



EVENT BOOK

UNICOHSEM

The Unilam International Conference
on Health, Social Science and
Management (UNICOHSEM 2025)

2025



LA TANSA MASHIRO
PUBLISHER

EVENT BOOK



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Editor:

Dr. Paniran, SE. Ak, MM. CA

Dr. Ade Miftahul Irfan, L.L.M, M.Pd

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Siti Mudawanah, S.Ak., M.Akt

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Host and Co Host





Preface

“Envisioning the Ideal Leader for the Indonesian Golden Era 2045”.

Bismillahirrahmanirrohim.

We express our deepest gratitude to Allah Ta'ala for His permission to hold UNILAM International Conference on Health, Social Sciences, and Management (UNICOHSEM) 2025.

This international conference is organized by the study program at La Tansa Masiro University. . We invite academics, professionals, and independent researchers from various fields of education to submit abstracts and research papers relevant to the theme of this conference.

The keynote speakers for this international conference are:

1. Keynote Speaker (Dr. Lukman, S.T., M.Hum) from the Directorate General of Higher Education IV.
2. Invited Speaker 1 (Assoc. Prof. Dr. Norlaila Md Zin) (MARA University of Technology, Malaysia)
3. Invited Speaker 2 (Assoc. Prof. Dr. H. Juliansyah Noor) La Tansa Mashiro University.
4. Invited Speaker 3 (Supaphorn Akkapin, Ph.D) from Krungtep University of Technology, Thailand.
5. Invited Speaker 4 (Syaribah Noor Brice, S.Ag., B.Sc., PgCert, M.Sc, PhD) from Cardiff University, UK
6. Invited Speaker 5 (Habib Rizky Zakaria) Sorbonne Paris Nord University, France

We would like to express our gratitude to all speakers, presenters, participants, and the entire committee who attended, submitted, presented papers, and organised this international seminar. We would also like to thank the review team, lecturers, and all parties who supported the implementation of this agenda so that it could run smoothly. We hope that this conference book will provide benefits and inspiration to readers.

Regards,
Committee



Committee

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THE UNILAM INTERNATIONAL CONFERENCE
ON HEALTH, SOCIAL SCIENCE AND MANAGEMENT
(UNICOHSEM)

“Envisioning the Ideal Leader for Indonesian Golden Era 2045”





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THE UNILAM INTERNATIONAL CONFERENCE
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“Envisioning the Ideal Leader for Indonesian Golden Era 2045”

Meet the Speakers



KH. Adrian Mafatihallah Kariem, M.A.
President of La Tansa Mashiro University



Dr. Norlaila Md Zin
Malaysia



Supaphorn Akkapin, Ph.D.
Thailand



**Syaribah Nor, S.Ag, B.Sc,
PgCert, M.Sc, PhD**
United Kingdom



Dr. Abdul Hasan
Saudi Arabia



Dr. Sif Suaidi
Turkey



Dr. H. Julainsyah Noor, S.E., M.M.
Indonesia





Beyond the Journal – Leveraging Research for Broader Impact

Norlaila Md. Zin¹

¹Institute of Leadership and Development (ILD), Universiti Teknologi MARA (UiTM),
Malaysia

The presentation *“Beyond the Journal – Leveraging Research for Broader Impact”* highlights the need to reframe academic success beyond traditional journal publication metrics. It emphasizes that impactful research extends its value when translated into community benefits, policy transformation, and contributions to the United Nations Sustainable Development Goals (SDGs). The discussion critiques the limitations of the publish-or-perish culture and underscores the significance of interdisciplinary collaboration in amplifying societal relevance. Through examples of research projects that have evolved into public tools, applications, and community programs, the speaker demonstrates practical pathways for integrating academic outputs into real-world change. Furthermore, the presentation advocates for diversified impact measurement—such as community feedback, media visibility, and policy influence—rather than reliance solely on citation indices like the H-index. Researchers are encouraged to communicate their work creatively, engage with non-academic audiences, and collaborate across disciplines to ensure research drives innovation, education, and social well-being. Ultimately, the session calls for a paradigm shift toward research that is not only publishable but also transformative, inclusive, and aligned with global development goals.

Keywords: research impact, interdisciplinary collaboration, community engagement, sustainable development goals (SDGs), beyond publication, academic innovation



Shaping the Future of Human Resource Management: Strategic Agility, Digital Transformation, and Sustainable Workforce Practices

Juliansyah Noor¹

¹Faculty of Economics and Business, La Tansa Mashiro University

This paper aims to conceptualize the evolution of Human Resource Management (HRM) toward a future-oriented framework that integrates digital transformation, strategic agility, and sustainable workforce development. It seeks to explore how these dimensions collectively enhance organizational adaptability and long-term performance. A systematic and integrative literature review was conducted to examine current trends, empirical findings, and theoretical models in future management and HRM. The study synthesizes insights from digital management, sustainability, and strategic human capital literature to propose a holistic conceptual framework. The analysis identifies three strategic pillars shaping the future of HRM: (1) digital integration, emphasizing automation, AI, and data analytics in workforce management; (2) sustainable human capital, focusing on green HRM and employee well-being; and (3) strategic agility, enabling organizations to respond rapidly to environmental and technological disruptions. These factors collectively transform HRM into a proactive driver of innovation and resilience. Managers and policymakers are encouraged to adopt future-oriented HRM strategies that align technological innovation with sustainability values, fostering adaptive, innovative, and ethically responsible workforces. This study contributes a comprehensive model of Future-Oriented HRM, bridging digital innovation, sustainability, and strategic agility—positioning HR as a central force in shaping resilient and competitive organizations.

Keywords: Human Resource Management; Digital Transformation; Sustainable Workforce; Strategic Agility; Organizational Resilience





Sustainable Resilience of the Thai Economy

Supaphorn Akkapin¹

¹University of Technology Krungthep (RMUTK) in Thailand

This study explores the multidimensional foundations of Thailand’s sustainable economic resilience by integrating cultural, institutional, and economic perspectives. Using a qualitative descriptive approach and secondary data analysis, this research examines how Thailand’s distinctive socio-cultural framework rooted in Buddhist values, royal agricultural philosophy, and state-led economic governance has shaped a model of inclusive and adaptive development. The study identifies three strategic pillars of resilience: cultural capital, which nurtures social cohesion and work ethics; institutional synergy, reflected in strong collaboration between government, monarchy, and civil society; and economic adaptability, which supports Thailand’s capacity to recover from crises and embrace innovation-driven growth. Findings reveal that Thailand’s sustainability strategy emphasizes the *Sufficiency Economy Philosophy (SEP)* initiated by King Bhumibol Adulyadej, which harmonizes moral values with economic pragmatism. This philosophy has successfully guided Thailand in balancing modernization and traditional wisdom, making it a regional example of human-centered sustainable growth. Furthermore, the study highlights that Thailand’s economic resilience is not merely an outcome of policy intervention but a reflection of deeply embedded cultural ethics and leadership continuity. This paper contributes to the discourse on development models in emerging economies by illustrating how moral-cultural principles can serve as structural foundations for long-term sustainability. The findings offer valuable insights for policymakers and scholars seeking alternative paradigms of resilient economic development in the Global South.

Keywords: Sustainable resilience; Thailand economy; Sufficiency Economy Philosophy; cultural capital; adaptive development; institutional synergy.



Innovations in Global Management: A European Perspective

Habib Rizky Zakaria¹

¹Department of Business and Management, Sorbonne Université Paris

The global management landscape has undergone profound transformation driven by rapid technological advancement, sustainability imperatives, and cultural diversification. Europe has emerged as a leading region in pioneering innovative management practices that integrate digital transformation, environmental and social governance (ESG) principles, and human-centered leadership. This study explores the key drivers of management innovation in Europe, emphasizing the roles of artificial intelligence, automation, and big data analytics in shaping agile and resilient organizations. Through multiple European case studies, including Siemens, Unilever, Spotify, and IKEA, the paper highlights the practical applications of open innovation models, Industry 4.0 technologies, and circular economy frameworks that strengthen competitiveness and ethical responsibility. Despite challenges related to regulatory diversity, ethical data governance, and talent scarcity in digital and green sectors, Europe continues to lead in sustainable innovation through strategic frameworks such as Horizon Europe and cross-border collaboration. The findings suggest that the European approach—anchored in sustainability, inclusivity, and continuous learning—offers valuable insights for global organizations navigating the post-digital transformation era. Ultimately, Europe’s evolving management paradigm redefines business excellence and strengthens the global commitment to responsible, future-oriented leadership capable of creating long-term societal value.

Keywords: Global Management; Innovation; Europe; Sustainability; Digital Transformation; ESG; Inclusive Leadership





Estimating Emergency Ambulance Demand in Jakarta, Indonesia: A Monte Carlo Simulation Approach

Sarie N. Brice¹

¹Cardiff University, United Kingdom

This study aims to estimate the annual demand for emergency ambulance services in Jakarta, Indonesia, by identifying key determinants affecting the utilization of emergency medical services (EMS). Data were collected from emergency department (ED) surveys across ten hospitals in Jakarta, supported by secondary data from the Office of National Statistics and hospital reports. A Monte Carlo simulation model was developed to estimate ambulance demand by incorporating spatial, temporal, and demographic parameters. The analysis revealed that only 9.3% of patients visiting hospital EDs arrived by ambulance, with most trauma patients using private vehicles or motorcycles. The main barriers to ambulance utilization included lack of public awareness (38%), difficulty contacting services (75%), perceived cost (7.8%), and delayed response times (18%). Simulation outcomes indicated a substantial unmet need for ambulance services across Jakarta’s 10.5–11.6 million daytime and nighttime population. The findings underscore the need for improved EMS infrastructure, public education on emergency access, and systematic data collection to support evidence-based planning and policy formulation. This study provides one of the first quantitative estimations of ambulance demand in Jakarta using simulation modeling. It offers a methodological framework to guide future EMS capacity planning in rapidly urbanizing regions of Southeast Asia.

Keywords: emergency medical services, ambulance demand, Monte Carlo simulation, Jakarta, health system planning, public health policy



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		A Causal Study at CV Hidayah Putra Indonesia, Rangkasbitung (2025)
11:00-11:10	13. Furniawan.	Determination of Return on Equity and Current Ratio on Stock Prices of Property and Real Estate Companies on the Indonesia Stock Exchange for the 2021–2024 Period
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11:20-11:30	15. Fitri Fathatu Solihah, Enjat Sudrajat, Novelia Kik Permatasari, Masitoh	Enhancing MSME Sustainability through Digital Business Literacy and Product Innovation: The Moderating Effect of Digital Marketing
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11:50-12:00	18. Qothrunnada Almubarakah	Comparison Study Between Intercultural Modules in Two Universities in the United Kingdom and Indonesia



The Influence Of Job Satisfaction, Job Stress And Work Discipline On Employee Performance: A Causal Study Of Marble Industry Employees In Bekasi Regency (2025)

Risma Wandani¹, Paniran², Soleh³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

Employee performance is a key element in the success and sustainability of an organization, especially in an industry that demands precision and accuracy such as the marble industry. This research aims to determine the effect of job satisfaction, job stress and work discipline on employee performance, job satisfaction and work stress on work discipline and the indirect effect between job satisfaction, work stress on employee performance through work discipline. This study was conducted on 119 employees in a marble industry company in Bekasi, using non-probability sampling with convenience sampling techniques and using the lemeshow formula as a sampling method. The research design used is quantitative with a path analysis approach to test the causal relationship between variables. The research instrument is a structured questionnaire that has been tested for validity and reliability and the data obtained is then analyzed to see the direct and indirect effects between the variables studied. The results of the analysis show that job satisfaction, job stress, and work discipline significantly affect employee performance. These findings strengthen the understanding that not only structural factors, but also psychological conditions and work behavior play an important role in creating optimal performance. The practical implications of this study indicate that increasing job satisfaction and effective work stress and managing work discipline are important strategies to improve employee performance, which will ultimately contribute to the long-term effectiveness of the organization. Job satisfaction and work stress have a positive and significant effect on work discipline. This indicates that increasing employee satisfaction in working with the implementation of consistent discipline and good stress management. Finally, job satisfaction and work stress affect employee performance through work discipline. Therefore, companies in the marble industry and other manufacturing sectors are advised to design policies and work programs that support increasing job satisfaction, managing stress, and strengthening discipline as part of a comprehensive employee performance improvement strategy.

Keywords: Job Satisfaction, Job Stress, Work Discipline, Employee Performance, Path Analysis, Marble Industry



The Effect Of Teamwork And Innovative Behavior On The Performance Of Police Members At Lebak Police With Competence As A Moderating Variable Year 2025

Ridwan Miftah Fariz¹, Yumhi², Paniran³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This study is to obtain information related to the performance of police members influenced by teamwork and innovative behavior mediated by competence. Using a quantitative survey method with path analysis on members of the Lebak Police with a population of 850 with a sampling technique according to Donald Cooper using a presentation of 14.47 so that the total is 123. The results prove that there is an effect of teamwork on innovative behavior, there is an effect of teamwork on competence, there is an effect of innovative behavior on competence, there is an effect of teamwork on performance, there is an effect of innovative behavior on performance and there is an effect of competence on performance. The findings indicate that Polres Lebak needs to consider teamwork, innovative behavior and competence in planning and developing human resources in its members.

Keywords: Teamwork, Innovative Behavior, Competence and Performance



The Influence Of Ethical Leadership, Work Engagement, And Organizational Citizenship Behavior On Employee Performance: A Causal Study Of Islamic Boarding School Employees In Lebak Regency (2025)

Imam Bukhori¹, Soleh², Paniran³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This research aims to comprehensively analyze the influence of ethical leadership, work engagement, and organizational citizenship behavior (OCB) on employee performance within the context of faith-based educational institutions, specifically Islamic boarding schools (Pondok Pesantren). The study specifically positions ethical leadership, work engagement, and organizational citizenship behavior as independent variables, while employee performance is treated as the dependent variable. It also seeks to understand the underlying mechanisms among these variables through a holistic theoretical and empirical approach. Data were collected using a closed-ended questionnaire distributed to 92 employees from various Islamic boarding schools across Indonesia. The collected data were analyzed using path analysis to examine the causal relationships among the studied variables. The findings indicate that both ethical leadership and work engagement have a significant positive effect on organizational citizenship behavior. Furthermore, OCB serves as a critical intermediary that links ethical leadership and work engagement to enhanced employee performance. In other words, organizational citizenship behavior mediates the positive impact of psychological and leadership factors on individual performance outcomes within the organization. This research provides a significant contribution to the development of literature on organizational behavior in Islamic educational environments, particularly in highlighting the crucial roles of ethical leadership and work engagement in fostering positive employee behavior beyond formal job requirements. From a practical perspective, the findings offer strategic implications for the administrators of Islamic boarding schools to cultivate ethical leadership styles, build emotionally and cognitively engaging work cultures, and promote prosocial behavior among employees. Consequently, this can lead to continuous improvement in both work quality and productivity within spiritually enriched educational settings.

Keywords: Ethical Leadership, Work Engagement, Organizational Citizenship Behavior, Employee Performance, Islamic Boarding Schools.





The Influence Of Training, Compensation, And Work Motivation On The Job Performance Of Public Elementary School Employees In Lebak Regency

Asep Irfan Ahdiyar¹, Yumhi², Soleh³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This study aims to explore and reveal the factors influencing the job performance of public elementary school employees in Lebak Regency, focusing on the roles of training, compensation, and work motivation. Employing a quantitative survey method and analyzed through Path Analysis, the study surveyed a population of 1,397 employees, from which a sample of 140 respondents was drawn using Donald Cooper's 10% sampling rule. The findings reveal that training significantly influences compensation indicating that enhanced training leads to improved compensation. Training also has a direct positive effect on work motivation, suggesting that the more robust the training, the greater the motivation. Furthermore, compensation significantly affects work motivation, highlighting that better compensation fosters stronger motivation. In turn, training, compensation, and work motivation each have a direct and positive influence on job performance. These results should serve as a strategic insight for the Education Office of Lebak Regency, particularly the division responsible for elementary schools, to focus on strengthening training programs, providing fair and motivating compensation, and cultivating a culture of high work motivation. These three variables emerge as essential pillars for driving the job performance of public elementary school employees in the region.

Keywords: Training, Compensation, Work Motivation, Job Performance.





The Impact Of Work Motivation, Job Satisfaction, And Organizational Citizenship Behavior On Employee Performance: A Causal Study At CV Hidayah Putra Indonesia, Rangkasbitung (2025)

Kosasih¹, Soleh², Ade Jaya Sutisna³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

The primary objective of this thesis is to propose and examine two conceptual models that illustrate the relationships among work motivation, job satisfaction, organizational citizenship behavior (OCB), and job performance. The first model is designed to explore the direct impact of work motivation and job satisfaction on organizational citizenship behavior. The second model investigates the combined contribution of work motivation, job satisfaction, and organizational citizenship behavior in predicting job performance. This research adopts a quantitative approach using a survey method involving 55 employees working at CV Hidayah Putra Indonesia. The data were analyzed using multiple linear regression analysis. The findings reveal that work motivation and job satisfaction have a significant and positive direct influence on organizational citizenship behavior. Furthermore, work motivation, job satisfaction, and organizational citizenship behavior collectively contribute significantly to improving employee job performance. These results highlight the importance of psychological and behavioral factors in the workplace, particularly in small and medium-sized enterprises such as CV Hidayah Putra Indonesia. The theoretical contribution of this study lies in the development of an integrated model that explains the mechanism by which internal employee factors influence performance outcomes. On the practical side, the study offers valuable insights for managers and human resource practitioners in designing performance enhancement strategies through the reinforcement of motivation and job satisfaction, along with cultivating an organizational culture that supports citizenship behavior. This thesis also provides a foundation for future research seeking to explore similar dimensions in other organizational or industrial contexts.

Keywords: Work motivation, job satisfaction, organizational citizenship behavior, job performance.



The Impact Of Job Design, Organizational Culture, And Work Motivation On Employee Performance: A Causal Study Of Modern Islamic Boarding School Employees In Lebak Regency (2025)

Hilman Hakiki¹, Juliansyah Noor², Ade Jaya Sutisna³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This thesis aims to examine the direct influence of job design and organizational culture on work motivation, as well as the direct influence of job design, organizational culture, and work motivation on employee performance. The study also positions work motivation as a mediating variable in the causal relationship between job design and organizational culture with employee performance. The research is grounded in the importance of understanding internal organizational factors that can enhance human resource performance, particularly within faith-based educational institutions. The research design employed is quantitative with an explanatory approach, systematically structured to test causal relationships among variables. The unit of analysis in this study consists of employees working at modern Islamic boarding schools (pondok pesantren) located in Lebak Regency, Banten Province, Indonesia. Data were collected through questionnaires distributed to purposively selected respondents and analyzed using path analysis to examine both direct and indirect relationships among the variables. The results of the study indicate that: (1) job design has a significant direct effect on work motivation; (2) organizational culture has a significant direct effect on work motivation; and (3) job design, organizational culture, and work motivation each have a significant direct effect on employee performance. These findings suggest that efforts to improve employee performance in modern Islamic boarding schools can be achieved by enhancing job design and fostering a positive organizational culture, which in turn increases employee motivation. The originality of this research lies in the integration of work motivation as a mediating variable in the causal relationship between job design and organizational culture on employee performance, as well as the inclusion of job design as a relatively underexplored variable in the context of pesantren-based educational institutions. The practical implications of this study are intended to guide pesantren administrators in designing human resource development strategies that are grounded in structural and motivational approaches.

Keywords: Job design, organizational culture, work motivation, employee performance.



The Influence Of Transformational Leadership And Employee Empowerment On Job Satisfaction: A Causal Study Of Employees Of Islamic Boarding Schools In Lebak District (2025)

Mugni Tamim¹, Juliansyah Noor², Zakiyya Tunnufus³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This thesis investigated the causal relationships among perceived transformational leadership, empowerment, and job satisfaction among employees in five selected Islamic boarding school in Lebak Distrik. This study also explored the mediating effect of employee empowerment between transformational leadership and job satisfaction. This study used a survey to collect data from 107 Islamic boarding school employee. Respondents were asked to answer 5-point Likert scale questions regarding transformational leadership, employee empowerment, and job satisfaction. Partial least squares-structural equation modeling (PLS-SEM) was used to analyze the measurement models and to estimate parameters in a path model. Statistical analysis was performed to examine whether employee empowerment mediated the relationship between transformational leadership and job satisfaction. This analysis showed that employee empowerment mediated the effect of transformational leadership on the job satisfaction in Islamic boarding school employees. Employee empowerment not only is indispensable for enhancing job satisfaction but also mediates the relationship between transformational leadership and job satisfaction among Islamic boarding school employees. The results of this research contribute to the literature on job satisfaction in Islamic education services by enhancing the understanding of the influences of employee empowerment and transformational leadership on job satisfaction among Islamic boarding school employees. This study offers important policy insight for Islamic boarding school headmaster who seek to increase job satisfaction among their Islamic boarding school employees.

Keywords: Transformational leadership, job satisfaction, employee empowerment, Islamic boarding school.



