

PRCU 2018



POSTGRADUATE **2018** RESEARCH CONFERENCE

UNIVERSITI SULTAN ZAINAL ABIDIN (UnISZA)

21-22 Nov 2018 • 8.15 a.m - 5.15 pm • Blok Khadijah

"Sustainable Business Management Towards IR4.0"

Organized by



يونيسو سلطان زين العابدين
UnISZA
UNIVERSITI SULTAN ZAINAL ABIDIN

Foreword

الحمد لله رب العالمين الرحمن الرحيم والصلاة والسلام على رسوله الأمين وعلى آله وأصحابه أجمعين ومن
تبعهم إلى يوم الدين

In the name of Allah Subhanaanahu wa Taala, the Most Gracious and the most Merciful. First and supreme, let us thank Allah SWT for His graciousness and benevolence in making this conference a reality and triumph. It is a great gratification to welcome all the speakers, presenters and participants to the Postgraduate Research Conference UniSZA 2018 (PRCU 2018) organized by our beloved faculty, Faculty of Economic and Management Sciences, Universiti Sultan Zainal Abidin.

We eminently and profoundly hope this conference become one of the prompt platforms to glint ideas, broaden views and expand a sturdy networking and collaboration among participant or researchers that one may fulfil global business needs and practices. Remarkably, the conference theme of “Sustainable Business Management towards IR 4.0” is very significant in stipulating opportunities for the academicians, researcher, industry contender and jurisdiction delegates to have a persuasive and intellectual rhetoric by sharing and reciprocating ideas and research findings.

Additionally, we would like to express our unconditional appreciation to the management of Universiti Sultan Zainal Abidin. Our utmost appreciation also goes to Faculty of Economic and Management Sciences, proponents, sponsors and all associates participants for your unreserved commitment and support in running this conference successfully.

We would like to extend our earnest felicitation to the organizing committee for their conscientiousness and wholehearted dedication ensuring the accomplishment and success of PRCU 2018. May Allah SWT grant us forgiveness and reward us the paramount rank in Jannah, inshaa Allah.

Secretariats

Postgraduate Research Conference (PRCU) 2018
University Sultan Zainal Abidin



Background of Conference

From robotic workforce, self-driving vehicles (SDVs) to virtual assist drones; inevitably, the Forth Industrial Revolution is now changing how we live, work and communicate. Most of human job being taken over by artificial intelligence and it would change the way we value things currently and in the future. Business models and employment trends is now changing, it is approximated by The World Economic Forum, about 65% of primary children today will end up in jobs that haven't been created yet. This would affect the fate of the next generation in conducting their future life if most of them are still heedless upon this dynamic and revolutionary world. Regardless of the cons, IR4.0 is certainly provides abundance of benefits for human being and nature. Thus, conscious of these benefits, we would like to invite all of the scholars and practitioners to debate and share their proficiency regarding to pros and cons of IR4.0. To accentuate, this conference provides a good platform for the scholars, researchers and practitioners from various fields and disciplines in Management, Finance and Banking, Accounting and Social Sciences to debate and discuss the current issues worldwide, while finding the solutions for the problems, exchanging and sharing their knowledge with each other.

OBJECTIVE

- To identify the best solution in business and research area in stipulating with IR 4.0
- To empower existance human resource will better skills, knowledge and expertise
- To share the theoritical and empirical results among the researchers for better output

THEMES

"Sustainable Business Management Towards Industrial Revolution (IR) 4.0"

SUB-THEMES

- Management
- Accounting
- Finance and Banking
- Insurance and Takaful

Above all, aligning with The Forth Industrial Revolution, researchers, practitioners and businesses must be agile in managing their steps in gaining competitive advantage for the sake of IR 4.0 would give high impact towards the research industries.

"Ilmu dan Akhlak"

"BERKHIDMAT UNTUK NEGARA"

PRCU 2018

Faculty of Economics and Management Science,
University of Sultan Zainal Abidin,





Tentative

1st Day

November 21, 2018 | 13 Rabiulawal 1440 | Wednesday

07.30 ^{a.m} :

Registration / Welcome Coffee

8.30 ^{a.m} :

Opening Ceremony and Doa

08.30 ^{a.m} :

I Welcoming Speech

Professor Dr. Zainudin Awang

Deputy Dean of Research

08.45 ^{a.m} :

I Opening Ceremony I

Professor Madya Dr. Wan Norhayate bin Wan Daud

Dean Faculty of Economics and Managemnet Sciences, UniSZA

09.15 ^{a.m} :

I Keynote Speech

Professor Dr. Mustafa bin Mamat

Dean of The Graduate School

10.00 ^{a.m} :

Photo Session and Souvenir Giving Ceremony

10.30 ^{a.m} :

Breakfast

11.00 ^{a.m} :

Parallel Session I

12.45 ^{p.m} :

Lunch and Zohor Prayer

02.15 ^{p.m} :

Parallel Session II

05.15 ^{p.m} :

Tea Time and End





2nd Day

November 22, 2018 | 14 Rabiulawal 1440 | Thursday

07.30 a.m. :

Registration / Welcome Coffee

08.00 a.m.:

Parallel Session I

10.30 a.m.:

Breakfast

11.00 a.m.:

Parallel Session II

12.45 p.m.:

Lunch and Zohor Prayer

02.15 p.m.:

I Welcoming Speech II

Dr. Muhammad Asyraf Afthanorhan

Director of PRCU 2018

I Closing Ceremony

Professor Dr. Zainudin Awang

Deputy Dean of Research

03.15 p.m.:

End



Paper Presentation Schedule

21 November 2018 (Wednesday)

Parallel Session I (10.15 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 01
Theme : Administration and Management
Panel : Prof. Dr. Zainuddin Awang
Moderator : Norsudaha Mat Hasan
Runner : Wan Ezureen Zawawi

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	The Effect of Insecurity on Girl Child Enrolment and Retention in Schools in Northern Nigeria	Jaafar Abdul Kadir
2.	Confirmatory Factor Analysis (CFA) and Structural Equation Modeling (SEM) in Validating a Measurement Tool and Examining the Impact of Human Resource Management Practices on Employees' Job Satisfaction in Jordan Sweden Medical and Sterilization Co	Abdel Aziz Mohamad Abdel Aziz Abuayyash
3.	The Mediating Role Of Supportive Leadership In The Relationship Between Occupational Stress And Job Satisfaction: A Case Of Sewerage Operations In Malaysia	Ayu Suriawaty @ Siti Aishah Binti Bahkia
4.	The Millennium Development Goals (MDGS) And The Domestic Factors In Nigeria	Nasa'i Muhammad Gwadebe
5.	The Art of Covariance Based Analysis in Behavior Based Safety Performance Using Confirmatory Factor Analysis: An Evidence from SMEs	Nor Azma Rahlin
6.	Exploratory Data Analysis Of The Pilot Study On Policy Content Meaningfulness, Public Leadership And Policy Implementation Performance: Moderating Effect Of Policy Acceptance And Commitment	Noryati Alias



21 November 2018 (Wednesday)

Parallel Session I (10.15 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 02
Theme : Administration and Management
Panel : Dr. Rashidah Mohamad Ibrahim
Moderator : Alglilat Mohammad Mahmoud
Runner : Amaliah Yusof

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Antecedents and Outcome of Electronic Word of Mouth (EWOM): Moderating Role of Product Involvement	Manaf Mowafaq Al-Okaily
2.	Developing Halal Chicken Hub For Graduate Entrepreneurs In Malaysia	Muhammad Norsyahidin Abu Hasan
3.	Emotional Intelligence And Work Performance: Conceptual Study	Hadeel Adel Hasan Abuayyash
4.	TQM Practices And Organizational Performance In The Industry Sector In Jordan: Mediating Role Of HRM Practices And Innovation	Shatha Suleiman Abu Mahfouz



21 November 2018 (Wednesday)

Parallel Session I (10.15 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 03
Theme : Accounting
Panel : Dr. Wan Amalina Wan Abdullah
Moderator : Alhassan Belkasem Alhaj
Runner : Ibrahim Tijjani Sabiu

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Impact of Board Diversity on CEO Power	Sani Saidu
2.	PLS-MGA: The Impact of Financial Stability between the Linkages of Awareness and Environmental Tax Compliance	Juhaida Abdul Ghani
3.	Sustainability Disclosure on Environmental Reporting (Literature Review): Evidence from Developing Countries	Alhassan Belkasem Alhaj
4.	Governance Reporting in Humanitarian Philanthropic Organisations	Nur Solehah Aqilah Md Ali

**21 November 2018 (Wednesday)****Parallel Session I (10.15 a.m – 12.45 p.m)**

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 04
Theme : Finance, Banking & Insurance
Panel : Prof. Madya Dr. Puspa Liza Ghazali
Moderator : Muhammad Arslan Sarwar
Runner : Hamid Masud

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	The Influence of Board Gender Diversity on Financial Performance of Listed Companies in Nigeria	Armaya'u Alhaj Sani
2.	Market Orientation and Organizational in Higher Education Institutions in Jordan	Hamza Ali Mohammad Alshatnawi
3.	The Efficiency of Volatility Financial Model with Additive Outlier: A Monte Carlo Simulation	Intan Martina Md Ghani
4.	How Responsive is the Poverty to the Foreign Direct Investment (FDI) Inflows in Nigeria? Auto Regressive Distributive Lag Approach	Muhammad Amiru Haruna



21 November 2018 (Wednesday)

Parallel Session I (10.15 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 05
Theme : Social Science & Others
Panel : Dr. Yusnita Yusof
Moderator : Noridah Abu Bakar
Runner : Rossidi Usop

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	SNS Addiction: Ignoring Effects of Depression on Performance of SNS Users	Benazir Ahmed Siddiqa
2.	Factors Contributing to Career Success of Women Academics in the Malaysian Research Universities	Ehido Amauche Justina
3.	Teacher's Commitment: The Influence of Leadership Style and Emotional Intelligence	Farah Wahida Jaafar
4.	The Application of Geographical Information System for Infrastructural Development in Developing Countries	Kabir Abdul Kadir Gidado
5.	Communicative Language Teaching (CLT): Pedagogy and Practice in English as a Foreign Language (EFL) Community	Md. Hasan Mahmadun Nuby
6.	Communicative Language Teaching (CLT): Pedagogy and Practice in English as a Foreign Language (EFL) Community	Muayad Muhammad Abedl Raheem Alhihi
7.	The needs of Risks Assessment Towards Managing Issues in Blended Learning	Noridah Abu Bakar



21 November 2018 (Wednesday)

Parallel Session II (02.15 p.m – 05.00 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 01
Theme : Administration and Management
Panel : Dr Rashidah Mohamad Ibrahim
Moderator : Norliana Abd. Majid
Runner : Wan Ezureen Zawawi

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Job Satisfaction Factors Among Hospitality Graduates in the Hotels Sector	Norsuhada Mat Hasan
2.	A Risk Factor in Customers' Patronage of Street Foods in Nigeria	Ahmed Momodu Bayemi
3.	The Needs of Risks Assessment towards Managing Issues in Blended Learning	Noridah Abu Bakar
4.	Knowledge Sharing Environment in Higher Educational Institutes of Pakistan: the Mediating Role of Knowledge sharing Behavior	Irfan Raza



21 November 2018 (Wednesday)

Parallel Session II (02.15 p.m – 05.00 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 02
Theme : Administration and Management
Panel : Prof Dr Abdul Malek A Tambi
Moderator : Alglilat Mohammad Mahmoud
Runner : Amaliah Yusof

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Antecedents and Outcome of Electronic Word of Mouth (EVOM): Moderating Role of Product Involvement	Muhammad Arslan Sarwar
2.	The Impact Of TQM On The Company's Performance	Laith Fuad Faleh Alshouha
3.	Examining Competitive Advantage between knowledge Sharing, Work Engagement and Organizational Citizenship Behaviour (OCB) in Jordanian Universities	Ghaith Abdul Raheem Ali Alsheikh
4.	The Role of Digital Media in Sectarian Conflicts in Iraq and Syria 2011-2016: A Study of Al-Jazeera and Facebook	Mohammad Mansour Tayem
5.	Supply Chain Management Practices In Nigeria; Developing A Framework For Enhancement Supply Chain Management For Organization Performance	Popoola Mufutau Olapuju



21 November 2018 (Wednesday)

Parallel Session II (02.15 p.m – 05.00 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 04
Theme : Finance, Banking & Insurance
Panel : Dr Nik Mohd Nor Fadzilah Nik Mohd Rashid
Moderator : Hamid Masud
Runner : Ibrahim Tijjani Sabiu

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Shari'ah Compliance in Islamic Finance: Issues of Grains Trading Financial Transactions in Nigeria	Baba Uba Ibrahim
2.	Infrastructure Project Financing Through Sukuk as an Alternative to Conventional Bond Financing	Ibraheem Alani Abdul Kareem
3.	Governance Structure of Microfinance Institutions: A Comparison of Models and Its Implication on Outreach and Sustainability	Md Nazim Uddin
4.	Financial Globalization Uncertainty/Instability and Financial Development in Nigeria: A Nonlinear ARDL Analysis and Nonparametric Test for Nonlinear Causality by Diks and Panchenko	Ali Umar Ahmad



21 November 2018 (Wednesday)

Parallel Session II (02.15 p.m – 05.00 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 05
Theme : Social Science & Others
Panel : Dr. Yusnita Yusof
Moderator : Noridah Abu Bakar
Runner : Rossidi Usop

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Motivasi Guru Terhadap Penilaian Prestasi Kerja dalam Kalangan GuruGuru Sekolah Menengah Daerah Sabak Bernam	Noor Fadzliana Ahmad Jaafar
2.	Factor Mempengaruhi Penggunaan Persekitaran Pembelajaran Maya (VLE FROG) Guru Agama: Kajian di Sekolah Agama Bantuan Kerajaan (SABK) Negeri Selangor	Noraizan Mohsin
3.	Amalan Kualiti Guru dalam Kalangan Guru Pendidikan Islam di Sekolah Kebangsaan	Razila Kasmin
4.	Analisis Kemahiran Insaniah Terhadap Efikasi Kendiri dalam Kalangan Pelajar Kolej Matrikulasi Melalui Kaedah Kermeneutik	Noraihan Ismail
5.	Tahap Amalan Guru Pendidikan Jasmani Sekolah Menengah dari Aspek Kefahaman dan Transformasi: Satu Kajian di Daerah Klang, Selangor	Mohamed Faizul Mat Som
6.	Tahap Penggunaan Surau Dalam Pembelajaran dan Pemudah Caraan Mata Pelajaran Pendidikan Islam di Sekolah Rendah Negeri Selangor	Nor Liza Binti Kila
7.	Faktor-faktor Dominan yang Mempengaruhi Tahap Hafalan Al-Quran di SM Imtiaz YT Besut: Satu Tinjaun Awal	Mohd Firdaus Bin Ramli



22 November 2018 (Thursday)

Parallel Session I (08.15 a.m – 10.15 a.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 01
Theme : Administration and Management
Panel : Dr. Ahmad Firdause Md Fadzil
Moderator : Mohammad Ali Husein Alshorman
Runner : Rossidi Usop

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Attitude of Undergraduate Students towards eGamification: A Case of Northwest Geo-Political Zone, Nigeria	Auwalu Rabiul Ali Rano
2.	A Qualitative Study on The Self Motivation as A Tool to Reduce Conservatism, Negative Mindset, Lack of Confidences and to Overcome Inner Conflict Among Employees of Bangladesh RMG Factories.	A B M Asadullah
3.	The Effect of Innovation in Achieving Excellent SMEs Performance	Uzairu Muhammad Gwadabe
4.	The Impact of Production Decisions on Competitive Advantage (Case Study: Al-Hikma Pharmaceutical Company)	Aldabbas Ibrahim Alaa





22 November 2018 (Thursday)

Parallel Session I (08.15 a.m – 10.15 a.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 02
Theme : Administration and Management
Panel : Prof Dr Abdul Malek A Tambi
Moderator : Shatha Suleiman Abu Mahfouz
Runner : Amaliah Yusof

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Examine Factors Affecting Success of Enterprise Resource Planning System Adoption on Enterprises' Performance among Medium-Sized Enterprises Sector	Adejare Yusuff Aremu
2.	Product Innovation, Marketing Innovation and Business Performance Relationship of Malaysian Product Industries: Mediating Effect of Design Management	Mohammad Ali Husein Alshorman
3.	The Effect of Entrepreneurial Marketing on Bangladeshi SME Performance and The Role of Organizational Culture: A Structural Equation Modelling	Abu Shams Mohammad Mahmoudul Hoque





22 November 2018 (Thursday)

Parallel Session I (08.15 a.m – 10.15 a.m)

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Room : KH 03
Theme : Accounting
Panel : Dr Nik Mohd Nor Fadzilah Nik Mohd Rashid
Moderator : Shrouq Mohammad Irbayea Alhasan
Runner : Ibrahim Tijjani Sabiu

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Earnings management in Developed and Developing Countries: A Review of Recent Literature	Elhusin Blksem Elhaj
2.	The Role of Internal audit quality factors in enhancing corporate governance	Al-Yazidi Abdul Rahman
3.	The Effects Of Internal Governance, Financial Audit and Risk Management on Real Earnings Management: The Mediating Role Of Internal Audit Committee	Ibrahim Garba
4.	The Effects of Forensic Accounting Investigation on Fraud Detection in Nigeria	Safiyanu Sule
5.	Infrastructure Project Financing Through Sukuk As An Alternative to Conventional Bond Financing	Ibrahim Alani Abdul Kareem





22 November 2018 (Thursday)

Parallel Session I (08.15 a.m – 10.15 a.m)

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Room : KH 04
Theme : Finance, Banking & Insurance
Panel : PM Dr. Puspa Liza Ghazali
Moderator : Norliana Abd Majid
Runner : Hamid Masud

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Board of Directors and Bank Performance in Nigeria	Umar Aliyu Mustapha
2.	Weaknesses Concept of Existing Fixed Deposit	Siti Syazwani Suhaimi
3.	Mobile Banking – A Review	Malik Khlaif Gharaibeh
4.	Incorporating Mudarabah as a Means for Poverty Alleviation in Nigeria	Ishaaq El-Mubarak Abdoul Muqaddas Opeyemi





22 November 2018 (Thursday)

Parallel Session I (08.15 a.m – 10.15 a.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 05
Theme : Social Science & Others
Panel : Dr. Wan Mohamad Asyraf Wan Afthanorhan
Moderator : Nur Zainatulhani Mohamad
Runner : Mohamad Izzuddin Abdul Aziz

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Factors Preventing the Adoption of Agricultural Technology among Banana and Platatin Growers: A Mapping Review of Recent Literatures	Balogun Daud Ishola
2.	International Election Observes in African Democracy: Curse or Blessing?	Dauda Muritala
3.	Kepimpinan Instruksional dalam Transformasi Pendidikan Malaysia Abad ke-21- Satu Ulasan	Mohd Sharihan Bin Mohamed Hussin
4.	Fiqh Aghlabiyyat: Satu Tinjauan Awal	Mohd Sufian Mokhtar
5.	Fiqh Kemajmukkan berdasarkan Surah Al-Hujrat Ayat 13	Ahmad Amirul Bin Zulkifli
6.	Application of RS and GIS to Analyze The Driving Force of Land use Changes in South Ghor Region, Jordan	Mousa Hammad Abu Ghurah
7.	Biodiversity Conservation As An Environmental Friendly Practice: A Case Study of The Nigerian Transnational Hotels, Lagos	Ojochenemi Idoko
8.	Polisi Kerajaan dan Kesan Terhadap Prestasi Syarikat Pelancongan Kecil dan Sederhana di Malaysia	Salime Abd Rahman





22 November 2018 (Thursday)

Parallel Session II (10.45 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 01
Theme : Administration and Management
Panel : Dr. Fazida Karim / Dr. Norhilmi Muhammad
Moderator : Mohammad Ali Husein Alshorman
Runner : Rossidi Usop

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Relationship Between Transformational Leadership and Conflict Management: Mediating Rolek of TA Ego States	Jawaria Nasir
2.	Mediating Effects of Behavioural Supervision on Emotional Intelligence and Postgraduate Performance	Nur Sakinah Binti Mohd Azam
3.	Training management for Migrant Bangladeshi Unskilled Construction Worker's Community in Malaysia	Md. Wahidul Haque
4.	The Impact of Leadership on Organizational Performance: A Study of Academic Staff of Ahmadu Bello University Zaria	Awwal Muhammad Shafiu





22 November 2018 (Thursday)

Parallel Session II (10.45 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 02
Theme : Administration and Management
Panel : Dr. Zulkifli Abdul Rahim
Moderator : Shatha Suleiman Abu Mahfouz
Runner : Amaliah Yusof

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Key Challenges Contributing to the Survival of Single Mother Cooperatives in Peninsular Malaysia	Azliana Mohd Jelani
2.	Organizational Commitment Among Academic Staff In The Context Of Malaysia's Public Higher Learning Institutions	Noryushana Mohd Rashid
3.	What Influences the Adoption of Cloud Computing Services among the Enterprises? A Case in Jordan	Emad Abdullah Qanahreh Awad Abed Eial
4.	Exploring the Capabilities for Export Enhancement of Malaysian Small and Medium Enterprises (SMEs) in Food and Beverages Industry: A Preliminary Findings	Majidah Hasan



22 November 2018 (Thursday)

Parallel Session II (10.45 a.m – 12.45 p.m)

- Each presentation will be 10 minutes, followed by a 10-minute period for question / discussion session.

