3rd IOU Conference on Research & Integrated Sciences

(IOUCRIS – Hybrid)
23rd -24th February & 3rd March 2023
The Gambia-Malaysia

Program and Abstract Proceedings

INTERNATIONAL OPEN UNIVERSITY

Journal of Integrated Sciences

OUM OPEN UNIVERSITY MALAYSIA

The Organizing Committee of the 3rd IOU Conference on Research and Integrated Sciences (IOUCRIS) 2023, expresses its heartfelt thanks to all the members who have contributed to making this event successful.

The 3rd IOUCRIS 2023 Committee

Conference Chair: Prof. Dr. Muhammad Ahsan, DVC, Academic, IOU
Coordinator: Dr. Afroza Bulbul Afrin, Director, Research and Publications, IOU

Convener: Assoc. Prof. Dr. Shafiqur Rahman, Head, Business Administration, IOU

Other Members

Prof. Dr. Raufu Oyedapo	Dean, Faculty of Arts and Social Science
Assoc. Prof. Dr. Anwar Sahib	Dean, Faculty of Islamic Studies at the IOU
Prof. Dr. Mohd Tajudin Md Ninggal	Vice President (Academic) at Open University Malaysia
Assoc. Prof. Dr Shishi Kumar Piaralal	Director, OUM Graduate Centre Associate Professor at Open University Malaysia
Assoc. Prof. Dr. Francesca Umm Yahya	Head, Psychology
Assoc. Prof. Dr. Adnan Ashraf	Head, Information Technology
Dr. Ebrahim Abu Dawy	Head, Arabic Language & Linguistics
Prof. Dr. Iftikhar Ahmad Baig	Head, Education
Assoc. Prof. Dr. Muhammad Salama	Head, Islamic Studies Department
Assoc. Prof. Dr. Nissar Ahmad Yatoo	Head, Islamic Banking & Economics
Shaykh Mukhtar Raban	Director, Teaching and Learning

Speech from the Chancellor of IOU
Professor Dr. Abu Ameenah Bilal Philips

Assalamu Alaikum Warahmatullahi Wabarakatuh.

Alhamdulillah! It is another historic moment for IOU when we are organizing this hybrid conference (face-to-face and online). This 3rd IOU Conference on Research and Integrated Sciences (3rd IOUCRIS) 2023 is organized by the Directorate of Research and Publications at IOU and the Open University Malaysia (OUM), one of the top-ranked private universities in Malaysia. I am pleased to know that more than 130 research papers among many submissions from all over the world have been accepted for presentation. I am also thrilled to know that over fifty papers have been submitted for a face-to-face presentation.

IOU has always been globally known for its teaching excellence. We are currently focusing on developing a good reputation for research excellence too. IOU organizes its conferences as a further step towards our research journey. That also adheres to our relentless research engagements in the publication in the Journal of Integrated Sciences (JIS). The 23rd and 24th February are for the face-to-face presentation and the online presentation takes place on 3rd March 2023, in Sha Allah.

In addition to its academic value, the conference has also a significanweight in collaborating and networking among the scholars at IOU and from the rest of the world. I would like to thank the Authority of the OUM for their cordial participation in and all cooperation to make this conference successful. I wish to strengthen this relationship between us in the future. I also thank the conference for their restless efforts to organize this event successfully.

In conclusion, I am pleased to realize that the conference grants awards for the best paper and the best student paper. This will, In Sha Allah, motivate our scholars to participate in similar conferences in the future.

May Allah assist us and guide us to focus more on academic activities that aim to empower global societies and communities to achieve our motto of 'changing the nation through education'.

Dr. Abu Ameenah Bilal Philips
Founder and Chancellor, International Open University, The Gambia

Message from the President/Vice-Chancellor of OUM
Professor Dr. Ahmad Izanee Awang

It gives me great pleasure to warmly welcome all participants to the 3rd IOU Conference on Research & Integrated Sciences (IOUCRIS2023). I am also delighted to congratulate the organising committees from the International Open University of Gambia and Open University Malaysia for taking on the challenge of jointly hosting this hybrid event.

As education practitioners, one global development we should not take lightly is the influence of technology on teaching and learning. Regardless of what one's expertise or specialisation is, the increasing ubiquity of online learning means that educational technology will feature more prominently across university operations and academic matters in the months and years to come.

After all, innovations previously unimagined are already here: AI language models like ChatGPT and virtual reality spaces like the Metaverse hint at an untold power to completely reimagine education as we know it. Such innovations should not be regarded with fear or suspicion. Instead, we should dare to face them head-on, prepare for their potential impact, and explore ways to incorporate them in the educational context, emphasising such ways that are academically sound, upright, ethical, and objective.

This, I believe, will be our most important emerging challenge. Thus, through discourses that will take place across the various programme tracks of IOUCRIS2023, I hope that participants will have the opportunity to actively contribute to discussions that will not only address how we can make teaching and learning more effective, impactful, and enriching, but also take into consideration the growing influence of technology, whether in Malaysia, Gambia, or anywhere else in the world.

I wish all participants fruitful deliberations ahead.

Thank you.

Prof Dr. Ahmad Izanee Awang
President/Vice-Chancellor, Open University Malaysia

Speech from the President of the International Open University
Dr. Cherno Omar Barry

Distinguished researchers, academics, students, brothers, and sisters, Assalamu Alaikum Warahmatullahi Wabarakatuh.

Alhamdulillah! It is my absolute pleasure to welcome you to the 3rd IOU Conference on Research and Integrated Sciences (IOUCRIS 2023). IOUCRIS 2023 is our first hybrid conference in collaboration with the Open University Malaysia (OUM), one of the top-ranked private universities in Malaysia.

This conference has drawn the attention of scholars from all over the world, and I am very pleased to know that approximately 150 papers will be presented (Face-to-Face and online modes) at the conference. In addition to the paper presentations, the conference will also run a keynote session.

IOU combines quality with morality at an affordable cost. IOU is a truly international academic institution with academics and students from all over the world. At IOU, students can study at their own pace, and gain knowledge and qualifications that strengthen their employability skills. It is a fact that a significant number of our students get immediate employment after their graduation. Besides teaching, this university is committed to research excellence by doing research, providing research training, and publishing scholarly journals. The 3rd IOUCRIS 2023 is another evidence of our commitment to research excellence.

I congratulate the authority of OUM for their cordial support and cooperation in conducting this large athering. I pray for the success of this conference and hope everyone will benefit from the knowledge and experience gained by participating in this great event. I commend the organizers and I thank all those who have contributed to the success of the event. May Allah bless you all.

Dr. Cherno Omar Barry
Vice Chancellor, International Open University, The Gambia

Speech from the Conference Chair and Deputy
Vice Chancellor of IOU Professor Dr. Muhammad Ahsan

Distinguished researchers, academics, students, brothers, and sisters, Assalamu Alaikum Warahmatullahi Wabarah.

I am very pleased to welcome you to this 3rd International Open University Conference on Research and Integrated Sciences (IOUCRIS 2023). This is the first hybrid conference (Face-to-Face and Online modes) organized by IOU with the collaboration of the Open University Malaysia (OUM).

I am thankful to the co-organizer, all the participants, keynote speakers, and guests for attending this conference to make it a success. I, especially, thank the Keynote Speakers for their time and efforts. I also highly appreciate the organizing committee for making the conference a reality. They really turned it from a dream to reality, Alhamdulillah.

Prof. Dr. Bilal Philips launched IOU in 2007 as a higher education institution that offers intensive online degree programs. IOU is committed to spreading beneficial knowledge that is easily affordable and will benefit not only individual students and our graduates, but also empower entire communities around the globe.

IOU is engaged in academic research, research training, and journals publishing. Very recently, IOU took the initiative to organize international conferences to create knowledge, to develop collaboration with other institutions around the world, and to foster research excellence.

We are very keen to improve the careers of our young academics and other researchers by enhancing their abilities for further growth and development. For the 3rd IOUCRIS, we have received around 150 research papers from numerous key areas, including Arabic Language and Literature, Business Administration, Education, Information Technology, Islamic Studies, Islamic Economics, Banking and Finance, Psychology, and so many others.

This conference is another milestone for our university towards achieving research excellence with the collaboration of OUM, inshaAllah. I hope, this collaboration will strengthen our future relationship in academic and research areas. May Allah bless you all. Once again, thank you very much for participating in this conference. Jazakom Allahu Khair.

Prof. Dr. Muhammad Ahsan, Conference Chair
Deputy Vice-Chancellor, International Open University, The Gambia

Speech from the Director of Research and Publications of IOU
Associate Professor Dr. Afroza Bulbul

Honorable Chancellor, Vice-chancellors, Deputy Vice-Chancellors, distinguished guests, keynote speakers, honorable faculty members and staff, researchers, paper presenters, audience, volunteers, and my beloved students, Assalamu Alaikum Warahmatullahi Wabarakatuh.

I am pleased to welcome you all to this very first hybrid conference of IOU the 3rd IOUCRIS. This is a conference in collaboration with the Open University Malaysia which will run on the 23rd and 24th of February for Face-to-Face presentations and on the 3rd of March for online presentations. The objectives of this conference are to create opportunities and foster a research culture among our academics, staff, and students and with other globally reputed universities. In addition to offering quality teaching, IOU also focuses on research excellence. We also publish a quarterly peer-reviewed journal, titled "Journal of Integrated Sciences" to demonstrate our commitment to research. So, please participate in the conference activities and enrich our researchers with your valuable comments and suggestions.

I am also delighted to announce that all full papers submitted to 3rd IOUCRIS can be considered for publishing in our Journal of Integrated Sciences subject to peer review. Those, who could not submit a full paper due to time constraints, may submit their full papers by March 31st, 2023, to be considered for publication.

On behalf of the IOU Directorate of Research and Publications, I pray and hope that such a great initiative will be continuing in the future with the collaboration of the OUM, InshaAllah. We are open to building partnerships with other academic and business institutions to co-organize conferences in the future.

Please join me in prayers that Allah (SWT) may give us the ability to make the 3rd IOUCRIS 2023 a big success.

Dr. Afroza Bulbul Afrin
Associate Professor, and the Director of Research & Publications
and the Conference Coordinator, IOUCRIS

Speech from the Conference Coordinator
Associate Professor Dr. Shafiqur Rahman

The Honorable Chancellor, the Vice Chancellor, the Deputy Vice-Chancellor of IOU, Partner of the Conference, Open University Malaysia and its leadership, Keynote Speakers, distinguished guests, paper presenters and audience, Assalamu Alaikum Warahmatullahi Wabarakatuh.

I am pleased to see that with the efforts of the conference organizing committee and support from almost all corners of the university, the 3rd IOUCRIS 2023 is now a reality. I must appreciate the conference participants for their efforts to prepare the research papers and PowerPoint presentations for the conference. My heartfelt thanks go to everyone at OUM who significantly contributed and made our dream come true.