Organizational Culture, And Job Satisfaction On Organizational Commitment: A Causal Study Of Sub-District Employees In Lebak Regency (2025)

Nawir¹, Ade jaya Sutisna², Zakiyya Tunnufus³

^{1,2,3}Economic and Business faculty La Tansa Mashiro University, Indonesia

This thesis aims to investigate the role and functioning of organizational commitment among sub-district (kecamatan) employees in Lebak Regency, with a specific focus on the direct effects of transformational leadership, organizational culture, and job satisfaction. The research is grounded in the need to understand how internal organizational factors influence employees' emotional attachment, loyalty, and dedication to their institutions, particularly within the public service sector at the sub-district level. A quantitative research approach was employed using a survey design, involving a sample of 77 active employees from various sub-district offices in Lebak Regency. Data were analyzed using path analysis to examine the direct relationships among variables, alongside bootstrapping techniques to assess the robustness and reliability of parameter estimates. The findings reveal that transformational leadership, organizational culture, and job satisfaction each have a significant and direct impact on organizational commitment. Additionally, the study finds that transformational leadership and organizational culture positively influence job satisfaction, which in turn enhances employees' commitment to the organization. These results underscore the critical role of effective transformational leadership—characterized by a clear vision, inspirational motivation, individualized consideration, and intellectual stimulation—in fostering organizational commitment through the development of a strong organizational culture and increased employee satisfaction. This thesis enriches academic literature by integrating constructs of leadership, organizational culture, job satisfaction, and organizational commitment into a comprehensive conceptual framework. Notably, the study makes a theoretical contribution by validating this model within the context of sub-district government offices in Lebak Regency, a setting that remains underrepresented in the existing human resource management literature in the public sector.

Keywords: Transformational leadership, organizational culture, job satisfaction, organizational commitment.



The Influence of Intellectual Capital and Social Capital on Innovative Performance Mediated by Knowledge Management and Knowledge Sharing among Employees of Village-Owned Enterprises (BUMDes) in the Tourism Sector in Lebak Regency

Ahmad¹, Rd. Tuty Sariwulan², Sri Indah Nikensari³

^{1,2,3}Doctoral Program in Management Science, Universitas Negeri Jakarta, Indonesia

This study is motivated by the low level of innovative performance among employees of Village-Owned Enterprises (BUMDes) in the tourism sector in Lebak Regency, which poses a significant barrier to the development of village-based economic institutions rooted in local potential. The purpose of this research is to analyze the influence of intellectual capital and social capital on employees' innovative performance, with knowledge management and knowledge sharing as mediating variables. A quantitative approach with a causal research design was employed to examine both direct and indirect relationships among variables. The population consists of 233 employees working in 31 tourism-sector BUMDes across Lebak Regency. A probability sampling technique was applied to ensure proportional representation. Data processing and analysis were conducted using IBM SPSS AMOS version 22 with a structural equation modeling (SEM) approach. The findings reveal that intellectual capital and social capital have a positive and significant effect on innovative performance, both directly and indirectly through knowledge sharing and partially through knowledge management. However, one notable result of this study is that the indirect effect of intellectual capital on innovative performance through knowledge management is not statistically significant. This indicates that intellectual capital alone may not effectively enhance innovation unless accompanied by optimal knowledge management processes. The study contributes theoretically by developing an integrative model of capital and knowledge within the context of community-based village organizations and offers practical recommendations for strengthening human resource innovation capacity in tourism-sector BUMDes. The novelty of this research lies in its empirical testing of an organizational innovation model within a village institutional context, which remains underexplored in the management literature.

Keywords: Innovative Performance, intellectual capital, social capital, knowledge management, knowledge sharing, BUMDes in the Tourism Sector.



Integration of the Internal Audit Function with the GRC Framework to Enhance Governance and Risk Control

Pindonta Nalsal Purba¹

¹Economic and Business faculty La Tansa Mashiro University, Indonesia

The growing complexity of corporate operations has increased the need for effective integration of Governance, Risk, and Compliance (GRC) frameworks within organizations. This study explores how the internal audit function can be strategically aligned with GRC principles to strengthen governance mechanisms and enhance risk control. Using a mixed-method approach that combines literature analysis and case-based insights, the research examines the internal auditor’s evolving role from a compliance enforcer to a strategic partner in governance. The findings suggest that integrating internal audit with GRC promotes better risk awareness, ensures regulatory adherence, and improves decision-making transparency across business functions. Moreover, this integration enables a proactive audit culture that supports sustainable corporate performance and stakeholder trust. The study concludes by recommending a structured approach to embedding GRC within internal audit practices through technology adoption, continuous skill development, and cross-functional collaboration. These insights contribute to the understanding of how audit functions can create organizational value beyond assurance.

Keywords: Internal audit, Governance, Risk management, Compliance, GRC framework, Corporate governance.



The Intersection of Financial Literacy, Income, and Technological Disruption in Zillennials’ Investment Strategies: Evidence from Islamic Finance

M.Kurnia Rahman Abadi¹, Hartomi Maulana², Hamdino Bin Hamdan³, Umi Sa’ida⁴

^{1,2}Universitas Darussalam Gontor, Indonesia

³International Islamic University, Malaysia

⁴UIN Ki Ageng Muhammad Besari Ponorogo, Indonesia

The rapid digitalization of the financial industry as well as increasing involvement of the so called Zillennials (defined as those who are situated between late Millennials and early Gen-Z) has significantly transformed the entire dimension of Islamic capital market in Indonesia. The purpose of this research is to investigate the impact of digital literacy, income, and technological development on the investment decisions of Zillennials towards Sharia-compliant financial instruments. Thus, 400 respondents were purposively selected, to achieve the data’s relevance to the desired population. Quantitative analysis was performed using Partial Least Squares (PLS). The results are among the few empirical evidences supporting that those who are digitally finance literate can better handle data to determine the risks and optimize the returns of Sharia-compliant investment. Furthermore, income levels exhibit a positive relationship with financial flexibility, enabling individuals to access a broader range of investment opportunities while also enhancing efficiency in transactional processes and decision-making. This study offers valuable insights for policymakers, financial institutions, and technology providers in promoting financial inclusion and encouraging sustainable investment within Indonesia’s Islamic capital market.

Keywords: Zillennial, Literacy, Investment, Technology, Sharia compliance.



The Dynamics of Striving Alignment: An Integration of P–E Fit and Goal-Oriented Work Behavior Theory

Dade Suparna¹

¹Bina Bangsa University, Indonesia

Research was conducted to integrate the Person–Environment Fit Theory (P–E) and the Goal-Oriented Work Behavior Theory (TPWB). This study analyzed how motivational strivings for achievement, communion, and status align across personal, vocational, and organizational contexts to predict engagement and job performance. While previous studies have predominantly examined P–E fit or TPWB in isolation, little is known about how the integration of these two theoretical perspectives can jointly explain the dynamics of striving alignment across multiple contexts. Moreover, existing research has rarely explored the simultaneous effects of achievement, communion, and status strivings in shaping engagement and performance outcomes. We hypothesize that (a) engagement increases when personal and environmental strivings concurrently increase, (b) engagement is greater when personal strivings exceed corresponding environmental strivings, and (c) engagement mediates the effect of P–E strivings on performance. Using polynomial regression and response surface methodology, data were collected from three waves of 850 employees and their supervisors across 85 roles in 87 educational organizations in Banten Province, Indonesia. The findings reveal that while alignment in achievement and communion strivings consistently enhanced engagement and performance, a notable mismatch was observed in status strivings across personal and work contexts an exception that challenges existing assumptions within both theories. This provides a novel contribution by extending P–E fit and TPWB to a multi-contextual and multi-striving framework, demonstrating how motivational alignment (or misalignment) can differently predict engagement and performance. These results not only enrich theoretical discourse on work motivation but also offer practical pathways for organizations to tailor HR interventions that foster alignment between employee ambitions and workplace demands.

Keywords: Person – environment fit theory, theory of Purposeful Work Behavior, Strivings, Employee Engagement and Job Performance





Determination of Return on Equity and Current Ratio on Stock Prices of Property and Real Estate Companies on the Indonesia Stock Exchange for the 2021–2024 Period

Furniawan¹

¹Faculty of Economics and Business, Management Study Program La Tansa Mashiro University, Indonesia

The stock prices of property and real estate companies can affect the company's sustainability, as high stock prices can increase investor confidence and enable companies to access greater capital and improve the company's ability to carry out business development. Stock prices can change due to both external and internal factors. Internal factors include sales, company profits, annual asset growth, liquidity, total asset value, and liquidity factors. While external factors include government policies, changes in interest rates, the securities industry, and fluctuations in currency values. The background of this study is based on the importance of financial performance information in providing signals to investors regarding company prospects, particularly in the property and real estate sector, which is characterized by long-term, capital-intensive businesses, and is heavily influenced by macroeconomic conditions. This study aims to determine the determinants of Return on Equity and Current Ratio on stock prices in property and real estate companies listed on the Indonesia Stock Exchange for the 2021–2024 period. This study uses a quantitative approach with multiple linear regression analysis. The research sample of 30 companies was selected using a purposive sampling technique, namely based on selected criteria from 94 property and real estate companies consistently listed on the IDX during the study period. Partial test results indicate that ROE significantly influences stock prices. This finding indicates that the higher a company's ability to generate profits for shareholders, the greater investor interest in investing, thus driving stock prices upwards. Meanwhile, CR significantly negatively influences stock prices. This illustrates that high levels of liquidity are not always viewed positively by investors, as they may reflect idle funds or the company's inability to optimally manage current assets to generate profits. Simultaneously, the results show that ROE and CR significantly influence the stock prices of property and real estate companies on the IDX for the 2021–2024 period. Thus, these two financial variables together can explain stock price movements and can be used as considerations by investors and company management. The conclusion of this study confirms that profitability indicators, explained by Return on Equity (ROE), and liquidity indicators, explained by the Current Ratio (CR), play a significant role in determining stock market value, although their effects are in opposite directions. ROE provides a positive signal for increasing stock prices, while CR tends to provide a negative signal for stock prices. This research is expected to contribute to the development of financial literature and become a practical reference for investors in making investment decisions, especially in the property and real estate sector in Indonesia.

Keywords: Return on Equity, Current Ratio, Stock Price, Property and Real Estate





CSR and Budget Efficiency on Public Accountability: The Moderating Role of Corporate Image

Asroh Lani¹, Verliani Dasmaran²

^{1,2}Universitas Mathla'ul Anwar, Indonesia

This study aims to analyze the influence of Corporate Social Responsibility (CSR) and Budget Efficiency on Public Accountability with Corporate Image as a moderating variable. The background of this research is based on the importance of transparency, efficiency, and public trust in the delivery of services at Kantor PosIND. This research employs a quantitative approach using a survey method by distributing questionnaires to 268 respondents who are users of Kantor PosIND services within the research area. The sampling technique applied was purposive sampling, while data analysis was conducted using the Partial Least Square (PLS) method. The results of the study show that (1) CSR has a positive and significant effect on Public Accountability, (2) Budget Efficiency has a positive and significant effect on Public Accountability, (3) Corporate Image does not moderate the influence of CSR on Public Accountability, and (4) Corporate Image does not moderate the influence of Budget Efficiency on Public Accountability.

Keywords: CSR; Budget Efficiency; Public Accountability; Corporate Image; KantorPos



Enhancing MSME Sustainability through Digital Business Literacy and Product Innovation: The Moderating Effect of Digital Marketing

Fitri Fathatu Sholihah¹, Enjat Sudrajat², Novelia Kiki Permatasari³, Masitoh⁴
^{1,2,3,4}Faculty of Economics and Business, Mathla’ul Anwar University, Indonesia

This study investigates the influence of digital business literacy and product innovation on the sustainability of Micro, Small, and Medium Enterprises (MSMEs) in Pandeglang Regency, with digital marketing as a moderating variable. Data were collected from 390 MSME owners through a Likert-scale questionnaire survey and analyzed using Partial Least Squares Structural Equation Modeling (SEM-PLS). The findings reveal that digital business literacy has a positive and significant effect on MSME sustainability, whereas product innovation exerts a negative effect when not supported by appropriate digital marketing strategies. Moreover, digital marketing does not significantly moderate the relationship between digital business literacy and sustainability, but it weakens the influence of product innovation. These results emphasize the need for integrating digital marketing strategies that align with product characteristics and digital market demands to strengthen MSME sustainability. This study provides practical insights for policymakers and practitioners to enhance MSME development through digital business literacy and product innovation supported by effective digital marketing.

Keywords: Digital Business Literacy, Product Innovation, Digital Marketing, MSME Sustainability, Small Business Development





Unveiling the Co-evolution of Islamic Banking and Economic Growth: Insights from a Developing Economic

Ahmad Alief Al fawwaz¹

¹University of Jordan

The development of Islamic banking represents a critical driver of inclusive and sustainable economic growth in Muslim-majority economies. This study empirically investigates the short- and long-run relationships between Islamic banking development and economic growth in Indonesia, a country where Islamic finance has experienced rapid institutional expansion yet remains underexplored in macroeconomic research. Utilizing quarterly data from 2017:Q1 to 2024:Q2, the analysis applies the bounds testing approach to cointegration and error correction modeling within the autoregressive distributed lag (ARDL) framework. The findings reveal a statistically significant bi-directional relationship between Islamic financial development and economic growth, indicating that Islamic banking both influences and responds to broader economic dynamics. This dual interaction challenges the traditional dichotomy between Schumpeter’s supply-leading and Robinson’s demand-following hypotheses. The study provides robust empirical evidence that Islamic banking functions as a strategic intermediary supporting real-sector productivity, while simultaneously being shaped by economic performance. These insights contribute to the theoretical understanding of finance–growth interlinkages within Islamic economies and offer policy implications for strengthening the role of Sharia-compliant finance in achieving sustainable economic development.

Keywords: Islamic banking, Economic growth, Financial development, Cointegration, ARDL, Indonesia

The Transformation of Islamic Business Ethics in the Digital Economy: A Shariah Compliance Analysis of E-Commerce Transactions in the Era of Global Platforms.

Ahmad Najieb¹

¹ Maroko

In the evolving landscape of digital commerce, the ethical foundations of Islamic business practice face renewed scrutiny as traditional market interactions are replaced by algorithmically driven transactions. This study critically examines the reinterpretation and practical application of core Islamic ethical principles—*ṣidq* (truthfulness), *ʿadl* (justice), and *amānah* (trustworthiness)—within contemporary e-commerce and fintech ecosystems. Drawing upon the theoretical framework of *maqāṣid al-sharīʿah*, the research investigates the extent to which digital trading platforms embody the higher objectives of Islamic law in promoting fairness, transparency, and accountability in online transactions. Employing a qualitative multi-case analysis of leading digital platforms operating in Muslim-majority markets, this study identifies both the alignment and the tension between algorithmic efficiency and ethical compliance. The findings reveal that while digital systems enhance transactional speed and inclusivity, they also introduce moral ambiguities related to data privacy, information asymmetry, and deceptive marketing. The paper argues that an authentic integration of *maqāṣid*-driven ethics within digital business models requires a reconfiguration of platform governance, emphasizing moral intentionality (*niyyah*), stakeholder justice, and trust-based accountability. This research contributes to the growing discourse on Islamic digital ethics by proposing a conceptual model for Shariah-compliant digital trade practices and offering strategic insights for regulators, entrepreneurs, and scholars seeking to harmonize technological innovation with Islamic moral imperatives.

Keywords: Islamic business ethics, *maqāṣid al-sharīʿah*, digital commerce, fintech, e-commerce ethics, Shariah compliance, trust-based governance.



Comparison Study Between Intercultural Modules in Two Universities in the United Kingdom and Indonesia

Qothrunnada Almubarakah¹

¹ The University of Warwick, UK

The study of intercultural communication has undergone extensive research in numerous fields. However, the study of the relationship between culture and language education is still in its infancy. Therefore, this study aims to investigate the design and implementation of intercultural modules in two universities with totally different settings, which are in the United Kingdom and Indonesia as well as exploring educators' perspective on their teaching. Employing a comparative case study as its main approach, this research seeks to comprehend how both modules implement theoretical frameworks into practical activities in improving students' intercultural competence and awareness. This research utilises syllabus analysis and interviews to highlight the features of each module, as well as the best practices among them. The findings suggest that although both modules rely on intercultural frameworks, each has different approaches, particularly dealing with essentialist and non-essentialist frameworks. The UK module emphasises pragmatic awareness, while the Indo module focuses on building a foundational knowledge of cultural diversity. With the distinct challenges faced by the modules, it offers valuable insights which could potentially become a learning exchange. The study will contribute to the intercultural education field by providing a new perspective on the practical application of frameworks and their impact on teaching practices.

Keywords: Intercultural competence, essentialism, non-essentialism, cultural representation, intercultural language teaching.



ROOM 2 | EDUCATION

Moderator: Dr. Indra Darmawan, ST., M. Pd

Time	Presenters	Research Titles
09:00-09:10	1. Reni Apriani, Fheby Indriyanti Nurpratiwi	Modeling the Determinants of Organizational Commitment: Evidence from Primary School Leadership in Banten Indonesia
09:10-09:20	2. Ratih Ayu Wulandari, Ulinuha Dahlina	Correlation between Game-Based Learning Application and Students' Writing Skill: A Study at a State High School in Serang
09:20-09:30	3. Dede Kurnia Adiputra, Puji Siswanto, Wandu S Assayid, Yadi Heryadi Obay Jambari	Development of Local Wisdom-based Virtual Reality Media for IPAS Learning in Primary Schools using a Deep Learning Approach
	Development of Local Wisdom-based Virtual Reality Media for IPAS Learning in Primary Schools using a Puji Siswanto	
	Deep Learning Approach	
09:30-09:40	4. Weny Widyawati Bastaman Berita Mambarasi Nehe, Nunung Nurhayati, Iman Sampurna, Sri Purwantiningsih, Apriliya Millani	Integrating Baduy Oral Tradition in History Learning through Deep Learning and Digital Storytelling
09:40-09:50	5. Anindya Putri Pramadi Stephanie Riady Niko Sudibjo	The Effect of Perceived Usefulness and Perceived Ease of Use on Teachers' Continuance Intention in Using the Kipina Teacher Application for Early Childhood Education Assessment
09:50-10:00	6. Dede Sri Fitriyana Stephanie Riady Niko Sudibjo	Pengaruh Transformational Leadership, Emotional Intelligence terhadap Kinerja Guru
10:00-10:10	7. Emeliana Makaria Tarigan Stephanie Riady Niko Sudibjo	The Effect Of Teacher Efficacy and Digital Competence On Teacher Performance



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(UNICOHSEM)

“Envisioning the Ideal Leader for Indonesian Golden Era 2045”

10:10-10:20	8. Ruth Cinthya	The Role of Role-Play in Fostering Social-Emotional Learning in Faith-Based Early Childhood Education
10:20-10:30	9. Yohana Novi Indriani	Analyzing the Influence of Perceived Usefulness and System Quality on User Performance of the Edconnect School Management System at ABC School
10:30-10:40	10. Nicky Pranata Yohanda Gamai	The Influence of the Music Teacher's Leadership Role on the Students' Music Performance at Trust Orchestras
10:40-10:50	11. Indra Darmawan, Jajang Miharja, Mutiara sari	Developing Articulate Storyline (AR) Learning Media through the Sunda Mandala Game on the Human Digestive System
11:00-11.10	12. Nurul Afyattena, Tati Nurholis	Investigating The Learning English Speaking Using A Youtube Channel: A Study At A Private High School In Indonesia
11:10-11.20	13. Hikmah Pravitasari, Siti Hanna Sumedi, Al Farel Galing Harwinsyahnanda	Utilizing Gen Ai In Undergraduate Digital Academic Writing Skills: A Case Study From Indonesian In-Service Teachers
	14. Robiatul Adawiyah1, Siti Nurul Aprida2, Pipih Latifah3	Teacher Strategies in Implementing Pop-Up Books as a Literacy Medium for Children Aged 5-6 Years



Modeling the Determinants of Organizational Commitment: Evidence from Primary School Leadership in Banten Indonesia

Reni Apriani¹, Fheby Indriyanti Nurpratiwi²

^{1,2} Faculty of Teacher Training and Education, La Tansa Mashiro University, Indonesia

This study investigates how interpersonal communication, school organizational culture, job satisfaction, and work motivation influence organizational commitment, with the additional aim of establishing a fixed theoretical model that explains the causal relationships among these latent variables in the context of primary school leadership. The research involved 286 state primary school principals in Banten, Indonesia. Data were collected using a structured Likert-scale questionnaire, with validity tested through Product Moment correlation and reliability confirmed using Cronbach's Alpha. Data were analyzed through descriptive statistics and inferential analysis, including normality testing, linearity regression analysis, and model fit evaluation using Chi-square goodness-of-fit indices. Path analysis was applied to test the hypotheses and examine the direct and indirect relationship. Findings indicate that interpersonal communication significantly affects job satisfaction and organizational commitment, while school culture influences both work motivation and organizational commitment. Job satisfaction and work motivation also contribute directly to strengthening organizational commitment. These findings highlight the mediating role of communication, motivation, and cultural values within schools. The study not only validates a robust analytical framework for assessing leadership-related organizational dynamics but also provides practical insights for policymakers and educators seeking to enhance commitment and performance in primary education institutions.

