



يونسفون سلطان زمال ابون
UNISZA
UNIVERSITI SULTAN ZAINAL ABIDIN

Abstract Book

*i*CBM2019

INTERNATIONAL CONFERENCE ON BUSINESS MANAGEMENT
18 - 19 DECEMBER 2019

Organized by:

FACULTY OF BUSINESS AND MANAGEMENT, UNISZA

Co-organizers:



جامعة السلطان الشريف علي الاسلاميه
UNIVERSITI ISLAM SULTAN SHARIF ALI
SULTAN SHARIF ALI ISLAMIC UNIVERSITY



UIN SUNAN AMPEL
SURABAYA

INTERNATIONAL CONFERENCE ON BUSINESS MANAGEMENT (ICBM 2019)

ISBN: 978-967-0899-77-0





PREFACE

International Conference on Business and Management 2019 (ICBM2019) with the theme of "Reforming Business Management Towards IR 4.0". The conference aims to bring together leading academicians, researchers, scholars and students to exchange and share their experiences and researches on all aspects of business and globalization. It provides a premier interdisciplinary platform for researchers, practitioners, educators, and students to present and deliberate the most recent findings, trends, and concerns as well as practical challenges encountered and solutions adopted in the fields of business and management.

ICBM2019 is proposed to be held at Universiti Sultan Zainal Abidin, Terengganu, Malaysia on 18 and 19 December 2019. The conference is to be hosted and organized by Faculty of Business and Management, Universiti Sultan Zainal Abidin, Terengganu, Malaysia. It is also jointly organized by Faculty of Islamic Economics and Finance, Universiti Islam Sultan Sharif Ali, (UNISSA), Brunei and Faculty of Economics and Business Islam (FEBI), The State Islamic University of Sunan Ampel Surabaya, Indonesia.

ICBM 2019 received 118 abstract from various universities across three countries (e.g., Malaysia, Indonesia, and Brunei). All abstracts received are from Business, Management, Marketing, Entrepreneurship, Finance, Islamic Finance and Accounting areas. The selected papers from this conference will be recommended for the publication in the Scopus journal as listed in the conference website, whereas all accepted abstract published in the conference proceeding with **ISBN: 978-967-0899-77-0**. These abstract also will be indexed in the following reputable databases such as Google Scholar, ResearchGate, Academia.edu, and Slideshare to increase the visibility of authors work.



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Risk Management in Trade Financing: Prospects and Challenges in Digital Era

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Acknowledgement

This paper is based on research at Universiti Sains Islam Malaysia (USIM), sponsored by Bank Pembangunan Malaysia Berhad (Research code: USIM/BPMB/FEM/052002/40919)

Abstract

The 4th industrial revolution has sparked remarkable changes in most of the industry globally. These changes have positioned many business entities in a vulnerable state in the perspective of risk management. Keeping up with the fast-moving technology in this latest industrial revolution is always a challenge to many. Hence, having balance in the digital transformations will come in handy for Islamic banks to constantly keeping up with the pace. Digitization in banking would help to review and reshape the bank's direction and role to get the most of its ability to provide faster, more forward-looking, and deeper insights and advice. It would alter its organizational setup, as well as its culture, talent, and how they work. Being technology savvy and having complete awareness on the opportunities and challenges what digital era can offer would help Islamic banks to be fully prepared for the digital future that lies ahead. With the right risk strategies and an innovative mind-set, in no time Islamic banks can turn the challenges into opportunities. Hence, this paper is exploring all possible prospects and challenges that this new era of digital could offer to the Islamic banks with reference to its trade financing facilities processes.

Keywords: Risk Management, Islamic banks, Trade financing, Digitization, Digital era, Technology savvy



MEDIATING EFFECT OF EMPLOYEES EMPOWERMENT AND ORGANIZATIONAL LEARNING ON THE RELATION BETWEEN CORPORATE GOVERNANCE AND NON-FINANCIAL PERFORMANCE

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ABSTRACT

The purpose of this study is to identifying whether principles of corporate governance have a significant effect on employees' empowerment in industrial companies in Jordan. It also Identify whether employees' empowerment and organizational learning is the mediator of the relationship between principles of corporate governance and non-financial performances in industrial companies in Jordan. The population consisted of all employees who were working in the large manufacturing companies under study. The total number of respondents was 339 out of 370 employees randomly selected. An overall response rate of 91.6 per cent was obtained. Multiple regression analysis was utilized to analyze the survey data while ensuring that all the necessary assumptions are met. The data for the quantitative study were collected from questionnaire through a simple random sampling method. The findings showed that there is a significant effect of principles of corporate governance on employee's empowerment in industrial companies in Jordan. It also shows that employees' empowerment and organizational learning is the mediator of the relationship between principles of corporate governance and non-financial performances in industrial companies in Jordan.

Key words: Employees Empowerment, Non-Financial Performance, Organizational Learning, Industrial Companies.



Mediating effect of Commitment in the relationship between Leadership Style and Performance

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Abstract

This study intends to investigate the significance of commitment as a mediator in the relationship between leadership style and performance. The target population is workers involved in the construction companies in Jordan. The respondents were selected using simple random sampling technique. The data was collected through a self-administered questionnaire and analyzed using structural equation modeling (SEM) in IBM SPSS AMOS 24.0. The study found: (1) leadership style has positive and significant effects on commitment (2) commitment has a positive and significant effects on performance (3) leadership style has positive and significant effects on performance, and more importantly (4) commitment partially mediates the relationship between leadership style and performance.



Impact of Student Wellness on Academic Performance with Mediating role of Learning Environment

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ABSTRACT

The main objective of this study was to investigate the impact of student wellness on academic performance mediated by learning environment. Student wellness, including its dimensions, is the independent variable; academic performance is the dependent variable, while learning environment is the mediating variable in present study. This research has been conducted in the universities of the Sahiwal region and 650 questionnaires were distributed out of which 628 usable questionnaires were received (response rate of about 96%). Theory of Wellness and Theory of educational productivity have been used in this study to answer the research questions. Quantitative research approach has been used and data were collected through questionnaire survey with adapted research tools. Population of this study was the business undergraduate and graduate students of the universities of Sahiwal division, Punjab. Purposive sampling technique was used to select the respondents for data collection. Statistical Techniques like descriptive statistics, CFA and SEM were used for data analysis by using SPSS and AMOS. The findings of this study showed that student wellness and learning environment have significant impact on student academic performance. This study found that learning environment mediated the relationship between student wellness and student academic performance. Practical implication of this study is for universities/educational institutions to make policies which are best at national level to determine student wellness with regards student academic performance in Pakistan as well as less developed countries. This study will cater the problems faced by students, by providing experts or institutions the right direction for creating conducive environment for students' experiences, wellness, positive learning and long-life success

Keywords: Academic Performance, Student Wellness, Learning Environment, University Students.



Islamic Crowdfunding: Viability for Start-Ups, Lesson from IsDB Innovate

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Abstract

Funding is the main challenges faced by emerging entrepreneurs especially start-ups where they good project proposals but lack financial track records and collaterals. The advancement in information technology brought in a relatively low cost platform for new companies to attract capital by matching investors and entrepreneurs according to their risk appetite. Islamic equity crowdfunding is one of several types of crowdfunding, which are available through this platform which defies the traditional funding based on loans. In the international space, The Islamic Development Bank (IsDB) has launched IsDB Innovate which provides a crowdfunding platform which connects for-profit businesses, social entrepreneurs, and non-profits projects in different areas of expertise such as the science, technology, and innovation sectors which are offered to local and international funders in order to finance operational growth or launch ideas. This paper will look at the success factors of IsDB Innovate start-ups and how these can be applied in the context of Brunei. The study will use content analysis from available reports on the website. This study will also look at the anticipated challenges of the implementation of this platform in Brunei, namely, the entrusted authority to govern and manage the funding processes. The study will contribute to viability of introducing such platform, regulatory and governance perspective associated with such scheme.

Keywords: Equity Crowdfunding, Financial Disruption, Fintech, Islamic Finance, Startups



Nigerian Universities – International Agencies collaboration in Entrepreneurship: patterns and dynamics

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ABSTRACT

This paper examines the rapid growth of Nigerian Universities in the field of Entrepreneurship and the rise of collaboration between these universities and the international agencies in this emerging domain. Nigeria scientific papers in Entrepreneurship are analyzed to indicate overall trends, leading areas and the most prolific agencies. Patterns of Nigeria Universities– International agencies on entrepreneurship collaboration are examined over the period 2000–2019, with an analysis of how these patterns have changed over time. The paper combines bibliometric analysis and science mapping. We find rapid development in the number of Nigeria universities–international agencies collaboration on entrepreneurship as well as structural changes in array of collaborative entrepreneurship sub-fields. Implications for both Universities and the international agencies of this evolving relationship are discussed.

Keywords: Entrepreneurship, International Agencies, Collaboration, Nigerian Universities.



Analysis of The Acceptance of Newly Constructed Mathematical Model for Islamic Unit Trust Among Public

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Abstract

A new mathematical model for Islamic unit trust fund was constructed based on the Integration model. The aim of this study is to investigate the acceptance of public on this new constructed mathematical model. A total of 150 respondents were chosen among investors from Terengganu which has at least one unit of Islamic unit trust fund in Malaysia. The questionnaires distributed consist of four variables, where three were independent variables and one was dependent variable and analysed by using Statistical Package for the Social Science (SPSS). By using a Pearson's correlation, it is found that each independent variable has moderate and strong correlation with the single variable. This can be concluded that the public has accepted this new constructed mathematical model. This study suggested that this new mathematical model is implemented by Islamic unit trust management in Malaysia and also, for investors to choose the Islamic unit trust which offer more benefits.



A Conceptual Framework for Entrepreneur Competence and Entrepreneur Performance

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ABSTRACT

This research examines the impacts on Entrepreneur Performance (EP) of Entrepreneur Competence (EC) aspects. The EC dimension identified are opportunities competencies, organizing competencies, strategic competencies, relationships competencies, committed competencies and conceptual competencies. This article tends to classify how EC and dimensions influence to entrepreneur performance with gender as moderator. The connection between the EC and Entrepreneur Performance proved as suggested by using the Structural Equation Model (SEM). Then, based on the model of the proposed research and literature review, the hypothesis can be produced. Increasing entrepreneur performance will encourage entrepreneurial advancement in Indonesia in particular so that it is anticipated that unemployment will be reduced and productivity increased. An Additional lead to improved performance and growth.

KEYWORD: Entrepreneur, Performance, Competence, opportunities, organizing, strategic



The Importance of Supportive Leadership in the Sewerage Operation Industry: A case of Indah Water Konsortium (IWK)

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Abstract

Sewerage systems are extremely important in the residential, industrial, or commercial project as it determines the quality of life enjoyed by a community. The urbanization has caused the quantity of sewage to increase rapidly. Thus, more sewage systems are needed to protect the health and environment. Malaysia had established a regulatory framework for sewerage and sanitation as early as 1990. In general, the sewerage service has improved vastly and has left significant impact on the economic feasibility. From the year 1993, the sewerage system in Malaysia has been given to private management. Today, Indah Water Konsortium Sdn. Bhd.'s (IWK) is tasked to manage the sewerage systems in the country. Statement of problem: The rapid increase in population has caused a rapid increase in quantity of sewage. Thus, it will expose the environment into extreme pressure; hence, the management of sewage treatment is extremely challenging. The burden has caused sewerage operation workers to experience severe occupational stress. Studies on sewerage industry found incompetency in supervision works, poor quality of construction & installation, lack of awareness of environmental issues, effluent non-compliance, and obsolete system have contributed to occupational stress among sewerage workers, and eventually give negative impact on the work commitment among sewerage operation workers. The objective of the study: This study aims to determine the impact of occupational stress on employee work commitment. Additionally, the study intended to assess the mediating role of supportive leadership in the relationship between occupational stress and employee work commitment among sewerage operation workers of IWK. Methodology: The population in this study are the sewerage operation workers of IWK. Hence, the unit of analysis is the individual sewerage worker. The study employed a simple random sampling method to select respondents from the list of registered sewerage employees. The respondents get a set of self-administered questionnaires to attend at their own convenient time without fear and pressure. The study employed Structural Equation Modelling (SEM) in IBM SPSS AMOS 25.0 for testing all hypotheses. Besides, the bootstrapping procedure in IBM SPSS AMOS 25.0 also used to reconfirm the mediation test. Results: The study found supportive leadership fully mediates the relationship between occupational stress and employee work commitment. In other words, without supportive the employee work commitment cannot be achieved as far as sewerage operation industry is concerned.

Keywords: Occupational Stress, Sewerage Operation Industry, Employee Work Commitment, Structural Equation Modelling (SEM).



360 DEGREE FEEDBACK: THE GHOSTS THAT ACADEMICS FEAR

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Abstract

360-degree feedback technique is argued to be the most effective means of appraising employee performances. Known as multi-source feedback systems, it is a process in which subordinates, peers, or direct supervisors give feedback on an individual's job performance with a view to achieve an unbiased and all-inclusive view of the performance. In the Higher education institutions (HEIs), students being in constant touch with academics on daily basis are in a better position and critical elements to appraise academics' job performances. However, academics are uncomfortable with students' feedback, seen it as subjective and thus, affecting students'-academics' relationship. This paper discusses the 360 degree feedback and how important it is especially in appraising academics' performances. This is more important because, the quality of students HEIs graduate is dependent on the quality of its academic staff.

Keywords: 360-degree Feedback, Academics, Higher Education Institutions (HEIs), Students, Performance Appraisal



Comprehensive Review of Social Entrepreneurship: Developing The Conceptual Framework for Describing the Phenomenon of Social New Venture Creation

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Abstract

This conceptual paper is comprehensive reviews of the related literature of social entrepreneurship phenomenon. The study of the entrepreneurship, especially in new venture creation, has gained the attention by previous researchers because of contribution to the development of the country towards GDP, job creation, innovation, and social values creation. This study is trying to develop the conceptual framework for describing the phenomenon of social entrepreneurship from varies theoretical lenses. The study of social entrepreneurship is still premature, particularly the process of new venture creation. Therefore, the purpose of this paper is to critically review how four elements of Gartner theory that contribute to the emergence of social ventures.

Keywords: Social Entrepreneurship, New venture Creation, Psychology, Sociology



The Impact of Entrepreneurial Orientation, and Entrepreneurial Characteristics, on Organizational Performance of SMEs in Jordan with TQM as mediating variable

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Abstract

Improving organizational performance is considered an essential requirement for corporate strategic management, therefore the SEMs performance in Jordan affects directly the economic level, but these companies have many defections need to improvement, hence it is necessary to create the suitable procedures. Also, managers should consider TOM practices as a way to enhance performance, allocate resources and develop an environment that supports continuous improvement ideas. In this paper, the effect of entrepreneurial orientation (EO), and entrepreneurial characteristics (ECs) are examined along with total quality management (TQM) on organizational performance (OP) of small and medium enterprises industries in the Jordan context. The study employs sampling to which 377 questionnaires were distributed. The study proposes a success framework contain Entrepreneurial Orientation, Entrepreneurial Characteristics, and TOM as Mediating Variable, on Organizational Performance among SMEs industries in Jordan. The study aims to enhance the organizational performance of SMEs throughout theoretically addressing the effects among the factors, In addition to highlighting organizational internal resources (resource-based view (RBV)) is important for organizational performance, whereas Continuous quality leads the organization to take advantage of sustainable competitive position in the market. TQM, EO, ECs (internal resources) contribute to organizational intangible capabilities that lead organizations to achieve their required performance and competitiveness. Moreover, to contribute significant new knowledge to the existing body of knowledge related to the factors affecting organizational performance, or to the factors affecting the TOM practices.