This is the 3rd International Conference of IOU, which is bigger and better than our previous conferences. First, this time we are organizing a hybrid conference, both Face to Face and Online. Second, we are partnering with another university, which is in this case, Open University Malaysia. Working together we have enhanced our capacity and output. Finally, like other conferences, we are expecting some full papers, which will be published in our journal following the necessary policies and procedures.

This conference has created an opportunity for collaboration and networking for research excellence, which is also the theme of this conference. Some authors collaborated with other colleagues to submit a joint research paper for this conference. There are many benefits to attending this conference. The audience or other presenters may bring new suggestions to their research work and can create a new dimension, which you might not have considered earlier. You may be contacted by other scholars to collaborate with you from another part of the world. Also, publishers may show interest in your work to publish it as a book chapter or propose you convert your research work into a full book.

InshaAllah, the experience of the 3rd IOUCRIS 2023 will give us the confidence to organize similar conferences in the future.

Assoc. Prof. Dr. Shafiqur Rahman
Head of Department, Business Administration
International Open University, The Gambia

Face to Face – Thursday 23 February 2023

3RD IOU CONFERENCE ON RESEARCH & INTEGRATED SCIENCES (IOUCRIS) 2023
OPEN UNIVERSITY MALAYSIA (LEVEL 1 *Theatrette*)
MENARA OUM, KELANA CENTRE POINT

TIME	PARTICULARS				
OPENING SESSION					
8.30 am	Registration				
9.00 am	Safety Briefing **Norhasrul Mohamad @ Sulaiman**				
	Du'a Recitation **Dr. Wan Mohammad Ubaidillah Wan Abas**				
	Speech **Assoc. Prof. Dr. Shishi Kumar Piaralal**, Director, OUMGC				
	Speech **Assoc. Prof. Dr. Afroza Bulbul Afrin**, Director of Research and Publications, IOU				
	Recorded Speech **Prof. Dr. Muhammad Ahsan**, Deputy Vice-Chancellor, Academics, IOU Recorded Speech **Prof. Dr. Billal Philips**, Chancellor, IOU				
	Opening Speech and Inauguration of 3rd IOUCRIS **Prof. Dr. Mohd Tajudin Md Ninggal,** Vice President (Academic & Research), OUM				
9.40 am	**BREAK AND REFRESHMENTS**				
10.10 am	Introduction: Keynote Speaker 1 **Dr. Aliza Ali,** Dean, Faculty of Education, OUM				
10.15 am	**SESSION 1: KEYNOTE SPEAKER 1** **Prof. Dr. Mohd Tajudin Md Ninggal**, Vice President (Academic & Research), OUM				
10.50 am	Introduction: Keynote Speaker 2 **Dr. Shafiqur Rahman,** Head, Department of Business Administration, IOU				
10.55 am	**SESSION 2: KEYNOTE SPEAKER 2** **Prof. Dr. Md Aminul Islam**, Professor, Faculty of Business and Communication, Universiti Malaysia Perlis				
11.30 am	**PHOTO SHOOT**				
11.45 am **(1 presenter –** **15 mins)**	**PARALLEL SESSION 1** *(Theatrette)* 4 presenters	**PARALLEL SESSION 2** *(L1-01)* 4 presenters	**PARALLEL SESSION 3** *(L3-01)* 4 presenters	**PARALLEL SESSION 4** *(L3-03)* 4 presenters	**PARALLEL SESSION 5** *(Venue: L3-05)* 4 presenters
12.45 pm	**LUNCH BREAK** *(Venue: L1-03 – L1-07)*				
2.00pm **(1 presenter –** **15 mins)**	**PARALEL SESSION 6** *(Theatrette)* 12 presenters	**PARALEL SESSION 7** *(L1-01)* 12 presenters	**PARALEL SESSION 8** *(L3-01)* 12 presenters	**PARALEL SESSION 9** *(L3-03)* 12 presenters	**PARALEL SESSION 10** *(L3-05)* 12 presenters
5.00pm	**End of Day 1**				

Parallel Session 1 - Theatrette: 11.45 am – 12.45 pm

Chairman – Prof. Dr. Santhi Raghavan (SPECIAL ROOM)

Co-Chairman - Assoc. Prof. Dr. Shishi Kumar

Sl. No.	Paper No	Author (s)	Title
1	101	Nasrin Huda, Julinawati bt Suanda, Nor'izah binti Ahmad, Shafiqur Rahman	Women Health Awareness
2	171	Khairul Hamimah Mohamad Jodi, Mahani Abdul Malik, Eti Fairudz Zainudin, Nurul Husna Binti Mansor, Rosinah Binti Mahmood	'Pornography and The Effects on Children from The Islamic and Scientific Perspectives'
3	197	Kalidass Machappan, Shanti Ramanlingam & Gunasegaran Karuppannan	ISTE Standards Among School Leadership on Technology Management and Instructional Technology
4	242	Hazidi Bin Abdul Hamid	Asking Artificial Intelligence for Guidance in Educational Matters: Unveiling the Cultural Biases in Conversations with ChatGPT

Parallel Session 2 (L1-01): 11.45 am – 12.45 pm

Chairman – Ms. Ratna Khuzaimah Mohamad
Co-Chairman - Dr. Harvinder Kaur A/P Dharam Singh

Sl. No.	Paper No	Author (s)	Title
1	191	Asnia Binti Kadir, Gunasegaran Karuppannan & Aliza Binti Ali	The Effects of Coaching and Mentoring on Metacognition Knowledge Among Malay Language Teachers In Sabah, Malaysia
2	201	Dr. Shishi Kumar Piaralal, Dr. Zahir Osman, Dr. Harvinder Kaur Dharam Singh, Hidayati Kasuma Abdul Hadi	Factors Influencing Online Distance Learners' Continuance Intention to Further Study in The Open and Distance Learning University
3	209	Dr. Md Rosli bin Ismail	Factors of Muslim Woman Entrepreneurs Venture into Islamic Preschool Education Business in Shah Alam, State of Selangor
4	222	AP Abdul Rahim Mohamed Amin, Dr Shishi Kumar A/L Piaralal, Hidayati Kasuma Abdul Hadi	Factors Influencing Service Recovery Performance Among Educators of Open and Distance Learning in Malaysia: Exploring the Moderating Effects of Educators' Job Experience

Parallel Session 3 (L3-01): 11.45 am – 12.45 pm

Chairman – Dr. Rose Ruziana Samad
Co-Chairman – Dr. Wan Mohd Al Faizee Wan Ab Rahaman

Bil	Paper No	Author (s)	Title
1	191	Asnia Binti Kadir, Gunasegaran Karuppannan & Aliza Binti Ali	The Effects of Coaching And Mentoring on Metacognition Knowledge Among Malay Language Teachers In Sabah, Malaysia
2	201	Dr. Shishi Kumar Piaralal, Dr. Zahir Osman, Dr. Harvinder Kaur Dharam Singh, Hidayati Kasuma Abdul Hadi	Factors Influencing Online Distance Learners' Continuance Intention to Further Study in The Open and Distance Learning University
3	209	Dr. Md Rosli bin Ismail	Factors of Muslim Woman Entrepreneurs Venture into Islamic Preschool Education Business in Shah Alam, State of Selangor
4	222	AP Abdul Rahim Mohamed Amin, Dr Shishi Kumar A/L Piaralal, Hidayati Kasuma Abdul Hadi	Factors Influencing Service Recovery Performance Among Educators of Open and Distance Learning in Malaysia: Exploring the Moderating Effects of Educators' Job Experience

Parallel Session 4 (L3-03): 11.45 am – 12.45 pm.

Chairman – Assoc. Prof. Teh Lai Ling
Co-Chairman: Dr. Hamidah Mat

Bil	Paper No	Author (s)	Title
1	226	May-Ann Chew, Md Rosli Ismail	Equitable Learning Community: Interpretative Phenomenological Analysis on a Muslim in the B40 Segment During the COVID-19 Pandemic
2	228	Bibi Nabi Ahmad Khan, Zahir Osman	Determinants of Turnover Intentions Among Academician of Local Private Universities in Klang Valley, Malaysia
3	233	Mohd Lokman ABDULLAH, Sya Azmeela SHARIFF, Zahari HAMIDON	Adult Learners Technology Readiness: An Experience of Open University Malaysia
4	235	Cik Norazlina Mohamad, Dr. Adenan Ayob	Instilling Islamic Values in The Malay Language Educational Process

Parallel Session 5 (L3-05): 11.45 am – 12.45 pm.

Chairman – Assoc. Prof. Dr. Zorah Abu Kassim
Co-Chairman – Dr. Wan Mohamad Ubaidillah Wan Abas

Sl. No.	Paper No	Author (s)	Title
1	135	Dr. Mohd Farid Idrus, Dr. Shishi Kumar Piaralal	CSR in Malaysian Oil and Gas Company: Antecedents and Outcomes
2	150	Iliya Dayini Imran, Salehah Zafirah Zulkepli, Norlinda Zainal Abdul, Norlaily Asnawi Sulaiman, Arina Nabilah Abd. Latif, Mohamad Azmi Nias Ahmad	The Impacts of Mergers and Acquisitions on The Acquirer's Wealth in Emerging Country: Evidence from Malaysia
3	156	Arina Nabilah Abd. Latif1*, Salehah Zafirah Zulkepli2, Norlinda Zainal Abdul3, Iliya Dayini Imran4, Norlaily Asnawi Sulaiman5, & Mohamad Azmi Nias Ahmad	Determinants of Tax Non-Compliance: A Literature Review
4	159	Mohammad Masudur Rahman, Raduan Che Rose, Hishamuddin Md Som, Abdul Awal Khan, H.T.M. Quader Newaz	Effect of Work Ethics and Communication Climate on Job Satisfaction of Readymade Garment's Muslim Workers in Bangladesh