Keyword: educational leadership, interpersonal communication, job satisfaction, organizational commitment, school organizational culture, work motivation

Correlation between Game-Based Learning Application and Students' Writing Skill: A Study at a State High School in Serang

Ratih Ayu Wulandari¹, Ulinuha Dahlina²

^{1,2}English Education Study Program, Universitas Faletahan, Serang, Indonesia

As one of the four essential language skills for communication, writing has been considered as the hardest skill since it requires the mastery of all the other skills. Many students often face difficulties in learning writing. To handle this situation, English teachers are demanded to apply as interesting method as possible in the language teaching process. Since the use of technology has been increasing rapidly, students demonstrate an increasing reliance on mobile phones which are connected to the internet. Hence, English teachers could strategically utilize this condition to foster more effective learning outcomes by applying some innovative alternatives in language teaching, with one of which is game-based learning. This study was conducted to investigate the correlation between the game-based learning application and students' writing skills at senior high school level. This is a correlation quantitative study which employed students' perceptions questionnaires on the game-based learning application and narrative writing test. There were 38 of eleventh-grade students from a public senior high school in Serang, Banten Province who became the participants of the study. The data collected were then analyzed using Pearson-Product Moment Correlation Test through the SPSS application Version 27. The study result shows that the r-count $0.844 > r\text{-table } 0.320$ with the Sig. (2-tailed) $0.000 < 0.05$ which indicates a very high positive correlation between the game-based learning application and the students' writing skills. This means that the more students engage in the game-based learning, the higher their levels of writing skills will be. Further, this study reveals that the game-based learning application contributes for 71.2% to the students' writing skills, while the rest are influenced by other factors which were not examined in this study. This result suggests that game-based learning application could serve as one of the potential alternative methods in language teaching in enhancing learning outcomes.

Keywords: *Game-based learning application, writing skills, alternative methods*



Development of Local Wisdom-based Virtual Reality Media for IPAS Learning in Primary Schools using a Deep Learning Approach

Dede Kurnia Adiputra¹, Puji Siswanto², Wandi S Assayid³, Yadi Heryadi⁴, Obay Jambari⁵
^{1,2,3,4,5}Universitas Setia Budhi Rangkasbitung, Indonesia

Abstract. This study aims to develop Virtual Reality learning media based on local wisdom with a deep learning approach as an effort to provide contextual, adaptive, and relevant natural and social sciences learning for students. This Virtual Reality media is designed to offer a more interactive and immersive learning experience, which is expected to deepen students' understanding of natural and social sciences concepts and increase their appreciation and understanding of local culture. The development process of this media follows the Lee & Owens model (Analysis, Design, Development, Implementation and Evaluation), which includes needs analysis, content design, media creation, classroom implementation, and effectiveness assessment. The results of the trial show that this Virtual Reality media has succeeded in improving student learning outcomes and enriching the learning process by presenting visualisations that are interesting and relevant to the local cultural context. In addition, this media also encourages better student interaction with the subject matter, which ultimately contributes positively to student learning motivation. Thus, the development results show that the Virtual Reality media produced is capable of increasing learning motivation, conceptual understanding, and active participation of students in natural and social sciences learning. In addition, the integration of deep learning allows the media to provide adaptive feedback according to user interaction, making learning more dynamic and meaningful. These findings indicate that the development of local wisdom-based Virtual Reality media with a deep learning approach can be an innovative alternative in supporting the implementation of the Merdeka Curriculum, strengthening natural and social sciences literacy, and preserving local cultural values in primary school environments.

Keywords: *Virtual Reality Media Development, Local Wisdom, Natural and Social Sciences Learning, Deep Learning*



Integrating Baduy Oral Tradition in History Learning through Deep Learning and Digital Storytelling

Weny Widyawati Bastaman Berita Mambarasi Nehe¹, Nunung Nurhayati², Iman Sampurna³, Sri Purwantiningsih⁴, Apriliya Millani⁵

^{1,2,3,4,5}Universitas Setia Budhi Rangkasbitung, Indonesia

This study explores the pedagogical integration of Baduy oral traditions—rooted in Pikukuh, the indigenous moral and ecological principles of the Baduy community in Kanekes Village, Banten—into history learning through the application of Deep Learning and Digital Storytelling. Employing a mixed-methods sequential explanatory design, the research involved 10th-grade students from SMA 2 Rangkasbitung. Quantitative data measured the model’s effectiveness on learning motivation, engagement, and critical thinking, while qualitative data provided in-depth insights into learning experiences and contextual meaning-making. The results reveal that the integration of Digital Storytelling with Deep Learning significantly enhanced students’ motivation, participation, and historical understanding, while fostering reflective connections between traditional Baduy values and contemporary life. Moreover, the approach transformed oral traditions into authentic historical resources, promoting student-centered inquiry and cultural sustainability. The findings suggest that embedding local wisdom within digital pedagogical frameworks not only strengthens contextual and moral learning but also supports Education for Sustainable Development (ESD) through cultural preservation. This research contributes to innovative history education by bridging tradition and technology, ensuring that local heritage informs 21st-century competencies in critical and reflective learning.

Keywords: Deep Learning, Digital Storytelling, Baduy Oral Tradition, History Education, Local Wisdom, Education for Sustainable Development.



The Effect of Perceived Usefulness and Perceived Ease of Use on Teachers' Continuance Intention in Using the Kipina Teacher Application for Early Childhood Education Assessment

Anindya Putri Pramadi¹, Stephanie Riady², Niko Sudibjo³

¹Kipina Kids Indonesia

^{2,3} Pelita Harapan University, Indonesia

The advancement of digital technology has encouraged innovation in early childhood development assessment. Teachers are now expected not only to understand assessment practices but also to sustain the effective use of digital applications. This study aims to examine the influence of perceived usefulness and perceived ease of use on teachers' continuance intention in using the Kipina Teacher Application as a tool for assessing early childhood development at Kipina Kids Indonesia schools in the Greater Jakarta area. A quantitative associative approach with a survey method was employed, involving all early childhood teachers through total sampling. Data were collected using a Likert-scale questionnaire and analyzed using multiple linear regression. The results indicate that perceived usefulness and perceived ease of use have a positive and significant effect on continuance intention. The findings support the Technology Acceptance Model (TAM) and offer practical recommendations for early childhood institutions to enhance teachers' sustained use of digital assessment tools.

Keywords: perceived usefulness, perceived ease of use, continuance intention, digital assessment, early childhood education



The Effect of Transformational Leadership and Emotional Intelligence on Teacher Performance

¹Dede Sri Fitriyana, ²Stephanie Riady, ³Niko Sudibjo

¹Joyful Academy, ^{2,3}Pelita Harapan University, Indonesia

This study examines the influence of transformational leadership and emotional intelligence on the performance of kindergarten teachers in the Greater Jakarta area. The research is motivated by the national agenda to improve education quality and strengthen teacher professionalism in alignment with the SDGs 2030. Using a quantitative survey design, data were collected from randomly selected kindergarten teachers through standardized questionnaires and analyzed using Structural Equation Modeling (SEM). The findings reveal that both transformational leadership and emotional intelligence significantly and positively affect teacher performance, directly and indirectly. These results highlight the interconnected mechanisms shaping teacher effectiveness and propose an integrative predictive model for enhancing early childhood education policy. Practically, the study underscores the importance of strengthening school leadership and emotional intelligence development programs to improve educational outcomes at the kindergarten level. The findings contribute to empirical and policy-based strategies for improving teacher performance and human resource development in the education sector.

Keywords: *Transformational leadership, emotional intelligence, teacher performance, early childhood education*





The Effect Of Teacher Efficacy and Digital Competence On Teacher Performance

Emeliana Makaria Tarigan¹, Stephanie Riady², Niko Sudibjo³

¹ Yayasan Tarakanita, ^{2,3} Pelita Harapan University, Indonesia

Teacher performance is one of the important factors in ensuring the provision of quality education. This study aims to examine the influence of teacher efficacy and digital competence on teacher performance at XYZ Elementary School in Jakarta. A quantitative, non-experimental approach was applied using Partial Least Squares Structural Equation Modeling (PLS-SEM). The study involved all 115 teachers as the sample, selected through saturated sampling. Data were collected using closed-ended questionnaires and analyzed both descriptively and inferentially. The findings reveal that teacher efficacy and digital competence have positive and significant effects on teacher performance. This study contributes theoretically to the development of a more comprehensive teacher performance model and provides practical implications for enhancing teacher professionalism within the context of the Merdeka Curriculum.

Keywords: Teacher efficacy, digital competence, teacher performance, professionalism



The Role of Role-Play in Fostering Social-Emotional Learning in Faith-Based Early Childhood Education

Ruth Cinthya Suwandi¹, Stephanie Riady², Niko Sudibjo³

¹Playhouse Academy ACS

^{2,3}Pelita Harapan University, Indonesia

This qualitative study explores how teachers at Kindergarten ABC Jakarta integrate role-play activities to foster Social-Emotional Learning (SEL) among children aged three to four. Grounded in constructivist, sociocultural, cognitive, and psychosocial theories, the study employs a phenomenological approach through semi-structured interviews and thematic analysis. Findings reveal that role-play effectively supports children’s emotional regulation, empathy, and collaboration within a safe, imaginative environment. Teachers reported that structured role-play enhances communication, teamwork, and inclusivity, particularly within the school’s multicultural and faith-based setting. Despite challenges such as time constraints and academic demands, educators employed adaptive strategies to sustain meaningful SEL outcomes. The study highlights role-play as a developmentally appropriate, culturally responsive, and sustainable pedagogical approach in early childhood education.

Keywords: Social-Emotional Learning, role-play, early childhood education, phenomenology, multicultural education, faith-based school



Analyzing the Influence of Perceived Usefulness and System Quality on User Performance of the Edconnect School Management System at ABC School

Yohana Novi Indriani¹, Stephanie Riady², Niko Sudibjo³

¹Sekolah Dian Harapan Daan Mogot

^{2,3}Pelita Harapan University, Indonesia

This study examines the influence of perceived usefulness and system quality on user performance in using the Edconnect School Management System at ABC School. Although the system has been implemented for three years, no formal evaluation has been conducted to assess its effectiveness in supporting teachers' and staff's performance. A quantitative approach was applied using descriptive and inferential statistical analysis based on survey data from active Edconnect users. The results indicate that both perceived usefulness and system quality have a positive and significant effect on user performance. The findings provide empirical insights for continuous evaluation and improvement of school management systems within primary and secondary education settings.

Keywords: Perceived usefulness, system quality, user performance, school management system, Edconnect



The Influence of the Music Teacher's Leadership Role on the Students' Music Performance at Trust Orchestras

Nicky Pranata Yohanda Gama¹, Stephanie Riady², Niko Sudibjo³

¹UPH College

^{2,3}Pelita Harapan University, Indonesia

Effective leadership plays a pivotal role in shaping students' artistic growth and performance quality within music education settings. This study aims to analyze the influence of music teachers' leadership roles on students' orchestral performance in the Trust Orchestra. In the context of arts education, music teachers serve not only as technical instructors but also as leaders who foster discipline, motivation, and collaboration during orchestral rehearsals. A quantitative explanatory approach was employed, involving all active orchestra members with prior experience performing in official concerts. Data were analyzed using multiple linear regression to examine both partial and simultaneous effects among variables. The findings are expected to contribute theoretically to the study of leadership in music education and provide practical insights for enhancing orchestral performance quality through the strengthening of music teachers' leadership roles.

Keywords: Music teacher leadership, orchestral performance, music education, student orchestra



Developing Articulate Storyline (AR) Learning Media through the Sunda Mandala Game on the Human Digestive System

Indra Darmawan^{1*}, Jajang Miharja², Mutiara Sari³

^{1, 2, 3} Biology Education, Faculty of Teacher Training and Education, Latansa Mashiro University, Indonesia

Student learning achievement, especially in biology material, is still low. One of the causes is the lack of interesting and contextual teaching materials on local culture. This study aims to develop Articulate Storyline (AR) learning media with the Sunda Mandala game on the human digestive system for students of the Kasepuhan Citorek, Banten. The research method uses Research and Development (R&D) with the ADDIE model (Analyze, Design, Development, Implementation, Evaluation). The sample taken in this study was 30 students of class XI MIPA 1 at SMAN 2 Cibeber. Data collection techniques in this study used interview and questionnaire techniques. The results of the study showed that the feasibility value of interactive learning media based on an articulate storyline on the human digestive system material from material experts was 93.75% with a very feasible category, the results of media expert assessments were 85% with a feasible category, and the results of language expert assessments were 85% with a feasible category. The results of the trial data analysis showed that student responses were 83.9%, categorized as very good.

Keywords: *ADDIE; Articulate Storyline, Learning Media; Biology learning*



Investigating The Learning English Speaking Using A Youtube Channel: A Study At A Private High School In Indonesia

Nurul Afiyattena¹, Tati Nurholis²

^{1,2}Faculty of Teacher Training and Education
Latansa Mashiro University, Indonesia

This study aimed to investigate how to learn English speaking using YouTube. This study used a qualitative research method with a case study design. Research data were collected through semi-structured interviews, and focus group discussions. The participants in this study consisted of 6 students of a private high school in Indonesia. The data obtained was analyzed from Miles, Huberman, and Saldana (2014) through three stages of analysis: condensation, display, and drawing conclusions. The research findings showed that YouTube provided authentic language input that supported high motivation, and the ability to study autonomously benefited most from this digital media. These students use the videos to imitate native speakers, build confidence, and develop their speaking abilities. However, beginners or those needing more direct teacher guidance may find it challenging to follow fast-paced or complex content. Therefore, while YouTube serves as a useful tool for learning speaking, it is recommended to combine video-based learning with interactive or face-to-face activities to support diverse learner needs. Overall, YouTube offers a valuable platform for students to engage in speaking practice and develop their communication skills. However, challenges such as unstable internet access, the cost of data and device upgrades, and the lack of interactivity and real-time feedback limited the effectiveness of digital learning. Despite these obstacles, YouTube remained a valuable tool in promoting student engagement and achievement in English speaking proficiency when supported by structured teaching strategies. However, challenges such as unstable internet access, the cost of data and device upgrades, and the lack of interactivity and real-time feedback limited the effectiveness of digital learning. Despite these obstacles, YouTube remained a valuable tool in promoting student engagement and achievement in English speaking proficiency when supported by structured teaching strategies.

Keywords: Digital Media, Students' Experience, Teaching Speaking



Utilizing Gen Ai In Undergraduate Digital Academic Writing Skills: A Case Study From Indonesian In-Service Teachers

Hikmah Pravitasari, Siti Hanna Sumedi, Al Farel Galing Harwinsyahnanda

La Tansa Mashiro University, Indonesia

This study explores the utilization of Generative Artificial Intelligence (Gen AI) in developing undergraduate students’ digital academic writing skills, focusing on Indonesian in-service teachers enrolled in an English education program. The research aims to examine how Gen AI tools—such as AI-based writing assistants and text generators—support the writing process, enhance language accuracy, and foster critical awareness of academic integrity. Using a qualitative case study design, data were collected through focus group discussion and semi-structured interviews. The findings reveal that the integration of Gen AI tools positively influenced participants’ writing performance, particularly in improving coherence, vocabulary use, and grammatical precision. However, challenges were identified in maintaining originality, ensuring ethical AI use, and aligning outputs with academic standards. The study concludes that Gen AI, when guided by pedagogical frameworks and ethical considerations, can serve as an effective digital scaffold for enhancing academic writing competence among in-service teachers in higher education contexts.

Keywords: Generative Artificial Intelligence (Gen AI); digital academic writing; in-service teachers; higher education





Teacher Strategies in Implementing Pop-Up Books as a Literacy Medium for Children Aged 5-6 Years

Robiatul Adawiyah¹, Siti Nurul Aprida², Pipih Latifah³

^{1,2,3}La Tansa Mashiro University, Indonesia

This research was motivated by the low interest and basic literacy skills of early childhood students at PAUD Al-Husna, as indicated by the children’s limited engagement in reading and storytelling activities in the classroom. This problem is assumed to arise from the lack of variety in learning media used by teachers, particularly those that are visual and interactive. The pop-up book, as a three-dimensional medium, has great potential to attract children’s attention, stimulate imagination, and enhance early literacy skills through enjoyable learning experiences. However, the implementation of this medium in early childhood institutions has not been optimal due to teachers’ limited knowledge regarding effective strategies for using pop-up books that align with the developmental characteristics of children aged 5–6 years. The purpose of this study is to describe teachers’ strategies in implementing pop-up books as a literacy medium for early childhood students at PAUD Al-Husna, covering the stages of planning, implementation, and evaluation. In addition, this research aims to identify supporting and inhibiting factors faced by teachers in using pop-up books, as well as to analyze the impact of this medium on children’s reading interest and language development. Through this study, it is expected to provide a comprehensive understanding of the effectiveness of teachers’ strategies in utilizing creative media to improve early literacy development. This study employs a qualitative approach with a descriptive method. The research subjects include classroom teachers, the principal, and students of group B aged 5–6 years at PAUD Al-Husna. Data were collected through observation, in-depth interviews, and documentation. The data analysis process followed the stages of data reduction, data display, and conclusion drawing based on the Miles and Huberman model. The findings indicate that teachers’ strategies in implementing pop-up books are carried out through systematic planning, interactive learning implementation, and reflective evaluation. The use of pop-up books has been proven to increase children’s enthusiasm, vocabulary, and comprehension of story content. Therefore, pop-up books can serve as an innovative alternative in developing early literacy skills in early childhood education settings.

Keywords: Teacher Strategy, Pop-Up Book, Early Childhood Literacy



ROOM 3 | HEALTH

Moderator: Assoc. Prof. Dr. Liza Diniarizky Putri, M.Kesos., M.I.Kom

Time	Presenters	Research Titles
09:00-09:10	1. Roslina	Beyond Maternal Knowledge: The Critical Role of Husband's Support in Postpartum Contraceptive Use
09:10-09:20	2. Alinda Kania Herawn. Anis Ervina, Daini Zulmi	The Relationship between Sleep Duration and Frequency of Meals on the Nutritional Status of Adolescent Women
09:20-09:30	3. Tia Damayanti. Anis Ervina. Daini Zulmi	Gadget Use Duration and Its Association With Nutritional Status Among Female Adolescents
09:30-09:40	4. Tia Novianti. Anis Ervina, Daini Zulmi	Breakfast Frequency and Its Association With Chronic Energy Deficiency (CED) Among Adolescent Females
09:40-09:50	5. Nurpadilah. Rita Ariesta, Roslina.	The Relationship Between the Frequency of Antenatal Care Visits and Immunization Status of Children Aged 24–59 Months with the Incidence of Stunting in Ciuyah Village, Working Area of Pajagan Health Center, Sajira, in 2025
09:50-10:00	6. Putri Nurenda, Daini Zulmi, Anis Ervina	The Relationship Between Birth Weight History, Exclusive Breastfeeding, Mpsi, Mother's Last Education and Family Income with Stunting in Toddlers Aged 12-59 Months in The Working Area of the Rangkasbitung Health Center in 2025
10:00-10:10	7. Daini Zulmi. Husnul Khotimah, Anis Ervina, Hana Maria Sudrajat	The Relationship of Knowledge and Providing Supplementary Food (PMT) Boxes with Weight Increase in Innutrition Toddler
10:10-10:20	8. Ayzilia Audira Marosi, . Rita Ariesta, Roslina.	Relationship Between Economic Status on Nutritional of Pregnant Women in Stunting Prevention at Kalanganyar Health Center 2025
10:20-10:30	9. Anggi Oktaviani, Anis Ervina. Daini Zulmi	<i>Hubungan Antara Status Gizi Dengan Kejadian Anemia Pada Remaja Putri Di SMAN 1 Cibadak Tahun 2025</i>
10:30-10:40	10. Husnul Khotimah	Unveiling the Correlation of Nutritional and Menstrual Status with dysmenorrhea in Adolescent Girls: A Multivariate Approach



THE UNILAM INTERNATIONAL CONFERENCE
ON HEALTH, SOCIAL SCIENCE AND MANAGEMENT
(UNICOHSEM)

“Envisioning the Ideal Leader for Indonesian Golden Era 2045”

10:40-10:50	11. Aminah	<i>Asuhan Kebidanan Komprehensif Pada Ibu Hamil, Bersalin Dengan Laserasi Grade Ii, Nifas, Bayi Baru Lahir, KB Pada Ny. "H" G2p1a0 Di Puskesmas Maja Tahun 2025</i>
10:50-11:00	12. Anis Ervina	Influence of Parenting, Self Image and Attitudes Toward Premarital Sexual Behaviour of Youth
11:00-11:10	13. Innama Sakinah	Analysis of Factors Associated with Maternal Death in Strengthening Knowledge and Development of Health Policy in Banten Province: Maternal Verbal Autopsy Study
11:10-11:20	14. Elsa Amelia. . Rita Ariesta, Roslina.	<i>Hubungan frekuensi pemberian MP-ASI dan jenis kelamin dengan kejadian stunting pada balita 6-24 bulan di puskesmas Leuwidamar Tahun 2025</i>
11:20-11:30	15. Epa Natasya. . Rita Ariesta, Roslina.	The Effectiveness of Dragon Fruit Juice Consumption in Increasing Hemoglobin Levels Among Adolescent Girls at Sman 1 Cibadak in 2025



Beyond Maternal Knowledge: The Critical Role of Husband’s Support in Postpartum Contraceptive Use.

