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INCORPORATING ARTICLE 31bis FLEXIBILITIES ON TRIPS PUBLIC HEALTH INTO DOMESTIC PATENT SYSTEM IS A MUST: A MALAYSIAN PERSPECTIVE

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ABSTRACT

The purpose of this study is to show that Malaysia as at 2019, cannot implement the rights envisaged under the newly incorporated Article 31bis of the TRIPS Agreement in respect of flexibilities on public health, as there are no provisions in the Patents Act 1983 permitting this. The main research question of this study is why Malaysia should amend its Patents Act 1983 to incorporate the flexibilities provided by Article 31bis, although these flexibilities are optional and not mandatory provisions. Malaysia must have effective strategies in implementing a good policy, law and governance in managing the country, especially in respect of public health issues and ensure that there is balance of rights between intellectual property owners and the public, at all times. This study is based on qualitative research, as the basis of this study is very much reliant on primary sources being the TRIPS Agreement and the Patents Act 1983, supported by secondary sources being journals and contents of authorities' websites. This study is limited to issues related to public health and patents only and does not deal with other types of intellectual property. The study encompasses the relevant provisions of the TRIPS Agreement and Malaysian Patents Act 1983 related to patents and public health; suggestions as to the amendments to be made to the Patents Act 1983 in respect of Article 31bis; and a conclusion that although the rights envisaged under Article 31bis of the TRIPS Agreement is optional and not mandatory, it is prudent for Malaysia to reflect these rights into the Patents Act 1983 immediately. The outcome of the study shows that although Malaysia was early in accepting the public health flexibilities amendments of the TRIPS Agreement in 2015, it currently cannot exercise these flexibilities, unless the Patents Act 1983 is amended to incorporate these rights.

Keywords: Article 31bis, TRIPS Agreement, flexibilities, Patents Act 1983, public health.

PROTECTION FOR WHISTLEBLOWERS IN THE PUBLIC HIGHER EDUCATION INSTITUTION IN MALAYSIA

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ABSTRACT

This article examines the protection to the whistle blower in the public higher education institution (PHEI) in Malaysia. The key legislation that accords protection to whistle blower is the Whistleblower Protection Act 2010 (WPA) which is arguably unable to protect whistle blower officers of PHEI, a statutory body govern under the Statutory Bodies (Discipline and Surcharge) Act 2000 (Act 605). WPA only provides protection to the whistle blower when complaints are made externally to the enforcement agencies. Therefore, the gap as to whether PHEI accords protection to the whistle blowers from reprisal and leak identity of complainant shall be studied. This objectives of this article are to be achieved through a doctrinal research studies. The first objective is to evaluate the existing whistle blower policies among 20 PHEI in Malaysia and secondly comparing with selected PHEI in United Kingdom. The third objective is to suggest a comprehensive whistle blower policy framework to be adopted and enforced in PHEI that focus on primary literature as well as social science research. This methodology shall be conducted as this policy-based study attempts to fill the vital gap in whistle blower protection in the PHEI in order to ensure the highest standard of integrity in their performance of their duties.

Keywords: Academic misconduct, whistle blower, whistle blower protection, public higher education institution

AMELIORATING PERFORMANCE INDEX OF HABITAT CONSERVATION AND SPECIES PROTECTION IN THE MUSLIM WORLD: EVIDENCE FROM ECONOMICALLY UNDERPRIVILEGED COUNTRIES

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ABSTRACT

The amount and character of habitat preservation and species protection are necessary to reinforce global biodiversity conservation policy and activities. This paper analyses performance index for habitat preservation and species protection within four economic levels of Muslim World countries using data extracted from Environmental Performance Index (EPI) and Likert's grading scale. It distinguishes the position of Economically Underprivileged Countries in the performance index. It also presents indicators of convergence of policy strategies among the best performers. The empirical data revealed that the economically underprivileged countries produced better performance in habitat preservation and species protection than the affluent nations of the Muslim world. It is therefore proposed that environmental foreign policy reference from the economic underprivileged countries can also be learnt for sustainability performance indicators in habitat preservation and species protection among the Muslim world countries.

Keywords: Habitat conservation and species protection, performance, environmental foreign policy, biodiversity protection policy.

MISSING PERSONS AND ITS RELATION WITH HUMAN SACRIFICE IN WITCHCRAFT RITUAL: A REVIEW

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ABSTRACT

The case of missing people especially children in Malaysia is quite alarming. Based on the statistics released by Royal Malaysia Police Headquarter Bukit Aman in 2018, there were 5,721 missing persons cases reported. Only 3,127 people were successfully found. There are many factors associated with this loss such as personal problem, stress, friends' influence, family break-up and so on. One of the underrated aspects is the practice of black magic by killing and obtaining valuable organs for the purpose of demonic worship. This study specifically seeks to explore the possible connections of missing person's cases, especially the rising missing children cases, with rituals of demonic worship and human sacrifice in witchcraft. This study applies deductive and inductive analyses by focusing on document analysis including cases reported in court. Evidence was found that these practices of detestful black magic require certain organs of a human body, especially of a child, to be one of the devil's objects of worship. This study will also discuss illustration (a) of the section 364 of the Penal Code which is specifically mentioned about crime of kidnapping or abducting any person to be murdered. The results of this study justify a proactive action need to be taken by the authorities to fight against witchcraft.

Keywords: Missing Persons, Human Sacrifice, Witchcraft Ritual, Kidnapping and Abducting.

THE ROLE OF JUDICIARY IN ENVIRONMENTAL PROTECTION: PRELIMINARY REFLECTIONS ON ENVIRONMENTAL COURTS IN MALAYSIA

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ABSTRACT

The Environmental Court in Malaysia which was established on September 3, 2012, is aimed at improving the administration of criminal justice of environmental cases in Sessions Courts and Magistrate's Courts. As a greater part of judiciary system, the court will be able to create a greater deterrent for environmental criminals which will significantly promote sustainable development of the environment with such a specialised court, environmental cases can be monitored and resolved more efficiently. This study will shed light on the background of the establishment of the Environmental Court, its jurisdiction and the issues and challenges faced by this court. This study uses a qualitative approach, in the form of document content analysis and semi-structured interviews. The findings of the study show that the establishment of environmental courts is pertinent in the continuous commitment towards protecting the environment.

Keywords: Environmental court, jurisdiction, environmental law, judiciary, enforcement.

AN ANALYSIS OF APPLICATION OF MATURITY TEST IN DOCTRINE OF *DOLI INCAPAX* IN MALAYSIAN COURTS

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ABSTRACT

In Malaysia, punishable criminal offenses are embedded in the Penal Code. Section 82 and 83 of the Penal Code relates to crimes or offenses committed by children. The Act divides criminal liability into two parts, stating that ‘nothing is an offence which is done by a child under ten years of age’ and ‘nothing is an offence which is done by a child above ten years of age and under twelve, who has not attained sufficient maturity of understanding to judge of the nature and consequence of his conduct on that occasion’. The latter means that any child who commits an offence at the age of 12 years old at the time of the offence, could be considered as an offender if he had sufficient maturity of understanding of the nature and consequence of his action. This is in conflict with the provision in Evidence Act 1950 which mentions that a boy under thirteen years is incapable of committing rape. This paper uses a qualitative approach in the form of document content analysis and semi-structured interviews. The aim of this study is to explain how the doctrine of *doli incapax* which was derived from the principles of English Common Law is applied in Malaysia as a defense to criminal acts committed by children. Findings of this study suggests that the relevant provisions relating to criminal liability of children offenders should be reviewed to fulfill the need to comply with international practice.

Keyword: *Doli incapax*, children, offenders, defences and liabilities.

NANOTECHNOLOGY IN OCCUPATIONAL SETTINGS: LEGAL ASPECTS

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ABSTRACT

The proliferation of nanotechnology applications in most industrial sectors has raised various concerns, especially with regard to the adverse effects of nanomaterials to human health and safety. The unique properties of nanomaterials that revolutionise industries may also cause grievous health risks to those who are exposed to the materials along the value chain. In occupational settings, workers are the first in line to be potentially exposed to and harmed by hazardous nanomaterials. The existing legal framework may have served its purpose effectively to regulate chemical substances in their conventional forms, but it may not be adequate to address specific issues brought by the same substances at nanoscale. This article analyses the current regulatory status of nanomaterials under the existing Malaysian occupational safety and health law, and specifies the legal framework which needs to be reviewed. Several recommendations are proposed to fill up the gap, including adoption of soft law mechanisms to protect workers from the risks of nanomaterials at work places.

Keywords: Nanomaterials, nanotechnology, occupational setting, workers safety and health.

CONTEMPORARY POLITICAL DISCOURSE ON EXECUTIVE PRESIDENCY: THE CASE OF SRI LANKA

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ABSTRACT

The powers and functions vested in Executive Presidency has always been a contested subject for debate and discussion since the introduction of Presidential system in Sri Lanka. In this regard, there have been continuous criticisms and allegations on the part of political actors, parties, civil society and academics; therefore, in a number of occasions, promises were made to abolish it with the view of replacing a parliamentary form of government based on the principles of collective responsibility and democracy. Since the 1978, despite the controversies over many years, the successive Presidents have shown their keen interest to secure the system and their genuine commitment continue to remain dissatisfactory. In this backdrop, this study intended to examine the debate and discourse over the powers, functions and the role of Executive Presidency in Sri Lanka's polity through examining constitutional amendments brought out in this respect. Based on the examination of ongoing political discourse and analysis of existing literatures, the study has found that the way president exercises executive powers is not only an instrument for controlling entire government apparatus, also induce power rivalry among different organs of executive, and it is more likely to persuade antagonism, nepotism and corruption as well as extreme ethno-centric politics in the country. The succeeding reforms to the constitutions, namely, the 18th amendment have also helped strengthening the power of presidency in different ways – though the 19th amendment has curbed certain powers. Overall, the study urges the importance of meaningful reform in regard to powers and functions of the Executive Presidency in order to ensure effective checks and balances mechanism to the very system of government and democratic values.

Keywords: Presidential system, executive powers, democracy in question, Sri Lanka.

AMENDING SECTION 84 PATENTS ACT 1983 TO ENCOMPASS THE HEALTH FLEXIBILITIES LEVERAGE ACCORDED BY ARTICLE 31BIS OF THE TRIPS AGREEMENT

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ABSTRACT

This study is significant as it proposes the appropriate provision to be inserted into the Patents Act 1983 for purposes of Article 31bis of the TRIPS Agreement. The purpose of this study is to show that Article 31bis is best incorporated into the Patents Act 1983 under the right of the government mechanism rather than the compulsory license mechanism. The research question of this study is what would be the most appropriate provision to be inserted into the Patents Act 1983, to address the public health flexibilities provided under Article 31bis. The research method adopted is library-based as the study relies extensively on primary sources such as the TRIPS Agreement, the Paris Convention and the Patents Act 1983, supported by secondary sources being review articles, books and newspaper reports. It is limited to issues relating to addressing the abuse of monopoly granted by the patent system in respect of the dire needs of public health. The study encompasses the mechanisms addressing abuse of the patent system under Articles 31 and 31bis of the TRIPS Agreement, the relevant corresponding provisions under the Patents Act 1983 and formulates a proposal for amendments to be made to Section 84 of the Patents Act 1983 to buttress the public health flexibilities provided under Article 31bis. The outcome of the study proposes for the incorporation of the provisions of Article 31bis into the Patents Act 1983 under the right of the government mechanism, by replacing the current Section 84 of the Patents Act 1983 with a proposed new Section 84.

Keywords: Patent Act 1983, compulsory licence, rights of government, TRIPS Agreement, Article 31bis.

THE ISSUE OF SOVEREIGNTY, NATIONAL INTEREST AND SECURITY IN BILATERAL INVESTMENT TREATIES OF MALAYSIA

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ABSTRACT

In the absence of any global treaty, the Bilateral Investment Treaties (BITs) play an important role in regulating Foreign Direct Investment (FDI) in the host countries and like other members of the World Trade Organisation (WTO) Malaysia has also signed BITs to facilitate trade. Malaysia's FDI laws and BITs mainly protect foreign investors, however, neither of them has any specific provision on the protection of sovereignty, national interest and security. This paper addresses the question, to what extent are sovereignty, national interest and security protected through BITs during entry of FDI into Malaysia? Using the doctrinal research method, the authors critically analyzed 15 BITs to explore whether they protect the sovereignty, national interest and security of Malaysia. The findings show that the existing Malaysian BITs contain provisions to promote and protect foreign investments but lack specific references to protect sovereignty, national interest and security, therefore, the government should consider these important factors when signing future BITs.

Keywords: Bilateral Investment Treaties, Sovereignty, National Interest and Security, FDI, Malaysia.

EXPLORING THE DYNAMICS OF SOCIO-LEGAL RESEARCH METHOD IN THE TWENTY-FIRST CENTURY FOR LEGAL RESEARCH AND PUBLICATIONS

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ABSTRACT

The doctrinal methodology is the mainstay of legal research methods. The methodology is systematic, evaluative and rigorous. It combines analysis and synthesis of legal doctrines, rules, principles of law as well as practical policy arguments. The doctrinal methodology is overwhelmingly adopted as the research method for legal research across the globe. The choice and dominance of the doctrinal methodology is connected to the fact that most legal researches aim at examining and analysing the state and workings of legal regimes and at times institutional frameworks. Although the doctrinal method appears dominant, it has been criticised as being limited to examination of the law within. This limitation prompted a paradigm shift in advanced jurisdictions towards the adoption of other non-doctrinal methods such as the quantitative and qualitative social science methods in legal research at least for originality purposes. This paper aims at explaining the rudiments of legal research. The paper intends to advance the audience's skills beyond the armchair legal research methods to the opportunities and potentials of the socio-legal research methods for publication and post-graduate studies.

Keywords: Dynamics, Socio-legal, research, doctrinal.

ASEAN FOURTH INDUSTRIAL REVOLUTION: LEGAL IMPLICATIONS TOWARDS LABOR MOBILITY IN ASEAN 2040

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ABSTRACT

Driven by increasing digitalisation and innovation, ASEAN is on the brink of technological revolution. ASEAN faces considerable challenges, from rising inequality to rapid urbanization and climate change. Arguably the most momentous challenges will come from the spread of the Fourth Industrial Revolution. The transformative impact of this revolution will demand that countries think deeply about their policies and priorities at a national scale. Reducing barriers to labour mobility to grasp the opportunities presented by the Fourth Industrial Revolution, countries will need access to pools of human capital with new skills. Reducing barriers to the mobility of skilled workers in the region would help to meet this demand. This may call for an expansion of existing mutual recognition agreements (MRAs) for professional qualifications to cover new occupations. Existing commitments on harmonizing and streamlining employment visas will be critical and consideration could be given to programmes that help workers overcome language and cultural barriers to movement. If labour is prevented from moving across the region, the benefits of the Fourth Industrial Revolution may not be evenly shared and regional inequality may rise. The vision for the Association of Southeast Asian Nations (ASEAN) economy in 2040 is one of a competitive, integrated, and digitally interconnected ASEAN characterised by certain category like (1) crossborder collaborative production networks supplying goods and services globally as well as (2) a flexible labour market, all of which is enabled by advanced infrastructure and smart regulations. Harmonisation and streamlining of employment visas has been an important initiative of the ASEAN Economic Community in reducing barriers to labour mobility. Existing mutual recognition agreements for professional qualifications also need to be expanded to cover new occupations. Commitments on harmonising and streamlining employment visas will be critical, and programmes that help workers overcome language and cultural barriers to movement could be considered. Further consideration could be given to reducing the extent of informal or unrecorded labour movement within the region, particularly for vulnerable workers, through greater cooperation and coordination.

Keywords : ASEAN, Labour Mobility, ASEAN 4Ir, Integration.

ADVOCATING KRATOM CULTIVATION FROM THE COPRODUCTION APPROACH: A CASE OF NAM PHU SUBDISTRICT, THAILAND

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ABSTRACT

This paper aims to initiate policy discourse on the current kratom policy direction using coproduction approach. In Thailand, kratom has long been prohibited since 1948. With the rise of scientific studies on the medical benefits of kratom and potential agriculture values for kratom to be used in food production, there is an international demand for kratom. Therefore, under various local and international pressures, Thai government is now looking at a new way forward on their policy to allow this local plant to be exploited. Thai government has recently allowed restrictive kratom cultivation policy which involves layers of stakeholders to be involved in securing a reasonable future for kratom which must be proved beneficial and safe for community. This paper provides a case study of the use of coproduction process in kratom cultivation in the Nam Phu Subdistrict of Suratthani Province. This case provides insight how coproduction changes the contradictions about legal standing of kratom from illegal substance that cause criminal activities to local collaboration that effects the mix involvement of citizens and public sector professionals.

Keywords: Coproduction approach, Kratom, Policy, Thailand.

TITLE DISCLOSURE FRAMEWORK OF RELATED PARTY TRANSACTION IN SELECTED ASEAN MEMBER STATES

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ABSTRACT

Related party transaction or RPT is a transaction that could be harmful or beneficial to the company and minority shareholders. It can be abused by the controlling shareholders who are also the managers to the detriment of the minority shareholders and at the same time could be argued as an efficient tool to the company. RPT is extensively regulated in most jurisdictions because it could potentially deprive wealth opportunities of the minority shareholder and shake the investor confidence in the capital market. One of the key factors to regulate RPT is effective disclosure. It is important to understand the theories and parameters underlying the theories and this article intends to analyse the relevant theories and disclosure concepts on RPT. The findings of this paper is that the existing disclosure mechanism in Malaysia, Singapore and Thailand is minimal and this paper has several recommendations to improve the disclosure framework in each jurisdiction.

Keywords: ASEAN, disclosure, minority shareholders, related party transaction.

CASE STUDY COMBATING THE NON-REVENUE WATER PROBLEM IN JOHOR AND NEGERI SEMBILAN: A CASE STUDY ON RANHILL WATER SERVICES AND SYARIKAT AIR NEGERI SEMBILAN

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ABSTRACT

Up to date Non-Revenue Water (NRW) is still a problem in many states. This study is focus on the states of Negeri Sembilan and Johor. A team of Malaysian lecturers from Faculty of Accountancy and Management, Universiti Tunku Abdul Rahman (UTAR), under the Malaysian governmental grant (TRGS 2016-1) are conducting a research on how to combat the NRW problem in the states of Negeri Sembilan and Johor. Data were collected through field research and focus group interviews from both Ranhill Water Services Sdn Bhd (Ranhill) and Syarikat Air Negeri Sembilan Sdn Bhd (SAINS). From the research have found that the main contributors to NRW in Johor are leakage in their pipe system and also reservoir overflow. They are now utilizing loggers to detect leakage. It was highlighted that amongst the challenges to combat NRW are the acknowledgement and awareness on the client side and educating the client on the true situation of the pipe conditions and how to manage the NRW problem. As for SAINS awareness is the same issue faced by SAINS just like Ranhill in which 80.0% are still more focused towards to water supply rather than NRW.

Keywords: Water sustainability, awareness, water resources, non-revenue water, leakage.

LEGAL ISSUES IN GENETIC RESOURCES AND TRADITIONAL KNOWLEDGE PATENT LITIGATION IN NIGERIA

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ABSTRACT

Patent litigation in Nigeria is revocation of patent for not fulfilling patentability requirements under patent law or infringing patent right of patentee. There has been great concern that patents in Nigeria have been granted for inventions which did not meet basic requirements for patentability, specifically in relation to the requirements of novelty and prior art, on genetic resources and traditional knowledge based inventions. The adoption of patent system in Nigeria seeks to promote innovation for the public benefit by granting intellectual property right to the innovators through patent system. Patent in Nigeria is available for the new invention which involve inventive step and is capable of industrial application. However, patent system in Nigeria is not meant to grant patent to the information within the public domain. One of the responsibility of patent examiners is to ensure that extensive requirements of patentability are met by the claimed invention before actually granting a patent under patent law. However, patent examiners in Nigeria only engage in a formal examination of patent application and they are not responsible for novelty search for patent application. Therefore, this paper discusses legal issues in genetic resources and traditional knowledge patent litigation in Nigeria.

Keyword: Patent, novelty, prior art, litigation and Nigeria.

PRESUMPTION OF LEGITIMACY UNDER SECTION 112 OF THE EVIDENCE ACT 1950: A CONCEPTUAL FRAMEWORK

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ABSTRACT

Section 112 of the Malaysian Evidence Act 1950 provides for conclusive proof of legitimacy of a child born or conceived during subsistence of a valid marriage, where a husband of a married woman is determined as the legal father of the child. The only way a respondent can rebut the presumption is through proof of lack of sexual access. The provision is now applicable to non-Muslim children in Malaysia. Historically, the provision is a replica of Section 112 of the Indian Evidence Act 1872, which codifies the common law of evidence as it stood on that day. Under the common law, the presumption is known as presumption of paternity and rapid development of law in this area has allowed for admission of credible evidence to rebut the presumption. The rapid development was of course depended on extensive studies conducted by numerous researchers. In Malaysia however, the literatures on this topic are very limited. In fact, there are no literatures in Malaysia that thoroughly discussed and analysed the conceptual framework of Section 112. The discussion on the conceptual framework is very important, in the light of many legal problems posed by the very provision. The aim of this article is to identify, discuss and analyse the main conceptual framework concerning the presumption. The nature of methodology employed is purely qualitative and doctrinal. This article concluded that thorough conceptual analysis of presumption of legitimacy in Malaysia is very crucial, as it contributed to the revamp of the provision.

Keywords: Paternity, legitimacy, presumption, non-muslim children.