Room : KH 04
Theme : Finance, Banking & Insurance
Panel : Prof. Madya Dr. Fauzilah Salleh
Moderator : Shrouq Mohammad Irbayea Alhasan
Runner : Hamid Masud

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Analyze ERM Implementation (Enterprise Risk Management): Empirical Study on Financial Performance and Market Reaction	Eris Sudariswan
2.	The Effect of Risk Management Committee Attributes and Board Financial Knowledge on the Financial performance of Listed banks in Nigeria	Abdullahi Bala Ado
3.	The impact of Credit Risk Management on the Performance of Banks in Jordan Amman Stock Exchange	Areen Zuhair Altaani
4.	Risk and Performance of Islamic Banking: Malaysian Evidence	Noofal Mohsen Ahmed



22 November 2018 (Thursday)

Parallel Session II (10.45 a.m – 12.45 p.m)

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Room : KH 05
Theme : Social Science & Others
Panel : Dr. Wan Mohamad Asyraf Wan Afthanorhan
Moderator : Nur Zainatulhani Mohamad
Runner : Mohamad Izzuddin Abdul Aziz

<i>No</i>	<i>Title</i>	<i>Presenter</i>
1.	Future Trends of Education in the Light of Dynamic Leadership	Nesreen Khatatneh
2.	Pengharmonian Tafsiran dalam Pembangunan Kerangka untuk Garis Panduan Etika Bioteknologi Moden di Malaysia dalam Kalangan Pembuat Polisi	Nor Asmadayana Hasim
3.	Analisis Bentuk Kecenderungan Generasi Z dalam Proses Pembelajaran	Nor Asmawati Ismail
4.	Adaptasi Penduduk Menghadapi Bencana Banjir di Malaysia, Kajian Kes: Temerloh, Pahang	Nor Lita Fadilah Binti Rameli
5.	Pendekatan Islamisasi Program Mentor Mentee di Institut Pendidikan Guru	Misri Bin Bohari
6.	Identifying Beliefs' Facets for Better Curriculum Interpretation	W. Ilmiwati W. Adnan
7.	Elemen-Elemen Kesyediaan Kerjaya ke Arah Kebolehpasaran Graduan Kolej Vokasional Bidang Hospitaliti di Malaysia Berdasarkan Keperluan Pensyarah	Nor Mala Binti Othman





Postgraduate Research Conference 2018

University of Sultan Zainal Abidin

Abstract





THEME 1:

ADMINISTRATION & MANAGEMENT



Confirmatory Factor Analysis (CFA) and Structural Equation Modeling (SEM) in Validating a Measurement Tool and Examining the Impact of Human Resource Management Practices on Employees' Job Satisfaction in Jordan Sweden Medical and Sterilization Co.

Abdel Aziz Mohamad Abdel Aziz Abuayyash (abedayyash@gmail.com)

ABSTRACT

The largest recruitment site in the Middle East and North Africa (MENA), A percentage of (14%) of Jordanian employees are very satisfied with their work, (25%) are somewhat satisfied, and (33%) are a bit dissatisfied, while (28%) are very dissatisfied with their work. Meanwhile, because the economic status in Jordan is critical, and the cost of living is very high, decision makers and managers of Jordanian organisations have to pay their full attention in making their employees their most valuable asset. Moreover, In Jordan, HRM has not received significant attention yet. To address some of the common practices occurs by the HR department in organisations of Jordan. Scholars mentioned that there is no opportunity given to an employee to express his / her development needs. Therefore, a sample of 100 employees from the industrial sector was targeted for the pilot study. Exploratory Factor Analysis (EFA) was conducted on this sample and resulted in constructs and sub-constructs for each variable in this study. After that and from the results of EFA, a Confirmatory Factor Analysis (CFA) was conducted on the actual data to find out the fitness indexes of the proposed model and the correlation between the independent and the dependent construct plus determining the validity, Reliability and normality for the used measurement tool. Finally, Structural Equation Modelling (SEM) was conducted to determine the size of the impact caused by each independent construct on the dependent construct. Namely, to determine the impact of human resource management practices on employees' job satisfaction. Also, to test the hypotheses and find out if they have a significant effect or not, therefore, to determine if the tested hypothesis is accepted or not. Results of this study showed that independent constructs (Training, Working Conditions, Performance appraisal) had a significant impact on the dependent construct (Job Satisfaction) except one independent construct namely Motivation had an insignificant impact on Job Satisfaction.

Keywords: *Human Resource Management, Job Satisfaction, Confirmatory Factor Analysis (CFA), Structural Equation Modelling (SEM).*



The Mediating Role Of Supportive Leadership In The Relationship Between Occupational Stress And Job Satisfaction: A Case Of Sewerage Operations In Malaysia

Ayu Suriawaty @ Siti Aisyah Bt Bahkia (suriawatyb@iwb.com.my)
Zainudin Awang (zainudinawang@unisza.edu.my)

ABSTRACT

In the current modern technology advancement world with its express modifications and the new commercial principled observes constantly affect Malaysian corporations. Many organizations are facing severe challenge in educating the workers' well-being which leads to job satisfaction with their organizational objective to increase modest benefit and simultaneously retaining talented workers. Almost all organizations comprehended to worker preservation with greater organizational obligation is essential for the corporations to withstand their expansion throughout the business world. The need of the supportive leadership for organizations to survive in today business is a demand the day. Organizations nowadays, well understand the significance to the matter, and they are now taking it seriously and started to prepare the secession plan for the future. Nevertheless, while striking to survive and sustain in the competitive business world, the human factor should be given attention in scheduling their task, as the workers will act according to their emotions in the event entrusted workload imbalance. This research is toward further expand the knowledge and analyse the mediating role of supportive leadership in the relationship between occupational stress and job satisfaction: A case of sewerage operations in Malaysia, and empirically provable relationship between the variables.

Keywords: *Leadership, Occupational Stress, Job Satisfaction, Sewerage Operations*





The Millennium Development Goals (MDGs) And The Domestic Factors In Nigeria

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ABSTRACT

At the Millennium Summit in 2000, world leaders gathered at the United Nations and set a target of 15 years to ameliorate the life and uphold the dignity of people suffering from vulnerabilities arising from extreme hunger and poverty, inequalities, poor healthcare and environmental degradation. The Summit was concluded by making a Millennium Declaration which was translated into 8 Millennium Development Goals (MDGs), 18 targets and 48 indicators to make the life of the average people better. This global partnership and mobilisation has been very effective in reducing the human insecurity at the global level. However in Africa, the success of MDGs has not been impressive. Presently, 1 out of 3 people in Africa are still facing the threat of extreme hunger and poverty resulting from drought which causes widespread famine; in addition to the pockets of conflict in some spots in the Continent. Similarly, in Nigeria, the MDGs have not adequately met the set targets due to a number of domestic factors. The key contributing factors are corruption, bad governance, militancy, insurgency and the climate and environmental reasons. Ideally, the achievement of MDGs will ultimately make a country to be in a good human development category since a good Human Development Index (HDI) is an indicator of human security and prosperity in a country. In 2015 which is the target year for the attainment of the millennium goals, the HDI value for Nigeria stood at 0.527 which placed the country at the 152nd position out of 188 countries. This placed Nigeria within the category of countries with low human development. Hence, this paper assesses how some local factors became an impediment to the attainment of the MDGs in Nigeria.

Keywords: *MDGs, HDI, Domestic Factors, Nigeria*





The Art of Covariance Based Analysis in Behavior Based Safety Performance Using Confirmatory Factor Analysis: An Evidence from SMEs

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ABSTRACT

Measuring behavior based safety performance measurement validity using confirmatory factor analysis is viewed as an important approach in developing highly reliable measurement tool in order to resolve a high number of the industrial accidents in SME. The current study aims to examine how the extension of emergency climate factors (work ownership, Islamic work ethic and management commitment) affects behavior based safety performance (safety compliance and, safety participation) in Malaysian SMEs. Self-administered questionnaires were distributed to the respondent using stratified random sampling. A quantitative method was employed for of data collection and data analyzed with AMOS 22.0. The assessment of measurement model is made through the Confirmatory Factor Analysis (CFA) procedure were carried out in a sample of 500 employees drawn from SME manufacturing companies. The goodness-of-fit indices RMSEA= 0.058, Comparative fit index = 0.911, parsimony goodness of fit index = 1.953 are satisfactory fit. The results of behavior based safety performance of SME employees reported work ownership (0.83) and Islamic work ethic (0.919) achieved a good fit with a high composite reliability. The underlying constructs of the employee behavior based safety performance measurement model can be used as an effective safety evaluation tool in various SME industries in future studies.

Keywords: *Behavior Based Safety, Confirmatory Factor Analysis, Management Commitment, Normality, SME*

Exploratory Data Analysis Of The Pilot Study On Policy Content Meaningfulness, Public Leadership And Policy Implementation Performance: Moderating Effect Of Policy Acceptance And Commitment

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ABSTRACT

One of the most significant discussion in data analysis is to have a good-quality data. Having good-quality data ensures that the data are relevance, not bias, legitimate, consistent, truthful, complete and, useful. This paper seeks to address the initial data investigation named as exploratory data analysis of the pilot data collected to study the outcomes of policy content meaningfulness, public leadership on policy implementation performance with policy acceptance and commitment as mediators. The pilot data screening was based on 154 questionnaires collected from public school administrators in four states in Malaysia. The data screening on the pilot data involved were missing value analysis, response bias effect, assessment of outliers, normality test, multicollinearity test, and common method variance. There were no missing data detected in the pilot data and the response bias effect was conducted using the independent sample t-test between the early and late respondents. The assessment and treatment of outliers in the pilot data set was carry out using the boxplots and Mahalanobis Distance. The normality test was grounded on skewness value for all 142 items, the Kolmogorov-Smirnov test, besides the diagrams of histogram, normal probability plot (normal Q-Q plot), detrended normal Q-Q plot of the dependent variable. To screen for multicollinearity, the correlation analysis and variance inflated factor were utilised. The Harman's single-factor test was employed to assess common method variance. By the end of the data screening processes, 29 cases were deleted from the pilot data set. After that, 125 cases was set aside for further analysis namely exploratory factor analysis.

Keywords: *Data Screening, Missing Value Analysis, Response Bias, Outliers; Normality, Multicollinearity, Common Variance Method, Policy Implementation Performance*



Acceptance of Jordan Mobile Payment (JoMoPay) System among Public Sector Employees in Jordan: Conceptual Paper

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ABSTRACT

The upsurge in the penetration of mobile telephone has offered new boundaries for technology to improve payment operations all over the world. In the Jordanian setting, the rate of adoption in Jordan Mobile Payment (JoMoPay) system is still limited. Further, there is little studies on the related issues. However, this paper was focused on the factors influencing JoMoPay system acceptance through a conceptual study. In view of this, the researchers proposed JoMoPay system acceptance model that is based on extended Unified Technology Acceptance and Use of Technology (UTAUT2) model with the subjective norm, peer influence, awareness, trust, security, privacy, and culture (uncertainty avoidance) as an extension of external factors to the UTAUT2 model.

Keywords: *JoMoPay, UTAUT2, Trust, Uncertainty Avoidance, Public Sector, Acceptance*

Developing Halal Chicken Hub For Graduate Entrepreneurs In Malaysia

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ABSTRACT

Chicken is a major protein source for Malaysian because they are cheap and easy to get compared to other sources. Realizing this potential market in poultry production, we need to go for commercialization. Envisioning to produce graduate agropreneurs to take this opportunity, we should establish integrate poultry farming to train them. In order to meet the potential market and increase profit for the company graduate agropreneurs, we should expedite the process and collaborate with giant corporations such as PK Agro-Industrial Product (M) Sdn. Bhd to get market guarantee and contract farming. Therefore, to achieve this vision of this research, this paper wants to develop a strategic management plan for this project to gain and sustain competitive advantages. Method used for this project is PESTEL, SWOT and Resources-Based View (RBV). It is very essential to investigate surrounding factor to avoid business failure. Then, based on results from PESTEL, SWOT and Resource-based View (RBV) analysis, it should followed by formulation of business and corporate level strategy via product market positioning and diversification which will be discussed in this paper. As a result, this business will hopefully help to fulfill the local demand and contribute in producing Halal chicken in this region. In order to gain a strong hold in the industry and able to target products to diverse markets over the next planning period, enforcing various strategies such as adopting cost leadership in the short run and diversification strategy in the long run, the business will strengthen its sales performance and gaining substantial market shares. Over the year, graduate agropreneurs company will be more strongly positioned and able to target the marketing effort to grow by positioning itself as the contributor in Halal chicken production and inspire others new graduate agropreneurs. One of the successful graduate agropreneur companies should become a pioneer, an idol and stimulate others graduate. This strategy will speed up the process to give rise to more agropreneurs among the youth while simultaneously garnering lucrative returns for the company itself

Keywords: *Halal, commercialization, agropreneurs, Entrepreneurial, Malaysia*



Emotional Intelligence And Work Performance: Conceptual Study

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ABSTRACT

School development is the main cornerstone in Educational institutions. All undertakings in the school are controlled by the head teacher. In any case, the head teacher should know about their jobs in affecting educator's responsibility and positively affect their school climates, which will enhance the work execution. Factors such as Emotional intelligence, work stress and job satisfaction in the workplace that must will be implied. Emotional Intelligence is concerned about managing own feelings and the ability to effectively handle that feeling for positive results; the ability to be motivated to complete work, be creatively expressive to maximum capacity; becoming sensitive enough and managing relationships in a professional and matured manner. Many research studies revealed that emotional intelligence had significantly positive correlation with work performance and that improves quality of decision making of the leadership and administrative executives. However, Emotional intelligence has a meaningful aspects of work performance, employees whom can assess them self are better in communicating skills comparing to others who don't have emotional intelligence, and they are able to achieve job goals and constantly high level of performance. This paper will discuss the relationship between emotional intelligence toward work performance.

Keywords: *Emotional Intelligence; Work performance; School Head teacher*



TQM Practices And Organizational Performance In The Industry Sector In Jordan: Mediating Role Of HRM Practices And Innovation

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ABSTRACT

Total Quality Management (TQM) is a continuous process improvement by improving work processes to achieve the quality products and its influence in the organizational performance. The implementation of TQM in an organization is one of the most difficult tasks for a company, as it has consequences for employees. The fact that all quality management awards have included personnel management as one of the crucial aspects to follow is clear evidence of the importance it has for the world of quality management. Innovation plays a critical role in predicting the long-term survival of organizations, determining an organization's success and sustaining its global competitiveness, especially in an environment where technologies, competitive position and customer demands can change almost overnight, and where the life-cycle of products and services are becoming shorter. The purpose of this study is to develop and propose the conceptual framework and research model of TQM practices about organizational performance, by exploring the expected role of HRM practices and innovation as mediators to enhance this relationship. A comprehensive review of the literature on TQM, organizational performance, HRM practices, and innovation were carried out to accomplish the objectives of this study. The adoption of such a conceptual model on TQM and organizational performance would help managers and decision makers particularly in organizational performance in better understanding of the influence of TQM practices on organizational performance, also to provide guidance to organizations to have a robust understanding the influence of TQM practices on organizational performance with presence of HRM practices and innovation. At the same time, this study attempted to shed light on how to improve the organizational performance of industry sector in Jordan. Further, the scope for future study is to test and validate this model by collecting the secondary data from production line managers from manufacturing companies in Jordan, by using Structural Equation Modelling (SEM) approach for hypotheses testing and to find out the effect of these mediators in between TQM practices and organizational performance.

Keywords: *TQM, HRM, Organizational Performance, Industrial Sector, Jordan*



Job Satisfaction Factors Among Hospitality Graduates in the Hotels Sector

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ABSTRACT

Private Technical Vocational Education and Training (TVET) Higher Education has produced a lot of hospitality graduates, but still lacking the dominant graduates in achieving the level of job satisfaction. Therefore, this study is conducted to identify the factors that drive to achieve job satisfaction for hospitality graduates working in the hotels sector, also it aims to determine job satisfaction for hospitality graduates working in the hotels sector. The selection factors have been determined through previous research and literature review. In this study the comparison between Job Satisfaction Model by Smith and Conceptual Framework by Rabbanee has been used. This study uses quantitative methods to collect data through questionnaire survey instruments. The respondents for this study are 110 graduates who work in hotels sector in Johor and 86 samples will be selecting. The data will be analyzing using Statistical Package For Social Science (SPSS) to see the frequency, percentage, and mean score for each question. The findings of this study can determine the job satisfaction factors among hospitality graduates in the hotels sector.

Keywords: *Job Satisfaction, Hospitality Graduates, Hotels Sector.*



HYGIENE: A Risk Factor in Customers' Patronage of Street Foods in Nigeria

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ABSTRACT

This study investigated Hygiene as a perceived risk factor in customer patronage of street foods in Nigeria. A total of five hundred and forty-seven, (547) copies of questionnaire were administered to a stratified respondents based on the study location of five local government headquarters of a state located in the south- south region of the country. Four hundred and forty- seven (447) representing 82% of the total sample made the instrument reliable at 71.4% for data analysis. Descriptive, inferential statistics (factor Analysis), correlation and ranking method of responses were adopted for the analysis. Assumption (hypothesis) was tested using Bartlett's statistics and Kaiser Meyer Oikin (KMO) statistics. The finding indicated that the model estimate revealed that hygienic risk contributed 54.7% as a perceived risk factor; hygienic risk was statistically significant at 5%. The study therefore, recommended that hygiene should be an important factor in the study of perceived risk factors in Nigeria.

Keywords: *Hygiene, Perceived Risk, Customer Patronage & Street Foods*





The Needs of Risks Assessment towards Managing Issues in Blended Learning

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ABSTRACT

Blended learning is a teaching and learning method where it combines the classroom session with the online learning. While it has been started over a decade, the adoption by lecturers and acceptance by students are still gradual in the state of art. This paper examines issues in blended learning experienced by lecturers in the biggest university in the country, that also trying to opt this method. Qualitative research method was selected to provide in depth understanding of their experience and concern with regards to the blended learning implementation and recommendations towards its realisation. The findings show that network, system literacy and policy have continuously contributed to the problem in the blended learning implementation. This is not new issues and risk for investment wastage and failure is ringing. Hence, it triggers the needs of having a systematic risk assessment, to hold an important place in managing the blended learning.

