedikodu ile bağlamsal performans arasındaki ilişkide aracı rolü oynadığı gözlenmiştir. Son olarak araştırmanın bazı sınırlılıkları vurgulanmış, araştırma bulgularından yola çıkılarak konaklama işletmelerinde negatif dedikodu ve psikolojik ayrıcalığın bireysel çıktılara etkilerinin yönetilmesi ile ilişkili uygulamaya dönük önerilerin yanı sıra gelecekte bu konularda yapılacak araştırmalara ilişkin bazı öneriler sunulmuştur.

Anahtar Kelimeler: İş Yerinde Negatif Dedikodu, Ön Büro Personeli, Bağlamsal Performans, Psikolojik Ayrıcalık.

The Effects of Workplace Negative Gossip on Frontline Employee' Contextual Performance: The Mediating Role of Psychological Entitlement

ABSTRACT

It is an undeniable fact that the personality of the employees employed at the frontline, which is one of the positions where customer contact is established in hospitality businesses as well as the dark relationships and negative gossip among the employees have potential effects on individual outcomes. However, there are insufficient findings in

the literature regarding the effects of workplace negative gossip and psychological entitlement on the contextual performance of frontline employee in the hospitality industry. The aim of the study, which focuses on filling this gap in findings, is to reveal the effects of workplace negative gossip on the contextual performance of frontline employee and the mediating role of psychological entitlement in the relationship between these variables in hospitality businesses.

The sampling of the study consists of frontline employees and supervisors in tourism-certified hospitality businesses in Nevşehir (n= 305). In this study, the convenience sampling method was preferred. Data were collected utilizing a structured survey questionnaire. The surveys were conducted by the researchers themselves through personal interviews and using the drop off-pick up method. All structures included in the proposed model were measured using the scales used in previous studies. This survey includes the workplace negative gossip scale developed by Brady, Brown & Liang (2016), the psychological entitlement scale developed by Campbell et al. (2004), and the contextual performance scale designed by Van Scotter & Motowidlo (1996). Firstly, a measurement model was developed by utilizing Confirmatory Factor Analysis to test the reliability and validity of the scales used in the study. Then, based on this measurement model, Structural Equation Modeling was used to test the model and hypotheses of the study. According to the findings of study, it was observed that workplace negative gossip about supervisors negatively but non-significantly affected the contextual performance of frontline employees. Nevertheless, workplace negative gossip about coworkers was found to negatively and significantly affect frontline employee' contextual performance. Moreover, psychological entitlement has been found to positively and significantly affect contextual performance. At the same time, it revealed that psychological entitlement had a positive and significant relationship with both workplace negative gossip about supervisors and workplace negative gossip about coworkers in study. On the other hand, it was observed that psychological entitlement only had a mediating effect on the relationship between workplace negative gossip about coworkers and contextual performance. Finally, some limitations of the research are emphasized, practical suggestions related to the managing the effects of workplace negative gossip and psychological entitlement on individual outcomes in hospitality businesses based on the results of research as well as some suggestions for future research on these issues were presented.

Keywords: Workplace Negative Gossip, Frontline Employee, Contextual Performance, Psychological Entitlement.



Başkasının Üzüntüsüne Sevinme (Schadenfreude): Örgütsel Davranış Alan Yazını Açısından Teorik Bir İnceleme

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ÖZET

Çalışanların kişilik özellikleri ve davranışları arasındaki ilişkiyi incelemeye yönelik arayışlar, akademiye farklı kavramların arayışlarına doğru yönelmiştir. Bu bağlamda örgütsel davranış alan yazınında incelenen kavramlardan biri de başkasının üzüntüsüne sevinme (schadenfreude) kavramıdır. Literatürde farklı Türkçe tercüme kullandığı ve negatif örgütsel davranış yaklaşımları arasında değerlendirilebilecek olan kavram, son yıllarda çok sayıda araştırmaya konu edilmeye başlanmıştır. Bu çalışmada başkasının üzüntüsüne sevinme (schadenfreude) kavramı örgütsel davranış alan yazını açısından teorik olarak incelenmiştir. Bu amaca yönelik olarak kavramın ortaya çıkışı, kapsamı ve teorik temelleri, gelişimi, bir kişilik özelliği olarak ele alınma biçimi, boyutları, nedenleri, sonuçları, etkileri, literatürde kavramın ölçümüne yönelik geliştirilmiş ölçekler ve örgütsel davranış alan yazınındaki uygulama örnekleri incelenmiştir. Yapılan incelemelerde elde edilen bulgulardan yola çıkarak, örgütsel davranış alan yazınına yönelik sonraki araştırmalar için çeşitli öneriler geliştirilmiştir.

Anahtar Kelimeler: Başkasının üzüntüsüne sevinme (schadenfreude), teorik inceleme, örgütsel davranış.

Schadenfreude: A Theoretical Review in Terms of Organizational Behavior Literature

ABSTRACT

The search for examining the relationship between employees' personality traits and behaviors has led the academy towards the search for different concepts. In this context, one of the concepts examined in the organizational behavior literature is the concept of schadenfreude. The concept, which has different Turkish translations in the literature and can be evaluated among negative organizational behavior approaches, has begun to be the subject of many studies in recent years. In this study, the concept of schadenfreude was examined theoretically in terms of organizational behavior literature. For this purpose, it was examined that the emergence of the concept, its scope and theoretical framework, development, the way it is considered as a personality trait, dimensions, causes, results, effects, scales developed for measuring the concept in the literature and application examples in the organizational behavior literature. Based on the findings obtained from the investigations, various suggestions have been developed for further research in the organizational behavior literature.

Keywords: Schadenfreude, Theoretical Review, Organizational Behavior.



Biophilic Study of Co-Working Space Design in College Libraries

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ABSTRACT

After the Covid-19 pandemic has passed, more than 2 (two) years have changed the order of life in all environments, including education, offices and commercial areas. Everyone is well aware of the importance of maintaining air quality in closed spaces, as in the research we conducted, one of which was a campus or college library. One effort to maintain air quality in closed spaces is the concept of biophilic design, which is used by many students when studying, reading, making assignments and discussions. The aim of this research is to make a design study on the space in the campus library to apply the concept of biophilic design in co-working spaces to the new normal after the Covid-19 pandemic. The research method used is descriptive qualitative by analyzing the advantages and disadvantages of the theoretical basis for biophilic design patterns applied during the new normal era after the Covid-19 pandemic. It is hoped that the results of the research will provide guidance on how to apply the concept of biophilic design to spaces facing the new world order of the Covid-19 pandemic, so that it is hoped that it will play a role in increasing immunity, physical fitness and human mental health in the context of space, especially campus libraries.

Keywords: Biophilic design, Co-working Space, Library.



Mythical Topics of Kadare

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ABSTRACT

There are some favorite versions of a myths that writers can choose from. In Kadare we see that not a few creations are motivated by different myths, which he has used to debunk or reconsider. It is also estimated that Kadare has not fled to the legends and myths of the Balkans. demystification has cultivated many myths, such as that of Horse of Troy, of Ifigence, the myth of Prometheus, etc., by giving us different variants, in addition to those we know them. So, being influenced by social and historical factors, the myths used by Kadare, as such, are not characterized by greatness. This is why he will spend the times from the sacred to nowadays, and once from the sacred to the desecration.

Thus, Kadare will bring the myth as a topos, making the devaluation of the magical miracle of a myth, in a bird belonging to the zoo in "Shkaba". We also have such a with the Trojan horse, which is not a Titanic horse, but a van filled with moisture that will try to overthrow a small town. Even in the "Cold March Flowers" we will have the parody of the divine act of fire theft, of stealing immortality from Prometheus. In "File H" we have the homeric question, re-established as a cross-border problem, in trying to prove the ancientness and authenticity of the Albanian epic. In "The Night of the Sphinx", the "Prometheus" trilogy, the tyrant is fed by the fear of losing power. Likewise, "The dreary storm at Olymp" it will start from the tragedy of the Aeschylus "Prometheus stuck", which will now rebuild it and its lost parts, not hesitating to give them national elements and spirit. Other myths Kadare will also use to build poetry, such as poetry "Laookonti" or "Horse of Troy", etc.

Keywords: Myth, Disqualified, Sacred, Kadare, Parodis, Divine, Antiquity, Etc.

Dijital Dönüşümün Dönüşümü: Bursa Büyükşehir Belediyesi'nde Dijital Dönüşüm Faaliyetlerine İlişkin Bir Araştırma

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ÖZET

Bu çalışma, İskandinav Kurumsalcılık Kuramı'nın "çeviri" kavramını kullanarak, Bursa Büyükşehir Belediyesi'nin dijital dönüşüm sürecinde bilgi ve uygulamaların nasıl aktarıldığını, dönüştürüldüğünü ve kurumsallaştığını incelemeyi amaçlamaktadır. Çeviri sürecinin teknik ve sembolik boyutları, çeviri sürecinde rol oynayan aktörler ve bu aktörlerin etkileşimleri üzerinde durulmaktadır. Ayrıca, dijital dönüşümün belediye bünyesinde yarattığı değişimler ve bu değişimlerin kurumsal yapı ve kültür üzerindeki etkileri de analiz edilmektedir.

Nitel analiz yöntemleri esas alınan araştırmada veri toplama yöntemi olarak derinlemesine görüşmeler, doküman analizi ve gözlem teknikleri kullanılmıştır. Öncelikle kurumsal raporlar, stratejik planlar, yönetmelikler ve diğer ilgili dokümanlar incelenmiştir. Bursa Büyükşehir Belediyesi'nde görev yapan üst düzey yöneticiler, orta kademe yöneticiler ve dijital dönüşüm sürecinde aktif rol oynayan personel ile görüşmeler devam etmektedir.

Doktora tezi olarak devam eden çalışmada hem İskandinav Kurumsalcılığı Kuramı'na hem de dijital dönüşüm literatürüne katkı sağlamayı hedeflemektedir. "Çeviri" kavramının dijital dönüşüm süreçlerine uygulanması, bu kavramın teorik ve pratik boyutlarının daha iyi anlaşılmasını sağlayacaktır. Bursa Büyükşehir Belediyesi özelinde yapılan bu çalışma, diğer büyükşehir belediyelerinin dijital dönüşüm süreçlerine ışık tutacak ve bu alanda yapılacak çalışmalara örnek teşkil edecektir.