SOCIETY 5.0: A LEGAL VISION

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ABSTRACT

Society 5.0 is a new term which used to indicate the future world. This society is based on ubiquity. Learning machines , internet of things, big data, cloud computing, cryptograph and biometrics will be merged to create a new mode of life. Inevitably, the new way of life will influence values , concept, and conduct of human beings. The result of these changes will consequently bring challenges to many of legal areas. This paper examines some of prospective challenges to the law. First , it outlines the forthcoming globality and undermined cultural, and then legal, boundaries. Secondly, the study will go to the dichotomy of real-virtual world. The article will address the implication of society 5.0 on the distinctions between the real world and virtual world. The third issue that will be elaborated is data regulation in the age of society 5.0. Fourth, the paper will be security of society 5.0 as cyber activities will be the cornerstone of this world. The fifth part of the examination will be the contract law and how it will cope with new wave of smart cognitive machines. Finally , the paper will discuss the implication of society 5.0 on the trot law. At the end of it , the study will present a jurisprudential vision to establish compatible solutions to all these problems.

Keywords: Society 50, internet of things, smart contracts, privacy, intellectual property.

MANDATORY LABELLING OF NANOFOODS AND THE WTO AGREEMENTS

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ABSTRACT

The labelling of food products that contain new technologies has been adopted by governments to inform consumers and address concerns on the uncertainty of the technology. The implementation of mandatory labelling requirements for nanofoods is only possible if the labelling measure is consistent with rules of the World Trade Organisation (WTO) and not amounting to an unnecessary barrier to international trade. This paper examines whether mandatory labelling requirements for nanofoods would be permissible under the WTO agreements, i.e. the Technical Barriers to Trade Agreement (TBT), and the Sanitary and Phytosanitary Agreement (SPS). It adopts a doctrinal approach and content analysis by examining relevant legal provisions in the WTO agreements, cases decided by the WTO, and other documents on nanofoods labelling. The finding suggests that the labelling measure is inconsistent with provisions of the WTO agreements, and regarded as unnecessary barriers to international trade because of the requirement of like products and principle of less favourable treatment. This study provides valuable insight on the implementation of mandatory labelling for nanotechnology food from the perspective of international trade, especially if any country decides to introduce similar labelling requirements in their food information system.

Keywords: Nanofoods, labelling, WTO agreements, barrier to trade.

MENTORING IN HIGHER EDUCATION: CHARTING A NEW FUTURE

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ABSTRACT

This paper seeks to explore the nature of mentoring system as a leadership development in Malaysian public higher education institutions (HEIs). In order to answer the research objective, we conducted an extensive literature review on this topic specific. This study found that there is a scarce literature on mentoring in Malaysia HEIs. A review of the current literature relating on higher education leadership development program highlights that effective mentoring programs have two important dimensions, i.e., communication and support. The finding also indicate the importance of senior leaders' commitment to facilitate development of new academic leaders and most of the mentoring practices are based on informal relationship. Based on the findings of this study, few suggestion has been made to chart this initiative to adapt with the changes. The study makes a valuable contribution, given that there is a dearth of empirical studies of this nature focusing on Malaysia context.

Keywords: Mentoring, leadership development, higher education, HEIs.

EFFECT OF TRAINING ON EMPLOYEES PERFORMANCE IN HIGHER INSTITUTION OF LEARNING

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ABSTRACT

The study focused on the effect of training on employee performance in higher institutions of learning. The process and procedure of identifying employee skill gap in most organizations pose a big challenge to the Human Resource Department (HRD). Employee training is based on various reasons which could be detrimental to the overall objective of the organization. Thus, adequate consideration should be taken by the HRD when selecting a candidate for training. The ability to manage and work around the challenges faced when carrying out this HR function will ensure a better training objective that will affect the productivity of the employee and the institution. This study therefore, was aimed at identifying the effects of training of employee performance in higher institution of learning with special emphasis on the process and procedure of selecting employee for training. Some objectives were formulated in order to ascertain the extent to which unsystematic approach of employee training affects academic productivity; and to determine the extent to which employee training affects organizational performance. In pursuit of the study, secondary source of data collection are going to be use. A survey research was carried out in Bauchi State University Gadau. The target population used as a sample for this study was senior and junior academic staff of Bauchi State University Gadau. Finally, implications of the findings are discuss in relation to the theoretical, practical and methodological postulations. It is recommended that a mechanism should be created for proper assessment and evaluation of employee performance after training as this will ensure that only employees who require training are sent on training.

Keywords: Training, employee performance and human resource management, academic staff, Nigerian university.

TITLE: THE POST COLD WAR INTERNATIONAL POLITICAL DEVELOPMENT IN EUROPE: AN ANALYSIS

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ABSTRACT

This paper discusses the international political development in Europe during the post-Cold War era starting from 1989. The focus of discussion is the Europe in the first decade of the post-Cold War era. The end of the Cold War gave great impact to the political and institutional development in Europe. The economic weaknesses of the Soviet Union since mid-1980s and the collapsed of the Soviet Union in the 1991 strongly influenced the changes of the former Communist state in the Eastern Europe. The former Communist states in the Eastern Europe became a democratic state and then became member of the North Atlantic Treaty Organization (NATO). Why the former communist state become a democratic-capitalist state?; Why they join NATO?; What is the International Relations Theory could be applied in explaining and analyzing the changes and political development in Europe? The former communist state became a democratic-capitalist state has relationship with their political economic position during the communist regime and the achievement and position of the Soviet Union's economic since mid-1980s. The role played by the American is important in influencing the foreign policies of former communist state and joining NATO. The structure of international politics is important in explaining the post-Cold war Europe. This paper concludes that the changes of international political structure in European continent from bipolarity structure to uni-polarity structure strongly influenced the policies of the former Eastern European Communist states. The only single strong power: uni-polarity structure, easier for the American to control and dominate the Europe. Theory of Structural Realism (especially Offensive Realism) could be applied in explaining the international politics and institutional development in post-Cold War Europe.

Keywords: Eastern Europe, Soviet Union, the United States, North Atlantic Treaty Organization, bipolarity, uni-polarity, Structural Realism, post Cold War.

INVESTIGATING STUDENTS' AWARENESS AND BENEFITS OF OPEN GREEN SPACES IN UNIVERSITI UTARA MALAYSIA USING PARTICIPATORY GIS

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ABSTRACT

Open green space are an important and vital component to a conducive-oriented university campuses. This paper investigates the students' perception on the use of open green spaces in UUM. A survey was conducted among students UUM who living in residential hall of UUM campus. A total of 150 students from different residential hall participated in the survey. The value of the participatory mapping approaches aided by Geographical Information System (GIS) technology is emphasized. The verification of the results in evaluating the outcome of the participatory mapping aided by GIS with both positive and negative impacts. Although this study offers some further evidence of the positive impacts of using green open space, but the frequency of the uses of green open space still need to be improved.

Keywords: GIS, Awareness, Open Green Space, Students' Perception.

COMBATTING TERRORISM AT SEA: NATO'S ROLE IN THE MEDITERRANEAN

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ABSTRACT

Abstract- Europe's greatest challenges emanating from the Mediterranean Sea is terrorism. The increasing numbers of maritime vessels like cargo vessels, warships and commercial vessels traversing the major international straits daily had exposed them to the terrorist attacks. The terrorist risk linked to shipping operations commonly stemmed from the use of vessels as weapons to support terrorist activities. On 16 July 2015, the so-called Islamic State militants have claimed responsibility for the attack of the Egyptian coastguard vessel in the Mediterranean Sea near the Sinai Peninsula. The attack sunk a 25 meter Swiftships, a fast patrol boat as claimed by the IS group. In light of this, NATO as traditional and regional actor has adopted various initiatives and maritime operations to strengthen sea patrolling and enhance security of sea lanes in the Mediterranean. These initiatives include, among others, Operation Active Endeavour (OAE) for counter terrorism at sea. This paper examines the current patterns and trends of maritime terrorism via Mediterranean route. This paper also scrutinizes the evolution of the NATO's capacity to combat terrorism in the Mediterranean Sea. By exploring these maritime operations, this paper investigate what challenges are feasible and the extent to which these operations play a functional role to fight against terrorism in the Mediterranean.

Keywords: NATO, Maritime Security, Maritime Terrorism, Mediterranean Sea, Operation, Active Endeavour.

GOVERNMENT SECRECY AND SECURITY CLASSIFICATIONS IN THE CONTEXT OF INTEGRITY MANAGEMENT IN MALAYSIA

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ABSTRACT

Secrecy in government is almost always perceived as being antithetical to accountability and transparency in the conduct of democratic government. However it is undisputable that government secrecy is practiced the world over because it is indispensable to state security, international relations, public and personal interests. Hence democratic governments must perform a delicate balancing act between openness and confidentiality in the handling of official information. Indeed effective governance requires various legal regimes that control government information through security classifications and imposed punishments on offenders. This paper aims to address the dearth of research on government secrecy and security classifications in the context of integrity management in Malaysia. Integrity management encompasses not only the exercise of moral values by public institutions and officials but also the integrity of processes and procedures that uphold the integrity of governance. This exploratory research uses qualitative content analysis of relevant textual materials, official national data sets, and findings of interviews and communications with experts in the field. The inferences derived from themes and categories generated have resulted in several important findings. First, the 1972 Official Secrets Act (OSA) plays a significant role as part of a plethora of statutes and ethical codes that are indispensable to upholding government integrity. Second, weaknesses in balancing between openness and confidentiality when handling official information are attributed to organizational failure, public officials' lack of ethical values, understanding and training. The challenge is to ensure that the OSA is not used for cover-ups of corruption, ethical misconducts and administrative transgressions while the proposed Freedom of Information Act does not lead to a culture of blaming and mistrust that could lead to the paralysis of government and governance.

Keywords: Accountability, governance, secrecy, transparency, paralysis.

LEGAL ISSUES ON CRYPTOCURRENCY IN MALAYSIA: ARE THE EXISTING LAWS ADEQUATE?

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ABSTRACT

A cryptocurrency is a digital asset designed to work as a medium of exchange using cryptography to secure the transactions and to control the creation of additional units of the currency. Cryptocurrencies are classified as a subset of digital currencies, alternatives currencies or virtual currency. One of the types of cryptocurrency is Bitcoin and was created in the year 2009. In January 2019, the Malaysian government announced a new law on regulating digital currencies and tokens (digital assets). Meanwhile, Bank Negara also has issued a policy in digital currencies which stated that Bitcoins are not recognized as money. If there is a digital currency exchange, there is a need for reporting the obligations to Bank Negara. One of the issues of cryptocurrency, whether currency issued by other person falls under the definition of currency in Central Bank Malaysia 2001. In addition, whether the provisions under the Capital Markets and Services Act 2007 is applicable for cryptocurrency. Further, the issuers of digital currencies need to get a Capital Markets Services License under Section 58 of the Capital Markets and Services Act 2007 in order to carry out “regulated activities”. Therefore, the propose of this article is to highlight on the issues relating to cryptocurrency in Malaysia and other jurisdictions. A further analysed on other existing laws on cryptocurrency in Malaysia and other jurisdictions further to provide a recommendation based on the comparative study between the jurisdictions on the law on cryptocurrency.

Keywords: Cryptocurrency, digital currency, Malaysia.

LEGAL AND ETHICAL ISSUES IN RESEARCH: A SYNOPTIC GUIDE FOR LEGAL RESEARCHERS

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ABSTRACT

Research is a daily routine across academic institutions, research institutes and in business circles. The purpose of research is diverse. While in the academics research could be conducted to earn promotion, in the medical field or medically oriented research, research may be conducted to either develop a drug for a disease cure or the pattern of disease and at times it may be for the purposes of marketing a product. In all these, a researcher is required to carry out all the research plan, actions, and strategies within a set of ethical standards of honesty and disclosure. Specifically, research ethics require the researcher to obtain the informed consent of the research participants and research subjects. This is only possible where there is full, honest and sincere disclosure of the risk and benefits of the research and its outcomes. The paper argues that ethical issues promote originality in research. To achieve this feat, certain standards and rules must be observed. Implicit is the need for the researcher to be honest, humble and respect the confidentiality of the research subjects or research participants. Importantly, researchers must as an ethical requirement of the research process give credit to authors whose works, ideas, sentence construction or writing styles are copied or used. The paper recommends strict adherence to these ethical requirements as the only way to avoid plagiarism of others ideas and/or duplication of the author's existing work which is considered highly reprehensible in the academic circle. Overall, honesty and humility are the ethical quality of research that makes the approach to learning heuristic.

Keywords: Legal research, legal researchers, ethical issues, synoptic guide, research.

TRADITIONAL MEDICAL PRACTICES IN NIGERIA: EXPLORING THE REASONS FOR ITS INCREASING PATRONAGE AND PROBLEMS

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ABSTRACT

Traditional medical practices existed in Nigeria right from the pre-colonial period. It was the only known practice for tackling physical, mental and even spiritual infirmities. The popularity of this practice diminished with the advent of colonialism and the subsequent introduction of the western oriented orthodox medicine. Despite the official recognition of the orthodox medicine over and above traditional medicine, the later still enjoys significant patronage and acceptance in Nigeria. Therefore, this paper examines some of the factors that predispose people to subscribe the services of traditional medical practitioners in preventing or solving their health problems. The paper utilized secondary data and it discovered that the traditional medicine in Nigeria is being patronised because it is cheaper, it provides unbridled accessibility, uses more understandable language, and employs technique of empathy better than its orthodox counterpart, among others. The paper further revealed that despite its increasing patronage, traditional medicine is associated with some problems which include secrecy and difficulty in transferring its knowledge, lack of uniform measurement of drugs and herbal preparation, lack of institution for training of traditional medical practitioners, among others. The paper recommended among other things that the traditional medical practitioners should make their activities open and its knowledge transferable without hindrance, standardization of dosage and establishment of an institution for the training of traditional medical practitioners Nigeria.

Keywords: Tradition, Medical Practice, Patronage, Problems and Nigeria.

THE SOCIO-ECONOMIC CONDITIONS OF INTERNALLY DISPLACED PERSONS (IDPS) IN IDP CAMPS IN ABUJA, NIGERIA

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ABSTRACT

The paper is based on a study conducted on the plight of Internally Displaced Persons (IDPs) in Abuja, Federal Capital Territory, Nigeria. The study sought to find out the conditions of three IDPs in Durumi, Karmijiji and Dakwa, the socio-economic welfare of IDPs, their psychosocial conditions and the extent of state and non-state actors support to the camps. Data were sourced through Key Informant Interview, Focus Group Discussion and documents. The findings indicate that IDPs were sheltered in tents and makeshift accommodation which were overcrowded and congested. Their feeding was inadequate as it depended on supplies from philanthropists and NGOs as well as the little income earned from petty businesses. The IDPs lacked access to quality hygiene, education and health services and found to be distressed and traumatized by the conditions. The study found little support from the state but enormous contributions from NGOs in the areas of feeding and social services. However, the supports were inadequate, haphazard and peripheral to improve the living standard of IDPs. Therefore, the study recommends among others that IDP Camps should be taken over by the state to provide good shelter, feeding, amenities and means of livelihood.

Keywords: Internally displaced persons, boko haram, ethno-religious crisis, nongovernmental organizations, livelihood, education, health and psychological distress.

THE EFFECT OF BOKO HARAM INSURGENCY ON INTERNAL DISPLACEMENT: A POLITICAL-ECONOMY PERSPECTIVE

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ABSTRACT

Economy is the foundation upon which every society leans on. This is because if all things are equal, good economy brings peace and stability in that society. Violence does not bring economic stability and development in societies. The politics itself is a function of the economy. Whenever there are humanitarian crises as a result of violence or natural cause, it makes people of a given area to move or leave their places of residency to a new place within or across boarder. This by implication affects their political-economy. The worst is the ethno-religious conflicts that necessitate people to seek refuge in other places other than theirs. This paper explores how the BOKO HARAM created displacement thereby causing a humanitarian crisis amongst the people of North-East Nigeria. Also, to find out how it has affected the political-economy of their Agric business which is the main source of living in the area. More so, to see empirically how this crisis led to economic crisis because the phenomenon has paralysed all economic activities in the area creating artificial poverty amongst the people. This study is necessary because available statistics indicated that North-East Nigeria used to be one of the biggest markets for fish and other Agric business. But since the start-up of the insurgency in the area, all economic activities have reduced drastically or totally stopped due to the displacement of the people and fear of using the agri-business to finance terrorism. The paper adopts qualitative method of interpretive design. Findings revealed that as a result of displacement, people are in hunger and poverty because of their inability to do their Agric business. Also, security agencies stopped Agric-trade in order to stop the financing of terrorism from the business.

Keywords: Boko Haram, humanitarian crisis, Internally Displaced Persons, violence, terrorism, political-economy.

THE RISE OF WOMEN RIGHTS: IS FEMINIST OR ANTI-FEMINIST GOOD TO BE IMPLEMENTED IN INDONESIA (CASE AFTER PRESIDENTIAL ELECTION)?

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ABSTRACT

Background: Women's rights are something that is very sensitive to be discussed and controversial. There are many disputes (pros and cons) after the presidential election result come out. The emergence of anti-feminism has become a political-social phenomenon that has caused oppression, violations of human rights and the rights of women themselves, harassment, and discrimination for decades. Feminism is not a movement that is against the nature of women or hates men. However, with feminism, women's rights have risen again to be able to get a role in the development of the country. **Purposes:** The paper examine and analysis the implementation and protection of women rights in governance in development of country. **Method:** The research used legal research through a qualitative approach with comparing some feminist and anti-feminist thoughts concerning to protection of women rights, with first-hand testimony from the people who are experienced in the role of developing the country. **Findings:** In this study the problem of disputes between feminism and anti-feminism is focused. In fact, women have a big part in developing the country. Although many countries have implemented gender equality, there are still many problems regarding gender hierarchy. The male power system is more privileged than the woman in which the rational quality of men is given more value and is seen as more authoritative than the quality of women's emotional values.

Keywords: Feminism, anti-feminism, women rights, governance, gender hierarchy

THE ROLES OF THE ENFORCEMENT AGENCY IN CURBING THE ISSUE OF MINOR BEGGARS IN MALAYSIA

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ABSTRACT

A current trend emerging together with the modernization of Malaysia is minor beggars. The number of minor has a significant raise in our society. Although the act of begging is condemned at the international level, such an act still can attract sympathy from the public. There are two types of minor begging which are forced begging and voluntary begging. The problem of minor beggars became extravagating in the society where serious action and comprehensive initiative need to be taken in curbing this problem. This study aims to discuss the position of enforcement agencies available in Malaysia in curbing the issue of minor beggars. This research is using a qualitative method. As such, we gather all the required and related secondary information, such as statutes, law-related books, articles, and journals. It can be concluded that although enforcement agencies such as Department of Social Welfare has played their role in curbing the issue of minor beggars, the involvement and cooperation of various agencies also are required to make their approaches more effective. At the same time, minor beggars are not criminal. Therefore, they should not be excluded from the formal labour market so that they can improve their socio-economic conditions.

Keywords: Enforcement agency, minor beggar, protection.

CONTEXTUALISATION OF HATE SPEECH: A STUDY OF INDIA AND MALAYSIA

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ABSTRACT

Hate speech are speech that are designed to promote hatred based on race, religion, ethnicity and violence between religious communities. They are systematically used to lash hatred towards minorities and for inflaming regional, religious and ethnic fervor. It has been repeatedly observed that inflaming and deleterious words have been used by people of influence to further their vested interests and incite violence. Indian laws as well as Malaysian laws forbid anyone from making hate speeches that disturb the communal harmony and creates discord among the people. When the issue of suppression of the same comes to purview, the notion of reasonable restriction comes into picture, the consequent debate narrow down to two sharply contrasting opinions ie: restraints v. freedom of speech and expression. It is difficult to balance both the divergent opinions. The Indian Constitution under Article 19(1), provides for the freedom of speech and expression but also places reasonable restrictions under Article 19(2) on the grounds of public order, decency and morality. Similarly, Article 10 of the Malaysian Constitution empowers the citizens with the freedom of speech and expression subject to restrictions imposed by the Parliament. Whenever these contradictory opinions are presented in front of the court, even the Apex court of the respective countries, has shown its reluctance towards curbing such communally charged statements. Even if the judgment restraining hate speech is pronounced, it often comes too late, sometimes after the damage has already been inflicted, thus failing to exert any deterrent effect. This paper will evaluate the effectiveness of the legal restraint regime for curbing the hate speech from the perspective of Indian as well as Malaysian democracies. It will also discuss the proper way of tackling this menace by introducing reforms in the system.

Keywords: Hate speech, freedom of speech, reasonable restrictions, politics.

ANALYSING CYBERNETIC GOVERNANCE AT HIGHER EDUCATION INSTITUTIONS IN MALAYSIA

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ABSTRACT

This paper attempts to analyse how important the cybernetic governance is to higher education institutions in Malaysia. Cybernetic governance is a structure, process of a system to empower greater decision making, autonomy, leadership and greater accountability. Thus cybernetic approach is heavily depends on information, utilize information for decision making, policy making and feedback to respond effectively. The concept also relevant with co-production strategy, whereby public services offered at the institution would focus on making use of resources through community building, collaboration and resource sharing. And in this context, “governance” refers to the role of multi-stakeholders involved in decision making, autonomy, leadership and accountability. The effectiveness and success of this cybernetic governance depends on the institution community; the board, Vice-Chancellor, university management committee, Deans and Directors involved. The main idea is to analyse cybernetic governance as a model for processing information and a platform for co-production on governance empowerment at higher education institutions in Malaysia. Hence a reviewed on literature applied to this research. An expected outcome of this research would be the evidence to improve policy performance in governance arrangements. Whereby cybernetic contribution is governance for intelligent institutions.

Keywords: Cybernetic governance, empowerment, policy-making, co-production strategy, multi-stakeholders, higher education institutions.