Keywords: *Blended Learning, Risk Assessment, Online Learning*





Knowledge Sharing Environment in Higher Educational Institutes of Pakistan: the Mediating Role of Knowledge sharing Behavior

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ABSTRACT

Knowledge sharing practices among employees become a source to achieve competitive advantage for organizations. Therefore, this paper tests the impact of interpersonal trust (IT) and leader empowering behavior (LEB) on knowledge sharing (KS) environment; whereas KS behavior of employees mediates the relationship between KS environment and its antecedents. Population of this study was employees, teaching and non-teaching staff, of higher educational institutes of Pakistan. 344 employees from four public sector universities have given their responses and multistage stratified random sampling technique was used with overall reliability score, $\alpha = 0.901$. Results showed that the two independent constructs have significant effect on KS environment, whereas KS behavior has mediated the relationship between IT & KS environment but has partially mediated LEB and KS environment. This study has theoretical contributions: first, KS environment in perspective of higher educational institutes of Pakistan has not been explored yet; second, this study gives a pathway of mediating role of KS behavior on KS environment. This paper has certain limitations as it is not a longitudinal study but it incorporates a cross-sectional design; whereas future studies should take responses from employees belong to cooperative sector and non-profitable organizations.

Keywords: *Interpersonal Trust, Leader Empowering Behavior, Knowledge Sharing Environment, Knowledge Sharing Behavior*





Antecedents and Outcome of Electronic Word of Mouth (EVOM): Moderating Role of Product Involvement

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ABSTRACT

In this competitive world the consumer are now becoming less attentive and aware towards traditional ways of advertising so that's why many companies are now focusing to reduce spending toward commercial advertising and diverting more toward the word of mouth promotions. For this reason electronic word of mouth eWOM is under the constant consideration of academicians and practitioners. Seeing that the importance of eWOM in recent times the current study seeks to model the antecedents and outcomes of eWOM. Specifically this study examines the impact of source credibility, message appeal and brand equity on purchase intentions through eWOM. A survey questionnaire is used to test the said objectives. Data is collected from 224 mobile users with the help of convenient sampling. In general, results of the study are in favor of the validation of measures and proposed rational paths. This study offers empirical evidences which may provide solid grounds for practical implications.

Keywords: *Electronic Word of Mouth (Ewom), Source Credibility, Message Appeal, Brand Equity, Mobile Phone Industry.*





The Impact Of TQM On The Company's Performance

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ABSTRACT

This conceptual paper aimed to examine the impact of TQM implementation on the performance and the impact of non-financial performance on financial performance of companies listed on AES. The sample of this study is all the companies listed on AES, 194 companies in three sectors. To achieve this objective, the questionnaires were distributed to all companies listed on the Amman Stock Exchange to measure the extent of implementation total quality standards in companies and customer satisfaction, and The annual reports of 194 companies were collected. Based on the King Abdullah II Award for Excellence in Jordan this study employed (leadership, Process Management Quality, Employee Relations, Customer Focus, Strategic planning, Supplier quality Management) as (TQM) elements. Also for financial performance used return on equity ROE, return on asset ROA and Tobins Q, and the non-financial performance measured by customer satisfaction.

Keywords: *TQM, Company's Performance, Customer Satisfaction*





Examining Competitive Advantage between knowledge Sharing, Work Engagement and Organizational Citizenship Behaviour (OCB) in Jordanian Universities

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ABSTRACT

Higher education had a predominant national and institutional focus for a long time. The purpose of this study is to investigate the moderating effect of competitive advantage on the relationships between knowledge sharing, work engagement and organizational citizenship behaviour of employees in Jordanian Universities. The research clarifies foremost discoveries based on theme, by pronouncing the interconnections amongst the whole components and assimilates the interrelationships into a lone distinct model. This paper gives the most thorough to-date writing review of quantitative discoveries by exploring OCB. And show that there is a positive and significant effect of knowledge sharing, work engagement towards OCB with competitive advantage as moderating. This study contributes to literature on the subject, which is lacking, and lastly, to help scholar and research circles that are concerned with OCB and its nuances.

Keywords: *OCB, Competitive Advantage, Knowledge Sharing, Work Engagement, Jordanian Universities*



The Role of Digital Media in Sectarian Conflicts in Iraq and Syria 2011-2016: A Study of Al-Jazeera and Facebook

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ABSTRACT

Media is any device used for communication purpose while digital relates to the use of computers. Digital media refer to media with digital tools. Which Digital is almost entirely a technical definition and relates to the use of computers. This study examines "The Role of Digital Media in Sectarian Conflicts in IRAQ and SYRIA 2011-2016". Digital age of communication includes the use of computers for storage of digital information via networks (Center for digital media, 2013). The media tend to focus on issues of conflict in the Arab world, creating misperception through distortion of information and reality. Recently the media has changed its role from dissemination of information to arguably, focusing on the political actions against governments in the Middle East, which creates a lot of disagreements. The reality of situation in the Middle East on media agenda with several political interpretations which leads to sectarian conflict needs to be investigated (Yilmaz & Kirazoluğu, 2014). This can be done by examining the role of media and its influence in formation of new values and abolition of beliefs established by the society. Hence the study examined the role of digital media in fueling sectarian conflicts, particularly in Iraq and Syria. The study is based on a descriptive analytical approach, which deals with the theoretical literature related to the subject of the study, in scientific books and journals, and the method of analytical field research, by preparing survey lists as a main tool for collecting data. The study population consisted of all employees of the Jordanian Refugee Affairs Directorate of the Ministry of Interior, totaled about (300) employees. The study found that Media is one of the most powerful tools of change, because it has power over the members of society with their different segments, it also showed the problem of sectarian media in the region is a fundamental political problem. So the digital media in Arab countries is reflected directly in political and social realities. This study recommends conducting further studies on the role of digital media in fueling sectarian conflicts in other countries in Arab world.

Keywords: *Digital Media; Sectarian Media; Al-Jazeera.*



Supply Chain Management Practices In Nigeria; Developing A Framework For Enhancement Supply Chain Management For Organization Performance

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ABSTRACT

Supply Chain Management is a field that had obtained increased interest for organizations and researchers. In order to survive, companies must be able to reduce cost, advance quality and offer quick answer to the consumers' need. One of the means to achieve that competitive edge is via the implementation of Supply Chain Management practices. There are streams of studies in supply chain management and the issues of performance have been studied. However, based on reading of the previous literature, it was found that previous model did not integrate some variables (trust enhancement, managing manufacturing flow, product development and commercialization, information technology, flexible supply chain management) that might be vital in enhancing performance in the organizations and leading to augmentation of profit. Hence, this current study will contribute by adding new variables to existing model. Furthermore, reading of previous literature show that supply chain management most particularly in Nigeria has not been sufficiently researched also in many developing African Sahara countries. The findings from developed countries might not be relevant to the majority of developing countries because of differences in infrastructure development and advance technology. In this regard, this present study could add to the limited literature in this field in Africa and Nigeria in particular. The main purpose of this study is to examine the supply chain-management factors that could enhance the organization performance in manufacturing companies. In order to achieve the objectives of this current study, quantitative approach is used in this research. The data for the present study is gathered by using a self-administered (face-to-face) method which is in line with many researchers. The population of this study comprise the employees in manufacturing firms in Nigeria. Basically, 400 questionnaires was distributed to the participants in order to get the required sample size. This present research is using the SPSS Version 21 and AMOS (i.e. the acronym for Analysis of Moments Structures) Version 21 in the data analysis process. The model in the present study is complex with multiple indicators, i.e. items in the questionnaire to measure each variable; hence, structural equation modelling or SEM, which is known as the second generation method of multivariate data analysis, would be used to analyze the inter-relationship among the latent constructs.

Keywords: *Supply Chain, Management, Organization Performance*



Attitude of Undergraduate Students towards eeGamification: A Case of Northwest Geo-Political Zone, Nigeria

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ABSTRACT

Gamification of education is new field in education that is attracting researchers who are passionate on education. However, no much researches were made to assess the users perception on its application in enhancing students understanding of a certain subjects such as Environmental Education. This paper is aimed at assessing the students' attitude on the application of eeGamification in environmental education. The method employed was survey method. A structured questionnaire was used and a total of 372 respondents were used in the present study. The survey employed a simple statistical techniques were the mean and percentage were used to measure the level of students' attitude towards eeGamification. The result indicates that students have positive attitude towards gamification. This shows that students accept the idea of gamification in improving students' understanding of Environmental Education. It is therefore recommended for proper implementation in our universities.

Keywords: *Gamification, Attitude, Environmental Awareness, Environmental Knowledge, Environmental Attitude*





A Qualitative Study on The Self Motivation as A Tool to Reduce Conservatism, Negative Mindset, Lack of Confidences and to Overcome Inner Conflict Among Employees of Bangladesh RMG Factories

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ABSTRACT

This study examines issue of self-motivation as a potential tool for overcoming conservative mindset, negative thoughts, lack of self-confidence, and inner conflict among employees of Bangladeshi garments factories. Industrial psychologists have continuously trying to develop theories for self-motivational esteem. Several study has been conducted all over the world how employee can develop their self-motivation mechanism in divers organizational circumstances. It has been seen that organizational set the essence of motivation among employees but now the question has arisen that, how employee can develop their self-motivational sprit, while the organizations fail to provide the motivational opportunities for their employees. Self-motivational tools become very vital factor for the employees, when organization failure is apparent in many aspect of organizational functioning. A set of committed, self-motivated employees is an asset for any organization. In addition, self-motivated employee help themself individually as well as help the organizations .Since performance is the key factor to survive in industrial situation for employees. But it is fact that all organization does not provide motivational elements for the employees. Eventually, it has been seen that employee became demotivated and work become less inspiring for the employees. But the reality is that employees have to continue their works within the demotivating circumstances because of survival. This study will assist the employees to use their self-motivation to overcome the workplace barriers. This study is conducted through qualitative research approach – semi-structure interview – to collect qualitative data from 20 employees of Bangladeshi RMG factories. Using thematic analysis, five themes were emerged and these are: conservatism, negative mindset, confidence, inner conflict, and self-motivation. Overall, all the respondents agreed that self-motivation could be used to reduce conservatism, negative mindset, lack of confidence, and to overcome inner conflict among employees in Bangladeshi readymade garments industry.

Keywords: *Self-Motivation, Conservative Mindset, Negative Thoughts, Self Confidence, And Inner Conflict.*



The Effect of Innovation in Achieving Excellent SMEs Performance

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ABSTRACT

Small and Medium Enterprises (SMEs) are firms that face high risks of failure as the result of heavy competition with larger, more resourceful and well-established companies. Innovation allows SMEs to resist the market dynamism and facilitates how entrepreneurs differentiate their products and services with similar ones in a market environment. Therefore, this paper analyses the impact of the relationship between innovation and SMEs entrepreneurs' performance among manufacturing SMEs in Kano, Nigeria. 218 respondents were simple randomly selected to represent the entire population. The data were analysed using covariance-based structural equation modelling (CB-SEM) through the Statistical Package for the Social Sciences (IBM-SPSS-Statistics) version 22.0 and IBM-SPSS-Amos version 21.0. The results revealed a positive and significant impact of innovation on SMEs performance. The study concludes that the adoption of innovation is a significant factor in realising excellent business performance which can eventually lead to the achievement of competitive advantage.

Keywords: *Innovation, SMEs Performance, Business Performance, Competitive Advantage*





The Impact of Production Decisions on Competitive Advantage (Case Study: Al-Hikma Pharmaceutical Company)

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ABSTRACT

The aim of this study is to identify the nature of the decisions prevailing in Hikma Pharmaceutical Industries from the point of view of their employees, as well as to determine the impact of the prevailing production decisions on competitive advantage. To achieve the objectives of the study, the researcher has developed a questionnaire of three parts, the first of which aims to study the characteristics of the sample of the study. The second part aims at measuring the independent variable of production decisions (human resource, product design, quality control, inventory control, Productivity), and the third part measures the dependent variable of the elements of competitive advantage (reputation, creativity, and cost). The researcher has used the appropriate statistical methods to analyze the data, including descriptive statistical methods (arithmetic mean, repetitions, percentages), multiple regression, and simple correlation coefficient. The study has reached a number of results, the most important of which are increasing attention to production decisions and operations because these decisions are essential to gain competitive advantage, especially in the context of competitive environment. There is also a significant correlation between production decisions and competitive advantage. The study has showed that there is a difference between the decisions of production in the importance in terms of the impact on the competitive advantage, where the highest correlation between the decision to control the stock and competitive advantage, because it has an impact on each element of competitive advantage (cost, quality and creativity). The variables after the decisions of production have linked with elements after the competitive advantage positive relations, and this means that there are significant correlations between all variables of these two dimensions.

Keywords: *Production Decisions, Competitive Advantage ,Pharmaceutical*



Examine Factors Affecting Success of Enterprise Resource Planning System Adoption on Enterprises' Performance among Medium-Sized Enterprises Sector

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ABSTRACT

Due to the growing significance of design management and innovation to business performance, in particular, it is vital for the product industries to keep pace with the rapid changes of the economic model and technology that the world is heading towards. Therefore, the developed countries consider design management as a competence that comes under the umbrella of innovation management. The objectives of this study are to determine the relationship among product innovation and marketing innovation on business performance of product industries in Malaysia, to analyse the effect of product innovation and marketing innovation on design management of product industries in Malaysia, to examine the effect of design management on the business performance of product industries in Malaysia and to test the mediating effect of design management between innovation types and business performance relationship of product industries in Malaysia. The quantitative research design approach was used in this study to collect data from 386 respondents selected from the product industries in Malaysia. The required data were obtained using simple random sampling by a validated questionnaire. Furthermore, the data collected from the survey were analyzed using Partial Least Square Structural Equation Model (SmartPLS3-SEM). The results of this study showed all the direct relationships are not significant whereas, all mediating effects are significant. This study provides empirical evidence that the effect of design management on the relationship between innovation types and business performance could lead to higher business performance of product industries in Malaysia. The product industries may be benefited from this study in improving their businesses as this study has come up with the critical dimensions that could lead to better business performance.

Keywords: *Product Innovation, Marketing Innovation, Design Management, Business Performance, Structural Equation Modeling, SmartPLS3.*



The Effect of Entrepreneurial Marketing on Bangladeshi SME Performance and The Role of Organizational Culture: A Structural Equation Modelling

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ABSTRACT

In the current global economy, Entrepreneurial Marketing (EM) strategy is essential for the survival of SMEs all over the world. Since, active SME generally contributes to the economy through poverty reduction, employment generation, innovation, social cohesion, therefore, SME is considered as a key apparatus of economic growth. This study aimed to investigate empirically the effects of EM strategy on the SME Performance and the role of organizational culture (OC) on their relationship as, these relationships obtain a substantial scholarly attention and several researches have been conducted in the western countries, but none has been conducted in Bangladesh using all these variables in a single model. A structured survey was conducted and selected 384 owners of SMEs in Bangladesh via cluster random sampling. The hypotheses were tested using SEM-AMOS package 25.0 based on configuration theory. Based on the statistical results, EM strategy and OC were significantly related to Bangladeshi SME performance and OC was found to mediate the relationship between EM and SME performance. Consequently, the findings evoked that there is a dire need to focus on EM strategy and organizational culture for boosting performance of SMEs and its sustainability.

Keywords: *Entrepreneurial Marketing, Organizational Culture, Performance, Small and Medium Enterprise (SME), Structural Equation Modeling (SEM); Bangladesh.*



The Effect of Intrapreneurial Orientation in the Relationship of Human Capital and Job Performance among Academicians in Malaysian Public Universities

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ABSTRACT

Globalization of the education system has become a normal phenomenon, especially in a developing country. In Malaysia, the main objective of the higher education transformation is to improve the performance of higher education institutions and this demand for an emphasis in competitiveness, creativity, and innovations. To initiate this transformation process in the higher education, academicians have very important roles to play and there seem to be a need for them to possess some intrapreneurial values and characteristics. This study applied the intrapreneurial orientation as mediator variable towards the human capital attributes independence variables and job performance as dependent variables. Thus, the objective of this research is to study the effect of intrapreneurial orientation as mediator in the relationship of human capital and job performance among academicians in Malaysian Public Universities. The samples for this study consisted of academicians from twenty public universities situated in Malaysia. The total of 410 academicians were surveyed by using the qualitative study, specifically the structures interview questionnaires. Then, the collected data analyzed by using SPSS. Finding of the study indicate that academicians perceive that their human capital capabilities contribute to the intrapreneurial orientation and makes a highly positive contribution to their job performance. However, only education has negative relationship toward intrapreneurial orientation. As summary, intrapreneurial orientation has been shown to have a very significant impact on the universities performance. The findings from the research were then used to develop a conceptual model for the successful implementation of intrapreneurial orientation in organizations. This study makes a significant contribution and it will be benefits to academicians, universities leaders and the Ministry of Higher Learning.

Keywords: *Intrapreneurial Orientation, Human Capital, Job Performance, Public Universities, SPSS*



The Impact of Applying Occupational Safety and Health Measures in Risk Control Work Environment: A Review

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ABSTRACT

This study entitled the impact of applying occupational safety and health measures in risk control work environment. However, the organizations experience high occupational risks that have caused workers a lot of anxiety and suffering. Recent accidents occurring in the most organizations should be a source of worry to everyone. Most employers fail to have adequate health and safety measures in workplace to safeguard not only the employees and management, but also customers and other stakeholders, who might have some kind of interest in the organizations. Ineffective application of occupational safety and health measures in the work environment policy has a negative effect on the organization as well as the workforce. Some of these include, cost of wages paid for time lost, cost of damage to material or equipment, cost of overtime work required as a result of accidents etc. This study will help to familiarize employees with the rules of application of occupational safety and health procedures in the performance of their work, thus reducing loss of life and property. It was found that the previous studies have varied their objectives and results in terms of safety and occupational health. However, the studies did not provide detailed analyses of the application of occupational safety and health measures to control risk in the work environment, where the application of occupational safety and health measures would have a positive impact on risk reduction in the work environment. The study ended with a number of recommendations to address external entities and local authorities, including those aimed at employees and senior management. The most important recommendation of this study is that organizations should pay great attention to the importance of applying occupational safety and health procedures.

KEYWORDS: *Work Accidents, Occupational Safety, Work Environment, Occupational Hazard, Health Procedures, And Working Conditions.*

The Relationship between Green HRM Practices and Organizational Citizenship Behavior toward Environment (OCBE)

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ABSTRACT

The successful implementation of green HRM practices in the organizations may pivot on organizational citizenship behavior toward environment (OCBE) among employees. Green HRM practices are foreseen to build organizations that accentuate environmental, dwell on human assets and recruit employees with profound knowledge regarding the environment, grant skills and competencies training in the technology and innovation sectors as well as offering rewards and compensations to produce a flourishing environmental management. The purpose of this research is to study the relationship between green HRM practices and OCBE among employees. Data of this study has been gathered through survey. Questionnaire was distributed among the employees in Company Y, Petaling Jaya, Selangor to collect data for analysis purpose. The findings of this study indicates that there is a significant relationship between green HRM practices and OCBE among the employees in Company Y. The findings also emphasize that green reward and compensation most strongly contribute to OCBE. The results of this study can assist Company Y to identify the importance of green reward and compensation in influencing OCBE. In conclusion, green HRM practices are applied in a moderate level to encourage OCBE among employees in Company Y.

Keywords: *Green HRM, Organizational Citizenship Behavior Toward Environment (OCBE), Employment*



Relationship Between Transformational Leadership and Conflict Management: Mediating Role of TA Ego States

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ABSTRACT

The Conflict Management aftermaths and its styles in corporations can “have an impact on the survival of the organization” (Boonsathorn, 2007, 204), hence study of conflict-handling styles becomes essential in the setting of business corporations/organizations. Conflict-management is the most repeatedly recognized skill in leadership needed by the managers at all levels. The focus of this paper is to examine conflict-management styles, leadership-styles in presence of Transactional-Analysis Ego-States (TAES) of the managers in national and multinational organizations of Pakistan and mediating effect of TAES on Conflict Management styles and leadership-styles. The findings show that there is a positive and significant relationship among the TLS and CMS. The mediations reveal that the personality attributes and intact ES does play a significant role in making up of a leadership style. The findings could be used in leadership and management, human resource, policy, financial consultants, banks, and research. An important managerial implication is the practice of on-job training, specifically in the areas of CMS.