Roslina¹

¹Faculty of Health Sciences , La Tansa Mashiro University, Indonesia

The use of postpartum contraception remains low in many developing countries, despite its crucial role in reducing health risks for mothers and babies. Previous studies have highlighted mothers' knowledge as an important factor in the adoption of contraception; however, limited evidence has explored the relative influence of spousal support compared to mothers' knowledge. This study was conducted in Lebak District to analyse the correlation between maternal knowledge and spousal support with postpartum contraceptive use, emphasising the often overlooked role of men in family planning decision-making. The metode used in this study is sacross-sectional design was employed involving 62 postpartum women (45 days after delivery) without chronic or infectious disease history. Data were collected through structured interviews and questionnaires. Bivariate analysis using the chi-squared test was performed to examine associations between independent and dependent variables. The findings of the research are Only 25.4% of women adopted postpartum contraception, while 65.6% did not. Husband’s support was significantly associated with contraceptive use ($p = 0.036$), whereas maternal knowledge was not ($p = 0.460$). These findings highlight the decisive influence of spousal support in contraceptive decision-making. Contrary to conventional assumptions that maternal knowledge is the key determinant, this study demonstrates that husband’s support plays a more critical role in postpartum contraceptive adoption. This novelty underscores the importance of integrating male involvement into postpartum family planning interventions and policies to improve contraceptive uptake.

Keywords: postpartum contraception, maternal knowledge, husband support, family planning, male involvement



The Relationship between Sleep Duration and Frequency of Meals on the Nutritional Status of Adolescent Women

Alinda Kania Herawan¹, Anis Ervina², Daini Zulmi³

^{1,2,3}Universitas La Tansa Mashiro. Indonesia

Adolescent girls' nutritional status is an important determinant of long-term health, which has implications for reproductive function and the risk of chronic disease later in life. Lifestyle factors, including sleep duration and frequency of meals, have the potential to affect nutritional status in adolescents. This study aims to analyze the relationship between sleep duration and feeding frequency with the nutritional status of adolescent girls in junior high schools in Indonesia. An analytical observational study with a cross-sectional approach was conducted among adolescent girls using total sampling in a single junior high school setting in Indonesia.. Data collection using primary data, data was collected using questionnaires and Body Mass Index (BMI) measurements, then analyzed with the Chi-Square test. The results showed that there was no significant relationship between sleep duration and nutritional status ($p = 0.073$), while there was a significant relationship between eating frequency and nutritional status ($p = 0.001$). It was concluded that the frequency of meals was a contributing factor to the nutritional status of adolescent girls, while sleep duration was not shown to be significantly related. Therefore, nutrition education-based interventions that emphasize increasing the frequency of meals according to physiological needs are needed to support the achievement of optimal nutritional status in adolescents. These findings highlight the importance of behavioral factors in shaping adolescent health and provide preliminary evidence that can inform school-based and community-level interventions in similar contexts.

Keywords: Sleep duration, frequency of meals, nutritional status, adolescent girls.



Gadget Use Duration and Its Association With Nutritional Status Among Female Adolescents

Tia Damayanti¹, Anis Ervina², Daini Zulmi³

^{1,2,3}Universitas La Tansa Mashiro, Indonesia

Gadgets have become an integral part of adolescents' daily lives, yet excessive use may influence eating patterns, physical activity, and ultimately nutritional status. Adolescent girls represent a vulnerable group as they undergo a period of rapid growth and are prone to nutritional problems. This study aimed to examine the association between gadget use duration and nutritional status among adolescent girls in a vocational high school setting in Indonesia. An analytical observational study with a cross-sectional design was conducted among female adolescents, selected using a total sampling technique. Data was collected through a questionnaire on gadget usage duration as well as measurements of weight and height to determine nutritional status using Body Mass Index (BMI). Data analysis was conducted univariately and bivariately using the Chi-square test. The majority of respondents (90.9%) had poor gadget usage duration (>4 hours/day), while only 9.1% had good usage duration (≤ 4 hours/day). In terms of nutritional status, 59.1% were in the ideal category, whereas 40.9% were in the non-ideal category. The Chi-square test results show a p-value of 0.784 ($p > 0.05$), which means there is no significant relationship between the duration of gadget use and nutritional status. Although prolonged gadget use has been theoretically linked to poor nutritional outcomes, the findings in this study showed no significant association. This phenomenon may occur because the respondents, despite long screen time, still maintained adequate dietary intake and physical activity. It suggests that other factors such as family support, socioeconomic conditions, and lifestyle choices might play a more dominant role in influencing nutritional status. This result may be influenced by other confounding factors such as dietary patterns, physical activity, and individual metabolic differences, which were not assessed in this research. Further studies with a broader range of variables are recommended to better understand the complex relationship between digital behavior and adolescent nutrition.

Keywords: gadget use duration, nutritional status, adolescent girls

Breakfast Frequency and Its Association With Chronic Energy Deficiency (CED) Among Adolescent Females

Tia Novianti¹, Anis Ervina², Daini Zulmi³

^{1,2,3}Universitas La Tansa Mashiro, Indonesia

Chronic Energy Deficiency (CED) remains one of the significant nutritional problems among adolescent girls, which not only affects reproductive health but also increases the risk of stunting in future generations. Breakfast is an important factor in meeting daily energy needs; however, the practice of skipping breakfast is still commonly found among adolescents. This study aimed to examine the association between breakfast frequency and the incidence of chronic energy deficiency (CED) among adolescent girls in the context of Indonesian senior high schools. This research used an analytical observational design with a cross-sectional approach. Participants were adolescent female students from a senior high school setting in Indonesia, selected using a total sampling technique. Primary data were collected through a breakfast frequency questionnaire and measurement of Mid-Upper Arm Circumference (MUAC) to determine nutritional status. Data were analyzed univariately and bivariately using the Chi-Square test. The results showed that 52% of respondents experienced CED and 56% had a habit of rarely eating breakfast. Bivariate analysis revealed a significant relationship between breakfast frequency and the incidence of CED ($p = 0.000$). These findings provide preliminary evidence of the strong role of breakfast frequency in adolescent nutritional status, highlighting the need for larger studies to confirm this association. In conclusion, breakfast frequency is significantly associated with the incidence of CED among adolescent girls. These findings highlight the importance of nutrition education interventions as well as the provision of balanced nutritious breakfasts by schools and boarding school administrators to support adolescent girls' health and prevent the risk of CED.

Keywords: breakfast frequency, chronic energy deficiency, adolescent girls.



The Relationship Between The Frequency Of Antenatal Care Visits And Immunization Status Of Children Aged 24–59 Months With The Incidence Of Stunting In Ciuyah Village, Working Area Of Pajagan Health Center, Sajira, In 2025

Nurpadilah¹, Rita Ariesta², Roslina³

^{1,2,3}Universitas La Tansa Mashiro, Indonesia

Stunting remains a serious public health issue in Indonesia. The occurrence of stunting cases can serve as an evaluation of maternal and child nutritional and health status, breastfeeding and complementary feeding (MP-ASI) practices, family socioeconomic and educational conditions, access to and quality of health services, environmental sanitation, and the effectiveness of stunting prevention programs in the area. The incidence of stunting at the health center reached 35 children under five. The purpose of this study was to determine the relationship between the frequency of antenatal care (ANC) visits and the immunization status of children aged 24–59 months with the incidence of stunting in the working area of the Public Health Center in 2025. The research method used was quantitative analytic with a case-control design. Analysis using the chi-square test showed a significant relationship between ANC visit frequency and stunting incidence. This indicates that children born to mothers with ANC visits not meeting the standard have a greater risk of experiencing stunting. However, the immunization status of children did not show a significant relationship with stunting. Pregnant women are encouraged to attend ANC visits regularly according to standards to prevent stunting from an early stage. Health centers need to strengthen monitoring of compliance and provide nutrition education during every ANC visit. Policymakers are advised to enhance access to and the quality of ANC services to optimize stunting prevention.

Keywords: Stunting, ANC visits, child immunization, maternal and child health





The Relationship Between Birth Weight History, Exclusive Breastfeeding, Mpasi, Mother's Last Education And Family Income With Stunting In Toddlers Aged 12-59 Months In The Working Area Of The Rangkasbitung Health Center In 2025

Putri Nurendra¹, Daini Zulmi,² Anis Ervina³

^{1,2,3}Universitas La Tansa Mashiro. Indonesia

Stunting is a chronic nutrition problem that is still high in Indonesia, including in Lebak Regency. This study aims to determine the relationship between birth weight history, exclusive breastfeeding, MP-ASI, mother's last education, and family income with the stunting category in the working area of the Rangkasbitung Health Center in 2025. The study used a cross-sectional design with a sample of 40 toddlers aged 12-59 months. Data were collected through interviews and anthropometric measurements. Data analysis was carried out by Chi-Square test. The results showed that there was no significant relationship between birth weight history, exclusive breastfeeding, MP-BREAST, maternal education, and family income in the Stunting category ($p > 0.05$). However, the birth weight history showed a p value close to significant ($p = 0.051$). The conclusion of the factors studied was not significantly related to the height category.

Keywords: Toddler Stunting, Low Body Weight, Breast Milk, MP-ASI, Education, Income.



The Relationship Between Maternal Knowledge and the Provision of Local Food-Based Supplementary Feeding (PMT) with Weight Gain in Undernourished Toddlers in Leuwidamar Subdistrict in 2025

Daini Zulmi¹, Husnul Khotimah², Anis Ervina³, Hana Maria Sudrajat⁴

^{1,2,3}Universitas La Tansa Mashiro

⁴Universitas Faletehan. Indonesia

The problem of undernutrition among toddlers remains a major public health challenge in Leuwidamar Subdistrict, Lebak Regency. This study aims to determine the relationship between maternal knowledge and the provision of locally-based supplementary feeding (PMT) with weight gain among undernourished toddlers. The research design used an analytical method with a cross-sectional approach. The study sample consisted of 42 undernourished toddlers who received supplementary feeding for 4–8 weeks. Data were collected through questionnaires and posyandu (integrated health post) register books, and analyzed using the chi-square test. The results showed a significant relationship between maternal knowledge and weight gain ($p = 0.02$), as well as between supplementary feeding and weight gain ($p = 0.06$). In conclusion, providing locally-based supplementary food with multiple animal protein sources combined with nutrition education is effective in improving toddlers’ nutritional status. It is recommended that locally-based supplementary feeding programs continue to be developed by health workers and posyandu cadres as an effort to improve toddler nutrition.

Keywords: PMT Box, malnutrition, toddlers, maternal knowledge, weight gain



Relationship Between Economic Status on Nutritional of Pregnant Women in Stunting Prevention at Kalanganyar Health Center 2025

Ayzilia Audira Maros¹, Rita Ariesta², Roslina³,

¹²³ Faculty of Health, La Tansa Mashiro University. Indonesia

Economic status is one factors that influences the nutritional status of pregnant women. Poor nutritional status can increase the risk of stunting in children in the future. Based on data from the Lebak Regency Health Office in 2024, the percentage of pregnant women with Chronic Energy Deficiency (CED) was approximately 12.3%. This study aims to determine the relationship between economic status and the nutrition of pregnant women in preventing stunting in the working area of the Community Health Center in Lebak in 2025. The research method used is quantitative analytic with a case control approach. The independent variables included education level, family income, occupation, maternal age, and parity, while the dependent variable was maternal nutritional status, measured by mid-upper arm circumference (MUAC). Bivariate analysis used the chi-square test with a significance level of 0.05. The results showed a significant relationship between family income and education level and maternal nutritional status, as well as a higher risk of developing the condition. However, employment, maternal age, and parity did not have a significant relationship. Therefore, family income and education level have a significant influence. Pregnant women are expected to improve their nutritional knowledge and utilize nutritious local foods according to their family's economic capabilities. Community health centers (Puskesmas) need to strengthen nutrition education and support, especially for pregnant women with low levels of education. Policymakers are advised to provide nutritious food support for low-income families and expand access to healthy food through cross-sectoral collaboratin

Keywords: Economic Status, Nutrition of Pregnant Women, CED, Stunting





Association Between Nutritional Status and Anemia Among Adolescents in Senior High School Settings in Indonesia

Anggi Oktaviani¹, Anis Ervina², Daini Zulmi³

¹²³ Faculty of Health, La Tansa Mashiro University. Indonesia

Anemia in adolescent girls is a public health problem that has implications for decreased study concentration, productivity, and increased risk of complications during pregnancy in the future. Nutritional status is one of the factors suspected to be related to the incidence of anemia. This study examined the association between nutritional status and the incidence of anemia among adolescent girls in Indonesian senior high schools. A quantitative analytical approach with a cross-sectional design was conducted, and participants were selected using a simple random sampling technique. Nutritional status was assessed using Body Mass Index (BMI) calculations, while anemia status was determined from hemoglobin measurements obtained through health service records. The results indicated that 37% of the participants were classified as having poor nutritional status, while 39.1% were identified as anemic. Chi-Square test results indicated no significant association between nutritional status and anemia ($p = 0.453$), although a higher prevalence of anemia was evident among adolescents with abnormal nutritional status. The study concluded that nutritional status was not a major determinant of anemia among adolescent girls in this setting. Interventions should prioritize balanced nutrition education within schools, regular health assessments, and enhanced counseling services delivered by health professionals.

Keywords: Nutritional status, Anemia, Adolescents, Girls, Public health



Unveiling the Correlation of Nutritional and Menstrual Status with dysmenorrhea in Adolescent Girls: A Multivariate Approach

Husnul Khotimah¹

¹Faculty of Health Sciences, Universitas Faletehan, Serang, Indonesia

Pain associated with dysmenorrhea usually appears 1-3 years after menarche, especially in adolescence or between the ages of 15 and 18 years. Although this disease is often complained of, only a few individuals have knowledge about its treatment. The purpose of this study was to determine whether there is a relationship between menstrual factors and nutritional factors with dysmenorrhea in adolescents. The design of this study was cross-sectional. The sample in this study were all 40 adolescents. The data used were primary data by conducting interviews and measurements with respondents. Data analysis used was chi square and multiple logistic regression. The results of statistical analysis using chi square showed that there was a relationship between menstrual regularity ($p = 0.01$) with the incidence of dysmenorrhea in adolescents, but there was no relationship between nutritional status, anemia, menstrual duration, and menarche with dysmenorrhea in adolescents, this is likely because nutritional factors are not a direct cause of dysmenorrhea. It is hoped that providing education to adolescents about menstruation, dysmenorrhea, and nutrition can make adolescents more prepared to face menstrual pain and carry out their activities more optimally.

Keywords: Anemia. Body Mass Index. Menarche. Menstrual cycle . Menstrual pain





Comprehensive Midwifery Care for Mrs. H, G2P1A0, During Pregnancy, Childbirth with Second-Degree Perineal Laceration, Postpartum, Newborn, and Family Planning at Maja Community Health Center in 2025

Aminah¹

¹Universitas La Tansa Mashiro. Indonesia

Pregnancy, childbirth, the postpartum period, and newborn care are physiological processes; however, complications may occur throughout these stages. According to data from the Lebak District Health Office (2023), the maternal mortality rate (MMR) was 24 cases and the infant mortality rate (IMR) was 253 cases. One of the strategic efforts to address these issues is through the implementation of Continuity of Care (CoC). This study aimed to provide comprehensive midwifery care encompassing pregnancy, childbirth, postpartum, newborn, and family planning services by applying the Varney management model and documenting the process using the SOAP format through a Comprehensive Case Study approach. The assessment was conducted from 33 weeks and 3 days of gestation until 6 weeks postpartum through observation, interviews, physical examinations, and documentation review. The client was diagnosed with mild anemia (Hb 10.3 g/dL) and inadequate weight gain based on BMI standards. After appropriate anemia management, hemoglobin levels increased to 11.5 g/dL at 36 weeks and 5 days of gestation. The mother delivered at 38 weeks and 6 days, with the first stage of labor lasting 5 hours and 30 minutes, the second stage 1 hour, and the third stage 30 minutes. A second-degree perineal laceration occurred with blood loss of 15 cc during the fourth stage. The postpartum period proceeded normally, with lochia rubra observed during the first visit. Health education was provided regarding nutritional needs, wound care, and oral Vitamin A supplementation (2 capsules). During the third postpartum visit, the mother had already chosen a contraceptive method, and at the fourth visit she was advised to begin contraception. The newborn was normal and healthy, weighing 3100 grams and measuring 48 cm, and received Vitamin K, eye ointment, and the HB0 vaccine. The mother was provided a 3-month injectable contraceptive.

Keywords: Pregnant, giving birth, baby, postpartum





The Influence of Parenting Style, Self-Image, and Attitudes on Adolescent Premarital Sexual Behavior: A Structural Equation Modeling Approach

Anis Ervina¹

¹Universitas La Tansa Mashiro, Indonesia

Adolescent premarital sexual behavior remains a critical issue in public health and moral education, as it often deviates from established social and cultural norms. This study aims to examine the direct and indirect influence of parenting style, self-image, and attitudes on premarital sexual behavior among adolescents at SMA Serang Lighting. A quantitative analytical design was employed using the Structural Equation Model (SEM) with SmartPLS 2.0 and SPSS 17 for data analysis. The results revealed that the parental role had a direct effect of 29.1% on adolescent premarital sexual behavior, while self-image influenced adolescent attitudes by 19.4%. Furthermore, the parental role demonstrated a direct impact of 66.1% on both self-image and behavior, and self-image contributed 47.3% to premarital sexual behavior. These findings indicate that effective parenting and a positive self-image play significant roles in shaping adolescents' sexual attitudes and behavior. The study underscores the importance of school-based interventions and health education programs involving teachers and health professionals to strengthen adolescents' moral reasoning and reduce risky sexual behavior. Integrating psychosocial and educational strategies can contribute to promoting healthy sexual development and reinforcing value-based decision-making among youth.

Keywords: Parenting Style, Self-Image, Attitude, Premarital Sexual Behavior, Adolescents, Structural Equation Modeling



Maternal Mortality Analysis in Health Policy Development in Banten Province: An Epidemiological Study of Maternal Verbal Autopsy (OVM)

Innama Sakinah¹

¹Program Studi Sarjana dan Pendidikan Profesi Bidan Universitas Faletehan. Indonesia

Maternal mortality remains a global problem, particularly in developing countries, including Indonesia. Banten Province has one of the highest maternal mortality rates in Indonesia, with 198 maternal deaths in 2021. Most of these maternal deaths are preventable, stemming from factors such as patient characteristics, health workers, facilities, and referrals. The purpose of this study was to determine the relationship between preventable and non-preventable causes of maternal mortality and maternal characteristics, health workers, referrals, facilities, and infrastructure. The research method used was a quantitative-qualitative (mixed methods) method with a sequential explanatory strategy. The sample size was 26 cases and 78 controls. Data analysis used univariate analysis. The results of the study showed that factors related to maternal mortality based on the analysis results were history of ANC (OR = 37.4; 95% CI: 9.5 – 313.6; $p = 0.012$), place of death (OR = 21.5; 95% CI: 2.5 – 188.5; $p = 0.001$), Health Facilities (OR = 21.5; 95% CI: 2.5 – 188.5; $p = 0.001$), Non-referral cases (OR = 91.2; 95% CI: 11.1 – 750; $p = 0.001$), Delayed referral (OR = 122.1; 95% CI: 14.7 – 1010.2; $p = 0.001$). The results of qualitative studies indicate that maternal mortality is influenced by several factors such as low levels of understanding of danger signs in pregnancy, childbirth and postpartum, low levels of late referral factors with late decision-making in families. Delayed decision-making is due to the lack of ability of health workers in providing information to families in understanding danger signs in pregnancy, childbirth and postpartum so that there is a need for IEC/counseling for pregnant women, giving birth, and postpartum mothers, especially for mothers and families who have a high risk of pregnancy/experiencing complications.

Keywords: Maternal mortality, causes of maternal mortality



The Effectiveness Of Dragon Fruit Juice Consumption In Increasing Hemoglobin Levels Among Adolescent Girls At Sman 1 Cibadak In 2025

Epa Natasya¹, Rita Ariesta², Roslina³

^{1,2,3} Faculty of Health, La Tansa Mashiro. Indonesia

Anemia is a nutritional problem frequently experienced by adolescent girls, including in Indonesia, with a prevalence rate of up to 40%. The primary causes include iron deficiency, menstruation, and poor nutritional intake. The consequences may include impaired concentration, decreased academic performance, weakened immune system, and long-term risks such as low birth weight (LBW), stunting, and even maternal and infant mortality. Prevention efforts should begin during adolescence as part of the 8000 Days of Life program. This study employed a pre-experimental design (one-group pretest-posttest) to examine the effectiveness of dragon fruit juice consumption as a companion to iron (Fe) supplementation. The results showed that the group consuming both Fe tablets and dragon fruit juice experienced an increase in hemoglobin levels of 2.7 g/dL, while the group that consumed Fe tablets alone showed an increase of only 1.86 g/dL—resulting in a difference of 0.84 g/dL. These findings indicate that the addition of dragon fruit juice significantly enhances the effectiveness of iron supplementation. With measurable and positive outcomes, this study demonstrates that interventions using local natural ingredients such as dragon fruit juice have the potential to become innovative and applicable strategies for anemia prevention among adolescent girls. It is hoped that these findings can serve as a foundation for the development of natural nutrition-based interventions and be implemented in daily life as well as in school health promotion programs.

Keywords: Anemia, adolescent girls, iron, dragon fruit juice, hemoglobin, stunting



The Relationship Between The Frequency Of Complementary Food Provision And Gender With The Incidence Of Stunting In Toddlers Aged 6-24 Months At The Leuwidamar Community Health Center In 2025

Elsa Amelia¹, Rita Ariesta², Roslina³

^{1,2,3} Faculty of Health, La Tansa Mashiro. Indonesia

This research is quantitative research and aims to determine the Stunting is a long-term nutritional disorder that negatively impacts children's physical growth and cognitive development, especially within the critical window of the first 1,000 days of life. This study aimed to examine the association between the frequency of complementary feeding (MP-ASI) and sex with the occurrence of stunting among children aged 6–24 months at Lewidamar Health Center in 2025. The research applied a quantitative analytic design with a case-control approach (1:1 ratio), involving 58 children obtained through purposive sampling, consisting of 29 cases and 29 controls. Data were collected from questionnaires and secondary records, then analyzed using the Chi-Square test. Results indicated that more than half of the children were stunted (52.6%). The frequency of complementary feeding showed no significant relationship with stunting ($p = 0.065$; $OR = 2.077$). Likewise, sex was not significantly related to stunting ($p > 0.05$). In conclusion, both complementary feeding frequency and sex are not the primary determinants of stunting. Therefore, prevention strategies should highlight other contributing factors, including nutritional adequacy, exclusive breastfeeding practices, infectious diseases, and socioeconomic conditions.