ONLINE NEWS PORTAL IN MALAYSIA - A REVISIT TO THE REGULATORY REGIME GOVERNING THE MEDIA IN THE ERA OF MEDIA CONVERGENCE

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ABSTRACT

Online news portals such as Malaysiakini, the Malaysian Insider, Free Malaysia Today and other similar websites are perceived to have been instrumental in providing alternative news and information and ultimately in influencing the minds of the Malaysian public. Unlike the traditional media, online news portals are not mandated by the Printing Presses and Publications Act 1984 to procure any printing license and publication permit before offering their services to the public. Apart from that, these online news portals have also taken the advantages of the no censorship guarantee of the Internet which is contained in the MSC Malaysia Bill of Guarantee and the Communications and Multimedia Act 1998. Although online news portals are still subjected to post publication laws such as the Defamation Act 1957, the Sedition Act 1948 and many others, this scenario is definitely undesirable as there appears to be different sets of regulatory frameworks governing the traditional print media and the online news portals. Thus, this research aims to revisit and analyse the existing regulatory regime governing the traditional and new media in Malaysia in this era of convergence. The study is largely based on doctrinal research as it is primarily concerned with the review of the existing laws in order address the uncertainties of online news portals. To sum up, it is submitted that the same sets of laws and regulations should be formulated and adopted by all types of media in the country, similar to what has been practised in the United Kingdom.

Keywords: Convergence, online news portals, regulatory framework, traditional media.

TO BLOCK OR NOT TO BLOCK - ISPS' LIABILITY AND IMMUNITY IN COPYRIGHT INFRINGEMENT IN MALAYSIA

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ABSTRACT

The rapid expansion of the Internet has greatly amplified the context in which copyright infringement can occur. Internet Service Providers (ISPs) largely remain the gateway through which internet users access the vast flow of digital content wandering in the cyberspace. Unfortunately, the ISPs are at the receiving end of many disputes involving intellectual property right violations including copyright infringement. Previously, the courts have found ISPs to be liable for third party contents if they regulate some forms of control over them. However, a 'safe harbour' privilege introduced under the U.S. Digital Millennium Copyright Act (DMCA) has been afforded to ISPs as a protective net to safeguard their interests provided that the ISPs complied with the mandatory duty to take down the infringing materials once the copyright holders give a notice of takedown request. This approach has been followed by Malaysia, where the ISPs are bound by the Content Code and other relevant statutes including Communications and Multimedia Act 1998 and the Copyright Amendment Act 2012 to take down or block access to illegal content or copyright infringing materials upon notice to avoid liability. This paper analyses the legal procedure for taking down materials or blocking access to content in Malaysia as outlined by the Content Code and the Copyright Amendment Act and compare them to those under the DMCA. The paper concludes that the Malaysian notice and takedown procedure differ from those under DMCA and could invite presumption that censorship or Internet policing is taking place — which goes against global trends that had moved towards private notice system.

Keywords: ISP, copyright, infringement, notice and takedown, safe harbour.

IMPLEMENTATION OF OSH IN SABAH'S MANUFACTURING SMES: A SOCIO-LEGAL STUDY

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ABSTRACT

Small and Medium Enterprises (SMEs) are the backbone of Malaysia's economy. However, many studies have shown that SMEs are having problems in dealing with occupational safety and health (OSH). It is interesting to note that the accident rate in the Malaysian manufacturing industry is among the highest over the years. Thus, it is the aim of this study to determine whether the Sabah's manufacturing SMEs understand their legal duties as imposed by the Factories and Machinery Act 1967 (FMA 1967), the Occupational Safety and Health Act 1994 (OSHA 1994) and related regulations. This study uses both doctrinal and non-doctrinal legal research (socio-legal research) where systematic analysis is carried out on legal sources (statutes, case laws, legal journals). A qualitative approach is deployed to gain an understanding of underlying reasons, opinions and motivations for this study via in-depth and face-to-face interviews and focus group interviews. The fieldwork is carried out in major cities in Sabah, namely Kota Kinabalu, Sandakan, Tawau and Keningau. The list of participants was obtained from the Federation of Sabah Industries (FSI). It is interesting to note that there are many companies that are still in the dark pertaining to their legal duties in the implementing OSH. It can be summed up that the smaller the companies are, the less awareness of OSH they have. The findings do not merely fill in the gap in existing literature, but they might render assistance to the policymakers in formulating a better regulation that may successfully reduce the accident rate in the manufacturing SMEs.

Keywords: Self-regulation, SMEs, manufacturing, OSHA 1994, FMA 1967.

THE FUTURE OF E-ARBITRATION IN MALAYSIA: PRELIMINARY ANALYSIS ON THE LEGITIMACY OF E-ARBITRAL AGREEMENT AND PROCEDURES

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ABSTRACT

The engagement of technology in the dispute resolution industry has been enlarged and stimulated globally. Electronic arbitration (e-arbitration), which is one of the online dispute resolution (ODR) mechanisms should be used in the dispute resolution industry in Malaysia because of its remarkable advantages. Unfortunately, the future of using e-arbitration in Malaysia has not been discovered and still hazy. Therefore, the intriguing question that would arise here is to what extent the Malaysian laws could provide legal recognition for the validity of the e-arbitral agreement and e-arbitral proceedings. The methodology applied in this study is based on doctrinal legal research, both primary and Secondary sources are consulted. The novelty of the contribution provides legal evidence and arguments that the relevant Malaysian laws including the current Arbitration law, somehow give legal recognition to the utilisation of e-arbitration. However, from a purely legal perspective, there is still some lacunae that should be appropriately addressed by the lawmakers in order to ensure sustainable use of e-arbitration.

Keywords: Dispute resolution, arbitration, online dispute resolution electronic arbitration.

REVISIT ON THE POSITION OF NOMINEE DIRECTORS UNDER THE MALAYSIAN COMPANIES ACT 2016

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ABSTRACT

Board of directors are under the fiduciary duties and to act in the best interest of the company. This principle has been embedded in Sections 217(1) & (2) Malaysian Companies Act 2016 (CA 2016) which codifies the responsibility of a nominee director. The nominee directorships are common in Malaysian corporate structures. However, it status poses the difficulty due to the dual loyalty owed by the nominee director to the company and the nominator. This raises the dilemma to nominee directors in discharging the fiduciary duties. Section 217(1) statutorily stipulate that a director who was appointed by virtue of his position as an employee of a company and a director who was appointed by or as a representative of a shareholder, employer or debenture holder. Nominee directors must act in the best interest of the company. This provision states that the nominee director shall act in the best interest of the company and in the event of any conflict between his duty to act in the best interest of the company and his duty to his nominator, the nominee director shall not subordinate his duty to act in the best interest of the company to his duty to his nominator. In resolving the conflict of interests and duties of nominee directors Malaysian courts may adopt certain approaches for example under United Kingdom, the strict attenuated duty approach. Malaysia with her concentrated ownership economy would adopt the attenuated duty approach. This is to ensure Malaysian corporate economy is dynamic and is also in the spirit of the Malaysian Code on Corporate Governance 2017.

Keywords: Nominee directors, directors' duties, corporate governance, Companies Act 201

COPYRIGHT CHALLENGES IN MOOCS CONTENT CREATION AND TEACHING

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ABSTRACT

Equitable access to higher learning is one of the important imperatives in UNESCO post-2015 development agenda. Countries are urged to expand their tertiary education systems and Malaysia was first to implement Massive Open Online Courses (MOOCs) to all its public university. Yet, providing online learning through MOOCs faces certain obstacles in copyright law. Teaching practices commonly used and allowed by law is no longer applicable in MOOCs, thereby requiring extra effort, time, expenses and causing uncertainties. This paper looks into MOOCs copyright challenges amidst the global push for providing unequal access to higher learning. Specifically, this paper investigates to what extent domestic copyright law supports the creation of MOOCs content by looking at the general application of copyright law to the creation of MOOCs using Malaysia as a case study. Findings showed that available copyright exceptions that aims to balance private and public interest hardly apply in MOOCs. Thus, this study calls for legislation that provide flexibilities to achieve global educational objectives and alternatives that could encourage sharing for the sake of education should be supported.

Keywords: Access, higher education, online courses, MOOC, copyright challenges.

DIRECTORS' DUTIES AND RESPONSIBILITIES UNDER THE MALAYSIAN COMPANIES ACT 2016: COMPARISON WITH SINGAPORE

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ABSTRACT

Responding to calls for more corporate governance studies in developing economies that utilize institutional theory perspectives, this paper investigates how directors' duties and responsibilities in Malaysia are subjected to change as the country pursues further reform on its corporate governance institution. Focusing on the regulative pillar of institution, the paper analyses the recently released Malaysian Companies Act 2016 to answer two questions: (1) what have been the focus of regulatory reform in the new Companies Act 2016 with respect to directors' duties and responsibilities; and (2) are these changes comparable to similar regulations of a more advanced nation? A two-step content analysis is carried out; the first involves comparison of the country's new 2016 Act with the old 1965 Act; and the second step compares the Malaysian's new provisions with Singapore's provisions on directors' duties and responsibilities as found in its Companies Act 1967 (Revised 2006). Result shows that directors in Malaysia are now faced with increased responsibilities with respect to disclosure and accountability as the regulatory structure strengthen its regulative pillar in the quest to modernize its legal environment of corporate governance institution. It is also found that, while Malaysian provisions are comparable with Singapore, sanctions imposed by the Malaysian Act are more stringent. The paper concludes that Malaysian regulatory movement is consistent with "compliance approach", in which regulators put more and more responsibilities on directors' shoulders in contrast with "deterrence approach" where regulators would actively involve in verifying enforcement.

Keywords: Corporate governance, corporate law, directors' duties and responsibilities, institutional theory, Malaysia, Singapore.

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ASSESSING ACADEMICS' PERFORMANCES AND COMPETENCES: DOES STUDENTS' PARTICIPATION MATTER?

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ABSTRACT

Performance appraisal (PA) for academics is a yearly “ritual”. Higher education institutions (HEIs) are faced with the challenge of ensuring that academics perform are in line with set targets since they serve as the medium through which knowledge is imparted in these institutions. Students’ participation in appraising academics performances has not been encouraged in most HEIs in Nigeria which may affect the effectiveness of performance appraisal (EPA) for academics. This pilot study paper reports the key themes and the validity and reliability of the research instruments to examine the extent of students’ participation in academics performance appraisals, especially as regards professional competences in Nigeria’s HEIs impacts on EPA. The study was carried out at a Public HEI in Bauchi, Nigeria. 50 students were recruited through convenience sampling and were administered questionnaires. Among others, the results of the pilot study confirmed the validity and reliability of the instruments adapted.

Keywords: Academics, Students participation, Effectiveness of Performance Appraisal, Competences

THE MODERATING EFFECT OF INFORMATION TECHNOLOGY ON IMPACT OF 5S ON OPERATIONAL PERFORMANCE AMONG MANU- FACTURING NIGERIAN SME'S: A PROPOSED MODEL

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ABSTRACT

Research on lean implementation among manufacturing SME's is still dearth with inconclusive findings on how manufacturing SME's can successfully implement lean. Many researchers have suggested that lean initiative can be applied advantageously to SME's just as larger enterprises while some argue that SME's lack the technical know-how to implement lean. However, absence of comprehensive framework to successfully implementing lean have result to implementation failure and also greater losses of business resources. Therefore, the aim of the study is put forward a lean implementation model to serve as an antidote for lean implementation failure among SME's in the manufacturing sector. The model consists of lean 5S methodology as independent variable which includes: sort (seiri), set in order (seiton), shine (seiso), standardize (seikatsu) and sustain (shitsuke) with information technology as a moderator and operational performance as a dependant variable. The model will help SME's effectively apply the 5s methodology and make the bedrock for lean implementation via the aid of information technology in order to enhance their operational performance. Further, the proposed model will also contribute toward the field of lean manufacturing in SME's as it helps researchers, business professionals and practitioners as well the government towards implementing quality practices in manufacturing SME'S.

Keywords: Lean manufacturing, small & medium enterprise, operational performance, IT.

AWARENESS OF IR 4.0 BY MEDICAL STUDENTS IN MALAYSIA: A CASE STUDY OF A PRIVATE UNIVERSITY IN JOHOR BAHRU

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ABSTRACT

Medical students in any university worldwide are always recognized as among the brightest students in a higher educational institution. The aim of this study is to determine the awareness level of the contemporary phenomenon now known as the Fourth Industrial Revolution (IR 4.0). The private university chosen was Asia Metropolitan University (AMU) located in the town of Masai, Johor Bahru, Johor. AMU had a few faculties namely Faculty of Medicine, Faculty of Nursing, Faculty of Pharmacy and Faculty of Business. The design of the study was a case study of AMU. The sample was 15 first year medical students. An interview protocol was created and used as the interview instrument. The results showed the majority of medical students were aware of the emerging phenomenon related to IR 4.0. This could imply that AMU's human resource management on the students was somewhat effective. The students also emphasized that they were willing to test out the new technologies even though they were not taught by their respective lecturers.

Keywords: human resource management, IR 4.0, private universities, Malaysia, medical students.

PRELIMINARY INVESTIGATION ON OFFICE WORKERS' SEDENTARY BEHAVIOR, HEALTH CONSEQUENCES AND INTERVENTION PREFERENCES

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ABSTRACT

Sedentary behavior is a term used to describe activity with very low energy expenditure, often associated with prolonged sitting time. Sedentary behavior has been verified as a risk factor for many adverse health outcomes. However, taking regular breaks from prolonged sitting is the best way to prevent this problem. The objectives of this paper were to seek 1) sedentary time and pattern of office workers who mainly working with the computer, 2) health consequences due to prolonged sitting and 3) knowledge on sedentary behavior health consequences and intervention preferences. A survey was conducted in various public-sector offices in Malaysia from March to May 2018. The result shows, long hours of working and high sitting time exist in Malaysian office workers. Reducing workplace sitting time is, therefore, an important prevention strategy. High intervention preferences by respondents were rated for environmental restructuring followed by the use of technology to persuade sitting break.

Keywords: Sedentary behavior, office workers, health consequences, intervention preferences, behavior change support systems.

ISLAMIC DOUBLE DEGREE PROGRAM: A NEW HUMAN RESOURCE DEVELOPMENT MODEL FOR ISLAMIC BANKING INDUSTRY

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ABSTRACT

Purpose – the aim of the study is to introduce a new Islamic workforce model that can be utilize to overcome the challenges of qualified manpower for Islamic banking industry.

Design/methodology/approach – A critical system of literature review with empirical evidences was adopted to achieve the purpose of the study.

Findings – The study found shortage of *Shari'ah* scholars as a challenge to the future survival of Islamic banking. Also, Islamic banking employees including senior managers that were recruited from conventional sources lacking the necessary knowledge of *Shari'ah* principles poses another similar threat. The current Islamic education system was found not sufficient enough to provide the needed supply of 'Islamic experts'. Islamic double degree is timely.

Research limitations/implications – This study was based on a critical literature review, other methods of investigation to determine the perception of the stakeholders on the viability of the proposed model is beyond the scope of this paper. Also, a comprehensive model with course contents and structure is not provided.

Practical implications – This study is primarily beneficial to students, academicians, policy makers and government throughout the globe. The study provides insights into a new Islamic education workforce model that can be use to produce qualified 'Islamic experts' with dual specialization for both national and international labor markets. For the researcher, the study contributes to the stream of existing literature.

Originality of value – This study introduces Islamic double degree program as yet another additional workforce model that can be use for Islamic banking industry. The program is for Islamic education providers and research institutions especially the universities.

Keywords: Islamic banking, double degree, *Shari'ah* scholars, education, Islamic finance.

ANALYSIS OF THE ACCURACY ISSUANCE OF NOTICE OF TAX ASSESSMENT FOR COMPANIES THAT HAVE A RELATED PARTIES

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ABSTRACT

Income Tax Article 23 is a tax that is imposed on income on capital, delivery of services, or gifts and awards. Generally this income occurs when there is a transaction between two parties. One of the objects subject to Article 23 Income Tax is loan interest. PT ABC is a company that provides capital loans to 6 other companies, which later proved that these companies turned out to have a special relationship. Government Regulation No. 94 of 2010 dated 30 December 2010 Article 12 (1) and (2), regulates that loans granted to other companies that have a special relationship are not taxable objects. Tax disputes arise because of different interpretations between taxpayers and tax authorities (the government). On one hand, PT ABC does not impose a tax while the tax authorities consider it to be a tax object by issuing an Notice of Tax Underpayment Assessment (SKPKB). The purpose of this study is to examine the accuracy of the issuance of the SKPKB. The research method used is descriptive analytical method, while the data collection techniques used are observation, interview and literature study. From the results of the research, it can be concluded that the SKPKB issued by the Office of Tas Services is inappropriate.

Keywords: Loan interest, related parties, tax disputes, underpayment notice of tax assessment.

CHALLENGES IN MALAYSIA HERBAL INDUSTRY

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ABSTRACT

Herbal industry in Malaysia is one of the sector of agriculture New Key Economic Area (NKEA) under economic transformation program (ETP). The broad types of biodiversity in Malaysia that consists of thousand flora and fauna benefits the economy in Malaysia. Research conducted by traditional practitioner in Malaysia found that more than 1300 of herbs in Malaysia has their own medicinal values. However, herbal industry in Malaysia still need further development to be comparable and competitive sector. The supply and demand of herbs in Malaysia needs an improvement to empower herbal industry. This may be due to the challenges faced by herbal industry player from planting material supplier to end users. This study aims to investigate the challenges faced by herbal industry players according to their area. The survey was conducted from 2015 to 2016 and involved all herbal industry player in Peninsular Malaysia. The survey recorded 38 respond from planting material supplier, 98 from cultivators, 103 from producers, 31 wholesalers and 54 responds from retailers. Further analysis done on the survey respond showed that 25.71% of players facing technical issue which is the highest challenges contributor, followed by 21% of low demand and 13.48% on financial problem. It can be concluded that limitation in raw material, demand and financial resources is the obstacles that need to be focused and handled to intensify herbal industry in Malaysia.

Keywords: Herb players, herbal industry, challenges, demand.

FACTOR CONTRIBUTES TO THE DEVELOPMENT OF MALAYSIA WOODEN FURNITURE INDUSTRY

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ABSTRACT

Wooden furniture export leads the list of total Malaysia export of major timber products for 11 years since 2007 and keep increasing from 29% (RM 6.7 billion) in 2007 to 35% (RM 7.8 billion) in 2018. This study will assess the most significant factors that influence the development of the industry based on time series data analysis. Factors that possibly influence the export performance are identified based on literature review. Among the factors identified are wooden furniture import, import of timber products, production of main timber products and number of workers in the wood-based industry. The data used are time series data from 1990 to 2018. Data collected are statistically diagnosed and analyzed with regression analysis. Result shows that, all of the factors have no significant influence to the development of wooden furniture industry in Malaysia. The study concludes that, Malaysia wooden furniture development is not influenced by the availability of its raw material and number of workers in the industry.

Keywords: Development, regression analysis, wooden furniture industry.

THE MEDIATING EFFECT OF TAX COMPLEXITY ON THE RELATIONSHIP BETWEEN TAX KNOWLEDGE, TAX AGENTS AND PETROLEUM PROFIT TAX COMPLIANCE AMONG OIL COMPANIES: A THEORETICAL FRAMEWORK

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ABSTRACT

Tax compliance literature has documented extensive evidence confirming the influence of tax knowledge on tax compliance, so also corporate taxpayers employ tax agent who are perceived to be experts in the provisions of tax laws, which eventually results in minimizing errors in filing returns and eventual tax compliance. However, not much has been written in relation to petroleum profit tax compliance in this regard. Moreover, the evidences regarding the effects of tax knowledge and tax agents on tax compliance could justify the need to explore for a mechanism that could explain why these variables affect tax compliance from the perspective of petroleum profit taxation. Hence, complexity was identified as a possible mechanism through which tax knowledge and tax agents could influence petroleum profit tax compliance. Consequently, the paper presents a theoretical framework on the mediating effect of tax complexity on the relationship between tax knowledge, tax agents and petroleum profit tax compliance among oil companies. If validated, the outcome from which is expected to benefit policymakers in oil producing countries in devising means for enhancing the tax knowledge of corporate taxpayers and encouraging rather than enforcing them to employ tax agents.

Keywords: Tax compliance, complexity, tax agents, petroleum profit, oil, companies.

AN APPRECIATION OF BUKIT JALIL SPORTS COMPLEX THROUGH ARCHITECTURE PHOTOGRAPHY

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ABSTRACT

The Bukit Jalil National Sports Complex is considered the biggest sport complex in the Malaysia. It is a complex with full ranges of sports facilities and events venue, housing, parks, and courts for different sports which is located at Bukit Jalil in Kuala Lumpur. It was built with the uniqueness of local architectural and cultural characteristics identities which become one of the proud landmarks in the country. This paper therefore, focuses on the in depth or insight on the appreciation and uniqueness of sport complex through the appreciation of architecture photography. The objectives of this paper are 1). To portray the uniqueness of Bukit Jalil National Sports Complex through architectural photography. 2). To analyse those architectural photographs to enable to understand and portray the beauty and style Bukit Jalil National Sports Complex as an asset of Malaysia. The methodology is employed for this study are though fieldwork of surveys by capturing photographs of sport complex and distributed of questionnaires to respondents. Later these photographs are analysed thoroughly or by applying the content (visual) analysis. The finding of this study proved that the complex is not merely as a sport complex, but it is a complex that was built with the full of design and architectural based from the local cultural and heritage characteristics elements. Secondly with the architectural photography is enabled to portray the truly uniqueness and beauty which portrays the fundamental elements of local characteristics can be blended and mixed into something that ordinary eyes unable to see something valuable and attractive with ordinary eyes. Thirdly, there is no doubt that the role photographers with the good skills and knowledge, able to transform something from ordinary to extraordinary things or something static into something very valuable and attractive which really can be appreciated.