Keywords: Çeviri, İskandinav Kurumsalcılığı, Dijital Dönüşüm, Belediye.

Transformation of Digital Transformation: A Research on Digital Transformation Projects in Bursa Metropolitan Municipality

ABSTRACT

This study aims to examine how information and practices are transferred, transformed, and institutionalized in the digital transformation process of the Bursa Metropolitan Municipality, using the "translation" concept of the Nordic Institutionalism Theory. The technical and symbolic dimensions of the translation process, the actors involved in the translation process, and the interactions of these actors are emphasized. In addition, the changes created by digital transformation within the municipality and the effects of these changes on the institutional structure and culture are also analyzed.

In the research based on qualitative analysis methods, in-depth interviews, document analysis, and observation techniques were used as data collection methods. First, corporate reports, strategic plans, regulations, and other relevant documents were examined. Interviews are ongoing with senior managers, middle managers, and personnel who play an active role in the digital transformation process at the Bursa Metropolitan Municipality.

The ongoing doctoral thesis aims to contribute to both the Nordic Institutionalism Theory and the digital transformation literature. Applying the "translation" concept to digital transformation processes will provide a better understanding of the theoretical and practical dimensions of this concept. This study, conducted specifically for the Bursa Metropolitan Municipality, will shed light on the digital transformation processes of other metropolitan municipalities and serve as an example for future studies in this field.

Keywords: Translation, Scandinavian Institutionalism, Digital Transformation, Municipality.



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Influence of Organizational Structure, Work Design and Competency Toward Nurses Performance Satisfaction: A Comparison Between Jakarta Seaport Hospital and Omni Hospital Pulomas

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ABSTRACT

Hospitals are vital institutions in communities, with nurses playing a crucial role in improving healthcare performance. Nurses as the largest health care team are required to improve nursing performance. This study purpose is to find out whether the organizational structure and competence influence the nurse's performance satisfaction at Jakarta Seaport Hospital and Omni Hospital Pulomas Jakarta. This research focused on the influence of organizational structure, and competency on the Nurse's Performance Satisfaction at Jakarta Seaport Hospital and Omni Hospital Pulomas Jakarta. The method in this research is the quantitative descriptive research, namely research on data collected and expressed in the form of numbers, although also in the form of qualitative data as its support, such as words or sentences arranged in questionnaires, sentences from consultation or interview results between researchers and informants. The target population in this research were nurses at the Jakarta Seaport Hospital as many as 200 nurses and Omni Pulomas Jakarta Hospital as many as 200 nurses. As a result, the Organizational Structure on satisfaction of nurses' performance at Omni Hospital Pulomas has a higher value of influence than Jakarta Seaport Hospital and has a higher influence than the Omni Hospital Pulomas in Jakarta, and for the Competency variable Jakarta Seaport Hospital has no influence on Nurse's Performance Satisfaction. In contrast, Omni Hospital influences competence on Nurse's Performance Satisfaction. Nurses must further improve their performance and competence and pay more attention to complaints submitted by the patients.

Keywords: Job design, Organizational Structure, Competence, Performance Satisfaction.



Exploring The Impact of Educational Management on Student Satisfaction and Achievement

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ABSTRACT

The quality management of educational institutions is strongly influenced by the input to the education management system, including students, lecturers, and facilities supporting the teaching and learning process. These three factors are interdependent and influence each other in creating a successful teaching and learning process. This study aims to investigate: 1) the influence of lecturer management performance on student satisfaction, 2) the impact of quality management of academic administrative services on student satisfaction, 3) the effect of lecturer performance on learning achievement, 4) the impact of the quality of academic administrative services on learning achievement, and 5) the influence of student satisfaction on learning achievement. A quantitative analysis technique using statistical programs SPSS and AMOS (Analysis of Moment Structures) version 20 was employed to analyze the data. The data collected in this study are primary, obtained through field studies using the questionnaire method. This method involves collecting data via a list of questions that respondents must fill out. The results indicate that lecturer management performance does not significantly influence student satisfaction. However, the quality management of academic administrative services has a significant effect on student satisfaction. Additionally, both lecturer management performance and the quality of academic administrative services significantly influence learning achievement. Lastly, student satisfaction also has a significant impact on learning achievement.

Keywords: Lecturer Management Performance, Academic Administrative Service Quality, Student Satisfaction, Learning Achievement.



Exploring The Determinants of Human Resources Management Performance: The Interplay of Motivation, Self-Concept, and Competence

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ABSTRACT

Objectives: The objectives of this study are: 1) To determine the effect of learning motivation on lecturer competence. 2) To determine the effect of academic self-concept on lecturer competence. 3) To determine the effect of learning motivation on lecturer performance. 4) To determine the effect of academic self-concept on lecturer performance. 5) To determine the effect of lecturer competence on lecturer performance. 6) To determine the effect of learning motivation on lecturer performance with lecturer competence as an intervening. 7) To determine the effect of academic self-concept on the performance of lecturers with the competence of lecturers as an intervening for the Master of Management postgraduate program at Pamulang University.

Methods: The research method used is descriptive quantitative. The population in this study amounted to 158 Odd Semester Students for the 2019 Academic Year taken from 3 classes majoring in Human Resource Management, Postgraduate Management Master's Program, Pamulang University, Tangerang.

Results: The results of this study indicate that: 1) There is an influence between learning motivation on lecturer competence. 2) There is an influence between academic self-concept on lecturer competence. 3) There is an influence between learning motivation on lecturer performance. 4) There is an influence between academic self-concept on lecturer performance. 5) There is an influence between lecturer competence on lecturer performance. 6) There is an influence between learning motivation on lecturer performance and lecturer competence as an intervening. 7) There is an influence between the academic self-concept on the performance of the lecturer and the competence of the lecturer as an intervening.

Keywords: Capital Assistance, Skills Training, Mentoring, Income, National Amil Zakat Agency (Baznas).



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Influence of Organizational Structure, Work Design and Competency Toward Nurses Performance Satisfaction: Study Case in Jakarta Seaport Hospital

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ABSTRACT

Hospitals are vital institutions in communities, with nurses playing a crucial role in improving healthcare performance. Nurses as the largest health care team are required to improve nursing performance. This study's purpose is to find out whether the organizational structure and competence influence the nurse's performance satisfaction at Jakarta Seaport Hospital. This research focused on the influence of organizational structure, and competency on the Nurse's Performance Satisfaction at Jakarta Seaport Hospital. The method in this research is the quantitative descriptive research, namely research on data collected and expressed in the form of numbers, although also in the form of qualitative data as its support, such as words or sentences arranged in questionnaires, sentences from consultation or interview results between researchers and informants. The target population in this research were nurses at the Jakarta Seaport Hospital as many as 200 nurses. As a result, the Organizational Structure and work design have a significant influence on the Nurse's Performance Satisfaction at Jakarta Seaport Hospital and Competency does not influence Nurse's Performance Satisfaction. The recommendation for Jakarta Seaport Hospital must be to reform the Organization structure and work design while increasing satisfaction among nurses.

Keywords: Job design, Organizational Structure, Competence, Performance Satisfaction.



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5 July 2024, Friday- SESSIONS & MODERATORS

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Time	CEO Congress Zoom Meeting Channel 1 Sessions
9:00-10:00	Opening Speeches Assoc. Prof. Dr. Duygu HIDIROĞLU – Türkiye
10:00-11:00	Keynote Speakers Session Assoc. Prof. Dr. Analjoti BASU , Brainware University, India
11:00-12:00	Guest Speakers Session Assoc. Prof. Dr. Analjoti BASU , Brainware University, India
12:00-12:30	Workshop – Research Method Dr. Rey TY , Payap University – Thailand
12:30-14:00	Session 1 Channel 1 https://us02web.zoom.us/j/88457731870
14:00-15:30	Session 2 Channel 1 https://us02web.zoom.us/j/88457731870
15:30-17:00	Session 3 Channel 1 https://us02web.zoom.us/j/88457731870
17:00-18:30	Session 4 Channel 1 https://us02web.zoom.us/j/88457731870
18:30-19:30	Session 5 Channel 1 https://us02web.zoom.us/j/88457731870
19:30-21:30	Session 6 Channel 1 https://us02web.zoom.us/j/88457731870



6 July 2024, Saturday - SESSIONS & MODERATORS

<https://us02web.zoom.us/j/88457731870>

<u>Time</u>	<u>CEO Congress Zoom Meeting Channel 1 Sessions</u>
08:30-10:00	<u>Session 7</u> Channel 1 https://us02web.zoom.us/j/88457731870
10:00-11:30	<u>Session 8</u> Channel 1 https://us02web.zoom.us/j/88457731870
11:30-13:00	<u>Session 9</u> Channel 1 https://us02web.zoom.us/j/88457731870
13:00-14:30	<u>Session 10</u> Channel 1 https://us02web.zoom.us/j/88457731870
14:30-15:30	<u>Session 11</u> Channel 1 https://us02web.zoom.us/j/88457731870
15:30-16:30	<u>Session 12</u> Channel 1 https://us02web.zoom.us/j/88457731870
16:30-17:30	<u>Session 13</u> Channel 1 https://us02web.zoom.us/j/88457731870
17:30-18:30	<u>Session 14</u> Channel 1 https://us02web.zoom.us/j/88457731870
18:30-19:30	<u>Session 15</u> Channel 1 https://us02web.zoom.us/j/88457731870
19:30-21:00	<u>Session 16</u> Channel 1 https://us02web.zoom.us/j/88457731870



7 July 2024, Sunday - SESSIONS & MODERATORS

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Time	CEO Congress Zoom Meeting Channel 1 Sessions
08:00-10:00	Session 17 Channel 1 https://us02web.zoom.us/j/88457731870
10:00-11:30	Session 18 Channel 1 https://us02web.zoom.us/j/88457731870
11:30-12:30	Session 19 Channel 1 https://us02web.zoom.us/j/88457731870
12:30-13:30	Session 20 Channel 1 https://us02web.zoom.us/j/88457731870
13:30-15:00	Session 21 Channel 1 https://us02web.zoom.us/j/88457731870
15:00-16:30	Session 22 Channel 1 https://us02web.zoom.us/j/88457731870
16:30-18:00	Session 23 Channel 1 https://us02web.zoom.us/j/88457731870
18.00-19.00	Session 24 Channel 1 https://us02web.zoom.us/j/88457731870
19.00-19.30	Closing Session All congress participants are required to attend this session. The best paper award will be given. Prof.Dr. Wiwiek Mardawiyah DARYANTO Prof. Lamia HAMMAD