Keywords: Stunting, Complementary Feeding, Sex, Children

ROOM 4 | INFORMATION TECHNOLOGY

Moderator: Danang Dwi Harmoko, S.S., M.Pd

Time	Presenters	Research Titles
09:00-09:10	1. Cancan Firman Wilantika, Zulkifli, Aziz Wahyudin	Design and Analysis of Mesh Wi-Fi Network for Smart Campus in Rural Areas: A Case Study of Universitas La Tansa Mashiro
09:10-09:20	2. Muhamad Thaherudin Taufiqurrohman, Rizki	The Utilization of Artificial Intelligence in Information Systems to Enhance Digital Transformation in Education and Business Sectors
09:20-09:30	3. Taufiqurrohman, Muhamad Thaherudin, Karina Laila	Integration of Big Data and IoT-Based Information Systems for Achieving a Sustainable Smart Society
09:30-09:40	4. Febri	The Role of Science and Technology Innovation in Shaping the Ideal Leaders of Indonesia 2045
09.40-09.50	5. Syaiful Bachri, Rahmat Nurcahyo, Ahmad Adnan	Digital Transformation of School Finance through the Implementation of the Ticash Cashless System



Design and Analysis of Mesh Wi-Fi Network for Smart Campus in Rural Areas: A Case Study of Universitas La Tansa Mashiro

Cancan Firman Wilantika¹, Zulkifli², Aziz Wahyudin³
^{1,2,3}Informatics, La Tansa Mashiro University, Lebak, Indonesia

Educational management is a dynamic and multifunctional process that requires continuous adaptation to meet evolving societal needs. Reengineering Educational Management (REM) represents a systematic approach to transform educational institutions from their current State to achieve superior performance outcomes. This comprehensive process encompasses goal setting, process analysis, workflow redesign, system implementation, and continuous performance monitoring. REM involves fundamental restructuring of institutional management practices to optimize educational quality and learning effectiveness. The approach focuses on process streamlining, efficiency enhancement, and innovation promotion to significantly improve learning outcomes. Furthermore, REM plays a crucial role in developing global identity by influencing educational policies, curriculum development, and creating learning environments that foster intercultural understanding and global awareness. This study examines the theoretical framework of REM and its implications for maintaining cultural integrity while developing global competencies in educational contexts.

Keywords: Educational management; reengineering; cultural integrity; global identity; educational transformation





The Utilization of Artificial Intelligence in Information Systems to Enhance Digital Transformation in Education and Business Sectors

Muhamad Thaherudin¹, Taufiqurrohman², Rizki³

^{1,2,3}Information System, La Tansa Mashiro University, Lebak, Indonesia

Digital transformation has become a crucial driver for innovation, efficiency, and competitiveness in both education and business sectors. The integration of Artificial Intelligence (AI) into information systems offers significant opportunities to optimize decision-making, automate processes, and deliver personalized services. This study explores the role of AI technologies—such as machine learning, natural language processing, and intelligent automation—in accelerating digital transformation. In the education sector, AI-based learning analytics and adaptive systems can enhance teaching strategies and student engagement. Meanwhile, in business, AI-enabled information systems support customer relationship management, predictive analytics, and operational efficiency. The research applies a qualitative review and case study approach to examine

best practices, challenges, and ethical considerations in adopting AI for information systems. Findings suggest that successful implementation requires not only technological readiness but also organizational culture, data governance, and stakeholder collaboration. The study contributes to a deeper understanding of how AI-driven information systems can sustainably transform education and business practices in the digital era.

Keywords: Artificial Intelligence, Information Systems, Digital Transformation, Education Technology, BusinessInnovation, Machine Learning, Learning Analytics





Integration of Big Data and IoT-Based Information Systems for Achieving a Sustainable Smart Society

Taufiqurrohman¹, Muhamad Thaherudin², Karina Laila³
^{1,2,3}Information System, La Tansa Mashiro University, Lebak, Indonesia

The rapid development of information technology has given rise to the concept of a smart society, which emphasizes the use of data-driven and intelligent technologies to enhance the quality of life. This study explores the integration of Big Data Analytics and the Internet of Things (IoT) as the foundational pillars for building a sustainable smart society. Big Data Analytics plays a crucial role in supporting public decision-making by providing real-time insights derived from social, economic, and environmental systems. Meanwhile, IoT integration enables public services—such as transportation, healthcare, and education—to operate more efficiently, responsively, and adaptively to citizens’ needs. Nevertheless, data security and privacy remain critical challenges in the implementation of both smart cities and smart societies. This study also highlights the social and economic impacts of intelligent information systems, including improved citizen participation, greater transparency in public services, and the creation of digital ecosystems that foster sustainable economic growth. By adopting a holistic approach, the integration of Big Data and IoT within information systems not only enhances the efficiency of public services but also acts as a catalyst for developing an inclusive, competitive, and sustainable smart society.

Keywords: Keywords: Smart Society, Big Data Analytics, Internet of Things, Information Systems, Data Security, Public Services





The Role Of Science And Technology Innovation In Shaping The Ideal Leaders Of Indonesia 2045

Febri¹

¹ Falatehan University, Indonesia

This paper explores the crucial role of science and technology innovation in shaping the ideal leaders of Indonesia 2045. As the nation envisions becoming a sovereign, advanced, and sustainable country by its centennial independence, leadership development must be aligned with global transformations driven by digitalization, artificial intelligence, biotechnology, and renewable energy. Innovation in science and technology serves not only as a tool for economic growth but also as a foundation for enhancing critical thinking, ethical decision-making, and adaptive leadership skills. This study highlights how educational reform, research-based policies, and technology-driven governance can foster visionary leaders who are competent, resilient, and capable of navigating global challenges. Using a qualitative literature review method, this paper identifies the synergy between technological advancement and leadership qualities required for 2045. The findings suggest that integrating innovation into national leadership programs can accelerate the realization of Indonesia’s Golden Era by producing leaders with integrity, inclusivity, and global competitiveness.

Keywords: Innovation, Science and Technology, Leadership, Indonesia 2045, Education, Governance.





Digital Transformation of School Finance through the Implementation of the Ticash Cashless System

Syaiful Bachri¹, Rachmat Nurcahyo², Ahmad Adnan³

^{1,2,3}Informatics, La Tansa Mashiro University, Lebak, Indonesia

The rapid advancement of digital technology has accelerated the shift toward a *cashless society*, including within educational environments. This study discusses the development of Ticash, a cashless transaction system specifically designed for school environments. Ticash enables students, teachers, and school administrators to perform various transactions—such as payments at the canteen, school cooperative, bookstore, and administrative fees—without using physical cash. Through the integration of student identification cards and a web-based application, the system allows parents to monitor and control their children's spending in real time.

The implementation results show that Ticash improves transaction efficiency by up to 40%, reduces the risk of cash loss, and enhances financial security and transparency within the school. Moreover, the system provides managerial benefits for schools in financial reconciliation, transaction reporting, and fund management, enabling faster and more accurate processes. Therefore, the adoption of Ticash serves as a safe, efficient, and effective solution for supporting digital financial ecosystems in education and promoting digital financial literacy among students.

Keywords: Cashless, Ticash, digital transaction, school finance, efficiency, information system.

ROOM 5 | ECONOMIC B

Moderator: Indah Lestari, M.M.

Time	Presenters	Research Titles
09:00-09:10	1. Paniran	Ergonomics and Motivation at a Distance: A PLS-SEM Study of Virtual Assistants in Indonesia's E-Commerce Sector
09:10-09:20	2. Maesaroh	Bridging the Gap in Youth Leadership Research: A Systematic Review of Development Programmes
09:20-09:30	3. Andri Susilo	Assessing Outcomes of Competence Development Activities
09:30-09:40	4. Muhi Mukti	Beyond Strategy: How Environmental Culture Shapes the Impact of Green Marketing on Firm Performance
09:40-09:50	5. Pipin Suryanisari	Eco-driven choices: Green Marketing Orientation and Its Influence on Green Purchase Intention in the Home Appliances Sector
09:50-10:00	6. Danis Rahyudi, Ida Farida,	The Influence of WFH, Organizational Commitment, and Organizational Culture on Employee Performance at DWS PT. XXX
10:00-10:10	7. D. Muhamad Yamin	The Effect of Profitability and Debt Policy on Firm Value in State-Owned Banks Listed on the Indonesia Stock Exchange
10:10-10:20	8. M. Kurnia Rahman Abadi	Integrating Artificial Intelligence into the Post-Acceptance Framework: An Empirical Study of Consumer Adoption of Islamic FinTech Lending
10:20-10:30	9. Dewi Roslaeni	Exploring How Leadership, Interpersonal Communication, and Job Satisfaction Influence Organizational Commitment in Public Enterprises
10:30-10:40	10. Mayasari	Enhancing Employee Performance in the Technology Sector: The Role of Training and Development, Organizational Citizenship Behaviour, and Competence in Indonesia
10:40-10:50	11. Eris Harismasakti	Strategic and Personal Competencies in Digital Transformation Evidence From 400 Job Profiles
10:50-11:00	12. Ahmad Yusup	The Influence of Work Environment, Job Satisfaction and Work Motivation on Employee Performance at Vocational High Schools in Lebak Regency
11:00-11:10	13. Haris Perdana	Exploring the Interplay of Work Discipline, Competence, and Work Motivation in Shaping Job Satisfaction within the Public Sector
11:10-11:20	14. Euis Ajizah	the effect of Return on Equity, Earnings Per Share, and Debt to Equity Ratio on Price to Book Value
11:20-11:30	15. Fauzan Rezki Maulana	From Workplace Climate to Competence: Determinants of Employee Performance in Indonesia Financial Service Firms.



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“Envisioning the Ideal Leader for Indonesian Golden Era 2045”

11:30-11:40	16. Mohammad Ridhan Alhafidz1	Impact of Religion in Maintaining the Stability of a Country: Comparative Study Between Soeharto’s Era and Prabowo’s Era
11:40-11:50	17. Uvi Tausiyahaq	Blockchain and Halal Trade: Opportunities and Challenges in Ensuring Transparency and Trust in Islamic Commerce
11:50-12:00	18. Annisa Wulandari1, Eva Sutihat2, A. Saeful Bahri	The Influence Of Work Life Balance And Qwl On Employee Performance With Social Support As A Moderating Variable
13:00-13:10	19. Ilham Akbar Muharram	Leadership Style , Training and Development , and Competence as Determinants of Police Officers Employee Performance at Polres Lebak
13:20-13:30	20. Soleh	Islamic Moral Principles as a Framework for Sustainable Economic Development in Developing Societies
13:30-13:40	21. Yumhi	Empowering Sustainability Through Green Leadership in Higher Education
13:40-13:50	22. Muhamad Hazali Alfian, Zakiyya Tunnufus, Yumhi	The Role Of Locus Of Control As An Intervening Variable In The Influence Of Compensation And Work Discipline On The Performance Of Employees Of The Lebak Police Force In 2025
13:50-14:00	23. Dini Arifian	Unveiling the Co-evolution of Islamic Banking and Economic Growth: Insights from a Developing Economic





Ergonomics and Motivation at a Distance: A PLS-SEM Study of Virtual Assistants in Indonesia’s E-Commerce Sector

Paniran¹

¹Economic and Business faculty La Tansa Mashiro University, Indonesia

Remote work has increased the demand for virtual assistants (VAs), especially in the e-commerce sector. This study investigates how physical, cognitive, and macro-ergonomic factors affect VA work motivation and performance using the Partial Least Squares Structural Equation Modelling (PLS-SEM) based on responses from 418 VAs in Lebak Regency, Banten . The results show that workstation design and perceived temperature significantly influence physical ergonomics assessments, which in turn positively influence work performance but do not influence motivation. Cognitive ergonomics assessments, driven by task engagement and autonomy, have a significant positive effect on work motivation and performance. Macro-ergonomic factors, including reward systems, supervision, and organisational support, also significantly improve motivation and performance. Work motivation strongly predicts work performance. These findings emphasise that although physical ergonomics improve efficiency, cognitive and organisational resources are more critical for maintaining motivation. Based on Self-Determination Theory and the Job-Resource Needs Model, this study offers practical insights for improving remote work design. Recommendations include ergonomic investments, encouraging autonomy, and structured organisational support. Future research should explore long-term effects and sector-specific nuances.

Keywords: Ergonomics, Virtual assistants, E-commerce, SDT and JD-R, Remote work and Work performance



Bridging the Gap in Youth Leadership Research: A Systematic Review of Development Programmes

Maesaroh¹

¹Faculty of Economic and Business La Tansa University, Indonesia

Leadership studies have traditionally focused on adult leaders, with well-established categories based on professional experience and educational background. However, limited attention has been given to youth leadership, despite its critical role in shaping future leaders. Young people experience formative leadership opportunities within schools, youth organisations, and community-based activities, which collectively influence their leadership identity and competencies. This study systematically reviews research on youth leadership development programmes published between 2016 and 2025 across three major databases: Scopus, PubMed, and ScienceDirect. A total of eight studies met the inclusion criteria and were analysed with respect to programme design, methodological approaches, outcomes, and underlying theoretical frameworks. Findings reveal substantial heterogeneity in research designs and limited theoretical integration, indicating a fragmented understanding of youth leadership development. This review highlights significant research gaps, particularly in longitudinal evaluation, cross-cultural contexts, and the integration of psychological and socio-educational perspectives. The study contributes by providing a consolidated overview of current evidence and proposing directions for future research to strengthen the theoretical and practical foundations of youth leadership development.

Keywords: Youth leadership; leadership development; systematic review; leadership programmes; youth organisations; leadership theory





Assessing Outcomes of Competence Development Activitiest

Andri Susilo¹

¹Faculty of Economic and BusinessLa Tansa Mashiro University, Indonesia

Employee participation in both formal and informal learning is widely recognized as a key driver of organizational competitiveness and long-term sustainability. Despite its strategic importance, the assessment of competence development outcomes remains an underexplored area within human resource (HR) practice. Previous studies suggest that HR professionals often neglect this domain due to complex organizational, methodological, and contextual factors that are not yet fully understood. To address this gap, the present study systematically reviews scholarly work on the assessment of competence development outcomes. The review identifies and categorizes the enabling and inhibiting factors influencing HR professionals in conducting such assessments. Drawing on both empirical evidence and direct insights from HR practitioners, the analysis highlights critical enablers such as organizational support, leadership commitment, and access to assessment tools, as well as inhibitors including lack of time, inadequate expertise, and limited managerial interest. By synthesizing these findings, this study develops propositions to guide future research and provides practical implications for HR professionals aiming to strengthen evidence-based competence development practices. Ultimately, this review contributes to advancing theoretical understanding and improving organizational strategies for sustainable human capital development.

Keyword : Competence development; Outcome assessment; Human resource management; Employee learning; Organizational competitiveness





Beyond Strategy: How Environmental Culture Shapes the Impact of Green Marketing on Firm Performance

Muhi Mukti¹

¹Faculty of Economic and Business La Tansa University, Indonesia

Grounded in the Natural Resource Based View (NRBV), this study examines the impact of green marketing strategy on multiple dimensions of organizational performance, while also assessing the mediating role of environmental values embedded within firms' internal culture. Using survey data from 261 manufacturing firms in a Indonesia country, the study applies structural equation modelling (SEM) with EQS software to test the hypothesized relationships. The findings reveal that green marketing strategies significantly enhance organizational profitability through improved marketing performance and cost efficiency. However, process performance shows no significant association with economic success, indicating that operational improvements alone are insufficient without a broader strategic orientation. Moreover, firms with stronger environmental values are more likely to translate green initiatives into superior marketing and operational outcomes. This research contributes to the NRBV literature by clarifying how cultural integration of environmental values strengthens the effectiveness of green marketing practices. Practically, the study highlights the importance for managers to foster an environmentally oriented culture in order to maximize the economic and strategic benefits of green marketing strategies.

Keyword: Green Marketing Strategy, Environmental Culture, Natural -Resource-Based View Of The Firm, Firm's Performance, Structural Equation Modelling



Eco-driven choices: Green Marketing Orientation and Its Influence on Green Purchase Intention in the Home Appliances Sector

Pipin Suryanisari¹

¹Faculty of Economics and Business Department of Management
La Tansa Mashiro University, Indonesia

Indonesia escalating environmental challenges and the rise of green consumerism highlight the urgent need to understand how green marketing orientation drives sustainable consumption behavior. This study investigates the home appliances sector, a rapidly expanding industry with substantial environmental implications, to uncover the mechanisms linking green marketing orientation to green purchase intention. Specifically, the research examines the mediating roles of green brand image, green customer satisfaction, and green customer loyalty, alongside the moderating influence of brand social responsibility and green trust. This study enriches the green marketing literature by addressing theoretical and methodological gaps in emerging economy contexts. It provides actionable insights for firms seeking to integrate environmental responsibility into their marketing orientation, enhance brand equity, and foster sustainable consumer behavior in the home appliances sector. A structured survey was administered to managerial-level employees of the top five home appliance companies in Indonesia, using stratified random sampling. Data analysis was conducted through Partial Least Squares Structural Equation Modeling (PLS-SEM). The findings demonstrate that green marketing orientation is a powerful predictor of green brand image, customer satisfaction, customer loyalty, and ultimately purchase intention. Furthermore, the mediating effects of brand image, satisfaction, and loyalty are shown to significantly strengthen the orientation intention nexus. The results also confirm that brand social responsibility and green trust act as critical moderators, amplifying the impact of customer perceptions on purchase intention.

Keywords: Green marketing orientation, Purchase intention, Structural analysis, Eco-driven choice, Brand image, Green customer loyalty.





The Influence Of Wfh, Organizational Commitment, And Organizational Culture On Employee Performance At DWS PT. XXX

Danis Rahyudi¹, Ida Farida²

Trisakti School of Management, Indonesia

This research aims to determine the effect of WFH, organizational commitment, and organizational culture on employee performance in the Wholesale Service Division of PT. XXX. The problem in this study is the decline in service sales and the increase in employee absence that relevant to the variables in this study, namely employee performance. This research uses a quantitative method conducted in the Wholesale Service Division of PT. XXX as a research sample using a purposive sampling technique. Data collection was carried out by distributing questionnaires to employees of the Wholesale Service Division with a Likert scale. This study uses multiple linear regression analysis as a data analysis method. Based on the research that has been done, the results of this study indicate that WFH (Work From Home) has no effect on Employee Performance, Organizational Commitment has an effect on Employee Performance, and Organizational Culture has an effect on Employee Performance.

Keywords: WFH (Work From Home), Organizational Commitment, Organizational Culture, Employee Performance





The Effect of Profitability and Debt Policy on Firm Value in State-Owned Banks Listed on the Indonesia Stock Exchange

D Muhamad Yamin¹

¹Department of Management, Faculty of Economics and Business
La Tansa Mashiro University, Indonesia

Firm value reflects a company’s performance and long-term prospects, which are the primary concerns of both investors and management. In the banking sector, particularly in state-owned banks (BUMN) in Indonesia, firm value is influenced not only by external factors such as macroeconomic conditions but also by internal factors including profitability, liquidity, and debt policy. Profitability indicates the company’s ability to generate profit, while debt policy reflects the company’s strategy in utilizing external funding sources to support operations and business growth. This study aims to analyze the effect of profitability, liquidity, and debt policy on firm value in state-owned banks listed on the Indonesia Stock Exchange (IDX) during the 2017–2024 period. This research employs a quantitative approach using multiple linear regression analysis. The secondary data were obtained from annual financial reports published on the official IDX website and the respective BUMN bank websites. The results indicate that, partially, profitability has no significant effect on firm value. This suggests that the profits generated by the banks do not provide a sufficiently strong positive signal to investors regarding firm value improvement. Conversely, debt policy has a significant effect on firm value, implying that the capital structure managed through debt financing plays an important role in shaping investors’ perceptions of company performance. Meanwhile, the simultaneous test results show that profitability, liquidity, and debt policy collectively have a significant effect on firm value in state-owned banks listed on the IDX during the 2017–2024 period. These findings emphasize that maintaining a balanced relationship between profitability, liquidity, and debt management is crucial to sustain and enhance firm value, particularly within the state-owned banking sector in Indonesia.