Keywords: Architecture, photography, appreciation, perception.

GENDER ANALYSIS IN ENTREPRENEURIAL INTEREST (STUDY ON MILLENNIAL IN JAMBI CITY, INDONESIA)

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ABSTRACT

This study aims to analyze: 1) gender perceptions and entrepreneurial intentions of millennial in Jambi City; 2) the impact of attitude and contextual factors on entrepreneurial intentions of millennial in Jambi City; 3) the impact of gender perceptions on entrepreneurial intentions of millennial in Jambi City. The study is carried out on millennial (Generation Y born in 1981 - 2000) in Jambi City, currently in High School and University. The number of samples is 424 individuals. Data are analyzed descriptively using Structural Equation Modeling Partial Least Square (SEM-PLS). The results show that 1) nearly half (45.60 percent) of the millennial lack of gender equality mindset; 2) the millennial entrepreneurial intentions are relatively good, with an average score of 3.80 (scale 1-5); 3) attitude factors and contextual factors have a significant effect, but gender perceptions do not significantly affect the millennial entrepreneurial intentions. Based on this, it can be stated that although gender perceptions do not influence entrepreneurial intentions, the present lack of a gender equality mentality may have an effect on career equality based on gender in the future. Therefore, in the present millennial generation, there is still a need to increase awareness of gender equality.

Keywords: Attitude factors, contextual factors, entrepreneurial intention, gender, millennial.

ANALYSIS OF THE EFFECT OF LABOR AND THE NUMBER OF MICRO AND SMALL ENTERPRISES (MSES) ON POVERTY LEVELS IN INDONESIA

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ABSTRACT

This study aims to analyze the conditions of poverty and micro and small businesses in Indonesia and analyze the influence of labor and the number of micro and small businesses on poverty levels in Indonesia during the period 2013 to 2017. The results showed that the highest poverty rate was Papua Province with an average poverty rate of 28.7% and the lowest poverty rate was DKI Jakarta Province with an average of 3.79%. For the most number of micro businesses was Central Java Province with an average of 792,822 units are average, and the lowest number of micro businesses is West Papua Province with an average of 2,138 units, while the highest number of small businesses is Central Java Province with an average of 103,598 units and the lowest is West Papua Province with an average of 100 units. While for the number of micro business workers, the highest number is in Central Java Province with an average of 1,507,782 people and the lowest is in West Papua Province with an average of 3,975 units. For the small scale workforce, the highest number of provinces is Central Java with an average number 812,157 People and the Lowest Province is West Papua Province with an average number of 720 people. The panel data regression results with the common effect model show that the small business workforce variable and the number of micro businesses have a significant negative effect on poverty levels while the micro business workforce and the number of small businesses have a positive and significant effect on poverty levels.

Keywords: Labor force, micro and small enterprises, poverty level.

ROLE OF INTANGIBLE ASSETS ON THE PERFORMANCE OF CREATIVE INDUSTRY MSMEs IN JAMBI CITY, INDONESIA

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ABSTRACT

This study aims to analyze: 1) the quality of intangible assets, especially human capital and social capital in the creative industry MSMEs (Micro, small and medium-sized enterprises); 2) the performance of creative industry MSMEs; 3) the role of intangible assets on the performance of creative industry MSMEs. The study was conducted on the creative industry MSMEs in Jambi City, Indonesia. The number of samples was 90 actors of the creative industry MSMEs. Data were analyzed using Structural Equation Modeling Partial Least Square (SEM-PLS). The results show that: 1) the quality of intangible assets (human capital and social capital) in the development of the creative industry MSMEs in Jambi City is relatively good with an average score of 3.37 (on a scale of 1-5). Of the two dimensions of intangible assets, the quality of social capital is better than human capital's; 2) The performance of creative industry MSMEs in Jambi City is very good with an average score of 3.93 (on a scale of 1-5). Of the two dimensions of performance, innovation has a more important role in shaping the performance of creative industry MSMEs than productivity; 3) Social capital has a significant effect directly on the performance of creative industry MSMEs in Jambi City, while human capital does not have a significant effect directly on the performance. Human capital only indirectly affects the performance through social capital (as an intervening variable).

Keywords: Creative industry MSME, human capital, innovation, productivity, social capital.

EFFECT OF INFORMATION TECHNOLOGY, MANAGEMENT KNOWLEDGE, AND ENVIRONMENTAL DYNAMICS PERFORMANCE WITH INNOVATION AS INTERVENING VARIABLES: (STUDY ON SMALL AND MEDIUM MICRO BUSINESSES IN JAMBI PROVINCE)

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ABSTRACT

The purpose of this research is to: 1). Analyzing the effect of information technology, knowledge management and environmental dynamics on performance with innovation as an intervening variable; 2). Analyzing the effect of innovation on performance at MSMEs in Jambi Province. This study uses an explanatory method, which is a research method conducted with the intention of seeking an explanation of the relationship between two or more variables. Judging from the scope of its expansion, this study is a causality study. Data collection techniques with a sample survey. The sample size is 205 MSMEs in Jambi Province. Research hypotheses are tested using inferential statistical analysis, which is a statistic used to draw inferences from a sample to a population. The inferential statistics in this study use the Structural Equation Modeling (SEM) causality analysis with Partial Least Square (PLS) with the WarpPLS Program Application. The results showed that: 1). Information technology, knowledge management and environmental dynamics have a positive and significant effect on performance with innovation as an intervening variable; 2). Innovation has a significant positive effect on performance at MSMEs. In addition, innovation can be a mediating variable of the influence of information technology, management knowledge and environmental dynamics on firm performance. The research findings support the idea that innovation is a must and important thing to do so that MSMEs can exist and can improve competitiveness. Innovation is a way of doing business in the 21st century and is a determinant of sustainable growth.

Keywords: Information technology, knowledge management, environmental dynamics, innovation, company performance.

HOUSEHOLD LIVELIHOODS STRATEGIES OF DESCENDANTS OF TRANSMIGRANTS IN JAMBI PROVINCE, INDONESIA

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ABSTRACT

The implementation of transmigration as one of population programs in Indonesia has been going for a long time. Especially in Jambi Province, it has been started since 1940. Today, most of the former transmigration areas are already occupied by descendants of transmigrants households. These households have limited land (due to the inheritance/ distribution of land from their parents as first generation transmigrants) and decreasing fertility land. This has an impact on the welfare of families in ex-transmigration villages. The study aims to analyze the livelihood strategies of descendants of transmigrants households in Jambi Province. The data were obtained from a survey of 300 descendants of transmigrants households in six ex-transmigration villages in Jambi Province. Data were quantitatively analyzed using descriptive statistical tools. Results indicate that only 32.00 per cent of the households implement agricultural livelihood engineering strategy. Households in this group have an income source predominantly from agricultural sector within the village, and efforts are made to increase their incomes through crop intensification and extensification. Small numbers of households implementing agricultural livelihood engineering strategy is due to the small area of land owned and the low fertility level of their land. Furthermore, approximately 33.00 per cent of the households implement dual income strategy or multiple livelihood patterns. Households in this category work in different sectors as their livelihood strategies, by having the household members work in agricultural and non-agricultural sectors. Migration (spatial engineering) strategy is implemented as their livelihood strategy by the 35.00 percent of transmigrant descendants. In this category, the head of household or household members work in other villages or cities.

Keywords: Agriculture, dual income patterns, migration, transmigration, transmigrant.

ANALYSIS OF POTENTIAL INVESTMENT OF JAMBI PROVINCE IN THE WEST REGION

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ABSTRACT

This study aims to provide accurate information about business fields, commodities and potential in Jambi Province in the West Region. Therefore this research is needed so that the level of development in Jambi Province is right on target. The scope of this research area covers all locations of Sarolangun Regency, Merangin Regency, Bungo Regency, Tebo Regency, Kerinci Regency and Sungai Penuh City. The type of data used is the type of secondary data obtained from interviews and data from related agencies in the Province of Jambi in 2017. Based on the research results obtained that: (1) Jambi Province is one of the provinces geographically has a very strategic location. supported by land and sea and air transportation facilities and infrastructure including the Trans Sumatra national road and so on. Jambi Province is included in the IMT-GT growth triangle Economic Zone (KESR). (2) The results of the SWOT analysis that have been carried out show the potential investment results in Jambi Province are in Quadrant III (negative, positive) between strategic issues on internal factors of weakness and opportunity external factors, which in this position indicates that in terms of investment the Province of Jambi has several weaknesses but has great opportunities for investment development in Jambi Province. (3) Based on the results of the 2018 Klassen Typology analysis of 6 (six) regencies / cities that are the study areas, including Merangin Regency, Sarolangun Regency, Bungo Regency, Tebo Regency, Sungai Penuh and Kerinci District showing that only Sungai Penuh City is included the classification of Fast-Forward and Fast-Growing Regions, with a rate of economic growth and per capita income higher than the provinces. For regions that are classified as fast developing regions are Sarolangun Regency, Bungo Regency, Tebo Regency, Merangin Regency and Kerinci Regency. Although it has a lower per capita income than the provincial per capita income, the economic growth rates of the five districts are higher than the provincial economic growth rate. The area is an area that can develop rapidly with very large development potentials but has not been fully processed properly.

Keywords: Regional investment potential, regional economy, regional income.

THE FACTORS OF AFFECT THE USE OF ECONOMIC DIGITAL ON SMALL AND MEDIUM ENTERPRISES IN JAMBI CITY

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ABSTRACT

Digital developments make Micro, Small and Medium Enterprises must adjust to technological advances. The adoption of digital economic use of MSME actors is still relatively low. The purpose of this study is analyzing the factors that influence the use of the digital economy in MSMEs in Jambi City. This study uses primary data with a purposive random sampling technique. The analytical tool used is binary logit regression. Dependent variables are business actors who use digital (score = 1) and those who do not use digital (score = 0). The independent variable is household characteristics and business characteristics. From the results of the study obtained factors that influence MSMEs in using the digital economy are variables of type of business, partnership, age, and education level.

Keywords: Digital economy, MSME, binary logit regression.

FOOD CROPS- AND HORTICULTURE-BASED VILLAGES POTENTIAL AS GROWTH CENTER VILLAGES IN JAMBI PROVINCE, INDONESIA

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ABSTRACT

This study aims to analyze the potential of food crops-based and horticultural-based villages to become growth center villages in Jambi Province. The potential of the villages as growth centers is evaluated based on the village development level and non-agricultural activities in the villages. Primary data for this study are the raw data of Village Potential Data Collection or *Potensi Desa* (PODES) 2018. Data were analyzed in quantitative descriptive method. The results showed that: 1) Based on the main income source of population, of the total villages in Jambi Province (1.399 villages), 96.71 percent (1353 villages) were mainly in the agricultural sector and only 3.29 percent were mainly in industrial/manufacturing sector or sector of services. Furthermore, out of the total agriculture-based villages, 28.97 percent of them were food crop and horticultural based villages; 2) Based on the village development level and non-agricultural activities in the food crop- and horticultural-based villages, it can be stated that there is a great potential to develop these villages to be growth centers. Only 4.34 percent of the villages are listed as underdeveloped villages, while the majority of them (95.66 percent) are developing villages and independent villages. Moreover, nearly half (46.17 percent) of the food crops- and horticultural-based villages already have non-agricultural MSMEs as a basis to be established as growth center villages. Industries developed in these villages are wool products, products of noble metal or metal materials, fabric goods/weaving, pottery/ceramics/stone, and woven industries.

Keywords: Food crops, growth centers, horticulture, industry, MSME.

ANALYSIS OF FACTORS AFFECTING THE INCOME OF COCONUT FARMERS IN THE EAST TANJUNG TANJUNG REGENCY

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ABSTRACT

The purpose of this study is to analyze: 1). Socio-economic conditions of coconut farmers; 2). Production level and income of coconut farmers and the relationship between production and income; 3). The impact of farmers' age, price and land area on the income of coconut farmers in East Tanjung Jabung Regency. This study uses a survey method with primary data obtained from questionnaires and direct interviews with coconut farmers. The sample size is 87 farmers. The analysis tool uses descriptive statistics, spearman correlation test and multiple linear regression. The results show that: 1). The average age of coconut farmers is 51 years, the average level of elementary school education, the average dependents of the family of 4 people, the average amount of side income is Rp.1,420,689.66 per month; 2). The average level of production of 2,000 items per 3 months, the average selling price of Rp. 1,329.89 per grain and an average net income of Rp. 4,543,643.68, and there is a positive and significant relationship between production and income; 3). Partially the price and land area variables have a significant effect, while the age variable does not significantly influence the income of coconut farmers of East Tanjung Jabung Regency. The government needs to maintain the stability of the price of coconuts so that farmers' income is stable. Farmers together need to establish cooperatives so that the bargaining position of farmers in the market is better. Land productivity can be increased by intensifying coconut farming land.

Keywords: Income, production, socio-economic indicators, coconut farmers.

A MODEL OF SUSTAINABLE MICRO SMALL MEDIUM ENTERPRISES OF BUSINESS PERFORMANCE: PERSPECTIVE OF E-COMMERCE ADOPTION AND ENTREPRENEURSHIP ORIENTATION, EXPERIENCE IN JAMBI PROVINCE, INDONESIA

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ABSTRACT

The ability of information technology to develop rapidly and massively has changed the way of entrepreneurial orientation in conducting business. The rapid rise of internet users has also influenced the development of the eco-economic system by transforming the conventional economic structure into the digital economy or known in the era of the industrial revolution 4.0. Based on the Indonesian e-commerce landscape, it shows that Indonesians spend almost 55 percent of their time online. This is certainly very interesting also when MSMEs can use or adapt e-commerce in their daily business activities so that it will be able to improve business performance in a sustainable manner. This study aims to examine the adoption of e-commerce and entrepreneurial orientation as moderation to improve the performance of MSME businesses in a sustainable manner. The research uses surveys that are characterized by the use of questionnaires and identified target populations. The number of samples that were used as respondents were 150 MSME entrepreneurs, each with 50 sample units per research object. The analytical tool used in this study was to use Path analysis with SPSS application version 22. This research was conducted in three districts in the Jambi Province region, namely Jambi city, Tanjung Jabung Barat district, and Sungaipenuh City. Based on the results of data processing and research findings, it can be concluded that there is a close influence of e-commerce adoption on sustainable MSME business performance. Meanwhile, the Entrepreneurship Orientation is able to moderate the relationship between e-commerce adoption and sustainable MSME business performance.

Keywords: Sustainable MSME business performance, E-commerce adoption, entrepreneurship orientation.

ENTREPRENEURIAL ORIENTATION AND CONSUMER ENGAGEMENT: THE IMPACT OF BUSINESS PERFORMANCE ON SMALL AND MEDIUM ENTERPRISE OF HALAL FOOD

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ABSTRACT

Muslim consumers nowadays are aware of the ingredients in foods thus making them more selective in choosing foods that they want to purchase and consume. Currently, there is no profile of SME that has a halal certificate, especially in Jambi Province. The main purpose of this research is to find the performance model of SME halal certified food. Its particular purpose is (1) analyzing the influence of entrepreneurial orientation on consumer engagement, (2) analyzing consumer engagement on business performance. The data for the study were collected from primary and secondary sources. Technical data collection is done by the survey sample, field observation, and literature study. The research design uses the mixing method. Research samples are 250 halal food SMEs in Jambi Province, Indonesia. The data analysis technique uses a structural equation (SEM) model using the SmartPLS 3.0 program. The result shows a positive influence between the entrepreneurial orientation, consumer engagement on halal food SME's business performance in Jambi Province. This study will have both managerial implications for practitioners in Indonesia as well as those in other countries and academic implications for researchers who are interested in increasing SME's business performance.

Keywords: Business performance, consumer engagement, entrepreneurial orientation, SME.

WOMEN ENTREPRENEURSHIP AND COMPETITIVE ADVANTAGE ON SMALL AND MEDIUM ENTERPRISES OF BATIK JAMBI

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ABSTRACT

The innovation capability of SMEs Batik Jambi is facing a high level of competition in the batik industry. The majority owners and managers of SMEs Batik Jambi are women. The main issue in this study is gender and women entrepreneurship of Batik Jambi. The main purpose of the research is analyzing the model of women entrepreneurship, innovation capability and competitive advantage of Batik Jambi. Quantitative research methods with sample survey approaches and Focus Group Discussion (FGD) were used to answer the research objectives. The respondents of the research amounted to 50 SMEs Batik Jambi which is owned and managed by women in Jambi City, Indonesia. The analysis tool of research uses the PLS3 program. Data analysis result shows that the stronger women entrepreneurship of Batik Jambi, the higher the capability to innovate products. However, women entrepreneurship and innovation capability are not the antecedent factor of product positioning and competitive advantage. It suggests taking a role from an external environment such as governments in the form of policies to improve its competitive advantage. This study will have both managerial implications for practitioners as well as academic implications for researchers who are interested in increasing SME's business performance.

Keywords: Women entrepreneurship, innovation capability, positioning product, competitive advantage.

ANALYSIS OF THE USE OF ACCOUNTING INFORMATION AND NON ACCOUNTING INFORMATION IN FINANCING DECISIONS (SURVEY OF SHARIA BANKING IN JAMBI CITY)

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ABSTRACT

This study aims to determine whether Islamic Banking in its financing provision decisions are based on financial statements as a source of accounting information, or not. To find out whether banks also base their financing decisions on non-accounting information or not. The target population in this study are all funding requests received by Islamic banking in Jambi City during 2018. The sample in this study amounted to 56 files, taken using the “simple random sampling” method. This research was conducted using a survey method, namely by using structured questions. The analysis was carried out using multiple linear regression. The results showed that: accounting information variables that significantly influence financing decisions are activity variables. For the analysis of non-accounting information, the significant effect is the level of collateral, the reputation of the customer and the economic sector to be financed. Together the accounting information and non-accounting information variables significantly influence the level of financial decisions. The interpretation of the results of the study shows that Islamic banking in its financing decisions still applies conventional principles

Keywords: Accounting information, non-accounting information, decisions, financing.

ANALYSIS THE ROLE OF MANUFACTURING INDUSTRIAL IN LOCAL ECONOMY AND ITS PROBLEM DEVELOPMENT IN JAMBI PROVINCE

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ABSTRACT

This article aims to analyze the role of manufacturing industrial in local economy and its development problem in Jambi Province. This article as a suggestion in endeavor manufacturing industrial development that has competitiveness and able to develop value added in the future for Jambi Province. This article utilising both quantitative descriptive analysis method and theory. According to analysis result manufacturing industrial sector gave contribution to growth of GDP per province during 2013-2017 tend to be declined. Meanwhile as subsector manufacturing industrial gave contribution to GDP per province in Jambi Province, there are 5 (five) dominant manufacturing industrial subsectors like : Food industrial and beverage; coal industrial and gas and refineries; woods, product from wood, cork and woven bamboo; rubber industrial, rubber products and plactic; and paper industry and products from pulp; publishing and recording media. There is development manufacturing industrial problem is the downstream development or value added process is still low, whereby Jambi's manufacturing industrial produces intermediate products level, such as: Crude Palm Oil (CPO), Crumb Rubber, and raw materials of paper/pulp. There are some problems in developing manufacturing industrial, viz: connection system by supporting the availability of road and seaport, electricity, local income of industry, Region Stability Index, Economy Growth, minimum wage of province, investment of industry, labor, and market.

Keywords: Manufacturing industrial, local economy, Jambi Province.

A GLOBAL-COMPETITIVE INDUSTRY IN INDONESIA (INPUT OUTPUT TABLE APPROACH)

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ABSTRACT

The development of the global industry is becoming a benchmark for Indonesia to take part in the global economic level. Anticipating this, the determination of the global industry needs to be conducted so that the selected industry can improve the competitiveness of Indonesia. This research used quantitative descriptive research methods. The Output Input table approach is the analytical model used in this research. The results of this research show that the food industry, beverages and tobacco have the best global competitiveness in Indonesia. Then, followed by rubber industry, rubber and plastic goods, paper industry and paper goods.

Keywords: Industry, global competitiveness, input output.

GREEN WORK CLIMATE AND PRO-ENVIRONMENTAL BEHAVIOUR AMONG ACADEMICS: THE MEDIATING ROLE OF HARMONIOUS ENVIRONMENT PASSION

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ABSTRACT

Environmental issues such as climate change, pollution, deforestation, and the loss of biodiversity are the concerns of society in different parts of the world today. As several human activities have adverse impact on the environment, developing pro-environmental behaviour in each individual becomes one of the essential aspects in protecting mother earth. The primary purposes of this research are to evaluate the influence of green work climate and harmonious environmental passion on pro-environmental behaviour (PEB). Additionally, the mediating effect of harmonious environment passion between green work climate and PEB is determined. A total of 167 academics from a private university in Malaysia participated in this study. The results from Partial Least Square – Structural Equation Modelling suggested that green work climate and harmonious environment passion positively influence PEB. Besides, harmonious environmental passion partially mediates the relationship between green work climate and PEB. The results indicate that the leaders should actively shape the perception of green work climate within the organisation through policies and procedures that support the environmental sustainability efforts as well as effectively communicate to the employees. Such efforts will lead to greater harmonious environmental passion, which in turn promote pro-environmental behaviour among the organisation members.

Keywords: Pro-environmental behaviour, green work climate, harmonious environment passion.