DRUG ABUSE AMONG ADOLESCENTS AND ITS SOCIO-ECONOMIC IMPLICATIONS IN NIGERIA: A SOCIOLOGICAL ANALYSIS

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Abstract

Drug abuse is becoming a very grave social vice in Nigeria. The problem is at an increasing pace in spite of the adverse reaction by the government and the society in general. The drug is abused by all categories of age but then is more noticeable amongst the young people. Youths are the backbone of any development of a nation. They provide the most productive service by virtue of their age for economic growth. On the other hand, when young persons engage in drug abuse, they will become drug addicts and will no longer be relevant for any economic growth. The effort made by the government and stakeholders at innumerable levels makes a gargantuan effect assiduously to ensure the menace of drug abuse is reduced to the minimum barest level. Various agencies were established for the sole purpose of controlling the indiscriminate sale and consumption of drugs. For example, the National Drug Law Enforcement Agency (NDLEA) was established by the promulgation of Decree Number 48 of 1989, aimed at exterminating illicit drug trafficking and consumption in Nigerian. Given the above, this paper attempts to expound drug abuse among adolescents within the Nigerian context and its socio-economic consequences on development. Issues relating to causes of drug abuse, drugs commonly abused, signs and symptoms, and measures to minimize drug abuse will be discussed.

Key Words: Adolescents, Drug Abuse, Socio-economic Implication



Accrual-Based Earnings Management, Real Earnings Management, and Firm Performance: Evidence from Public Shareholders Listed Firms on Jordanian's Stock Market

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ABSTRACT

Managers manipulate the firm's earnings (accrual and actual) through earnings management to demonstrate higher performance in the current and future period. The purpose of this study is to examine the impact of accrual-based earnings management (AEM) and actual earnings management (REM) on Jordanian firms' performance. This study examined accrual-based earnings management through discretionary accrual, real earnings management through abnormal operating cash flow and firm performance through Tobin's Q. This study uses the panel data technique to assess the connection between variables. The sample includes 180 firms listed on Amman Stock Exchange (ASE) for the period 2009–2017. Through the employing fixed effect regression method in order to investigate the association between selected components with the firm performance in the Jordanian business organizations, the results of this study indicated that the association between discretionary accrual, abnormal cash flow from operations and Tobin's Q is significantly negatively. The present study shows that firms involved in real earnings management through sales manipulation and accrual-based earnings management through discretionary accrual to report greater earnings in the future have less performance. It shows that manipulation of earnings causes issues in the future. This study therefore offers empirical evidence to assist stakeholders, managers and stakeholders in their decision.

Keyword: earnings management, real earnings management, accrual-based earnings management, firm performance.



Grains Trading from an Islamic Economic Perspective: An Overview of the Practice in Nigeria

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Abstract

Grains are considered to be the most consumed food globally. Its farming, harvesting and trading form one of the major characteristics of the Nigerian economy. Islam has laid down strong foundation for trading in compliance with the shari'ah which demonstrates the conduct of financial transactions in accordance with the Islamic economic provisions. In the Nigerian context, little emphasis was made on conducting grains trading in compliance with the shari'ah. Therefore, the purpose of this paper is to identify the defects of the shari'ah compliance of grains trading in Nigeria and propose on the way forward. The study adopts a conceptual approach using a qualitative descriptive method to have an overview of the grains trading practice in Nigeria from an Islamic economic perspective. The study discovers that for grains trading in Nigeria to be in accordance with Islamic economic injunctions more awareness of the Islamic economic system should be made available to the public generally, and the traders particularly. It recommends that emphasis should be made on public awareness and certain modern Islamic financial products should be made available for the traders to utilize. The authorities should emphasize on providing regulatory bodies that would be planning, monitoring and implementing rules and regulations at different levels. Likewise, Islamic finance education institutions should also be established to accomplish the system in the country. Further studies on different aspects of grains trading from Islamic economic perspective and on other products in the country were suggested.

Keywords: Grains Trading, Islamic Finance, Shari'ah Compliance, Nigeria



Moderating Role of Risk Response on Project Delay Issues and Construction Project Performance: A Conceptual Approach

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Abstract

The varying nature of the construction project delay requires appropriate measures to reduce the impact of the risk that led to the time and cost overrun. It is imperative to create awareness of the extent to which the impact of project delay risks on project performance in terms of time and cost could be moderated and managed. This very study proposed to evaluate the latent relationship among construction project-related delay factors, project risk response-related measures and project time-cost performance via empirical method assessment with organizational size as control variable. A comprehensive literature review was conducted. A thematic analysis was used to illustrate the latent relationship. The proposed framework has its practical and theoretical importance. Moreover, a significant practical implication can be developed to manage the delay factors in construction projects within the scope of project management, with introduction of project risk response-related measures to achieve a better construction project performance in terms of time and cost.



DINAMIK PENGURUSAN SISTEM KEWANGAN ISLAM MENURUT PERSPEKTIF PUAQ JATI DI BRUNEI DARUSSALAM: KAJIAN AWAL

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Abstrak

Pengurusan sistem kewangan Islam yang bijak, cekap dan amanah akan memberi satu impak yang sangat kuat bagi memenuhi keperluan masyarakat agar lebih mampan seiring dengan peredaran zaman Revolusi Industri 4.0 masa kini. Masyarakat berbilang agama semakin cerdas memilih institusi kewangan dalam menjalankan aktiviti kewangan seharian mereka. Justeru, pengurusan sistem kewangan Islam memerlukan satu dinamik yang jitu agar segala pengurusannya dapat diterimapakai oleh semua lapisan masyarakat, bangsa dan agama. Kajian ini lebih memfokuskan dan mengupas satu perspektif dari sudut pandang kalangan puak jati dusun yang mana mereka merupakan puak jati yang paling ramai memeluk agama Islam di negara ini. Menyedari hakikat tersebut, maka kajian ini dilaksanakan bagi merealisasikan pelaksanaan sistem kewangan Islam di negara ini menuju era Revolusi Industri 4.0 dan sebagai satu wacana pengukuhan negara zikir yang berpandukan kepada nilai-nilai Syariah. Objektif utama kajian ini ialah mengenalpasti tahap penerimaan mereka terhadap pelaksanaan produk dan perkhidmatan di institusi kewangan Islam. Selain itu, kajian ini ingin merungkai faktor penyertaan mereka adakah berpunca dari penolakan terhadap penindasan unsur riba seperti yang diamalkan di institusi kewangan konvensional ataupun satu keperluan. Metodologi kajian ini menggunakan kaedah kajian lapangan dan analisis data melalui pengedaran borang kaji selidik. Kajian ini nanti dapat menghasilkan natijah yang dapat merangsang perkembangan pengurusan kewangan Islam ke arah satu paradigma melangkau sempadan dengan memberi khidmat pengurusan yang cemerlang disamping membuka mata dan minda institusi kewangan Islam khususnya dan masyarakat melayu Islam amnya bahawa puak-puak jati juga memerlukan khidmat dan produk yang ditawarkan oleh institusi kewangan Islam.

Kata Kunci: Dinamik - Kewangan Islam - Puak Jati - Brunei Darussalam.



Effects of Whitening Cosmetics Products on Healthy Skin and Lifestyle

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Abstract

Youth more often try to whiten their skin and to some extent they are aware of the side effects of these Cosmetics that how it will affect their skin and their lifestyle. This study is conducted to identify the effect of steroids on the lifestyle and the skin of the Youth. The purpose of the study is the excessive use of whitening agents like steroids and mercury creams how much it is affecting the skin and the lifestyle of the people. This research is conducted in all over the Pakistan. The research is Descriptive in nature. The data collection technique which is used for this is questionnaire survey. The adapted questionnaire was distributed among the people through online survey. The sample size is 200. On these questions different type of tests is performed to check the reliability of the data in SPSS software. The results show that the cosmetic agents like mercury creams effects the skin of the people who use them. Moreover, it not only effects their skin but also affect their lifestyle. Usage of such creams gives them the temporary benefits, but it has long lasting effect on their skin.

Keywords: Whitening Agents, Steroid, Mercury Creams, Healthy skin & healthy lifestyle.



The Effect of Risk Management Committee Characteristics on The Financial Performance of Quoted Banks In Nigeria

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ABSTRACT

Risk plays a vital role in the banking institutions. Risk was one of the factors which affect returns on bank's stocks. In running their services and financial activities, banks are exposed to risks. However, the current increase in global trend on banks collapse and financial crises raises questions as to the effectiveness of the risk management in the banking sector. This study examines the effect of risk management committee characteristics on the financial performance of quoted banks in Nigeria. The research used secondary data obtained from the annual report of fourteen (14) banks listed in the Nigerian stock exchange for the year 2014-2016 with 42 firm-year observations and based on panel data approach. Furthermore, the regression estimates are based on random effect. The result indicates that risk management committee size, exhibit an insignificant negative relationship with ROE. Meanwhile, risk management committee independence has a negative significant relationship with ROE. Besides providing suggestion for future research work, this study provides several recommendations for regulators and the Nigerian banking industry.

KEYWORDS - Risk, management, size, independence, firm, performance



INTERPLAY BETWEEN WORKFAMILY BALANCE AND EMPLOYEES' PERFORMANCE OF SELECTED FINANCIAL INSTITUTIONS AT ILORIN METROPOLIS

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Abstract

The increase in work-demand plus other non-work commitments of employees' in the phase of recent Volatile, Uncertain, Complex, and Ambiguous (VUCA) global business environment has made it almost impossible for most employees' to separate work from family activities which most often lead to low motivation and job performance. This study investigated the interplay between work-family balance and employee performance of selected financial institutions at Ilorin Metropolis, Kwara State. Simple random sampling technique and Convenience sampling techniques were adopted to sample the required respondents. A self administered questionnaire was designed using five-point Likert-Scaling measurement to obtain data from 147 respondents from the selected financial institutions at Ilorin metropolis. Three hypotheses were tested through descriptive and inferential statistics. Regression analysis techniques was adopted via IBM (SPSS) Statistical Packages for Social Sciences version 23 software application to analyze data obtained from the field. The result of the analysis indicated that work-family balance has significant and positive influence on employee performance. The study recommends that organization should adopt a flexible working arrangement which will allow its employee to balance family life with work activities in order to attain a sustainable and efficient time balance as well as effectiveness from the employee. This study therefore concluded that managing employees work activities and family life's should be considered and integrated into human resources management policy and practices in the banking industry.

Keywords: Work, family, Time balance, Employee, Performance & Effectiveness,



WORLD TRANSACTIONAL AND MONETARY SYSTEM PAST AND PRESENT: CHALLENGES AND WAY FORWARD

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Abstract

This paper focuses on analyzing the challenges and way forward of the previous, present and the proposed alternate to the transactional and monetary systems in the world. History has shown that series of medium of transactions exists in the world which are traced back to the existence of human being. The first transactional system existed in the world was the batter system followed by the gold standard then Kublai khan system followed by gold smith standard thereafter Bretton wood system and finally the fiat and fractional reserve system. The paper has discussed the application and the operation of the previous and the reasons for their collapses, then the current system of fractional reserve system which is characterized with major issues of inflation, money creation by individuals, fiat money and interest rate fluctuation were analyzed. Thereafter the proposed alternate of sovereign money, cryptocurrency and Islamic monetary system which are believed to have less challenge/problems compared to the current system were highlighted. The study concludes that the present monetary system where private banks were allowed to create money out of thin air is the major root and causes of the series and consistent crises that the world experienced from the inception of the system to present.

Keyword: Cryptocurrency, Fractional Reserve, Gold standard, Inflation, interest rate, sovereign money



FENOMENA KEMUNCULAN TEROKA BAHARU: JUSTIFIKASI KAJIAN LEPAS TERHADAP PROSES PEMBINAAN TEORI KEUSAHAWANAN

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Abstrak

Konseptual kajian ini adalah berkenaan fenomena keusahawanan hasil tinjauan sorotan kajian lepas yang menunjukkan terdapat beberapa definisi dan persektif yang berbeza. Fenomena keusahawanan adalah merujuk kepada proses kemunculan teroka baharu yang mana diterjemahkan kepada beberapa pendekatan berbeza-bebeza oleh penyelidik lepas. Hakikatnya, pembinaan teori keusahawanan terutamanya bagi proses penciptaan teroka baharu masih belum mempunyai satu model yang komprehensif bagi menerangkan mengenai bagaimana fenomena ini berlaku. Proses penciptaan teroka baharu adalah bermula apabila usahawan membayangkan peluang bagi penciptaan teroka baharu, menghalusi idea, mendapatkan sokongan yang diperlukan setelah pelaburan dibuat dan legitimasikan entiti perniagaan tersebut. Proses penciptaan teroka baharu merupakan suatu proses yang kompleks iaitu melibatkan penjanaan idea, keupayaan untuk mengenal pasti peluang dan mengeksploitasi sumber sedia ada. Oleh demikian, berdasarkan kajian lepas penyelidik telah mengenalpasti terdapat empat dimensi yang menyumbang kepada fenomena keusahawanan berlaku. Empat dimensi tersebut ialah individu, persekitaran, organisasi dan proses sepertimana yang diketengahkan oleh Gartner, 1985.

Kata kunci: Keusahawanan, Proses Penciptaan Teroka Baharu, Psikologi, Pengurusan dan Ekonomi.



Policy Document On Shariah Governance (BNM): A Comparison Study

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Abstract

Recently on September 2019, Bank Negara Malaysia (BNM) has issued the policy document on Shariah Governance for Islamic Financial Institutions (IFIs). This policy document aims to further strengthen the effectiveness of Shariah governance implementation and reinforce a closer integration of Shariah considerations in the business and risk strategies of the IFIs. This policy document, which takes effective 1 April 2020, supersedes the Shariah Governance Framework issued by BNM in 2011. It provides BNM with the necessary regulatory and supervisory oversight powers to meet its broad mandate within a more complex and interconnected environment, given the regional and international nature of Islamic financial developments. The objective of this paper is to discuss on the changes that have been made compared to the previous Shariah Governance Framework in 2011 in terms of the arrangement of the Board, Shariah Committee, Senior management, Control functions, Shariah compliance culture & remunerations, and transparency & disclosure. Shariah governance and audit is one of the key areas in the IFIs to ensure the overall operations are Shariah compliance. Thus, it is deemed significant to create awareness on the issuance of the new Policy Document on Shariah governance by BNM.

Keywords: Shariah Governance, Compliance, audit, policy document



Innovation Capability And Logistics Service Quality In Improving The Performance Of Sustainable Malaysian 3pl Service Providers

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Abstract

The National Priority Area (NPA) indicated that transportation plays a significant role to upgrade the well-being of Malaysians, so it important for logistics to run smoothly. Relevant to this, the business environment needs to be managed strategically. This is because most companies that sell or produce goods require third-party logistics (3PL) service providers to assist in transporting their products and services from one destination to another until they reach the end customer. However, in the mid-2000s, the pressure of globalization required sustainable development in companies. This requirement has forced many outsourcing companies to search for new forms of organisation that have greater flexibility so that they can consistently improve productivity thus increasing revenue over time. This prompts the conduct of a preliminary analysis on the relationship between innovation capabilities, logistics service quality and the enhancement of sustainability business performance among 3PL service providers in Malaysia. For the purpose of this study, 70 questionnaires were distributed to a manager in each organisation, as they were key respondents of the study. The simple random sampling technique was applied. Missing data assessment, regression analysis, the reliability and validity assessment, including skewness and kurtosis were carried out. The data was analysed by using the Statistical Package for Social Science (SPSS) software version 24. The results revealed innovation capabilities and logistics service quality have given impact in terms of improving the performance for a sustainable Malaysian 3PL service provider.