5 July 2024, Friday- SESSIONS & MODERATORS

<https://us02web.zoom.us/j/82461364049>

Time	<u>CEO Congress Zoom Meeting Channel 2 Sessions</u>
12:00-13:30	<u>Session 1</u> Channel 2 https://us02web.zoom.us/j/82461364049
13:30-15:00	<u>Session 2</u> Channel 2 https://us02web.zoom.us/j/82461364049
15:00-16:30	<u>Session 3</u> Channel 2 https://us02web.zoom.us/j/82461364049
16:30-18:00	<u>Session 4</u> Channel 2 https://us02web.zoom.us/j/82461364049
18:00-20:30	<u>Session 5</u> Channel 2 https://us02web.zoom.us/j/82461364049



6 July 2024, Saturday - SESSIONS & MODERATORS

<https://us02web.zoom.us/j/82461364049>

<u>Time</u>	<u>CEO Congress Zoom Meeting Channel 2 Sessions</u>
08:30-10:30	<u>Session 6</u> Channel 2 https://us02web.zoom.us/j/82461364049
10:30-12:00	<u>Session 7</u> Channel 2 https://us02web.zoom.us/j/82461364049
12:00-13:00	<u>Session 8</u> Channel 2 https://us02web.zoom.us/j/82461364049
13:00-14:00	<u>Session 9</u> Channel 2 https://us02web.zoom.us/j/82461364049
14:00-15:30	<u>Session 10</u> Channel 2 https://us02web.zoom.us/j/82461364049
15:30-17:00	<u>Session 11</u> Channel 2 https://us02web.zoom.us/j/82461364049
17:00-18:30	<u>Session 12</u> Channel 2 https://us02web.zoom.us/j/82461364049



OPENING CEREMONY	
Friday 5 July 2024 9:00-10:00	<p>Opening Speeches</p> <p><u>Moderator:</u></p> <p>Assoc. Prof. Dr. Duygu HIDIROĞLU – Türkiye</p> <p>National Anthem of the Republic of Turkiye</p> <p><u>Speakers:</u></p> <p>Assoc. Prof. Dety Nurfadilah, MBA (Head of Research and Community Service Department Sekolah Tinggi Manajemen IPMI), Indonesia</p> <p>Prof. Dr. Farhod AHROROV, Vice Rector of Samarkand Branch of Tashkent University of Economics, Uzbekistan, Co-Chair</p> <p>Prof. Dr. Dametken Turekulova, Vice Rector of Esil University, Kazakhstan</p> <p>Ms. Alona Sliusar, Director of the Department of Scientific Research and Development Alfred Nobel University</p> <p>Prof. Dr. Sergii KHOLOD, Rector of Alfred Nobel University Dnipro, Ukraine, Co-Chair</p> <p>Prof. Dr. Sumer Singh Yadav, Vice Chancellor of Career Point University, India, Co-Chair</p>
<u>Channel</u> <u>Link:</u>	https://us02web.zoom.us/j/88457731870



Keynote Speakers Session	
Friday 5 July 2024 10:00- 11:00	<p style="text-align: center;"><u>Moderator:</u></p> <p>Assoc. Prof. Dr. Analjyoti BASU, Brainware University, India</p> <p style="text-align: center;"><u>Keynote Speakers:</u></p> <p>Prof. Dr. Siham EL-KAFAFI, Director of Arrows Research Consultancy, New Zealand</p> <p>Prof. Dr. Hernán E. Gil FORLEO, University of Buenos Aires, Argentina</p> <p>Dr. Dewi Puspaningtyas Faeni, MBA, MHT, Dean Faculty of Economics and Business, Universitas Bhayangkara Jakarta Raya, Indonesia</p> <p>Prof. Dr. Luís Miguel Cardoso, Polytechnic Institute of Portalegre, Portugal</p> <p>Dr. Ir. Firdaus Basbeth, MM. Sekolah Tinggi Manajemen PPM, Indonesia</p>
<u>Channel</u> <u>Link:</u>	https://us02web.zoom.us/j/88457731870



<u>Guest Speakers Session</u>	
Friday 5 July 2024 11:00- 12:00	<p style="text-align: center;"><u>Moderator:</u></p> <p>Assoc. Prof. Dr. Analjyoti BASU, Brainware University, India</p> <p style="text-align: center;"><u>Guest Speakers:</u></p> <p>Dr. Bahrullah Safi, Chief Strategy Officer International Acacia University, Arizona, USA Asst. Prof. Dr. Ir. Amelia Naim Indrajaya, MBA – Head of CSMSR, IPMI Institute, Jakarta, Indonesia Assoc. Prof. Dr. Bobur Sobirov, Samarkand branch of Tashkent State University of Economics, Uzbekistan Assoc.Prof. Murteza HASANOĞLU, Azerbaijan State Administration Academy, Azerbaijan Prof. Dr. Paulo Ferreira, Pro-President, Polytechnic Institute of Portalegre, Portugal</p>
<u>Channel</u> <u>Link:</u>	https://us02web.zoom.us/j/88457731870

<u>Research Method Workshop</u>	
Friday 5 July 2024 12:00- 12:30	<p style="text-align: center;"><u>Moderator:</u></p> <p>Kerim KARADAL, Türkiye</p> <p style="text-align: center;"><u>Speaker:</u></p> <p>Dr. Rey TY, Payap University – Thailand Validity and Reliability in Qualitative, Quantitative, and Mixed Methods Research in the Social Sciences</p>
<u>Channel</u> <u>Link:</u>	https://us02web.zoom.us/j/88457731870



CEO Congress Zoom Meeting Channel 1
5 July 2024, Friday

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 1	12:30-14:00	Moderator	Assoc. Prof. Dr. Analjyoti Basu
<ol style="list-style-type: none"> 1. Measuring and Analysing Financial Health of PT Gudang Garam Tbk According to Altman Z-Score During the Construction of Dhoho Airport - Steven Chandra, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. The Impact of B20 Government Policy Implementation on the Financial Performance of Oil Palm Company, Pt Salim Ivomas Pratama Tbk : Year 2018 – 2023 - Esha Etlin SARATOGA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Post-Pandemic Financial Performance: A Comparative Analysis of PT. Telekomunikasi Negara Tbk (TLKM) And Competitor In The Indonesian Telecommunications Sector For Years 2022-2023 - Ragsa Endahas AHMAD, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. The Affect on Financial Performances of PT Medco Energi Internasional, Tbk. After Acquisition of Ophir Energy Plc in 2019 - Kosario Mohammad KAUTSAR, Prof. Dr. Wiwiek Mardawiyah DARYANTO 5. The Effect of Profitability and Ownership Structure Mediated by CSR Disclosure in Manufacturing Companies - Sri Anawati, Muhammad Zulkifli 6. Unveiling the Dynamics of Organizational Structure and Strategy: Insights for Enhancing Corporate Performance - Muhammad Zulkifli 7. Navigating The Paradigm-War: Advancing Management Science Through Paragrammatic and Dialectical Approaches: An Article Review - Muhammad Zulkifli 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 2	14:00-15:30	Moderator	Assoc Prof Dety Nurfadilah
<ol style="list-style-type: none"> 1. Measuring and Evaluating Financial Performances of the Biggest Taxi Company in Indonesia, PT. Blue Bird Tbk during 2017-2021 and its Resilience in the Covid-19 Pandemic Era - Baskoro F. WAFDANA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. The Use of Artificial Intelligence in one Aviation Institution in the Philippines - Atty. Gomeriano V. AMURAO, Dr. Lina M. CONSTANTE, Dr. Ethel Reyes-CHUA, Dr. Jhennie VILLAR, Ms. Hazel Irish PAGULAYAN, Ms. Erielyn REYES 3. Navigating Global Educational Challenges through Technological Innovation at One Aviation Institution - Dr. Ethel Reyes-CHUA, Atty. Gomeriano V. AMURAO 4. Operational Excellence: How the CEOs should exploit OE using Quality tools - Avesh Patil, Assoc. Prof. Dr. Analjyoti Basu, Prof. Dr. Salim Shamsher 5. Human Resource Development on Msme Performance in Cilodong, Depok Through Competitive Advantage Mediation to Support Sustainability Development Goals – Udriyah, Muhammad Zulkifli 6. Influence Of Organizational Structure, Work Design And Competency Toward Nurses Performance Satisfaction Jakarta Seaport Hospital - Dedy Nugroho 			



Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 3	15:30- 17:00	Moderator	Dr. Raveenthiran VIVEKANANTHARASA
<ol style="list-style-type: none"> 1. The Analysis of Financial Ratio in PT Telkom Indonesia TBK in 2018-2022 to Evaluate Profit and Assets Performance - Yan FAISAL, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Analysis of the Indonesia’s Leading Film Company, PT MD Pictures Tbk. : The Impact of Dual Strategy in the Digital Age (2018 – 2022) - Lydia SEPTRIANI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Financial Performance Analysis and Evaluation of PT XL Axiata Tbk for Years 2019-2023, Before and After the Implementation of 5G Network in Indonesia - Aysela Karlina HERSANTI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. Financial Performance Analysis of PT Vale Indonesia Tbk Year 2018-2023 - Tunas Immawan PRIYAMBUDI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 5. Analysis, Evaluation of Financial Performances and Z-Score Assessment of PT Aneka Tambang, Tbk for Years 2019-2023 - Ricky FEBIAWAN, Prof. Dr. Wiwiek Mardawiyah DARYANTO 6. Cryptocurrency and NFT Evolution: A Comprehensive Review of Recent Trends and Developments - Gioia ARNONE 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 4	17:00- 18:30	Moderator	Dr. Raveenthiran VIVEKANANTHARASA
<ol style="list-style-type: none"> 1. Financial Performance Analysis and Evaluation of PT. Bank Permata Tbk. Before and After Acquired by Bangkok Bank Public Co. Ltd. Amid High Competition in Indonesia Banking Industry for the Years 2019 - 2023- Eddie SAJOGA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Measurement, Analysis and Evaluation of PT Siloam Hospital, Tbk Before and During Covid-19 Pandemic Crisis in Indonesia for Years 2017 -2022 - Theresia Agustina SURYANI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Assessment and Prospects for the Development of Tourist Destinations as the Basis for Sustainable Tourism in Kazakhstan - Zhassulan SADYKOV, Akmaral MAIMURUNOVA, Marzhan MUSLIMBEKOVA, Yerbolat AMANGELDI 4. The Role Of Sufi Mystic Order In Peasant Rebellions Of 18th To Early 19th Century In India - Subham Das 5. Common Future: Addressing Global Problems – Studying The Interconnections Between Social, Economic, Environmental, Organizational, And Technological Issues And Developing Comprehensive Solutions For A Sustainable Future - Otanazarova Gozal Adilbekovna 			



Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 5	18:30- 19:30	Moderator	Dr. Raveenthiran VIVEKANANTHARASA
<ol style="list-style-type: none"> 1. The Therapeutic Effects of Deniplant Nutraceuticals on the Gut Microbiome in Patients with Psoriasis - Major Gheorghe GIURGIU, Prof dr med Manole COJOCARU 2. Why Indian TV News Media Failed in 2024 Indian Elections - Prof. Dr. Ratnesh DWIVEDI 3. Communicative Functions in Communication Language - Asst. Prof. Dr. Adnan Faihan MAHMOOD 4. Leveraging Modern Technology to Enhance Education - Dr. Iqtidar Hussain 5. Rural Agriculture and Scientific AI Communication in India: Bridging the Gap for Enhanced Agricultural Productivity - Asst. Prof. Dr. Manasa GOWDA 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
5 July 2024 Session 6	19:30- 21:30	Moderator	Kerim KARADAL
<ol style="list-style-type: none"> 1. Global Mobility and Economic Prosperity: A Comprehensive Analysis of Indian Migration Patterns in the Gulf Cooperation Council (GCC) Countries - Dr. Muhammad Shuez Abdi, Dr. Saba Parveen 2. Demographics and Cameroon's Economic Emergence by 2035 - Julien Grégoire ONGUENE ATEBA 3. The Role of Stakeholders in Building the Image and Brand of a City - M.Sc. Eng. Dominik Malinowski, Julia Zielińska 4. Corporate Social Responsibility (CSR) in the Legal and Economic Aspect - Ph.D. Artur Lis 5. The evolution of bankruptcy and restructuring regulations in Poland - Ph.D. Bartosz Nieścior 6. The Nation Decides - Some Remarks on the Institution of Referenda in Poland - M.Sc. Izabela Stańczuk 7. A New Perspective on the Issue of Arrests - M.Sc. Małgorzata Czerwińska 8. Application of Artificial Intelligence (AI) in Business Process Management in SMEs - M.Sc. Magdalena Wrońska 9. Effort-reward ratio in medical staff during the COVID-19 pandemic - Ph.D. Katarzyna Wojtysiak, Profesor, Hanna Zielińska-Więczkowska 10. Motivating and Demotivating Factors in the Work of Polish Nurses and Male Nurses - Own Research - Professor Joanna Jasińska, Ph.D. Agnieszka Nowacka 11. Traditional Ecological Knowledge as a Way to Sustainably Use Natural Resources - Vasylyna Petrovets, eng. Beata Wasąg 12. The Future of Accounting in the Age of Artificial Intelligence and Digital Transformation: New Paradigms and Challenges - Asst. Prof. Dr. Salahattin ALTUNDAĞ 			



CEO Congress Zoom Meeting Channel 1
6 July 2024, Saturday

Meeting Channel 1		https://us02web.zoom.us/j/88457731870	
6 July 2024 Session 7	08:30- 10:00	Moderator	Dr. Souvik DASGUPTA
<ol style="list-style-type: none"> 1. Intellectual Capital, Competitive Advantage, Financial Performance and Company Value Among Banking Industries in Indonesia by Generalized Structured Component Analysis (GSCA) - Alfi Maghfuriyah, Muhammad Zulkifli 2. The Concept of Islamic Management Within Alawiyin Non Governmental Organization (NGOs) in Preserving Diversity Values in Indonesia - Ali Ridho, Muhammad Zulkifli 3. Is There a Relationship Between Renewable Energy Consumption And Economic Growth In Morocco? An Empirical Investigation Using the Toda-Yamamoto Approach - Abdelaziz AGUILAL, Benaceur OUTTAJ 4. Exploring The Influence of Digital Marketing Strategy on Brand Image and Purchase Intentions in Depok's Beauty Salon Industry - Suci Ayu Sudari, Dedy Nugroho 5. Adapting Human Resources Management to The Digital Age: The Role of Gamification And E-Recruitment - Feri Nugroho, Muhammad Zulkifli 6. Investigating the Direct and Indirect Effects of Knowledge Management and Attitude Behavior on the Performance – Nurlaela, Muhammad Zulkifli 7. Adapting to Dynamic Oil Price Volatility: A Strategic Framework Incorporating Portfolio Resources, Dynamic Capabilities, Game-Theory - Muhammad Zulkifli 8. Influence Of Organizational Structure, Work Design And Competency Toward Nurses Performance Satisfaction: Study Case In Omni Hospital Pulomas Jakarta - Dedy Nugroho 			

Meeting Channel 1		https://us02web.zoom.us/j/88457731870	
6 July 2024 Session 8	10:00- 11:30	Moderator	Dr. Souvik DASGUPTA
<ol style="list-style-type: none"> 1. How Covid-19 Pandemic Impacted The Infrastructure Industry: The Analysis of PT ADHI KARYA (Persero) Tbk Financial Performance 2018-2022 - Aulia Sabila ROSYAD, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Assesment Using Altman Z-Score Model After Implementation Cigarette Excise Tax of PT HM Sampoerna - Mahen Roul Simbolon, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Financial Performance Analysis and Evaluation of PT. Kimia Farma, Tbk (KAEF) Before and During Covid-19 Era for Years 2018 -2023 - Meizar RIZALDI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. Strategic Decision-Making in The Oil and Gas Sector the Influence of Real-Time Digital Information - Muhammad Zulkifli 5. Exploring The Impact of Educational Management on Student Satisfaction and Achievement – Nurlaela, Dedy Nugroho 6. Exploring The Determinants of Human Resources Management Performance: The Interplay of Motivation, Self-Concept, and Competence – Nurlaela, Dedy Nugroho 			



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 9	11:30-13:00	Moderator	Dr. Souvik DASGUPTA
<ol style="list-style-type: none"> 1. Indian Hotels Company Ltd (IHCL's) Participation in the UN Sustainability Development Goals - D'Sa Merle Maria Bernadine, Dr. Rasika Gumaste 2. Psychological Features of Digital Dependence Taken into Account of Gender Differences - Umarova Yulduz Baxtiyorovna 3. Teachers' Experiences About The Inclusion of Children in The Autism Spectrum Disorder in Regular Schools in Kosova - PhD.can. Dalila SINISHTAJ-LEKAJ, Prof. Dr. Naser ZABELI 4. Postcolonial Cosmopolitanism in Amitav Ghosh's The Glass Palace: Navigating Interconnected Futures and Hybrid Identities.- Asst. Prof. Dr. Shrestha Bharadwaj 5. Understanding Consumer Perceptions of Sustainability: A Comparative Analysis between Developed and Emerging Economies - Fariza Binte Mahbub, Prof. Dr. Emin Civi 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 10	13:00-14:30	Moderator	Dr. Gökhan TURAN
<ol style="list-style-type: none"> 1. Financial Performance and Evaluation of State Owned Enterprise (SOE) Pertamina Gas Negara (PGN) Before, During and After Covid-19 - Muhammad Kholid BRAMASTO, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Dynamic Beyond Interest Rates: Unveiling Parisian House Price Trends with Machine Learning Algorithms - Salsabila Nur Fadhilah, Amine Marouane 3. The Moderating Effect of Digital Connectivity Reliability on the Relationship Between the Intention to Use Qris and the Actual Qris Application: The Implementation at Traditional Art Market in Tourism Areas in Bali - Sylvia Indriaty DARWIN 4. Building a Website as a Digital Marketing Solution for Putrama Bali Holiday - Ni Putu Linda Santiari, Ida Bagus Kelvin Juniartha Sentana, Komang Hari Santhi Dewi, I Gede Surya Rahayuda, Dewi Puspaningtyas Faeni (video presentation) 5. The Relationship Between Land Surface Temperature And Water Availability: A Preliminary Study - Endah Kurniyaningrum, Astri Rinanti, Liana Herlina, Divo Trinugraha Putra 6. Environmental Sustainability: The Influence of Economic Growth on the Spatial Pattern of Old Towns in Java - Dr.Ir.,MT. Lucia Helly Purwaningsih, Dr.Ir.,MT. Popi Puspitasari, Dr.,ST.,MT. Retna Ayu Puspatarini, Dr-Ing, Ir., M.Sc.,MM. I Gede Oka Sindhu Pribadi 			