THE INFLUENCE OF SOCIAL ECONOMIC FACTORS AND BUSINESS STRATEGY TOWARD INDUSTRIAL INCOME PROCEESED SEAFOOD PRODUCTS IN WEST TANJUNG JABUNG DISTRICT

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ABSTRACT

West Tanjung Jabung Regency has the largest potential resources in the field of marine and inland fisheries in Jambi Province. The processed seafood industry is one of the potential businesses in efforts to increase income and increase community income. Many factors affect income. This study aims to analyze: 1) the socioeconomic characteristics of respondents in the seafood processing industry in West Tanjung Jabung Regency. 2) the influence of socio-economic factors and business strategies on increasing the income of seafood processing industry players. This study uses a survey method with random sampling technique. The number of samples is 105 respondents. The data analysis method uses descriptive analysis and Structural Equation Modeling-Partial Least Square (SEM-PLS) analysis. Exogenous variables in this study are socioeconomic factors and business strategies. The results showed that socioeconomic factors and business strategies affect the income of seafood processing industry players.

Keywords: Socioeconomic factors, business strategies, income, SEM-PLS.

IMPORTANT AND PERFORMANCE ANALYSIS OF TOURISM STAKEHOLDER FOR COMPETITIVE POLICY FORMULATION

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ABSTRACT

Kerinci Regency has been designated as a priority tourist destination in Jambi Province, Indonesia. Thus, tourism performance is expected to increase both at the local and national level. This however, is determined by tourism actors known as stakeholders. Thus, the research question is how is the compatibility between the importance and performance of tourism by several stakeholders in developing competitive tourism policies. For this reason, a survey of 8 stakeholders at the level of tourism actors was conducted using a purposive sampling technique. The analytical tool used is IPA (Importance Performance Analysis) analysis where the position of a number of attributes is the basis for policy making. Thus, prior to the preparation of the questionnaire the tourist attributes were first determined based on the 6As, then sorted into attribute that corresponded to the research object namely: natural potential, cultural heritage, transportation, accommodation, culinary, tour packages, online information, communication facilities, transparency management, the importance of village community involvement, and tourist management at the village level. Accordingly, the position of each attribute according to its quadrant is as follows: I (natural potential, cultural heritage, II (professional accommodation resources, tour packages, and village community involvement, tourism network, III (culinary,) and IV (tourist calendar, communication networks). In accordance with that, tourism policies that build competitiveness must oriented to professional resources, accommodation at the appropriate destination level, involving people to set up tourist destinations, and building a network of tourism actors.

Keywords: Tourism destination, rural tourism, tourism official, and tourist guide.

COMMUNITY PERCEPTIONS AND ENTREPRENEURIAL ENVIRONMENT TO ESTABLISH ENTREPRENEURIAL INTENTIONS IN TOURIST DESTINATION REGENCY OF KERINCI

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ABSTRACT

Tourism destinations has an important role to establish tourism performance both at the local and national level. The driving force in destination are the communities, entrepreneurs with different functions but the aim is to serve tourists together. Hence, the research questions are 1) how is the community's perception of tourism activities and 2) how does the role of the entrepreneurial environment shape entrepreneurial intentions. Accordingly, a survey has conduct on two established tourist destinations. Furthermore, unit analysis was communities that consist of 145 respondents. Based on research results, it is known that there are 7 communities: 1) Tourist guides, 2) Entrepreneurs souvenirs, 3) Home stay service providers, 4) Art galleries, 5) Local dancing groups, 6) Village government officials, and 7) Other Service providers. Based on SEM analysis results it is known that community perception has a significant effect on entrepreneurial intentions, and the entrepreneurial environment plays a role as mediator against entrepreneurial intentions. Accordingly, to improve the performance of the tourism community requires innovation in entrepreneurship training, especially related to tourism, services and hospitality. For this reason, tourism agencies and related institutions must sharpen their activities towards the development of community programs in tourist destinations, especially from the entrepreneurial aspect.

Keywords: Tourism destination, community, entrepreneur, and tourist agencies.

REHABILITATION OF FORESTRY SECTOR WILL INCREASE OUTPUT AND REDUCE CO₂ EMISSIONS IN JAMBI PROVINCE (SOCIAL ACCOUNTING MATRIX APPROACH)

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ABSTRACT

Forest rehabilitation must consider the economic aspects of sustainability because there is a need to integrate investment returns with the market, which is reflected in the economic incentives generated by the participation of local communities. This research aims: 1). To calculate the role of forestry sector rehabilitation in increasing output in the economy of Jambi Province, 2). Analyze the impact of forestry sector rehabilitation on reducing carbon emissions (CO₂) in Jambi Province. The analytical tool used is SAM. The results of this study indicate that rehabilitation of the forestry sector is able to increase the added value of output in the economy of Jambi Province. This sector is also a supporting sector to other sectors in the economy. Forestry sector rehabilitation is more enjoyed by low-income workers in rural areas compared to urban areas. Whereas households in urban areas enjoy more income than households in rural areas. Rehabilitation of the forestry sector (industrial forests, wood, non-timber and other forest products) of Rp.1,032 trillion, had an impact on increasing output (pro-growth) of 1.47 percent from before the rehabilitation of the forestry sector of Rp 390,028 trillion, increasing the absorption capacity of CO₂ emissions (pro-environment) of 1.58 percent of the baseline of -41.296 million tons. The value of forest benefits is Rp.477.26 trillion from the baseline Rp.405.92 trillion. Implementation of the rehabilitation of the forestry sector on degraded land can be restored its function as a forest takes 67 years to come, moreover the Jambi Provincial government has not carried out the rehabilitation optimally.

Keywords: Forestry Rehabilitation, SAM, CO₂ Emissions.

ORGANIZATIONAL CULTURE, LEADERSHIP BEHAVIOR, CHARACTER OF CIVIL SERVANTS AND QUALITY OF PLANNING ON THE PERFORMANCE OF SUNGAI PENUH CITY GOVERNMENT, INDONESIA

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ABSTRACT

The purpose of this study was to determine the effect of Organizational Culture, Leadership Style, Character of Civil Servants and Quality of Planning both partially and simultaneously as well as mediating on employee performance. In this study using a questionnaire with a sample size as many 300 Civil Servants (PNS). To obtain good results this study uses statistical tools namely SPSS 22 and AMOS 21. The study was conducted on Civil Servants of Sungai Penuh City Government. The results showed that all variable valid, Organizational Culture, Leadership Style, Character of Civil Servants and Quality of Planning partially and simultaneously mediation of employee Performance gave value significance to the variable Performance of Civil Servants of Sungai Penuh City Government. The research suggestion that the performance of Sungai Penuh City Government is largely determined by Civil Servants, Organizational Culture, Leadership Styles, Employee Performance, Planning Quality, Sungai Penuh City

Keywords: Civil servants, organizational culture, leadership styles, employee performance, planning quality, Sungai Penuh City.

STRENGTHENING FARMER ENTREPRENEURSHIP AND SUSTAINABILITY PRACTICES IN PEAT LAND AREA

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ABSTRACT

Strengthening innovative entrepreneurship aspects is absolutely essential for farmers, especially farmers on peat lands who face challenges. The challenges come both from the technical side of farming and threatening from the expansion of oil palm plantations. Accordingly, the aim of the study is to reveal the conditions of farmers entrepreneurship in implementing sustainable farming practices in which the role of PPL (field extension agricultural) treat as moderation variable. For this reason, a survey was conducted in which the unit of analysis was 154 farmers from each different farmer group. Based on data processing that using AMOS processing procedures, it is known that: 1) the farmers 'orientation towards entrepreneurial practices is influenced by their perception of the role of PPL, and 2) this role is also influenced by the farmers' perception of the empowerment program as a moderating variable. Therefore, it is recommended that the farmer empowerment program should enable farmers to consider the threat both technically and environmently in the long run. This is an important part of preparing PPL that play an important role in empowering farmers.

Keywords: PPL, Pajale, plantation season, and peat land.

MODEL OF EMPLOYEE DEVELOPMENT FOR GOVERNMENT OFFICIAL: PERSPECTIVE OF EMPLOYEE BEHAVIOR, MOTIVATION, AND EMPLOYEE PERFORMANCE IN SUNGAI PENUH CITY AND KERINCI REGENCY JAMBI PROVINCE

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ABSTRACT

This study aims to examine employee development on employee work behavior and motivation of civil servants as well as the impact on employee performance in the Sungaipenuh City and Kerinci Regency Governments. This research was carried out in the Sungaipenuh City and Kerinci Regency government environments. The research method used is descriptive and verification research methods. The samples used are administrator officials and supervisory officials that exist in the two municipalities of Sungaipenuh and Kerinci regencies. The number of samples analyzed was 240 respondents with 120 respondents each in the government of Sungaipenuh and Kerinci regencies. The analytical tool used is SEM AMOS. The results showed that employee development did not have a direct impact on employee performance in the Sungai Penuh City and Kerinci Regency Governments; Employee development has a direct impact on Employee behavior in the City of Sungaipenuh and Kerinci Regency Governments; Employee development has a direct impact on the motivation in the Sungaipenuh City and Kerinci Regency Governments; Behavior does not have a direct impact on employee performance in the Sungaipenuh City and Kerinci Regency Governments; Motivation provides a direct impact on the performance of employees in the City of Sungaipenuh and Kerinci Regency Governments; Employee Performance is mediated by the effect of employee behavior in the Sungaipenuh City and Kerinci Regency Governments; Employee performance is mediated by the effect of motivation in the Sungaipenuh City and Kerinci Regency Governments; Employee performance is mediated by employee behavior towards motivation in the Sungaipenuh and Kerinci Regency Governments.

Keywords: Employee development, employee working behavior, motivation, employee performance.

BANKING TRANSACTION BEHAVIOR AND THE EXPECTATIONS OF THE MUSLIM COMMUNITY TOWARDS THE CONVERSION OF THE JAMBI BANK INTO AN ISLAMIC BANK

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ABSTRACT

The study aims to analyze the behavior and expectations of the Muslim community in Jambi Province on the activities of the Jambi Bank as a regional government bank. The research problems are: 1) what is the behavior of the Muslim community banking transactions? 2) how are the community's preferences and expectations for the future development of Bank Jambi. Respondents who were the target of this study were 151 customers and non-customers of Bank Jambi. Data were analyzed using a descriptive statistical approach. The results found that only 31.3 percent of Bank Jambi customers had deposits at Bank Jambi. All customers have a savings account, however only 57.3 percent have had transactions with Bank Jambi in the past year. Of the total Bank Jambi customers, 94.8 percent agreed if the Bank Jambi was converted into a Sharia Bank (Islamic Bank), while 98.2 percent of non-customers agreed the Bank Jambi was converted to a Sharia Bank (Islamic Bank). Furthermore, 92.5 percent of the total Bank Jambi customers and 93.0 percent of the total Bank Jambi non-customers are interested in becoming Islamic Bank customers in the future.

Keywords: Bank Jambi, Customers, Islamic Bank, Muslim.

LEADERSHIP IN DEVELOPING PSYCHOLOGICAL CAPITAL AND ORGANIZATIONAL CITIZENSHIP BEHAVIOUR AMONG PUBLIC UTILITY SECTOR EMPLOYEES

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ABSTRACT

Organizations greatly depend on employees to act proactively and perform in their jobs. For organizations to survive in an ever-changing business environment, employees need to display discretionary or extra role behaviour above and beyond the expected task-related in-role performance. One such discretionary or extra role behaviour that has been linked with various positive organizational outcomes is organizational citizenship behaviour (OCB). Such behaviour is highly sought from public sector organization employees in Sri Lanka who have important role to play as enabler of economic development after prolonged civil war. This study aims to examine the direct and indirect effects of authentic leadership on OCB with the presence of psychological capital as a mediating factor. Using a sample of 396 front-line workers employed in six public utility organizations in Sri Lanka, it was found that psychological capital partially mediates the relationship between authentic leadership and OCB. In other word, the relationship between authentic leadership and OCB is both direct and indirect mediated though psychological capital. The findings also have some significant practical contributions to the public utilities sector in Sri Lanka in terms of policies and practices related to human resource management.

Keywords: Authentic leadership, psychological capital, organizational citizenship behaviour, Sri Lanka.

THE IMPORTANCE OF ORGANIZATIONAL CITIZENSHIP BEHAVIOUR TOWARDS ENVIRONMENT FOR ECO-FRIENDLY DEVELOPMENT IN SRI LANKA: THE ROLE OF AUTHENTIC LEADERSHIP AND PSYCHOLOGICAL CAPITAL

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ABSTRACT

Organizational citizenship behaviour towards environment (OCBE) has gained increasing research attention due to its role in preventing environmental degradation and developing environmental performance. Known as environmentally-conscious behaviour of the employees and organizations to fulfill their responsibilities in sustaining the natural environment on the planet, OCBE is highly sought from public sector organization employees in Sri Lanka who have to play a crucial role in accelerating economic development after prolonged civil war, yet at the same time vigilant about the environmental issues. This study aims to examine the direct and indirect effects of authentic leadership on OCBE with the presence of psychological capital as a mediating factor. Using a sample of 396 front-line workers employed in six public utility organizations in Sri Lanka, it was found that psychological capital partially mediates the relationship between authentic leadership and OCBE. In other word, the relationship between authentic leadership and OCBE is both direct and indirect mediated though psychological capital. The findings also have some significant practical contributions to the public utilities sector in Sri Lanka in terms of policies and practices related to human resource management.

Keywords: Authentic leadership, psychological capital, organizational citizenship behaviour towards environment, Sri Lanka.

EXAMINATION OF INTELLECTUAL CAPITAL AND SMES BUSINESS PERFORMANCES FROM ORGANISATIONAL LIFE CYCLE PERSPECTIVE

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ABSTRACT

The emergence of knowledge-based economy witnesses the rise of the importance of intellectual capital in firms' value creation and superior performance. The literature of intellectual capital is growing, however limited empirical evidence on the effect of intellectual capital on SME firm performance was found in prior studies. This study, therefore was conducted to examine the influence of intellectual capital elements, namely human capital, structural capital and relational capital, on performance of SMEs. In addition, this study also examined the effects of intellectual capital elements on performance from the perspective of life cycle stages. Questionnaires were mailed to chief executive officer (CEO) and managers of SMEs in all sectors in Malaysia comprising of various industries such as professional, food and beverages (F&B), and engineering. The results of this study indicate that intellectual capital have positive and significant effects on firm performance. The findings also reveal that the influence of human capital on performance is stronger in growth stage. The effect of structural capital and relational capital on business performance however was not affected by different life cycle.

Keywords: Intellectual capital, SME, organisational life cycle, business performance.

JOB CHARACTERISTICS AND WORK ENGAGEMENT: THE MODERATING ROLE OF EMOTIONAL INTELLIGENCE

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ABSTRACT

The objective of this study is to examine the predicting role of job characteristics on work engagement and the moderating role of emotional intelligence in the aforesaid linkage. A total of 193 nurses in public hospitals in the Northern Region of Peninsular Malaysia participated in the study. Partial Least Squares Structural Equation Modelling (PLS-SEM) technique via Smart PLS 2.0 was used for statistical analyses of the data. The findings indicated that skill variety, task significance, and feedback were positively associated to work engagement. Emotional intelligence was found to moderate the relationship between task significance as well as feedback and work engagement among nurses. Implications and recommendations for future research are also presented.

Keywords: Job characteristics, work engagement, emotional intelligence, nurses, Malaysia.

INTERNATIONALIZATION OF SMEs IN MALAYSIA: A CRITICAL ROLE OF FIRM RESOURCES

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ABSTRACT

Small and medium enterprises (SMEs) are of strategic significance in most developing countries which characterized by their significant contribution to employment, GDP, exports and wealth creation. The literature on international entrepreneurship strongly affected by the role of firm-level resources. This research study seeks to outline the firm resources which would determine internationalization strategies on small and medium enterprise (SME) survival in Malaysia. In this research, purposive sampling was used in selecting 860 SMEs as the sample from the registered list of companies in the Federation of Manufacturing Companies (FMM) directory, which is the most comprehensive list of SMEs database. The Partial Least Square (PLS-SEM) was used as the statistical tool to measure the significance relationship between construct. Our survey examination of 860 Malaysian SMEs reveals that firm resources are significant with internationalization strategies. From the findings were proven the significance of the relationship and clearly stated the importance of understanding the firm resources and internationalization strategy choices.

Keywords: Firm resources, internationalization strategies, SMEs.

ENTREPRENEURSHIP EDUCATION AS POTENTIAL MODERATOR ON THE RELATIONSHIP BETWEEN ENTREPRENEURIAL INTENTION AND ENTREPRENEURIAL ACTION OF COOPERATIVE STUDENTS IN NORTHERN NIGERIA: A PROPOSED FRAMEWORK

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ABSTRACT

Despite the importance of entrepreneurial action in the field of entrepreneurship studies which has long been emphasized, only few studies are conducted on the relationship between entrepreneurial intention and entrepreneurial action. Similarly, among the few studies conducted between entrepreneurial intention and entrepreneurial action produced inconsistent results. Furthermore, scholars in the field of entrepreneurship recommended that, there should be a moderator in a study of entrepreneurial intention leading to entrepreneurial action. This paper presents a theoretical framework on the moderating effect of entrepreneurship education on the relationship between entrepreneurial intention and entrepreneurial action of cooperative students in northern Nigeria. This study recommended that validating the model would help in revealing the important findings to researchers and relevant stakeholders.

Keywords: Entrepreneurial action, entrepreneurship education, entrepreneurial intention.

CONCILIATING THE DIFFERENCES BETWEEN THE STAKEHOLDERS AND MANAGEMENT: EMPLOYEE DRESS CODE IN MALAYSIA HOTEL

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ABSTRACT

The female workforce in Malaysia has increased tremendously over the years. It is ironic despite placing Islam is the official religion in Malaysia and the number of Muslim women is increasing in the workplace, there is still limitation for Muslim women who work in hotel industry to wear hijab. This research aimed to fill in the gap in further understanding the policy on dress code in hospitality industry in Malaysia by determine the hotel management's acceptance towards religious requirement of employees' dress code and the legal provisions pertaining to religious requirement of employees' dress code. e. A qualitative approach utilizing in-depth interviews of 15 stakeholders was adopted. Theoretical thematic analysis was applied to identify, analyse and report themes and patterns within the qualitative data. Normalisation, hotel's grooming standard and leader's role had been identified as themes that influence the hotel management's acceptance towards religious requirement of employees' dress code. From the legal provisions pertaining to religious requirement of employees' dress code, understanding constitutional provisions alone would not solve the problems regarding to freedom of religion. There is a dire need for political will to work out satisfactory solutions to some of the problems highlighted above to address the discrimination against the hijabis. Hence there must be a concerted effort among the stakeholders to end such discrimination upon hijabis in Malaysia.

Keywords: Hotel employee, dress code, hijab, Malaysia.

INFLUENCES OF PERCEIVED ORGANIZATIONAL SUPPORT AND REWARDS TOWARDS EMPLOYEE ENGAGEMENT IN MALAYSIA CHILDCARE CENTRE

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ABSTRACT

The demand for childcare has relatively increased as well due to the increasing mother workforce group. However, the shortage of childcare provider and childcare centre has become critical issues in Malaysia. As the remuneration is unattractive, many in the workforce does not stay long and this indicate high turnover rates among childcare providers. The quality of childcare providers do have influence on the provided quality of early childcare and education by them. As it would eventually affect the child's development on social, cognitive and emotional. Based on the statistics, the calculation of based on a census that Malaysia need to have 38,333 more registered childcare centre s to meet this. Thus, the heavy workload and stress may eventually lead the employees to burnout and quit the job. In contrast, if the operator of the childcare centre s have good awareness of employment and current condition of labor market it might results in high job satisfaction towards the childcare centre as the operators are aware about the important aspects related to the employees' needs and wants. Thus, this study intended to examine the influences perceived organizational support and rewards on employee engagement in childcare centre. This study collected 300 respondents from Klang Valley, Malaysia. Through the findings, that high employee engagement is able to enhance the organizational performance, with the presence of organizational support and the attractive rewards systems for the employees. The findings of this study will be an important insight for all industries, especially childcare service industry.

Keywords: Perceived organizational support, intrinsic rewards, extrinsic rewards, employee engagement.

A SCOPING REVIEW ON THE RELATIONSHIP BETWEEN ENTREPRENEURIAL INTENTION, ENTREPRENEURIAL EDUCATION AND ENTREPRENEURIAL CULTURE

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ABSTRACT

Introduction: Entrepreneurship is the productive factor that vitalises all the other elements of production. Thus, economic activities are heavily dependent upon the supply of entrepreneurial competencies. However, the cultivation of these competencies heavily influenced by the prevailing culture, which usually strengthened through education. **Objective:** In this study, therefore, we seek to map out the existing literature on the relationship between Entrepreneurial Intention (EI), Entrepreneurial Education (EE) and Entrepreneurial Culture (EC). **Methodology:** The scoping review method was used to identify the critical evidence on the relationships reviewed, and map key concepts and gaps, – all by analysing 31 related articles out of 43 articles from Scopus and Web of Science covering the period 2008 to 2019. **Results:** The results show that there is a relationship between EI, EE, and EC, in which EC in HEI inculcated through EE activities. Eventually, these activities and efforts will create a positive impact on students' EI. In this study, a significant volume of the reviews was done in developing countries and showed that the most used theory was the Theory of Planned Behaviour (TPB). **Conclusion:** There is a relationship between EI, EE, and EC, which is mainly at the Higher Education Institution (HEI).

Keywords: Entrepreneurial intention, entrepreneurship education, entrepreneurial culture, Theory of Planned Behaviour (TPB), Higher Education Institution (HEI).