Keywords: Innovativeness, Logistics Service Provider, Sustainable, Third-Party Logistics, Resource-Based View, Transportation, Malaysia



Developing and Exploring Items Measuring Situational Leadership II (SLII) In The Context of Jordan Telecommunication Sector (JTS)

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Abstract

This research intended to develop a reliable instrument to measure Situational Leadership Model II (SLM II) through Exploratory Factor Analysis (EFA), particularly in the context of Jordan Telecommunication Sector (JTS). This study examined EFA as it differs from other studies in terms of cultural and social status. More importantly, many previous studies examined Selling, Telling, Participating and Delegating as the components of SLM. However, few researchers focused on the projected considerable attributes of (SLM II), which include Directing, Coaching, Supporting, and Delegating. Therefore, there is no mutual agreement between academics about the total elements should be applied to measure (SLM II). This study examined Directing, Coaching, Supporting, and Delegating as the main measurements to measure (SLM II), and presented a reliable instrument. This research implemented a cross-sectional study design, and randomly collected data from 100 participants working in three leading telecommunication companies in Jordan, that are exclusively providing mobile phone and internet services using structured survey. This study concluded the reliable instrument with twenty-four (24) items producing four (4) components, i.e., Directing (6 items), Coaching (6 items), Supporting (6 items), and Delegating (6 items). The value of internal reliability (Cronbach Alpha value) was calculated for the current SLM II instrument and found reliable.

Keywords: Exploratory Factor Analysis, Jordan Telecommunication Sector (JTS), Situational Leadership Model II (SLM II).



Factors Influencing Females Work Participation and Work Performance in the Jordanian Public Sector

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Abstract

With the current development and increasing participation of women in work in developed countries, we find it important to study this issue in Jordan. The objective of this study was to explore the reasons behind the lacking representation of females and their work participation in the Jordanian public sector despite the high percentage of education attainment among them. In general around the world, the increase in women's labor force participation over the past few decades was the main driving force of economic growth. Engaging women into the work sphere as much as possible is considered part of the solution to economic problems and poverty. A self-administered survey will be hand-delivered to the targeted sample of working females in public sectors institutions across Jordan Exploratory and confirmatory factor analyses will be performed to assess the research constructs validity and composite reliability .The results reveal that economic conditions, legal frameworks that cover employment matters, social prejudices and norms towards females work outside of the house, the existence of, religious beliefs are the main specific reasons for women's participation in the labor market. The social view that females are homemakers, mother, and dependents has led to the development of public policies that while aimed at providing protection, have led to the raise in discrimination against them. It is vital to work on building awareness and attitude change about women and men's roles among the general population, in order to facilitate the increase of female work participation.

Keywords: females, Work Participation, Work Performance, Jordan, Public Sector



Application of Blockchain Technology in the Luggage Bag Business Service: A Construction of the Digitalpreneur Model

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Abstract

The purpose of this study is to build a digitalpreneur construction model in the baggage drop-off service business by applying blockchain technology. Baggage Check Service Business is a service that is present utilizing luggage space owned by aircraft passengers as a medium for luggage so there is an element of cooperation or partnership. The study was conducted with a Qualitative Descriptive/ Quasi Qualitative research approach. Data collection techniques were carried out with in-depth interviews / in-depth interviews with 3 key informants (individual businesspersons for luggage baggage services). In addition the data obtained from secondary data and documentation. The data obtained were analyzed with the help of the NVivo 12 Plus software. The results of this study indicate that in the construction of entrusted baggage business models with the application of Blockchain technology, the actors or actors involved include blockchain users, regulators, blockchain developers, network operators, traditional processing platforms, traditional data sources, and certificate authority (msp / membership service provide). The baggage drop-off service business regulation is still being formulated by the Ministry of Transportation. Luggage Baggage Services Business is a business that will develop, need to pay attention to security and accuracy. The application of blockchain technology helps reduce business risk. The role of regulators is important in preparing regulations for the application of blockchain technology.

Keywords: luggage entrusted service business, digitalpreneur model, blockchain technology



A Conceptual Model of Drug-abuse Inmates' Personality, Prison Climate, Social Support and Maqasid Shariah Quality of Life

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Abstract

The population of inmates in Malaysia are mostly related to drug abuse cases. It is eminent that inmates experienced lower quality of life (QoL) than the general public. Improved QoL is related to happiness. Some aspect of actions to improve inmates' quality of life whilst incarceration is worthy to motivate inmates continuing in therapy after their release and become productive resources. Previous studies suggested that the predicting factors of inmates' QoL are inmate personality, prison climate and social support. The main aim of this paper is to examine the relationship amongst these constructs. The study also proposed that social support plays mediating roles on the personality-QoL and prison climate-QoL relationship. This study will adopt a cross-sectional research design. A survey will be conducted using self-administered questionnaires. A sample of 400 drug-abused inmates will be selected to participate, in the study using a random sampling method, from 15 drug cases prisons. Exploratory Factor Analysis will be performed using IBM SPSS AMOS 21.0 software. Confirmatory Factor Analysis will be conducted to assess the multidimensionality, validity, and reliability of the theoretical constructs. Structural Equation Model (SEM) using the IBM SPSS AMOS 21.0 will be applied to the dataset to test the proposed hypotheses. The findings of the study will contribute to the discovery of knowledge relevant to fill the research gap. Moreover, the study will make practical contributions especially meaningful to the Malaysian Prison Department on aspects related to improving drug-abused inmates QoL. In addition, the prison department will gain insights on designing appropriate policies and strategies to enhance inmates' QoL.



FACTORS INFLUENCING CITIZEN ADOPTION OF E- GOVERNMENT SERVICES IN THE RURAL MUNICIPALITY IN JORDAN: A REVIEW

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Abstract

Developing countries have established promising e-Government initiatives with the objective of enhancing the accessibility of government services and information for their citizens. However, governments tend to design and launch online services based on their understanding of what citizens need, surprisingly, without actually measuring what increases citizens' willingness to adopt web-enabled services. Governments must first understand variables that influence citizens' adoption of e-Government in order to take them into account when delivering services online. Both governments and academic researchers recognize the problem of low-level adoption of e-government services among citizens; a common problem in both developed and developing countries. Therefore, the problem needs to be addressed comprehensively from technological, social and geographical perspectives. E-government adoption research currently lacks a comprehensive conceptual framework for explaining citizen adoption of e-government services. To fill this gap, this study will try to discover factors necessary that influence the citizen adoption of e government services, by extending the Technology Acceptance Model (TAM) using social influence, IT background, and geographical closeness.

Keywords: E-Government, Adoption, Social Influence, It Background, And Geographical Closeness, Rural Municipality in Jordan.



Human Capital Investment (HCI) Factors Affecting the Institution's Performance: The Practicality of Partial Least Squares Structural Equation Modelling (PLS-SEM) Approach

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Abstract

This paper reports the findings from a research on the role of human capital investment (HCI) factors and its significant contribution towards the institution performance. It also emphasizes the roles of HCI on the institution success and survival in a highly competitive business environment as highlighted in the The Eleventh Malaysia Plan (2016-2020) and Malaysia Education Blueprint 2015-2025 (Higher Education). The Government believed that human capital development is a critical enabler for driving and sustaining Malaysia's economic growth. Human capital strategically contributes to the quality of academic that in turn affects the effectiveness of learning and teaching for the educational institutions. A theoretical model on the influence of human capital investment constructs on the institution performance was developed based on the Human Capital Theory and Malcom Baldrige criteria. A survey consists of sixty items with seven Likert scale was used as the measurement instrument to gather the data from 309 lecturers in UiTM Kelantan. Data were analyzed using Structural Equation Modelling approach on SmartPLS3 platform. The coefficient of determination (R^2) value of 66.9% suggested that variance of institution performance could moderately be explained by the HCI factors where knowledge, skill and training positively influenced the performance.

Keywords: Human Capital Investment, Malcom Baldrige and Performance



Measuring The Effectiveness Of Distribution And Benefit Value Of Productive Waqf In East Java Province, Indonesia

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Abstract

Waqf is a medium of economic and social redistribution inherent in the life of Muslim society. It is represented in the form of mosque, Islamic boarding school, general school, or cemetery. Optimal management of productive waqf can involve interdisciplinary experts such as Islamic jurisprudence science, business and management science, and engineering science. Thus, productive waqf can be the major solution for the problem of poverty, economic empowerment, education, health and others. The existence of great resources, nazir, and wakif must be combined by the best practices to generate the productive waqf. This study uses case studies and explorative analysis, which reveal the issues and practices of waqf and also requested the assessment of experts of waqf. The results of this study showed that the Indonesian Waqf Board as supervisor on the management of waqf in Indonesia has provided socialization, mediation, and technical guidance to nazir to manage waqf with complete competence and expertise, both in the knowledge of religion, business and management analysis, and technical analysis. The optimal management for effective-productive resulting in more beneficial than waqf on its function for places of worship. Other findings on this study showed that, some practices of waqf management that are considered less effective because still adopt the traditional system. That is submit the waqf to nazir who in fact only understand the religious aspect only, further the wealth of waqf is difficult to develop because it is for worship facilities (mushalla/mosque), or in other words the beneficial of waqf precisely 'waqf' (stop).

Keywords: effectiveness, productive waqf, benefits, community



Impact Of High Involvement Work Practices On Employee Performances In Health Sector, Pakistan

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Abstract

This study was aimed to evaluate the association of different dimensions of high involvement work practices with employee performance in the health department. These high involvement practices are shared decision making, compensation and rewards, shared information and organizational training. In order to assess the existing association among these variables and evaluating the impact of selected factors of high involvement practices towards the outcome of employees, this research adopted the quantitative techniques for collecting and analyzing the data. Data has collected through survey and questionnaire has been adopted as the tool of data collection. This survey has targeted the employees of health department that includes doctors, nutritionists, dispensers and other staffs at rural health centers. This survey has selected 202 employees through distributing the questionnaires, after collecting all the questionnaires, data has recorded in SPSS for analyzing statistically. Results showed that all four dimensions of employee involvement keeps a significant association with employee performances. All the variables in this study keep a significant relationship with each other. Furthermore, it has revealed that shared information and organizational training keep the increasingly importance for effecting employee performances. This research has highlighted the essential recommendations and directions for further researches.

Keywords: Shared Decision Making, Employee Rewards, Shared Information, Employee Training, Employee Performance



Knowledge and skills of single mother entrepreneurs with mediating effect of Islamic value towards success

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Abstract

Knowledge and skills gained from reading, observation and also experience are one of the essential requirements for entrepreneurs in business. Business-related skills and knowledge demand women entrepreneurs, in this study refer to single mother to go through a transition that requires sacrifices in terms of time, energy and money. Single mother entrepreneurs engaged in entrepreneurial activities constantly meant to generate sources of income and support family member under her responsibility. Most of single mother entrepreneurs encounter different challenges physically and mentally throughout their life. It is the period where emotion and spirituality aspects of single mother entrepreneurs are being tested. So, as a Muslim, single mother entrepreneur basically manage the spiritual part by facilitate the Islamic value in digging more knowledge and skills or doing business that they passionate based on the guidelines. There are many guidelines that have been set by Islam in business activities that prohibit dishonesty, greed, exploitation and monopoly. Therefore, this conceptual paper will explores the influence of knowledge and skills of single mother entrepreneurs towards success with the mediating effect of Islamic value. The study aimed to unravel the contributions of Islamic value and practices towards single mothers' entrepreneur success. This paper will highlight the issues of single mothers who become entrepreneur. Apart from that, the findings will gives added-value to single mother entrepreneurs by mentioning positive Islamic value and practice towards their successful life. This research surely benefit the group of single mother entrepreneurs in sustaining their business and personal life.

Keywords: Islamic Value, single mother, Entrepreneur, small business, success



Analysis Of Income Of Income Application On Return And Risk Of Trade, Service And Investment Industries In Indonesia Stock Exchange

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ABSTRACT

This study aimed to identify companies that are applying income smoothing in the trade, service, and investment industries on the Indonesia Stock Exchange. Firstly, Evaluating the rate of return differences between trade, services, and investment companies that applied income smoothing with those that are not. Secondly, Evaluating the risk differences between trade, services, and investment companies that used income smoothing with those that are not. The method used in this research is the comparative descriptive, which is a combination of descriptive and comparative methods. Stages of analysis to obtain research objectives are 1) Descriptive Analysis, 2) Normality Test, 3) t-test, to collect all the differences that exist in the variable. The analytical method used to achieve the goal is to calculate the actual rate of return and risks of shares from industrial, service, and investment issuers on the IDX. The result shows that there are no significant differences between the companies that applying income smoothing and those that are not in terms of the companies' rate of return. Furthermore, there are no significant differences between the companies that using income smoothing and those that are not in terms of risks.

Keyword: Income Smoothing, Agency Theory, Return, Risk



Reformasi Pengurusan Insurans Islam Taib Dalam Menghadapi Revolusi Industri 4.0: Tinjauan Awal

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Abstrak

Dalam era kehidupan Revolusi Industri Keempat (IR4.0) masa kini, cabaran utama industri-industri ialah menyesuaikan keadaan dengan keperluan semasa melalui kecanggihan teknologi baru agar penggunaannya mapan dan seiring peredaran masa bagi memenuhi keperluan dan kehendak. Justeru, Negara Brunei Darussalam juga tidak terkecuali menghadapi era baharu ini. Pada tahun 2018, Insurans Islam TAIB (IIT) telahpun menghasilkan dan melancarkan produk-produk terbaharu, iaitu produk Pelan Takaful Khairat dan IIT Apps. Era IR4.0 akan membawa perubahan asas dalam cara kehidupan dan cara bekerja kita. Kajian ini adalah satu tinjauan awal bagi mengenalpasti sejauh manakah kesediaan insurans Islam TAIB dari aspek pengurusan dalam menghadapi IR4.0. Metodologi dalam kajian ini akan menggunakan kaedah kaji selidik dan wawancara dalam kalangan pekerja-pekerja Insurans Islam TAIB mengenai kesedaran dan cabaran dalam menghadapi IR4.0. Dapatan dari kajian ini akan dapat memberi manfaat kepada IIT khususnya dalam membuat persediaan menghadapi IR4.0 dan masyarakat sebagai pengguna secara amnya.

Kata Kunci: Insurans Islam - TAIB - Revolusi Industri – Brunei Darussalam.



Implementation of Servant Leadership to Adapt With Organizational Change

Harnida W. Adda, Wiri Wirastuti, Pricylia Buntuang

ABSTRACT

Servant leadership is a construction of leadership behavior that is multidimensional and unique compared to other leadership models because it is intended to serve. Servant leadership emphasizes personal integrity in providing services to members of the organization and other stakeholders. This study focuses on perceptions on the implementation of servant leadership at Tadulako University to adapt with organizational change by identifying seven dimensions in the questionnaire distributed to 47 respondents. The results of this study indicate that leaders at Tadulako University have applied the seven dimensions of servant leadership in carrying out their daily leadership roles. In general, responses and perceptions of the behavior of leaders as 'servants' at Tadulako University are interpreted as 'moderate', which means that leaders tend to exhibit servant leadership behavior in the average range. From all dimensions, 'creating value for the community' and 'empowering' received the highest response, while the lowest response was putting subordinates first.