Keywords: *The Conflict Management, Transformational Leadership, Leadership Styles, Ego States.*





Mediating Effects of Behavioural Supervision on Emotional Intelligence and Postgraduate Performance

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ABSTRACT

Emotional intelligence is a way of identifying, comprehending and managing own emotions. In the field of education, there are scarce studies which prove emotional intelligence is the key role to the postgraduate performance. Thus, the main purpose of the study is to explore relationships of the emotional intelligence, behavioural supervision and postgraduate performance. From the review of literature, a conceptual framework was developed to suggest the relationship between emotional intelligence and postgraduate performance by having behavioural supervision as a mediator. This study will be adopting a quantitative approach, by using a survey method to collect data from academic staffs of selected Public Higher Education Institutions (IPTA) in Malaysia. The study will apply Structural Equation Modelling (SEM) for data analysis method. The study is to be resulted to develop a dynamic model of supervision climate in the context of public universities in Malaysia.

Keywords: *Emotional Intelligence; Behavioural Supervision; Postgraduate Performance; Higher Education*





Training management for Migrant Bangladeshi Unskilled Construction Worker's Community in Malaysia

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ABSTRACT

Despite substantial efforts of Bangladesh, through policy and strategy on manpower development, migrant workers in Malaysia are still mostly unskilled. Additionally, their development in Malaysia is very slow and takes almost ten years to reach a satisfactory level; by then it is time to go back to Bangladesh. This research attempts to formulate a training management theory through qualitative research, which will improve the situation of Bangladeshi migrant workers in Malaysia. For the research purpose, grounded theory method is followed. Though hundreds of them are staying together in some construction site, data analysis could hardly reveal any existence of community resilience. Meaning, they are staying together but forming a 'Community of Singles'. The same phenomenon is also found in the students' hostel, military barracks and police lines, where majority of the people undergo learning or training staying without a family. Later groups of people will be interviewed subsequently as theoretical sample to give the theory a matured shape. Education experts can use this theory, Community of Singles to further enhance training strategy formulation. While, sociology and community experts can use this theory to further improve the development strategy of the younger segments people of the society.

Keywords: *Training management, Migrant Bangladeshi, Talent Shortage, Education.*



The Impact of Leadership on Organizational Performance: A Study of Academic Staff of Ahmadu Bello University Zaria

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ABSTRACT

Organizations are established with certain specific aims and goals which are directly reflected in the vision and mission of the organizations. Public organizations are also established with specified goals and objectives to be attained. Thus, Nigeria's public universities are established to achieve specified objectives of research, education and basically community development. The Ahmadu Bello University Zaria was established to achieve similar goals, the level of organizational performance to a large extent depends on the level of its leadership viz a viz the results obtained from the staff. This study investigates the effect of organizational leadership on the organizations level of performance. For the purpose of this study, a survey research was employed and data was generated primarily through the use of questionnaire, focus was given to academic staff of the institution and the leadership of the various faculties and departments. Data generated was tested using correlation and the result reveals that to a large extent the leadership style employed has affected timely achievement of stated goals by academic staff. Also it was revealed that the leadership of the organization does not promote academic staff exceeding their stated goals. It was recommended that; appropriate leadership style should be adopted by the leaders of the various faculties and departments so that the workers will be able to guarantee timely result delivery also the leadership styles by the faculty and departmental heads should be reviewed to enhance staff ability to exceed their set targets.

Keywords: *Leadership, Organizational Performance, Academic Staff*



Key Challenges Contributing to the Survival of Single Mother Cooperatives in Peninsular Malaysia

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ABSTRACT

Nowadays, the role of single mother is challenging especially when the single mothers are head of households and who are having children. In Malaysia, the single parent families are increasing and causing a great concern for the government. Therefore, the Department of Women Development under the Ministry has play a role on addressing the problem faced by the single mother through collaborating programs with government agencies, private firms and non-profit community organisation. The Malaysia Co-operatives Societies Commission (MCSC) has together with the government in empowering woman through co-operatives. Co-operatives allow women who might have been isolated and working individually to band together and create economies of scale as well as increase their own bargaining power in market. This study aimed to examine challenges contributing to the survival of single mother co-operatives in Malaysia. Aspects, which are the focus of the study is that factors that contribute to the success and failures of single mother in the field of co-operative. In addition, researcher will also identify problems faced by a single mother when starting and operate the business. Detail interview is a method of data collection. 18 officers from Malaysia Co-operative Societies Commission (MCSC) around peninsular Malaysia were interviewed on single mother co-operative activities. Interview has been conducted face-to-face, recorded phone conversation and e-mail.

Keywords: *Single Mother, Co-Operatives, Empowering Woman, Woman Development and Co-Operative Challenges.*



Organizational Commitment Among Academic Staff In The Context Of Malaysia's Public Higher Learning Institutions

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ABSTRACT

As the Industrial Revolution 4.0 (IR 4.0), the acceleration of globalization, and technological development has given a new impetus to educational transformation, the world of academia change along with it. Hence, to thrive in an increasingly competitive global economic environment and to transform Malaysia's higher education system, academic staff has to be more committed in order to meet new challenges and to compete globally. More efforts on organizational support and academic's emotional context are needed to increase their level of Organizational Commitment (OC) and to achieve their Work-life balance (WLB). While committed academic staff are the key towards the successful higher education institutions and since they have a high need for support, there is a very little empirical study thus far which have been conducted to examine the role of Emotional Intelligence (EI), Perceived Organizational Support (POS), and WLB to enhance the level of OC among academic staff in the context of Malaysia's Public Higher Learning Institutions (IPTA). Thus, a conceptual framework is designed to test the mediator role of WLB on the relationship between EI, POS, and OC. This research is adopting a quantitative approach by using the survey method to collect data from academic staff of selected Malaysia's IPTA, and will be using Structural Equation Modelling (SEM) for data analysis method. For the research outcome, it is highly hoped that this research will be able to answer all research questions, fill the research gap, and to come out with the model of interrelationship between construct in the research (EI, POS, WLB, OC) concurrently.

Keywords: *Organizational Commitment; Work-life balance; Emotional Intelligence; Perceived Organizational Support; Malaysia's Public Higher Learning Institutions*



What Influences the Adoption of Cloud Computing Services among the Enterprises? A Case in Jordan

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ABSTRACT

Cloud computing is one of the most important growing technologies in this modern age which generally gives privileges such as cost savings, availability, services, securities and resources to enterprises and SMEs in particular. SMEs in Jordan contribute about 50% of its Gross Domestic Products (GDP), providing 60% employment of the Jordanian workforce, creating up to 70% of new job opportunities in the economy and account for 45% of exports. Despite the greatest importance of ICT, there are relatively little research studies that examine the adoption decision of cloud computing services within the Jordanian enterprises. There are a varied number of problems faced by enterprises in the adoption of cloud computing technology ranging from technical, financial, operational and organizational issues. Factors Affecting the Adoption Decision of Cloud Computing Services are: Technological factors, Organizational Factors and Environmental Factors

Keywords: *Cloud Computing Services, Enterprises, Organizational, SME, Environmental Factors*





Exploring the Capabilities for Export Enhancement of Malaysian Small and Medium Enterprises (SMEs) in Food and Beverages Industry: A Preliminary Findings

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ABSTRACT

This paper explores the significant capabilities for SMEs in food and beverages industry to enhance their performance in export business. It reports on the findings from interviews data of 18 SMEs in Malaysia. Building upon resource based view (RBV) and knowledge based view (KBV), this qualitative study indicates the importance of innovation capability and adaptive capability for the SMEs' export performance particularly in developing countries. This paper contributes to the international small business management literature by presenting a preliminary analysis of the interface between innovation capability, adaptive capability and export performance.

Keywords: *Export Performance, Innovation Capability, Adaptive Capability, SMEs*





Modelling the Talent Shortage: Toward Sustainable Agribusiness in Malaysia

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ABSTRACT

Agriculture is the backbone of the people and the economy of the developing countries, particularly in the highly populated countries such as India, China, and South East Asia. The world population will rise to 8.3 billion by 2030 and to 9.2 billion by 2050. By then to feed the growing population, the need to grow doubles the amount of food to keep pace with the escalating food demand. Achieving a sufficient food supply is a global challenge and a complex sustainable development issue to most of the developing countries. Many countries including Malaysia have declared food self-sufficient in their strategy. However, the collective action plan must be developed in order to sustain food security in long term. In that sense, Malaysia cannot depend on ageing farmers anymore; the new breed of farmers or agropreneurs (young, energetic, high-tech, visionary and entrepreneurial) must be groomed. Along with this issue, it has reflected the talent demand and supply are needed. Hence, the demand and supply in agribusiness talent have surged up briskly, as talent plays a significant role in the growth of agribusiness industry. Despite with the increment talent demand and supply, it supposed to be there is no talent shortage occurs. Yet, there is a critical shortage of talent in Malaysian agribusiness industry. Therefore, the purpose of this study is to explore the factors affecting the talent shortage in the Malaysia agribusiness focusing on seed industry. Specifically, this study attempts to achieve three objectives. Firstly is to identify the affecting factors in the talent shortage in Malaysia agribusiness industry. Secondly, to analyse the most predictor factors towards talent shortage in Malaysia agribusiness industry and thirdly, to develop a talent development prediction framework model for Malaysia agribusiness industry. There are two types of major data analyses will be implemented, which are constant comparative analysis and Structural Equation Modelling method for qualitative and quantitative data. Thus, those will determine the factor affecting talent shortage in Malaysia agribusiness focusing on seed industry. Hence, the contribution of the finding will give a significant value in this study towards theoretical and practice aspect. The expected outcome of this study is to produce a talent development framework model for Malaysia agribusiness in seed industry.

Keywords: *Talent Shortage, Talent Development, Agribusiness, Seed Industry*





Hindrances Towards the Optimal Entrepreneurship Development of the Hausa People in Nigeria

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ABSTRACT

This paper is about identifying the issues associated with the entrepreneurship development of the Hausa people which hindered their optimal entrepreneurial achievement as a society and hence the corresponding economic growth, poverty eradication, income generation and distribution, as well as socio-economic development. Specifically, the contentious issue which serves as the primary motivation to this study is why the Hausas despite having had a longer tradition of trade and merchandise with the rest of the world, however, they are not as much sophisticated in business as the other tribes in Nigeria. Sadly, the reality presents a paradox out of the Hausa people entrepreneurship as they seem to be entrepreneurially weaker than other tribes who are more economically buoyant. Earlier studies examining the possible factors responsible for the underdevelopment of Hausa entrepreneurship had explored causes such as culture, politics, and, colonialism. However, additional factors need to be elaborated on to explore those hindering the growth and development of the Hausa entrepreneurs in Nigeria. That is why it is imperative for a study to be conducted to know about the issues that are associated with Hausa entrepreneurship development. Hence, literature review was conducted deducing from journal articles, books, online sources as well as facts to extract extensively on the factors responsible for the underdevelopment of the Hausa entrepreneurship. Eventually, several significant issues were discovered through the review. The paper thus offered some recommendations to stakeholders for the way forward in ameliorating the state of the Hausa entrepreneurship. Further research, both empirical and non-empirical, must be done in order to uncover more issues by adopting more rigorous scientific methods.

Keywords: *Entrepreneurship, Development, Hausa, Business, Entrepreneurship Development*





Impact of Organizational Commitment on Turnover Intentions of Academicians

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ABSTRACT

In today's era, organizations, including academic institutes are facing the problem of turnover of professional staff. It is observed that low committed employees quit their jobs when they find an alternate. An empirical study is conducted to investigate the relationship between Organizational commitment and turnover intentions. Organizational commitment has three dimensions. Thus conceptual model comprises of three IVs (affective commitment, normative commitment, and continuance commitment) and DV consists of turnover intentions. A total of three hypotheses are developed indicating a positive relationship among variables. Input consists of 300 university teachers serving in different public sector institutes. The proposed model is tested by SmartPLS. It is hoped that the study will help academics and Human resource personnel to overcome the issue of faculty turnover by understanding by enhancing the organizational commitment of faculty members.

Keywords: *Affective Commitment, Normative Commitment, Continuance Commitment, Turnover Intentions*



Impact of community participation on sustainable tourism development: A conceptual framework

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ABSTRACT

Tourism is an increasingly important source of economic expansion, income, employment creation for local people and wealth in many countries. The fast development of tourism affects changes in natural resource, environment, economic, social- cultural and lifestyles of the local community. With the increase in community participation, tourism can be enhanced which in turn contributes in economic development of the country. Review of literature suggests that community participation is the significant predictor of sustainable tourism development. Community participation involves community participation in decision- making, participation in implementation, participation in benefits and participation in evaluation. Keeping in mind the importance of community participation, a framework is developed which provides insightful thoughts and opens avenues for future scholars. This paper will help in playing its role in economic development of Thailand.

Keywords: *Community Participation, Sustainable Tourism Development*





The Significance of Religiosity in Triggering Entrepreneurial Intention

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ABSTRACT

Muslims believe that Islam is not merely a religion, but a complete way of life. Although the role of religiosity in life is inherently undeniable among observing Muslims, attempts to increase the discussions on the influence of religiosity in scientific studies are still lacking. Moreover, there is limited deliberation on the role of religiosity in cultivating entrepreneurial intention. This conceptual paper, therefore, attempts to reveal the role of religiosity in inculcating entrepreneurial intention. Analysis of previous researches reveals the crucial role of Islamic religiosity in initiating entrepreneurial intention and also in influencing entrepreneurs to remain steadfast yet principled in their businesses to reach *al-Falah* (success). Furthermore, the role of Islamic religiosity is also substantial in determining a person's intention towards the implementation of entrepreneurship, subsequently specifying the rewards in the world and hereafter. The authors of this conceptual paper hope it would contribute to the corpus of knowledge and future researchers could use its findings as a valuable reference. The authors also anticipate readers and other scholars to benefit from the exposure on Islamic religiosity in entrepreneurship.

Keywords: *Religiosity, Entrepreneurial Intention, Entrepreneurship, Al-Falah*





Entrepreneurship Education: The Questions of When, What And How

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ABSTRACT

The various efforts of the Malaysian government to produce more entrepreneurs among the youth have unfortunately failed to achieve the intended impact. A report by the Malaysian Ministry of Higher Education in 2017, shows that only 2% of university graduates opt to become entrepreneurs. Furthermore, the International Labour Organisation reports an increase of 10% in unemployment rate among the youth in 2017, representing a staggering number of 237,400 persons. Due to this worrying statistic, this conceptual paper attempts to examine the role of entrepreneurship education in producing entrepreneurs by focusing on the questions of when, what and how entrepreneurship education should be appropriately applied to the youth. The findings of this paper indicate that entrepreneurship education should be cultivated at an early age to ensure adequate exposure to entrepreneurial skills and knowledge. The result also suggests ways and approaches to reveal young individuals with entrepreneurial intention, which is identified as the best predictor of entrepreneurial behaviour. Ultimately, through the findings of this research, the authors aim to deliver the best methods of educating young individuals to encourage them to become entrepreneurs.

Keywords: *Entrepreneurship Education, Entrepreneurial Knowledge, Entrepreneurial Skills, Entrepreneurial Intention, Entrepreneurial Behaviour*





**Amalan Etika Perniagaan Islam dalam Kalangan Usahawan Islam: Kajian Kes di
Syarikat Noor Arfa Holdings Sdn. Bhd.**

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ABSTRAK

Keusahawanan adalah sebahagian daripada sistem dan perniagaan ekonomi Islam. Islam menggesa para pengikutnya untuk sentiasa berusaha menjadi usahawan yang kreatif dan inovatif. Objektif kajian ini adalah mengkaji pengamalan perniagaan etika Islam di kalangan usahawan Islam khususnya di negeri Terengganu. Kajian ini menggunakan pendekatan kualitatif melalui kajian kes yang dijalankan ke atas usahawan Islam iaitu Syarikat Noor Arfa Holdings Sdn. Bhd untuk berkongsi amalan mereka dalam perniagaan etika Islam ideal. Penemuan kajian ini menunjukkan bahawa Syarikat Noor Arfa Holdings Sdn. Bhd mempunyai sistem etika yang merupakan gabungan pelbagai elemen termasuk iman dan ketuhanan. Pematuhan dan amalan nilai-nilai ini menjadikan mereka berbeza daripada usahawan lain.

Kata Kunci: *Usahawan Islam, Keusahawanan, Etika, Etika Perniagaan Islam*



The Influence of Entrepreneurial Orientation on Business Success Among SMEs in Malaysia: The Moderating Role Islamic Values

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ABSTRACT

Islamic values practices in business have been implemented by our Prophet Muhammad PBUH once he conducted business a long time ago. Consequently, Prophet Muhammad PBUH is known as a successful businessman with a beautiful characteristic of Truthfulness, Honesty, Communicative and Wisdom. As a Muslim, we are obligated to follow all of the commands and discard the wrongdoings as guided by Allah SWT in the Holy Al-Quran. Anyhow, it is found that the number of successful Muslims entrepreneurs nowadays have downsizing due to several omitted noble acts. Meanwhile, Entrepreneurial Orientation (EO) explained that an entrepreneur should be innovative, dare to take risk and become proactive in order to achieve business success. Plus, by subscribing to Islamic values, it will enhance the quality of business success for the entrepreneurs. Past studies has shown Islamic practices are among the values that help businessmen to succeed. The influence of Islamic values stated above is however, never been tested in the area of current study in Malay Small and Medium Enterprises (SMEs). The objectives of this study are to empirically test 1) the effects of Entrepreneurial Orientation (EO) on Business Success (BS) and 2) the moderating effects of Amanah, Siddiq, Tabligh and Fathonah between EO and BS. Above all, the underlying theories chosen in this study consist of Islamic Leadership Theory and Human Capital Theory that being used as the fundamental element of the study. The study begins with the review of literature, followed by the formation of research design to guide the whole process. This quantitative study used self-administered questionnaires with 10-Likert scales distributed to the respondents with specific criteria needed by the researcher. Thus, the source of data for this study is primarily collected. The simple random sampling is used in the study and 300 unit of analysis situated in Klang Valley comprises of the owner of the SMEs are chosen. 300 questionnaires were distributed and 282 were returned. Somehow, only 272 questionnaires were applicable. This study applied exploratory factor analysis (EFA), confirmatory factor analysis (CFA) and finally structural equation modelling (SEM) AMOS. The results of this study contributed to Small and Medium Enterprises in Malaysia by providing an empirical evidence of the relationships between EO and business success.

Keywords: *Entrepreneurial Orientation, Islamic Leadership Theory, Human Capital, Business Success, Islamic Values*



Faktor Penentu Kepenggunaan Hutang Islam: Perspektif Intrinsik

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ABSTRAK

Keberhutangan lazimnya digambarkan dengan fenomena kegagalan dalam kehidupan. Bagi membenarkan premis ini, amalan berhutang yang sering dikaitkan dengan sisi negatif ternyata juga berlaku di zaman Rasulullah SAW. Walau bagaimanapun, kebergantungan negara Malaysia kepada produk pinjaman ini dilihat semakin rancak berdasarkan purata statistik Keluaran Dalam Negara Kasar (KDNK) yang meningkat 12 peratus setahun sejak lima tahun yang lepas dan berada pada kadar 89.1 peratus berbanding tahun sebelumnya berjumlah 87.9 peratus. Lebih membimbangkan apabila didapati peminjam Melayu Muslim mencatatkan jumlah hutang isi rumah yang tertinggi berbanding kaum India dan Cina, sedangkan Islam tidak menggalakkan budaya berhutang. Apa yang terjadi ini jelas menjadi petunjuk penting untuk menentukan profil kepenggunaan hutang berdasarkan perspektif intrinsik menerusi penelitian pelbagai kitab karya ulama silam dan kontemporari. Inilah intipati kertas kerja yang cuba diketegahkan dalam mengenalpasti penentu kepenggunaan hutang yang telah digariskan dalam Islam.