THE INFLUENCE OF ENVIRONMENTAL MANAGEMENT PRACTICES AND PERCEIVED ORGANIZATIONAL SUPPORT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR FOR ENVIRONMENT (OCBE)

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ABSTRACT

Environmental issue is one of the major problems that occur all around the world, including Malaysia. Thus, the environmental community stakeholders assume organization to make positive progress on environmental behavior. This study intends to determine if perceived organizational support and environmental management practices influence organizational citizenship behavior for environment. Data was obtained from 117 construction employees in Sungai Petani, Kedah. The results were analyzed with SPSS version 24 indicate positive link between perceived organizational support, environmental management practices and organizational citizenship behavior environmental. Based on the results, it is shown that both environmental management practices and perceived organizational support have significant influence towards organizational citizenship behavior environmental. This paper provides understanding on factors that influence organizational citizenship behavior for environment among construction's employees in Malaysia.

Keywords: Environmental management practices, organizational citizenship behavior for environment, perceived organizational support.

ROLE OF FARMER'S ASSOCIATION IN REALIZING COMMUNITY WELFARE

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ABSTRACT

Having the potential of natural resources and a good climate makes agriculture a leading sector for the majority of the community. The magnitude of the potential of natural resources owned while the inability of farmers in the use of production equipment, management of agricultural land and others causes the productivity of agricultural products is not optimal and less productive. Thus, despite having abundant natural resources, but there is no human resource that manages properly, it is not necessarily natural resources that describe the level of welfare. So that assistance is one solution to improve welfare through empowering farmers. Community welfare programs related to village assistance are in line with the development Nawacita listed in Law No. 6 of 2014. Assistance has an important role in mobilizing, motivating and solving problems that exist within the farmer groups. The purpose of this study is to analyze the relationship between assistance and the level of welfare of farmers. The research area is the production center area in Merangin which consists of 7 villages as research samples, then the sampling is done by purposive sample. The data used consists of primary and secondary data. From the results of this study it was found that through mentoring farmers became more prosperous. Some assistance programs such as governance, governance, production, and consumption have a significant and positive effect on increasing agricultural productivity which then directly increases community welfare.

Keywords: Assistance, Productivity, Welfare

PENGURUSAN REMAJA HAMIL TANPA NIKAH: KAJIAN KES DI SEBUAH RUMAH PERLINDUNGAN BADAN BUKAN KERAJAAN

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ABSTRAK

Masalah yang dihadapi remaja memerlukan perhatian masyarakat. Sejak kebelakangan ini, antara isu sosial yang tular di media sosial ialah pembuangan bayi, seks di bawah umur, penagihan dadah dan alkohol dalam kalangan remaja dan kanak-kanak. Namun, berapa ramai ibu bapa dan masyarakat benar-benar peka terhadap ancaman masalah sosial dalam kalangan remaja masa kini? Kajian kualitatif ini meneroka pengurusan sebuah rumah perlindungan yang ditubuhkan khusus untuk remaja yang terlibat dalam masalah sosial termasuk mereka yang hamil tanpa nikah. Pengusaha sebuah rumah perlindungan telah ditemu bual dan hasil temu bual berkenaan telah ditranskripsikan secara verbatim sebelum dianalisis secara bertema. Hasil kajian mendapati, naluri ingin membantu serta hati yang cekal telah mendorong pengusaha untuk menubuhkan rumah perlindungan khusus untuk remaja perempuan yang menghadapi masalah sosial. Dalam aspek pengurusan pula, rumah berkenaan turut menerima sokongan berbentuk makanan, barangan keperluan harian, bantuan berbentuk kewangan untuk utiliti, dan bantuan berbentuk penyelesaian fizikal rumah dari kalangan masyarakat. Pengusaha menggunakan rangkaian sosial, iaitu sahabat dan kenalannya, bagi turut membantunya mengurus penghuni di rumah perlindungan berkenaan. Selain itu, penggunaan media sosial, contohnya facebook, telah dimanfaatkan oleh pengusaha sehingga ramai individu telah turut menghulurkan bantuan bagi mengekalkan pengurusan rumah perlindungan tersebut. Kajian ini menyumbang kepada aspek pengurusan rumah perlindungan untuk remaja perempuan yang terlibat dengan gejala sosial, khususnya untuk remaja yang hamil tanpa nikah.

Kata kunci: Rumah perlindungan, remaja, hamil tanpa nikah.

AN EMPIRICAL EVIDENCE OF MALAYSIAN FINANCIAL REPORTING STANDARDS (MFRS) GLOSSARY IN MALAYSIAN ANNUAL REPORT

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ABSTRACT

This research conducted to examine the practices in financial statement and the use of language in annual reports presented among listed companies in Bursa Malaysia based on Malaysia Accounting Standards Board (MASB) requirement and Malaysian Financial Reporting Standards (MFRS) 101. This research also conducted in order to review the trend of the company listed in 2008 to 2017 on their usage of MFRS terms glossary in the Malay language that been provided by MASB. A total sample of companies has been taken for ten years period is 94 companies. A quantitative approach used in this research by using a checklist as the instrument. The research indicates that the use of the Malay language in presenting an annual report among listed companies in Bursa Malaysia still relies on the use of English Language. Furthermore, there is no consistency in presenting an annual report by using the terms provided in the MFRS terms glossary in Malay language. This research is important for further studies to the presentation of financial statement and the use of the terminology in the Malay language provided by MFRS terms glossary. Discussion and recommendations were proposed in this research.

Keywords: Malay Language, Annual Report, Malaysian Financial Reporting Standards (MFRS), Bursa Malaysia, MFRS Terms Glossary.

EFFECTIVENESS OF TYPOLOGY AND LEARNING ENVIRONMENT IN BUILDING ENTREPRENEURIAL COMPETENCIES: A COMPARATIVE STUDY

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ABSTRACT

Introduction of entrepreneurship course as core module in higher education institutions (HEI) under Malaysia Education Blueprint 2015–2025 has not increased entrepreneurship initiatives attributed partly to ineffective instillation of entrepreneurship skills in HEI curriculum. Although attempts were made to delineate the central phenomena of entrepreneurship learning to developing entrepreneurial competencies and intention, there was no consistent outcome. This comparative study uses empirical data to investigate the contribution of multidiscipline learning environment and the use of “Through” methodology as an entrepreneurial education pedagogy to building entrepreneurial competencies and intention in students. Probability stratified sampling technique was adopted, and data collected from the entire population of 260 second year degree HEI students enrolled for the Entrepreneurship module. Descriptive analytical statistics was used in gauging the effectiveness of the research learning environment and typology pedagogy. The findings reveal that despite entrepreneurial intention remaining a challenge, multidisciplinary learning environment involving students from different disciplinary programmes directly involved in enterprising ventures such as experiential learning and taking calculated business risks is most effective in inculcating entrepreneurial competencies. This study has shown that having the right learning environment and typology pedagogy with consideration for the psychological appeal of students is critical in the manifestation of entrepreneurial competencies in students.

Keywords: Entrepreneurial education, experiential learning, multidisciplinary, typology, psychological appeal.

DIMENSIONS OF ACCESS TO HEALTH CARE IN INDIA: A SYSTEMATIC LITERATURE REVIEW

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ABSTRACT

Health Care has been adopted as one of the Millennium Development Goals by United Nations in year 2000. Access to health care and health inequalities are widely researched topics across the world. A systematic literature review has been conducted to assess the various dimensions of access to health care which have been studied in context of India. Studies published in PubMed, EBSCO and PROQUEST database have been selected with keywords as “Health Economics” OR “Health Care” AND “Inequities in Health” OR “Access to Health care” AND “India”. The final review includes 23 articles published from 2008 to 2019 based on India. The review shows while a few dimensions of access to health care (which can be termed as quantitative aspects) have been studied widely and comprehensively, there is lack of published work on the qualitative aspects of health care in India.

Keywords: Access to health care, health inequities, systematic literature review, India.

MODERATING EFFECTS OF OWNERSHIP CONCENTRATION ON RELATIONSHIP BETWEEN FIRM CHARACTERISTICS AND DIVIDEND POLICY: EVIDENCE FROM PUBLIC COMPANIES OF MALAYSIA

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ABSTRACT

The main purpose of this research is to determine the moderating effects of ownership concentration on relationship between five firm characteristics (profitability, liquidity, leverage, growth opportunities and cash flows) and dividend policy for top 200 Public Listed Companies in Malaysia. The study is carried out in a sample of 528 observations over the period 2013-2017. Secondary data are obtained from iTrade@CIMB Stock Filter website, Thomson Reuter's Data Stream and Bursa Malaysia's website. Normality and correlation test are conducted in order to confirm the reliability of data. Multiple linear regression model is used to analyze the data and to answer the research questions and research objectives. The findings of this research indicates that profitability is positively related to dividend policy and growth opportunities is negatively related to dividend policy. Whereas, liquidity, leverage and cash flow are found to be insignificant determinant of dividend policy. Ownership concentration is shown to have significant moderating effects on the relationship of liquidity and growth opportunities with dividend policy. Findings of this research have some implications for academicians, policy makers, investors and board of directors. From the limitations identified in this study, it is recommended that future research may want to include other listed companies in Malaysia, such as medium cap and small cap companies. Similar research can be conducted to cover an extended period of more than five years or include more independent variables to get result that is more comprehensive. Combination of qualitative and quantitative methods are strongly suggested for future study.

Keyword: Ownership concentration, dividend policy, profitability, cash flow, Malaysia.

AN ANALYSIS THE CHALLENGES OF PHOTOGRAPHIC IMAGES IN NEWSPAPER AND SOCIAL MEDIA AS A MEDIUM ELECTION CAMPAIGN IN MALAYSIA.

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ABSTRACT

During the General Election is approaching in Malaysia, the photographs being featured in the local newspapers are one of the most important elements that is used to gain the public votes. The newspapers use the medium of photographic images to report the latest progress of the parties taking part in the general election and the activities that are going on throughout the campaign. With the advance of Internet, news campaigns via photographic images in online media are becoming increasing popular among the public. The message of photographic image is also seen as one of the strategies that help to ensure the victory of any party in election campaigns. Regarding this, the present paper is to identify how does the role of the photographic image has served as a vehicle in election campaign strategy presented in traditional newspaper and online media was influence publics and their potential impact in the perception eyes of the voters that changes the pattern political landscape in Malaysia. This study utilizes two approaches in qualitative research; (a) photographs analysis, and (b) in-depth interviews. The findings show that the photographs campaign in newspaper and online media presented differently subject, techniques and message to attract and persuade the target audience. The pictures qualities in newspaper have strong subject to create imagery and creative angle but often capture in pose mode. The message highly relevant to then support BN party and create fear to PR party. However, the news photos reported in online media focus on straightforward photographs, simple techniques, modern illustration and the message very related to major or popular issues at that time. The impacts of the message in online media have an interesting storyline value that can affect the readers mind.

Keywords: Photographic images, newspaper, social media, election campaign, in Malaysia.

FACTORS AFFECTING CUSTOMER INTENTION TOWARDS ISLAMIC AND CONVENTIONAL BANK IN MALAYSIA

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ABSTRACT

The present article examines the factors that influence the intentions of customers towards Islamic and conventional banks in Malacca. The researcher also investigates the individual customer perception towards Islamic and conventional banking in Malaysia. The researcher uses primary data to conduct the survey where we distribute questionnaires to the respondent. The result suggests that customer intention towards the Islamic and conventional banks is significantly influenced by the services quality, religious perspectives, confidence in the bank and social influence. The service quality gives the most significant factors that influence customer perception. At the same time, the customers' satisfaction also will increase when their service quality is enhanced. Therefore, most analysts have also recommended that the service provider should deliver a high level of service quality to their customers to accomplish a high level of customer satisfaction since service quality is typically viewed as a forerunner of customer satisfaction. This research can assist the bank in understanding the intention of the customers in selecting their preferred bank so that they can attract new customers and retain the existing customers towards their services.

Keywords: Banking, conventional, customer, factor, service quality.

WORKPLACE SPIRITUALITY, WORK-FAMILY CONFLICT, PERCEIVED ORGANIZATIONAL SUPPORT AND EMPLOYEE WELL- BEING AMONG HOTEL EMPLOYEES

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ABSTRACT

The main purpose of this study is to investigate the factors influencing employee well-being among employees. Specifically, the study is conducted to examine the relationships between workplace spirituality, work-family conflict, perceived organizational support, and employee well-being among hotel's employees. A total of 200 questionnaires were distributed to hotel's employees in Perak, Malaysia and 140 questionnaires were received from the respondents. Pearson correlation analysis shows that workplace spirituality and perceived organizational support have positive relationships to employee well-being, and work-family conflict has a negative relationship to employee well-being. Based on multiple regression analysis, the study found that two independent variables, which are workplace spirituality and work-family conflict have significant relationships with employee well-being among hotel's employees. Meanwhile, perceived organizational support have no significant relationship with employee well-being among hotel's employees. The implications and limitations of the study are also presented.

Keywords: Employee well-being, perceived organizational support, work-family conflict, workplace spirituality.

LINKING PSYCHOLOGICAL CONDITIONS ENGAGEMENT AND AFFECTIVE LEARNING IN ORGANIZATION: THE MEDIATING ROLE OF MOTIVATION TO TRANSFER

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ABSTRACT

The present paper investigate the effect of psychological conditions engagement on affective learning. Drawing from Kahn's theory of personal engagement, the current study posit that psychological conditions of engagement influence affective learning outcome of employees. In addition, the mediating role of motivation transfer was explored. Data was gathered through survey. Participants were public service managers in Malaysia who attended four days leadership assessment programme. The result showed that the psychological conditions were indirectly related to affective learning outcome and this relationship was mediated by motivation to transfer. Implications and avenues for future research are presented.

Keywords: Employee engagement, motivation to transfer, affective learning.

MUSHAF AL-QURAN DEVELOPMENT AND PUBLISHING IN MALAYSIA: CASE STUDY ON NASYUL QURAN

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ABSTRACT

Al-Quran has been printed in the western countries around 1537-1857 AD by the Dutch people. They have printed Surah Yusuf in order to use it as a training material for them to learn the Arabic language. Although, it has been translated with a lot of error. Because of that, Al-Quran has been translated with a lot of error and not accurate during that time in the western countries. Then in the year of 1848, countries in the SOUTH EAST ASIA has been decided to print the Al-Quran by themselves. Some researchers in the world has been agreed and chose Nasyul Quran that is located in Malaysia to start to do a serious research about the Al-Quran. Malaysia's Nasyul Quran has been crowned as the second largest institution to do the research for Al-Quran in the world. They did the research by analyzing the methods of Al-Quran publishing and identified the cause of error in printing as their research objective. In the Al-Quran publishing, there are a few methods that has been used such as, the controlling governance and the Al-Quran printing licensing organization. These institution was established in purpose to receive, to consider, and even to reject the applications for Al-Quran printing and publishing by following the Al-Quran printing and publishing standards. These standards has been set in order to have a better quality of Al-Quran, accurate, and perfect. Thus this, method will offer a much control in getting the right text, and more accurate materials without any embezzlement. This will help the researchers to identify the cause of error in Al-Quran printing so that they can minimize any wastage. This is because any error in Al-Quran printing will caused a greater number of disposal. Disposing will required higher cost while it can be minimized by not creating any errors in Al-Quran printing. Also, it will help in order to keep the purity and the integrity of the Al-Quran itself. An interview method has been choose in this research methodology and it has been done in Nusyul Quran, Malaysia. In conclusions, this research is being done in order to study the printing and publishing process of Al-Quran in Malaysia and to identify the methods that has been used in order to get zero defects in Al-Quran printing. The stated objectives has been satisfied from these interviews.

Keywords: Al-Quran printing, Al-Quran publishing, dispose Al-Quran.

SURVIVAL OF MALAYSIA MAINSTREAM PRINTING INDUSTRY IN DIGITAL ERA

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ABSTRACT

The initial printing is through the publication of the weekly newspaper The Government Gazette by AB Bone begun in Penang in 1806 purposely for business and technology innovation for news dissemination of information to the public. The study is choosing three main language newspapers in Malaysia which are Utusan Malaysia, New Straits Times and Nanyang Siang Pau. Utusan Melayu Press Limited exists on June 18, 1938 to publish Utusan Melayu which was published on May 29, 1939 at 185 Cecil Street, Singapore. This solid foundation of a company known as Utusan Melayu press long last for 80 years till October 2019. Straits Times found existed in 1845 in Singapore under the heading of Singapore Straits Times and Journal of Commerce. In 1974, the Straits Times had agreed to split up into two separate companies, namely The Straits Times (Singapore) and The New Straits Times (Malaysia). Berita Harian as opted to join the New Straits Times (Malaysia) in its press release. Nanyang Siang Pau is known as the Daily Journal of Commerce that was first published on September 6th 1923, by a businessman, Tan Kah Kee. It was originally from Singapore but moved to Malaysia in 1962, making it the oldest Chinese language newspaper there is. This study aimed to analyze the extent of the reduction factor sized broadsheet newspaper printing when the result of the process of transition to a more forward technology. The reasons of above major newspapers selected are due to its contribution towards Malaysia economic growth at that time and these three newspapers majorly choose by the citizen. The organizations have led the newspaper printing industry for over two decades in this country. Is still relevant or need to be amended to meet the demand for readers today. Method of this study is by using data collection through survey among readers in Klang Valley and direct interview with Head of Marketing/Sales for every selected newspapers company. This research can provide input on the development of newspaper printing in Malaysia and how the industry has survived in the digital age.

Keywords: Newspaper, digital era, Utusan Malaysia, NST, NSP.

A NEW APPROACH TO DESTINATION LOYALTY IN MEDICAL TOURISM: SERVICE QUALITY, PERCEIVED VALUE, E-HEALTH TECHNOLOGY USEFULNESS AND SATISFACTION

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ABSTRACT

Substantial evidences were presented to support the suggestions that consumer perceptions and preferences should be the basis for tourism industry, with no exclusion to medical tourism. Despite its huge flow of studies, limited researches were conducted on medical tourists' destination loyalty, considering their motives of visit and behaviours. Further, the vast selections of medical tourism destinations across the globe has added to the complexity on their decision-making process. The aim of this study is to examine medical tourists' destination loyalty formation, driven by medical services quality, perceived value, e-health technology with the role of satisfaction as mediator. The proposed research framework is developed and a field survey at hospitals was conducted. The model is tested using Partial Least Square-Structural Equation Modelling (PLS-SEM). Results indicated that, all the three constructs are positively influence satisfaction with e-health technology usefulness having the strongest relationship. The results also reveal that satisfaction has a full mediation effect between the constructs and destination loyalty. The findings suggest that medical service providers and policy makers must incorporate respectable medical care practices through integrated e-health technology in order to secure loyalty in medical tourists.

Keywords: Destination loyalty, medical service quality, e-health technology, perceived value, medical tourism.

LEARNING AGILITY, EMOTIONAL INTELLIGENCE AND CHANGE ADOPTION AMONG TEACHERS IN TERENGGANU, MALAYSIA

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ABSTRACT

Due to the complexity and competitive business environment nowadays, it has created many changes in the standard of operating procedures including more flexible and agile responses to change. The purpose of this study is to identify the factors that influencing change adoption among teachers in Terengganu, Malaysia. Barriers to teachers changing their professional practice arise when teachers feel overwhelmed with new policies and proposals coming in from the outside. In this research, the researchers are using learning agility and emotional intelligence as the independent variables and change adoption as the dependent variable. In this study, the researchers are going to focus on change adoption among teachers because of the differences in teacher's job scope now and then. It is important to identify the factor that can contribute to the success of change. In addition, with the changes of Government in Malaysia due to General Election 14, the future of education in Malaysia is different from the previous one. With all the changes happening, the teachers should be more flexible towards the change and change adoption should be high. The questionnaires were distributed to 200 teachers in Dungun, Terengganu. The result showed that only emotional intelligence is influencing change adoption among teacher in Terengganu, Malaysia. Learning agility is not the significant factor that influencing change adoption among teacher in Terengganu, Malaysia. It is recommended for the Ministry to identify the emotional intelligence level among teachers and create awareness about emotional intelligence among teachers.

Keywords: Change adoption, emotional intelligence, learning agility.

INVESTIGATING THE IMPACT OF FLOW AND FEAR ON SMARTPHONE ADDICTION ON MALAYSIAN YOUNG ADOLESCENT

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ABSTRACT

Smartphone addiction has become one of the emerging interest in the management information and technology behaviour perspective. Various adverse impact from this addiction has shown to be prevalent among public especially young adolescent. Among the negative consequences include depression, loneliness and withdrawal syndrome once smartphone is distance. Thus, in order to understand from the perspective of psychological lenses, this study has adopted the flow theory with fear of missing (FOMO) out on negative aspect of smartphone addiction (time management, academic problem and reality substitute. 210 undergraduate students from institution of higher learning in one state of Malaysia participated in this study. A partial least square structural equation modelling was applied in proving the significant of the proposed variables. It was shown that all the 9 hypothesis proposed, only one was found not supported. Enjoyment was found significant, but negatively correlated to academic problem. This indicate that despite adolescent's perceived enjoy using smartphone, they do not have serious problem in academic. FOMO as a new construct in the field of technology addiction was a great influence in relating to social media addiction problem. The outcome of this study would benefit various group especially higher education top management in constructing plans and managing the use of smartphone in university campus.

Keywords: Smartphone addiction, fear of missing out, flow theory, PLS-SEM.