Keywords: servant leadership, organizational change, conceptual skills, empowering, and behaving ethically



Influence Of Ifrs Adoption On Financial Reporting Quality: A Study Of Non-Financial Companies Listed On Nigerian Stock Exchange

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ABSTRACT

The emergencies of the globalization of accounting standards and other critical issue have been reported to reduce the cost of enhancing comparability, understandability, and producing supplementary information, as well as analysis of the financial reports. This necessitated several developing nations that do not want to be left behind to take a cue from the global main economies to adopt to the international financial reporting standards (IFRS) which Nigeria equally taken steps to converge to IFRS. The study examine the effect of IFRS adoption on financial reporting quality of quoted companies in the Nigerian stock exchange, particularly financial reporting quality in terms of timeliness and value relevance of non-financial firms. This article is a conceptual paper that reviewed the previous studies on the IFRS adoption and financial reporting quality around the world, particularly in Nigeria. The review of the prior literatures revealed that IFRS adoption of listed firms in Nigeria enhanced timelier and value relevant. The relationship between accounting measures on IFRS adoption and financial reporting quality indicates that both foreign and local investors can predict the future of market value of individual securities. Therefore, investor receives considerable information by knowing the price information on time that shows more value relevant.

Keywords: Financial reporting quality, IFRS adoption, value relevance, timeliness, Nigeria



Internal Financial Control Practices Of Mosques In Brunei Muara District

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Abstract

Scandals concerning the internal control system of religious organizations such as embezzlement of funds or impulsive spending have triggered the importance of assessing the internal financial control of non-profit organizations (NPOs). This has become an interesting area to be investigated since NPOs also involved in managing public funds, which the sources are from government, corporate and public donations. Accordingly, this study explores the basic internal control that has been implemented among Mosques in Brunei-Muara specifically in handling the receipt of income and disbursement of funds. This district was chosen as the population of interest because Brunei Muara is the most populated district and area which received lots of funding. Questionnaires were administered to chairman or treasurer of selected mosques in Brunei Muara. This research contributed in improving the internal financial control system of the mosques by identifying elements to be mitigated and sustained. Furthermore, mitigating the issues found in the system may improve the control over the funds, strengthen accountability, improve financial reporting and strengthen relationship with the stakeholders. Although this is an exploratory study, the results may provide a benchmark for further studies examining internal control practices in different areas of religious organizations.

Key terms: Internal controls, receipt, disbursement, Mosques and Brunei Muara District.



Shariah Issues In Sukuk Mudarabah: A Criticism Against The Application Of Repurchase Undertaking Arrangement

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ABSTRACT

The Malaysia sukuk market has grown quickly over the past two decades which makes it to become an integral part of the Malaysia capital market. It keeps embracing innovative structure, as underlined by the dispatch of sukuk utilizing the ideas such as ijarah, salam, musharakah and mudarabah. The higher level of dynamism in the market as reflected by the growth of sophisticated sukuk arrangements that are now structured-based on numerous Shariah ideas to meet the needs of the customer (Sukuk holders). Owing to the foregoing, the objective of this paper is to presents that there are few Shariah issues which require further discussion to guarantee its compliance with Shariah (Islamic law). This paper discusses on Shariah issues in Sukuk mudarabah where the study will pay attention to the application of repurchase undertaking under sukuk mudarabah structure using Malaysia as a case study. This paper also recommends shariah scholars across the globe should converge for the purpose of harmonization of opinion to arrive at given standard for the operation of Islamic products unification globally.

Keywords: Sukuk, Mudarabah, Repurchase Undertaking, Shariah.



Management In Location And Premise Size Of Successful Edible Bird Nest (Ebn) Swiftlet Houses In Terengganu, Malaysia

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ABSTRACT

Many entrepreneurs are very interested to start EBN swiftlet ranching. However, majority of them lack knowledge in suitable location and premise size factors for successful EBN swiftlet house. This study compares location and premise size in coastal, rural and urban area in Terengganu to investigate factors that play a critical role in determining the success of a swiftlet ranching venture. This study was conducted in 12 EBN swiftlet houses in Terengganu, namely four in coastal, rural and urban areas respectively. Location area, size of premise, number of floors and number of nests were recorded. It was found that a 2800 (70x40) square feet 3-floor EBN swiftlet house from the second rural area produced the highest number of nests (273 nests), whereas the lowest number of nests harvested from the second EBN swiftlet house in urban area, that was a 3-floor 1012 (46x22) square feet of swiftlet house. Strangely, the third EBN swiftlet house from the urban area, the smallest EBN swiftlet house consisting of 1 floor and size 800 (40x20) square feet of swiftlet house produced the second highest number of nests (256 nests). There is a significant correlation among production of EBN with location of EBN swiftlet house. Location and premise size were the success factors to ensure high EBN swiftlet population which in turn contributes to higher nest production.

Keywords: Suitable ranching practices, swiftlet ranching, edible bird nest production, sustainable management



Motivating Knowledge Workers: Problem and Issues in Knowledge Sharing

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Abstract

Knowledge sharing (KS) is crucial for institution of higher learning (IHL) in achieving success. Having KS culture within institution of higher learning (IHL) would have tremendous effect on their performance. IHL is the best place for KS to be realized as academics output is one of the major weightage in university ranking. These output include number of publication, engagement in professional bodies and availability of academics coming to conference among others. KS is dependable on academics as long as they are willing and freely shares what they know. Literature search reveal that there are challenges for IHL in motivating the knowledge workers into sharing. Most of academics are well verse and experts in their area and the only way knowledge that reside in their head is to be known to others is by them to share. Some academics choose not to share it due to individual, organizational and technological constraints. This paper discussed about ways to solve this problem. It were found that motivating knowledge workers need to be done continuously, which requires both individual and management to cooperate with. The discussion focusing on Social Capital Theory (SCT) and Self-Determination Theory (SDT).

Keywords: Knowledge sharing (KS), knowledge worker, motivation, and academics.



The Construction of *Santri* on the Meaning of Work An Ethnography Study of *Santri* Working in the *Pesantren* Business Units in Indonesia

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Abstract

Different people define work differently. In Indonesia, pesantren –the Islamic boarding schools— develops unique philosophical and cultural roots which are assumed to have an impact to the santri's (students) thought and behavior. This study aims to explore the meaning of work as constructed by santris who work in the business units in pesantren. This study uses a qualitative approach with an ethnography methodology. To collect data, we conducted in-depth interviews with five santris working in the business units of Pesantren Sidogiri Cooperative in Pasuruan East Java Indonesia. The informants were determined purposively according to the reference for determining informants in ethnographic methods. Data collected were analyzed using four types of ethnographic analysis namely domain analysis, taxonomic analysis, component analysis, and theme analysis. The results of this study indicate that santris construct the meaning of work differently from commonly perceived work meaning. For santris, the meanings of work include that (1) work is an activity that aims at worship; (2) work is the trust from teachers; (3) work is a the santri solemn to pesantren and teachers; (4) work is a jihad for the economic independence of pesantren; (5) work is applying knowledge; (6) work is ngalab barakah; and (7) work is to gain teachers's good pleasure. The influences responsible for the santri's construction of work meaning include the values, the culture, and the social structure of pesantren. This study suggests that the socio-cultural background plays significant role in the construction of a meaning including work meaning.

Keywords: meaning of work, pesantren culture, santri



The Role of Productive Zakat in the Reduction of the Urban Poverty in Indonesia

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Abstract

Productive zakat can be viewed as a strategic mechanism to channel the wealth of the have to the have not so that they improve their economic wellbeing. BAZNAS (the National Amil Zakat Agency) and its provincial branches have been setup in Indonesia to collect zakat from *muzakki* (the givers) and distribute it to *mustahiq* (the receivers) with the aim to improve their well-being. This study was aimed at unravelling the role of the Baznas in its attempt to help reduce the poverty in the urban poor. A qualitative case study was used in order to answer the research objective. Documentary data pertaining to zakat distribution to *mustahiq* in the urban poor of Surabaya were collected from the Jatim (East Java) BAZNAS office. The data gathered was analyzed to depict the framework, programs and strategies of the agency in distributing zakat to this urban poor. The results showed that to reduce the poverty of the Surabaya urban poor, the Jatim BAZNAS applies the strategy of productive zakat distribution implemented through (1) vocational training for the *mustahiq*; (2) providing working tools for starting or developing businesses; and (c) a revolving capital loan to increase capital of the *mustahiq* members of SMEs whose business has run under the *Qard al-hasan* contract. This study has expanded the understanding of good practices performed by BAZNAS in attempt to reduce the poverty of the urban poor. A further study is needed to explore the effect of the productive zakat to improve the economy of the urban poor.

Keywords: productive zakat, poverty reduction, urban poor



The Halal Supply Chains Mapping in Indonesian Traditional Market as an Effort to Create Food Security Environment: An Initial Concept

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Abstract

Thomson Reuters (2015) estimates that in 2019 the halal food market is worth USD2,537 billion (21 percent of global expenditure), the halal cosmetics market becomes USD73 billion (6.78 percent of global expenditure), and halal personal needs of USD103 billion. In Indonesia as Muslim majority country, the awareness of halal products and services has been growing quite rapidly. The halal supply chains defined as the activities of all entities involved in the supply chain from upstream to downstream should be applied in accordance with Islamic law, from the selection of suppliers, their production processes, and product storage, to their distribution. Recent public perception shows that halal products are identical to the food industry. However, according to Thomson Reuters (2014-2015), halal products are not only the food industry but also include the cosmetics and pharmaceutical industries, Islamic-based financial systems, fashion, media and recreation, and the concept of halal tourism. This piece of paper attempts to synchronize *halal* supply chains with supply chain risk management. In the consumer perspectives, halal supply chains can provide certainty and quality of products consumed by consumers.

Keywords: food security, halal supply chain, Indonesia, traditional market



**OPTIMIZATION OF YATIMPRENUERS IN THE ENTREPRENEURSHIP
FINANCIAL MANAGEMENT DEVELOPMENT TOWARDS
INDEPENDENCE
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Abstract

Independent orphanages have long been recognized and trusted by the community in developing independent orphans, especially in terms of building entrepreneurial character, where the independent orphans are able to establish reliable cadres who are not only known to be potential, but also have been able to convert their potential into a skill. In this global era, expertise, culture and the role of independent orphanage institutions must be raised, or demanded to be born again. An independent orphanage has its own reputation as an institution which is characterized by Islam: first, as an educational institution that can build the independence of Orphans Dhuafa, second, as a religious value-based social organization that can increase community participation and support resources for the independence of orphans and poor people, and third, it increases organizational capacity building. The purpose of this study is to help orphans and poor people develop and foster an entrepreneurial spirit by enhancing self-confidence and entrepreneurial independence. Efforts have been made by the Surabaya Independent Orphanage in developing financial management to support the optimization of Yatim prenuers (orphan entrepreneurs). The current study used qualitative methods to collect data, namely observation, in-depth interviews, documentation studies, literature studies and triangulation. The study adopted purposive and snowball sampling techniques. Data analysis was performed by doing data reduction, data display, and conclusion drawing / verification. The research findings show that the Surabaya Independent Orphanage Institution is able to play its role in optimizing the development of financial management, which contributes to the development of orphans, poor people as well as their communities by developing entrepreneurial spirit in accordance with the potential of natural resources in the community.

Keywords: Optimization, Yatim Preneur, Mandiri Entrepreneurship Center, Financial Management.



Development of novel tool for determination of Institutional and Interpersonal, Economical, Cultural and Technology Factors in Service sector SMEs in Malaysia towards Globalization : A Literature Review

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ABSTRACT

The factors effecting the globalization of services small and medium enterprises (SMEs) in Malaysia are unknown. Globalisation as a necessity is unavoidable phenomenon in this era of technology and science. In Malaysia, SMEs are considered as the backbone of economy and among SMEs, service sector is the largest contributor in terms of economic activates. There is no proper tool available to assess the factors that might effect the globalization process of service sector SMEs which is a need to measures the effect of these factors on SMEs decision to go global. To identify those factors research gate and google scholar were used to find out and study the previous literature beside publications and archives of ASEAN, EU, World Bank , CIA Country fact book, SME Corp Malaysia, Department of statics, Malaysia and Ministry of International trade and industry database were used to measure and compare the facts and figures around the globe so as to define relationship between these factors and SMEs globalization decisions. Specific key words were used such as, Globalization, SME globalization, factors affecting globalization, globalization determinants, service sector globalization. Post identification was followed by the development of the tool, constructed with total of 60 items subdivided into five domains.



The Effect Of Application Of Tauhid-Based Accounting Behavior To Avoid Tax Practice In Indonesia

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Abstract

This study aims to learn how to apply monotheism-based accounting to tax avoidance activities in companies listed on the Indonesia Stock Exchange (BEI) in 2016. The sample of this research is companies whose shares are listed on the Indonesia Stock Exchange (BEI) in 2016 totaling 234 companies. This study uses data analysis and regression analysis of the elements contained in accounting based on monotheism and tax avoidance. The results of this study indicate that the proxy implementation of monotheism-based accounting for tax avoidance activities that is the percentage of independent commissioners and the number of audit boards is significantly related to tax avoidance activities which are proxied by the book tax gap. The results of this study also showed that tax avoidance activities were not significant because of institutional ownership, and accounting based on monotheism. The limitation of this study is the use of companies whose shares are listed on the Indonesia Stock Exchange (IDX) which are all objects of research, so the results of the study cannot be drawn from the conclusions for each industry sector because each industrial sector has different characteristics.

Keywords: Behavioral Accounting, Monotheism, Tax Avoidance, Book Tax Gaps



Examining Challenges for Development of Students Loyalty Toward Nigerian Higher Institution of Learning

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Abstract

The barriers within educational institutions and students when concentrating on quality of service remains uncertain. This paper examined the challenges for development of student's loyalty toward higher institutions of Kano State, Nigeria. The study was performed through quantitative research methodology, in order to test proposed hypothesis formulated using some theories. Sample were obtained from six selected public higher educational institutions of Kano State, Nigeria. Analysis of the hypothesis testing indicate that service quality and organizational image influence student loyalty, however, enhancing service quality and image building of a higher educational institution may have a lot to do with the attraction of top class academic staff which in turn would leads to higher satisfaction scores on the side of the student, which will eventually lead to increase in loyalty. This study contributed in highlighting a selling point for instructive establishments of Nigeria.



Customer Loyalty to The Sharia Microfinance Institution in Indonesia

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Abstract

Various studies have identified the correlates of customer loyalty including satisfaction, trust, commitment, involvement, perceived cost, and service quality. This paper aims to describe customer loyalty to the Sharia microfinance institution in Indonesia. The main question developed was whether the customers of this institution have similar drives in maintaining their loyalty in using its services. The study uses qualitative method with a phenomenological approach and descriptive analysis. Data were collected from a series of in-depth interviews and focus group discussions with the management and the customers of Bayt al Mal wa al Tamwil Masalahah (BMTM) Sidogiri Pasuruan Indonesia. The study found that customer loyalty to BMTM Sidogiri was characterized by a positive response to and the utilization of products. The positive attitude towards BMTM products was based on the motives of meeting daily needs, business development and the acceptance of sharia values in the form of blessing and economic justice when using the products. In addition, the customer loyalty to BMTM Sidogiri was driven by emotional connection among the alumni of Sidogiri *pesantren* even though there is no structural connection between BMTM and Sidogiri *pesantren*. In maintaining its customer loyalty, the BMTM Sidogiri attempts to bring its services closer to the community, opens BMTM branches in other cities and adds new counters to ease customer transaction services. This study suggests that the customer loyalty to the Islamic financial institution is determined by a combination of shariah values acceptance and the fulfilment of daily need as well as business development.