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 11	14:30- 15:30	Moderator	Dr. Gökhan TURAN
<ol style="list-style-type: none"> 1. Measuring and Evaluating the Financial Health Condition of PT Japfa Comfeed Indonesia, Tbk (JAPFA) Before and During Covid-19 Pandemic Using Financial Ratio Analysis for Years 2019–2023 - Fadhil PERMANA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Analysis and Evaluation of PT Unilever Indonesia Tbk. Year 2017 -2021 - Rinaldi Agustian Azis, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Significance of Jengki Architecture Preservation: A Public Perspective - S.Ars. Angga Sangka Boogie, Dr. Ir., MT. Popi Puspitasari 4. Can Digital Transformation Promote Green Technology Transition Innovation Capability? - Rizka Amalya Umayaksa, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu 5. The Influence of Social Media Interaction from Digital Music Platform Brands on Brand Loyalty Through Cognitive Aspects and Advertising Trust as A Mediator on Social Media - Alviana Aslama Anantia, Kurniawati, Hermanto Yaputra 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 12	15:30- 16:30	Moderator	Dr. Souvik DASGUPTA
<ol style="list-style-type: none"> 1. Behavioral Differences between Employees (Public vs Private Firm) - Samuel PD ANANTADJAYA, Irma M NAWANGWULAN, DC Ethan SAMUEL, Daniella CE SAMUEL 2. The Impact of Sharia and Conventional Monetary Policy, the Covid-19 Pandemic on the Tourism Industry Sector in Indonesia - Lavlimatria ESYA, R. Ajeng ENTARESMEN, Deden Misbahudin MUAYYAD, Syofriza SYOFYAN, Nuraini Chaniago 3. Case Study: The Advantage of Combinable Magnetic Resonance to Recognize Potential Zone Concurring Mud Log with High Gamma Ray - Lecturer. Onnie Ridaliani, Student. Jimmy Lie, Lecturer. Hari Karyadi Oetomo, Lecturer. Puri Wijayanti, Student. Widia Yanti, Technical Director. Lukas Utojo Wihardjo, Researcher. Mohamad Romli, Drilling Fluid Supervisor Malunlana Alamsah 4. Laboratory Study of Corn Starch as a Fluid Loss Control Agent and Its Impact on Drilling Mud Rheology - Lecturer. Puri Wijayanti, Lecturer. Hari Karyadi Oetomo, Lecturer. Arinda Ristawati, Lecturer. Andry Prima, Lecturer. Pauhesti, Lecturer. Prayang Sunny Yulia, Student. Muhammad Hanif Fadhlurrahman Ramadhan, Student. Thalia Ribka Marinada Simaremare, Student. Widia Yanti, Student. Audryna Mellinda Putri, Student. Cheny Graciela Minanlarat, Researcher. Safira Azzahra 5. Optimizing Job Commitment, Job Satisfaction Toward Perceived Organizational Support and Work Life Balance of RCTI Employee Jakarta – Tiarapuspa, Desty Survia, Fajar Maulana 			



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 13	16:30- 17:30	Moderator	Lecturer Sergio Quiroga Mr. Kerim KARADAL
<ol style="list-style-type: none"> 1. Technology For Using Vegetable Oil Surfactant in Facing Future Challenges in Indonesia - Lilian Anggela, Samsol, Onnie Ridaliani Prapansya, Rini Setiati, Muh. Taufiq Fathaddin, Widia Yanti 2. The Impact of Enterprise Resource Planning and Critical Factors on Financial Reporting Quality - Ilham Mansur, Dr. Nurhastuty Kesumo Wardhani, Dr. Jia Jessica Xu, Lidya Aprisda Rajagukguk 3. Utilization of Facebook Social Media: In Pharmaceutical Industrial Design Design for Branding Company Profile - Kireyna Dini Nurcahyani, Menul Teguh Riyanti, Virginia Suryani Setiadi, Wegig Murwonugroho, Ekananda Haryadi, Bambang Tri wardoyo (CA), Muhamad Hafiz bin Hassan 4. Raising Awareness Stunting Among Teenagers - Kireyna Dini Nurcahyani, Menul Teguh Riyanti, Wegig Murwonugroho, Bambang Triwardoyo, Wan Juliana Emeih binti Wahed, Virginia Suryani Setiadi 5. Technology for Processing Products from Household Organic Waste as a Global Challenge for the Future - Rini SETIATI, Qurrotu Aini BESILA, Wahyu SEJATI 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 14	17:30- 18:30	Moderator	Mr. Sergio Quiroga
<ol style="list-style-type: none"> 1. Farmer's School for Farmer's Work Groups Using Environmentally Friendly Rat Repellent - Wahyu Sejati, Daisman Purnomo Bayyu Aji, Tjhwa Endang Djuana 2. Digital-Driven Public Space Design and Creative Placemaking for Enhancing Urban Resilience and Community Well-Being in Indonesia - Nurhikmah Budi HARTANTI, Achmad Hadi PRABOWO, Purnama Sahrial PRADINI, Albertus PRAWATA 3. Breaking the Silence: Addressing Domestic Violence Against Women in Tanzania - Interdisciplinary Approaches for Empowerment and Change - Tariq Abubakar ALLY 4. The True Participation of the Crimean Tatars in the Second World War as Part of the Red Army - Prof. Dr. Polyakov Vladimir Evgenievich 			



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Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 15	18:30- 19:30	Moderator	Mr. Sergio Quiroga
<ol style="list-style-type: none">1. Interconnected Futures: Navigating Global Challenges - Asst. Prof. Dr. Munish Kumar THAKUR2. Symbolism and Symbols in Norbert Elías - Sergio Quiroga3. Internationalization of the Curriculum and Integration in Argentine Higher Education - Sergio Quiroga			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
6 July 2024 Session 16	19:30- 21:00	Moderator	Assoc. Prof. Dr. Analjyoti Basu
<ol style="list-style-type: none">1. Artificial Intelligence (AI) Holds Immense Potential to Address the Most Pressing Global Problem - Dr. Mohammad Haseen AHM2. Assessing Financial Inclusion Initiatives for Tribal Communities in India - Research Scholar Venkatesha Nayak3. How To Realize The Economic Growth In Less Developed Economic Regions? - Kamelia Assenova4. Harnessing AI and Machine Learning for COVID-19 Detection: A Comprehensive Study - Student Baljeet Kaur, Asst. Prof. Dr. Gurpreet Singh			



CEO Congress Zoom Meeting Channel 1
7 July 2024, Sunday

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 17	08:00- 10:00	Moderator	Alfi Maghfuriyah S.S.T., M.Sc.
<ol style="list-style-type: none"> 1. Growth Strategy Analysis for Tekno Scaffolding Business - Ardian Fajar PRASTYAWAN 2. The Influence of Social Media Usage, Organizational Attributes, and Employer Branding Attributes on Intention to Apply for Job Vacancies - Ida ROSYIDAH, B. Medina NILASARI, Renny RISQIANI, Justine TANUWIJAYA 3. Financial Performance Analysis and Evaluation of AKR Corporindo Tbk Before and During Covid 19 Crisis in Indonesia For Years 2018 – 2022 - Ferike Sitohang, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. The Role of the Angklung Community Senang Barokah Sesama (SBS) in Improving the Life Motivation of the Older Generation - Liena PRAJOGI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 5. Factors Influencing Purchase Decision of Electric Vehicle in Indonesia - Ali Alhabsyi, Yulita Fairina Susanti, Msc, Ph.D 6. Analysis of the role of Jeong Culture in Implementing Leadership in Tobacco Company in Indonesia - Mr. Orlando NATAPRADJA, Mrs. Netty SIMBOLON, Dr. Ir. Ktut Silvanita, MA. 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 18	10:00- 11:30	Moderator	Ir. Feri Nugroho, S.ST., M.I.T
<ol style="list-style-type: none"> 1. Financial Performance Analysis and Evaluation of PT. Sumber Alfaria Trijaya, Tbk Before and During the Covid-19 Pandemic Crisis in Indonesia for Years 2019 – 2023 - Rholea PHIARTIANY, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Comprehensive Financial Performance Evaluation and Z-Score Measurement of PT Indocement Tunggal Prakarsa, Tbk for Years 2018-2023: Before and During Covid-19 Pandemic - Rangga Perkasa SIMATUPANG, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. The Impact of Fundamental and Macroeconomic Variables on the Financial Performance of Pt Medco Energi International and the Effects of the Covid-19 Pandemic on its Stock Returns - Mohammad Fidi Abganis HERMAWAN S.T. 4. Muslim Customer’s Intention to Invest in Product Banking Shariah in Muslim Majority Country - Yolanda Masnita, Pipie Puspitasari, Sari Prihartini, Mangku Rasyawal, Anna Bakiewicz 5. The Nexus of Cigarette Taxes, Economic Growth And Public Health in Indonesia: A Systematic Literature Review - Muhammad Zilal Hamzah, Eleonora Sofilda, Agus Sriyanto 			



9th International CEO Communication, Economics, Organization & Social Sciences Congress

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 19	11:30- 12:30	Moderator	Dr. Souvik Dasgupta
<ol style="list-style-type: none"> 1. Enhanced Oil Recovery Technology Disruption as Navigation Towards Global Challenges - Raka Fajar NUGROHO, Mugi Wiratomo WIDYABAKTI, Rini SETIATI, Suryo PRAKOSO, Muh. Taufiq FATHADDIN 2. Evaluation of Vibration Prediction Software to Estimate and Evaluate Harmonic Vibration in Drilling Operations in Australia’s Western Territory - Bagus PRASETIA, Rini SETIATI, Suryo PRAKOSO, Muh. Taufiq FATHADDIN 3. The Influence of Regional Competitiveness Aspects on Inclusive Economic Development in Indonesia - Nindya Syaftita, Nurhayati, Harmaini, Koramen Harulian Sirait, Osni Erza 4. To What Extent is the Role of Women in Inclusive Economic Development? - Sherly Senja Rindiani, Nurhayati, Muhammad Yudhi Lutfi, Firdayetti, Syafri 5. Suku Temple As a Cultural and Arts Education Tourism in Central Java - Menul Teguh Riyanti, Suhaila Binti Basar, Virginia Suryani, Bambang Triwardoyo, Ekananda Haryadi 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 20	12:30- 13:30	Moderator	Dr Neeti Hooda
<ol style="list-style-type: none"> 1. Improving The Productivity Hydraulic Body Line Productivity Through Root Cause Analysis Approach with Eliminate Combine Rearrange Simplify Method - M. HUSNI, SALLY CAHYATI, EMELIA SARI 2. The Role of Occupational Safety and Health Education in Improving Knowledge and Awareness of Students at Sumur Batu 4 State Elementary School – Isnawati, Dewi Puspaningtyas Faeni 3. The Impact of Workload, Work Environment and Stress Level on Employee Mental Health at XYZ Office - Sulung Anom Prayogo, Dewi Puspaningtyas Faeni 4. The Influence of Occupational Health and Safety (OHS), Work Environment, and Workload on Employee Performance at PT. Asuransi Bhakti Bhayangkara - Nur Endah Sabarini, Dewi Puspaningtyas Faeni 5. Impact Protégé Career Optimism and Person Organization Fit : Study from e-Commerce Employees in Jakarta - Netania EMILISA, Justine TANUWIJAYA, Deasy ASEANTY, Norzanah Mat NOR, Aziza Idris KURNIAWAN 			