Keywords: profitability, liquidity, debt policy, firm value, state-owned banks





Integrating Artificial Intelligence into the Post-Acceptance Framework: An Empirical Study of Consumer Adoption of Islamic FinTech Lending

M. Kurnia Rahman Abadi¹
Darussalam Gontor University, Indonesia

The literature on financial technology (fintech) shows that consumers gradually adopt fintech products and services, yet research on the factors influencing this adoption is limited. This study investigates the determinants of consumer acceptance of fintech products, artificial intelligence, and services among Indonesians aged 18 to 50, using data collected from March to September 2023. Employing the Extended Post-Acceptance Model (EPAM) framework, the study utilised structural equation modelling and confirmatory factor analysis to evaluate the effects of financial capability, perceived security, perceived benefits, and artificial intelligence on fintech adoption. The results show that artificial intelligence positively affects the fintech capability, investment risk tolerance, and perceived security. These all positively affect the frequency of fintech app usage after adoption. Consumers feel more secure with higher financial capability and AI proficiency, while those with greater risk tolerance view fintech applications as safer. The study also proposes an updated EPAM framework that includes fintech proficiency and risk tolerance as antecedents. Key findings validate EPAM in the Indonesian context and establish a direct link between perceived security and fintech adoption, offering significant implications for fintech companies and financial institutions.

Keywords: Artificial Intelligence, Consumers, Loan Services





Exploring How Leadership, Interpersonal Communication, and Job Satisfaction Influence Organizational Commitment in Public Enterprises

Dewi Roslaeni¹

¹Master’s Programme in Management

Faculty of Economics and Business La Tansa Mashiro University Indonesia, Indonesia

Organizational commitment is a fundamental factor driving employee retention, institutional stability, and performance, particularly within public enterprises that operate under high demands for accountability, transparency, and service delivery. While leadership, interpersonal communication, and job satisfaction are frequently identified as key antecedents of commitment, empirical findings remain fragmented, especially in public sector contexts in developing economies. Addressing this gap, the present study investigates how these variables jointly shape organizational commitment in public enterprises in Indonesia. A quantitative survey was conducted involving 248 employees from selected public enterprises. Data were collected through structured questionnaires and analyzed using Structural Equation Modeling with Partial Least Squares (SEM-PLS). The findings reveal that leadership exerts a strong and significant influence on organizational commitment, underscoring its central role in inspiring employees to align with institutional goals. Interpersonal communication also demonstrates a positive effect, particularly in situations of organizational uncertainty or conflict, where effective communication significantly reinforces commitment. Job satisfaction, although exerting a comparatively modest direct effect, emerges as a crucial mediator that amplifies the influence of leadership and communication on organizational commitment. The study contributes to organizational behavior and public management literature by integrating leadership, communication, and satisfaction in explaining organizational commitment within public enterprises, a context often underexplored. Practically, the results highlight the need for leaders in public institutions to adopt participatory and transparent leadership styles, strengthen interpersonal communication, and sustain employee satisfaction as strategic levers to enhance organizational commitment and institutional performance.

Keywords: Leadership, Interpersonal communication, Job satisfaction, Organizational commitment, Public enterprises.



Enhancing Employee Performance in the Technology Sector: The Role of Training and Development, Organizational Citizenship Behaviour, and Competence in Indonesia

Mayasari¹

¹Faculty of Economics and Business Master's programme in Management La Tansa Mashiro University, Indonesia

Employee performance remains a critical determinant of organizational success, particularly in the rapidly evolving technology sector of emerging economies. While training and development, organizational citizenship behaviour (OCB), and competence are widely recognized as key drivers of performance, their interconnected effects have received limited scholarly attention, especially within Indonesia’s dynamic technology industry. Addressing this gap, the present study investigates how training and development and OCB influence employee competence, and how these factors ultimately shape performance outcomes. Drawing on data from 128 technology-sector employees, this research employs a survey design with path analysis to uncover both direct and indirect relationships. The results demonstrate that training and development significantly strengthen employee competence and performance, whereas OCB although positive shows an insignificant impact on both competence and performance. Importantly, competence emerges as a pivotal mechanism linking training and development to enhanced performance. Theoretically, this study advances organizational behaviour and human resource management literature by clarifying the nuanced role of competence in bridging HR practices and discretionary employee behaviours in Indonesia , technology driven context. Practically, the findings underscore the urgency for technology firms to move beyond conventional training, strategically fostering competence development while cultivating cultures that sustain OCB, thereby ensuring long-term competitiveness in global markets.

Keyword: Training and Development, Organizational Citizenship Behaviour, Competence and Employee Performance



Strategic And Personal Competencies In Digital Transformation: Evidence From 400 Job Profiles

Eris Harismasakti¹

¹Faculty of Economic and Business
La Tansa Mashiro University. Indonesia

Harnessing the opportunities of emerging information technologies remains one of the most pressing challenges for contemporary organizations. Successful digital transformation requires leaders who can identify digital opportunities and translate them into innovative business models. Despite growing scholarly attention, there is limited empirical evidence on the specific competencies demanded by organizations to manage digital transformation. To address this gap, we analysed 400 job advertisements for digital transformation experts to examine the skills and personality traits explicitly required by practitioners. The findings indicate that technical expertise in information technologies, while relevant, is not the primary requirement in organizational profiles. Instead, competencies such as strategic thinking, collaboration, leadership, customer orientation, and communication skills dominate the demand landscape. Furthermore, the analysis highlights that organizations increasingly seek personality traits, particularly proactivity and creativity, which go beyond traditional skill-based requirements. By empirically identifying the competencies valued in practice, this study contributes to bridging the gap between conceptual discussions of digital leadership and the realities of organizational hiring, thereby offering insights for both research and managerial practice.

Keyword : Digital transformation; Leadership competencies; Job advertisements; Strategic skills; Personality traits





The Influence of Work Environment, Job Satisfaction and Work Motivation on Employee Performance at Vocational High Schools in Lebak Regency

Ahmad Yusuf¹

¹Master's programme in management Faculty of Economics and Business
La Tansa Mashiro University Indonesia

Employee performance in vocational high schools is pivotal to ensuring the delivery of quality education and producing graduates with competencies aligned to labor market demands. While the work environment, job satisfaction, and work motivation have long been recognized as central factors influencing performance, prior studies often report inconsistent findings, particularly in educational institutions operating in resource-constrained regions. This gap highlights the need for empirical research that integrates these variables within the context of vocational education in developing regions. This study aims to examine the influence of the work environment and job satisfaction on work motivation and employee performance among teachers in vocational high schools in Lebak Regency, Indonesia. A quantitative survey approach was employed, involving 125 respondents drawn from public vocational schools. Data were analyzed using Structural Equation Modeling with Partial Least Squares (SEM-PLS) to test the hypothesized relationships. The results demonstrate that both work environment and job satisfaction exert significant positive effects on work motivation. Work motivation, in turn, strongly and positively influences employee performance. Furthermore, job satisfaction shows a direct and significant effect on performance, whereas the direct influence of the work environment on performance was found to be insignificant. These findings suggest that motivation operates as a key mediating mechanism, reinforcing the indirect impact of contextual and psychological factors on teacher performance. The study contributes to the broader discourse on human resource management and educational leadership by clarifying the interplay between environmental and motivational factors in shaping teacher performance. Practically, the results provide actionable insights for policymakers and school administrators, emphasizing the need to foster a supportive work environment, strengthen job satisfaction, and enhance intrinsic motivation to improve the effectiveness and competitiveness of vocational education.

Keywords: Work environment, Job satisfaction, Work motivation, Employee performance, Vocational education at Lebak Regency.



Exploring the Interplay of Work Discipline, Competence, and Work Motivation in Shaping Job Satisfaction within the Public Sector

Haris Perdana¹

¹Master's programme in management Faculty of Economics and Business
La Tansa Mashiro University. Indonesia

This study investigates the interrelationship between work discipline, competence, and work motivation in shaping job satisfaction among civil servants in Lebak Regency Research and Development Agency of Lebak Regency, Indonesia. In the context of public sector organizations, job satisfaction has become a critical determinant of organizational effectiveness, particularly when facing regulatory shifts, accountability demands, and the increasing need for innovation in public service delivery. Although previous research has highlighted the individual importance of discipline, competence, and motivation, empirical evidence that integrates these variables in local government institutions remains limited. Adopting a quantitative research design, data were collected through structured questionnaires from 65 civil servants. The analysis was conducted using Structural Equation Modelling with Partial Least Squares (SEM-PLS) to test the hypothesized relationships. The findings reveal that work discipline affects work motivation, meaning that if work discipline increases, work motivation will also increase. It was found that competence affects work motivation, meaning that if ability increases, work motivation will also increase. It was found that work motivation affects job satisfaction. This means that if work motivation increases, job satisfaction will increase. It was found that work discipline affects job satisfaction. This means that if work discipline increases, job satisfaction will increase. It was found that competence affects job satisfaction. This means that if competence increases, job satisfaction will increase. The study contributes to the literature by offering empirical validation of the combined role of discipline, competence, and motivation in predicting job satisfaction within the context of local government bureaucracy. Practically, the results suggest that strengthening disciplinary culture, enhancing employee competencies, and sustaining intrinsic motivation are strategic levers for improving job satisfaction and, consequently, organizational performance in regional planning agencies. These insights provide valuable implications for policymakers and public administrators seeking to reinforce bureaucratic capacity in achieving regional development goals.

Keywords: Work discipline, Competence, Work motivation, Job satisfaction, Lebak Regency Research and Development Agency



The Effect Of Return On Equity, Earning Per Share And Debt To Equity Ratio On Price To Book Value In Coal Sub-Sector Mining Companies Listed On The Indonesia Stock Exchange (IDX) In The 2020-2024 Period

Euis Ajizah¹, Irvan Choiron²

^{1,2}Universitas La Tansa Mashiro , Indonesia

This study aims to determine the effect of Return on Equity, Earnings Per Share, and Debt to Equity Ratio on Price to Book Value. This is explanatory research (a quantitative method with explanatory research). The purposive sampling technique is applied in this research, with a population of 34 companies and a sample of 7 companies meeting predetermined criteria. This study used secondary data from the Indonesia Stock Exchange website, in the form of financial reports and annual reports. Data analysis used the classical assumption test, multiple linear regression, t-test, and F-test. Return on Equity is the X1 variable, while the X2 variable is Earnings Per Share, and the Debt to Equity Ratio is the X3 variable. Price to Book Value is the Y variable. The results of the study indicate that Return on Equity, Earnings Per Share, and Debt to Equity Ratio simultaneously influence Price to Book Value. Return on Equity partially influences Price to Book Value, but Earnings Per Share partially does not influence Price to Book Value. The Debt to Equity Ratio variable does influence Price to Book Value.

Keywords: ROE, DER, EPS, and PBV



From Workplace Climate to Competence: Determinants of Employee Performance in Indonesia Financial Service Firms.

Fauzan Rezki Maulana¹

¹Master’s Programme in Management Faculty of Economics and Business
La Tansa Mashiro University Indonesia

Employee performance in the financial services sector is determined by multiple organizational and individual factors that interact to shape outcomes. This study investigates the influence of the work environment and competence on job satisfaction, as well as the effects of work motivation, work discipline, and competence on employee performance. The research addresses the need for empirical evidence on these determinants within financial service firms in developing economies, where human capital is a critical driver of competitiveness. A quantitative survey design was employed, involving 175 employees from financial service firms in Indonesia. Data were collected through structured questionnaires and analyzed using Structural Equation Modeling with Partial Least Squares (SEM-PLS). The results indicate that the work environment (10.70%) and competence (12.02%) both have significant positive effects on job satisfaction. Furthermore, competence exerts the strongest direct influence on employee performance (23.45%), while work motivation (2.47%) and work discipline (3.47%) also demonstrate positive but comparatively modest effects. These findings confirm that competence plays a dual role, enhancing job satisfaction while also serving as the primary driver of performance in financial service firms. The study contributes to organizational behavior and human resource management literature by clarifying the relative importance of environmental and individual factors in shaping performance within service industries. Practically, the findings suggest that strengthening employee competence, supported by conducive work environments, motivational practices, and effective discipline, represents a strategic pathway to sustaining superior performance in financial institutions.

Keywords: Work environment, Competence, Work motivation, Work discipline, Job satisfaction, Employee performance.



Impact of Religion in Maintaining the Stability of a Country: Comparative Study Between Soeharto’s Era and Prabowo’s Era

Mohammad Ridhan Alhafidz¹

¹International Islamic University Islamabad, Pakistan

This research will explain the situation of religion during the Suharto era and the Prabowo era. President Suharto considered religion to be a threat to national stability, so he restricted religious literature to government publications to prevent seditious doctrines from entering through religion, while President Prabowo considered religion to be one aspect of maintaining national stability. This study will explain the role of religion in Indonesia's independence and the views of President Suharto and President Prabowo on religion. This study will also explain the relationship between religion and the state. These issues will add to the insight and understanding of the differences in the views of President Suharto and President Prabowo on religion. This study will use descriptive and analytical methods. This brief study will provide an analysis that can be developed in religious life in Indonesia as a guardian of state stability.

Key words : Religion, Religion and State, Soeharto and Religion, Prabowo and Religion.





Blockchain and Halal Trade: Opportunities and Challenges in Ensuring Transparency and Trust in Islamic Commerce

Uvi Tausiyahaq¹

¹International Islamic University, Malaysia

The emergence of block chain technology presents transformative opportunities for advancing transparency, traceability, and trust across global halal trade networks. This research critically examines the compatibility of block chain-based smart contracts with key Islamic legal prohibitions—riba (usury), maysir (gambling), and gharar (excessive uncertainty)—to assess their ethical and jurisprudential validity within Islamic commercial law. Adopting a conceptual and analytical methodology, The study investigates how block chain innovations can operationalize the objectives of maqāsid al-sharī‘ah by reinforcing ethical governance, reducing fraudulent behavior, and ensuring compliance in transnational halal supply chains. The paper further explores the dual role of blockchain as both a technological enabler and a moral infrastructure capable of embedding Shariah principles into decentralized systems. Findings indicate that, when appropriately designed, block chain can enhance transactional integrity, facilitate auditability, and promote stakeholder accountability without violating Islamic ethical constraints. However, the research also highlights critical challenges—including algorithmic opacity, smart contract rigidity, and the need for Shariah governance frameworks—to ensure that block chain adoption remains aligned with Islamic moral philosophy. By bridging the domains of digital innovation and Islamic jurisprudence, this study contributes to the emerging field of Islamic fintech ethics and offers policy-oriented insights for regulators, entrepreneurs, and scholars seeking to harmonize technological disruption with Shariah-compliant value systems.

Keywords: Block Chain, Halal Trade, Maqāsid Al-Sharī‘ah, Shariah Compliance, Riba, Maysir, Gharar, Ethical Governance, Islamic Fintech





The Influence Of *Work Life Balance* And *Qwl* On Employee Performance With Social Support As A Moderating Variable

Annisa Wulandari¹, Eva Sutihat², A. Saeful Bahri³

^{1,2,3}Fakultas Ekonomi Dan Bisnis, Mathla’ul Anwar University, Indonesia

This study aims to examine the influence of work life balance and quality of work life on employee performance with social support as a moderating variable. The research was conducted among public senior and vocational high school (SMA/SMK) teachers in Pandeglang Regency using a quantitative approach through online questionnaires. The sampling technique applied was accidental sampling, with 94 respondents determined using the Slovin formula. Data were analyzed using Moderated Regression Analysis (MRA) with the assistance of SPSS version 27. The findings reveal that both work life balance and quality of work life have a positive and significant effect on employee performance. Moreover, social support was proven to moderate the relationship by strengthening the positive impact of the independent variables on performance. These results highlight the importance of fostering a balanced, high-quality, and socially supportive work environment to enhance teacher performance.

Keywords: Work life balance, quality of work life, employee performance, social support





Leadership Style , Training and Development , and Competence as Determinants of Police Officers Employee Performance at Polres Lebak

Ilham Akbar Muharram¹

Master’s Programme in Management

¹Faculty of Economics and Business La Tansa Mashiro University Indonesia

Employee performance in police institutions is a crucial factor for maintaining public security, institutional credibility, and organizational effectiveness. Despite extensive research on performance determinants in business and public sector organizations, limited empirical evidence exists on how leadership style, training and development, and competence jointly influence police officers’ performance, particularly in developing regions. Addressing this gap, the present study examines the interplay of these variables in shaping the performance of police officers at Polres Lebak, Indonesia. A quantitative survey was conducted with 120 respondents drawn from police personnel. Data were collected through structured questionnaires and analysed using Structural Equation Modelling with Partial Least Squares (SEM-PLS). The results indicate that leadership style and training and development significantly enhance work motivation, with explanatory power of 12.34% and 10.32%, respectively. Furthermore, competence exerts a direct but relatively modest influence on employee performance (2.78%), while leadership style (11.22%) and training and development (5.24%) demonstrate stronger effects on performance outcomes. These findings highlight the pivotal role of leadership practices and continuous professional development in improving both motivation and performance among law enforcement personnel. The study contributes to the human resource management and public administration literature by providing empirical validation of performance determinants in a law enforcement context. Practically, the results emphasize the importance for police organizations to adopt adaptive leadership styles, invest in systematic training, and foster competence development as strategic levers to enhance officer performance. By clarifying these relationships, the study offers actionable insights for strengthening institutional capacity, building community trust, and ensuring effective policing in regional contexts.

Keywords: Leadership style, Training and development, Competence, Work motivation, Employee performance, Police organization, SEM-PLS





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(UNICOHSEM)

“Envisioning the Ideal Leader for Indonesian Golden Era 2045”





Islamic Moral Principles as a Framework for Sustainable Economic Development in Developing Societies

Soleh¹

¹Pascasarjana Management Study Program
Faculty of Economics and Business
La Tansa Mashiro University, Indonesia

Sustainable economic development in developing societies requires more than accelerated GDP growth; it demands social justice, equitable distribution, and environmental stewardship. Islamic moral principles rooted in maqasid al-shariah (objectives of Islamic law), adl (justice), amanah (trustworthiness), ta’awun (cooperation), and ihsan (excellence) provide a normative framework that aligns economic growth with ethical responsibility. This study examines how these principles can be operationalized to foster inclusive and sustainable development. A mixed-method approach is employed: (1) a systematic review of Qur’anic texts, Prophetic traditions, and contemporary scholarship on Islamic economics; (2) qualitative insights drawn from interviews with community leaders, micro-entrepreneurs, and regulators of Islamic finance; and (3) a comparative quantitative analysis exploring the relationship between Islamic institutional practices (such as transparent zakat management, risk-sharing business models, and ethical trade) and sustainable development indicators, including income inclusivity, social resilience, and ecological balance. Findings reveal that embedding Islamic moral values within economic institutions and micro-level practices significantly enhances inclusivity, reduces social vulnerability, and supports environmentally responsible economic activities. However, challenges remain, including institutional gaps, varied normative interpretations, and limited local administrative capacity. Based on these insights, the study proposes an Integrative Maqasid-based Sustainable Development Framework that connects Islamic moral principles with public policy instruments, microfinance strategies, and sustainability metrics. This research contributes by bridging normative analysis with empirical evidence, offering a model adaptable for policymakers, Islamic financial institutions, and civil society actors committed to advancing sustainable development in developing contexts.

Keywords: Islamic economics, maqasid al-shariah, moral principles, sustainable development, inclusivity, zakat governance.





Empowering Sustainability Through Green Leadership in Higher Education

Yumhi¹

¹Graduate program, Faculty of Economics and Business,
La Tansa Masriro University, Indonesia

This study aims to examine the pivotal role of *green leadership* in shaping and strengthening support for environmental policies within higher education institutions. Specifically, it investigates how *green self-efficacy*, *green mindfulness*, *organizational identity*, and *environmental responsibility* mediate the relationship between green leadership and environmental policy support. The research was conducted among 1.500 lecturers and administrative staff at Universitas in Banten, Indonesia, with a final valid sample of 350 respondents. Employing Structural Equation Modeling (SEM), this study develops and tests a comprehensive model illustrating the pathways through which green leadership influences environmental policy commitment at the university level. The results demonstrate that green leadership exerts a significant positive effect on environmental policy support, environmental responsibility, green mindfulness, and green self-efficacy, but an insignificant influence on organizational identity. Further path analysis confirms that environmental responsibility and green mindfulness play strong mediating roles, while organizational identity and green self-efficacy show weaker mediation effects. This research contributes to the growing body of sustainability and leadership literature by providing empirical evidence of how green leadership fosters a sustainability-oriented culture in academic environments. Beyond its theoretical contribution, the study highlights the strategic necessity for universities to cultivate environmentally responsible leaders as catalysts for institutional transformation toward ecological stewardship. Ultimately, this study emphasizes that embedding green leadership values within academic governance is not merely an ethical obligation but a critical driver for achieving long-term environmental sustainability and institutional excellence.

Keywords: Green Leadership; Environmental Policy Support; Green Mindfulness; Green Self-Efficacy; Environmental Responsibility; Organizational Identity.



The Role Of Locus Of Control As An Intervening Variable In The Influence Of Compensation And Work Discipline On The Performance Of Employees Of The Lebak Police Force In 2025

Muhamad Hazali Alfian¹, Zakiyya Tunnufus², Yumhi³

^{1,2,3}Graduate program, Faculty of Economics and Business,
La Tansa Masriro University, Indonesia

This study investigates the influence of compensation and work discipline on employee performance, with locus of control acting as a mediating variable among police officers in the Lebak Regency Police Department, Indonesia. The research adopts a quantitative approach using survey methods and path analysis. The population consists of 850 police personnel, from which 123 respondents were selected based on proportional sampling following Donald Cooper's guidelines (14.47%). The results reveal that compensation has a significant positive effect on work discipline, indicating that fair and structured compensation enhances officers' adherence to organizational rules and standards. Furthermore, compensation also positively affects the locus of control, suggesting that adequate rewards strengthen employees' internal control beliefs and accountability. Work discipline significantly influences locus of control, implying that disciplined behavior reinforces internal psychological regulation. In addition, compensation and work discipline both show direct and indirect positive effects on performance through locus of control. These findings emphasize that performance improvement within law enforcement agencies requires a strategic alignment between extrinsic (compensation) and intrinsic (discipline and locus of control) motivational factors. Theoretically, this research extends the application of social learning and motivational theories to the policing context by demonstrating the psychological mediation of locus of control in performance formation. Practically, the study offers empirical evidence that can guide human resource management policies in designing effective reward and disciplinary systems that cultivate intrinsic motivation and professional accountability among officers. Ultimately, this research invites further exploration of behavioral and psychological dynamics that shape performance in public security institutions opening new pathways for developing sustainable, human centered leadership models in policing.