Keywords: customer loyalty, Indonesia, shariah microfinance institution



Analisa Keputusan Konsumen Dalam Berbelanja Di Retail Market

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Abstract

Penelitian ini bertujuan untuk menjawab pertanyaan mengenai keputusan konsumen dalam berbelanja di ritel market studi kasus Toko Basmalah cabang Surabaya sebagai tempat belanja. Data penelitian diperoleh dari data rekap omset toko, observasi serta survey lapangan, dan wawancara kepada konsumen dan manajemen Toko Basmalah. Data sekunder dari beberapa literatur yang relevan terhadap penelitian terkait. Kemudian dianalisis menggunakan metode analisis deskriptif. Hasil penelitian menyimpulkan menunjukkan bahwa motivasi konsumen dalam memilih tempat belanja pada Toko Basmalah didasari dari empat kebutuhan dasar yakni kebutuhan fisiologis, kebutuhan rasa aman, kebutuhan sosial, dan kebutuhan ego. Sedangkan menurut klasifikasi motif konsumen Toko Basmalah didasari oleh motif fisiolgik, psikogenik, dan motif disadari atau rasional. Ada beberapa Retailing Mix atau strategi penjualan eceran yang telah dilakukan Toko Basmalah menjadi pemicu timbulnya motivasi diantara konsumen memilih untuk berbelanja di toko tersebut diantaranya adalah lokasi toko, pelayanan, merchandising, harga, suasana toko, dan karyawan toko. Sejalan dengan kesimpulan tersebut, disarankan kepada pihak Toko Basmalah agar selalu mengembangkan fasilitas sarana dan prasarana yang ada serta memperbaiki layanan yang masih dianggap kurang sehingga konsumen merasa nyaman dan betah. Dapat mengembangkan strategi promosi untuk lebih dikenal masyarakat dan menarik lebih banyak konsumen



A Reliable and Valid Measurements Scale for Assessing the Effectiveness of Tax Administration Efficiency on Oil and Gas Companies: Evidence from Nigeria

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Abstract

Inefficient tax system causes government to loss huge amount of revenue. Tax administrators are primarily responsible to collect taxes due from taxpayers in accordance with the relevant tax laws and regulations in a way that instils confidence on taxpayers through efficient tax administration. The paper aims at validating relevant and reliable measurement scale for assessing the effectiveness of tax administration efficiency on oil and gas companies operating in Nigerian oil sector. Hence, an adapted questionnaire comprising 4 items was administered to 300 local and multinational oil and gas companies in Nigeria. All the items were subjected to evaluations and validations by 8 experts reviewers with cognate experience in oil and gas activities. Exploratory Factor Analysis (EFA) using SPSS version 25 and Confirmatory Factor Analysis (CFA); indicator reliability, Cronbach alpha, internal consistency Using PLS SEM 3.8 were used to analyse the data. The results provide evidence that the tax administration efficiency scale have achieved reliability and validity criteria. Consequently, Policymakers, practitioners and researchers can adapt this scale to assess effectiveness of tax administration efficiency by companies in different jurisdictions across the globe. This study undoubtedly builds the existing literature and contributes to the subject area, by implication the validated scale will assist host oil and gas countries with inefficient tax administration system to come up with policies in such a way to ensure efficiency in tax administration so as to increase government revenues.

Keywords: Tax; Administration; Measurements, Scale; Oil; Companies



Strategic Planning And Organization Performance Of Jordanian Healthcare Organization: Conceptual And Empirical Literature Review

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Abstract

Organizational performance still becomes an important concept in the strategic management studies. Many researchers have used it as a focus of study and try to determine what the factors that might contribute to the performance are. Strategic planning is believed to be able to drive organization to achieve better performance. The aim of this study is to examine whether strategic planning will assist health care organizations to uplift its performance. Within the extant literature, calls exist for more investigations into the concept of strategic planning on outcomes such as organizational performance. The main methods being used for this article were comprehensive review and analysis of related studies and literature review for development of hypotheses. Articles was based on using same keywords of this article title (strategic, planning, organizational performance, healthcare organization)



The Effects of Intellectual Capital on Firm Performance of Industrial Sector in Jordan

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Abstract

This paper examines whether intellectual capital, measured through the value-added intellectual coefficient (VAICTM) affects the performance of industrial sector in the Amman stock exchange (ASE). Market to book ratio (M/B) and earning per share (EPS) were used as measures for financial performance. Using Stata software, panel data analysis was carried out on 50 Jordanian industrial companies for the period 2008-2017. The results indicate that a positive relationship between VAICTM and each of its three components (capital employed efficiency (CEE), human capital efficiency (HCE) and structural capital efficiency (SCE)) with the firm's performance in terms of their EPS. As for the M/B ratio, the results are significant for the CEE and SCE, but not for the HCE. The results suggest that industrial companies in Jordan must hold practical and knowledge experiences because it is vital for their competitive advantage, and must reduce unemployment rates by employing new employees with expertise and skills. The present study integrates previous methodologies in order to investigate the relationships between IC and firm performance of industrial companies listed on the ASE.

Keywords: earning per share, industrial sector, intellectual capital, market to book ratio, value added intellectual coefficient.



Empirics on Relationships between Urbanization, Co2 Emissions, Energy Consumption and Economic Growth: A Heterogeneous Panel Study of Malaysia and Selected ASEAN+3 Countries

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ABSTRACT

This paper aims to investigate the relationships between urbanization, CO₂ emissions, energy consumption and economic growth based on estimations in simultaneous equations framework. An economic growth model is protracted to include urbanization as shift factor and pollutant emissions as determinant of total factor productivity. A country panel of Malaysia and selected ASEAN+3, for periods 1970–2019, are estimated employing Augmented Mean Group (AMG) estimator as well as Common Correlated Effects Mean Group (CCEMG) estimator that are robust to both cross-sectional dependence and cointegration. The empirical findings show that the impact of urbanization on economic growth was mixed. Moreover, economic growth in selected ASEAN+3 pulled the CO₂ emissions downward, while pushed it upward in case of Malaysia. The findings also reveal bidirectional causality between energy consumption and economic growth. Based on empirical findings, policies are suggested for Malaysia and Selected ASEAN+3 Countries economy. Additionally, these policies have potential to extract implications for the rest of the world.

Keywords Urbanization, CO₂ emissions, Energy consumption, Economic growth, Heterogeneous panel, Malaysia and Selected ASEAN+3



Moderating and Mediating Effect of Renewable Energy Consumption, Trade Openness, Foreign Direct Inflow and Co2 Emission on Economic Growth in Sub-Saharan African Countries

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ABSTRACT

The linkages among renewable energy consumption, trade openness foreign direct inflows, CO2 emissions and their resulting effect on economic growth is extensively conferred area in the previous studies environment and energy; but, there is an unseen literature on moderation and mediation effect of trade openness, foreign direct inflows and CO2 emissions with the renewable energy consumption on economic growth in sub-Saharan African countries, which is being examine in this study by applying a second generation technique for a period of 1970–2019. The findings revealed that foreign direct inflows and trade openness both increase economic growth, while, renewable energy consumption reduces economic growth during the study time period. In addition, the results supported the inverted U-shaped Environmental Kuznets Curve (EKC) hypothesis for foreign direct inflows, trade openness, CO2 emissions and economic growth in these countries. The results do not support 'pollution haven hypotheses where foreign direct inflows damage the natural flora of the countries. In the presence of moderation and mediation effect of foreign direct inflows, trade openness and CO2 emissions with the renewable energy consumption on economic growth averted the negative effect of renewable energy consumption, and converted into positive externality, where environmental sustainability agenda is conceded by lower environmental regulations and unsustainable production techniques that rise country's economic growth. The study recommended that by adding renewable energy consumption in existing energy portfolio may help to increase economic growth whereas stern environmental compliance may not neglect the positive externality of unsustainable production and it will support to achieve green development programmes in these countries.

Keywords: CO2 emissions, Economic growth, Foreign direct inflows, Renewable energy consumption, Second generation techniques, Sub-Saharan African countries



The Impact of Interest Rate Liberalization on Savings and Investment in Sub-Saharan Africa Countries

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Abstract

The purpose of this study is to empirically examine the impact of interest rate liberalization policy on savings and investment in five selected Sub-Saharan African countries. In an attempt to determine the impact of the policy, the study utilized the panel ARDL approach to test for long-run effect, using a dummy variable to measure for pre and post implementation of the policy. Two indexes were created for savings variables and investment variables using PCA. The interaction of the dummy variable with each of the index represent the policy implementation, which test for post policy implementation. The study employed lending rate, deposit rate and trade openness as proxies for interest rate liberalization while savings is proxy by gross domestic savings on the policy impact on savings. While lending rate, foreign direct investment, trade openness and gross domestic savings as proxies for interest rate liberalization on investment proxy by credit to private sector by bank. The empirical findings show that, the policy was not significant on savings while on investment, it has a significant but negative effect. The study recommends policies that will bring about improvement in the business environment, which will attract investors into the region.



Energy Consumption on Growth in Ghana: Asymmetric Approach

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Abstract

This study employs a nonlinear autoregressive distributive lag model (NARDL) approach to investigate the asymmetric causality among energy consumption, government spending, energy price, and growth as well as long and short-run relationship. Time series data from 1980-2017 for Ghana sourced from world bank were employ. Unit root test based on ADF and PP and Zivot and Andrew establish the variables have mixed order of integration $I(0)$ and $I(1)$. The bound test determines the presence of cointegration. The positive shock of energy on growth is 1.25%, and negative shock is 0.34% in the long run. The short-run positive and adverse shocks are 0.61% and 0.17%, respectively. The outcome implies that positive shock impacted more on the growth than negative shock. The positive asymmetric causality supported the conservation hypothesis while the negative asymmetric causality backed feedback hypothesis. It highlighted the fact that no single package will solve the energy poverty in Ghana, but rather a highbred and dynamic approach is required. The policy implications are informed.

Keywords: Energy consumption, government spending, energy price, growth, asymmetric.



The Impact Of Fiscal Policy On Economic Growth For Jordan: Evidence From A Cointegration Test With A Structural Break

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ABSTRACT

In this study, the model was employed by using the data for the period of 1970-2017 in Jordan, the effect of Government Expenditure, Taxes and Debt on economic growth was investigated in Jordan. For this purpose, the stationarity of the series was analysed by utilising traditional unit root tests (ADF and PP unit root tests) and unit root tests with structural breaks (Zivot and Andrews and Lumsdaine & Papell). Since the series contained unit root at the level and were stationary at the first difference, the process continued with cointegration analysis. The results of the cointegration test developed by Maki, showed the presence of a cointegration relationship in both analyses. In the last section of the study, cointegration coefficient estimator DOLS was used.

Keywords: Debt, Economic Growth, Government Expenditure, Taxes.



Factors Influencing Entrepreneurs' Intention Towards Online Business Involvement

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Abstract

In present time, the Malaysian Government is motivated and committed to produce local entrepreneurs with high quality and entrepreneurial value. This goal is associated with the country's economic transformation towards a fully developed nation status by the year 2020. Despite of the high potential impact of the current technology platforms, specifically for online business in Malaysia, there are local entrepreneurs that do not have the intention to utilize technology as a medium for their business and marketing development purposes. This issue, if left unchecked, will have unfavorable effects on the future growth of online local entrepreneurs in Malaysia. The integrated model of Theory Planned Behavior and the exploratory factor analysis were used in this study. This study aimed to understand the factors in influencing entrepreneurs' intention towards online business involvement by exploring the attitude and subjective norms of the entrepreneurs. One hundred and fifty registered local entrepreneurs with Companies Commission of Malaysia were selected as respondents. The questionnaire-based survey was used for data collection. The findings are really useful for the government and concerned authorities as good as potential investors to cultivate, to review proper tools and strategically plan relevant program to ensure entrepreneurial involvement of local entrepreneurs via online could be enhanced in the business area locally and globally.

Keywords: Entrepreneurs, online business, theory of planned behaviour



The Effects of Economic Growth on Financial Development in Nigeria: Interacting Role of Foreign Direct Investment: An application of NARDL

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Abstract

The purpose of this paper is to analyze the effect of economic growth on financial development in Nigeria as well as the interacting role of foreign direct investment and economic growth. The study uses the time series data spanning the period 1970-2018. The econometrics techniques of Gregory and Hansen (1996) co-integration technique, Non-linear ARDL as the elasticity estimator and Diks and Panchenko (2006) for the causality test were applied. The co-integration result shows a long run relationship between the variables. However, the result confirms the evidence of asymmetry in the economic growth on financial development. The result also indicates the existence of unidirectional non-linear causality between economic growth and financial development, similarly, it records a one-way causality between foreign direct investment running to financial development. This concludes that economic growth and foreign direct investment has overall positive and significant effect on financial development. The study recommends that there should be an improvement in the real sector and more attraction of foreign investors as it will lead to positive spillover effect on financial sector development.

Keywords: Non-linear ARDL, Diks and Panchenko, Gregory Hansen, Interaction, Financial Development.



The Increased of Competition in the Batik industry of Kabupaten Sumenep in ASEAN Economy Community: SWOT Analysis and General Electric's Approach

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Abstract

Batik economic development, as one of the 14 components of the creative economy, need to be increased, given the trends and market prospects are very promising in batik demand. Batik economy has also contributed to drive the national economy with an export value of 69 million US dollars. Besides, 99.39% of the 55 912 business units engaged in the batik industry is the Micro and Small Business with batik domestic consumers amounting to more than 72.86 million people. Sumenep has a great potential in developing and improving the batik industry competitiveness in era ASEAN Economic Community (AEC). The industry is one of the icons of Sumenep and named as a superior product by East Java provincial government. This study aims to formulate strategies for Sumenep batik industry in era Asean Economic Community (AEC). Data were collected through interviews with owner of batik industry. The study uses a qualitative approach by using SWOT Analysis and General Electric (GE) Analysis. The SWOT Analysis was used to determine the strengths, weaknesses, opportunities, and threats that exist in the batik industry Sumenep whilst GE was used to determine the strategic positioning of the batik industry. It is recommended that Sumenep batik industry can be expanded further in the era of the ASEAN Economic Community through the identification of the growth segments, perform product specialization, and improvements to the management

Keywords : Competitiveness, Batik, Sumenep, AEC



Efficient Supply Chain Management and Its Effects on Performance

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ABSTRACT

The business environment has become highly competitive and companies are faced with a lot of challenges in manufacturing companies. In order to achieve success, manufacturing companies have to pay attention to the determinants of supply chain management that could augment their performances and profitability. The major aim of this research is to examine the determinants of efficient SCM in the manufacturing industries in Nigeria. The data collection instrument utilized is a questionnaire which is administrated to a sample of 100 employees in the manufacturing companies in Nigeria. Sample selection is based on random sampling technique. Structural equation model is used to analyse the data. The results suggest that there is a significant relationship between the determinants of efficient supply chain management and performance.