Kaca Kunci: *Hutang, Islam, Kepenggunaan, Intrinsik.*

PENGHARGAAN

Pengarang merakamkan penghargaan kepada projek penyelidikan FRGS/1/2015/SS01/UNISZA/02/4 yang telah memberi sokongan dana untuk mendapatkan data sehingga terhasilnya penulisan ini.





THEME 2:

ACCOUNTING





Impact of Board Diversity on CEO Power

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ABSTRACT

Expropriation through the use of power by the Chief Executive Officers has been identified as one of the key factors that led to the collapse of several firms globally. CEOs use their power for good or otherwise. Studies have identified CEO as the key among the elements that could make or mar a corporation. Board of directors is the supreme body in the organization that has the mandate to oversee the affairs of the organization. Diversity on the corporate board has been appreciated to be of great importance to the stakeholders in the organization. This study will try to look into the impact of the corporate board structure and diversity in serving as check on the excess of the executive power by the CEO. This study examines the extent and the determinants of CEO power in the Nigerian listed firms. The study use secondary data from firms listed in Nigeria from 2011 to 2016. The use of 2011 as a threshold is to mark the period from when the most recent code of corporate governance is reissued. Descriptive statistics and multivariate regression analysis is used in obtaining the result of the analysis. The finding will be useful to both investors and regulatory bodies in that it will form the bases of decision making by the stakeholders and regulators. The results of this study will also contribute to the agency and resource dependency.

Keywords: *Board Diversity, Chief Executive Officer, Corporate Governance, Organizational.*



PLS-MGA: The Impact of Financial Stability between the Linkages of Awareness and Environmental Tax Compliance

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ABSTRACT

Environmental concern has been given serious attention after the government launched the cleanliness campaign in 1982. The main purpose of the campaign is to awaken citizen about the importance to preserve and conserve the environment due to fluctuation of environmental problem, particularly environmental pollution. Until now, our government had introduced some campaign through 'green incentives' to green practitioners. Newly, our government has allocated few million Ringgits to those states that practices and built 'green' in Budget 2019. Accordingly, this study attempts to investigate the impact of financial stability towards the linkage of environmental awareness and environmental tax compliance. This study only consists 369 tourists in East Coast Malaysia. Data collected using questionnaires. The results indicate a positive and significant difference between low and high financial stability. The results of this study make a contribution to existing literature in the area of environmental awareness and tax compliance. In addition, this research adds further evidence to the value of studying environmental tax.

Keywords: *Awareness, Environmental Tax, Tax Compliance*



Sustainability Disclosure on Environmental Reporting (Literature Review): Evidence from Developing Countries

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ABSTRACT

In recent decades, environmental issues have emerged as an important topic of the discussion of economic growth and development. Environmental matters associated with industrial activities have increased public concerns about the non-financial performance of firms and arising pressure for the disclosure of environmental reporting. Therefore, there have been growing of literature on environmental disclosures level, including studies conducted from developed countries, while developing countries were relatively limited published studies, particularly Arab region. Through a review of the theoretical has revealed that several of the researchers have adopted a theoretical framework in order to obtain a logical interpretation for the concept of accounting issue related to environmental disclosure. Furthermore, from previous literature, it can be observed the stakeholder theory is utilized in most studies to interpret environmental disclosure practices in firms, as a result of big pressure by all types of stakeholders and communities to whole. In addition to, others theories have been also applied to explain sustainability disclosure on environmental reporting practices, namely, political economy, legitimacy and institutional theory, it is not logical to be considered that any theory is importantly more distinguished from another. At the same time, this article a review of recent literature conducted in the developing countries in order to evaluate the determinates or factors which have been influenced in sustainability disclosure of environmental reports and investigate the gap in the studies of voluntary disclosures in emerging countries. Based on, published literatures have recognized set of factors which have been effecting on the disclosure level that could be divided into four groups. The first group examine the national contextual factors, the second group investigate the ownership structure, the third group examine the companies' characteristics and other group examine governance attributes as determinants of environmental disclosure. Thus, after reviewing the results in prior studies, there were great variations related to environmental disclosure level. The contribution of this study environmental disclosure literature as it provides deeper understanding of environmental disclosure practices within developing countries, where there are limited published studies. The study recommends the developing nations should pay more attention to the environment through the dissemination of information about their environmental operation and fulfill with environmental laws and regulations by implementing recognized standards, such as Global Reporting Initiative (GRI) and the



ISO 26000. As a result, this study gives a direction for future research on the determinants of sustainability environmental disclosure.

Keywords: *Environmental Reporting, Sustainability Disclosure, Theoretical Context, National Contextual Factors, Developing Countries.*

Earnings management in Developed and Developing Countries: A Review of Recent Literature

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ABSTRACT

Over the years, opportunistic earnings management practice produces less reliable accounting earnings which may not reflect the true and fair financial performance of firms. Earnings management is likely to reduce the quality of reported earnings and its usefulness for investment decisions, thus reducing investor confidence in the financial reports. However, accounting earnings are more reliable and of higher quality when managers' opportunistic behavior is reduced using monitoring systems. Thus, stock market regulators and other investor protection agencies are concerned about earnings management, especially after the collapse of several large firms in recent decades to which were responded by enhancing corporate governance and the independence of external auditors. One important monitoring system is corporate governance. Its primary objective is not to directly improve corporate performance, but to resolve agency problems by aligning management's interests with the interests of shareholders. The literature on earnings management is very rich and addresses a wide range of earning management related issues such as corporate governance practices, type of earnings management as well as factors affecting earning management. Past studies have identified the impact of incentives and constraints on earnings management which can be grouped into two categories. The first group examines corporate governance, ownership structure and audit quality as constraints while the second group studies leverage and free cash flows as incentives. This article provides a review of recent literature on earnings management and examines the gap in the studies of earnings management in developed and developing countries. This study contributes to the literature by highlighting the complexity of earning management issues in financial corporate reporting and provides a direction for future research on reducing earning management practice.

Keywords: *Earnings Management, Corporate Governance, Incentives and Constraints, Agency Theory.*



The Role of Internal Audit Quality Factors in Enhancing Corporate Governance

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ABSTRACT

Growing interest in corporate governance in recent years has become one of the most important issues in the modern business world today due to the spectacular failures and economic shocks and the heavy losses suffered by many international companies in many countries of the world, most notably Enron Corp., The World COM Company in the United States of America, the consequent crisis of global confidence in corporate financial statements, and the vibration of investor confidence in companies, due to poor transparency and accounting disclosure. Many states and global organizations have therefore quickly embraced the concept of corporate governance in an effort to reform corporate status, enhance disclosure and transparency, and prevent further financial crises in the future. With this in mind, this study aims to shed light on the concept of corporate governance, and to identify the reasons and motives for the spread of this concept in recent years in the developed countries, as well as to examine and discuss the role of internal audit quality factors in strengthening corporate governance as internal audit represents one The most prominent pillars of governance with a focus on the Republic of Yemen.

Keywords: *Corporate Governance, Internal Audit, Audit Committee*





The Effects Of Internal Governance, Financial Audit and Risk Management on Real Earnings Management: The Mediating Role Of Internal Audit Committee

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ABSTRACT

The prevalent increases in financial fraud cases in today's business environment has affected many corporate organizations. This stirred the need for forensic accounting investigation to uncover fraud and any other corporate irregularities. The objectives of this paper are to discuss whether forensic accounting investigation has an effect on fraud detection in Nigeria. The data is obtained from various literature and the application of forensic accounting techniques. The review of this paper shows that forensic accounting service has a significant effect on fraud detection in Nigeria. In view of this, the paper suggests that the Association of National Accountants of Nigeria (ANAN) and the Institutes of Chartered Accountants of Nigeria (ICAN) as the professional accounting bodies should encourage specialization on forensic accounting service among the professional accountants. This could diligently help to investigate and detect any fraudulent activities in both public and private organization in Nigeria.

Keywords: *Forensic Accounting, Investigation, Fraud, Nigeria*





The Mediating Role of *Shari'ah* Governance Disclosure between Corporate Governance Mechanisms and Firm Performance of Islamic Banks

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ABSTRACT

Corporate governance (CG) structure in Islamic Financial Institutions (IFIs) needs additional measures of governance for the purpose of *Shari'ah* compliance, known as *Shari'ah* governance. *Shari'ah* governance is a mechanism at the institutional, industrial and national levels that ensures IFIs only takes and uses *Shari'ah* compliant activities, products and services. The social power of the *Shari'ah* governance provides confidence to the stakeholders about the legitimacy of the transactions and activities of the IFIs. The economic powers of the *Shari'ah* governance can be seen from the fact that the profitability and value of IFIs are dependent on the performance of *Shari'ah* scholars. This paper discusses the potential influence and relationship between the CG mechanism and firm performance of Islamic banking sector and the mediating role of *Shari'ah* governance disclosure. Good CG is a must in ensuring the values required by different stakeholder groups, and it enhances the performance of corporations. CG practices and *Shari'ah* governance disclosures support the continuity of a company and help to increase the trust from the society and investors. This study has been conducted because there are limited studies on the *Shari'ah* governance disclosure as a mediator between CG mechanisms and firm performance. *Shari'ah* governance disclosures are expected to be relevant to Islamic banks in explaining and strengthening the infrastructure of IFIs. Therefore, a positive relationship between CG mechanisms and firm performance of Islamic banks is expected. The mediating variable of *Shari'ah* governance disclosure is expected to mediate the relationship between CG mechanisms and firm performance of Islamic banks.

Keywords: *Corporate Governance, Shari'ah Governance Disclosure, Firm Performance, Islamic Bank*



THEME 3:

FINANCE, BANKING & INSURANCE





The Influence of Board Gender Diversity on Financial Performance of Listed Companies in Nigeria

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ABSTRACT

In this study, we examine the impact of board gender diversity on the financial performance of listed companies in Nigeria. Using the sample of 400 firm-year observations for the period of 2012-2016. The data was analysed by means panel corrected standard error (PCSE), the study finds that gender diversity (female directors) influences the financial performance. The findings supported the argument that gender diversity enhance the financial outcomes of the firms. Consistent with resources dependency theory, the result implies that female directors contribute to the upper echelon of the board decisions. The finding informs the regulators and other stakeholders on the roles of female directors in explaining the corporate financial outcomes.

Keywords: *Gender Diversity, Financial Performance, Nigeria, PCSE*





Market Orientation and Organizational in Higher Education Institutions in Jordan

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ABSTRACT

The purpose of this study was to investigate the effects of market orientation on the Organizational performance of private universities in Jordan. The effects of market orientation are visualized on different organizational performance measures which were developed for universities specifically. The data in this study was collected through a survey strategy from 8 out of 18 private universities in Jordan. The survey was performed using a questionnaire stating the measures of market orientation and organizational performance. The reliability of the scale was assessed. The Correlation analysis was performed to test the hypothesis. The findings of this study confirm the relationship of market orientation with organizational performance measures. The market orientation has a positive relationship with organizational performance.

Keywords: *Market Orientation, Organizational Performance, Higher Education Institution (HEI), Private University, Jordan.*





The Efficiency of Volatility Financial Model with Additive Outlier: A Monte Carlo Simulation

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ABSTRACT

Nowadays, the increasing of sensitivity about outliers in the financial and business is become problematic. The presence of outliers in time series data will affects on the modelling and also forecasting. Among the various types of outliers that effects to the behavioral finance is additive outliers. This situation occurred because of recording errors, measurement errors or external factor. Therefore, the intention of this research is to investigate the effectiveness of volatility financial model with the presence of additive outliers. The appropriate approach in this paper is Autoregressive Moving Average-Generalized Autoregressive Conditional Heteroscedasticity (ARMA-GARCH) model. In this paper we generated data using ARMA(1,0)-GARCH(1,2) model via Monte Carlo simulation. There are three different sample size used in simulation study which are 500, 1000 and 1400. The comparison of effectiveness ARMA-GARCH model are based on MAE, MSE, RMSE, AIC, BIC, SIC and HQIC. The results of the numerical simulation indicate that when sample size increase, the effectiveness of ARMA-GARCH model diminished in the presence of additive outliers.

Keywords: *Outliers; Financial; Behavioral Finance; Additive Outliers; Effectiveness; Simulation*



How Responsive is the Poverty to the Foreign Direct Investment (FDI) Inflows in Nigeria? Auto Regressive Distributive Lag Approach

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ABSTRACT

The increasing concern by the government to reduce poverty and achieve a sustainable economic growth in Nigeria is of great importance. The objectives of this study is to assess how FDI affects poverty, and to investigate the direction of causal relationship between FDI and poverty in Nigeria. The study used time series data for the period of 1980-2015. The data were mainly sourced from the World Development Indicators (WDI), the Central Bank of Nigeria (CBN) and the National Bureau of Statistics (NBS). The study employed the approach of Autoregressive Distributive Lag (ARDL) and Granger Causality relationship in analyzing the data. The results show that FDI is only found to have a significant positive effect on poverty in the long run and while in the short run is not significant. The results of analysis also show that the model of poverty have high speed of adjustment toward equilibrium in the short run because of high coefficient value of error correction terms. As the Granger causality relationship results confirm that FDI has unidirectional causality relationship with poverty, government expenditure, economic growth and trade openness are found to have bidirectional causality relationships with poverty. Therefore, this study recommends that the government of Nigeria should implement subsidies and tax relief programs to attract more FDI inflow and establish poverty alleviation commission aimed at executing specific poverty alleviation programmes.

Keywords: *FDI, poverty, ARDL, economic growth*



Shari'ah Compliance in Islamic Finance: Issues of Grains Trading Financial Transactions in Nigeria

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ABSTRACT

Purpose: Grains are considered to be the most consumed food globally. Its farming, harvesting and trading form one of the major characteristics of the Nigerian economy. Since Nigeria has the largest Muslim population in West Africa, it is important that financial transactions of grains trading in the country be conducted in compliance with *shari'ah*. Therefore, the purpose of this paper is to identify the principles of *shari'ah* compliance in Islamic finance considering the issue of grains trading in Nigeria and propose upon.

Methodology: The study adopts a conceptual approach using descriptive method to have an overview of financial transactions in the grains trading practice in Nigeria from an Islamic economic perspective.

Findings: The study reveals that for grains trading financial transactions in Nigeria to be in compliance with *shari'ah* the public generally and the traders particularly should be made fully aware of the Islamic economic system which is the main issue highlighted upon. It recommends that emphasis should be made on public awareness and certain modern Islamic financial products should be made available for the traders to utilize.

Implications: The authorities should emphasize on providing regulatory bodies that would be planning, monitoring and implementing *shari'ah* rules and regulations at different levels.

Originality: Sufficient Islamic finance education institutions should be established to accomplish the Islamic economic system in the country. Further studies on different aspects of financial transactions on grains trading from Islamic economic perspective and on other products in the country were suggested.

Keywords: *Grains Trading, Islamic finance, Shari'ah Compliance, Nigeria*



Infrastructure Project Financing Through Sukuk as an Alternative to Conventional Bond Financing

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ABSTRACT

The infrastructure development is one of the vital elements in achieving the goals of the country development. When infrastructure and other public facilities are available, basic human needs can be met accurately. Financing infrastructure has been the main concern of many countries and there is a very little foreign direct investment in developing nations for many reasons. These nations apply for loans from international institutions which are expensive with many attached conditions. Similarly, evidence have shown from Gulf Cooperation Council (GCC) and Malaysia that the adoption of sukuk is an assured way toward infrastructural development of a country. For this reason, many authors perceived sukuk as alternative to conventional bond for infrastructure projects and other essential needs for countries to develop. Therefore, this study is motivated by the infrastructural development which has taken place in those countries that have been practising/using sukuk as tool for infrastructure development. This innovation will increase a lot of strategic advantage and economic development of countries by utilizing sukuk as an alternative source of funding. Using sukuk as infrastructural development's tool will also assist countries that find it difficult to fulfil the requirement for the conventional bond.

Keywords: *Sukuk, Ijarah, Infrastructure, Development*





Governance Structure of Microfinance Institutions: A Comparison of Models and Its Implication on Outreach and Sustainability

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ABSTRACT

Is there a relationship between governance structure with outreach and sustainability of microfinance institutions (MFIs)? This study aims to compare three different models of MFIs, namely microfinance banks (MFB) or self-help groups (SHG), Microcredit programme (MCP) and rural development scheme (RDS), by focusing on their governance structures, and subsequently analyze their implications on outreach and sustainability of the MFIs. Three MFIs, one from each model, will be considered, using Bangladesh as the case study. In methodology, the study relies on Porter's Competitive Strategy Theory (1979) which assesses five forces that determine the attractiveness of a business entity and affect its ability to serve its customers and make a profit. The study relies on secondary data collected mainly from the annual reports of the three MFIs. This study aims to contribute towards better governance practices of the MFIs given its strong implications on outreach, accountability, transparency, and sustainability of the MFIs. Findings of this study provide essential inputs on the way forward for the evolution of microfinance, as framed by the global development discourse and subsequent public policy choices. Better outreach and sustainability of the MFIs contribute positively to financial inclusion through poverty alleviation, empowerment of the poor and better financial access, leading to sustainable economic growth.

Keywords: *Governance Structure, Microfinance, Self-Help Groups, Microfinance Banks, Rural Development Scheme, Islamic Finance, Outreach, Sustainability.*



**Financial Globalization Uncertainty/Instability and Financial Development in
Nigeria: A Nonlinear ARDL Analysis and Nonparametric Test for Nonlinear Causality
by Diks and Panchenko**

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ABSTRACT

Emerging countries that had been experiencing flows in foreign capital inflows have had to also suffer a decline in the same capital inflows during the global financial crisis. Uncertainty in financial flows has risen the long-lasting debate about whether the advantages of current financial engineering far outweigh their development inconveniences. In essence, the rewards of financial globalization to emerging countries remain an open debate. Therefore, this paper aims to investigate the relationship between financial globalization uncertainty/instability and economic development for Nigeria using a Nonlinear Autoregressive Distributed Lags (NARDL) model and nonparametric test for nonlinear causality by Diks and Panchenko for the period of 1970Q1-2017Q4. The bounds test of the NARDL specification showed the presence of cointegration among the variables, which include the financial globalization instability, financial instability, economic growth, rate of trade imbalance and financial development. Also, the estimated NARDL model confirmed the presence of asymmetries in the financial globalization instability behavior. The results similarly indicated that financial instability and the rate of trade imbalance have negative effect on financial development, while economic growth has a positive impact. Moreover, the result of nonlinear causality by Diks and Panchenko revealed one-way causal relationship running from financial globalization instability to financial development; financial instability to financial development; and bi-directional relationship between economic growth and financial development. Also, the result of nonlinear causality by Diks and Panchenko showed no causal relationship between the rate of trade imbalance and financial development. This study recommended that uncertainty/instability in foreign capital flows may be a veiled advantage for domestic financial development, particularly in dealing with the considerably predictable issue of surplus liquidity in Nigerian financial institutions. Furthermore, the cynical view in



the previous studies of financial globalization that 'allocation efficiency' is only conceivable in the absence of uncertainty/instability not substantiated by the results.