Keywords: Compensation; Work Discipline; Locus of Control; Employee Performance; Police Organization



Unveiling the Co-evolution of Islamic Banking and Economic Growth: Insights from a Developing Economic

Dini Arifian¹

¹Graduate program, Faculty of Economics and Business,
La Tansa Masriro University, Indonesia

The development of Islamic banking represents a critical driver of inclusive and sustainable economic growth in Muslim-majority economies. This study empirically investigates the short- and long-run relationships between Islamic banking development and economic growth in Indonesia, a country where Islamic finance has experienced rapid institutional expansion yet remains underexplored in macroeconomic research. Utilizing quarterly data from 2017:Q1 to 2024:Q2, the analysis applies the bounds testing approach to cointegration and error correction modelling within the autoregressive distributed lag (ARDL) framework. The findings reveal a statistically significant bi-directional relationship between Islamic financial development and economic growth, indicating that Islamic banking both influences and responds to broader economic dynamics. This dual interaction challenges the traditional dichotomy between Schumpeter’s supply-leading and Robinson’s demand-following hypotheses. The study provides robust empirical evidence that Islamic banking functions as a strategic intermediary supporting real-sector productivity, while simultaneously being shaped by economic performance. These insights contribute to the theoretical understanding of finance–growth interlinkages within Islamic economies and offer policy implications for strengthening the role of Sharia-compliant finance in achieving sustainable economic development.

Keywords: Islamic banking, Economic growth, Financial development, Cointegration, ARDL, Indonesia

ROOM 6 | ECONOMIC C

Moderator: Assoc Prof Dr. Yumhi, S.T., M.M.C.P.M., C.P.Arb

Time	Presenters	Research Titles
09:00-09:10	1. M. Kurnia Rahman Abadia, Hartomi Maulana, Hamdino Bin Hamdanc Umi Sa'idad	The Intersection of Financial Literacy, Income, and Technological Disruption in Zillennials' Investment Strategies: Evidence from Islamic Finance
09:10-09:20	2. Nunu Rachmansyah	Enhancing Employee Performance Through Managerial Ability, Competence, and Job Satisfaction : A Structural Equation Modeling Approach
09:20-09:30	3. Rahmanuruloh	Work Environment, Competence, and Compensation as Determinants of Job Satisfaction among Civil Servants in Banten Province
09:30-09:40	4. Zainuri	Modeling and Optimizing the Professional Commitment of Lecturers Based on Local Wisdom, Utilizing the POP-SDM (Modeling and Optimization of Management Resources) Method Conducted Empirically at Pancasila University
09:40-09:50	5. Fauzi Falih Amanullah	Islamic Leadership, Job Satisfaction, and Sharia Engagement: Building a Value Driven Model for Employee Performance in Indonesia's Islamic Banking Sector
09:50-10:00	6. Bryan Agung Romdhony	Building Digital Innovation Readness in Healthcare Organization: Thematic Exploratian of Strategic, Organization, and Cultural Enablers
10:00-10:10	7. Ikhlasul Amal	Human Capital Dynamics in Indonesia's Pharmaceutical Industry: The Roles of Work Discipline, Work Motivation, and Work Environment
10:10-10:20	8. Rudiyanto	Environmental Performance, Profitability, and Carbon Emission Disclosure in Enhancing the Value of Manufacturing Firms
10:20-10:30	9. Ucu Thariqul Hayat	Leadership Styles and Innovativeness as Drivers of Business Performance: Evidence from Service and Industrial Sectors in Indonesia
10:30-10:40	10. Dedeh Kurniasih	Managerial Competencies and Green HRM Practices: Driving Green Behaviours in Healthcare Organizations
10:40-10:50	11. Novi Kurniyawati	From Training to Commitment : Unpacking the Mediating Role of Job Satisfaction in the Public Education Sector
10:50-11:00	12. Ayu Salimatussa'adah, Bachtiar Rifai , Asep	The Influence of Visual Packaging Design and Labeling on Purchase Decision with Perceived Quality as a Moderating

	Syiarudin	Variable (Case Study on Daviena Skincare Products Users in Pandeglang)
11:00-11:10	13. Ahmad Ropiudin	Learning-Oriented Leadership: A Systematic Review of How Leaders Shape Individual, Team, and Organizational Learning
11:10-11:20	14. Enjio Azizi, Amara Octaviani	The Effect of Profitability and Inflation on Company Value (Study of Food and Beverage Sector Manufacturing Companies Listed on the Indonesia Stock Exchange for The Period 2019-2023)
11:20-11:30	15. Budiman, Deden Hidayat, Noorma Yunia	Students’ Perceptions of Sharia and Conventional Stocks Toward Investment Interest in the Capital Market
11:30-11:40	16. Ana Ima Sofana	Integrating Green Accounting and Corporate Sustainability: Implications for Financial Performance in Indonesian Manufacturing Firms
11:40-11:50	17. Arinal Haq	Reimagining Islamic Banking and Finance: Legal Foundations for a Sustainable Future
11:50-12:00	18. Asroh Lani, Verliani Dasmaran	CSR and Budget Efficiency on Public Accountability: The Moderating Role of Corporate Image



The Intersection of Financial Literacy, Income, and Technological Disruption in Zillennials’ Investment Strategies: Evidence from Islamic Finance

M. Kurnia Rahman Abadia¹, Hartomi Maulana², Hamdino Bin Hamdanc Umi Sa’idad³

¹ Universitas Darussalam Gontor, Indonesia

² International Islamic University, Malaysia

³ UIN Ki Ageng Muhammad Besari Ponorogo, Indonesia

The rapid digitalization of the financial industry as well as increasing involvement of the so called Zillennials (defined as those who are situated between late Millennials and early Gen-Z) has significantly transformed the entire dimension of Islamic capital market in Indonesia. The purpose of this research is to investigate the impact of digital literacy, income, and technological development on the investment decisions of Zillennials towards Sharia-compliant financial instruments. Thus, 400 respondents were purposively selected, to achieve the data’s relevance to the desired population. Quantitative analysis was performed using Partial Least Squares (PLS). The results are among the few empirical evidences supporting that those who are digitally finance literate can better handle data to determine the risks and optimize the returns of Sharia-compliant investment. Furthermore, income levels exhibit a positive relationship with financial flexibility, enabling individuals to access a broader range of investment opportunities while also enhancing efficiency in transactional processes and decision-making. This study offers valuable insights for policymakers, financial institutions, and technology providers in promoting financial inclusion and encouraging sustainable investment within Indonesia’s Islamic capital market.

Keywords: Zillennial, Literacy, Investment, Technology, Sharia compliance





Enhancing Employee Performance through Managerial Ability, Competence, and Job Satisfaction: A Structural Equation Modelling Approach

Nunu Rachmansyah¹

¹Faculty of Economics and Business Master's programme in Management La Tansa Mashiro University, Indonesia

Employee performance has long been recognized as a critical determinant of organizational competitiveness and sustainability, particularly in dynamic business environments. This study investigates the influence of managerial ability, employee competence, and job satisfaction on employee performance within manufacturing companies in Indonesia. Using a quantitative approach, data were collected through a structured survey administered to 312 employees across multiple departments. The measurement model was validated using Confirmatory Factor Analysis (CFA), while the structural model was assessed through Partial Least Squares Structural Equation Modelling (PLS-SEM). The findings reveal that Managerial ability has a positive effect on employee performance. Competence has a positive effect on employee performance. Managerial ability positively influences job satisfaction. Competence positively influences job satisfaction and Job satisfaction mediates the relationship between managerial ability, competence, and employee performance. This study contributes to the human resource management literature by integrating managerial and individual-level factors in explaining employee performance, thereby addressing a gap in prior research that often treated these dimensions in isolation. Theoretically, the study extends the Resource-Based View (RBV) by demonstrating how intangible resources such as managerial capability and human competence interact with motivational factors to drive performance outcomes. Practically, the results provide actionable insights for HR managers and organizational leaders, emphasizing the importance of developing managerial capacity, enhancing employee competencies, and fostering a culture that promotes satisfaction and engagement.

Keywords: Managerial Ability; Competence; Job Satisfaction; Employee Performance; PLS-SEM; Resource-Based View; Human Resource Management; Manufacturing Companies; Indonesia



Work Environment, Competence, and Compensation as Determinants of Job Satisfaction among Civil Servants in Banten Province

Rahmanullah¹

¹Master’s Programme in Management

Faculty of Economics and Business La Tansa Mashiro University, Indonesia

Job satisfaction is a central issue in public administration, strongly linked to employee performance, retention, and institutional effectiveness. This study examines how the work environment, competence, and compensation influence job satisfaction among civil servants in Banten Province, Indonesia. Despite numerous reforms aimed at improving civil service quality, inconsistent levels of job satisfaction persist, making this research both timely and relevant. A quantitative survey was conducted with 98 respondents. Data were collected using structured questionnaires and analysed through Structural Equation Modelling with Partial Least Squares (SEM-PLS). The results reveal that the work environment does not significantly affect compensation, while competence has a direct positive effect on compensation. Compensation, in turn, shows a strong and significant influence on job satisfaction. Furthermore, both the work environment and competence directly and significantly affect job satisfaction, underscoring their importance as determinants of employee well-being in the public sector. This study contributes to the literature by providing empirical evidence on the interplay between environmental, individual, and reward-related factors in shaping job satisfaction in developing regions. Practically, the findings suggest that improving civil servants’ competence, ensuring fair compensation, and fostering a supportive work environment are strategic measures for enhancing job satisfaction and, ultimately, governance performance.

Keywords: Work Environment; Competence; Compensation; Job Satisfaction; Civil Servants; Public Sector; Banten Province; SEM-PLS



Modeling And Optimizing The Professional Commitment Of Lecturers Based On Local Wisdom, Utilizing The POP-SDM (Modeling And Optimization Of Management Resources) Method. Conducted Empirically At Pancasila University

Zainuri¹

¹Pakuan University, Indonesia

This research focuses on modeling and optimizing the professional commitment of lecturers based on local wisdom, utilizing the POP-SDM (Modeling and Optimization of Management Resources) method. Conducted empirically at Pancasila University, the study explores the constellation of variables affecting the professional commitment of permanent lecturers. Using a combination of qualitative and quantitative research methods, specifically Structural Equation Modeling (SEM) and SITOREM analysis, the study aims to identify key variables influencing commitment and provide optimal strategies for improvement. The research results highlight how strengthening specific factors, including leadership, organizational support, and respect among peers, can significantly impact professional commitment. Recommendations for action are made to ensure sustained improvements in lecturer commitment, ultimately enhancing the quality of education.

Keywords: Professional Commitment, Local Wisdom, POP-SDM, Structural Equation Modeling (SEM), SITOREM, Leadership, Organizational Support, Education Quality



Islamic Leadership, Job Satisfaction, and Sharia Engagement: Building a Value Driven Model for Employee Performance in Indonesia’s Islamic Banking Sector.

Fauzi Falih Amanullah¹

¹Postgraduate Study Program Faculty of Economic and Business
La Tansa University, Indonesia

The performance of Islamic banks is closely linked to how leadership and employee attitudes shape engagement and productivity. This study investigates the effects of Islamic leadership and job satisfaction on sharia engagement and employee performance, aiming to construct a model that can guide managerial and policy interventions in Indonesia’s Islamic banking sector. A quantitative design was applied, with data collected from 150 employees of Islamic banks across Indonesia and analyzed using Structural Equation Modeling (SEM). The findings reveal that Islamic leadership significantly enhances job satisfaction and sharia engagement, while job satisfaction further strengthens sharia engagement. Sharia engagement, in turn, emerges as a strong determinant of employee performance. However, neither Islamic leadership nor job satisfaction directly affect performance, suggesting that their influence is primarily mediated through sharia engagement. Notably, the indicator of belief in divine supervision showed the weakest loading factor, indicating that the ukhrawi dimension is not yet fully integrated into workplace practices. This highlights a critical challenge for Islamic banks in ensuring that Islamic values are embedded beyond product labels and become integral to organizational culture. The study contributes by refining the conceptual understanding of Islamic leadership in relation to employee performance, while offering practical insights for strengthening value-driven management in Islamic financial institutions.

Keywords: Islamic Leadership; Job Satisfaction; Sharia Engagement; Employee Performance; Islamic Banking; Value-Driven Model; Indonesia





Building Digital Innovation Readiness in Healthcare Organizations: A Thematic Exploration of Strategic, Organizational, and Cultural Enablers

Bryan Agung Romdhony¹

¹Master's student in management
Faculty of Economics and Business
La Tansa Mashirow University, Indonesia

Ensuring the availability, accessibility, affordability, and quality of healthcare increasingly depends on organizations' ability to adopt and sustain digital innovation. While previous studies have largely emphasized the technological or financial aspects of digital transformation, little is known about the organizational and cultural conditions that enable healthcare institutions to become truly innovation-ready. Addressing this research gap, this study explores the multidimensional nature of digital innovation readiness in healthcare organizations. A qualitative study was conducted through 19 semi-structured interviews with diverse stakeholders—academics, consultants, top managers (e.g., CIOs/CEOs), digital innovation managers, and primary care professionals. Data were analysed using thematic analysis. The results reveal five interrelated themes that underpin digital innovation readiness: strategic guidance, organizational structure, adaptive climate, leadership in digital innovation, and digital foundation. These findings extend current theory by offering a holistic framework that integrates strategic, cultural, and structural enablers of readiness, moving beyond the prevailing technology-centric perspectives. This study contributes novelty by empirically uncovering how organizational culture and leadership intersect with strategy to shape readiness, providing a more comprehensive conceptualization of digital preparedness in healthcare. Practically, it offers actionable insights for healthcare managers and policymakers to design interventions that foster resilience and sustainability in digital transformation. Future research should further validate these themes across contexts and investigate their dynamic interrelationships.

Keywords: Digital innovation readiness, Digital innovation, Interview study, Healthcare



Human Capital Dynamics in Indonesia’s Pharmaceutical Industry: The Roles of Work Discipline, Work Motivation, and Work Environment

Ikhlasul Amal¹

¹Master’s Programme in Management
Faculty of Economics and Business
La Tansa Mashiro University, Indonesia

Human capital is a decisive factor for sustaining competitiveness in Indonesia’s pharmaceutical industry, which is currently undergoing rapid transformation driven by global competition, regulatory shifts, and increasing healthcare demands. This study examines how work discipline, work motivation, and work environment jointly influence employee performance, addressing gaps in prior research that often analysed these variables in isolation. A quantitative survey was conducted with 205 employees from pharmaceutical firms in Indonesia. Data were collected using structured questionnaires and analysed through Structural Equation Modelling with Partial Least Squares (SEM-PLS). Descriptive and inferential statistical techniques were applied to test the hypothesized relationships among variables. The findings reveal that the work environment (4.34%) and work discipline (0.65%) significantly influence work motivation. Furthermore, work motivation (4.34%), work environment (1.45%), and work discipline (2.78%) all exert positive effects on employee performance, with work motivation emerging as a critical mediating factor in translating organizational and behavioural dynamics into improved performance outcomes. This study contributes to organizational behaviour and human capital literature by clarifying the relative strength of workplace and individual determinants of performance in a strategic industry. Practically, the results suggest that strengthening work environment, enforcing discipline, and enhancing employee motivation are strategic levers for improving performance and sustaining competitiveness in Indonesia’s pharmaceutical sector.

Keywords: Work discipline, Work motivation, Workplace environment, Employee performance, Pharmaceutical industry.





Environmental Performance, Profitability, And Carbon Emission Disclosure In Enhancing The Value Of Manufacturing Firms

Rudiyanto¹

¹ Jayabaya University, Indonesia

This study investigates the relationship between environmental performance, profitability, and firm value, through carbon emission disclosure (CED), using a sample of 24 Indonesian manufacturing firms over the 2021–2023 period. By employing Partial Least Squares Path Modeling (PLS-PM), the results reveal that environmental performance significantly influences carbon emission disclosure, which in turn has a strong positive effect on firm value. Although the direct link between environmental performance and firm value is not statistically significant, the indirect effect through CED is substantial. Profitability shows no direct impact on firm value but contributes marginally to CED. Grounded in stakeholder theory, the results suggest that investor’s view carbon emission transparency as an indicator of corporate accountability and long-term sustainability. Companies that proactively disclose environmental information tend to build stronger trust with stakeholders and enhance firm valuation. These findings highlight the growing importance of non-financial disclosures in investment decisions, particularly in emerging market contexts.

Keywords: Environmental Performance; Profitability; Carbon Emission Disclosure; Firm Value; Stakeholder Theory; Sustainability; Manufacturing Firms; Indonesia





Leadership Styles and Innovativeness as Drivers of Business Performance: Evidence from Service and Industrial Sectors in Indonesia

Ucu Thariqul Hayat¹

¹La Tansa Mashiro University, Indonesia

This study investigates the effect of leadership styles and innovativeness on business performance by focusing on both the service and industrial sectors in Indonesia . While previous research has demonstrated that leadership and innovativeness significantly influence organizational outcomes, the nature and strength of these relationships remain inconsistent across sectors, firm sizes, and regional contexts. Addressing this gap, the present study adopts an explanatory research design and collects data from 450 employees, thereby offering a robust empirical basis for analysis. The findings reveal that both transformational and transactional leadership styles, as well as innovativeness, positively affect business performance. Among these, innovativeness demonstrates the strongest impact, followed by transformational and transactional leadership, respectively. This highlights that in highly competitive environments, innovativeness serves as the primary driver of organizational success, while leadership functions as a critical enabler that fosters innovative practices. Theoretically, the study contributes by integrating two leadership styles and innovativeness within a single model and validating their combined effects across sectors in an emerging economy context. Practically, the results suggest that managers should prioritize innovation-oriented strategies while adopting flexible leadership approaches that cultivate creativity, adaptability, and sustained performance.

Keywords: Leadership styles, Innovativeness, Business performance





From Training to Commitment: Unpacking the Mediating Role of Job Satisfaction in the Public Education Sector in Indonesia

Novi Kurniyawati¹

¹Postgraduate Study Program Faculty of Economic and Business
La Tansa University, Indonesia

This study aims to obtain information related to the possibility whether work commitment is influenced by training, work ability, job satisfaction. Using a causal study through a survey of members of the Lebak District Education Office employees, Banten, Indonesia, with a population of 358 Lebak District Education Office employees using a sampling technique using a purposive sample, so that the sample becomes 70 employee. Data for each variable is collected separately by the respondents who fill out questionnaire. The method used in this study is a quantitative survey method, while the analysis technique used is regression using path analysis. The results prove that there is a direct effect of training on job satisfaction. This shows that increased training will affect job satisfaction. There is a direct effect of work ability on job satisfaction. This shows that increasing work ability will affect job satisfaction. There is a direct effect of training on employee commitment. This shows that increased training will affect employee commitment. There is a direct effect of work ability on employee commitment. This shows that increasing work ability will affect employee commitment. There is a direct effect of job satisfaction on employee commitment. This shows that an increase in job satisfaction will affect employee commitment. These findings indicate that organizations need to consider the variables Training, Work Ability, Job satisfaction in planning and developing human resources at the Lebak District Education Office.

Keywords: Training, Work Ability, Job Satisfaction, Employee Commitment, Education Office



The Influence of Visual Packaging Design and Labeling on Purchase Decision with Perceived Quality as a Moderating Variable

(Case Study on Daviena Skincare Products Users in Pandeglang Regency)

Ayu Salimatussa'adah¹, Bachtiar Rifai², Asep Syiarudin³
^{1,2,3} Mathla'ul Anwar University, Indonesia

This study aims to analyze the influence of visual packaging design and labeling on purchase decision with perceived quality as a moderating variable. This study uses a quantitative approach with a survey method through an online questionnaires via Google Form to 400 respondents selected through purposive sampling technique. The data were analyzes using Moderated Regression Analysis (MRA) with the assistance of SPSS version 27. The results revealed that: (1) visual packaging design has a significant effect on purchase decision; (2) labeling has a significant effect on purchase decision; (3) perceived quality can't moderates the influence of visual packaging design on purchase decision; and (4) perceived quality can't moderates the influence of labeling on purchase decision. These findings contributed to marketing strategies by emphasizing efforts to increase perceived quality so the effects of visual packaging design and labeling became more optimal in influencing consumers' purchase decisions.

Keywords: Visual Packaging Design, Labeling, Purchase Decision, Perceived Quality



Learning-Oriented Leadership: A Systematic Review of How Leaders Shape Individual, Team, and Organizational Learning.