Does School Cooperative Program Increase Entrepreneurial Intention: A Structural Equation Modelling Approach

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Abstract

School Cooperative program was introduced in Malaysia since 1968 and until today, there are 2421 Malaysian School Cooperatives. However, the impact of school cooperative towards student's entrepreneurial intention remains unclear, due to the limited previous researches on this topic. Thus, the main purpose of this empirical research is to investigate the impact of school cooperative involvement on the student's entrepreneurial intention. The data was collected using stratified random sampling technique from the secondary school students who involve in school cooperative. A total of 161 usable questionnaires were used in this research and analyzed using Structural Equation Modeling (SEM). The result showed that the student's involvement in school cooperative increase their entrepreneurial intention. This empirical evidence indicates that the school cooperative program contributes to the development process of future entrepreneurs in Malaysia.

Keywords: School cooperative, cooperative involvement, entrepreneurial intention, structural equation modelling (SEM)



Global Determinants Of Liquidity Risk And Profitability Of Islamic Banks

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ABSTRACT

Liquidity risk in banks is a major issue following the 2008 Global Financial Crisis and 2014 fall in oil price. The absence of Shariah-compliant liquidity instruments also accentuates liquidity problems in Islamic banks. The banks also face cost efficiency issues in addition to liquidity risk that affect their profitability. The paper examined liquidity risk determinants of Islamic banks in ten countries from Organization of Islamic Co-operation (OIC). The study uses data of banks operating in dual and fully Islamic banking regulatory environments. Generalized Method of Moments (GMM) was employed on 85 Islamic banks over 2005 to 2016 study periods. The results show that cost efficiency and profitability ratios, Capital Adequacy Ratio and Profit and Loss Sharing (PLS) are significantly related to liquidity risk. Similarly, Gross Domestic Product, Money Supply and inflation have significant influence on liquidity risk. The implications of the results are that bank management, government and regulatory bodies of Islamic banks should manage the significant factors influencing liquidity risk effectively because they have direct impact on the banks' cost efficiency and profitability. This study contributes new findings in terms of reaffirming the reluctance of Islamic banks to use PLS contract since it increases liquidity risk. The study recommended that practitioners and policy makers to always examine closely PLS contract and ensure they are backed by long term capital to mitigate liquidity risk. This will ensure greater profitability of Islamic banks in the dual banking environment.

Keywords: Cost Efficiency, Islamic Bank, Liquidity Risk, Profitability.



Revisiting Linkages Between Role Of Agriculture, Poverty And Economic In Selected African Opec Countries

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ABSTRACT

This study examined the influence of agriculture, poverty and economic in selected African OPEC countries from 1970-2018. This study applied a panel quantile regression model that takes unobserved individual heterogeneity and distributional heterogeneity into consideration. Furthermore, to avoid any bias, the known 2014 Oil crisis structural break (TB) is included in the model. In addition, the study employed cross-section dependence test; Levin-Lin-Chu, Im-Pesaran, Pesaran-CIPS and Madalla and Wu unit root test; Pedroni, Kao and Larsson Cointegration test; Full-modified OLS (FMOLS) and Dynamic OLS (DOLS); and Panel Dumitrescu and Hurlin heterogeneous panel Granger causality test. The results of unit root test showed that all the variables are integrated at first difference. Additionally, the results revealed that the effect of the agriculture and poverty on economic growth is heterogeneous across quantiles. Specifically, agriculture increases economic growth, with the strongest effects occurring at higher quantiles. Moreover, the results of cointegration test revealed that agriculture, poverty and 2014 Oil crisis structural break (TB) are cointegrated in the long run. The result of FMOLS and DOLS also revealed that that agriculture, poverty and 2014 Oil crisis structural break (TB) are positively and negatively affecting the economic growth of selected African OPEC countries respectively. The Panel Dumitrescu and Hurlin heterogeneous panel Granger causality test showed two-way causality running from agriculture to economic growth. In conclusion, the results of this study support the validity of the halo effect hypothesis in the selected African OPEC countries. Conversely, there is evidence in support of Cobb-Douglass growth model in the countries. Finally, the results of the study provide the policymakers with important policy recommendations.

Keywords: Agriculture, Dynamic OLS (DOLS); Economic Growth, Energy, Full-modified OLS (FMOLS); Povrty, Panel Dumitrescu and Hurlin heterogeneous panel Granger causality test, Panel Quantile Regression



Zakat Community Development as an Approach to Building the Dignity and Economic Independence of Muslims: An Initial Concept

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Abstract

Many models in community empowerment such as PAR and ABCD have been developed and practiced for community empowerment in general, yet they have not paid attention to a very specific aspect relating to Muslim societies. Zakat is a formal institution in the teachings of Islam as a vehicle for the distribution of wealth from the have to disadvantaged groups. Therefore, zakat can be an alternative model for the economic empowerment of the *umat*. Based on a systematic literature review, this conceptual article proposes and discusses the Zakat Community Development (ZCD) model and its use in accelerating the economic independence of *umat* and ZCD's strategic steps in realizing the nation's economic dignity. Independence here is defined as a situation where a person has a desire to compete to move forward, be able to make decisions, and holds initiatives to overcome the problems faced, has confidence and takes responsibility for what is done. Specifically, ZCD aims to: *first*, build a national economy independently based on the strength of domestic resources; *second*, build an economy oriented to the welfare of society; and *third*, strengthen international economic cooperation to increase exports of national products. The Zakat Community Development model is assumed to play an effective role in building the economic independence of the people and the dignity of the nation's economy.

Keywords: economic independence, Muslim, zakat community development



An Investigation of Precursors of online impulse buying and its effects on Purchase Regret: A combination of hedonic and experiential consumption

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Abstract

Impulsive buyers are a dream segment for retailers and marketers. Stimulants at retail environment and cognitive aspects evoke sudden urge for the acquisition of product spontaneously. This desire of immediate possession and instant gratification may cause negative outcomes like purchase regret. This research is an attempt to examine the impact of cognitive aspects on purchase regret through impulsive buying in online context. Getting reflections from cognitive dissonance theory and the post-purchase evaluation a theoretical model was developed and empirically tested for online impulsive buyers. An online survey was conducted to collect the data of 360 online consumers. Structural equation modeling technique was carried out to establish the reliability, validity of measures and examine the proposed relational paths. In general results are in support of propositions that key cognitive variables precede impulsive buying that ultimately resulted in purchase regret. Findings of the study can help both practitioners and online retailers in the field to improve the understandings of consumer internal motivational factors based on hedonic or experiential consumption.

Keywords: Purchase Regret, Online Impulse Buying, Perceived playfulness, self-gratification



Qard-al-Hasan Based Crowdfunding as an Alternative Mode of Financing for Small and Medium Enterprises (SMEs)-Sharia Analysis

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Abstract

The financial crises that occurred in 2008, coupled with the evolution and globalization of social media and technology has made the evolvement of crowdfunding easy to use as a means of financing. However, the concept of crowdfunding is correlated with spiritual and religious responsibility which can increase the economic growth of small and medium enterprises (SMEs). In light of this, this paper aims to investigate the capacity of crowdfunding and proposes a crowdfunding model that adheres to the principle of Shariah by adopting a legitimate contract known as Qard-al-Hasan. Therefore, the study adopts a qualitative research approach using both secondary and primary data. Secondary data which include Shariah sources, Fiq'h, and journals in order to build the model, and primary data by interviewing Shariah expert so as to validate the built model. However, the study discovers that various crowdfunding models have been put into practice; donation-based, reward-based, lending based and equity-based. It also discovers that Islamic finance and crowdfunding are inherently compatible and mutually reinforcing" to promote Maslahah Mursalah (unregulated public interest) by mobilizing the fund from the community. Thus, this study proposed a Qard-al-Hasan based crowdfunding model. This model has the role of providing funds for small and medium enterprises (SMEs) in order to mitigate their financing problem.

Keywords: Crowdfunding, *Qard-al-hasan*, *shariah*, small and medium enterprises (SMEs).



Financial Literacy: Does it impact on financial behavior?

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Abstract

Financial literacy becomes one of the most important factor in managing individual financial management. Low financial literacy among Malaysian is an issue which leads to various other problems such as bankruptcy, poor financial planning, unable to save for emergency and many more. This study aims to determine the impact of financial literacy on financial behavior among young school teachers. Financial behavior in this study was explored as spending, saving, credit card and money management. A total 384 school teacher in Kelantan were selected as sample using self-administered questionnaire. Data were analyzed using Structural Equation Model (SEM). As a result, financial literacy had a significant impact on personal financial behavior.

Keywords: Financial Literacy, Financial Behavior, Structural Equation Model, Malaysia



Effect of Strategic Planning Process on Organization Performance in Nigeria

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Abstract

The focus of this research is to review and test the theory of strategic planning in relation to the organizational performance. Strategic planning is reported to enhance an organization's performance, operations, and overall effectiveness which has been used in the private and public sectors for decades. The research indicates that large organizations regularly engage in strategic planning and the plans they have developed and implemented have had a positive impact on the organization overall performance and effectiveness. Several literature assess that strategic planning is said to increase an organization's financial performance and longevity. It further argues that public organizations should adopt the process of strategic planning. Therefore, it is prudent to study this industry, and to determine the overall effectiveness of strategic planning for an organization. Hence this study will focus on the review of theory, practice and effectiveness of strategic planning particularly as it pertains to public sector organizations in Nigeria

Keywords: strategic planning, organizational performance, Nigerian public sector, strategic planning process



Ujian Korelasi Hubungan Bagi Imej Destinasi, Kepuasan Keseluruhan Pelancong, Motivasi Tolakan, Motivasi Tarikan Terhadap Kesetiaan Pelancong

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Abstract

Malaysia merupakan sebuah negara yang mempunyai banyak tarikan unik. Kekayaan budaya dan warisan hasil daripada gabungan masyarakat inilah yang menjadi tarikan pelancong domestik untuk melawat tempat-tempat menarik di dalam Malaysia. Oleh demikian, Tasik Kenyir yang merupakan destinasi eko-pelancongan di Malaysia telah dipilih sebagai lokasi kajian ini kerana pembangunan pesat yang dijalankan oleh pihak kerajaan dan swasta di Tasik Kenyir bagi menarik kedatangan pelancong. Objektif kajian ini ialah untuk mengkaji bagaimana hubungan Imej Destinasi Tasik Kenyir dan kepuasan keseluruhan pelancong, motivasi tarikan dan tolakan dan kesetiaan memberi motivasi tarikan dan tolakan dan kesetiaan. Data kajian dianalisis dengan menggunakan ujian kebolehpercayaan dan analisis korelasi dalam IBM-SPSS. Kajian ini menggunakan kaedah kuantitatif supaya soal selidik boleh merangkumi sebilangan besar pemberi maklumat, melalui pemilihan sampel saiz secara rawak. Walaupun terdapat kajian-kajian empirikal yang pernah dijalankan dengan topik sebegini, namun ia masih terhad di Terengganu khususnya. Hasil dapatan kajian ini menunjukkan semua pemboleh ubah mempunyai hubungan korelasi yang positif terhadap kesetiaan. Oleh itu, hasil daripada kajian ini dapat membantu industri pelancongan di Tasik Kenyir dalam meningkatkan imej destinasi bagi memberi kepuasan kepada pelancong dan seterusnya memberi kesetiaan untuk berkunjung kembali.



Rule of Law and FDI inflow: A Pooled Mean Group Analysis of Selected SSA Countries

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Abstract

Foreign Direct Investment (FDI) has continue to play crucial role in the growth process of developing economies such as Sub-Sahara African (SSA) countries by complementing domestic investment. However, the SSA countries have not been able to attract the desired FDI inflow to meet their gross investment requirements. The aim of this paper is to investigate the impact of rule of law on FDI inflow in six selected SSA countries. The study employed Pooled Mean Group (PMG) dynamic heterogeneous panel analysis covering the period 1996 – 2017. The findings indicate that the rule of law has significant positive influence on FDI inflow in the selected countries in the long-run, whereas its impact on FDI in the short-run is insignificant. This implies that the SSA countries need to make deliberate efforts to effectively promote adherence to the rule of law with a view to enhance the confidence of foreign investors in the economies and stimulate inflow of FDI. This paper is amongst the first to utilize PMG dynamic heterogeneous panel approach to examine the relationship of rule of law with FDI in the selected SSA countries.

Keywords: *FDI*, Rule of Law, Pooled Mean Group



Financing books publication industry in Malaysia: Can Islamic crowdfunding be a practical solution?

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ABSTRACT

This paper aims to study Islamic crowdfunding from the standpoint of its possible application to finance the books publication industry with the use of Islamic contract as an instrument in the Islamic crowdfunding model. Recently, it has been argued that the book industry in Malaysia specifically has come into a gloomy situation in which this industry is becoming weaker and tougher to survive throughout each year. It should be noted that many factors are contributing to this recede industry, for example, the emergence of digital e-book, economic factors, particularly operational cost and cost of printing and publication. To cope with the problem, then this study offers a solution known as crowdfunding which connect the investor (capital provider) and investee (those who need the capital) using an online crowdfunding platform. Crowdfunding is define as a route for individuals, groups and corporations, including start-ups, to collect funds to finance or refinance their operations through online portals (called crowdfunding sites) in which money is primarily subscribed by people and also by organizations. In addition, *Shariah* requirements for Islamic crowdfunding platform will also be discussed further throughout this research. For the methodology, ttahis study adopted qualitative approach which includes library research, reviewing academic papers and semi-structured interviews. It also involves the process of collecting, analyzing, and displaying data in narrative rather than numerical and statistical form as is the case in quantitative research.



Poverty Alleviation in the light of Quran and *Sunnah*: A *Maqassid* Approach

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Abstract

Poverty is considered as a multifaceted concept that can be in several forms which typically symbolize lack of the necessary means to meet human personal needs such as food, shelter and clothing. People witness poverty in various ways as part of the nations' population is living in an average poverty status while others are in an extremely poverty mostly in the rural areas. However, the evolution of poverty has been an emerging economic phenomena and focus of national and international government in Muslim and non-Muslim countries to initiate various strategies and programs for the poverty alleviation. In Islam, it is imperative to cater for the betterment of the society and well-being of the people leaving under the same roof of the system as a paradigm of promoting the *Maqasid Shariah* (Objectives of *Shariah*). This paper attempts to analyze the *maqassid* perspective as an approach to poverty alleviation adopting a literature based research method to figure out certain domains from the divine sources, namely Quran and *Sunnah* which are explicitly and implicitly encompass all the aspects of life. This will revive Muslims' mindset to refer back to guidelines and teachings of Islam for a perfect way to tackle any possible calamity that will endanger the stability and sustainability of Muslim affairs. It was articulated that poverty can be alleviated through corporation, brotherhood assistance, fairness and equality, and engagement in work without reliance on charity.

Keywords: Islamic approach, Poverty, Quran, *Sunnah*, *Maqassid*



The Business Model of Grocery Store Traders In Surabaya Faces Modern Retailers: An Islamic Economic Perspective

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ABSTRACT

The reality of traditional shops in urban areas is apprehensive. The existence of modern minimarket shops beat traditional shops in Surabaya. This research focuses on the business model that is applied to grocery store traders facing modern retailers. Research uses a qualitative approach. Methods of collecting data using observation and interviews. Data analysis in this study used descriptive analysis techniques. The results of the study show that the grocery store traders focus on business that is family-friendly. The business orientation of Surabaya grocery store traders is not to maximize profits, but doing business for the welfare of stakeholders includes employees, customers, suppliers, community, environment / social and future generations.