Keywords: *Financial Globalization Uncertainty/Instability, Financial Instability, Economic Growth, Rate of Trade Imbalance, Financial Development*

Board of Directors and Bank Performance in Nigeria

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ABSTRACT

The issue of corporate governance and financial performance has always been an essential and critical element of banking sector in Nigeria. Good corporate governance practices are regarded as important in reducing risk for investors, and improving performance. Precisely, this study investigates the relationship between the board of directors and financial performance of Nigerian banks. Three board attributes (board independence, board meetings and board gender) were used as proxies of the independent variables whilst ROA was chosen as a measure of performance. Furthermore, the research made use of secondary data obtained from the annual reports of fifteen (15) banks listed in the Nigeria Stock Exchange for the year 2013 to 2015. This study utilized panel data method on 15 banks with 45 firm year observations. The random effect model was used to examine the effect of the predictors on the financial performance. The results indicated that the relationship between board independence and ROA is negatively insignificant. Board meeting and ROA were found to be negatively significant. But the relationship between board genders, board size and ROA were negatively insignificant. Whilst the relationship between firm size and ROA is positively significant. For bank age and ROA the relationship was found as negatively significant. This study provides a guide for regulators and the Nigerian banking industry.

Keywords: *Board Independence, Board Meeting, Board Gender, ROA, And Banks Performance.*





Weaknesses Concept of Existing Fixed Deposit

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ABSTRACT

The demand for investing especially fixed deposit in Islamic banking is increasing as well as Islamic product. Through the past research found that some issues regarding this objective of this paper which are to determine the existing model fixed deposit of investment in Islamic bank, develop a new formulation of calculation for the Islamic fixed deposit based on Shariah Compliance and to survey the customer's acceptability on the new characteristics of Islamic fixed deposit product among personal account and generate some hypotheses through this issue. It has been demonstrated that three variables which contribute significantly to the acceptability in new attribute of Islamic fixed deposit are: profit from fixed deposit, all the characteristics of the product and awareness among the people. The researcher will give huge useful information in order to come out by new element integrated formula to the customer acceptance of the Islamic fixed deposit. According to this study, it may increase the acceptability customers on Islamic fixed deposit, management should implement the profit, product and awareness among the customers. This paper will provide further support to the general body of knowledge on Islamic fixed deposit by include the previous literature review in the field of Islamic investment deposit.

Keywords: *Fixed Deposit, Customer, Investment, Islamic Banking, Shariah Compliance*





Mobile Banking – A Review

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ABSTRACT

The smart phone revolution in Jordan has paved way for an unprecedented growth of Mobile Commerce and Mobile banking. Mobile banking is already the largest channel for banking transactions but the adoption is mostly high only in some urban areas but very low in rest of the country. In this regard, it is good idea to understand the reasons as to why some banking consumers are not fully convinced to adopt such service. This review paper aims to succinctly review the related and existing literature on Mobile banking carried out globally and in Jordan. The current paper has also made an effort to synthesize the findings and highlight the variables that affect adoption of Mobile banking in both Jordan and Worldwide. The review results indicate that trust, hedonic motivation, perceived ease of use, perceived credibility, perceived usefulness, facilitating conditions and social influence are found to be very important factors that affect customers' adoption of Mobile banking. The most common usage for Mobile banking continues to be checking account balances and transferring funds.

Keywords: *Mobile Banking, Mobile Commerce, Banking Transaction, Consumerism, Jordan.*





Incorporating Mudarabah as a Means for Poverty Alleviation in Nigeria

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ABSTRACT

Historically, poverty mitigation program accompany the birth of independence in Nigeria. Late discovery of various resources across the nation imparted several challenges on the economy of the country. Inadequate knowledge about the worth of each asset amidst the federation pilot the residents to overage attainment of goals. Overmuch interest of individuals tightened and narrow the success of the masses. Less-attention mind-set of the powerful ones across the country worsened the survival of the powerless peoples. Competitive avoidance of affluent dignitaries make it an impossible task to minimize and eradicate destitution throughout Nigeria. With this in mind, this study aims at inserting an Islamic banking tool called Mudarabah into the existing schemes with the hope that beggary act can disappear amid the society. This objective is accomplished through content analysis approach so that opportunities in profit-sharing contract as part and parcel of Islamic banking instruments can be disclosed, and simultaneously, available resources cultivated in Nigeria surroundings will as well be unmasked. Findings show that this agenda is achievable if government and wealthy creations can submit their respective full cooperation on one edge, and proffer their maximum support towards the achievement of the approach on the other edge, thereafter, the dream will then be realized. In the light of this, the study proposes that this profit-sharing contract of Islamic banking should be extended to the ordinary people so that poor-beings will not depend on others before feeding themselves. Also, with the circulation of this free-interest mechanisms, prosperous souls will be relieved from extreme demands. Therefore, with a view of moving the country forward economically, citizens just need to overlook any religion propagating an idea, and concentrate on the benefits the notion will introduce after adoption.

Keywords: *Mudarabah, Poverty, Islamic Banking.*





Analyze ERM Implementation (Enterprise Risk Management): Empirical Study on Financial Performance and Market Reaction

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ABSTRACT

This research aims to examines effect of ERM implementation on financial performance and market reaction on financial institutions. The hypothesis proposed in this research that there are abnormal returns around the announcement of information ERM implementation. Second, companies that implement ERM has better performance than companies that do not implement ERM. The second hypothesis relates to the financial performance with return on equity and efficiency variables. The results of research support the first research hypothesis that there is a positive abnormal return at H+2 after the announcement of the implementation of ERM information, so the market can be interpreted positively respond to the information given company. This research also supports the second hypothesis, which means that in terms of market performance and financial performance of companies that implement ERM has a better performance than companies that do not implement ERM.

Keywords: *Financial Institutions, ERM, Financial Performance, Risk Management*



The Effect of Risk Management Committee Attributes and Board Financial Knowledge on the Financial performance of Listed banks in Nigeria

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ABSTRACT

The issue of corporate governance and financial performance has always been an essential and critical element for banking sector in Nigeria. Good corporate governance practices and establishing a risk management committee are regarded as important in reducing risk for investors and improving performance. This study investigates the effect of risk management committee attributes and board financial knowledge on the financial performance of listed banks in Nigeria. Furthermore, the research used secondary data obtained from the annual report of fourteen (14) banks listed in the Nigerian stock exchange for the year 2014-2016 with 42 firm-year observations and based on panel data approach. Furthermore, the regression estimates are based on random effect. The result indicates that risk management committee independence, and board financial knowledge exhibit a significant negative relationship with ROA. Meanwhile, risk management committee size has a positive insignificant relationship with ROA. Besides providing suggestion for future research work, this study provides several recommendations for regulators and the Nigerian banking industry.

Keywords: *Risk Management Committee Size, Risk Management Committee Independence, Board Financial Knowledge, Firm Performance, Nigeria*



The impact of Credit Risk Management on the Performance of Banks in Jordan Amman Stock Exchange

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ABSTRACT

The purpose of this conceptual study is to develop a model to analyze the financial performance of banks, by examining the relationship between credit risk management and the financial performance of Jordanian banks, which include both types of banks conventional and Islamic, for the period of 2013-2018 using panel regression model, and ROA, ROE as a proxy for the performance of banks.

Keywords: Credit Risk Management, Bank Performance, Conventional Banks, Islamic Banks



Risk and Performance of Islamic Banking: Malaysian Evidence

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ABSTRACT

Islamic banks that are working in dual banking system such as in Malaysia context are exposed to variety types of risks due to high pressure of competition between Islamic and conventional banks. Therefore, the main objectives of this study are to find an empirical evidence that explain the effects of, credit risk, market risk, liquidity risk, rate of return risk, and displaced commercial risk on the performance of Islamic banks in Malaysia and to decide which among the aforementioned risks, appear to be the most important and needs serious attention by Islamic banks. By using secondary data, statement of financial position and income statement for 10 local Islamic banks in Malaysia covering the period from 2009 to 2012, the study applies multiple regression tests. In this model two dependent variables (ROA and ROE) are used as measurement of the performance of Islamic banks and five types of abovementioned risks are applied as explanatory independent variables. Findings of the study have shown that, R^2 is between 14 to 28 percent, this referred to percentage of the profitability of Islamic banks which can be explained by the independent explanatory variables. The majority of the five independent variables, credit risk (CR), market risk (MR), rate of return risk (RRR) and displaced commercial risk (DCR) have recorded insignificant negative impact on ROA and ROE. Only liquidity risks (LR) have most positive and significant effects on the profitability (ROA and ROE). In other words, in term of profitability, if bank keeps low ratio of the liquid assets to the total liabilities, bank might have chance to use this liquid money to earn more income. In addition, rate of return risk (RRR) has unexpected positive effect on the profitability when measured as ROE, but it is insignificant.

Keywords: *Risk, Performance, Islamic Banking, Conventional Bank, Profitability*



Mediating Effect of Training Effectiveness on Human Factors and Enterprise Risk Management (ERM) Effectiveness among Malaysian Companies: A Conceptual Framework

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ABSTRACT

Enterprise Risk Management (ERM) is believed as an effective risk management technique in managing risk within an organization and is fast becoming the best practice standard for an organization primarily for an entity that has high-risk exposure such as banking institutions. Most of the literature on the determinants of ERM effectiveness focus on general factors such as top management commitment, organizational culture, shareholder's ownership, organizational structure, and reward and recognition, however, a few researchers give attention to the element of human factors and training effectiveness in enhancing ERM effectiveness. The purpose of this study is to expand the base knowledge and empirically test the relationship between an element of human factors and ERM effectiveness. In addition, an element of training effectiveness also will be studied for determining the mediating effect of training effectiveness on the relationship between human factors and ERM effectiveness. By using Krejcie and Morgan formula in calculating the appropriate sample size, 260 public listed companies will be selected as a sample for the study comprising of fourteen different industries from Main Market of Bursa Malaysia. The data will be collected using a survey questionnaire and will be addressed to chief risk officers (CROs), chief internal auditors (CIAs) and chief financial officers (CFOs). This study attempts to develop a conceptual framework by investigating the mediating effects of training effectiveness on the relationship between human factors and ERM effectiveness among Malaysian public listed companies. The components of human factors namely organizational culture, team member competency, teamwork, and team member involvement expected to have direct effects and significantly influence ERM effectiveness. Also, training effectiveness expected to mediate the relationship between an element of human factors and ERM effectiveness.

Keywords: *Enterprise Risk Management, Human Factors, Training Effectiveness, Effectiveness.*

Islamic Banking Governance Mechanisms and Performance: An Evidence of Camel

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ABSTRACT

Islamic banks have proven to be immunized and more profitable than their commercial counterparts during global financial crisis. Past studies attribute this result to the corporate governance structures of the Islamic banking. Islamic banking governance mechanism is differ and unique from its conventional counterparts due to the presence of Shariah governance. Shariah governance is an additional layer of the existing corporate governance mechanism that exists at the national and Islamic bank's level that is purported to support Islamic banking in achieves its objectives. The purpose of this paper is to review past literature discussing on performance of Islamic bank by specifically focusing on cross-country empirical studies. In addition, this paper shows various measurements have been used to measure performance of Islamic banks. This paper also presents a framework to further investigates on the effect of internal corporate governance characteristics on Islamic banking performance using CAMEL measurement after the enforcement of Shariah governance framework in 2012 until 2017. A significant relationship between internal corporate governance mechanisms is expected to affect the performance of Islamic banking. This paper shed light on the performance of Islamic banks and serves as preliminary study to further examine this topic in the future.

Keywords: *Islamic Banking, Corporate Governance, Shariah Governance, Performace, Camel*



The Effect of Financial and Takaful Literacy on The Sustainability of Takaful Salesperson in Malaysia: Sales Performance as Mediator

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ABSTRACT

This research is conduct to carry out the effect of financial and Takaful literacy on the sustainability of Takaful salesperson in Malaysia : Sales performance as mediator. The study reviews literature on the financial and Takaful literacy. This paper goes on to analyse factors that play roles on literacy towards sustainability. These factors are behaviour, knowledge and attitude. This factors outlined in the paper are analysed using the theoretical framework by expectancy theory. Expectancy states that people act based on the effort and it affects performance and outcome. The model is appropriate for this inquiry because it allows the reader to understand how performance is influenced by the effort and it will result to the outcome. Minimal biased method will be used for acquiring literature for the paper. Sample of insurance agent in Malaysia will be appointed as the unit of analysis in this research. The data analysed through structural equation modelling (SEM). The finding of this paper include the types of factors that play roles in literacy (behaviour, knowledge and attitude), and what factor appears to be most influential.

Keywords: *Financial Literacy, Takaful Literacy, Sales Performance, Takaful Salesperson*





THEME 4:
SOCIAL SCIENCES & OTHERS





SNS Addiction: Ignoring the Effect of Depression on Performance of SNS Users

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ABSTRACT

Social Network Sites have made the high frequency of various activities among people, businesses and different stakeholders easier than ever in both offline and online medium. This realm becomes a valuable resource for everyone to work in a multidimensional way to leverage resources. Moreover, the rising rate of SNS usage is inevitable because of digitalization of almost everything around us. Many of the uses find SNS lucrative as they promise a better level of engagement by offering more options that intrinsically motivates to stay connected round the clock. However, excessive use of SNS may cause fear of missing out that leads to SNS addiction. Although previous studies highlighted the SNS usage and its effects, there is still scope for a further contribution to different contexts. Based on Self-determination theory that explains how individual's experiences of intrinsic and diverse extrinsic sources foster the engagement of activities including performance, our objective is to make propositions of relationships among SNS addiction, depression and SNS user performance. Further research using cross-sectional study among users of SNS needed to establish and prove the directional relationships.

Keywords: *Social Network Sites, Fear of Missing Out, SNS Addiction*





Factors Contributing to Career Success of Women Academics in the Malaysian Research Universities

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ABSTRACT

Women career success has been considered as an important and an interesting research topic. From the reviews of past studies on women careers in Malaysian context, there is some limited proof that both person and contextual factors are predictors of women career success because not much is known about the perceptions of Malaysian employees on the predictors of career success. Additionally, there was no much indication about the self-efficacy, spousal/family support and networking behaviors as predictors of women career success. There are also limited studies that examine the career success in academic particularly in women context at the Malaysian public universities. Therefore, this study focuses on determining the factors that contribute to the objective and subjective career success of women academics in the Malaysian research universities. This descriptive – correlational study was conducted using the samples from 146 female academics attached with two Malaysian research universities. This study was based on quantitative survey and employed self-administered questionnaire and online questionnaire for data collection. Women academics' career success was defined using the Social Cognitive Career Theory (SCCT). The two main factors in the study (person and contextual factors) were derived from the SCCT model as prominent factors contributing to career success. From the findings of this study, different factors were found to positively and significantly correlate with women academics' objective and subjective career success. Self-efficacy and networking behaviors were found to positively and significantly correlate with monthly gross incomes. Self-efficacy, work experience, perceived organizational support and networking behaviors were found to positively and significantly correlate with number of promotions. Education level, Self-efficacy, work experience, spousal/family support, perceived organizational support and networking behaviors were found to positively and significantly correlate with number of journal publications and subjective career success. Furthermore, the findings of this study showed the factors that contributed significantly in explaining the variations in objective and subjective career success. No factor/s was found to explain the variations in monthly gross incomes. Self-efficacy, work experience and networking behaviors were found to contribute significantly in explaining the variations in number of promotions. Education level, self-efficacy and networking behaviors were found to contribute significantly in explaining the variations in number of journal publications. Finally, self-efficacy and networking behaviors were found to contribute significantly in explaining the variations in subjective career success. This study thereby suggests





that individuals, human resource development managers and organizations should pay more attention to the above mentioned factors in order to improve individuals' objective and subjective career. This study further defined career success by including both objective and subjective career success measures in Malaysia. And also filled the knowledge gap as regards to limited study on factors contributing to career success of women academics by incorporating both person-related variables (education level, self-efficacy and work experience) and contextual-related variables (spousal/family support, perceived organizational support and networking behaviors).

Keywords: *Career Success, Gender, Academics, University*





Teacher's Commitment: The Influence of Leadership Style and Emotional Intelligence

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ABSTRACT

Teacher's commitment is the key factor that predicts the school effectiveness as well as the quality of school reform. Highly committed teachers are willing to contribute their extra effort to achieve school vision and goals. Thus, by applying the effective principal's leadership, it can enhance the level of teacher's commitment. This paper aims to examine the relationship between the components of effective principal's leadership on teacher's commitment and how it will affect the level of teacher's commitment. The discussion commences by signifying the components of effective principal's leadership as the teacher's commitment predictor. The literature reviews on previous researchers' findings are adopted which navigates the discussion to the findings. Accordingly, this study finds two components of effective principal's leadership that influence the level of teacher's commitment as; (1) leadership style, and (2) emotional intelligence among the principals. Leadership style and emotional intelligence among principals shown as the crucial determinants on teacher's commitment. The findings will provide data in the areas on upgrading the practices of competent leadership style and emphasize the emotional intelligence in principalship. Therefore, in conjunction to enhance the level of commitment among teachers, principals need to develop and establish their principalship skills towards creating an excellent school.

Keywords: *Teacher's Commitment, Effective Principal's Leadership, Leadership Style, Emotional Intelligence*





The Application of Geographical Information System for Infrastructural Development in Developing Countries

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ABSTRACT

Developing nations confront several difficulties with the construction and operations of infrastructures. Countries with developing infrastructures have pursued customary technology models for planning, designing, construction and operation of facilities. With Geographical Information System (GIS) technology, the development of new infrastructures will pursue new technology models eliminating unnecessary and exorbitant transformation while planning, designing, construction, and operation of infrastructural data. Data necessities for the designing and construction of infrastructure are created for quality building structure and to limit and precisely anticipate development costs. GIS gives the essential data system to the way toward constructing and developing infrastructure gives the architects a typical way to manipulate geospatial data, keep up current information, and permit iterative data gathering techniques without swapping data records of a different pattern, and version. Because of prevalent spatial information taking care of capacities, GIS technology is progressively being considered for execution in numerous infrastructure projects in the developing countries.

Keywords: *Geographical Information System (GIS), Infrastructural Development, Developing Countries, Operations Management*





Communicative Language Teaching (CLT): Pedagogy and Practice in English as a Foreign Language (EFL) Community

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ABSTRACT

Communicative Language Teaching (CLT) can be elucidated as a bunch of precepts about the objectives of language teaching through different types of classroom activities that effectively promote language learning. It aims to build up learners' communicative competence. Nevertheless, most if not all, claim that CLT is not well-suited with every EFL context. This paper seeks to demonstrate to what extent CLT is not well-suited in Bangladeshi context as well as different EFL settings. More specifically, this paper presents the discrepancies between the pedagogical principles and practices of CLT in the above mentioned contexts. Following the current reformation in the Bangladeshi education system, the English language teaching method undergoes significant changes, where teachers are prescribed to accept CLT approach, currently which is used worldwide with a view to helping learners to learn another language (English) encircling social interaction with the target language. However, reports from reviewing literature manifested that many teachers resisted changing their teaching practices and adopting CLT approach due to the pedagogical discrepancies. This paper maintains the findings are substantially instructional regarding teaching practices of foreign language and the subsequent recommendations can be helpful for the eradication of pedagogical incongruities and bring the principles and practices of CLT in an alignment in order to the best assist students to develop their communicative competence.

Keywords: *CLT; Pedagogies; Practice; EFL Community.*





Corporate Social Responsibility (CSR) at the public schools in Palestin

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ABSTRACT

Corporate social responsibility (CSR) programs in developing schools and improving student skills in Palestine are limited. This study aims to develop a holistic concept of corporate social responsibility that accommodates the three educational streams in Palestinian schools, namely, sciences, social sciences, and vocational. Moreover, it identifies the obstacles experience by companies in implementing CSR activities such as the complexity of administrative procedures imposed by the Ministry of Education. The authors suggest the means by which CSR activities could be improved, developed, and implemented for the sustainability of excellence in school education. The descriptive approach is used to describe the extent of the implementation of CSR in the schools. The qualitative approach is used to describe the weaknesses and strengths of institutions and companies participating in CSR projects in government schools. It also highlights their perspective of CSR. Data are sourced from school reports on projects undertaken by participating institutions and companies. The study has found that the CSR projects were related to infrastructure development or support of certain educational programs. There was no difference in community participation and philanthropy involvements in CSR activities. There were a number of obstacles faced by the institutions and companies, including financial and technical limitations, administrative procedures at schools, and federal government laws and regulations. Also, the mechanism of applying corporate social responsibility varied according to the objectives and potential of each institution and company and the prevailing environment. The institutions and companies have a specific duty to serve the society by way of facilitating the sustainability, development, and growth of school education through CSR. Charitable work and community participation are open and any company can participate.