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Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 21	13:30- 15:00	Moderator	Dr Neeti Hooda
<ol style="list-style-type: none"> 1. Financial Performance Analysis of PT Jasa Marga (Persero) Tbk Based on No. Kep-100/Mbu/200- Before, During and After Covid-19 in Indonesia - Juan Adam, Prof. Dr. Wiwiek Mardawiyah DARYANTO 2. Financial Performance Analysis and Evaluation of PT Selamat Sempurna Tbk. Manufacturing and Distribution Automotive Components Listed Company for Years 2019-2023 - Muhammad Fandy WIRAWAN, Prof. Dr. Wiwiek Mardawiyah DARYANTO 3. Financial Performance Analysis and Evaluation of PT. Pabrik Kertas Tjiwi Kimia Tbk (TKIM) 2018–2023, Before and During COVID-19 - Husain ABIYU, Prof. Dr. Wiwiek Mardawiyah DARYANTO 4. Assessment and Evaluation of State Owned Enterprises Financial Health Performance of Construction Company: PT PP (Persero) in 2018-2022 - Dheska KUNWARDANI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 5. Analysis of the Indonesian Lifestyle Retail Industry’s Financial Health Level Before and During COVID-19 Pandemic: A Case Study of PT Mitra Adiperkasa Tbk - Padma Pionir RYUPUTRA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 22	15:00- 16:30	Moderator	Dr. Ir. Muhammad Zulkifli, MSi., CERG, CMA, IPU., APEC Eng
<ol style="list-style-type: none"> 1. Convergence of Neuromarketing and Digital Content: Methods for Improving Interaction With Consumers on Social Media - Prof. Dr. A.K. Daribaeyva, Asst. Prof. Dr. A.K. Shaimerdenova, Asst. Prof. Dr. A.N. Moldasheva 2. Measures for the implementation of project management in JSC "Kazakhstan Temir Zholy" - Senior Lecturer N.M.ALASHBAYEVA, Assoc. Prof. Dr. J.O. LUKPANOVA 3. The Role and Importance of Human Resources of the Republic of Kazakhstan in Achievement of the Un SDGs: Analytical Data - Prof. Dr. Dametken Turekulova, Prof. Dr. Berik Beisengaliev, Assoc. Prof. Dr. Inga Ryumkina 4. The Significance of Amharic Language: A Socioeconomic Perspectives - Mequanint Birhan ALEM 5. The Impact of Demographic Trends and Migration on the Economic Development of Zhambyl Region - Prof. Dr. Dametken Turekulova, Asst. Prof. Dr. Aibek Imashev 			



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Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 23	16:30- 18:00	Moderator	Dr. Anoljyoti BASU
<ol style="list-style-type: none">1. Regional Performance Evaluation Regarding Investment Incentives - Asst. Prof. Dr. Sinan DÜNDAR, Assoc. Prof. Dr. Şerife Merve KOŞAROĞLU, Assoc. Prof. Dr. İlkey NOYAN YALMAN, Asst. Prof. Dr. Selçuk Yasin YILDIZ, Prof. Dr. Necati Alp ERİLLİ2. Is Military Expenditure Still Important for Economic Growth? Case for Bucharest Nine (B-9) Countries - Assoc. Prof. Dr. Orhan CENGİZ, Asst. Prof. Dr. Agnieszka PARLIŃSKA3. Karabakh Victory: Azerbaijan – At the Glance of International Organisations - Assoc. Prof. Dr Murteza HASANOĞLU, Assoc.Prof.Dr.Nesrin SÜLEYMANLI4. State of Application of Personalized Adaptive Learning Technologies in the Educational Process - Lecturer Raushan ZHİLMAGAMBETOVA, Assoc. Prof. Dr. Ercan ÇALIŞKAN, Senior Lecturer Ainagul ALIMAGAMBETOVA5. Sustainable Development Goals In Contemporary World And Environmental Protection Policy Of Azerbaijan - Fidan Khalilova			

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Session 24	18.00- 19.00	Moderator	Dr. Anoljyoti BASU
<ol style="list-style-type: none">1. Problematic Aspects and Forecast Directions for Improving the Legal Regulation of the Activities of the Belarusian Parliament - Assoc. Prof. Dr. Aksana CHMYHA, Assoc. Prof. Dr. Ashish JORASIA2. Pasion vs. Profession: Exploring the Identity of Preschool Teachers in Kosovo - Ph.D(C) . Arbresha BEKA, Prof. Assoc. Dr. Majlinda GJELAJ3. Local Economic Initiatives in Poland and Their Socio-Economic Effectiveness – Assoc. Prof. Dr. Nina Stępnicka4. Evaluating the Progress and Prospects of Financial Inclusion in India - Ms. Navodita CHAUDHARY, Dr. Amogh TALAN5. The Influence of Bilingualism on The Development of Bilingual Children's Speech - Assoc. Prof. Dr. Shamsieva MANZURA			



7 July 2024, Sunday

Meeting Channel 1	https://us02web.zoom.us/j/88457731870		
7 July 2024 Closing Session	19:00- 19:30	Moderator	Prof.Dr. Wiwiek Mardawiyah DARYANTO Prof. Lamia HAMMAD
Closing Session All congress participants are required to attend this session. The best paper award will be given.			

CEO Congress Zoom Meeting Channel 2
5 July 2024, Friday

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
5 July 2024 Session 1	12:00- 13:30	Moderator	Prof. Dr. Eyüp ARTVİNLİ
<ol style="list-style-type: none">1. Nasıl Bir Çevrede Yaşamak İstersiniz Sorusunun Öğrenci Görüşlerine göre Analiz Edilmesi – Dr. Öğr. Üyesi Leyla DÖNMEZ, Prof. Dr. Eyüp ARTVİNLİ2. Nüfus Yoğunluğunun Artmasının ve Azalmasının Öğrenci Görüşlerine göre Analiz Edilmesi - Dr. Öğr. Üyesi Leyla DÖNMEZ, Prof. Dr. Eyüp ARTVİNLİ3. Harita Okuryazarlığı Kazanmış Bireylerin Bakış Açısıyla Çevre Analizi – Prof. Dr. Eyüp ARTVİNLİ, Dr. Öğr. Üyesi Leyla DÖNMEZ4. Sosyal Bilgiler Öğretmen Adaylarının Harita Bilgisi Dersine Yönelik Görüşleri - Prof. Dr. Eyüp ARTVİNLİ, Dr. Öğr. Üyesi Leyla DÖNMEZ5. Gastronomide Vegan Ürünlerin Sürdürülebilirlik Açısından Değerlendirilmesi - Öğr. Gör. Vedat KAYIŞ, Prof. Dr. Nilüfer ŞAHİN PERÇİN			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
5 July 2024 Session 2	13:30- 15:00	Moderator	Prof.Dr.Abdulhamit SİNANOĞLU Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI
<ol style="list-style-type: none">1. Süleyman Çelebi'nin Vesiletü'n-Necâtının Dini ve Sufi Açıdan Tahlili - Taner AKYOL, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI2. Ahmet Avni Konuk'un Fihrist-i Makamat'ı Üzerine Bir İnceleme - Neclanur TUNÇEL, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI3. Türk Müsikisinde Zekâi Dede'nin Şuğullerinin Yeri - Muhammed Huzeyfe GÜNEY, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI4. XIX. Yüzyılda Osmanlı Sarayında Batı Müziğinin Yansımaları: Donizetti Paşa ve Modernleşme Süreci - Yunus Emre BOZYEL, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI5. İlk Konservatuarımız Dârüelhan'ın Eğitim Kadrosu ve Yaptıkları Çalışmalar - Muhammed Ali YAVUZ, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI6. İslam Düşüncesinde İtikâdi Mezheplerin Kendi Akaidlerini İmânileştirilmesinden Doğan Çatışmalar ve Tekfir/cilik Sorunları - Prof.Dr.Abdulhamit SİNANOĞLU			



Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
5 July 2024 Session 3	15:00- 16:30	Moderator	Prof. Dr. Orhan ELMACI Assoc. Prof. Dr. Sadık SERÇEK
<ol style="list-style-type: none">1. Sürdürülebilirlik ve Şirketler İçin Önemi - Hakan DEĞERTEKİN, Assoc. Prof. Dr. Sadık SERÇEK2. Sigorta İşletmelerinde E-Ticaret - Nejat ASLAN, Assoc. Prof. Dr. Sadık SERÇEK3. Sürdürülebilirlik Kapsamında Kurumsal Sosyal Sorumluluğun Kârlılık Üzerine Etkisi: Ürdün Borsası ASEGI VE ASE20 Endeksinde Bir Araştırma - Prof. Dr. Orhan ELMACI, Abdel rahman Hasan theeb ABED ALJAWAD4. Banka ve Kredi Kartı Harcamalarının Dağılımına Yönelik Araştırma - Assoc.Prof.Dr. Ayşe Nur Buyruk AKBABA5. Review of Customer Complaints in New Generation Branchless Banking Services - Lamia GUSEINOVA, Assoc. Prof. Dr. Hülya ER6. Bireysel Yatırımcı Kararlarında Risk Eğilimi ile Mükemmeliyetçilik Algıları Arasındaki İlişki - PhD. Cand. Dilara YILMAZ, PhD. Cand.Tuğba SOYMAN			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
5 July 2024 Session 4	16:30- 18:00	Moderator	Prof. Dr Nurhan AYDIN Prof. Dr. Ramazan ŞENGÜL
<ol style="list-style-type: none">1. 1991-1994 Karabağ Savaşı'nın Azerbaycan İçin İnsani Sonuçları - Prof. Dr. Aydın Mirzazade2. Ak Parti Dönemi Türkiye Kazakistan Siyasi İlişkiler - Prof. Dr Nurhan AYDIN, Perihan AKSU3. Kuzey Kıbrıs Türk Cumhuriyeti'nin Ortak Yatırım Bölgesi Olarak Türk Devletleri Açısından Değerlendirilmesi - Özkul HARAÇ4. Sovyet Stalinist Politikasının Sonuçları: 1931-1933 Yıllarındaki Kazakistan'da Açlık - Arkhyamatayeva Ainur5. Belediyelerin Konut Politikaları: Kocaeli Büyükşehir Belediyesi Örneği - Prof. Dr. Ramazan ŞENGÜL, Gizem KABASAKAL6. Yerel Yönetim Problemlerinin Çözümünde DEMATEL Uygulaması – Dr. Gökhan TURAN			