Keywords: Businss model, Grocery Stores, Modern Retailers, Islamic Economic



The Effect Of Energy Price On The Quality Of Environment In Nigeria

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ABSTRACT

The study is aim at investigating the effect of energy price on CO₂ emissions in Nigeria over the period of 1980 to 2018. The study utilized the Autoregressive Distributed Lag (ARDL) approach of cointegration. The result of the bound test of cointegration shows that the evaluated variables have long run relationship. In the long run economic growth (GDP), the square of economic growth (GDP²) and energy price (EP) increase the degradation of environment while FDI and energy use (EU) improve the quality of environment. Additionally, the study failed to support the environmental Kuznets curve (EKC) hypothesis in the case of Nigeria because both GDP and the GDP² increase the degradation of environment. Likewise, it should be well known that the improvement of efficient policies of energy likely add to lower carbon emissions without damaging real output.



Exploring and Developing Instruments for Measuring System Quality Construct in E-Learning

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ABSTRACT

System quality measurement instruments were examined in the present study for e-learning industry measurement in higher education in Jordan. This study accordingly obtained 24 system quality items from other industries, and modifications were made to the items to correspond with e-learning. The items were validated from experts, and pilot study was then executed on 100 randomly chosen undergraduate students enrolled in 4 public Jordanian universities. Five dimensions (i.e., adaptability, availability, reliability, response time and usability) were produced using the Exploratory Factor Analysis (EFA), while the internal reliability was achieved in all dimensions.



Audit firm Size, Auditor Rotation and Audit Quality Evidence from Jordan

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Abstract

The issues of auditor's characteristics and audit quality have received more attention from public and all related-party especially after prominent scandals. External auditor functions can be considered as a corner stone which serve all related-party and involves a strategies that leads to policy making, planning, and accountability, supervising and monitoring executive performance. This study aims to determine the impact of external auditor size and auditor rotation on audit quality in the Jordanian context. Using Fixed effect method available on Eviews software and Panel Data of 180 companies listed in ASE from 2009-2017, the results of this study revealed that the audit firm size has positive but insignificant influence on audit quality, which means there is no significant difference between audit quality in the companies audited by Big 4 and Non-Big 4 auditors. While the auditor rotation has a negative and significant influence on audit quality, which implies that the Jordanian firms should retain of the external auditor as much as possible. The current study presents new and modern empirical evidences on the association between external auditor's characteristics and audit quality. This study suggests to encouraging Jordanian firms to retain the external auditor for long time.

Keywords: Audit Quality, Auditor Rotation, Auditor Size, Jordan.



Effects Of Policy Content Meaningfulness And Policy Acceptance On Policy Implementation Performance Of Public Primary School Leaders In Malaysia: Using Regression By Amos

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Abstract

This paper is a report of a study conducted to examine the influence of policy content meaningfulness and policy acceptance on policy implementation performance among school leaders in Malaysia. Specifically, policy content meaningfulness and policy acceptance were the exogenous constructs, and policy implementation performance is the endogenous construct. Regression by AMOS was used to test if policy content meaningfulness and policy acceptance predicted the policy implementation performance of the school leaders in Malaysia. The main reason for using regression by AMOS over the traditional multiple regression by SPSS is because the constructs in this study are considered to be latent, not directly measured, or observed. Earlier, exploratory factor analysis was performed to inspect the underlying dimensions of policy content meaningfulness, policy acceptance, and policy implementation performance. The results of the regression indicated that the two predictors explained 46.5% of the variance in policy implementation performance. Besides, policy acceptance was discovered to significantly predicted policy implementation performance. This research contributes sturdily to the literature by looking into the effects of policy content meaningfulness and policy acceptance on policy implementation performance where the studies in these areas were barely available and necessitate some implications to those people who are involved in policy formulation and implementation.

Keywords: policy, policy content meaningfulness, policy acceptance, policy implementation performance, regression by AMOS



Crowdfunding As An Alternative Fund Provider For Private Education Institution's Student: Analysis From Maqasid Sharia Perspective

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ABSTRACT

One of the trending financial instruments that recently emerged is crowdfunding. Crowdfunding is a platform for internet-user as a fund-raiser to the certain project proposed by others either as a form of partnership (*mudharabah* or *musharakah*), or as a donation, or as a debt crowdfunding. In crowdfunding, many small investors can contribute to a proposed new product before the product hits the market. It's also applicable in education when a student need a financial support as a financial aid for their education fee. However, the study of the crowdfunding in education from *maqasid-shariah* perspective is very limited, especially in private higher education institution (PHEI). Therefore, the purpose of this conceptual paper is to study whether the objectives of getting crowdfunding for education in PHEI is meet the *maqasid-Shariah* or not. The collected data from the articles and multiple sources will be analyse from the *maqasid* perspective. This paper contributes to the model of "Islamic-crowdfunding" for education as alternative financial-aid to the students.

Keywords; crowdfunding, education, *maqasid-shariah*, private higher education institution.



Employees' Job Satisfaction From Islamic Perspective: A Case Of Hotel Industry

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ABSTRACT

Being in a competitive industry, the satisfaction of customers is always the priority among the hotel employers/managers. One of the significant factors indicating service quality of hotels is the treatment from employees. Thus with the high expectation the hotel providers have to be strict to the employees to make sure the services offered to the customers are at the optimum level. However, this situation sometimes may affect the job satisfaction among the employees as they are observed closely. Referring to the guidelines in Islam in treating employees, there are situations where employers have to be aware with the rights of employees and at the same time the employees have to obey with the employers. This study focuses on the job satisfaction among employees in the hotel industry. 100 employees from three 4-star hotels in Klang Valley were selected in the survey. The results show that working conditions, feeling accomplishment, using their own ability; and being 'somebody' in the community as among important elements in job satisfaction. All of these factors also were seen from the Islamic perspective.

Key words: hotel, employees, job satisfaction, Islamic perspective



Determinants of Non-performing Loans in Malaysia

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Abstract

This study analyzes the determinants of the non-performing loans in conventional banks and non-performing financing in Islamic banks in Malaysia since Malaysia has adopted dual banking systems where conventional bank operate side by side with Islamic bank. This study attempts to explore the specific bank factors as well as macroeconomics factors that contributing to the non-performing loans. Eight commercial banks and eleven Islamic banks will be the subject for this study ranging from 2009 until 2018. The annual report has been used as the main source for the financial data and DataStream database has been use as the source to get the macroeconomic data. Ordinary Least Squares (OLS) method was used to analyze the data. All the determinants from both factors were regressed against non-performing loans. The result of this study shows that bank size and capitalization had an inverse relationship with non-performing loans while real effective exchange rate had a significant positive relationship with non-performing loans.

Keywords: non-performing loans, Islamic banking, conventional banking, bank-specific, macroeconomic



The Impact of Human and Social Capital on Organization Success in Telecommunications Companies Jordan

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Abstract

This study aimed to reveal the impact of human and social capital on organization success in Jordan. The data proportionally collected from 234 managers of Telecommunication companies in. This study used PLS-SEM.3 software in analyzing the data. The finding concluded that the human capital had a positive impact on organization success, while norms of the social capital had a negative impact on organization success. the managerial implications indicated from finding that the managers in telecommunications companies, that the human and social capital has strong impact on organization success. Therefore, they need to bring sustainable changes in human and social capital for inclusive growth and organization success in Jordan.



Loyalty Based On Spiritual Enthusiasm Through The Development Of Customer Value Model On Baitul Maal Wat Tamwil In Surabaya Indonesia

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Abstract

This study aims to designing strategy establish loyalty based on spiritual enthusiasm members of the BMT through the development of customer value model includes utilitarian, hedonic and spiritual value. This study also examines whether customer relationship bond includes financial bonds, social bonds, structural bonds and spiritual bonds influences the forming of customer value and how customer value can create satisfaction that will build loyalty. The sample size consists of 100 BMT members in Surabaya. Data analysis techniques used in this research is a Structural Equation Models (SEM). The results show that strategies need to be built so that created loyalty member of BMT-based spiritual enthusiasm is to create satisfaction members through the variable customer value includes utilitarian, hedonic and spiritual value. Forming strong customer relationships supported by the fulfillment of the required values can be done through the four bonds i.e. financial bonds, social bonds, structural bonds and spiritual bonds.

Keywords: loyalty based on spiritual enthusiasm, customer value, satisfaction, customer relationship bonds



The Study of Burnout on Organizational Citizenship Behavior Among Malaysian Nurses

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Abstract

Numerous studies have been carried out on the behavior of organizational citizenship and history of this behavior has been explored since this behavior contributes to an organization's effective functioning. Literature widely accepts OCB's positive contribution to organizational performance (Podsakoff et al., 2000). Nowadays, nurses are working constantly in an increasingly stressful and difficult working environment. This study aims to investigate the burnout relationship on the behavior of organizational citizenship (OCB). As nurses, they are asked to work overtime and are often overloaded with tasks that seem to be endless yet demanding, the situation would contribute to the burnout. There were three dimensions of burnout which is emotional exhaustion, depersonalization and personal achievement. Questionnaire will be distributing in selected Malaysia public hospital in four zone. This study will use simple and stratified random sampling and using SPSS in order to analyze the data.

Keywords: Burnout, Emotional exhaustion, Depersonalization, Personal achievement, Organizational Citizenship Behavior.



Does Organizational Rewards effect on Employees' Job Satisfaction: A Study on Services Sector of Pakistan

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Abstract

The current research determine the effect of the employee's organizational rewards; financial and non-financial rewards on employee's job satisfaction. The main dimensions of the study are Cross sectional study was conducted on public and private educational institutes of Sahiwal District, Punjab Pakistan. Target population was employees of educational institutes. Raosfot online calculator was used for sample size determination. SPSS statistical research tool was used to perform the descriptive and inferential statistical analysis. The results of the study confirmed the existing literature that extrinsic rewards, performance pay, strong organizational culture, promotion of the employees, psychological and emotional attachment with organization strongly effect on employee commitment and employee's job satisfaction.

Keywords: Organizational rewards, job satisfaction, organizational commitment, Education Sector.



EXPLORING SELF-SERVICE TECHNOLOGY (SST) ON GRABCAR USERS: A DEVELOPED INTEGRATED POST-HOC STRUCTURAL EQUATION MODELING (POST-SEM)

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Abstract

Service quality has been studied for decades in various fields and now categorized in form of technology based service. The application of technology based service that is Self-Service Technology (SST) in transportation sector is very important to improve the customer satisfaction and customer loyalty by meeting the customers' need. This study particularly focuses on GrabCar users in Malaysia. Therefore, this study intends to explore how the efficacy of Self-Service Technology (SST) toward the GrabCar users. The objective of this research is; i) to examine the effect of SST Service Quality on Customer Satisfaction; ii) to identify the efficacy of SST Service Quality dimensions (functionality, enjoyment, security, design, assurance, convenience and customization) in the research model; iii) to determine the effect of SST Service Quality on Customer Loyalty; and iv) to assess the effect of Customer Satisfaction on Customer Loyalty. To achieve these objectives, the quantitative approach is applied using a questionnaire survey distributed to the respondents who using the GrabCar services through probability sampling. The data obtained was analyzed by using an integrated of Structural Equation Modeling (SEM) and Post-Hoc analysis. This study also summarizes their evolution; extensions, strength and weakness from selected respondents related to GrabCar users. The finding of this study provides a holistic picture for future researchers in transportation sectors based on their strength and weakness and in terms of their contribution towards the Industrial Revolution 4.0.

Keywords: Self-Service Technology, Service Quality, GrabCar, Customer Satisfaction, Structural Equation Modeling



Lime versus Lemon: What Factors Constitute to the Differences between Hausa and Igbo Entrepreneurs in Nigeria?

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ABSTRACT

Entrepreneurship is regarded highly and considered as a vital component in social, economic and human development agendas. However, the level of entrepreneurship differs considerably across countries and/or within regions in a country in the level of economic development, standards of living and the employment situation as evidenced in researches. Same phenomenon applies to Nigerian case, where literature downplayed the significance of the Hausa tribe despite having a long history of commercial activities and been involved in long distance trading for many centuries. Meanwhile, the economic activities of the Igbos accounting for the excellent interpretation of their skills had been widely reported in literature. This paper therefore extensively identified those factors that are said to be accounting for the differences in the entrepreneurial development of the Hausa compared to Igbos in Nigeria. The research therefore took a sample of 10 respondents including both Hausa and Igbo entrepreneurs in these qualitative interviews. The interviews were initially transcribed and subsequently analysed thematically with the help of ATLAS t.i 8 software. Eventually, four broad categories identified to be constituting the differences in entrepreneurial achievement between Hausa and Igbo entrepreneurs were: background of the entrepreneur; nature of the entrepreneur and mindset; entrepreneurs' goals and aims; as well as, orientation and business nature. Identifying these factors serve as a guide for policy makers to design appropriate model taking cognizance of the significant facets pertinent towards the development of Hausa entrepreneurship.

Keywords: Entrepreneurship development, differences, entrepreneurial achievement, comparative study.



Financial Indicators Influence the Audit Quality Level on the Changes of Financial Distress Level: Evidence from Public List Companies In Malaysia

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Abstract

The literature on the effectiveness of financial indicators to predict financial distress is very rich. Despite the relationships between (corporate income tax, the financial capacity of the structure of the company, the performance of corporate management, the ability of companies to repay) and financial distress. However, previous studies have neglected the role of audit capacity as a key mechanism between these relationships. Thus contributing to the body of knowledge by identifying audit capacity as a vital intermediary between the above relationships. Furthermore, most of the previous studies used Altman Z-score model to analyze the predictors of financial distress to contribute to bridging this gap. We use a longitudinal study "panel data" on several domains such as construction, technology, retail and services listed as public companies in Malaysia for the period 2002-2017. The findings support the hypothesis that there is a direct relationship between financial indicators and financial distress both directly and indirectly through the quality of the audit as an intermediary. This leads to the importance of audit quality in the assurance and credibility of financial indicators to predict financial distress.

Keywords: financial distress, financial indicators, audit quality, panel data.



Technostress Among Government Servants: An Empirical Evidence

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Abstract

The purpose of this paper is to examine the relationship between the technostress and job satisfaction, organizational commitment, continuance commitment and task performance. Selected government servants in Kelantan surveyed to find the relationship. The findings showed that the most significant effects of technostress is employee's continual commitment to their organization. The implications of this research are for the employer and employee to know the effects of technostress. It would benefit the organization in terms of better performance, higher achievement and increase productivity.

Keywords: Government servant; Technostress; Kelantan;



Underpinned learning theories in Mandarin Mobile learning

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Abstract

Learning theories or a conceptual framework ensure the effectiveness of appropriate pedagogical practice. In mobile learning, pedagogics should be the focus of the activity and not the tool. Since mobile learning is a relatively new experience and the related theories are presently under development, whether it is remarkably different or just reinforced by the existing theories. Thus, this article was intended to capture how learning theories that were being referred by the instructor in improving self-teaching and at the same time enhancing students' learning. The objective was to identify the underpinned theories in Mandarin mobile learning based on the learning activities via smartphone apps with mobile technology affordances. The discussion showed that teacher and students had frequently learned under the guidance of the theories of behaviourism, constructivism, Situated Cognition, Communities of Practice, Connectivism, however, less steered under experiential learning, and Situated Learning. This article, hence, is to enrich and to understand better how to advocate Mandarin learning practices with these underpinned mobile learning theories.