Keywords: *Corporate Social Responsibility (CSR), Schools, Education, Training*





The needs of Risks Assessment Towards Managing Issues in Blended Learning

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ABSTRACT

Blended learning is a teaching and learning method where it combines the classroom session with the online learning. While it has been started over a decade, the adoption by lecturers and acceptance by students are still gradual in the state of art. This paper examines issues in blended learning experienced by lecturers in the biggest university in the country, that also trying to opt this method. Qualitative research method was selected to provide in depth understanding of their experience and concern with regards to the blended learning implementation and recommendations towards its realisation. The findings show that network, system literacy and policy have continuously contributed to the problem in the blended learning implementation. This is not new issues and risk for investment wastage and failure is ringing. Hence, it triggers the needs of having a systematic risk assessment, to hold an important place in managing the blended learning.

Keywords: *Blended Learning, Risk Assessment, Online Learning*





The Effect of Insecurity on Girl Child Enrolment and Retention in Schools in Northern Nigeria

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ABSTRACT

Education is described as the most crucial aspect of human development, and a key to a successful living, particularly girl child education, as security serves as a strong ingredient for development in every human society. The significance of girl child education should not be overemphasized, based on that, this study empirically examines the effect of insecurity on the enrolment and retention of the girl child in school, in northern Nigeria. The study reviewed related literature from the available documents. However, in-depth interviews (semi-structured) under the qualitative method of data collection were employed in the study. The study used purposive sampling to select the informants. While thematic analysis and supported by Nvivo 12 software were used in analyzing the data collected from the informants in the study. The study reveals that insecurity has a multiplier effect on the enrolment and retention of the girl child in school, as many parents keep their daughters away from school, many schools were closed down for many years and equally effects the development of the north and Nigeria at large. Therefore, the study suggested that government as a matter of urgency should tighten the security of the nation, make education accessible and compulsory to the girl child, empowered women and youth in the area, and provide soft loan accessible to the women to reduce the level of poverty in the area.

Keywords: *Education, Insecurity, Girl Child, Enrolment*





Motivasi Guru Terhadap Penilaian Prestasi Kerja dalam Kalangan Guru-Guru Sekolah Menengah Daerah Sabak Bernam

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Syed Sofian Syed Salim

ABSTRAK

Tujuan utama kajian ini ialah untuk melihat sama ada terdapat hubungan yang signifikan antara aspek penilaian prestasi kerja dengan motivasi guru. Kajian ini juga bertujuan untuk melihat adakah terdapat perbezaan yang signifikan terhadap faktor jantina guru lelaki dan guru perempuan terhadap motivasi serta penilaian prestasi kerja. Akhir sekali untuk melihat faktor yang paling dominan antara tujuan PBPPP, kesan PBPPP, PBPPP, teknik PBPPP, kemahiran pegawai penilai dan sikap pegawai penilai pertama dan kedua. Kajian ini berbentuk tinjauan dengan menggunakan satu set soal selidik. Kaedah persampelan bertujuan digunakan untuk mendapatkan data. Sampel kajian terdiri daripada 297 orang guru dari 7 buah sekolah di daerah Sabak Bernam. Alat ukuran item penilaian prestasi diambil berdasarkan soal selidik yang digunakan oleh Devi (2004), manakala untuk item motivasi diambil berdasarkan set soal selidik Mohammad Aziz et al (2015). Dapatan kajian melalui analisis ujian t menunjukkan tidak terdapat perbezaan yang signifikan di antara faktor jantina guru dengan motivasi guru dan penilaian prestasi kerja. Analisis korelasi Pearson menunjukkan terdapat hubungan yang kuat di antara aspek penilaian prestasi kerja dengan motivasi guru. Akhir sekali, kemahiran pegawai penilai merupakan aspek yang paling dominan mempengaruhi keberkesanan penilaian prestasi.

Kata Kunci: *Motivasi, Penilaian Prestasi, Organisasi dan Guru.*





**Factor Mempengaruhi Penggunaan Persekitaran Pembelajaran Maya (VLE FROG)
Guru Agama: Kajian di Sekolah Agama Bantuan Kerajaan (SABK) Negeri Selangor**

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ABSTRAK

Selaras dengan Pendidikan abad ke-21 (PAK21) suasana persekitaran pembelajaran maya merupakan cabaran terbaru bagi guru-guru agama di SABK. Sejak diperkenalkan Kurikulum Bersepadu Dini (KBD) pada 2015 guru-guru menghadapi dwi cabaran dalam pengajaran kurikulum baru dan dalam masa yang sama perlu mengimplementasikan pengajaran berasaskan teknologi. Kajian ini bertujuan untuk melihat hubungan antara ciri persekitaran pdp maya VLE Frog dengan tahap penggunaannya. Selain itu, kajian ini juga bertujuan mengenal pasti factor peramal terbaik terhadap penggunaan pdp maya. Kajian ini menggunakan soal selidik oleh 71 orang responden yang terdiri daripada guru-guru yang mengajar matapelajaran KBD iaitu Syariah Islamiyyah, Usuluddin dan Al-Lughah Al-Arabiyyah Al-Muasiroh (LAM). Data yang diperolehi dianalisis dengan menggunakan perisian Statistical Package For Social Sciences (SPSS) 25.0. Hasil analisis korelasi menunjukkan pengetahuan mempunyai hubungan signifikan yang tinggi dalam meningkatkan tahap penggunaan pdp maya Vle Frog di SABK selain kesediaan. (nilai $r = 0.562$ pengetahuan dan nilai $r = 0.658$ kesediaan). Manakala pra sarana mempunyai hubungan yang lemah terhadap penggunaan tersebut (nilai $r = 0.44$). Kajian ini turut membuktikan bahawa peningkatan penggunaan persekitaran pembelajaran maya dalam pdp hendaklah seiring dengan pengetahuan dan kesediaan guru dan bukan bergantung kepada kemudahan fizikal semata-mata.

Kata kunci: *Pembelajaran maya, Virtual Learning Environment (VLE Frog), Kurikulum Bersepadu Dini (KBD), Sekolah Agama Bantuan Kerajaan (SABK)*



Amalan Kualiti Guru dalam Kalangan Guru Pendidikan Islam di Sekolah Kebangsaan

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ABSTRAK

Peranan guru berkualiti sememangnya telah terbukti dan memberi impak yang besar terhadap kemenjadian murid. Guru berkualiti adalah individu yang mampu menguasai dan merealisasikan segala bentuk kemahiran dan pengetahuan. Guru Pendidikan Islam perlu bersikap terbuka, proaktif, produktif dan menguasai kemahiran teknologi maklumat dan komunikasi sebagai pemangkin ke arah penghasilan pendidikan yang cemerlang dan berkualiti. Kajian ini bertujuan untuk mengkaji amalan kualiti guru Pendidikan Islam melalui aspek penguasaan ilmu, kaedah pengajaran, personaliti diri, motivasi dan persekitaran guru. Kajian ini merupakan satu kajian kuantitatif dengan menggunakan kaedah tinjauan melalui instrumen soal selidik. Seramai 714 orang guru Pendidikan Islam sekolah kebangsaan telah terlibat dalam kajian ini. Setiap data yang diperolehi telah dianalisis menggunakan perisian *Statistical Package for Social Science* (SPSS) versi 23.0. Data deskriptif kajian telah dianalisis dengan menggunakan peratus dan min, manakala data inferensi dianalisis menggunakan Ujian-t Test, ANOVA sehalu dan korelasi. Dapatan kajian menunjukkan tahap amalan kualiti guru Pendidikan Islam berada pada tahap yang sangat tinggi (min 4.282, SD 0.347). Analisis inferensi menunjukkan terdapat perbezaan yang signifikan dari aspek demografi umur guru yang lebih 45 tahun dengan amalan kualiti guru Pendidikan Islam $F=(3,6.18)$, $\text{sig}=0.000$, ($p<0.005$). (min=4.42). Hasil analisis korelasi menunjukkan terdapat hubungan yang kuat dan sederhana bagi faktor-faktor amalan kualiti guru Pendidikan Islam. Sehubungan itu, kajian ini menjadi salah satu indikator dalam mewujudkan kualiti guru yang mampan dan jitu khususnya dalam kalangan guru Pendidikan Islam di sekolah kebangsaan.

Kata Kunci: *Kualiti Guru, Pendidikan Islam, Pendidikan, Teknologi.*



Analisis Kemahiran Insaniah Terhadap Efikasi Kendiri dalam Kalangan Pelajar Kolej Matrikulasi Melalui Kaedah Kermeneutik

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Suppiah a/I Nachiappan

ABSTRAK

Kajian ini menganalisis tentang penguasaan kemahiran insaniah dan kesannya terhadap efikasi kendiri pelajar di Kolej Matrikulasi, Kementerian Pendidikan Malaysia. Sampel kajian ini melibatkan dua belas orang pelajar Kolej Matrikulasi Pahang yang terletak di daerah Gambang. Kajian ini dibuat untuk melihat penguasaan pelajar dalam kemahiran insaniah dan kesannya terhadap efikasi kendiri pelajar di Kolej Matrikulasi, Kementerian Pendidikan Malaysia. Kaedah kajian ini menggunakan teks jawapan yang ditulis oleh responden sebagai data dan ditranskriarkan menjadi teks kajian. Teks kajian ini kemudiannya dianalisis menggunakan Kaedah Hermeneutik. Kajian ini menunjukkan kepentingan penguasaan kemahiran insaniah dan kesan efikasi kendiri kepada pelajar, serta perkaitan dalam penguasaan kemahiran insaniah terhadap efikasi kendiri pelajar tersebut. Dapatan kajian menunjukkan bahawa pelajar yang mempunyai asas yang lemah dalam penguasaan kemahiran insaniah mempunyai kesan positif dengan mengambil subjek Kemahiran Dinamika di Kolej Matrikulasi dan berjaya meningkatkan penguasaan kemahiran insaniah mereka. Penguasaan kemahiran insaniah ini juga telah memberi kesan yang positif terhadap efikasi kendiri mereka. Implikasi kajian ini adalah pentadbiran kolej dan pensyarah perlu memperkasakan kemahiran pelajar dalam mata pelajaran wajib ditawarkan matrikulasi kolej untuk meningkatkan efikasi kendiri pelajar dan dapat melahirkan modal insan yang seimbang untuk negara.

Kata Kunci: *Kemahiran Insaniah, Efikasi Kendiri, Kolej Matrikulasi, Subjek Wajib*



Tahap Amalan Guru Pendidikan Jasmani Sekolah Menengah dari Aspek Kefahaman dan Transformasi: Satu Kajian di Daerah Klang, Selangor

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ABSTRAK

Kajian tentang penaakulan pedagogi dari aspek kefahaman dan transformasi guru mempunyai perkaitan antara satu sama lain dalam pengajaran mata pelajaran Pendidikan Jasmani. Objektif kajian ini, bertujuan untuk mengenal pasti tahap amalan kefahaman guru terhadap isi kandungan, latar belakang murid serta mengenal pasti tahap amalan dimensi transformasi dalam sub dimensi persediaan, usaha serta penyampaian dalam pengajaran. Kaedah tinjauan secara soal selidik digunakan dengan sampel kajian berjumlah 119 orang guru yang mengajar mata pelajaran Pendidikan Jasmani terlibat dalam kajian ini. Analisis data soal selidik menggunakan program *Statistical Package for the Social Sciences (SPSS) versi 21* yang melibatkan kaedah statistik deskriptif seperti skor min, sisihan piawai dan skor peratus. Analisis deskriptif turut digunakan untuk menghuraikan secara menyeluruh data mengenai demografi kajian yang melibatkan skor peratus dan kekerapan profil peserta kajian iaitu jantina, etnik, lokasi sekolah dan opsyen guru. Dapatan kajian menunjukkan bahawa tahap amalan penaakulan pedagogi guru Pendidikan Jasmani dalam aspek kefahaman dan transformasi dapat di terjemahkan. Amalan kefahaman guru dalam pedagogi dan tindakan pengajaran sekolah menengah yang dikaji adalah diamalkan di tahap tinggi, dengan skor min ($M=3.76$) dan sisihan piawai ($SP=0.76$). Manakala amalan transformasi pula turut mencatatkan bacaan tahap tinggi berdasarkan kepada nilai ($M=3.95$, $SP= 0.71$). Oleh yang demikian itu, secara tidak langsung fenomena amalan penaakulan pedagogi pengajaran berlaku dan dapat diterjemahkan dalam kalangan guru-guru Pendidikan Jasmani di daerah Klang. Justeru dapatan kajian ini boleh digunakan dan dipraktikkan di daerah lain bagi memantapkan lagi penguasaan pengajaran guru , malah mampu dipertingkatkan dengan lebih baik pada masa akan datang.

Kata Kunci: *Penaakulan Pedagogi , Kefahaman , Transformasi Pendidikan Jasmani*



Tahap Penggunaan Surau Dalam Pembelajaran dan Pemudah Cara Mata Pelajaran Pendidikan Islam di Sekolah Rendah Negeri Selangor

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ABSTRAK

Aspek kemenjadian murid dapat dilihat dalam pelbagai sudut terutamanya akhlak dan sahsiah selaras dengan keperluan yang digariskan dalam Pelan Pembangunan Pendidikan Malaysia (PPPM) 2013- 2025. Bermula tahun 2013, Bahagian Pendidikan Islam (BPI) Kementerian Pendidikan (KPM) telah menganjurkan Anugerah Surau Imarah Sekolah-Sekolah KPM (ASISS). Selain pertandingan, ASISS adalah platform untuk mendekatkan murid-murid dan warga sekolah terhadap penggunaan surau secara holistik dan maksimum. Justeru kajian ini bertujuan menganalisis tahap prasarana dan tahap penggunaan surau oleh guru-guru mata pelajaran Pendidikan Islam di sekolah rendah Daerah Petaling Utama, negeri Selangor. Kajian rintis ini berbentuk kuantitatif menggunakan soal selidik oleh 30 orang responden yang terdiri daripada guru-guru Pendidikan Islam (GPI). Data yang diperolehi dianalisis dengan menggunakan perisian Statistical Package For Social Sciences (SPSS) versi 25. Hasil dapatan menunjukkan tahap penggunaan surau dalam PdPc mata pelajaran Pendidikan Islam adalah tinggi dengan nilai min ($=3.41$) selari dengan tahap prasarana iaitu nilai min ($=4.09$). Kajian ini membuktikan keperluan prasarana surau yang baik dapat menggalakkan penggunaan surau secara maksimum oleh guru dalam melaksanakan Pdp mata pelajaran Pendidikan Islam selain bagi tujuan ibadah khususnya.

Kata Kunci: *Prasarana, Penggunaan, Surau Sekolah*





Faktor-faktor Dominan yang Mempengaruhi Tahap Hafalan Al-Quran di SM Imtiaz YT Besut: Satu Tinjauan Awal

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Mohd A'Tarahim bin Mohd Razali

ABSTRAK

Mutakhir ini, perkembangan sistem program menghafaz al-Quran menjadi tarikan banyak pihak. Lebih menarik apabila subjek hafazan al-Quran mula digabungkan dengan subjek akademik dan ditatbiqkan di sekolah asrama penuh seperti Sekolah Imtiaz, MRSM Ulul al-Bab, SBP TMUA dan lain-lain. Tujuan penambahbaikan sistem pendidikan ini bertujuan menghasilkan generasi yang bukan sahaja celik mata tetapi celik hati sebagai wadah pembentukkan sahsiah dan jati diri. Pendidikan yang sedia ada lebih menekankan soal duniawi sehingga soal ukhrawi terabai. Kekurangan sistem pendidikan yang ada telah melahirkan ramai generasi yang bijak pandai tetapi pincang dari segi akhlak dan sahsiah diri. Keadaan ini telah membuka mata sesetengah pihak dan berusaha dalam mentransformatifkan pendidikan melalui gandingan dua cabang ilmu iaitu ilmu duniawi (sains) dan ilmu ukhrawi (agama) melalui program hafazan al-Quran. Oleh itu kertas kerja ini dibina untuk mengenal pasti dan menganalisis corak yang telah diterapkan dalam program hafazan al-Quran sebagai satu medium transformasi pendidikan di Malaysia. Persoalannya, sejauhmanakah tahap hafalan al-Quran pelajar dapat menegekalkan hafalan yang telah dihafaz apabila subjek akademik dan hafazan al-Quran digabungkan serta resolusinya? Kajian ini dilakukan dengan menggunakan reka bentuk kajian kes dan analisis data melalui soal selidik yang diedarkan kepada pelajar dalam mencapai objektif kajian.

Kata Kunci: *Kaedah Hafazan Al-Quran, Hafalan Al-Quran, Resolusi*





Factors Preventing the Adoption of Agricultural Technology among Banana and Platin Growers: A Mapping Review of Recent Literatures

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ABSTRACT

It is believed that improved agricultural technology adoption, such as using improved seed varieties, fertilizer application, e.t.c could stimulate the changeover from the presently low productivity, peasant, and subsistence farming to commercial farming (which is able to produce surpluses). However the rate of adoption of these technologies in developing countries has remained low. This study aim at shedding some light on the potential factors that preventing agricultural technology adoption among Banana and Plantain growers in Oyo state Nigeria. It does so by reviewing previous studies done on technology adoption. From the study technological, economic, institutional factors and social factors are found to be the determinants of agricultural technology adoption. Thus, this review article has the aim to identify the factors preventing the adoption of Agricultural technology in recent Literatures. A reasonable number of articles were selected upon screening and mapping review was conducted. The study recommend the future studies on adoption to widen the range of variables used by including awareness and cost of technology towards new technology.

Keywords: *Technology, Adoption, Banana and Plantain Growers*





International Election Observers in African Democracy: Curse or Blessing?

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ABSTRACT

The election observer is one of the stakeholders of the electoral process in Africa. The role of the international observers just like other players of the electoral process, is to ensure free, fair and credible election. This body mostly work hand in hand with civil society group/organization in order to ensure smooth conduct of election. Election observers have been seen as democracy police in Africa which has added value to the conduct and manner at which election is being conducted in the society. Although, many studies have been conducted on both positive contribution and negative impact of the election observers into the system, but this study will juxtapose the two sides of a coin to examine whether the role of the observer is a blessing or curse to the development of Africa and its democratic consolidation. The study makes use of Election Monitoring Theory to explain the role and contribution of election observers to the democratic consolidation in Africa. The study is a qualitative, and it employs the use of secondary source of data to explain the pros and cons of the international election observers towards monitoring election that mostly eventually usher-in the transition of power from one democratically elected leader to another in Africa.

Keywords: *Election, Free and Fair, International Observers, Democracy, Africa.*





Kepimpinan Instruksional dalam Transformasi Pendidikan Malaysia Abad ke-21- Satu Ulasan

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ABSTRAK

Cabaran pada masa kini sangat kritikal dan memerlukan perubahan yang cukup pantas melalui perkembangan ilmu pengetahuan dan teknologi yang serba canggih. Ini tentunya meletakkan bidang pendidikan menjadi satu bidang yang sangat penting bagi menyediakan generasi yang seimbang dari segi rohani, emosi dan jasmani selari dengan Falsafah Pendidikan Negara. Justeru itu peranan pemimpin sekolah bagi merealisasikan hasrat ini sangat diperlukan dan mencabar pada abad ke-21. Cabaran yang dihadapi oleh para pemimpin sekolah mutakhir ini memerlukan pemimpin pendidikan yang berketrampilan, berpengetahuan dan berwibawa. Kepimpinan instruksional adalah satu konsep yang luas, menyeluruh dan realistik bagi merangsang pembelajaran dan pengajaran dalam bilik darjah serta usaha-usaha yang diambil dalam menyediakan murid-murid menghadapi pembelajaran abad ke-21. Kepimpinan instruksional juga dapat mempengaruhi warga pendidik ke arah mencapai dan memenuhi hala tuju yang telah ditetapkan seperti mana yang termaktub dalam Pelan Pembangunan Pendidikan Malaysia (PPPM) 2013-2025. Tumpuan utama perbincangan ini melihat sejauh mana kesedaran dan pengetahuan pemimpin sekolah sebagai agen perubahan dalam menyediakan pendidikan abad ke-21. Kerangka kertas kerja ini adalah berasaskan gaya kepimpinan instruksional Model Hallinger dan Murphy (1985).