Parallel Session 6 (Theatrette): 2.00 pm – 5.00 pm

Chairman – Dr. Md Rosli Ismail
Co-Chairman – Dr. Loo Fung Lan

Sl. No.	Paper No	Author (s)	Title
1	133	Rohani M.J , Raziana Che Azi , Rajesh Kumar	A Review on The Assessment of Soil Characteristics Variability: Enhancement of Offshore Shallow Foundations Performance Predictions
2	141	Muthubandage Mahinda Herath, Nobaya Ahmad, Mohammad Mujaheed Hassan, Wan Munira Wan Jaafar	Level of Technology Adoption (TA) Among Agriculture Sector Modernization (ASM) Farmers in Sri Lanka
3	161	Azizi@Hamizi Hashim, Arina Nabilah Abd. Latif, Noor Hasimah M. Yacob, Sabariah Jamaluddin, Anis Barieyah Mat Bahari	E-Filing Issues and Challenges for Malaysian Sole-Proprietor in The Perspective of Tax Consultant
4	183	Mohd Azli Jailani, Chong Kim Loy	The Application of Fuzzy Delphi Method in Content Validity Analysis
5	208	Joyce J.S. Yong, Mohd Tajudin Ninggal, Amiraa Ali Mansor	A Digital Self-Efficacy Intervention Module for Risky Behaviours Amongst Zoomers
6	216	Foong Mun Sum, Dr. Shishi Kumar Piaralal, Ashly Chan Sri Rahayu	Factors Influencing Behavioral Intention in The Use of Non-Fungible Tokens (NFT) in Malaysia
7	218	Zorah Abu Kassim, Buthaina Nabeel Ebrahim Ali Hassan	Confidence Level and Technology Adoption in Oil & Gas Industries in Bahrain
8	229	Wong Huey Siew, Fatimah Binti Yusooff, Amiraa Binti Ali Mansor, Oo Cheng Keat, Mohd Tajudin Bin Md Ninggal	Recommendation to Improve Mental Health and Well-Being of Lecturers in Open University Malaysia
9	239	Rashidah Shahruddin, Noor Izatullelmy Mat Saad, Yee Bit Lian	Perceived Burden among Male and Female Family Caregivers of Hemodialysis Patients: A Survey-Based Cross-Sectional Study
10	241	Sharifah Rosfashida, Sharifah Rosfashida, Azmi Bin Che Leh	The Perception of Manufacturing Studies Learners Towards A Fully Online Approach in Knowledge Transfer at Open University Malaysia (OUM)
11	244	Dr. Siti Fatimah Binti Md.Shariff, Dr. Mohd Yusof bin Abdullah	Nursing Training and Competency Level of Young Nurses in Malaysia

Parallel Sessions 7 (L1-01): 2.00 pm – 5.00 pm

Chairman - Mr Zulhairi Zakariah
Co- Chairman – Assoc. Prof. Dr. Rosinah Mahmood

Sl. No.	Paper No	Author (s)	Title
1	162	Norlinda Zainal Abdul, Salehah Zafirah Zulkepli, Iliya Dayini Imran, Norlaily Asnawi Sulaiman, Arina Nabilah Abd. Latif, Mohamad Azmi Nias Ahmad	Students' Choice in Accounting and Its Effect on Self-Efficacy Towards Generic Skills: Evidence from A Malaysian University
2	163	Norlaily Asnawi Sulaiman, Salehah Zafirah Zulkepli, Norlinda Zainal Abdul, Iliya Dayini Imran, Arina Nabilah Abd. Latif, Mohamad Azmi Nias Ahmad	Relationship Between the Company's Profitability and Working Capital Management: Family Companies in Malaysia
3	164	Syahida Md Zeni, Azizi@Hamizi Hashim, Norlaila Md Din, Junaidah Jamaluddin, Mohamad Azmi Nias Ahmad	Students' Allowance vs Cost of Living in Campus: Can Students Survive?
4	175	Ashly Chan Sri Rahayu	The Determining Factors of Purchase Intentions Through Resort Websites in Belum-Temenggor
5	176	Rethina vs, Shishi Kumar, Zahir Osman	Continuance Intention to Purchase Online: Comparison Between Muslim and Non-Muslim Buyers in Malaysia
6	202	Atriza binti Umar, Hamidah binti Mat	Women's Involvement as National Leaders: A Case Study in Selangor State
7	205	Dr. Mohammad Obaidur Rahman, Dr. Afroza Bulbul Afrin	Developing a Woman Empowerment Model through Micro-Financing
8	210	Rasila Hamzah, Dr. Shishi Kumar Piaralal	Factors Impacting the Venture Success of Women-Owned Business in Malaysia
9	213	Aishah binti Hussain, Khairusy Syakirin Has-yun Hashim, Mohammad Aizat bin Jamaludin	Exploring the Dimensions of Service Quality in Customer Satisfaction towards Muslim Friendly Hotel in Malaysia
10	215	Mohamad Azmi Nias Ahmad, Kamarul Hisyam Kamaruzzaman, Lily Mazlifa Mustafa, Nor Hawani Wan Abdul Rahman & Nur Syazwani Mohammad Fadzillah	Exploring Archery's Target Panic in Malaysia
11	217	Noral Hidayah Alwi, Bibi Nabi Ahmad Khan, Zahir Osman	Tax Evasion Behavior: The Mediating Impact of Attitude on Tax Knowledge and Subjective Norm
12	220	Mohamad Arif bin Nor Azizan, Dr. Shishi Kumar Piaralal	To Understand the Factors Contributing Towards Better Customer Loyalty for Supermarket Located in Negeri Sembilan

Parallel Sessions 8 (L3-01): 2.00 pm – 5.00 pm
Chairman - Assoc. Prof. Dr. Abdul Rahim Mohamed Amin
Co-Chairman – Mr. Mohd Lokman Abdullah

Sl. No.	Paper No	Author (s)	Title
1	221	Yeo Joo Heng, Dr. Shishi Kumar Piaralal	Online Shopping Continuance Intention of Pandafly Users: An Empirical Assessment
2	230	Fairul Ifnee Othman, Norfardilawati Musa, Christina Mary Richard, Zahir Osman	Antecedents of Tourist Loyalty in Homestay Tourism Sector: Structural Equation Modeling Approach
3	231	Aznam Zakaria, Bibi Nabi Ahmad Khan, Wong Huey Siew, Norfardilawati Musa, Zulaihan Ismail, Zulhairi Zakariah	Employee's Feedback on Performance Appraisal Exercise in An ODL Institution
4	232	Izzati Hanafi, Rafikul Islam, Suharni Maulan	A Conceptual Paper on Social Commerce Service Quality in Malaysia Modest Fashion Industry
5	240	Thiaku Ramalingam, Dr. Shishi Kumar Piaralal	Effect of Transformational Leadership and Creativity and Innovation on Organizational Performance
6	246	Chiam Chooi Chea	Retention of Generation Y Workers in the Service Industry in Malaysia
7	247	Mohammad Tariq Zakaria, Professor Dr. Santhi Raghavan	Determinants of Productivity for Information Technology Employees Who Work from Home in A Malaysian Palm Oil Mill
8	211	Dr. Aimi Binti Anuar	The Role of the Compensation System Management and its Impact on Organizational Commitment: In the Context of the Islamic Perspective
9	152	Khairiana Razali, Mohammad Adam Adman	An Exploratory Study of Opinions Regarding Safety, Health and Emergency Preparedness Among Employees In The Community College

Parallel Sessions 9 (L3-03): 2.00 pm – 5.00 pm

Chairman - Dr. Suhaila Abdul Hamid
Co-Chairman - Ts Dr. Azmi Mohamad

Sl. No.	Paper No	Author (s)	Title
1	165	Salehah Zafirah Zulkepli, Norlinda Zainal Abdul, Iliya Dayini Imran, Norlaily Asnawi Sulaiman, Arina Nabilah Abd. Latif, Mohamad Azmi Nias Ahmad	Financial and Non-Financial Zakat Disclosure in Malaysian Islamic Banks
2	166	Dr. Rose Ruziana Samad , Dr. Siti Fatimah Mohd Kassim, Zulhairi Zakariah	Islamic Cooperatives Principles and Sustainability Development Goals (SDGs) Integration: A Perspective of Maqasid Shariah
3	182	Dr. R. Sivaperegasam P. Rajanthiran, Assoc. Prof. Teh Lai Ling	Syura Council in Islam: Theory and Implementation
4	203	Wan Mohd Al Faizee Wan Ab Rahaman, Zulhairi Zakariah Hamidah Mat	Cash Waqf Investment-Based Al-Rahn Model for Islamic Pawn Broking: An Exploratory
5	225	Md. Siddique E Azam, Moha Asri Abdullah	SMEs, Employment Generation, and Islamic Finance
6	227	Mohammad Naim Ismail, Norhafizah Husin	Impact of Leadership Styles on Employee Performance in Malaysian Banking Organisations
7	245	Dr. Fatima Ruhani, Dr Mohd Zukime Mat Junoh	Economic Variables and Stock Market Returns of Malaysia: A Vector Error Correction Model (VECM) Analysis

BAHASA MELAYU
Parallel Sessions 10 (L3-05):

Chairman – Dr. Mahani Abdul Malik
Dr. Harvindar Kaur A/P Mehedhar Singh

Sl. No.	No	Author (s)	Title
1	136	Jeromie Bin Jolly, Tey Siew Tee, Gunasegaran Karuppannan	The Relationship Between The Level of Commitment of The Mainstream Teachers with The Assistant Resource Teachers of Inclusive Education Programme in The Interior Region of Sabah
2	190	Datu Masjidin Datu Moksan, Gunasegaran Karuppannan, Harvinder Kaur Dharam Singh	Inclusive Programmes in Malaysia: Mainstream School Teachers' Acceptance Towards Special Education Students
3	192	Hatnin Duari, Gunasegaran Karuppannan & Nor Faridah A Bakar	Relationship Between Professional Learning Community (PLC) Practices And Teachers' Efficacy: A Quantitative Analysis Among Secondary School Teachers In Malaysia
4	193	Junaida Sanudin, Gunasegaran Karuppannan, Md Rosli Bin Ismail	The Impact of the Linus Literacy Programme on Reading Ability Skills in Malaysia
5	194	Lina Thomas, Gunasegaran Karuppannan, Rosinah Binti Mahmood	Relationship Between Lecturer Guidance and The Trainee Teachers' Self-Efficacy in Institute of Teacher Education, Sabah Zone
6	195	Rosnah Binti Jamba, Gunasegaran Karuppannan & Rosnah Abdul Razak	Implementation Of Linus Numeracy Program in Malaysia: Challenges Faced by Mathematics Teachers and Achievements Trend Among Primary School Students
7	196	Rutil Taising, Gunasegaran Karuppannan, Mohd Lokman Bin Abdullah	Principals' Management Empowerment Practices and T Relationship with Work Satisfaction Among School Mid-Level Administrators
8	206	Juliah bint Matnoor. Gunasegaran Karuppannan, Nor Hasnizam Parman	Three-Dimensional Learning Organizational Relationships With Academic Achievement
9	207	Maulani Diman, Gunasegaran Karuppannan, Amiraa Ali Mansor	Strategic Leadership and Its Impact on School Performance at North West Coast of Sabah
10	243	Ameruddin bin Ghazali	User Acceptance of The Selangor Public Complaints Management System (SISPAA) From the Perspective of User Agencies

Online Parallel Sessions

	PARALLEL SESSION 1	PARALLEL SESSION 2	PARALLEL SESSION 3	PARALLEL SESSION 4
UTC/GMT 8 am -10 am	Arabic Language and Literature [4 papers]	Multidisciplinary [7 papers]	Education -1 [8 papers]	Islamic Economics and Banking [8 papers]
BREAK				
UTC/GMT 10:30 am - 1:00 pm	Business Admin [10 papers]	Psychology [11 papers]	Education -2 [7 papers]	Islamic Studies [9 papers]

Track: Arabic Language and Literature
Session Chair: Dr. Ebrahim Abu Dawy
8:00 am – 9:00 am UTC/GMT