Keyword: Learning theories, Mobile affordance, Mandarin Mobile learning



The impact of bank characteristics and financial crisis on Malaysia's nonperforming loans

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ABSTRACT

This study is conducted to investigate the impact of bank characteristics (return on asset, total loan to asset, non-interest income and loan growth) and financial crisis on Malaysia's nonperforming loans. Seven commercial banks are taken as a study case with application of panel data method. The time frame for this study covered from 1995 to 2014. Findings reveal that return on asset, non-interest income and financial crisis have strong significant impact on the nonperforming loans. It indicates that a change nonperforming loans had been affected by the changes in return on asset, non-interest income and financial crisis.



Exploring the Relationship between Institutional qualities and Foreign Capital Flows attractiveness in ECOWAS countries

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Abstract

The paper addresses the sensitivity of good governance to foreign capital inflows across 15 ECOWAS member countries using a panel data spanning from 1980 to 2016. Design approach, the study utilized Principal component Analysis to create an index for foreign capital inflows variables due to lack of a uniform definition of the concept foreign capital. Dynamic Ordinary Least Square and several panel unit roots model were adopted to check the degree of integration of the variables. Findings, the empirical results found that control of corruption, government effectiveness, the rule of law, and political stability as measurements for governance; have a positive impact on foreign capital flows to ECOWAS member countries. While, regulatory quality as indicator for governance, have no significant impact on foreign capital flows to ECOWAS member countries. We therefore suggest a policy to improving their institutions qualities and build a good political structure to encourage the inflows of foreign capital to the sub-region. Originality, the empirical research fill vacuum of lack of empirical study to use PCA in creating an index for foreign capital inflows which give more reliable results and adopt DOLS model that cater for endogeneity problem which very few researches as used.

Keywords: Foreign capital, institutional qualities, Human Capital development and ECOWAS.



Participation of Local Youth Workers in Construction Industry And Strategies For Improvement: A Study in Kelantan and Terengganu

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ABSTRACT

Over the last decade the construction industry in Malaysia has undergone many changes in order to compete in the age of globalization. High employment demand not only felt by the construction sector, but all sectors of the economy. Nowadays, the construction industry is facing the problem of lack of employment from the local workers. Labour shortage in construction industry is due to certain causes such as poor participation by local labour especially local youth workers. In Malaysia, local youth would rather be unemployed despite working in the construction industry. This situation led to construction industry has been forced to rely on foreign labour, mostly from neighbouring countries. The government of Malaysia aims to reduce the number of foreign workers in the country from 1.5 million in 2010 to 1.0 million by 2020. The objectives of this study are; to identify the factors that led to the poor participation of local youth workers in the construction industry and to identify strategies to improve the participation of local labour in the construction industry. The method of the study involved interview and collection data using questionnaire with 100 respondents in Kelantan and Terengganu state. The results showed that, the respondents agreed that the major factors that led to the poor participation of local workforce in construction industry were related to work environment such as uncomfortable, unsafe, unhealthy working conditions, wage compensation and image in construction site. Four major strategies for the improvement on the local youth workers participation in construction should be implemented in the future. The first of strategies is to focus on training and advancement to all workers. Second is improvement for employment status and the image of construction workers in site. Lastly, the government and all agencies need to enhance the safety practice and procedure in construction industry.



The investigate on the mediation effect of entrepreneurship on the relationship between microfinance and economic development in Jordan: An Empirical Review

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ABSTRACT

This article investigates the notion of microfinance and its effect on economic development through Entrepreneurship mediation. The researcher explores the extent to which enterprise relates to the connection between microfinance and economic development and its effect on project accomplishment and economic well-being with the recent variant recognized as Consistent Minor Partial-Squares-Path Modeling (PLS-SEM). Also, the study used 330 questionnaires and distributed them to entrepreneurs in microfinance institutions in Jordan. The results showed how strong the impact of entrepreneurship on the relationship between microfinance and economic development in Jordan. The results highly assist the role of microfinance and show that the effect on economic development is highly favorable. This research includes a number of practical impacts of economic development by the local authorities to support economic development in Jordan.



Anti-Money Laundering Risk Posed by Mobile Money Services in Sub-Saharan Africa

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Abstract

This paper is a concept paper related money laundering risk posed mobile money services in these Sub-Saharan Afric. The growing financial market is an attractive target for attackers and fraudsters. Mobile money is an incentive for various types of fraud driven by different actors involved in the Mobile money ecosystem. In particular, serious concerns have been raised regarding the risk of money laundering in mobile money services. This research is organised first literature review related mobile money services and money laundering risks face of this service while the rest of the paper analyzed risk face mobile money posted in money laundering activities and suggestions on how to tackle and reduce these risks. This study related mobile money service adoption but mostly only focus on adoption of the service. There are many gaps need to fill in terms of this topic mobile money service. Thus, they have stated that future studies should consider addressing these gaps. This research would highlight the issues related to the money laundering risk postured in mobile money users among financial institutions of these countries. This research outcome is known as the level of adoption in financial institutions uses mobile money service to impose Anti-Money Laundering risk posted mobile service currently. Thus, It aims to protect the financial integrity and law enforcement in the countries, Sub-saharan Africa.

Key words: Money Laundering, Mobile Money, Sub-saharan Africa, Anti-Money Laundering



The Mediating Effect of Shariah Compliance on Factors that Influence Tourist Intention to Revisit in Edu-tourism Industry: A Literature Review

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Abstract

Terengganu state government aspires to make the state the main tourist destination in the east coast of Malaysia by utilizing nature, adventure, and heritage as the main attraction has launched various campaigns and packages comprise Edu-tourism products. Despite development of edu-tourism industry in Terengganu, the elements and contents must be aligned with Islamic principle considering the majority Muslim population in Terengganu. However, there were lack of edu-tourism promotions and many visitors were not aware the existence of edu-tourism products in attracting them to revisit Terengganu. The statistic of visitors to edu-tourism destinations also has shown an inconsistent growth and percentage of decrease. The purpose of this paper is to give an overview and discuss factors that influence edu-tourism in Terengganu with the mediating effect of shariah compliance. This study implemented the push-pull theory and theory of planned behaviour. With combination of these theoretical terms, this study contributed to the literature on determinant factors in edu-tourism industry and help tourism players to identify instruments which determine the sustainable edu-tourism industry.

Keywords: Tourism, tourist destination, sustainability tourism development, East Peninsular Malaysia



Financial Inclusion, Islamic Finance, Poverty And Human Development In Organisation For Islamic Cooperation (Oic) Member Countries

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ABSTRACTS

This study will examine the impact of Islamic finance on financial inclusion; impact of financial inclusion on poverty and impact of financial inclusion on human development using data from OIC member countries. The study will construct the index of financial inclusion using proxy of financial inclusion from supply and demand of financial services angles respectively. However, the study will employ second generation dynamic panel data method, the General Method of the Moment (GMM) to achieve these objectives of the study. Moreover, the study will use the panel unit tests of Levin-Lin-Chu test, Im-Pesaran-Shin test, as well as Madalla and Wu test to determine the stationarity of the data. Nonetheless, the panel cointegration test of Westerlund and Edgerton will be employed in the study to assess the nature of the longrun relationship between the variables.

Keywords: financial inclusion, Islamic finance, GMM, OIC, poverty



Exploring the Role of Moral Disengagement as Mediator in Prediction of Deviant Workplace Behavior: The Conceptual Framework

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Abstract

The purpose of this paper is to highlight the concept and dynamics of deviant workplace behavior through review of previous studies on the related area. Increasing the trend towards the occurrence of deviant workplace behavior in organizations and costs increasing associated with such behaviors, the studies on workplace deviant behavior become the heart of organizational research. This study is focusing four antecedents of deviant workplace among nurses in Malaysia. This study is underpinned by the General Aggression Model (GAM) and General Strain Theory (GST). It is due to nurses have long struggled with unethical issues in patient care and has been emphasised in many literatures. The nurses are subjected to demanding situations, urgent and heavy workloads; therefore it is likely that continuous and prolonged exposure to inevitable stressful workplace situations can lead to deviant workplace behavior. Next, the moral disengagement is another antecedent to be studied as evidenced in various antisocial and unethical behaviours to both child and adult populations. Nevertheless, little is known about the role of moral disengagement as mediator. Apart from understanding the link between organizational constraint, interpersonal conflict, trait anger and negative affectivity on deviant workplace behavior, gaining understanding on the mediating role of moral disengagement in such relationship invoke the ways in reducing the occurrence of deviant workplace behaviour in the health sector among nurses. This study fill the gaps by applying the General Aggression Model that integrates mini theories of aggression into a single conceptual framework. The study also provides practical model of violent behavior than other theories did and the explanation on the aggression. Again, this study also offers several insights into ways to reduce aggression, including how to stunt the development of aggressive tendencies over time. Finally, the study presents its significance, -limitation and conclusion with respect to deviant workplace behavior among nurses in Malaysia.

Keywords: Deviant Workplace Behavior, Moral Disengagement, General Aggression Model, General Strain Theory, Organizational Constraint, Interpersonal Conflict, Trait Anger and Negative Affectivity.



Corporate and Shariah governance mechanisms and financial performance of Islamic banks

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Abstract

Purpose: This paper aims to provide empirical evidence on the impact of corporate and Shariah governance mechanisms of Islamic banks (IBs) on their financial performance.

Design/methodology/approach: A sample of 84 IBs operate in 11 countries consisting of Malaysia, Indonesia, Brunei, Bahrain, Kuwait, Qatar, Oman, United Arab Emirates, Kingdom of Saudi Arabia, Pakistan and Bangladesh were examined from the period 2012 to 2017. Six corporate and Shariah governance mechanisms examined are board size, board independence, audit committee independence, audit committee with accounting and auditing expertise, Shariah supervisory board (SSB) size and SSB cross-membership.

Findings: The findings revealed that significant relationships exist between board independence, audit committee independence, audit committee with accounting and auditing expertise, SSB size and SSB cross-membership; as well as, return on average asset (ROAA) as a measurement of financial performance. The results are further supported by return on average equity (ROAE) as an alternative measurement of financial performance.

Originality/value: The findings of this paper may provide insights to the IBs stakeholders, regulators and practitioners in understanding the corporate and Shariah governance mechanisms of IBs and improving existing corporate and Shariah governance requirements.

Keywords: Financial performance, Islamic banks, Corporate governance, Shariah governance



Developing Micro-Takaful Framework For The Low-Income Family In Nigeria

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ABSTRACT

Micro-Takāful is the sharia-compliant insurance protection to low-income people. Low-income people are often ignored or marginalized by industry because of their inability to contribute to the takaful system. An exact type of insurance mainly developed to protect the poor. In essence, micro-takaful has the same procedural apparatus as takaful. Still, it focuses on providing low-income with opportunities to protect themselves against specific risks in exchange for affordable premiums. Therefore, this paper considers micro-takaful as a useful tool to provide protection for the poor and allow the attainment of sustainable poverty alleviation. The objective of this paper is to propose a conceptual framework of micro-takaful.

Keywords: Micro-Takaful, protection, low-income people poverty alleviation



The Exploratory Study on The Sustainability of Successful Takaful Agents in Malaysia

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ABSTRACT

The contribution of Islamic insurance or Takaful to economic development in a country is very significant and it enhances the scholars to do the research regarding the phenomenon. This study is conducted to explore the agent-principal relationship and self-motivation on the sustainability of Takaful agents. Most of the theory regarding Takaful is not comprehensive to explain this phenomenon. Hence, based on the gap, this study will come out with the objective to develop a comprehensive model for describing the phenomenon of the sustainability of Takaful agents in Malaysia. The model will develop using qualitative method by interviewing ten successful agents in Malaysia. This paper goes on to explore the elements in agency theory and self-determination theory towards agents' sustainability and the potential new theme from the interviews. These elements outlined in the paper are analysed using the theoretical framework by the integration of agency theory and self-determination theory. Agency theory states that elements of obligation, goals and risk will affect outcome of agents' sustainability while self-determination theory explains the intrinsic and extrinsic motivation can lead to a better outcome. The model is appropriate for this inquiry because it allows the reader to understand how the integration of relationship between agents-principal and self-determine will result to the outcome. Minimal biased method will be used for acquiring literature for the paper. Sample of ten successful Takaful agents in Malaysia will be appointed as the unit of analysis in this research and coding will be done by using qualitative data analysis software, NVivo.

Key Words: Sustainability Takaful Agents, Successful Takaful Agents, Intrinsic Motivation, Extrinsic Motivation



A Myth Of Corporate Social Responsibility And Firm Performance: A Systematic Review

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Abstract

The role of Corporate Social Responsibility (CSR) on firm performance has attracted both researchers and corporate entities in recent years. Indeed, much academic work and special journals have been centered on these two areas. This study conducts a systematic review on CSR and firm performance. For this purpose, more than 90 research papers, published over last 4 decades (1984-2019) were selected, shortlisted and analysed using descriptive and content aspects to suggest a theoretical framework for future studies. In fact, results of the study allow us to conclude propositions for possible areas to focus. Moreover, the body of literature highlights that financial factors are the main barriers affecting the adoption of CSR practices. On the contrary, internal and external environment was found to represent a critical success factor in the adoption of CSR practices. Finally, the results highlight that CSR in turn has direct and indirect impact on firm performance.

Keywords: Corporate Social Responsibility, Financial Performance



Carbon Emissions, Growth and Energy-Mix Nexus in Nigeria

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ABSTRACT

This paper examines the causal relationship between carbon dioxide (CO₂) emissions, economic growth and energy-mix in Nigeria using time series data that spanned the period 1970- 2018. The study employed Maki Cointegration test, Vector Error Correction Model, and Rolling Window. The unit root test indicated that the variables were stationary. Also, the Maki Cointegration test showed that all the variables were cointegrated in the long run. The 2014 recent energy crisis showed significant positive effect on energy consumption. Similarly, the causality test revealed that economic growth and energy mix have bidirectional causal relationship, while the result showed one-way causal relationship from CO₂ emission to energy mix; and from FDI to energy mix. In addition, the result confirmed that urbanization, trade openness has no causal relationship with energy mix. Based on the findings of the paper suggested that there is need to ensure proactive measures to reduce the country's greenhouse gas emissions through concerted effort by government and oil multinational firms, and strengthen institutional quality to ensure adoption of clean technologies. There should be a deliberate and concerted effort to implement policy measures geared toward reducing CO₂ greenhouse emissions that reflects global best practice by the government, multinational firms and private sector. The oil producing countries like Nigeria should be compensated using the instrumentality of the Kyoto protocol agreement as a measure of mitigating the negative impact.

Keywords: Maki Cointegration Test, Rolling Window, Vector Error Correction Model



A Review of the Impact of Financial Intermediaries on Economic Growth: Realized Gap from Sub Sahara African

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ABSTRACT

Over the past few decades the paradigm of development has experienced an increasingly debates regarding the finance–growth nexus. The performance of financial liberalization and integration among the emerging market has raised more than expected question. It has been argued that financial sector including both the banking and insurance sector were the forefront driver and has stronger multiplier effects on Economic Growth. This reviews article focus on the finance–growth nexus and their fundamental impacts brought onward around the global economy? The purpose of this study is to demonstrate the potential part of financial intermediaries through their primary role of transforming deposits into credit and the effectiveness of credit functions. This study intends to bridge the gap among the role of financial intermediaries within the Sub Saharan African by resembling the finance–growth nexus existing facts and challenges throughout the global economy. On the basis of what has brought forward from the literature, the study realize that, the reaction of economic policies, stage of development and the governance are equally differs on integrating the financial system among the regions and countries, hence the presumed effects of the finance-growth nexus debates among the countries and regions remain inconclusive.

Keywords: Economic Growth, Finance-Growth Nexus, financial intermediaries