Kata Kunci: *Kepimpinan, Instruksional, Pendidikan Abad Ke-21*





Fiqh Aghlabiyyat: Satu Tinjauan Awal

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ABSTRAK

Fiqh Aqalliyat (minoriti) adalah salah satu pendekatan fiqh terkini dikemukakan dalam menangani isu-isu minoriti Muslim. Ini merujuk kepada keperluan minoriti Muslim untuk berinteraksi dengan majoriti non muslim secara harmoni. Malangnya dalam beberapa keadaan solusi ini cuba dilaksanakan dalam kondisi umat Islam adalah majoriti. Hal ini adalah tidak sesuai dengan fiqh kenegaraan Islam. Justeru kertas ini cuba membuat tinjauan awal terhadap Fiqh Majoriti. Kajian berbentuk kualitatif ini akan melibatkan kajian perpustakaan sepenuhnya. Fakta-fakta akan dianalisis secara kritis melalui kaedah induktif, deduktif, dan historikal demi mencetuskan idea dan konsep terasas dalam pembinaan satu kerangka Fiqh Majoriti yang komprehensif. Kajian mendapati Fiqh Majoriti ini adalah satu lagi kerangka pemikiran fiqh yang diperlukan oleh komuniti Muslim masa kini. Asasnya boleh dikesan dalam nas-nas syarak, sejarah Islam serta Fiqh Kenegaraan Islam. Implementasi terhadap Fiqh ini, dilihat mampu memandu Kerajaan para pemimpin, badan fatwa dan pihak berkuasa agama untuk terus mengekalkan kestabilan dan keharmoniaan sesebuah negara yang didiami oleh majoriti Muslim serta memastikan keadilan dan kebajikan dapat dinikmati oleh non Muslim.

Kata Kunci: *Fiqh Kenegaraan, Majoriti, Minoriti, Kestabilan, Masyarakat Majmuk*





Fiqh Kemajmukkan Berdasarkan Surah Al-Hujrat Ayat 13

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ABSTRAK

Islam merupakan sebuah agama yang memberikan perhatian yang khusus terhadap aspek kesejahteraan dalam sesebuah entiti masyarakat. Hal ini boleh dibuktikan menerusi kandungan ayat al-Quran dan hadis Nabi SAW yang banyak membahaskan tentang perkara tersebut. Justeru kajian ini akan membuat analisis terhadap salah satu ayat yang menyentuh aspek kemajmukan masyarakat iaitu ayat ke-13 dalam surah al-Hujrat. Kajian yang bersifat kualitatif ini akan mengupas pandangan para mufasirin dan ilmuwan Islam secara terperinci menggunakan metode induktif, deduktif serta komparatif. Hasilnya, kajian mendapati bahawa terdapat tiga elemen utama dapat dipecahkan berdasarkan konteks ayat untuk melahirkan sebuah masyarakat majmuk yang sejahtera. Elemen-elemen yang dimaksudkan adalah tunjang, dasar dan tujuan. Berdasarkan ayat ke-13 surah al-Hujrat dapat disimpulkan sebuah model masyarakat majmuk sekali gus menolak dakwaan Islam menolak kemajmukan dan kepelbagaian dalam sesebuah entiti masyarakat. Walaupun ayat ini sangat ringkas dan tidak menyentuh kesemua elemen kemajmukan masyarakat, namun kewujudan tiga elemen ini sudah cukup membuktikan kemukjizatan al-Quran sebagai sumber asas pembentukan masyarakat majmuk dan melahirkan suatu solusi dan penyelesaian untuk kebaikan manusia bersama.

Kata Kunci: *Fiqh Kemajmukan, Surah al-Hujrat*

Application of RS and GIS to Analyze The Driving Force of Land use Changes in South Ghor Region, Jordan

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ABSTRACT

Since human appearance on earth, humans have utilized land and its resources to satisfy their needs, cultural, social and spiritual needs. Land use and land cover changes (LUCC) are one of the principal reasons for the global change, and it is the obstacles most closely correlated with human and natural processes. Nowadays, it is admitted that the driving forces of Land use and land cover changes are a combined between anthropogenic (social, economic, political and technological) and biophysical factors with indirect or direct influences. Four multi-temporal satellite images (1972, 1989, 1999 and 2016) were classified to examine the land use/land cover changes and their causes in South Ghor area, questionnaires approach was applied, this method considered one of the best ways of disclosing the silent issues, causes and driving forces behind the land use/land cover change in the study region. Kriging method (interpolation) was used to prophesy values for cells in a raster from a bounded number of sample data points obtained through the field survey, these data were used to define the locations where various drivers of change have a dominating effect to prophesy the possible future trend of the event in the study region. The results reveals a tremendous changes in land use and land cover can be observed in the study area from 1972 until 2016, a series of associated factors resulted in the rapid development and consequently produced significant changes in land use and land cover in South Ghor. This study has discovered that four significant factors are behind the land use/land cover changes in South Ghor region; these are social, economic, political and environmental factors.

Keywords: *Environment, GIS, Land Use/ Land Cover, Remote Sensing.*



Biodiversity Conservation As An Environmental Friendly Practice: A Case Study of The Nigerian Transnational Hotels, Lagos

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Azilah Kasim

ABSTRACT

The increasing threat from excessive environmental resources consumption is said to be one of the leading factors responsible for environmental problems like deforestation, biodiversity reduction, ozone layer depletion, climate change, and global warming. Unfortunately, the hotel sub-sector of the tourism and hospitality industry is complicit in this regard. But previous studies have concentrated mainly on its environmental impacts of hotel. Though studies on environmental friendly practices appears to be gaining momentum in the developed and emerging countries. However, little is still known about the participation of Nigerian transnational hotels towards biodiversity conservation. This study attempts to explore how transnational hotels in Nigeria engage in the conservation of the biodiversity. To undertake this, data was collected through semi-structured interview from among the managerial staff in five transnational hotels in Lagos, Nigeria. NVivo 10 computer software was used to run a thematic analysis based on the transcribed interview data. It was revealed that only three hotels practices biodiversity conservation. Based on the findings, the study recommended for necessary policies to be implemented in order to encourage environmentally friendly initiatives among the stakeholders. Also, the need for training and awareness creation regarding environmentally-friendly practices in the hotel as well as general environmental protection and management was advocated.

Keywords: *Biodiversity Conservation, Environmental Friendly Practice, Nigerian Transnational Hotels In Lagos.*





Polisi Kerajaan dan Kesan Terhadap Prestasi Syarikat Pelancongan Kecil dan Sederhana di Malaysia

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ABSTRAK

Kajian ini bertujuan untuk menganalisis pelaksanaan polisi kerajaan dan kesan terhadap prestasi Syarikat Pelancongan Kecil dan Sederhana (SPKS) di Malaysia. Hasil kajian lepas menunjukkan dapatan yang tidak konsisten antara pembolehubah polisi kerajaan dan kesan terhadap prestasi SPKS. Lima konstruk iaitu polisi perundangan, polisi galakan, polisi bantuan, polisi pembiayaan dan polisi pembangunan telah dikaji. Kaedah persampelan rawak mudah digunakan dalam kajian ini. Sampel kajian terdiri daripada Pengusaha Syarikat Pelancongan Kecil dan Sederhana di Malaysia. Sebanyak 500 borang soal selidik telah diedar secara pos kepada sampel kajian dan 385 telah dikembalikan. Model Persamaan Struktur telah digunakan untuk menganalisis dapatan kajian.. Keputusan menunjukkan bahawa polisi galakan, polisi bantuan dan polisi pembiayaan memberi kesan langsung yang positif terhadap prestasi SPKS. Keputusan juga menunjukkan bahawa pelaksanaan polisi kerajaan memberi kesan sebanyak 37 peratus terhadap prestasi SPKS di Malaysia.

Kata kunci: *Polisi Kerajaan, Prestasi, Syarikat Pelancongan Kecil dan Sederhana*

ABSTRACT

The aim of study is to analyze the implementation of government policies and impact on the Small and Medium Tourism Enterprises (SMTE's) performance in Malaysia. The Result of the previous study showed that there was an inconsistent result between the government's policy variable and impact of the SME's performance. Five construct such as legislative, incentives, assistance, financing and development policies have been studied. The random sampling method is used in the study. Sample of the study are Owner/ Entrepreneur of SMTE's in Malaysia. A total of 500 questionnaires were distributed by post to the sample of the study, and 385 were returned. The Structural Equation Model has been used to analyze the result of the study. The results show that the incentives policy, assistance policy and financing policy have a positive direct impact on the SMTE's performance. Also shows that the government policies had a 37 percent impact on the SMTE's performance in Malaysia.

Keywords: *Government policies, performances, Small and Medium Tourism Enterprises*





Future Trends of Education in the Light of Dynamic Leadership

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ABSTRACT

The study aims to identify the future trends of education in the light of dynamic leadership. The researcher examined future plans for future education which included e-learning and distance learning in the light of dynamic leadership from the point of view of faculty members in Jordanian universities. The descriptive and correlative methods were applied to the most important indicators and its relationship to dynamic leadership, the first measure of the study of indicators to measure future trends towards open and e-learning, another measure of the dynamic leadership level. The study sample consisted of (200) faculty members in the Jordanian universities. The most important results were that the future trends are strong towards e-learning and distance learning. There is a statistically significant relationship between the positive trend of education and dynamic leadership styles (interactive, And sharing of knowledge). The study recommended providing potential for the direction of open education and providing the tools of modern technology necessary for the success of this process.

Keywords: *Future Trends of Education, Dynamic Leadership, Open And E-Learning.*





Pengharmonian Tafsiran dalam Pembangunan Kerangka untuk Garis Panduan Etika Bioteknologi Moden di Malaysia dalam Kalangan Pembuat Polisi

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ABSTRAK

Bioteknologi moden menimbulkan pelbagai keraguan dan keprihatinan seluruh dunia mengenai potensi risiko terhadap manusia, alam sekitar dan masyarakat. Definisi bioteknologi moden dan perkara-perkara yang berkaitan dengannya perlulah jelas dan tepat bagi memastikan pengawal-selia, industri dan pengguna memahami isu bioteknologi moden dengan lebih mendalam. Malaysia telah menggubal Akta Biokeselamatan 2007 yang menggunakan tafsiran daripada Protokol Cartagena sebagai rujukan utama. Akta ini dalam Bahagian 1, Seksyen 3 iaitu 'Tafsiran' telah membincangkan tafsiran-tafsiran yang terlibat dalam biokeselamatan antaranya ialah (1) Bioteknologi Moden, (2) Organisma diubah suai yang hidup dan (3) Hasilan organisma sedemikian yang akan dibincangkan dalam kajian ini. Sesebuah teknologi diterima dan berjaya dilaksanakan apabila kepercayaan ideologi dan nilai-nilai budaya yang diamalkan oleh masyarakat setempat dapat diterapkan. Objektif kajian ini adalah untuk mendapatkan pandangan pembuat polisi di Malaysia mengenai tafsiran pada ketiga-tiga terma di atas untuk diharmonikan dan ditambahbaik bersesuaian dengan keperluan semasa Malaysia. Kajian ini juga memberi ruang kepada pembuat polisi untuk mencadangkan terma-terma yang sesuai diwujudkan bagi menambahbaik kajian ini. Kajian ini menggunakan kaedah kualitatif Perbincangan Kumpulan Fokus (FGD) dalam kalangan pembuat polisi di Malaysia. Hasil mendapati para pembuat polisi mencadangkan beberapa penambahbaikan terhadap tafsiran tersebut mengikut kesesuaian semasa disamping mencadangkan penambahan terma klon dan hasilan klon memandangkan teknologi klon kini merupakan salah satu aplikasi bioteknologi moden.

Kata kunci: *Bioteknologi Moden; Akta Biokeselamatan 2007; Pembuat Polisi; Pengharmonian Tafsiran; Klon*

PENGHARGAAN

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Analisis Bentuk Kecenderungan Generasi Z dalam Proses Pembelajaran

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ABSTRAK

Sistem pendidikan hari ini telah memperkenalkan proses pembelajaran berasaskan telekomunikasi semasa antaranya pengaplikasian teknik gamifikasi. Namun pembelajaran menggunakan teknik gamifikasi dan penggunaan alat komunikasi moden terhadap pelajar generasi Z masih terhad dan tidak sepenuhnya diaplikasi dalam proses pembelajaran. Justeru, kertas kerja ini bertujuan menganalisis bentuk-bentuk kecenderungan pelajar generasi Z terhadap proses pembelajaran. Kajian ini merupakan kajian kualitatif yang menggunakan pendekatan melalui kaedah analisis kandungan sebagai metodologi kajian. Dapatan menunjukkan bahawa kecenderungan pelajar generasi Z terhadap pembelajaran melalui kaedah gamifikasi dan penggunaan alat telekomunikasi moden lebih menarik minat murid berbanding pembelajaran menggunakan kaedah tradisional. Kertas kerja ini mencadangkan guru-guru di Malaysia dapat melakukan anjakan paradigma dalam proses penyampaian ilmu kepada generasi z agar selari dengan arus pendidikan revolusi 4.0 dan pendidikan abad ke-21.

Kata kunci: *Kecenderungan Pelajar, Generasi Z, Proses Pembelajaran, Gamifikasi*





Adaptasi Penduduk Menghadapi Bencana Banjir di Malaysia, Kajian Kes: Temerloh, Pahang

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ABSTRAK

Banjir merupakan bencana alam yang sentiasa berlaku dalam iklim Malaysia. Antara banjir yang kerap berlaku di Malaysia adalah banjir monsun dan banjir kilat. Bagi daerah Temerloh, banjir yang sering berlaku adalah banjir monsun yang saban tahun terjadi. Bencana banjir terus berlaku walaupun pelbagai tindakan di buat. Kajian ini dijalankan untuk memahami tindakan penduduk Temerloh menyesuaikan diri dalam menghadapi bencana banjir. Ia melibatkan kaedah soal selidik yang menumpukan kepada kawasan daerah Temerloh sahaja dengan melibatkan 350 responden yang tinggal di sekitar sungai dan jauh dari sungai. Hasil analisis menunjukkan kebanyakan responden adalah terdiri daripada etnik Melayu dengan kategori umur 30 hingga 60 tahun yang menetap lama di kawasan bencana. Bagi faktor keterdedahan, hasil kajian yang diperolehi menunjukkan seramai 49.7% responden tinggal di kawasan pesisir sungai yang merupakan zon banjir. Hampir 50% responden tinggal di kawasan zon banjir berbanding 36.3% responden tinggal di kawasan tanah lembab (darat) yang jauh dari kawasan sungai namun di kawasan tanah rendah. Dari segi faktor ekonomi melibatkan struktur rumah responden, jenis rumah, pemilikan rumah dan faktor pemilikan rumah. Hampir 70% responden kajian tinggal di rumah jenis konkrit dan kayu. Faktor penyumbang yang menyebabkan mangsa tetap menetap di kawasan tersebut walaupun sering mengalami banjir saban tahun. Sebanyak 69.1% daripada keseluruhan responden menetap di situ kerana ia merupakan tanah mereka sendiri. Oleh itu, kebanyakan responden amat positif dengan pendirian mereka bahawa penyediaan semasa banjir adalah sangat diperlukan seperti beras dan makanan simpanan lama serta perahu yang digunakan sebagai pengangkutan air.

Kata Kunci: *Banjir Monsun, Kemudahanterancaman, Pengurusan Banjir, Pengangkutan Air, Mangsa Banjir*





Pendekatan Islamisasi Program Mentor Mentee di Institut Pendidikan Guru

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ABSTRAK

Institut Pendidikan Guru sentiasa berusaha melahirkan guru yang terlatih dan efektif dalam memenuhi hasrat dan aspirasi negara. Siswa pendidik yang dilatih harus mempunyai kekuatan dan keupayaan dalam menghadapi cabaran dan perubahan semasa. Bagi mencapai tujuan itu, program pementoran dirancang sesuai dan selari dengan penentuan matlamat di atas. Kertas kerja ini akan menyorot secara kritikal Program Mentor Mentee di IPG dalam rangka untuk melaksanakan pendekatan Islamisasi Tujuh Dimensi Budaya IPG dengan sepaduan wahyu Ilahi melalui dalil Al-Quran sebagai tambahan dalam falsafah aktiviti yang dijalankan. Kajian kualitatif ini dijalankan secara penelitian dokumen dan temubual dengan beberapa orang guru pelatih yang terlibat dengan Program Mentor Mentee. Hasil kajian mendapati guru pelatih di IPG Kampus Pendidikan Islam lebih cenderung dan selesa untuk mengaitkan falsafah aktiviti dengan dalil al-Quran.

Kata Kunci : *Islamisasi, Tujuh Dimensi, Budaya IPG, Program Mentor Mentee, Siswa Pendidik.*





Identifying Beliefs' Facets for Better Curriculum Interpretation

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ABSTRACT

Teachers' beliefs are capable of yielding educational reform effort to success or launching it to descend because teachers act as principal curriculum executors at classroom level whose beliefs can either support or undermine the curriculum goals and intentions. Thus, successful curriculum interpretation by teachers should capture and deliver the curriculum intention as prescribed by the curriculum designers. Accordingly, this paper aims to provide teachers' professional development realm with three facets of beliefs which can assist teachers to better interpret a curriculum. Therefore, the content analysis of documents and materials mostly derived from published articles and books related to the subject has been adopted. Results of the analysis show that; (1) beliefs shape and frame thought and conceptualization, (2) experiences are capable of changing humans' beliefs, and (3) changing long embedded beliefs requires laborious effort.

Keywords: *Curriculum Intention, Curriculum Interpretation, Beliefs, Reform*





Elemen-Elemen Kesiediaan Kerjaya ke Arah Kebolehpasaran Graduan Kolej Vokasional Bidang Hospitaliti di Malaysia Berdasarkan Keperluan Pensyarah

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ABSTRAK

Kesiediaan kerjaya dapat menerangkan sama ada seseorang individu tersebut telah bersedia atau tidak untuk menceburi bidang kerjaya pilihan. Tanggungjawab kolej vokasional adalah memberi pendidikan dan latihan kemahiran kepada para pelajar bersesuaian dengan kemahiran-kemahiran yang diperlukan oleh pihak industri. Tujuan kajian ini adalah untuk mengenalpasti pengetahuan dan pemahaman pensyarah berkaitan keperluan kesiediaan kerjaya kepada graduan serta elemen-elemen untuk meningkatkan kesiediaan kerjaya graduan kolej vokasional bidang hospitaliti agar lebih berkeyakinan, berketrampilan dan mengekalkan kerjaya dalam kebolehpasaran industri. Seramai 5 orang responden dari kolej vokasional yang menawarkan bidang hospitaliti dipilih secara rawak sebagai sampel. Penyelidikan ini adalah secara kualitatif yang menggunakan temubual sahaja untuk meneroka persepektif pensyarah berkaitan keperluan kesiediaan kerjaya kepada graduan dan elemen-elemen yang seharusnya ada pada graduan bagi kebolehpasaran industri hospitaliti seterusnya keperluan berkaitan panduan kesiediaan kerjaya untuk graduan kolej vokasional bidang hospitaliti di Malaysia.

Kata Kunci: *Kesiediaan Kerjaya, Kolej Vokasional, Hospitaliti, Kebolehpasaran, Elemen-Elemen*



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