Sl. No.	Paper No	Author (s)	Title
Join Zoom Meeting			

Sl. No.	Paper No	Author (s)	Title
Join Zoom Meeting https://us06web.zoom.us/j/3591659686?pwd=WkVjLzFGSHFPTDFreTRicXU5Tlludz09 Meeting ID: 359 165 9686 Passcode: 1r650k			
1	107	Marina Rizwan	Discourse on Qasam and Jawab - ul-Qasam, Shart and Jawab -ul- Shart
2	109	Mahmoud Mohammed Ziyada	The Arabic Language and the Importance of Teaching it to Muslims
3	115	Dr. Ibrahim Abdul Hafiz Mohammed Abu Dawy	A Grammatical Study of the Omission of Signification Letters/particles in the Chapter of "'Amma" of the Holy Qur'an

Track: Multidisciplinary
Session Chair: Prof. Dr. Raufu Oyedapo
8:00 – 10 am UTC/GMT

Sl. No.	Paper No	Author (s)	Title
		Join Zoom Meeting https://us06web.zoom.us/j/81849301074?pwd=czQ3TGp4YjZRVi9kOGJiWUI2NzFvUT09 Meeting ID: 818 4930 1074 Passcode: 657878	
1	105	Abdul-wahid Bello	Molecular Characterization of Staphylococcus Aureus Isolated from Infected Wounds in Nigeria: A Systematic Review
2	137	Mok Sew Kuen	Exploring Football Fandom and Fidelity of the "Twelfth Man"
3	138	Mahesh Tiran Gunasena , Syazwan Afif Mohd Zobir, Mohd Zobir Hussein , Asgar Ali, Mohd Aswad Abdul Wahab, Abdulaziz Bashir Kutawa , Amara Rafi, Khairulmazmi Ahmad	Ginger (Zingiber officinale Roscoe cv. Bentong) essential oil phytochemical profiling, antimicrobial activity, and mechanism of action against Burkholderia glumae.
4	139	Yvonne Hoh Jgin Jit	'Omnipresence of cameras and normalisation of surveillance in Malaysia: Empowerment or abuse?'
5	168	Aminuddin Ibrahim Lastar, Azizah Abdullah (PhD), Abdul Razak Abd Manaf	Forensic Arts Therapy Approach for Self-Regulation and Personality Development in Correctional Institutions
6	141	Muthubandage Mahinda Herath, Nobaya Ahmad, Mohammad Mujaheed Hassan, Wan Munira Wan Jaafar	Level of Technology Adoption (TA) Among Agriculture Sector Modernization (ASM) Farmers in Sri Lanka

Track: Business Administration
Session Chair: Prof. Dr. Raufu Oyedapo
10:30 am – 1:00 pm UTC/GMT

Sl. No.	Paper No	Author (s)	Title
		Join Zoom Meeting https://us06web.zoom.us/j/81849301074?pwd=czQ3TGp4YjZRVi9kOGJiWUI2NzFvUT09 Meeting ID: 818 4930 1074 Passcode: 657878		
1	110	Mohammad Rashed Hasan Polas, Md. Rifat Ali, Saima Chowdhury, Maria Akter, Mrittika Rani Dey	Unlocking Cybersecurity Awareness among GEN Z in the Post-COVID-19 Pandemic: The Mediating Role of Cybersecurity Attitude
2	229	Mohammad Naim Ismail, Norhafizah Husin	Impact of Leadership Styles on Employee Performance in Malaysian Banking Organisations
3	120	Hasan Ali Alkital, Saim Kayadibi	Complementary Currencies and Their Role in Achieving Social and Economic Development Case of Iraq
4	123	Rakhshandah Hani	Income Dynamics of Self-Employed Muslim Women in Mumbai
5	140	Md. Sadrul Islam Sarker, Istvan Bartok	Waste Management Strategies in The Textile Industries: A Systematic Review
6	152	Khairiana Razali, Mohammad Adam Adman	An Exploratory Study of Opinions Regarding Safety, Health and Emergency Preparedness Among Employees in The Community College
7	172	Dickson Amither Nathan, Santhi Raghavan	Exploring Consumers Preference For E-Wallet Usage in Klang Valley, Malaysia
8	204	Aminul Haque Russel	Effect of Image & Trust on Customers' Loyalty of Mobile Food Delivery Apps (MFDAs): Mediating Role of Customer Satisfaction
9	240	Thiaku Ramalingam, Dr. Shishi Kumar Piaralal	Effect of Transformational Leadership and Creativity and Innovation on Organizational Performance
10	247	Mohammad Tariq Zakaria, Professor Dr. Santhi Raghavan	Determinants of Productivity for Information Technology Employees Who Work from Home in A Malaysian Palm Oil Mill
11	124	Shafiqur Rahman, Raufu Oyedapo, Sweta Thakur, Nasrin Huda, Joane Jonathan, Pradip Royhan	CSR Practices in Healthcare: Lessons for Australian Managers

Track: Education – 1
Session Chair: Dr. Iffat Basit
8:00 – 10 am UTC/GMT

Sl. No.	Paper No	Author (s)	Title
Join Zoom Meeting			

Sl. No.	Paper No	Author (s)	Title
Join Zoom Meeting https://us02web.zoom.us/j/89169382894?pwd=U2d3emFuNUNXUmJ1STE1aDYrSzQ2Zz09 Meeting ID: 891 6938 2894 Passcode: 430742			
1	102	Nasser Abdullah Al Mufarji	The 'Pros and Cons' of Instituting Digitization of Medical Education Tertiary Education in Developing Countries
2	118	Sara T. Sheikh	A Comprehensive Review: Impact of Educational Technology on the Pedagogy of the Concrete-Pictorial-Abstract Approach in Mathematics
3	127	Dr. Hazem A. Alsharawi	Trends and Standards of University Students' Tendency towards Talent Programs
4	128	Dr. Hazem A. Alsharawi	Trends of University Students towards Watching Meaningful Television Series: Turkish Series (Resurrection Ertugrul) as a Case Study
5	129	Maimoona Begum	Why and How Home-Schooling Muslim Children Can Be the Best Way to Adhere to the Shari'ah?
6	136	Jeromie Bin Jolly, Tey Siew Tee, Gunasegaran Karuppannan	The Relationship Between The Level of Commitment of The Mainstream Teachers with The Assistant Resource Teachers of Inclusive Education Programme in The Interior Region of Sabah
7	151	Zhang Bo, Azizah binti Abdullah	A Quasi-Experimental Study to Assess the Effectiveness of Expressive Arts Therapy on Level of Academic Burnout of Students in Higher Vocational Colleges in Mainland China
8	158	Nooraini binti Youp, Prof Mohd Farid bin Shamsuddin	Do motivation and tuition fees influence students' retention in open distance learning

Track: Education 2
Session chair: Dr. Muraina Kamilu Olanrewaju
10:30 – 1:00 pm UTC/GMT

Sl. No.	Paper No	Author (s)	Title
		Join Zoom Meeting https://us02web.zoom.us/j/89169382894?pwd=U2d3emFuNUNXUmJ1STE1aDYrSzQ2Zz09 Meeting ID: 891 6938 2894 Passcode: 430742	
9	160	Muhammad Hafeez	Effects of Blended Learning Approach on English Performance of Students at Primary Level- A Case of Public School of District Dera Ghazi Khan, Punjab, Pakistan
10	224	Mohd Rizal Hussin, Wan Mohammad Ubaidillah Wan Abas	Correlation Between 'Kaedah Tahsin Al-Sowt' and Motivation of Adult Learners in Reciting the Quran
11	188	Gunasegaran Karuppannan, Buvaneswary Balasubramaniam, Ananthi Kuppusamy	Communication Between The Mainstream And Special Education Teachers In A Rural Primary School, Malaysia
12	197	Kalidass Machappan, Shanti Ramanlingam & Gunasegaran Karuppannan	ISTE Standards Among School Leadership on Technology Management and Instructional Technology
13	219	Murugeswary Shanmugam	Challenges and Strategies of School Leadership for Effective Online Teaching in SMK Bukit Kepayang During Covid-19
14	234	Mohd Saleem Bhat, Tahir Mujtaba	Educational Clouds: A New Trend for E-Learning in India
15	238	Mussa Ame Mussa, Dr. Ibrahim Nuhu Tahir	Marriage Practices in Zanzibar: A Comparative Analysis between Traditions and Sharia
16	169	Aneela Sheikh, Farooq Ahmad	Influence of Servant Leadership Domains on Faculty Retention: A Higher Education Perspective

Track: Economics/ Islamic Economics and Banking
Session Chair: Dr. Shariful Haque
8:00 – 10:00 am UTC/GMT

Sl. No.	Paper No	Author (s)	Title
		Join Zoom Meeting https://us02web.zoom.us/j/86933893636?pwd=ZVV4QlpVRk9sSWVYYTFYRHJKWDVDUT09 Meeting ID: 869 3389 3636 Passcode: 620388	
1	117	Fanifosi, G.E., Raufu, M.O.	Cereals Production and Intra-Food Trade in Sub Sahara Africa: Implication on Agricultural growth
2	119	Abdus-Salam Miftaudeen-Rauf Akorede, Nissar Ahmad	Establishment of Waqf to Alleviate Poverty Among Muslims in Oyo State South-West, Nigeria
3	147	Dr. Md. Golam Mohiuddin& Dr. Afroza Bulbul Afrin, IOU	Leadership and Management: A Comparative Study between Islamic and Conventional Perspective
4	148	Dr. Md. Golam Mohiuddin & Dr. Afroza Bulbul Afrin, IOU	Fundamentals of Human Resource Management: Conventional and Islamic Perspective
5	149	Dr. Md. Golam Mohiuddin & Dr. Afroza Bulbul Afrin, IOU	Behaving Ethically: An Essence of Islamic Marketing System
6	155	Agus Darwanto, Bagus Panggalih, Silvi Fatika Wulandari	Detection Jacket of Beverage Halal
7	179	Faizah Binti Idris	The Use of the E-Fcs (Economic Formula Calculation System) Method in Solving Mathematical Problems of Students Enrolled in A Macroeconomics Course
8	227	Mohammad Naim Ismail, Norhafizah Husin	Impact of Leadership Styles on Employee Performance in Malaysian Banking Organisations
9	225	Md. Siddique E Azam, Moha Asri Abdullah	SMEs, Employment Generation, and Islamic Finance

Track: Psychology
Session Chair: Dr. Saad /Sana Majeed
10:30 am – 1:00 pm UTC/GMT