A STUDY ON FACTORS THAT INFLUENCE EMPLOYEE LOYALTY IN A MALAYSIAN ELECTRICAL INSTALLATION COMPANY

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ABSTRACT

One of the main challenges faced by most organizations is to encourage their workers to dedicate themselves towards their organizations. Organizations realized that to reach its goals, it is very important for them to have a committed workforce who are highly efficient, motivated and loyal. With the current high competition between companies, employee's loyalty is one of the factors that will determine the success of organizations as well as maintaining their competitiveness in the market through improved productivity. Thus, organizations are constantly finding ways in maintaining and retaining their employees, for example, by looking back at their compensation and benefits, management styles, working environment, job security, employee's performance, employee's satisfaction and career development. This study main objective was to investigate the impact of compensation and benefits, career development, management style and working environment towards employee's loyalty in an organization. Using the data collected from 108 employees of an electrical installation company in Malaysia and analyzed using SPSS Statistics, this study has established that all four factors have a critical impact on employee's loyalty with the management style as the most influencing factor. It is hope that this study can provide a huge understanding on some of the factors that could influence employee's loyalty in organizations and hence, preparing them to be a productive entity.

Keywords: Career development, compensation and benefits, employee's loyalty, management styles, working environment.

CORPORATE ENTREPRENEURSHIP, PRODUCT AND PROCESS INNOVATIONS: A CASE OF MALAYSIAN LED MANUFACTURERS

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ABSTRACT

This study aims to determine the impact of corporate entrepreneurship on product and process innovations of Light Emitting Diode (LED) manufacturers in Malaysia. Using questionnaire survey, data were collected from the manufacturers involved at the various echelon of the supply chain. Data collected were analysed using Partial Least Square (PLS). The results highlight the importance of entrepreneurial attitudes and corporate culture as the two factors affecting the innovativeness of LED manufacturers in Malaysia. The findings of this study could help the local companies to understand how, as entrepreneurs, they could move forward from small scale to contract manufacturers by addressing the innovation capabilities through corporate entrepreneurship. This is important, as failure to satisfy these requirements, may lead to them being excluded from the global supply chain.

Keywords: Developing country, supply chain, innovation, creativity.

WHAT IS THE DIFFERENCE IN THE SPENDING PATTERN ON FOOD BY B40, M40 AND T20 HOUSEHOLDS IN MALAYSIA?

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ABSTRACT

As Malaysia continues its stable economic growth, all Malaysians should be given the opportunity to contribute and participate in the economy. However, certain income groups still remain vulnerable to economic shocks, particularly the B40 households. The increase in the average monthly income of B40 households is very much less than the increase in the Consumer Price Index (CPI), food and non-alcoholic beverages. The B40 group spends almost 80 percent of household income on routine essential expenses with the highest proportion on food and non-alcoholic beverages. Hence, any spike in the food prices will impact this income group the most. Indeed, the following fundamental questions remain, what is the spending pattern of households from different income groups (B40, M40 and T20)? Therefore, this study aims to explore the spending pattern of household of different income groups B40, M40 and T20. Data used in this research was extracted from the Malaysian Household Expenditure Survey (HES) 2014. A total of 14,838 households were surveyed. The findings revealed that the B40 group is the most who spent on food, followed by M40 and T20. Hence, price monitoring and listing the food items mostly consumed by these group need to be highlighted.

Keywords: B40, food expenditure pattern, M40, T20

THE EFFECT OF SOCIO-ECONOMIC FACTORS ON MALAYSIAN FOOD AND NON-ALCOHOLIC BEVERAGES DEMAND

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ABSTRACT

Malaysians are now facing the increase in the cost of living, particularly those who are at the Bottom 40 (B40). The main objective of this paper is to examine the effects of socio-economic factors on Malaysian food and non-alcoholic beverages consumption. Some important factors that has been neglected by other studies such as the income group of B40 and the equivalent price index which will reflect the household size based on their age and location of the consumer (rural and urban) has been taken into account during our analysis. Data used in this research was extracted from the Malaysian Household Expenditure Survey (HES) 2014. A total of 14,838 households were surveyed. A linear regression model is developed to examine the effects of socio-economic factors (equivalent price index, income B40, location based on urban and rural, expenditure on other items, ethnicity, gender, region, marital status and education) on annual household expenditure on food and non-alcoholic beverages. As the equivalent price index increase, the household expenditure on food and non-alcoholic expenditure increase. A strict monitoring need to be implemented in terms of food and non-alcoholic beverages prices since purchasing power will reflect the cost of living of the households.

Keywords: B40, socio-economic factors, food expenditure and food demand.

IMPACT OF BLUE OCEAN STRATEGY AND ISLAMIC SERVICE QUALITY TOWARDS COMPETITIVE ADVANTAGE IN ISLAMIC BANKING

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ABSTRACT

The banking industry plays a critical role in the economy of many countries and regions. The Failure and success of such banking institution, most especially Islamic banking rely upon the quality of service or product that results in the satisfaction and dissatisfaction of their clients. However, what constitutes Islamic service quality (CARTERS) and its roles as a blue ocean strategy and how it leads to competitive advantage has not been well investigated in the literature. Therefore, this study investigates the concept of CARTERSs and Blue Ocean Strategy and their impacts towards competitive advantage in the case of Malaysian Islamic banks, in the state of Johore. Following a literature review, a conceptual framework of Blue Ocean Strategy coupled with CARTER model linking towards competitive advantage was proposed. The model was validated through a survey of 243 members of the top four Islamic banks in Malaysia. Pilot study and correlation analysis was conducted to confirm the related dimensions and to examine their relationship. Islamic service quality is found to have a positive relationship on competitive advantage. Blue ocean strategy also exhibits a positive relationship on competitive advantage. In addition to its academic perspective, this study also contributes to management practices because bank managers can use CARTER's scale as a means of creating a new market environment which will lead to creating a competitive edge in the quality management of Islamic services and its performance.

Keywords: Competitive advantage, Islamic service quality, blue ocean strategy, strategic management, service delivery.

INTEGRATING OUTCOME BASED BUDGETING INTO STRATEGIC PLANNING: A QUALITATIVE STUDY OF THE MALAYSIAN PUBLIC SECTOR PRACTICES

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ABSTRACT

Outcome-Based Budgeting (OBB) is introduced by Malaysian public sector as a tool to improve budgeting strategy of the government, while Strategic Planning (SP) is established as a management practice to assist the public agencies to achieve their vision and mission. However, the practices of OBB and SP has been always seeming as two different side on the same coin. This qualitative study aims to explain the practices and barriers of OBB in the SP implementation at three tiers of Malaysian government namely Federal Agency, State Government and Local Authority. Underpinned by theoretical framework and richness of literatures and experiences of the related policymakers and practitioners, the article elaborates main elements that influence the practices of OBB and SP among public agencies. The study applied an in-depth interview among top management and middle level of public managers from five multi-level government agencies with supported by data from strategic plan documents of selected public agencies as a method. The article revealed issues such as budgetary mismanagement, model misconception, lack of understanding and awareness among staff, difficulties in aligning outcomes from agency level to national level, and issues on monitoring and evaluation. Using thematic analysis, the result of the study showed there are four critical elements that influenced the practices of OBB and SP in the public sector namely strategic alignment, role of management, information quality and performance management system. It also suggests to integrate all these elements into organisational strategic management as an instructional model to be implemented at public agencies.

Keywords: Outcome-based budgeting, public sector, performance management, strategic management, strategic alignment

AN EMPIRICAL EVIDENCE OF MALAY LANGUAGE USAGE IN MALAYSIAN ANNUAL REPORT

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ABSTRACT

This research conducted to examine the use of Malay language in annual reports presented among listed companies in Bursa Malaysia based on Malaysia Accounting Standards Board (MASB) requirement and Malaysian Financial Reporting Standards (MFRS) 101. This research also conducted in order to review the trend of the company listed in 2008 to 2017 on their usage of the Malay language. A total sample of companies has been taken for ten years period is 94 companies. A quantitative approach used in this research by using a checklist as the instrument. The research found there is a change in practice and the use of title as well as the use of accounting terminology in financial statement recently. The research also revealed that the use of Malay language for reporting financial information and business is lower among companies listed on Bursa Malaysia. This research would like to see the current practice whether there is a change in presentation financial statement. Moreover, it would be the starting point for uniformity use of terms and the enforcement of accounting standards for language usage in the Malaysian company's annual report. This research is very important as a continuation of further studies relating to the presentation of financial statements and the use of Malay language as a medium of information delivery. This research is important for further studies to the presentation of financial statement and the use of the terminology in the Malay language provided by MFRS terms glossary. Discussion and recommendations were proposed in this research.

Keywords: Malay Language, Annual Report, Malaysian Financial Reporting Standards (MFRS), Bursa Malaysia, MFRS Terms Glossary.

UNDERSTANDING THE RELATIONSHIP BETWEEN SUSTAINABILITY-ORIENTED PRACTICES ON PALM OIL COOPERATIVES PERFORMANCE

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ABSTRACT

This study aims to understand the relationship between cooperative performance and sustainability-oriented practices (SOP) by elucidating the concept, phenomenon as well as its outcomes on performance. Cooperatives are widely recognised as a democratically controlled and voluntarily joint member-owned-and-governed business. However, cooperative sector performance in Malaysia, in terms of its revenue only recorded minimal growth as evidenced by the Cooperatives Sector Statistics Report 2018. This sluggish growth led the cooperative sector only contribute less than 3% of Malaysia's Gross Domestic Product (GDP). This study focuses on palm oil cooperatives due to the various sustainability issues related to the palm oil industry such as transboundary haze, deforestation, loss of biodiversity, forced and child labour practices that negatively alleged upon the industry. Thus, it is crucial to understand the relationship that reflects the effects of SOP that influence palm oil cooperatives performance.

Keywords: Cooperatives performance, palm oil cooperatives and sustainability-oriented practices.

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TECHNOLOGY-ASSISTED CAREER COUNSELLING: APPLICATION, ADVANTAGES AND CHALLENGES AS CAREER COUNSELLING SERVICES AND RESOURCES

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ABSTRACT

Abstract: The emergence of computer and ICT decades ago has gradually changes the lives of every individual in all parts of the globe. With no exception, the counselling field has also implemented the use of technology in its services with the first use of computer in counselling sessions which dates back to the 1960s. Through the use of internet and technology in career counselling services and resources, both counsellors and clients are affected, both positively and negatively, which can assist career counsellors and practitioners in finding ways to enhance their services. Hence, this systematic literature review paper will discuss on how technology-assisted career counselling is applied and used by many, then on the advantages of these services to all affected individuals and to the counselling field, and finally on the challenges that limit the usefulness and effectiveness of these services. Scopus, Science direct and Medline were searched to identify research published between 2010 and 2018 which had reporting about the application, advantages, challenges in technologyassisted career counselling services. A total 20 journal articles were selected for present a systematic review. The findings show that the advantages cover the expended reach of services, constant access, immediate response, generating info gathering and also the use of audio-visual. The challenges identified are self-limited thinking, lack of awareness, limited access to internet, digital illiteracy, quality of information, confidentiality and client's urgent needs. Implications of this paper is also discussed on how the role of career counsellors and practitioners, researchers and educators are emphasized in order to enhance counselling services for current and future use and references.

Keywords: Career counselling, computer-assisted, technology-assisted.

SCHOOL CLIMATE AND TEACHERS' WORK PERFORMANCE, THE MEDIATING EFFECT OF TEACHERS' JOB SATISFACTION: SURVEY FROM SECONDARY SCHOOLS IN SARAWAK STATE

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ABSTRACT

The objective of this study was to determine the significant relationship between school climate and teachers' work performance; the mediating effect of teachers' job satisfaction. In this study a survey technique was used and random sampling technique (ratio) was used to collect 2738 respondents from Secondary Schools in Sarawak's state. The instrument used was Organizational Climate Description Questionnaire-Rutgers Secondary (OCDQ-RS), Minnesota Satisfaction Questionnaire (MSQ) and Teachers' Job Performance Self-rating questionnaire (TJPSQ) with 5-points Likert scale. Smart-PLS measurement and structural model were the procedures to assess and evaluate the statistical significance of relevant path coefficients. The findings showed that the extent to which organization that have good principals' leadership and teachers' interaction in their jobs would drive them to become more energetic, develop appropriate strategies, and increase ongoing efforts to achieve success or success. This study also highlighted that the presence of teachers' job satisfaction is a key element for the work performance to run more effectively.

Keywords: School climate, teachers' work performance, teachers' job satisfaction, secondary schools, Sarawak state.

DIGITAL STORYTELLING IN EDUCATIONAL COMICS: AN ANALYSIS ON DESIGNING COMICS ELEMENTS

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ABSTRACT

Digital storytelling in educational comics allows learner to synthesize knowledge and ideas on various subjects they are learning. Since educational comics may contain informative and emotive elements, the value of digital educational comics not only relies on how successful they are in delivering instructive content, but also engages the audiences emotionally. Therefore, this paper aims to analyze the comics elements that would be referred for designing educational comics by utilizing digital storytelling technique. The analysis were carried out by reviewing past references and meeting with experts.

Keywords: Educational comics, comics element, digital storytelling.

STUDENTS' CREATIVE THINKING ABILITY AND THINKING SCHEMATA IN COOL-CRITICAL-CREATIVE-MEANINGFUL (3CM) LEARNING

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ABSTRACT

Purpose – To be creative is the highest competence in the newest Bloom's taxonomy that must be achieved by everyone including student teachers. This research aims to 1) describe the 3CM learning model in and ability the creative thinking skill in solving mathematics problem, 2) describe the student teachers' pattern and skill of creative thinking in solving mathematics problem, 3) find out the schemata pattern in creative thinking according to the level of creative thinking.

Methodology – This research uses mixed method and explanatory sequential design. The population is the student teachers for elementary school. The quality of learning is determined from expert validation, practicality test and effectivity test (paired sample T-test). Ability and creative thinking patterns was measured by triangulation method with test, observation and interview techniques.

Findings – The result shows 1) the 3CM learning model is effective and gave students teachers the opportunity think creatively in a systematic manner, 2) the skill of student teachers' creative thinking is various according to the schemata structure that they possess, whether it was a formal, content, and linguistic schemata, 3) the schemata structure of the student teachers is various, viewed from the level of creative thinking.

Significance – The suggestions of the results of this study are lecturers are suggested to give their students a great opportunity to develop their creativity in solving mathematical problems. Gives students the opportunity to think systematically by beginning by criticising the interesting contextual problems and ending with meaningful reflection with adequate learning resources.

Keyword: Creative thinking, thinking schemata, 3CM learning model

CONVERT AND CALCULATE (CONCAL) LEARNING TOOL THROUGH AUGMENTED REALITY AND IMAGE MODELING

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ABSTRACT

Every country has coins and paper money for transaction usage and each has its own uniqueness be it in terms of shapes and sizes, colors, looks and symbols. Tourists who chose to visit a country whether for tourism or other purposes may find it hard and to be confusing to identify currency used in the country they are visiting. Thus, may lead to fraud or cheat while tourists are making transactions using money. That is where the “Convert and Calculate (ConCal) – an augmented reality application integrated with image modeling technology comes into handy whereby it is developed to help tourists by giving them details on country’s currency details in a simple, attractive and understandable object form. This project focuses on tourists, digital immigrants and users with sight issues. ConCal is an easy app using augmented reality (AR), which is a technology which uses image processing techniques or real-time image detection in addition to computer-generated objects. ConCal uses the AR technology to enable the process of identifying the currency of Asian countries by scanning method. It puts into forth four modules which are Image Database Module, Currency Recognition Module, Currency Converter Module and Money Calculation Module. The main function of ConCal is to display the currency type of Asian countries, to convert the currency of the successfully scanned currency to the currency of the selected Asian country and to perform basic calculation. The outcome of the ConCal will give ease of access, security measurement and to provide better experience to the tourist while handling transaction processes abroad and to also contribute to the education sector.

Keywords: Augmented reality, education travel, currency, mobile application, image modeling.

EFFECTS OF ANDRAGOGICAL APPROACHES IN ACHIEVING ACADEMIC PERFORMANCE FOR UNDERGRADUATE STUDENTS

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ABSTRACT

The study utilizes an analysis based on andragogy, incorporated with the Self-Directed Learning Readiness Scale (SDLRS) recommended by Taylor & Kroth [5], to investigate the effectiveness of self-directed learning abilities based on the self-determination theory (SDT) in helping the students achieve high academic performances. This study uses a mixed-method enquiry for data collection and analysis. This combination of methods can successfully overcome the following differences such as; providing an opportunity to pay attention to measurement error, discover incomplete information, eliminate variables and assessing the certainty of conclusions. In Malaysian education system, students have consistently adapted to the teacher-centered learning methods and are unable to master the skills of independent learning. This situation is further exacerbated by the prevalence of local academics in higher institution, who constantly practice pedagogical methods of delivery while mistaking them to be andragogical methods. As a consequence of this phenomena, it is found that most of the students are facing various difficulties in learning and are increasingly experiencing emotional stress in the pursuit of high academic achievement. At the time of this presentation, some preliminary results have been analyzed on the neutral understanding of the three main factors the three factors of the SDLRS, namely: self-management(SM), desire for learning (DL) and self-control (SC). The mean ratings for these items ranged from 2.55 (SM4) to 4.10 (DL1). Understandably, there are some large standard deviation scores indicating that the respondents had varied levels of SDL readiness.

Keywords: Andragogy, pedagogy, self-determination theory, self-directed learning.

THE EFFECT OF VIDEO-BASED LEARNING ON STUDENTS' UNDERSTANDING AND ENGAGEMENT: AN INVESTIGATION IN ENGINEERING ECONOMIC CLASSROOM

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ABSTRACT

Recent researches show that it is essential for engineering education to give attention to both the knowledge of concepts and applicable theories to solve the real problems in the world (Bertha, 2010). However, it is understandable that teaching practical knowledge in the classroom is not easy and requires providing and facilitating time and teachers' experience in this regard. Yet, video-based learning is a key to relate students' experiences and knowledge to encourage them to learn practically. Recently, using video in teaching is acceptable by educators and some researchers claim that using video and traditional approach as a blended learning can help both teachers and students to use technology as applicable resource in the classroom. The main purpose of this research is to identify the effectiveness of video-based learning on students' understanding and engagement in engineering economic classroom. The respondents for this research were 50 engineering undergraduates who enrolled in engineering economics from one of the leading private university. The respondents were divided in two cohorts, whereby one group of 25 students was assigned for video-based learning and the other group learns via traditional method. Case studies and questionnaires were used to collect the data from respondents. The findings revealed that respondents who used video-based learning showed higher understanding and engagement compared to traditional method learners. Most of the respondents agree that using video help and facilitate learning process of course with lecturer's explanation which make instructions and subject clear. Therefore, the use of video in learning clearly acts as beneficial tool for students to combine theory and practice in learning.

Keywords: Engagement, engineering economic, understanding, university, video-based learning.

A REVIEW OF TEACHING AND LEARNING PROGRAMMING USING FLIPPED CLASSROOM STRATEGY

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ABSTRACT

Programming is a systematic and scientific process that requires higher analytical skills, which poses challenges to teaching and learning programming. Although most of these difficulties have connections with students' prior knowledge, active participation from the students plays an important role in learning programming. Hence, a student-centred learning approach and technology are explored to support the learning process inside and outside of the classroom. This review aims to review and synthesise the adaptation of the flipped classroom strategy in teaching and learning programming. Journals and proceeding articles that were published from 2010 to 2018 were reviewed from four databases; Scopus, Web of Science, IEEE Xplore Digital Library and ACM digital library. Data were extracted, organized and analysed using qualitative synthesis from 18 studies that were finally selected from 58 studies that were screened. The application of the flipped classroom strategy in programming is focused more on conveying information and basic concepts through various materials such as videos, online quizzes and digital notes to provide students with prior needs before attending classes. There is limited empirical data that supports the effectiveness of a flipped classroom strategy in the current studies. The results also indicated that the flipped classroom strategy has the potential to create active involvement of students outside the classroom that can complement the traditional teaching approach in programming.

Keywords: Difficulties and challenges in programming; flipped classroom; teaching and learning strategy.

AUGMENTED REALITY AND IMAGE MODELING AS LEARNING TOOLS FOR SKIN ALLERGIES DETECTION AND RECOGNITION

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ABSTRACT

Pharmacist, friends, patient, and parents facing difficulties for retrieve the type of skin rashes as there a lot of type skin rash. Pharmacist is a person who always suggest to patient about the skin care or medicine product that suitable with the patient's problem but sometimes pharmacist also can get confused with the type of rash because they just a pharmacist which not have specialty in skin disease field. As a patient, they don't have any knowledge with skin problem especially skin rash if it is their first time facing the problem. Not all patient dare to meet the dermatologist especially when there's some fees charged for consultation and the medicine. Babies, for example, easily to get skin rashes and parents cannot detect rashes type. Skin rashes can occur to anybody and an early recognition could avoid the rash become worse. The development of the augmented reality application for skin allergies detection is expected can solve the problem. This application also not only can detect different types of skin rashes, but can display the information about the detected skin rashes.

Keywords: Augmented reality, skin rashes, image processing, 3D modeling, mobile application.

PEMBANGUNAN APLIKASI PEMBELAJARAN BAHASA ASING BERDASARKAN TINJAUAN MODUL SEDIA ADA

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ABSTRAK

Pendekatan teknologi yang digunakan dalam pembelajaran bahasa asing pada masa sekarang dilihat dapat membantu pelajar untuk memantapkan pengetahuan yang dipelajari. Hal ini kerana pelajar dapat belajar dalam keadaan santai sekali gus mengurangkan tekanan kerana pelajar kerana dapat belajar sendiri. Proses ini dinamakan pembelajaran sendiri (*Student centred learning*) iaitu pembelajaran di luar waktu kelas dan tanpa bersemuka dengan pensyarah. Walau bagaimanapun pelajar sering kali menghadapi kekangan untuk memilih aktiviti dan latihan atas talian yang bersesuaian disebabkan akses yang terhad dan sebagainya. Oleh yang demikian, sebanyak lima aplikasi sedia ada dipilih sebagai bahan kajian bagi tujuan pembangunan satu aplikasi baharu tentang pembelajaran bahasa asing. Seramai 10 responden terdiri daripada pelajar Universiti Putra Malaysia yang belajar bahasa Sepanyol, Cina dan Arab terlibat untuk membuat tinjauan ke atas aplikasi sedia ada seperti *Duolingo*, *Busuu*, *Babbel*, *Memrise* dan *Mindsnacks*. Perbincangan kajian akan menggunakan pendekatan Model ADDIE (*analysis, design, development, implementation dan evaluation*) dengan tujuan membantu membangunkan satu projek aplikasi baharu dalam pembelajaran bahasa asing berkaitan bahasa Melayu, Inggeris, Cina, Arab dan Sepanyol sebagai tambahan aplikasi atas talian yang sedia ada.