Meeting Channel 2			
5 July 2024 Session 5	18:00- 20:30	Moderator	Prof. Dr. Oya Aytemiz SEYMEN Prof. Dr. Emet GÜREL
<ol style="list-style-type: none">1. Yeni Medya Bağlamında “Doomscrolling” Kavramı Üzerine Bir İnceleme – Öğr. Gör. Dr. Mustafa Gökmen2. Bir İletişim Becerisi Olarak Dinleme ve Aktif Dinleme - Prof. Dr. Emet GÜREL, Araş. Gör. Dr. Neslihan ÖZMELEK TAŞ3. Yeni Medya Okuryazarlığına Kavramsal Bakış - Prof. Dr. Emet GÜREL, Dr. Öğr. Üyesi Azra K. NAZLI, Arş. Gör. Dr. Neslihan ÖZMELEK TAŞ, MA.c. Selvinaz YOLTAY4. Küresel Örgütlerde Kişi-Örgüt Uyumunun Sağlanması: Sarros vd. (2005) Örgütsel Kültür Profili Temelinde Bir Model Önerisi - PhD. Cand. Çiğdem GÖKÇE, Prof. Dr. Oya Aytemiz SEYMEN5. Testing the Efficiency of Gold Prices in Weak Form with Fourier Unit Root Tests - Onur ŞEYRANLIOĞLU, Mervener SÖZEN, Çağlar SÖZEN6. Marketing Corporate Social Responsibility Practices to Consumers in Modern Marketing: Some Examples of Applications from Brands - Eda DİŞLİ BAYRAKTAR			

CEO Congress Zoom Meeting Channel 2
6 July 2024, Saturday

Meeting Channel 2			
6 July 2024 Session 6	08:30- 10:30	Moderator	Assoc. Prof. Meltem GURUNLU
<ol style="list-style-type: none">1. The Influence of Providing OHS (Occupational Health and Safety) Materials and Its Implementation on the Performance of PT. ABCD Employees – Syamsudin, Dewi Puspaningtyas Faeni2. Implementation of Occupational Safety and Health at Pt. Bumi Gas Indonesia (Bgi) in the Cikande Region, Banten Province, Indonesia - Rieki Indra Bratamanggala, Dewi Puspaningtyas Faeni3. Audit Delay in Indonesia: An Examination of the Impact of Profitability and Solvency on Audit Timeliness with Moderation Key Audit Matters Nurul Sakinah Hayani, Sekar Mayangsari4. Antecedents and Consequences of Work-Family Conflict of Women Employees in Private Bank in South Jakarta - Netania EMILISA, Egabetha Amirah YUDHAPUTRI, Sarfilianty ANGGIANI, Beta Oki BALIARTATI5. The Risk of Fintech Implementation in Indonesian State-Owned Banks - Chrisma Berninda, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu6. Accounting Information System and Employee Performance in Indonesian Banks - Urfa Utari Dewi, Dr. Nurhastuty Kesumo Wardhani, Dr. Sekar Mayangsari, Dr. Jia Jessica Xu7. Future of Finance - Assoc. Prof. Meltem GURUNLU8. An Alternative Approach to the Traditional Corporate Finance Decisions - Assoc. Prof. Meltem GURUNLU			



Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 7	10:30- 12:00	Moderator	Assoc. Prof. Dr. İnan ERYILMAZ Asst. Prof. Dr. Burcu ÖZGÜL
<ol style="list-style-type: none">1. Çevresel Sürdürülebilirliğin İzinde Yeşil Davranış: Havacılık Sektöründe Sistematik Bir Derleme - Dr. Tugay ÖNEY, Hasan KARA, Assoc. Prof. Dr. İnan ERYILMAZ2. Havacılık Emniyetinde Kuş Çarpması Riskleri: İstanbul Havalimanı Uygulamaları – Lecturer Ayberk TUTKUN, Assoc. Prof. Dr. Savaş S. ATEŞ3. Yer Hizmetlerinde Kaynak Yönetimi Kullanımının Uçak Çevrim Süresi Verimliliğine Etkisi - Lecturer Ü. Beste YILDIRIM, Assoc. Prof. Dr. Savaş S. ATEŞ4. Roma Dönemi Mutfak Düzenegi ve Ekipmanları - Arkeolog Şerife Eda ALTIPARMAK5. Türkiye'deki KOBİ'lerin Dijital Yetkinlik Düzeyleri - Gözde Gönülverdi, Assoc. Prof. Dr. Elif Tunalı Çalışkan			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 8	12:00- 13:00	Moderator	Prof. Dr. Z. Gönül BALKIR Öğr. Gör. Dr. Şerife KUZGUN
<ol style="list-style-type: none">1. Dil Felsefesinde Gerçeklik Dil İlişkisi - Prof. Dr. Z. Gönül BALKIR2. Protagoras Söyleminde Kesin Bilgi Sorunu - Prof. Dr. Z. Gönül BALKIR3. Hata Yönetimi Kültürü Kavramının Örgütler Açısından Önemi - Öğr. Gör. Dr. Şerife KUZGUN, Öğr. Gör. Dr. Ayşe BADAĞ4. Günümüz Küresel Dünyasında Birey ve Eğitim - Dr. Mukadder GÜNERİ5. Pazarlama Halkla İlişkileri Üzerine Bir Değerlendirme - Öğr. Gör. Dr. Haydar ÖZAYDIN			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 9	13:00- 14:00	Moderator	Dr. Anurag Agnihotri
<ol style="list-style-type: none">1. Law and Social Development: Study on Jakarta's Regional Government Regulation Related to Social Aid for Elderly - Dr., S.H., M.H. Natasya Yunita SUGIASTUTI, Dr., S.H., M.H. Ari Wahyudi HERTANTO, S.H., Benedetto Setyo S. UTOMO, Maria Angelica A. FERNANDES2. The Impact of Artificial Intelligence on Digital Media: Revolutionizing Multimedia Creation and Interaction - Passa Novarizqa, Wegi Murwonugroho, Ekananda Haryadi, Akkapurlaura (CA)3. How Container Shipping Lines Adapting to COVID-19 Pandemic: A Case Study of Southeast Asian Shipping Company (Period 2020-2022) - Eky KURNIAWAN, Dr. Ir Amelia Naim INDRAJAYA MBA			



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Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 10	14:00- 15:30	Moderator	Dr. Anurag Agnihotri
<ol style="list-style-type: none">1. Law and Economic Development: Study on Indonesian Personal Data Protection - Dr., S.H., M.H. Natasya Yunita SUGIASTUTI, Dr., S.H., M.H. Ari Wahyudi HERTANTO, S.H., Benedetto Setyo S. UTOMO, Maria Angelica A. FERNANDES2. The Influence of Regional Financial Performance Aspects on Inclusive Economic Development in Indonesia - Fijar Akram Fadlullah, Nurhayati, Agustina Suparyati, Meita Indah Fadilla3. The Impact of Starlink Technology on Society, XL Axiata, and the Telecommunication Business Ecosystem in Indonesia - Febby SALLYANTO, Dr Ir Amelia Naim INDRAJAYA MBA4. The Influence of Perceived Benefit, Community Involvement to Support Sustainability Achievement on Tourism Development in Cibodas Tourism Village - Jeanatasia Kurnia Sari, Yulita Fairina Susanti, Msc, Ph.D5. The role of the Middle Corridor in economic integration of Turkic world - Vusala Jafar Jafarova			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 11	15:30- 17:00	Moderator	Gönül GÜL EKŞİ Assoc. Prof. Dr. Nazlı ERSOY
<ol style="list-style-type: none">1. Hafız Post'un Dinî Müsiki'ye Katkıları - Züleyha KUT, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI2. İzmir Devlet Klasik Türk Müziği Korosu Repertuarındaki İlahilerin İncelenmesi - Mehpare PINAR, Dr. Öğr. Üyesi Ömer Faruk BAYRAKÇI3. Entropy Tekniğine Yönelik Bibliyometrik Bir Analiz - Assoc. Prof. Dr. Nazlı ERSOY4. Örgütlerde Dijital Dönüşüm - Gönül GÜL EKŞİ5. Presenteeism'in Çalışan Performansı Üzerindeki Etkileri: Sistematik Bir İnceleme - Postgraduate Student Gamze Dökmeçi, Assoc.Prof.Dr. Ebru Ertürk6. Başkasının Üzüntüsüne Sevinme (Schadenfreude): Örgütsel Davranış Alan Yazını Açısından Teorik Bir İnceleme - PhD. Cand. Ahmet Fatih ÖZYILMAZ, Prof. Dr. Ali ERBAŞI			



Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
6 July 2024 Session 12	17:00- 18:30	Moderator	Assoc. Prof. Dr. Ashish Jorasia
<ol style="list-style-type: none"> 1. Compatibility Testing of Solutions as a Screening Characteristics for Tween 20 Surfactant at 8000 Ppm Salinity Againsts Light Crude Oil 60°C - Alvino Malva Wibowo, Havidh Pramadika 2. Rock Typing Batuan Karbonat Menggunakan Metode Hydraulic Flow Unit Pada Cekungan X - Thalia Ribka Marinada Simaremare, Sigit Rahmawan 3. Effectiveness of Microbes on Oil Recovery Enhancement and Sludge Oil Management in Crude Oil Tanks - Chanaya Annisa Kalila, Samsol 4. Petrophysical Analysis and Causes of The Lower Zone Well X Resistivity - M Hanif Fadhlurrahman, Sigit Rahmawan 5. Pengaruh Temperature Pada Surfaktan Mes Kelapa Sawit Terhadap Peningkatan Perolehan Minyak – Nuraini, Kartika Fajarwati Hartoni 6. Effect of Emulsion Formation on Aos and Als Surfactants At 80 °C With 39 %api - Kesit Bayu Kumoro Aji, Pauhesti 7. Performance Analysis, Evaluation, and Optimization of Hydraulic Pumping Unit Enhancements in the RNB-08 Field and NLWT Well - Restu nika budiarsyah, Sigit rahmawan 			