Sl. No.	Paper No	Author (s)	Title
Join Zoom Meeting https://us02web.zoom.us/j/86933893636?pwd=ZVV4QlpVRk9sSWVYYTFYRHJKWDVDUT09 Meeting ID: 869 3389 3636 Passcode: 620388			
1	106	Moeena Azeem, Saba Sajjad	The Transmission of Dark Triads from Parents to Adolescents: Moderating Role of Optimism
2	108	Aiman Meer, Saba Sajjad	Perceived Helicopter Parenting Style and Social Adjustment in Pakistani Young Adults
3	113	Shazia Malik	Drug Addiction and Suicide Among Youth in Kashmir: Role of parenting
4	116	Ms. Sana Majeed, Dr. Aisha Sitwat	Religious Orientation and Spirituality in Depressed and Non-Depressed Adults in Pakistan
5	126	Bela Khan & Fatima Khalid	Congruence of Logotherapy with Islam – Excavating the Treasure
6	131	Wang Jiahua , Azizah Abdullah	THE PROTOCOL OF PSYCHOEDUCATION PAINTING THERAPY FOR SELF-ACCEPTANCE
7	132	Sana Rizwan Khan, Francesca Bocca-Aldaqre and Nissar Ahmad Yatoo	Relationship Between Mental Health, Emotional Intelligence and Religiosity of Muslim Students: A mixed methods study
8	178	Cui Lu, Azizah Abdullah	The Efficacy of Art Therapy on College Students with Mental Health Issues
9	180	Pu WanXia , Azizah Abdullah	The Effectiveness of Expressive Art Therapy in Improving the Subjective Well-Being of College Students in Sichuan Province, China
10	187	Maznah Ibrahim , Azizah Abdullah	Body Outline-Emotion as Emotional Management Tool for Children and Adolescents: Therapist Perspective

Track: Islamic Studies
Session Chair: Dr Anwar Sahib /Dr Salama
10:30 – 1:00 pm UTC/GMT

Sl. No.	Paper No	Author (s)	Title
		Join Zoom Meeting https://us06web.zoom.us/j/3591659686?pwd=WkVjLzFGSHFPTDFreTRicXU5Tlludz09 Meeting ID: 359 165 9686 Passcode: 1r650k	
1	104	Mohammed Mizanur Rahman	Examining the Assertion that the 'Hijab' Sexualizes Children and the Experience of Muslim Girls Wearing Hijab in 21st Century UK
2	130	Maasid Siddiq Ganai	'Abdur raḥmān nāṣir as-si'dī: his methodology and contribution to the science of uṣūl al-fiqh (a comprehensive and analytical analysis)
3	142	Haryani Santo Hartono	The Role of 'ulamā' in Indonesian Politics
4	143	Md. Hasan Ali	Historical Figures in The Holy Qur'an: Its Impact on Bengali Language and Literature
5	144	Dr. Muhammad Salama, F. Shaffana Mohamed	Challenges Faced by Sri Lankan Muslims After the Easter Attack and Suggested Solutions
6	173	Farzana Asraf, Dr. Muhammad Salama	Prophetic Motivational Strategies and Their Application to Distance Learning
7	174	Agus Darwanto, Dona Fitria Nur Azizah, Shafna Annisa Harimurti	The Correlation Between Beard and Intelligence: Case Study in Cilacap City, Central Java Province, Indonesia Country
8	212	Haroon Rashid Lone	Lexical Parsing of The Ten Qira`Āt - Aṣḥab Aṣ-Ṣilah
9	238	Mussa Ame Mussa, Dr. Ibrahim Nuhu Tahir	Marriage Practices in Zanzibar: A Comparative Analysis between Traditions and Sharia

ABSTRACTS

Track: Arabic Language and Literature

Discourse on Qasam and Jawab - ul- Qasam, Shart, and Jawab -ul- Shart

Marina Rizwan

Diploma of Intensive Arabic Program

The International Open University

marinarizwan@hotmail.com

Abstract

Do you want to learn the Quran and its oath that are easy to read, learn and remember? The book "Discourse on Qasam and Jawab -ul- Qasam, Shart and Jawab -ul- Shart" by Marina Rizwan does just that. It is well-researched and written and draws the students in enriching their minds about the Quran and the Oath which are literary masterpieces in themselves. The oath appears approximately 400 times in the Quran. There are many surahs as well which are examples of the oath and are miracles in themselves and are sacred. Marina Rizwan is well educated in the Quran and the Arabic language and its grammar is well documented in the book. This book was designed to provide the students with sufficient skills to understand the verses of the Quran and the relevant Hadith of the Prophet Mohammed صلى الله عليه وسلم making it easy to read and understand. As the world evolves and people migrate from country to country, the Quran is more important than ever. This book would be highly recommended for anyone wanting to learn and understand the Arabic language and the Quran. It is my deepest wish and prayer that this article and book be accepted read and studied worldwide. (Ameen)

Keywords: read, learn, remember, enriching, challenging, success, oath, Arabic language.

Track: Arabic Language and Literature

The Arabic language and the importance of teaching it to Muslims

Mahmoud Mohammed Ziyada
Lecturer at the International Open University
Mahmoud.Ziyada@iou.edu.gm

Abstract

There is no doubt that the relationship between the Arabic language and the Islamic religion is strong because Arabic is the language of the divine revelation to people through Islam, which had a great impact in ensuring the survival of Arabic, preserving it, and protecting it from having the same fate as other ancient languages that have perished Islam also played a role in the spread of the Arabic language in different parts of the world, and that people sought to learn it for many purposes, the foremost of which was to be able to know the meanings of the Noble Qur'an and understand its secrets. The Arabic language has been able - throughout its long history - to confront many challenges and fierce attacks, and to overcome great adversities, and it would not have been able to do so without its association with Islam. Muslims are in dire need of the Arabic language on different levels: religious, cultural, political, and social, because Arabic is the most important means of understanding religion, and the knowledge of it is one of the most important conditions of ijtihad. Many heresies, false beliefs and ideas have appeared and spread within the Islamic community as a result of the ignorance of the Arabic language Arabic also plays an important role in strengthening relations between Muslims of different colours, races and countries, as it helps to achieve intellectual rapprochement among the people of the nation in a way that enables them to face the various challenges of this era. Hence, caring for Arabic, preserving it, and adhering to it had more justifications than for other languages, and for this it is one of the most obligatory duties upon the Arabs to bear their responsibility towards serving the language of the Qur'an, and to make every effort they can in order to facilitate the matter of learning it for Muslims and non-Muslims who wish to learn it. Translation - despite its importance and necessity - cannot be a substitute for learning Arabic, as it does not fulfill the need of non-Arabs to understand the Qur'an properly and to appreciate its meanings, because it differs from one person to another according to the culture of the translator.

Keywords: The importance of Arabic, the language of the Qur'an, communication, Islam and Arabic, translation deficiencies, teaching Arabic.

Track: Arabic Language and Literature

A Grammatical Study of the Omission of Signification Letters/particles in the Chapter of "'Amma" of the Holy Qur'an

Dr. Ibrahim Abdul Hafiz Mohammed Abu Dawy
Faculty of Arabic language studies - International open university
hod.arb@iou.edu.gm

Abstract

This paper discussed the general omission of signification letters/particles in Arabic grammar and discussed particularly the statistical application of this omission in the chapter of 'Amma in the Holy Quran'. The study was divided into two sections: The first section dealt with the linguistic and technical meaning of the omission of the signification letters. The first section was divided into three subsections. The first discussed omission in Arabic grammar in general. The second discussed the signification letters. The third discussed the omission of signification letters. Each of these subsections discussed the linguistic and technical aspects of the omission. The second section discussed the applied statistical grammatical study on the omission of the signification letters in the chapter of 'Amma in the Holy Quran. This section was further divided into five subsections: the first concern was the omission of the prepositions; the second concern was the omission of the interrogative particle Hamza; the third concern was the omission of the emphatic particle Qad ("قَدْ"); the fourth concern was the omission of Laam of oath which strengthens the complement of an oath; and the fifth concern was the omission of the conjunction "waaw" ("و"). The researcher concludes with the results of the study and includes a detailed index of the references he used.

Keywords: Particles, Omission/deletion, Deletion of the particles, – Chapter of Amma (Juza Amma).

Track: Arabic Language and Literature

The impact of learning Arabic on the individual and society (Indonesia as a model)

Mei Sulianah
The Open International University

Abstract

This study aimed to demonstrate the importance and strength of the Arabic language, to motivate minds towards learning it, to explain the ways and means that led to explaining it, to ease the difficulties towards learning it, and to show the great impact on the Indonesian society in particular. The impact of learning the Arabic language on understanding the Qur'an and the Sunnah was not hidden, especially in non-speaking countries, as understanding the Arabic language and studying it according to it was the key to understanding the Holy Qur'an and the correct Sunnah, especially if they were not translated into the local language, which is the reality, since many Islamic countries are far from The two revelations, due to the lack of corrected translations in their language, which led to the people of heresy exploiting this aspect, spreading heresies and deviations, especially in a country inhabited by the largest Muslim community, such as Indonesia. The study demonstrated the importance of learning the Arabic language to Indonesian individuals in particular and to society in general. Intensifying the teaching of the Arabic language in non-speaking countries, especially the State of Indonesia. This study recommended opening modern education channels in the state of Indonesia, as there was a passion for learning here.

Keywords: Learning Arabic, Arabic to non-Arabic speakers, Indonesia.

Track: Economics / Islamic Economics, Banking and Finance

SMEs, Employment Generation, and Islamic Finance

[1]Md. Siddique E Azam and [2]Moha Asri Abdullah
[1]International Institute for Halal Research and Training (INHART)
[2]International Islamic University Malaysia (IIUM)
siddique.e@live.iium.edu.my

Abstract

Almost wherever the economy is growing, small and medium-sized businesses (SMEs) are the ones doing the heavy lifting. Who are these SMEs? How the definition of SME differs across different countries? What are the contributions of SMEs in terms of employment and GDP? How can Islamic finance play a significant role in scaling up the business performance of SMEs and, subsequently, their contribution to employment and the economy? What are the issues and challenges faced by SMEs and Islamic finance that would resolve in greater employment generation? Addressing all these questions, this paper provided an overview of SMEs globally and their definition in different countries as well as in Malaysia. Simultaneously, some issues and challenges were discussed. Furthermore, the paper presented Islamic finance as a better solution to the financial accessibility of SMEs in future economic activities. The paper thus attempted to illustrate a model or framework that would work well for SMEs to generate productive employment opportunities in their respective economies. To achieve the objectives of this paper, secondary data was used to present all the statistical figures and tables. For any generalisations, recommendations, or to draw the conclusion, an extensive review of literature from various sources was conducted.

Keywords: SMEs, Entrepreneurship, Islamic Finance, Employment.