Kata kunci: Pembelajaran bahasa asing, aplikasi baharu, bahasa Sepanyol, bahasa Cina, bahasa Arab

EXPLORING THE RELATION BETWEEN STUDENTS' SOCIAL PRESENCE AND THEIR PERCEIVED ACADEMIC PERFORMANCE IN YUSUF MAITAMA SULE UNIVERSITY, KANO

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ABSTRACT

21st century is characterized with the students' excessive use of social media in their daily activities, this, draw the attention of educationists on assessing the impact of such media on students' learning. Thus, this study aims to explore relationship between Yusuf Maitama Sule University Students' social presence and their perceived academic performance. A total of 500 questionnaires were distributed to the students who were selected using cluster sampling technique and 350 questionnaires were retrieved. Descriptive statistics and Pearson Product Moment correlation were applied to analyze the data. The results show that students have positive perception with regard to social presence and there is positive relationship between students' social presence and perceived academic performance ($r = .512$). Finally, the results highlight the role that Social Media might play to improve the interaction and communication between students and faculty, in addition to facilitating the learning of simple, not too complex educational content.

Keywords: Social media, social presence, perceived academic performance.

DEVELOPMENT OF INTERACTIVE SCIENCE TEACHING MEDIA MULTIMEDIA-BASED NATURAL SCIENCE

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ABSTRACT

Learning media in general are tools for teaching and learning. All something that can be used to stimulate thoughts, feelings, attention and abilities for students so that they can encourage the learning process. Science lesson nature (IPA) as one of many fields of study about affective to learning the universe is one of the challenges for teachers to be able to do it teach that. Guidance for the teaching process so that it is not monotonous or just memorizing encourage science teachers to continue to improve the creativity of the use of media in science learning, thus creating an interesting, interactive and fun learning process. In science learning there are learning materials in the form of facts and abstract concepts. Research methodology for making science learning media applications. Based on the conclusions of the study showed that the application of science learning media can be used by teachers in multimedia-based learning tools. Based on the results Alpha testing with the process of testing the application success rate by the manufacturer and Beta testing using a questionnaire distribution to teachers with 4 teachers the results of the percentage of 80% which can be concluded learning media have met the requirements in accordance with teaching needs.

Keywords: Learning media, natural sciences, multimedia based.

DESIGN AND DEVELOPMENT OF CHEMISTRY 21ST-CENTURY LAB PEDAGOGICAL MODULE FOR MALAYSIAN MATRICULATION PROGRAMME

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ABSTRACT

The importance of chemistry practical work in enhancing students' performance, scientific skills and 21st-century skills has been highlighted deliberately in past literature. Hence, open-ended inquiry teaching approach has proven to be aligned with the needs of 21st-century pedagogy approaches which cover the higher-order thinking skills, effective communications, developing problem-solving in chemistry practical work. However, the most common teaching approach which has been practiced in the cook-book style was unable to support the 21st-century learning activities demands as it failed to challenge students with higher-order thinking skills in Matriculation Programme. This study aims to develop a chemistry practical work pedagogical module based on 21st-century skills Malaysia Matriculation Programme. In consequence, to anticipate 21st-century skills in chemistry practical work lesson effectively, the Fuzzy Delphi method (FDM) and Content Validation by experts were conducted. The FDM is the method based on experts' panel involvement and consensus by a quantitative method. In essence, experts' opinion can be conveyed fully that would ensure the completeness and consistency of experts' opinion by the emerging themes from the needs analysis and literature review. For this purpose, 17 experts in chemistry education were involved in the Fuzzy Delphi survey. The main results from FDM have particularized six best learning activities i.e. open-ended inquiry type experiment, scientific- inquiry based experiments, argumentation based experiments, contextual based learning experiments, socio-scientific experiments and higher order thinking skills experiments. Ultimately, the FDM drives the module design and development process towards 21st-century teaching and learning with the combination of scientific skills and 21st-century skills based on decision making made by experts.

Keywords: Chemistry education, chemistry practical, 21st-Century skills, Fuzzy-Delphi method, pedagogical module.

ACCURATE UNDERSTANDING ABOUT LETTER *LAM ALIF* IN TEACHING AND LEARNING

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ABSTRACT

Al - Qur'an is the holy book of the Muslims which is revealed in Arabic. Thus, every sentence, word, and letter contained in it is in Arabic. However, there has been disagreement among scholars regarding the number and pronunciation of Arabic letters used in the Al - Quran. The same applies to the pronunciation of Lam Alif (ل) especially in the teaching and learning process. The purpose of this study is to examine the scholarly disagreement on this matter and to determine which is the correct pronunciation of the letter Lam Alif (ل). This study uses a qualitative approach through the design of content analysis studies. The study found that among the factors that led to the disagreement among scholars on the number of Hija'iyah letters was to determine the letters Alif, whether it is Hamzah, Alif Madd or Alif not Madd. These factors are also the origin of Lam Alif's letter (ل) and its pronunciation. This study further reinforces the need for mastery in the Arabic language especially involving Al - Quran such as Tajweed knowledge, and at the same time proving the importance of talaqqi and mushafahah in the teaching and learning process of the Al-Quran.

Keywords: Lam Alif (ل), Hija'iyah letters, tajweed letters, pronunciation of the letters.

HERITAGE SITES: THE CASE OF FOREST RESEARCH INSTITUTE MALAYSIA (FRIM)

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ABSTRACT

The Forest Research Institute of Malaysia (FRIM) campus has been recognized as a Natural Heritage Site in 2009, and the National Heritage Site in 2012. Through the 11th Malaysia Plan (11MP), FRIM seeks to gain the World Heritage Site's (WHS) top recognition to ensure the conservation of FRIM as the world's first and oldest man-made tropical forest. Participation of the community in conservation program has a significant impact on preserving FRIM's heritage resources since it determine the success on achieving this recognition. In 2017, a community participation survey to get a baseline information was conducted randomly on 18 settlements adjacent which are located in buffer zone to the FRIM National Heritage site, comprising traditional villages, apartments and residential area. The objectives were to assess the participation level of the community and to identify factors contribute to the level of communities' participation for each settlement. A total of 601 household representatives were successfully face to face interviewed. The result show that, the participation of community in buffer zone towards the conservation program is averagely in low level. This study also revealed the score min is much higher in stage of benefit sharing compared to others participation stage. It indicates that more concerted effort is needed by all parties and supported by FRIM, governments, stakeholders to empowering community engagement for conservation not only for FRIM but universal needs in future. The participant level will be reviewed after the WHS recognition.

Keywords: Community, conservation, FRIM, heritage site, participation.

THE POTENTIAL OF APPLYING COMPUTATIONAL THINKING IN PROGRAMMING

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ABSTRACT

Programming is a difficult skill to learn as it is challenging and complex especially for novices. Most of the discussions from previous research found these difficulties due to lack of strategies in solving problems and directly related to cognitive needs. Programming requires problem-solving skills to develop algorithm and write the programming code. Over a decade, Computational Thinking (CT) gained the attention of educators not only from the computational field but from various disciplines. CT considers the thinking skills in problem solving. Hence, this paper aims to explore the potentials of CT to develop the ability of problem solving in programming. Regarding this, the researcher reviews of CT as well as the process of problem-solving in programming. In conclusion, the researcher finds out three main components of CT that represent skills, dimensions and approaches for problem-solving in programming. CT skills aim to develop cognitive processes to solve problems in programming, and its dimensions act as a guide during implementation to ensure that the programming using CT is administered, used and appreciated. The CT approach is used as a form of classroom practice to encourage its practical application. The operational definition of these components was defined based on literature and customized according to the needs of the study. Later, the components were verified by experts. The analysis shows that experts agreed on adopting these components for problem-solving in programming.

Keywords: Problem-solving, skills, dimensions, approaches.

THE PLAYER-CENTRIC EMOTIONAL DESIGN APPROACH FOR STUDENT ENGAGEMENT IN GAME-BASED LEARNING

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ABSTRACT

The student engagement in Game-Based Learning (GBL) has been discussed broadly by many researchers in terms of its effectiveness. Although there are inconclusive empirical findings about GBL in engaging the students, but the potential of GBL to be used as an effective method for learning is cannot be denied either. Therefore, this paper will discuss the potential of GBL for engaging the students through the notion of Player-centric emotional design. This notion revealed the importance of visual aesthetics which is relevant to the design of visuals in GBL. Based on the findings of a mixed method research, this paper will suggest the specific attributes and characteristics of visual aesthetics for evoking students' visceral response in order to engage them while learning in the game environment.

Keywords: Student engagement, player-centric, emotional design, game-based learning, visual aesthetics.

LEARNING NEW CORPORATE LAW: USING PROBLEM-BASED LEARNING TO INCREASE STUDENT ENGAGEMENT

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ABSTRACT

Aiming to contribute to the growing body of literature on student engagement in tertiary education, this paper lays out a Problem-Based-Learning (PBL) content design and delivery practice for Company Secretarial Practice course for accounting undergraduates at *Universiti Utara Malaysia*, Malaysia. Although there have been mixed arguments on the benefits of PBL towards teaching and learning activities, this paper argues that such method is useful not only in delivering the course materials, but also in encouraging student engagement. Leaning on cognitive psychology theory, this paper shares the authors' experience in designing the PBL content and use it in the classroom as an effort to promote more active engagement among the students. The release of the Malaysian's new Companies Act 2016 that replaces the old 1965 Act during the year the study is conducted placed additional challenge, both to the teaching and learning practice as well as to the design of the content. However, it gives an opportunity to administer a PBL content to the students who have prior knowledge in the old law. Reflections by both the teaching staff and the students give evidence on the usefulness of PBL in enhancing students' learning experience; active engagement was also observed and reflected by the students. The finding is, first, consistent with the argument that PBL is compatible with human cognitive architecture; and second, supports prior literature on the benefits of PBL on student engagement.

Keywords: Student engagement, problem-based learning, higher education, Malaysia, cognitive psychology.

HOLISTIC SELF-IDENTITY COMPONENTS OF GIFTED LEARNERS FROM GIFTED EDUCATIONAL EXPERT PERSPECTIVES

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ABSTRACT

The success of an educational programme lies in the quality of the students produced. Successful gifted and talented (GT) students can be observed through a well-balanced characteristic. This study aims to explore indicators of the main components in the formation of holistic GT students' self-identity. This qualitative research approach involves case studies using in-depth interviews for data collection. Seventeen respondents, consisting of two GT experts, four GT Educational Counsellors, seven GT teachers, two Human Development Course faculty lecturers, and two Industrial leaders. The interview process was conducted through the preparation of recording and verbatim procedures based on the interview protocol questions. The interview protocol has gone through the process of face and content validity from experts in related fields. The interview data analysis went through the process of transcription, member checking, data reduction, data encoding, validity, peer review and conclusion. Subsequently, the process of extracting the main and sub-themes was done using NVivo 11 software to form categories that provide the indicators to the formation of the main component for students' holistic self-identity. Result of the case study has produced eight emerging themes and twenty-five sub-themes that reflect the categories of a holistic self-identity of GT students which are: Intellectual Identity, Emotional Identity, Social Identity, Self-physical Identity, Spirituality Identity, Leadership Identity, Citizenship Identity and Adversity Identity. Result of this study provides the foundation components for the construction of GT Holistic Identity Model. It implies the needs to develop well-balanced gifted students require a collective effort from various parties including the administrators, academician, student affairs, guidance and counselling support services, moral and spirituality management, as well as students' leadership development management.

Keywords: Self-identity, self-development, gifted and talented student, character building, gifted education.

ONLINE MULTIPLE CHOICE QUESTIONS (MCQS) WITH MULTIPLE ATTEMPTS PROMOTE SELF-DIRECTED LEARNING (SDL): A CASE STUDY

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ABSTRACT

Multiple Choice Questions (MCQs) have been perceived by most educators as a problematic way of testing students' mastery of certain knowledge or skills. Educators are concerned that students are only guessing rather than answering MCQs using the knowledge or skills they have been taught. Contrary to the common concern, this research found that online MCQs exercises with multiple attempts motivate students to become self-directed learners. In this research, 60 students completed two sets of online MCQs exercises with multiple attempts outside class time every week for six weeks consecutively. Both focus group interviews and survey were conducted to investigate the effects of providing online MCQs exercises with multiple attempts in promoting self-directed learning. Majority of the students attempted each set of online MCQs exercises more than once to get higher scores. Most importantly, they re-read notes and conducted internet searches for better understanding on the topics covered in the online MCQs exercises, especially in the second and third attempts. These results are contradictory with the common perception: students usually guess the answers without referring to notes or other resources when they encounter problems in answering MCQs. This research reveals that online MCQs exercises with multiple attempts motivate students to take the initiative to determine the topics or areas they are weak in, plan how to overcome these weaknesses, look for relevant resources, carry out their learning plans, and evaluate their own learning performance. Therefore, this research concludes that online MCQs exercises with multiple attempts promote Self-Directed Learning (SDL).

Keywords: Blended learning, e-learning, Multiple Choice Question (MCQ), multiple attempts, Self-Directed Learning (SDL).

USING ROLE-PLAYING TO PROMOTE STUDENT ENGAGEMENT

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ABSTRACT

Role-playing is one of the active learning approaches that provide unique opportunities for students to assume certain roles and solve real-life problems. This study identifying the usefulness of role-playing to promote active engagement and interaction among the students. Selected case studies were used as a simulation for the role-playing. Students were given fifteen minutes to discuss before assuming the role character and start the role-play. Quantitative and qualitative data was used to collect the feedback and information of the students. The findings found students were excited and enjoyed the role-playing session. Most of the students admitted that role-playing improved their confidence to communicate with each other as well as elicit their critical thinking to perform the set role. Furthermore, students were found more willing to work collaboratively with peers and subsequently contribute to classroom interaction, involvement, and participation. Hence, role-playing should be used as one of the teaching approaches to facilitate fun learning and student engagement.

Keywords: Classroom interaction, role-playing, student engagement.

LECTURERS' VIEWS ON THE CHALLENGES OF DEVELOPING ENGLISH FOR SPECIFIC ACADEMIC PURPOSES (ESAP) ASSESSMENT MATERIALS FOR ENGINEERING STUDENTS WITHIN THE 21ST CENTURY CLASSROOM AND INDUSTRIAL REVOLUTION 4.0 CONTEXTS

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ABSTRACT

The introduction of Industrial Revolution 4.0 (IR4.0) awareness within the 21st century classroom perspective and the adoption of the Common European Framework of Reference (CEFR) for languages as essential elements for language education in Malaysia demands English lecturers of English for Specific Academic Purposes (ESAP) courses for engineering programmes to reappraise their teaching, learning and assessment practices to cope and realign with current challenges that come along with it. Assessing and evaluating English language abilities of undergraduates has become more challenging nowadays due to public and employers' outcry on the deteriorating standards of English among graduates entering the job market. This study aims to investigate views and practices of English lecturers in mitigating challenges in developing ESAP assessment materials at engineering related tertiary institutions. This is crucial as in engineering, good language command is crucial for communication in real workplace situations and grades awarded to students via ESAP assessments must reflect their actual abilities. Via this qualitative case study incorporating DELPHI method on fifteen experienced senior English lecturers holding strategic positions at eight engineering related public and private universities, vital information was elicited on their views on the challenges faced and mitigated in their ESAP assessment practices within the 21st century classroom, IR4.0 and CEFR contexts. The lecturers hold the view that the development of assessment materials for engineering students within the new contexts and requirements is not a straight forward process and challenges lie within the macro level like the planning of the curriculum itself and micro level such as the detailing of the ESAP test items. Despite the presence of curriculum alignment towards the engineering programme, the lack of interaction and collaboration with other members of the engineering fraternity namely the engineering lecturers, alumni and engineering employers has curtailed the potential of fully incorporating ESP principles, IR4.0 aspects, 21st century classroom elements and CEFR in the assessment materials and processes. This has also created skills and expectation gaps and the desired outcomes and impacts of the ESAP courses could not be fully realized. A multidimensional collaboration framework is put forth for the ESAP lecturers of ESAP and other relevant parties within the engineering fraternity to collaborate and to strike a good balance between the present academic needs and future workplace needs of the undergraduates within the 21st classroom, IR4.0 and CEFR contexts.

Keywords: ESAP, language assessment, engineering education, test development.

STUDENTS' ENGAGEMENT IN BLENDED LEARNING IN LEADING MALAYSIAN PUBLIC AND PRIVATE HIGHER EDUCATION INSTITUTIONS

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ABSTRACT

Digital technology has transformed teaching and learning in such a way that it seems imperative lecturers and institutions need to adapt and adopt a blended learning model of instruction across disciplines. However, there is a paucity of studies to determine the degree of students' engagement on blended or online university courses. The purpose of the study is to investigate students' engagement in a blended learning model of instruction based on cognitive engagement, emotional engagement and behavioural engagement and specifically assess their engagement based on gender, age, ethnicity, field of study, and type of institution in leading Malaysian Public and Private Higher Education Institutions. The study employed a non-experimental quantitative research design. Data were gathered from a sample of 462 undergraduate and postgraduate students using the Blended Learning Readiness Engagement Questionnaire©. Data was analysed using WINSTEPS Rasch model measurement software to determine the validity and reliability of the instrument. Descriptive statistics was used to examine students' engagement in a blended learning model of instruction. Further analysis using (logit) value of item and (logit) value of person were conducted to assess students' engagement based on gender, age, ethnicity, field of study, and type of institution. Findings show high levels of engagement in blended learning activities among students in both public and private higher education institutions based on their cognitive, emotional and behavioural engagement processes. Further analysis indicated there were differences in students' engagement based on gender, age, ethnicity, field of study, and type of institution. This study provides insight into students' engagement in blended learning in leading Malaysian Higher Education Institutions, discusses educational implications for blended learning practices, and offers recommendations for future research.

Keywords: Blended Learning, higher education institution, rasch model, student engagement.

ENRICHING CULTURAL HERITAGE LEARNING EXPERIENCE OF WAU THROUGH ANDROID-BASED MOBILE GAME DEVELOPMENT

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ABSTRACT

Game design and game development without a doubt have a real potential to become a tool to support the experiencing of cultural heritage context by the large public in a fun and interactive ways. This research aims to enrich the cultural heritage learning experience of Malaysian traditional game Wau through an Android-based mobile game development and to analyze the relations between game play, game narration, game challenges, game technological solutions, game mechanics and the effectiveness of learning. This paper highlights the overall process involved in the game development by using Agile methodology. Game testing have been conducted, the results obtained shown that a connection to the cultural heritage context of Wau can be achieved and can be identified as a significant platform to engage interactive learning experiences.

Keywords: Mobile game design and development, android-based mobile game development, game technology, interactive multimedia technology, edutainment.

COURSE RECOMMENDATION FOR ENROLLMENT IN UNIVERSITI KUALA LUMPUR

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ABSTRACT

Studying in Higher Education Institution has been the dream of many students who completed their post-secondary schools. These students usually have difficulties to choose courses that suit their personality and ambition. However, this study only focuses on students who wished to study at Universiti Kuala Lumpur (UniKL). Currently, students who wished to enroll in UniKL would have to search every program courses offered in various UniKL campuses before they could make decisions on which program courses that suitable to their personality and future career path. There are a variety of technical engineering program courses offered in UniKL, and every campus institutes conducted specific specialization program courses. This study proposed a course recommendation application prototype to assist students in identifying suitable courses for admission to UniKL. The application will assist students to visualize suitable UniKL courses that match their personality and their latest education result. The potential students would have a clear expectation on the program courses that have to offer and possible direction to their future career.

Keywords: Enrollment, courses, higher education institution, recommender application.

MOVEMENT-BASED INTERVENTION AND ACADEMIC ENGAGEMENT OF STUDENTS WITH AUTISM SPECTRUM DISORDER

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ABSTRACT

Movement-Based intervention (MBi) programme is used to enhance and increase the systematic focus on target skills and techniques of teachers in helping children master the learning skills and learning mechanics. In this current research, MBi is used to promote school achievement and to assist students with Autism Spectrum Disorder in their learning and adjustment. The current study aimed to explore the perception of teachers of ASD students in their academic engagement through the use of MBi by evaluating the activities and their different levels on the ASD academic improvement. A semi-structured interview was conducted to 7 selected teachers of 24 to 31 years, with 1 to 4 years of experience, using a purposive sampling procedure. The age of ASD students was 5 to 10 years, with mild to moderate autism. The research generated several themes from the thematic analysis procedure with two main findings of the two research questions; 1) Joint attention, Manoeuvres, Mediation, Interpersonal relationships, Optimal learning, Compliance, Reconcile oneself, 2) Emotion regulation, Processing speed, Sense of connection, Focused attention, Self-confidence, Strengthen attention muscles, Mental stimulation. The findings of the current research generated implications for the academic engagement and improvement of ASD children with the use of MBi programmes.

Keywords: Movement-Based intervention, Academic Engagement, ASD.