CEO Congress Zoom Meeting Channel 2
7 July 2024, Sunday

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
7 July 2024 Session 13	11:00- 13:00	Moderator	Assoc. Prof. Dr. Ashish Jorasia
<ol style="list-style-type: none"> 1. Demographic Analysis and Labor Force Potential of the Mangystau Region: Challenges and Prospects - Asst. Prof. Dr. Assiya Turekulova, Asst. Prof. Dr. Bakhytgul Chereyeva, Asst. Prof. Dr. Sergey Rumkin 2. The Role of Leadership and Business Ethics in the Era of Disruption - Dr Juaniva Sidharta, SE, MSI 3. How Does Live Streamer Credibility Influence Impulsive Buying on an Integrated E-commerce Platform? - Carrisa Soetiono SANJAYA, Liza Agustina Maureen NELLOH, Sasotya PRATAMA 4. Analysis and Evaluation of (ESG) Practices on Financial Performances and Stock Prices of PT Industri Jamu dan Farmasi Sido Muncul, Tbk - Dani SYAHPUTRA, Prof. Dr. Wiwiek Mardawiyah DARYANTO 5. Financial Performance Analysis of PT United Tractors Tbk Before, During, and After COVID-19 Crisis in Indonesia for Years 2018-2022 - Dzorfi Bardani NUFUS, Prof. Dr. Wiwiek Mardawiyah DARYANTO 6. Comparison of Financial Performances Before and After Acquisition (Case Study PT Indofood Sukses Makmur, Tbk.) - Dian EDIATI, Prof. Dr. Wiwiek Mardawiyah DARYANTO 7. Sufism and Yoga: Reflections upon Opinions - Kunal Dasgupta 			



Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
7 July 2024 Session 14	13:00- 15:00	Moderator	Assoc. Prof. Dr. Ashish Jorasia
<ol style="list-style-type: none">1. Balancing Agrobiodiversity and Sustainable Land-Use in Pakistan's Evolving Food System - Imrana Sadaf, Muhammad Asif Kamran, Asghar Ali, Muhammad Khalid Bashir2. Biophilic Study Of Co-Working Space Design in College Libraries - Dr Asih Retno, Dewanti M.Ds., M.Pd3. Brand Image Role in Consumer Intention to Use Home Financing Through Multi-Finance Company a Case Study in Bfi Jakarta - Desliana Sidabutar, Firdaus Basbeth4. Mythical Topics of Kadare - PhD Cand Leonora Bruçaj-Keka			

Meeting Channel 2	https://us02web.zoom.us/j/82461364049		
7 July 2024 Session 15	15:00- 16:30	Moderator	Prof. Dr. Şevki ÖZGENER Dr. Öğr. Üyesi Seher ULU
<ol style="list-style-type: none">1. Mesleki Öz Yeterliliğin Tükenmişliğe Etkisinde Mesleki Özdeşleşmenin Aracılık Rolü: Eczacılık Mesleği Üzerine Bir Araştırma - Varujan YÜCECAN, Asst. Prof. Dr. Burcu ÖZGÜL2. Türk Bankacılık Sektöründe Otantik Liderlik ve Kariyer Tatmininin Astların Görev Performansına Etkileri: Osmaniye İli Örneği - Dr. Öğr. Üyesi Seher ULU, Yüksek Lisans Öğrencisi Zeynep Ceren KASNIK3. İş Yerinde Negatif Dedikodunun Ön Büro Personelinin Bağlamsal Performansına Etkileri: Psikolojik Ayrıcalığın Aracı Rolü - Prof. Dr. Şevki ÖZGENER, Yüksek Lisans Öğrencisi Şeyma UĞURLU4. Dijital Dönüşümün Dönüşümü: Bursa Büyükşehir Belediyesi'nde Dijital Dönüşüm Faaliyetlerine İlişkin Bir Araştırma – PhD. Cand. İbrahim AY			



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EDITORS' BIOGRAPHIES

Mr. Lawrence Walambuka



Lawrence Walambuka holds BA international Relations and BA Honours in International politics and currently doing Masters in international politics at University of South Africa. Lawrence is an award winner, second runner up in the College of humanities for the 11th Annual University of South Africa Student and Innovation Showcasing in November/December 2023. The author is an analytically-minded international relations specialist who has a strong focus on strategic analysis of foreign

markets to help realize organizational goals, ability to accurately assess foreign laws, regulations, sociopolitical and socioeconomic factors and their potential impact on organizational goals. Experience in designing public relations strategies in foreign markets for true global involvement. He has a thorough understanding of South Africa's constitution and other statutory instruments. And experienced in lecturing, has Passion for Research, business management, accounting and financial management and worked in diverse sectors including construction, retail, agriculture, government parastatals, workforce solutions and education. Lawrence has been in South African education sector since 2011 as a lecturer and Head of Department of Commerce and academic manager/campus manager since 2020 to date. His focus has been on the meaning, construction and practice of leadership in Higher Education in South Africa. He has been an active practitioner in the Higher Education Sector for over 12 years. He has risen from the ranks of being a Lecturer to that of Senior Lecturer, Head of Commerce Depart and Campus Manager in a multi-campus context of Private College set up. Lawrence has a record of accomplishments in managing complex departments, which include student affairs, academic operations, marketing, finance and health and safety in a large Multi-Campus Private Colleges. During his tenure in higher education, he had a privilege of being exposed to the higher education regulatory environment as a campus manager. A major focus of the Campus Manager during his tenure was on transformation and ensuring improvements in the quality of the student experience in all campuses. In the DHET management of Private colleges, as campus manager: he was responsible for Monitoring Quality Assurance of all examination procedures and implementing DHET, CHE, QCTO and SETA policies..

Leonora Bruçaj



Phd Cand. in Albanian Literature, Leonora Bruçaj
She has completed her Master Degree Studies in the Philological Faculty, in Albanian Literature and Sciences in the Public University Hasan Prishtina in Pristina.

She has also completed her Master Degree in the FAMA College in Pristina, in International Relations and Diplomacy.

She is a Phd Cand, Doctor of Science in Albanian Literature in the Hasan Prishtina University in Pristina.

Creative Profile:

The creative profile of Leonora Bruçaj goes far back to the 90's, since from that time, Leonora Bruçaj has been creating and writing poetry with no interruptions, moreover, not only challenging herself only with poetry, but also testing her creative abilities in prose. In her renowned literary creations she embraces many different topics, from the innate love of her land, to many other social questions, facts and situations that have been quite actual, especially at the time when Leonora had begun writing her poetic verses, and afterwards taking care of even more sensitive topics.

As a young and very promising poetess, thanks to her farsightedness concerning the diapason of Albanian arts and culture, she has been published in many publications and literary magazine of that period, like: Pionieri", "Gep", "Shëndeti", "Dielli", "Kosovarja", "Zëri i Rinisë", "Rilindja", "Bota e Re", and the "Bashkimi" magazine in Albania.

The poetry of Leonora Bruçaj is quite distinguishable for its outstanding stylistic structure, thanks to the use of a wide range of figurative elements that make her verses profoundly colorful, with a sophisticated tonification of senses that seems like a unique sort of degustation. Her further artistic and scientific enrichment as a Literature Researcher will go on through other scientific meetings focusing on literature in Kosovo, Albania, Montenegro, North Macedonia and Germany, where she has been honored with special certificates for her valuable contribute in the wider field of Literature, and in Albanian Literature as well.

She has published some of the poetry in the well-known literary magazine Jeta e Re, no 3, year 2013, in Pristina. She also writes prose, and is working on a new book in that context.

In June 2019 in the literary poetic manifestation organized by the literary club "Martin Camaj" in Munich, a manifestation with a competitive character, where the poetess Leonora Bruçaj wins the first place with the poem "Talking to the sea" (Flas me detin), and is further awarded with the "Jury Prize" in the VI Traditional Festival "Promenadë Mërgimtare 2019) in Pristina. In the manifestation "The festivity of the white cap" (Festa e plisit të bardhë), taking place in Tirana, she was awarded with the second place prize in poetry, and also with the "Zëri i Fishtës" (The voice of Fishta) prize for her scientific research on the "Albanian Homer", At Gjergj Fishta.

In 2019 she has been awarded with the Special Prize "Ibrahim Rugova" in the literary contest devoted to him, in its fifth jubilee edition, with this motivation: For her continuous contribute



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in the realization of projects and topics concerning the work and literary creations of Ibrahim Rugova.

In the literary manifestation “Takimet e Don Mikelit 2019” (The Don Mikel Gatherings 2019), she was awarded with the prize “Agim Ramadani”, with the well-deserved first place for the best poetry in this manifestation that takes place in Stubëll.

Certificate of participation in the XII Seminary of Albanology, “Skanderbeg between History and Literature”.

In August 2019 she completes successfully the “Summer Academy for Diplomatic Communication, Protocol and Ethics” in Pristina, organized by the Academy for Diplomacy and Protocol & London College.

Certificate of International Conference on Linguistics, Literature and Culture - Iellc, 2017- Aab College, Department Of English - South East European University.

Jmu- James Madison University - Certificate Of Completion - Leadership Development Program Coursework-2019.

Mercer University - Certificate of Completion- Leadership Development Program.

X1 International Scientific Conference- Certificate of Participation - “ Strategy For Economic And Local Economic Development of Municipalities in Balkan Countries With Special Previsions The Observations, Challenges and Opportunities For The Development.

The United Nations Institute For Training And Research Program of Correspondence Instruction in Peacekeeping Operations - Certificate of Completion - The Conduct of Humanitarian Relief Operations: Principles of Intervention and Management.

The United Nations Institute For Training and Research Program of Correspondence Instruction in Peacekeeping Operations - Certificate of Completion - Logistical Support to United Nations Peacekeeping Operations.

Other major titles:

Member of the Kosova Writer’s Association.

Member of the Global Union of Albanian Poets.