Track: Economics / Islamic Economics, Banking and Finance

Establishment of Waqf to Alleviate Poverty Among Muslims in Oyo State South-West, Nigeria

[1]Abdus-Salam Miftaudeen-Rauf Akorede and [2]Nissar Ahmad
[1]International Open University, Department of Islamic Economics, Banking and Finance
miftaudeen47@gmail.com
[2]International Open University, Department of Islamic Economics, Banking and Finance
nissar.ahmad@iou.edu.gm

Abstract

Poverty is endemic in Nigeria and despite the numerous poverty alleviation programs of successive governments, most Nigerians are still living in abject poverty. Nigeria is still ranked among the poorest countries, with the poverty rate rising since the 1980s. The efficiency of the institution of Waqf in alleviating poverty is undisputable and Nigeria, with its significant number of Muslim populations, stands to benefit immensely from well-functioning Waqf institutions. Oyo State with an absolute poverty rate of 51.8% and a relative poverty rate of 60.7% was purposively selected for the study. The study population was obtained from the Secretariats of all the thirty-three Local Governments of Oyo State, with an average number of five hundred (500) Islamic scholars across the thirty-three local governments of Oyo State. This study used a cross-sectional design conducted through a survey. Descriptive and inferential statistics were employed to analyze the data. The study examined the influences of variables such as attitude, subjective norm, perceived behavioral control, religiosity, and available information, with the intention of establishing Waqf in Oyo state. The connection between this study's variables was not as strong as to lead to a multi-collinearity threat. The study was devoid of multi-collinearity that might occur at random as the Durbin Watson value falls within the accepted value of 1.5 to 2.5. The reliability of the data was also confirmed by the Cronbach's alpha which ranged between .633 to .854, signifying that the data collected were reliable and thus, could be concluded to have internal consistency. Attitude was found to be .807, the Subjective Norm to be .721, Perceived Behavioral Control to be .800, and Religiosity to be .854. The descriptive statistics of the constructs indicated that the variables' scores fell between moderately high (3.0) to highest (7.0). Attitude had the highest mean score (6.76) with a standard deviation of 0.72. The same went for perceived behavioral control with a high mean score of 5.94 and a standard deviation of 0.97. Religiosity had the medium mean score (5.62) with a standard deviation of 0.98. The amount of information also had the medium mean score (5.51) with a standard deviation of 1.06, while the subjective norm had the lowest mean score (4.54) with a standard deviation of 0.94. The regression results showed that attitude and perceived behavioral control significantly influenced the establishment of Waqf at 1% level of significance while

subjective norm and religiosity had a significant relationship with Waqf established at 5% significant level. This indicated that all variables were significant in influencing the establishment of the Waqf institution as a way of poverty alleviation. The study, therefore, concluded that integrating Waqf into poverty alleviation drive would benefit all, including the Muslims, who followed their religious values, practices, and beliefs as they were likely to participate more in establishing Waqf in the country. This would influence the behavior and determination towards establishing Waqf such as producing experts in its management, providing tax exemptions for Waqf donors, enacting Federal laws relating to Awqaf and awareness creation. Such attitude must be shown with the intention of alleviating poverty to remedy the challenges Nigeria and more importantly, the Muslims were facing in alleviating poverty in the country.

Keywords: Waqf, Poverty Alleviation, Awareness, Muslims, Oyo State South-West, Nigeria.

Track: Economics / Islamic Economics, Banking and Finance
Financial and Non-Financial Zakat Disclosure in Malaysian Islamic Banks

[1*]Salehah Zafirah Zulkepli, [2]Norlinda Zainal Abdul, [3] Iliya Dayini Imran,

[4]Norlaily Asnawi Sulaiman, [5]Arina Nabilah Abd. Latif & [6]Mohamad Azmi Nias Ahmad

[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi MARA Cawangan Pahang, Malaysia

salehah.zafirah@uitm.edu.my, norlindazainal@uitm.edu.my, iliyadayini@uitm.edu.my,

norlailyasnawi@uitm.edu.my, nabilahlatif@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

The paper aimed to analyze the extent of zakat disclosure practices and methods of zakat computation by the Islamic banks in Malaysia. Besides, the study examined the relationship between Zakat Disclosure (DV) with the specific characteristics (IV) (i.e., Amount of zakat, size of the bank, and profitability). The study initially employed content analysis of the annual report of 17 Islamic banks in Malaysia. The study used a zakat disclosure checklist based on guidelines from BNM, JAWHAR, AAOIFI FAS 9, and MASB Tri-1, which consisted of 5 items of Disclosure Index (DI) and 5 items of Disclosure Length (DL) to measure the extent of zakat disclosure. The main statistical tests conducted were descriptive statistics correlation and regression analysis. The findings showed that the Adjusted Growth Method was the commonly used method in zakat computation by the Islamic Banks. Moreover, some banks disclosed more zakat information whether financial or non-financial in the Shariah Committee Report as well as in the Notes to the Financial Statements. The results revealed that a zakat amount had the highest correlation coefficient to the Disclosure Length. For the regression analysis, zakat amount has showed a positive significant relationship to zakat disclosure. The results had an important implication for Islamic Banks to enhance transparency, accountability and comparability able to improve their financial performance and in building the reputation of various stakeholders.

Keywords: Zakat, Islamic Banks, Computation, Disclosure.

Track: Economics / Islamic Economics, Banking and Finance

Cash Waqf Investment-Based Al-Rahn Model for Islamic Pawn Broking: An Exploratory

[1]Wan Mohd Al Faizee Wan Ab Rahaman, [2]Zulhairi Zakariah, and [3]Hamidah Mat
[1,2,3]Open University Malaysia, MALAYSIA
[1]faizee_rahaman@oum.edu.my, [2]hamidah_mat@oum.edu.my, [3]zulhairi_zakariah@oum.edu.my

Abstract

Researchers have discussed the model and framework of cash waqf investment in Malaysia to give insight into waqf development in Malaysia's State Religion Islam Councils (SIRCs). Al-Rahn is an Islamic pawn broking that objectively provides customers with financial well-being in pledging and borrowing. However, al-Rahn providers need more funds to provide borrowing funds, which increases from time to time and affects customers' interest. As a result, this research aimed to look into cash waqf investment models that could be implemented in al-Rahn's activity. The qualitative method was used, and an extensive literature review has been conducted. This paper found that cash waqf investment models have been extensively discussed, nonetheless less of the discussion related to the al-Rahn scenario. Therefore, the discussion of the paper resulted in the al-Rahn framework based on the cash waqf investment model.

Keywords: Investment; Waqf; al-Rahn; Non-profit organization; Social finance.

Track: Economics / Islamic Economics, Banking and Finance

Cereals Production and Intra-Food Trade in Sub Sahara Africa: Implication on Agricultural growth

[1]Fanifosi, G.E. and [2]Raufu, M.O.
[1]Department of Agricultural Economics and Extension, Ajayi Crowther University, Oyo
[2]Department of Agricultural Economics, Ladoke Akintola University of Technology, Ogbomoso

Abstract

The supply-demand balance of cereals in sub-Saharan African countries left a gap that needs to be bridged by agricultural production that is growth-inclusive. Agricultural growth failed to keep the pace with the population growth as a result of low technology adoption, mechanization, reduced yield, food loss/waste, trade barrier and distortion, low investment, and tenure security. This study however contributed to our understanding of the implication of cereals production and intra-food trade on agricultural growth in sub-Sahara Africa. It studied the trend of cereals production and intra-food trade using a cross-sectional panel data of 48 countries in Africa. The result showed that cereal production had a positive effect on intra-food trade and agricultural growth, while intra-food trade and population growth negates the hypothesis of trade-led agricultural growth. The study suggested that increasing cereals production was vital to validate growth in the agricultural sector of many African countries.

Keywords: Agricultural Land, Supply, Technology, Trend, Production, Population Growth.

Track: Economics / Islamic Economics, Banking and Finance

Fundamentals of Human Resource Management: Conventional and Islamic Perspective

[1]Dr. Md. Golam Mohiuddin & [2]Dr. Afroza Bulbul Afrin
[1]Department of Management
Islamic University Kushtia-7003, Bangladesh
islamicmanagement2010@gmail.com
[2]International Open University

Abstract

This study was conducted mainly to assess the fundamental functions of HRM from both conventional and Islamic perspectives and to examine the contributions of Islam in human resource management (HRM). This proposed paper was made mainly on the basis of secondary data and information. In the Islamic sense, human resource is recognized, as the most valuable asset because it is the greatest creature of Allah (SWT). It is also remarkable here that human resource management (HRM) of a company or an industry is the precondition of enhancing its production increase. The relevance of Human Resource Management and Development to economic growth only emerged as an important economic school of thought after the World War II. But Islam however, emphasized its importance from the very beginning of the civilization. In this study, some Islamic principles of ethics in HRM such as the principle of Amanah (Trusteeship), the principle of dual responsibility, the principle of institutional loyalty, the principle of public interest, the principle of due benefit, the principle of efficient use of resources, have been discussed. The prime responsibility of human resource (employees) of an organization like tolerance and liberal attitude, justice, mutual consultation, profit sharing, etc. have also been discussed. From the analysis of the study, it is found that if HR is not focused on the overall performance of the organization and the essence of Islamic principles which have dealt with in a right and ethical manner, the work efforts would be affected adversely. In fine it has been discussed the rapidly transforming business landscape means that there are currently many human resource management challenges which would continue to evolve for years to come.

Keywords: HRM, Ethics, HRM in Islam, Challenges, Conventional HRM.

Track: Economics / Islamic Economics, Banking and Finance

Behaving Ethically: An Essence of Islamic Marketing System

[1]Dr. Md. Golam Mohiuddin & [2]Dr. Afroza Bulbul Afrin
[1]Department of Management
Islamic University Kushtia-7003, Bangladesh
islamicmanagement2010@gmail.com
[2]International Open University

Abstract

The purpose of this paper was to analyze the dimensions of the ethical behavior of Marketers and to bring about the significance of behaving ethically and the impact of ethical behavior on modern business. Another purpose was to identify the relationship of ethical behavior with Islam. This was a fully literature-based conceptual paper which contained information from different secondary sources like articles, magazines, and books relevant to the topic. Different charts and models were presented to show this concept easily. The analysis indicated that ethical behavior had two dimensions. One was conventional and the other was religion-based. Only the religion based ethical behavior could lead to the utmost satisfaction of the customers and all stakeholders. This paper suggested the marketers a model which showed the ethical behavior guided by 'Islam' which guaranteed welfare of marketers herein and hereafter. This was a conceptual original work and approaches value to the marketers who want to provide the value in true sense to the customer.

Keywords: Ethics, Ethical Dilemma, *Akhirah*(hereafter), *Taqwa*(fear of Allah).