Ahmad Ropiudin¹

¹Postgraduate Study Program Faculty of Economic and Business
La Tansa University Indonesia

Organizations facing rapid environmental change rely on leadership to create conditions that enable continuous learning across individual, team, and organizational levels. Although prior studies have explored this relationship, the literature is fragmented and inconclusive, particularly regarding mediating and moderating processes. To address this limitation, this paper conducts a systematic review of 115 empirical studies on leadership and workplace learning. The synthesis reveals consistent evidence that leadership positively shapes learning outcomes through mechanisms such as motivation, trust, and knowledge-sharing practices. However, the role of moderators and contextual boundaries remains largely unexplored, and methodological weaknesses limit causal claims. The review advances the field by integrating dispersed findings, identifying theoretical and empirical gaps, and proposing directions for future research on learning-oriented leadership. For practitioners, the study offers insights into how leadership can embed learning within organizational routines to improve adaptability and long-term performance.

Keywords: Leadership, Workplace Learning, Organizational Learning, Systematic Review, Learning-Oriented Leadership

The Effect Of Profitability And Inflation On Company Value ,(Study Of Food And Beverage Sector Manufacturing Companies Listed On The Indonesia Stock Exchange For The Period 2019-2023)

Enjio Azizi¹, Amara Octaviani²

^{1,2}Faculty of Economics and Business, Faletehan University, Indonesia

This study aims to analyze the effect of profitability and inflation on firm value in food and beverage sub-sector manufacturing companies listed on the Indonesia Stock Exchange (IDX) during the period 2019–2023. Profitability is measured using Return on Assets (ROA), while firm value is measured using Price to Book Value (PBV). The research employs a quantitative approach with a purposive sampling method, resulting in a sample of 22 companies. Data analysis was conducted with the help of SPSS Version 20. The partial test results show that the profitability variable (X1) has a negative and significant effect on firm value (PBV), as indicated by a significance value of 0.000, which is smaller than the α level of 0.05, and a t-value of -42.681, which is greater than the t-table value of 1.97190. The partial test results also indicate that the inflation variable (X2) has a negative and significant effect on firm value (PBV), as shown by a significance value of 0.000, which is below the required significance level of 0.05, and a t-value of - 77.227, which exceeds the t-table value of 1.97190. Simultaneously, profitability (ROA) and inflation have a significant effect on firm value (PBV).

Keywords: Profitability, Inflation, Company Value, Indonesia Stock Exchange



Students’ Perceptions Of Sharia And Conventional Stocks Toward Investment Interest In The Capital Market (A Study On Islamic Economics Students In Lebak Regency)

Budiman¹, Deden Hidayat², Noorma Yunia³

^{1,2,3}Faculty of Sharia Economics, State University of La Tansa Mashiro, Indonesia

The capital market plays a crucial role in mobilizing public funds and serves as a strategic instrument for national economic development. As the younger generation, university students hold significant potential to actively participate as investors, particularly through investment instruments such as Islamic (sharia) and conventional stocks. This study aims to analyze the perceptions of Islamic Economics students in Lebak Regency toward sharia and conventional stocks and their influence on investment interest in the capital market. The research employed a quantitative approach with a saturated sampling technique, involving 30 respondents. Data were collected through questionnaires and analyzed using validity and reliability tests, as well as multiple linear regression with the assistance of SPSS software. The findings reveal that students’ perceptions of sharia stocks fall into the “strong” category, while perceptions of conventional stocks are in the “moderate” category. Simultaneous testing (F-test) shows an F-value of 95.125, which is greater than the F-table value of 3.104, with a significance level of 0.001 (<0.05). This indicates that students’ perceptions of both sharia and conventional stocks have a positive and significant effect on investment interest. The study concludes that the better the students’ perceptions of these two types of stocks, the higher their investment interest in the capital market. The research recommends enhancing financial literacy and capital market education so that students can make informed investment decisions aligned with their needs and values.

Keywords: Student Perception, Sharia Stocks, Conventional Stocks, Investment Interest, Capital Market.





Integrating Green Accounting and Corporate Sustainability Implications for Financial Performance in Indonesian Manufacturing Firms

Ana Ima Sofana¹

¹Faculty of Economics and Business
Department of Accounting
La Tansa Mashirow University, Indonesia

Environmental challenges increasingly demand that companies not only pursue profitability but also actively engage in sustainability practices. In this context, the accounting sector plays a pivotal role through the integration of green accounting and the implementation of Corporate Sustainability Management Systems (CSMS). This study investigates how green accounting, operationalized through CSMS, contributes to improving the financial performance of manufacturing companies in Indonesia a rapidly developing economy facing significant environmental pressures. Employing purposive sampling, 48 manufacturing firms in Indonesia and participants in the national PROPER environmental performance rating program were examined. Data were analyzed using Structural Equation Modeling with the Partial Least Squares (PLS-SEM) approach. The results of this study indicate that manufacturing companies in Indonesia are able to implement green accounting by allocating appropriate environmental costs by earmarking a portion to carry CSMS implementation so as to improve financial performance. People in Indonesia consider that manufacturing companies that have good company rankings in the evaluation program for company performance ratings in environmental management run by the Indonesian Ministry of Environment are in a position to generate customer loyalty, especially in financial performance. Furthermore, companies recognized with higher PROPER ratings not only strengthen their environmental legitimacy but also build customer trust.

Keywords: Green Accounting; Corporate Sustainability Management System (CSMS); Financial Performance; Environmental Performance; PROPER Rating; Manufacturing Firms; Indonesia; Environmental Legitimacy; Customer Trust; Sustainability Practices.



CSR and Budget Efficiency on Public Accountability: The Moderating Role of Corporate Image

Asroh Lani¹, Verliani Dasmaran²
^{1,2} Mathla’ul Anwar University, Indonesia

This study aims to analyze the influence of Corporate Social Responsibility (CSR) and Budget Efficiency on Public Accountability with Corporate Image as a moderating variable. The background of this research is based on the importance of transparency, efficiency, and public trust in the delivery of services at Kantor PosIND. This research employs a quantitative approach using a survey method by distributing questionnaires to 268 respondents who are users of Kantor PosIND services within the research area. The sampling technique applied was purposive sampling, while data analysis was conducted using the Partial Least Square (PLS) method. The results of the study show that (1) CSR has a positive and significant effect on Public Accountability, (2) Budget Efficiency has a positive and significant effect on Public Accountability, (3) Corporate Image does not moderate the influence of CSR on Public Accountability, and (4) Corporate Image does not moderate the influence of Budget Efficiency on Public Accountability.

Keywords: CSR; Budget Efficiency; Public Accountability; Corporate Image; KantorPos



E/R.201 | OFFLINE

Moderator: Mirfat Bahrudin Mansyur, M.Sc.

Time	Presenters	Research Titles
09:00-09:10	1. Reni Apriani	Educational Management and Lecturer Performance: The Role of Teamwork, Communication, and Competence : Evidence from Universitas La Tansa Mashiro
09:10-09:20	2. Abdul Karim	The Impact of Clinical Supervision, Digital Literacy, and Professional Competence on Teacher Performance with Achievement Motivation as An Intervening Variable
09:20-09:30	3. Aan Kurnia	The World Waqf War in the Age of Philanthropy 4.0: Digital Waqf, Gen Z Engagement, and Regional Models from the Middle East and Southeast Asia
09:30-09:40	4. Ernawati Sulhatul Imammah	Implementation of the Love Curriculum Policy in Madrasah Aliyah Negeri Banten Province
09:40-09:50	5. Mawardi Nurullah	Disruption of Inclusive Learning Management to Improve Learning Outcomes of Students with Disabilities (Case Study; Pamulang University)
09:50-10:00	6. Usep Saepul Anwar, Syadeli Hanafie, Luluk Asmawati	Development Of A Performance Report Application (E-Lapkin) To Improve The Discipline And Performance Of School Supervisors In The Lebak District Education Office
10:00-10:10	7. Agus Suherman	The Influence of Self-Development and Self-Efficacy on Organization Innovating through Human Resource Competence
10:10-10:20	8. Ahmad Zulfi Aali Daawas	Enforcement Of Human Existence As Khalifatullah Fil Ardh In The Era Of Industrial Revolution 4.0



Educational Management and Lecturer Performance: The Role of Teamwork, Communication, and Competence : Evidence from Universitas La Tansa Mashiro

Reni Apriani¹

¹Doctoral Of Education, Universitas Sultan Ageng Tirtayasa, Faculty Of Teacher Training And Education La Tansa Mashiro University

Lecturer performance plays a pivotal role in shaping the quality and competitiveness of higher education institutions. While prior studies have explored factors influencing performance, limited attention has been paid to the interplay between team collaboration, interpersonal communication, and competence within the context of educational management. This study addresses this gap by examining how collaboration and communication not only influence lecturer performance directly but also strengthen competence as a mediating factor. Using a survey-based approach in a higher education setting, data were analysed through a structural model to capture both direct and indirect relationships among the variables. The findings demonstrate that effective team collaboration and strong interpersonal communication enhance lecturer performance, while competence emerges as the most critical determinant. This highlights the state of the art in lecturer performance research by showing that competence development is reinforced by collaborative and communicative academic environments. The study’s novelty lies in integrating behavioral and competence-based perspectives within a single framework, offering fresh insights into how universities can improve lecturer outcomes. The results contribute theoretically by advancing educational management models of performance, and practically by informing policies to build collaborative cultures, foster interpersonal communication, and invest in competence development for sustainable academic excellence.

Keywords : Team collaboration, Interpersonal communication, Lecturer competence, Lecturer performance, Educational management



The Impact Of Clinical Supervision, Digital Literacy, And Professional Competence On Teacher Performance With Achievement Motivation As An Intervening Variable

Abdul Karim¹

¹Program Doctoral Program in Education, Sultan Ageng Tirtayasa University

This study examines the effect of clinical supervision, digital literacy, and professional competence on teacher performance, with achievement motivation as a mediating variable in junior high schools in Lebak Regency. A quantitative approach with a survey method was applied to 350 teachers selected through proportional random sampling. Data were collected using a standardized questionnaire, and analysis was conducted with Structural Equation Modeling–Partial Least Squares (SEM-PLS). The measurement model demonstrated good reliability with Composite Reliability (CR) values ranging from 0.86 to 0.94, and convergent validity confirmed by Average Variance Extracted (AVE) values above 0.50. The structural model met the goodness-of-fit criteria with SRMR = 0.067 and predictive relevance $Q^2 = 0.482$, indicating strong explanatory power. The findings reveal that clinical supervision significantly affects teacher performance ($\beta = 0.312$, $p < 0.05$), digital literacy has a positive effect ($\beta = 0.276$, $p < 0.05$), and professional competence is the strongest predictor ($\beta = 0.421$, $p < 0.01$). Achievement motivation significantly mediates the relationship among the three exogenous variables and teacher performance, with an indirect effect contribution of 23.7%. The overall model explains $R^2 = 0.685$ of the variance in teacher performance. These results confirm that consistent clinical supervision, strong digital literacy, and professional competence, when reinforced by achievement motivation, play a critical role in improving teacher performance. Practical implications suggest strengthening supervision programs, digital literacy training, and continuous professional development to enhance teacher motivation and performance, thereby advancing educational quality in the region.

Keywords: Achievement motivation, clinical supervision, digital literacy, professional competence, teacher performance.



The World Waqf War in the Age of Philanthropy 4.0: Digital Waqf, Gen Z Engagement, and Regional Models from the Middle East and Southeast Asia

Aan Kurnia¹

¹Postgraduate Program in Islamic Economics, Ibn Khaldun University Bogor, Indonesia

The transformation of Islamic philanthropy in the digital era has given rise to a new phenomenon often referred to as the World Waqf War—a symbolic competition among regions and institutions to redefine the future of waqf management. This study explores how the Middle East and Southeast Asia have developed distinct models of digital waqf governance and engagement, shaped by institutional, cultural, and generational contexts. Using a qualitative descriptive-comparative approach, the paper examines the interplay between technological innovation, Gen Z participation, and the institutional role of waqf authorities. Findings indicate that while the Middle East emphasizes centralized, Sharia-driven waqf ecosystems, Southeast Asia—particularly Indonesia and Malaysia—favors adaptive, decentralized, and socially integrated approaches supported by national waqf agencies such as BWI. The study concludes that Gen Z engagement serves as a key driver for transforming waqf into a sustainable, participatory, and tech-oriented philanthropic instrument. These insights highlight the strategic importance of bridging classical Islamic principles with contemporary digital ecosystems to foster inclusive economic empowerment and global waqf collaboration.

Keywords: Digital Waqf; Gen Z; Philanthropy 4.0; Islamic Economics; Middle East; Southeast Asia





Implementation of the Love Curriculum Policy in Madrasah Aliyah Negeri Banten Province

Ernawati Sulhatul Imammah¹

¹Ibn Khaldun University Bogor, Indonesia

Education in Indonesia, especially in Banten province, is faced with the problem of low morals, especially among teenagers, for example, fights between students, promiscuity, drugs, and lack of respect for teachers. In the field of education, especially the Ministry of Religion which is currently formulating the Love Curriculum to be implemented in every educational unit including madrasas, the cultivation of character in students needs great attention. Strengthening character education in the current context is very relevant to overcome the moral crisis that is currently hitting this country. This condition of moral decadence indicates that the cultivation of religious values and character values obtained in school has not been fully successful because it has not shown significant results in changing students' behavior in their lives. Islamic education is in principle based on two main sources of Islamic teachings, namely the Qur'an and Hadith. In addition, Islamic education has an extraordinary history. Thus, the parameters of good and bad in a person's character have certain standards according to the Qur'an and Hadith. As the basis of Islamic education, the Qur'an and Hadith are references for seeking, making, and developing Islamic educational paradigms, concepts, principles, theories, and techniques, including in every educational effort. Because it is sourced from the Qur'an and Hadith which are the main teachings of Islam, Islamic education contained in the values of learning in madrasas is referred to as the foundation for character education. Nowadays, the association of students in madrasas is not only in the real world. But also in cyberspace. With the development of the times. Therefore, the curriculum in each educational unit must also change to respond to the development of the times. So that the educational unit is not only an institution that teaches theories but cannot respond to the development of the times. Therefore, the Love Curriculum policy is here to respond to this. The method used in this study is qualitative, the structure of the independent curriculum is based on three things, namely competency-based, flexible learning and Pancasila character. The curriculum structure of the Love Curriculum is determined by the central government. However, education units can develop additional programs and activities in accordance with the vision, mission, and available resources. The curriculum gives independence to educational units and teachers to design relevant and contextual learning processes and materials. In this study, one of the madrasas in Banten province that has implemented the Love Curriculum curriculum is MAN Insan Cendikia Serpong which has been successful and can be a pilot in the implementation of the Love Curriculum policy in state aliyah madrasah education units in Banten province.

Keywords: Policy, Love Curriculum, Madrasah

Development Of A Performance Report Application (E-Lapkin) To Improve The Discipline And Performance Of School Supervisors In The Lebak District Education Office

Usep Saepul Anwar¹, Syadeli Hanafie², Luluk Asmawati³

^{1 2 3} Doctoral Program in Education, Postgraduate Program, Sultan Ageng Tirtayasa University, Serang, Indonesia

This study aims to develop the E-Lapkin application to improve the effectiveness, efficiency, and satisfaction of educators and education personnel at the Lebak Regency Education Office. The application development uses the ADDIE model (Analysis, Design, Development, Implementation, Evaluation) which includes a series of structured and systematic steps and procedures. Based on the results of the study regarding the development and evaluation of the E-Lapkin application in the Lebak Regency Education Office, several conclusions can be drawn as follows: The development of the E-Lapkin application follows the ADDIE approach which includes five main stages: needs analysis, design, development, implementation, and evaluation. In the needs analysis stage, it was found that manual employee performance reports face geographical and administrative constraints that hinder accessibility and efficiency. Based on this analysis, an application was designed to address these problems by improving the efficiency of personnel administration and facilitating access for employees in remote areas. The feasibility of the E-Lapkin application was carried out by material experts and media experts. The evaluation results showed that this application was very feasible to use, with a validation score of 90.66% from material experts and 93% from media experts, which indicates compliance with applicable personnel regulations. This application meets the standards in terms of functionality and intuitive interface design. Adjustments to the latest policies, such as the use of BKN e-Kinerja, have also been made. The level of effectiveness of the E-Lapkin application in the Lebak Regency Education Office The effectiveness of the application is measured based on increased administrative efficiency, ease of access, and user satisfaction. Based on the One Sample T-Test test, the results show a significant difference in effectiveness, with a significance value of 0.00 which is smaller than 0.05. This indicates that the E-Lapkin application is effective in improving employee performance reports in the Lebak Regency Education Office The level of efficiency of the E-Lapkin application in the Lebak Regency Education Office The application efficiency level is assessed in terms of reducing processing time and saving operational costs. The results also show that this application is very efficient in supporting employee administration. The One Sample T-Test test produces a significance value of 0.00, which indicates that the use of this application reduces manual workload and speeds up the administrative process.

Keywords: Application, Performance Report (E-Lapkin), Discipline and Performance, School Supervisor



Inclusive Learning Management To Improve The Learning Outcomes Of Students With Disabilities In The Era Of Technological Disruption : (Case Study: Pamulang University)

Mawardi Nurullah, M.Pd
Pamulang University

The era of digital technology disruption has brought a new paradigm in higher education, offering both opportunities and challenges, especially for students with disabilities. Pamulang University, as part of the higher education ecosystem, is required to manage effective inclusive learning to ensure equal access and improved learning outcomes for all students, without exception. This research is necessary to map and analyze in depth how inclusive learning management is carried out in response to challenges and opportunities in this digital era.

This study aims to describe and analyze inclusive learning management in improving the learning outcomes of students with disabilities at Pamulang University in the era of digital technology disruption, covering aspects of planning, implementation, evaluation, and support provided.

This research uses a qualitative approach with a descriptive case study type. Data was collected through in-depth interviews with the Vice Rector for Academic Affairs, the Head of the Disability Services Agency, lecturers, and students with disabilities. Participant observation techniques were used to directly observe the implementation of learning, and a documentation study of the modified Semester Learning Plan (RPS) and policies.

Keywords: Inclusive Learning Management, Learning Outcomes, Students with Disabilities, Digital Disruption, Assistive Technology, Qualitative Studies.

The Influence of Self-Development and Self-Efficacy on Organization





Innovating through Human Resource Competence

Agus Suherman¹

¹University Islam Syekh Yusuf

In the era of global competition and rapid digital transformation, the ability of an organization to innovate has become a crucial factor for sustainability and long-term success. This study aims to analyze the effects of self-development and self-efficacy on organization innovating, with human resource competence as a mediating variable within the academic context of Universitas Islam Syekh-Yusuf (UNIS). Using a quantitative approach, data were collected through structured questionnaires involving lecturers, administrative staff, and educational personnel. The findings indicate that self-development and self-efficacy have significant positive effects on human resource competence, which in turn strongly influences the organization innovating capability. Human resource competence acts as a mediating variable that bridges the relationship between individual development factors and organizational innovating outcomes. Empirically, this study provides evidence that enhancing self-development and strengthening self-efficacy among academic members can foster a culture of continuous improvement and organization innovating. Theoretically, it extends the conceptual model linking personal and organizational capabilities; practically, it provides strategic guidance for higher education institutions, particularly Islamic private universities, to enhance competitiveness and develop innovative human resources. The novelty of this research lies in its integrative model that simultaneously examines self-development, self-efficacy, and human resource competence within the framework of organization innovating in higher education a context rarely explored in Indonesian private universities.

Keywords: Self-development, self-efficacy, human resource competence, organization innovating, higher education.



Enforcement Of Human Existence As Khalifatullah Fil Ardh In The Era Of Industrial Revolution 4.0

Ahmad Zulfi Aali Daawas

Doctoral Program Islamic Religious Education Postgraduaterogram, University Of Islam Jakarta

This study analyzes the relevance of the concept of Khalifatullah fil Ardh as a theological foundation for addressing the challenges and opportunities of the Fourth Industrial Revolution, which often drives the secularization of knowledge and technology while neglecting the spiritual dimension of humanity. The research focuses on three core areas: the reconceptualization of Islamic religious education to adapt to digital transformation; the reinterpretation of the caliphal concept in managing industrial resources based on Islamic values; and the analysis of social implications and digital ethics in modern society. The study employs a qualitative approach using Paul Ricoeur’s phenomenological hermeneutics to explore textual meaning in depth and context. The findings reveal that Khalifatullah fil Ardh holds strategic relevance in framing ethical leadership grounded in maqashid syariah amid the dynamics of the Fourth Industrial Revolution. In the economic sphere, humans as caliphs are expected to manage technology with justice and sustainability. In education, integrating Islamic moral values with digital literacy is essential in shaping a character-driven, technologically adaptive generation. In the social dimension, the internalization of digital ethics is vital to foster inclusive, harmonious, and responsible interactions. The proposed concept of Neo-Khalifatullah underscores a reflective, transformative, and contextual reconstruction of Islamic leadership. The educational paradigm shifts from dogmatic to reflective, from individualistic to socio-global, and from ritualistic to universal praxis—while remaining rooted in the principles of tawhid, ethics, and spiritual responsibility. The validity of this concept is reinforced through data triangulation from theological perspectives (the Qur’an, particularly QS. Al-Baqarah [2:30] and QS. Al-Hasyr [59:18]), Islamic philosophy (Al-Farabi, Ibn Khaldun, Seyyed Hossein Nasr), and contemporary socio-economic views (digital Islamic economics, digital ethics, and social justice). Critical reflection on Neo-Khalifatullah demonstrates that it is not only a normative-theological concept but also an ethical and operational epistemological framework.

Keywords:

Neo-Khalifatullah, Fourth Industrial Revolution, Islamic Education, Islamic Leadership, Social Transformation, Paul Ricoeur's Hermeneutics.