Track: Economics / Islamic Economics, Banking and Finance

Detection Jacket of Beverage Halal

Agus Darwanto[1], Bagus Panggalih[2], Silvi Fatika Wulandari[3]
adarwanto@gmail.com[1], bagusspa12@gmail.com[2], silvifatika30@gmail.com [3]
[1]International Open University
[2]Diponegoro University, Indonesia
[3]Tidar University, Indonesia
Correspondent: agus@bahasa.iou.edu.gm

Abstract

For Muslims, alcoholic beverages are a type of drink that is forbidden by Allah *ta'ala*. However, there are still many Muslims who cannot distinguish which drinks contain alcohol and which are truly halal. This research aimed to apply the Arduino Uno with the MQ-3 sensor on the jacket as a detector of the halalness of the drink. Before being installed on the jacket, the MQ-3 sensor and 16x2 LCD with the i2c module are coded first so that they can read the presence of alcohol which is the reason a drink is not halal. Research using qualitative methods. Data collection used a simulation test of several drinks that contained alcohol and drinks that did not contain alcohol. Data analysis used a comparative descriptive analysis by comparing the effectiveness of the detector to read the halalness of drinks based on the presence or absence of alcohol content in them. The jacket for detecting halal drinks was made by attaching the MQ-3 Arduino Uno sensor. Before being installed on the jacket, the MQ-3 sensor and the 16x2 LCD with the i2c module were coded first. The method of use was to bring the drink closer to the sensor. If it contained alcohol, the sensor would send a message to the LCD screen with the text "HARAM", whereas if it did not contain the text alcohol, that would be sent to the LCD screen "HALAL". The accuracy test showed the ability of the tool to detect the prohibition of alcoholic beverages up to 1% ethanol content. Meanwhile, non-alcoholic drinks would be detected as HALAL.

Keywords: Alcohol, Arduino Uno, Detector, Halal, Jacket, Sensor MQ-3.

Track: Economics / Islamic Economics, Banking and Finance

The Use of the E-Fcs (Economic Formula Calculation System) Method in Solving Mathematical Problems of Students Enrolled in A Macroeconomics Course

Faizah Binti Idris
Department of Business Management, Kolej Profesional MARA Beranang
faizah.idris@mara.gov.my

Abstract

This action research was conducted with the aim of improving students' math calculation and solving skills by using E-FCS (Economic Formula Calculation System). The EFCS method shows step by step in calculations as well as pie chart formulas to ensure students remember the formulas. A total of 4 students from the Diploma in Business Studies program in Kolej Profesional MARA Beranang were involved in this study. A preliminary review was conducted through observation, brainstorming, probing questions, written exercises, and pre-test. The results of the review showed that the students were weak in basic mathematical calculations, did not follow the calculation steps correctly and found it difficult to remember formulas, especially the final topic which was National Income Equilibrium which involved calculation methods using two approaches namely aggregate demand -aggregate supply and also leakage injection. Tutoring sessions were held outside of class time for 2 weeks, namely every Monday to Thursday for 1 hour for each session. The study results of the post-exam showed an improvement in student performance from two failing grade D (37.5%), (38.8%), and two failing grade F (12.5%) and (26.3%) to one grade A (82.5%), and 3 grade A- (75%). All students were able to answer the questions following the steps shown and memorize the formulas based on this introduced technique.
Keywords: Action Research, EFCS Method, Problem Solving.

Track: Economics / Islamic Economics, Banking and Finance

Impact of Leadership Styles on Employee Performance in Malaysian Banking Organisations

Mohammad Naim Ismail, Norhafizah Husin
Open University Malaysia
naim_ismail@oum.edu.my / abbyfiza83@oum.edu.my

Abstract

Nowadays, leadership styles play an essential role in an organization. Workplace leadership styles are prevalent in banking sector companies with many techniques, such as democratic leadership, autocratic leadership, and laissez-faire leadership. As a result, this study aimed to examine the impacts of leadership styles on employee performance in Major Banks within the Klang Valley area. Concerning this matter, companies needed to identify the determinants that influenced employees' performance. Based on the literature review, this study further identified the influence of employees' work performance on democratic leadership style, autocratic, and laissez-faire leadership styles. In this research study, questionnaires were prepared via an online platform (Google form) and distributed to the targeted respondents, who were employees in all departments, totalling 200 employees. However, only 132 employees participated in the survey. Based on the data collected, data analysis was performed using the following methods: frequency analysis, descriptive analysis, validity analysis, reliability analysis, correlation analysis, multiple regression analysis, and research objective analysis. Demographic analysis, normality test, reliability test (Cronbach's Alpha), descriptive analysis, and regression analysis were presented. Descriptive statistics showed that the most significant value associated with employee performance was the democratic leadership style, followed by the laissez-faire and autocratic leadership styles. Hence, this study showed that all the independent variables, such as democratic leadership styles, authoritarian leadership styles, and laissez-faire leadership styles, had significant value in determining employee performance. The results indicated that democratic, autocratic, and laissez-faire leadership styles were among the independent variables that showed a meaningful relationship with employee performance. Therefore, several recommendations were identified, including suitable leadership styles among employees, improving employees' work performance, and reorganizing employees.

Keywords: Leadership, Employee Performance, Banking Organizations.

Track: Economics / Islamic Economics, Banking and Finance

Economic Variables and Stock Market Returns of Malaysia: A Vector Error Correction Model (VECM) Analysis

Dr. Fatima Ruhani
Researcher, Faculty of Applied Sciences & Humanities, University Malaysia Perlis
Dr. Mohd Zukime Mat Junoh
Associate Professor, Faculty of Applied Sciences & Humanities, University Malaysia Perlis
Corresponding author: fruhani@gmail.com

Abstract

The stock market return is the core concern of research from the very beginning of the history of capital market. Keen observations on it can make the market function properly that also may lead the development of the overall economy. But to keep the market rational and efficient, the stakeholders and the policymakers need to identify the key phenomenon of the market return. On this ground, this study was aimed at finding the relationship between stock market return and selected economic variables grounded by the arbitrage pricing theories. The vector Error Correction Model (VECM) was used to examine the effects of economic variables (Inflation, Interest rate, Exchange rate, GDP, and Trade openness) on the stock market returns for Malaysia. The regression result of the economic variables and stock market return showed that, except for the coefficient of trade openness, all the selected economic variables played a significant role in explaining the stock market return. The outcome of this study could contribute by helping the domestic and global investors formulate strategies to minimize their risks. Also, policy administrators may use the outcomes of this study to inform the micro and macro-level policy formulation. Moreover, the present study would contribute to filling the gap in knowledge concerning the new release of factors affecting stock market return and the comparative study of two capital markets.

Keywords: Stock Market Return, Arbitrage Pricing Theories, Vector Error Correction Model, Inflation, Interest Rate, Exchange Rate, GDP, Trade Openness.

Track: Economics / Islamic Economics, Banking and Finance

Leadership and Management: A Comparative Study between Islamic and Conventional Perspective

[1]Dr. Md. Golam Mohiuddin & [2]Dr. Afroza Bulbul Afrin
[1]Department of Management
Islamic University Kushtia-7003, Bangladesh
islamicmanagement2010@gmail.com
[2]International Open University

Abstract

Leadership and management processes are very widely studied phenomena. Leadership plays a significant role in the socio-economic development of a nation. Leadership is the ability of an organization's administration to make well decisions and encourage others to attain their work. Leadership has created an exhilaration and attention since the earliest times. When people think about leadership, dreams of dominant dynamic entities who command conquering armies, shape of the event of nations, enable religions or direct corporate empires come to mind. Good leaders can establish and achieve challenging ideas, to take rapid and crucial action even in demanding situations, to outperform their competition, to take estimated risks, and to persevere in case of failure. Leadership includes both emotional and rational sides of human capability. Allah is our creator and management by Islam is to serve Allah as an objective of life. Islamic Management The purpose of human existence is to obey and fulfill Allah's commandments and act as the Vicegerent of Allah on earth. Conventional Management The purpose of human existence is to utilize natural resources to satisfy one's needs, wants and desires and to remain happy This study is important in a way that it has created awareness about Islamic leadership and management and their influences in the organizational objectives. Nowadays, leadership and management are considered as key factors for the success of any organization. The Muslim managers of the global business world must possess Islamic leadership skills to survive in the competitive market. In today's demanding and dynamic leadership requirement, managers who are incompetent in an organization must be willing to constantly upgrade their skills. There is no doubt that continuous efforts to acquire skills will lead a manager to become a successful leader.

Keywords: Leadership, Management, Islamic Management, Islamic Leadership.

Track: Business Administration

Income Dynamics of Self-Employed Muslim Women in Mumbai

Rakhshandah Hani
International Open University

Abstract

The Muslim community is the largest religious minority in India, but this community is characterized by social exclusion, political alienation, educational backwardness, and economic vulnerability. The condition of women in this marginalized group is worse wherein they face multiple challenges both within and outside their community. Studies have revealed that the process of economic progress among Muslim women has been much slower as compared to women from other minority groups. Self-employment is becoming an important source of income for women, especially in the face of declining job accessibility. In the Indian context, urban self-employment among Muslim women is higher than among women in other socio-religious groups. The permissibility of women entrepreneurship in Islam makes it an acceptable career option. This paper presented a study of 118 Muslim women-owned and managed enterprises in Mumbai, the commercial capital of India. It highlighted the influence of choice of business on income, savings, and expenditure patterns of women entrepreneurs. Determined efforts along with interventions in the acquisition of education and technical skills would bring improvement in the quality of their work and life.

Keywords: Muslim Women, Self-Employment, Income, Type of Product.

Track: Business Administration

CSR Practices in Healthcare: Lessons for Australian Managers

[1]Shafiqur Rahman, [2]Raufu Oyedapo, [3]Sweta Thakur, [4]Nasrin Huda, [5]Pradip Royhan

*[1]Head, Business Administration, IOU, The Gambia and academic staff, King's Own Institute, Australia.

[2]Dean, International Open University, The Gambia.

[3]Head of School, King's Own Institute, Australia.

[4]PhD student, University Malaysia Perlis.

[5] Academic staff, Asia Pacific International College.

Abstract

CSR healthcare forms a major CSR issue in developed countries, and it is still in the 'being understood' stage in developing countries. CSR healthcare is variously called health service, health responsibility, health facilities, and health provision. Although the concept of CSR healthcare is still in the early stages in developing countries like Bangladesh, it is also important for developed countries like Australia. For this study, Content Analysis of banking annual reports, banks' websites, central bank's publications, and relevant scholarly papers were considered the most appropriate research method. Content analysis was applied to determine the presence of certain words, sentences or concepts within texts or sets of texts. Using content analysis, this study explored the healthcare practices in the Australian banking sector and how that experience could be used in the context of Bangladesh's banking sector. The outcome of this study would benefit Bangladesh banking managers and would guide them to enhance their knowledge in terms of healthcare CSR. This study would also contribute to the relevant literature.

Keywords: CSR Practices, Australian Managers, Banking Sector, Bangladesh, Healthcare.

Track: Business Administration

CSR In Malaysian Oil and Gas Company: Antecedents and Outcomes

Dr. Mohd Farid Idrus
General Manager – Malaysia and APAC
Colebrand International Limited 162-168 Regent Street, London, W1B5TD
fidrus@colebrand.com
Assoc. Professor Dr. Shishi Kumar Piaralal
Open University Malaysia Kelana Centre Point, Menara OUM Block C, Jalan SS 7/19 47301 Petaling Jaya, Selangor
shishi@oum.edu.my

Abstract

Corporate Social Responsibility (CSR) has become a growing concern in the oil and gas industry. The oil and gas industry continually place great importance on societal concerns due to its direct or indirect influence on a company's reputation and competitive position (Browne, 2011; Tomlinson 2017; Spence, 2011). These pressures push companies to become more proactive in managing social issues by implementing corporate social responsibility (CSR) (Erdiaw-Kwasie, 2018; Helmig, Spraul & Ingenhoff, 2016). They are also frequently subjected to engage in community efforts from institutional actors (Beddewela & Faribrass, 2016). Moreover, the oil and gas industry companies are also more exposed to public critics than companies in few other industries and received a major share of media attention (Austin & Sauer, 2002). Subsequently, a commitment to corporate social responsibility (CSR) is not a departure from the management of a company but has become an integral part of the core business program of the oil and gas industry (Browne, 2011). This study aimed to examine the antecedent factors affecting CSR activities in Malaysian oil and gas companies, as little or no empirical research has been conducted at present. Survey questionnaires were sent to oil and gas companies in Malaysia. The analysis was performed by IBM SPSS and PLS-SEM. The results of the study showed that stakeholder pressure was positively and significantly correlated with the CSR activities of oil and gas companies. This reflected a legitimate motive that had a major influence on the adoption of CSR. The study also demonstrated the impact of CSR on a company's reputation and competitive advantage. The study also contributed to the practice of CSR documentation in the Malaysian oil and gas industry.
Keywords: Corporate Social Responsibility; Legitimacy Theory; Stakeholder Pressure; Institutional Theory.

Track: Business Administration

Waste Management Strategies in The Textile Industries: A Systematic Review

Md. Sadrul Islam Sarker, PhD Student
Alexandre Lamfalussy Faculty of Economics, University of Sopron
Sadrul.Sarker@phd.uni-sopron.hu
Istvan Bartok, Associate Professor
Alexandre Lamfalussy Faculty of Economics, University of Sopron

Abstract

This systematic review paper aimed to synthesize waste management strategies in the textile industry. The Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) statement were used as a guide for this research. For this review paper, the search terms "Waste Management" AND " Apparel industry" OR "Textile industry" were used to find records from the Web of Science database. All searches spanned from database inception until 2022 and included journal articles and review papers in English. The paper covered the studies focusing on waste management approaches and the textile industry. This research included nineteen studies from a database and two reports from other sources. Descriptive and content analysis methods were employed to present and discuss the study results. Based on the review, the study found that strategies such as waste prevention, the 3R policy (reduce, reuse, and recycle), green technologies, a lean approach, waste-to-energy conversion, landfilling, and so on were used to manage textile waste. The study's findings can help scholars, policymakers, and practitioners of clothing firms. However, it is suggested that this paper's implications be revealed through empirical testing.

Keywords: Waste Management, Strategies, Textile Industries, Systematic Review.

Track: Business Administration

The Impacts of Mergers and Acquisitions on The Acquirer's Wealth in Emerging Country: Evidence from Malaysia

[1*]Iliya Dayini Imran, [2]Salehah Zafirah Zulkepli, [3]Norlinda Zainal Abdul,
[4]Norlaily Asnawi Sulaiman, [5]Arina Nabilah Abd. Latif & [6]Mohamad Azmi Nias Ahmad
[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi Mara Cawangan Pahang, MALAYSIA
iliyadayini@uitm.edu.my, salehah.zafirah@uitm.edu.my, norlindazainal@uitm.edu.my,
norlailyasnawi@uitm.edu.my, nabilahlatif@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

Mergers and acquisitions (M&As) are an activity that combines and consolidates two firms to a new business entity. The M&As are crucial as this activity helps companies to remain competitive and defeat other competitors in the market. In developed countries like the United Kingdom, mergers and acquisitions are growing, and Asian countries are also impacted by this engagement. After the Asian Financial Crisis in 1997, many companies in Asian countries decided to take a step to participate in mergers and acquisitions as this activity is able to maximize the wealth of the company. Malaysia is one of the countries that are heading toward M&As and this was supported by the Malaysian government. Incentives such as exemption on stamp duty and real property gains tax were being introduced by the Malaysian government to support the M&As activity. This paper sought to give a clear result on mergers and acquisitions to the wealth of acquirers in emerging countries which is Malaysia. For this study, the method that used was the event study method and the sample comprised 65 publicly listed companies in Malaysia from 2011 to 2017. The event window of (-10, +10) was used to help analyse the impact of mergers and acquisitions on the wealth of acquirers. This research was conducted by using STATA statistical analysis software and data on mergers and acquisitions were gathered by using Thomson Reuters Eikon. The result of this study indicated that there were significant results on the determinants of M&As and this impacted the acquirer's wealth. The determinant of M&As such as board composition and firm relatedness depicted a positive impact on the wealth of acquirers. Determinants that contributed to higher abnormal returns should be considered by the acquirer to maximize their own wealth. Besides, this study also proved that the financial performance of a company such as the current ratio brought positive changes once an announcement on M&As has been made. In conclusion, the mergers and acquisitions activity in emerging countries which is in Malaysia brought a positive impact to the wealth of the acquirer. The results of this research can signal the investors, firms, and third parties in making decisions before participating in mergers and acquisitions activity.

Keywords: Merger and Acquisitions, Financial Performance, Emerging Countries, Determinants, Cross Border, Method of Payments, Current Ratio, Return on Assets, Malaysia.

Track: Business Administration

Determinants of Tax Non-Compliance: A Literature Review

[1*]Arina Nabilah Abd. Latif, [2]Salehah Zafirah Zulkepli, [3]Norlinda Zainal Abdul, [4]Iliya Dayini Imran, [5]Norlaily Asnawi Sulaiman, & [6]Mohamad Azmi Nias Ahmad

[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi Mara Cawangan Pahang, MALAYSIA
nabilahlatif@uitm.edu.my, salehah.zafirah@uitm.edu.my, norlindazainal@uitm.edu.my, iliyadayini@uitm.edu.my, norlailyasnawi@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

In this era of globalisation, taxation is among the important matters of the business sector around the world. Tax rules and regulations vary among countries. Hence, every taxpayer needs to obey all the tax rules and regulations that have been regulated by his own country. Over the years, emerging research studies on the subject of tax non-compliance performed by tax researchers are investigating the factors affecting the tax non-compliance among taxpayers. However, a comprehensive review of tax non-compliance comprising global literature remains ambiguous. Therefore, this paper compiled the previous related literature and aimed to examine the factors that influence tax non-compliance. These factors mainly focused on the tax knowledge, tax complexity, and compliance costs. The previous literature made by the researchers were collected and compiled. From the examination, we found that there was a negative relationship between tax knowledge and tax non-compliance. On the other hand, the result from this examination showed that there was a positive relationship between tax complexity and tax non-compliance. This empirical study also revealed that there was a positive relationship between compliance costs and tax non-compliance. Thus, the outcomes gain through this literature review were able to provide a better view and vital information, particularly to future researchers who wish to carry out this area of study in more detail, which is related to the issues of taxpayers being non-compliant towards tax rules and regulations of their countries.

Keywords: Taxpayer, Tax Non-compliance, Tax Knowledge, Tax Complexity, Compliance Costs.

Track: Business Administration

Effect of Work Ethics and Communication Climate on Job Satisfaction of Readymade Garment's Muslim Workers in Bangladesh

[1]Mohammad Masudur Rahman, [2]Raduan Che Rose, [3]Hishamuddin Md Som , [4]Abdul Awal Khan , [5]H.T.M. Quader Newaz

[1] PhD Student, Putra Business School, University Putra Malaysia & Assoc. Prof., Dept. of Business Administration, International Standard University.
[2] Professor, Putra Business School, University Putra Malaysia
[3] Professor, Putra Business School, University Putra Malaysia
[4] Professor & Dean, School of Business Studies,International Standard University
[5] Professor Associate Professor, Department of Business Administration, International Standard University

[1]*mm_rahman786@yahoo.com; pbs20104056@grad.putrabs.edu.my

Abstract

Conflict is unavoidable in all manufacturing industries, and it interrupts organizational performance. Workers in the sector experience job dissatisfaction as a result of this issue. RMG is the lifeline of the Bangladeshi economy. Though the RMG sector contributes the most export earning to the country, it is often shaken by volatility and experiences severe labor unrest because of job dissatisfaction. Employee job satisfaction is a key component of organizational performance. This study proposed work ethics and a positive communication climate as solutions to the aforementioned problem. In this study, the JD-R and contingency theory were used to propose that WE and CC provided workers with resources, such as skills, freedom, feedback, and opportunities for RMG growth. In this quantitative study, structured questionnaire surveys with a random sampling technique were used to collect data. Data were gathered from the top ten factories in Bangladesh. A total of 120 Muslim workers took part in the survey. PLS-SEM was used to analyze the data. According to the findings, poor communication in the RMG workplace led to poor performance and low morale. Moreover, the study's findings evaluated the industry on the effects of work ethics on worker job satisfaction in the sector for conflict resolution.

Keywords: Job Satisfaction (JS), Work Ethics (WE), Communication Climate (CC), Conflict Resolution.

Track: Business Administration

Students' Choice in Accounting and Its Effect on Self-Efficacy Towards Generic Skills: Evidence from A Malaysian University

[1*]Norlinda Zainal Abdul, [2]Salehah Zafirah Zulkepli, [3]Iliya Dayini Imran, [4]Norlaily Asnawi Sulaiman, [5]Arina Nabilah Abd. Latif & [6]Mohamad Azmi Nias Ahmad

[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi MARA Cawangan Pahang, MALAYSIA
norlindazainal@uitm.edu.my, salehah.zafirah@uitm.edu.my iliyadayini@uitm.edu.my,
norlailyasnawi@uitm.edu.my, nabilahlatif@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

In today's globalised world, examination grade is not the only way to make undergraduate students marketable to employers but also extra skills are as important as well. In accounting profession, there are many challenges that the profession has to face especially due to the increasing corporate scandal cases recently. In keeping pace with the new surroundings of accounting profession, students especially accounting students need to be aware with the currently skills needed in assuring the accounting profession becomes more reliable and less apprehensive from the public outlook. Hence, in these new surroundings, the accounting education and accounting curriculum need to prepare students overcoming issues towards the challenging accounting profession. The main issue here is that, accounting education is only preparing students for exam-oriented purposes and less on other added skills such as generic skills. Students' self-efficacy towards generic skills is also undermined. This paper sought to explore students' choice in accounting and its effect on their generic skills. Besides that, this paper also deemed to compare the generic skills of accounting students with non-accounting students. Questionnaires were distributed to accounting students (Bachelor in Accountancy) and non-accounting students (Bachelor in Finance, Business Management, and Human Relation). The questionnaires were operated through an online survey and were mail-distributed. The questionnaires were developed based on the LSP theory by Kolbiz (1995). The result of this research showed that there was a significant relationship between students' choice in accounting and its effect on their self-efficacy toward generic skills. This research also revealed that there was a propounding difference in applying the generic skills between accounting students and non-accounting students. However, accounting students have improved subsequently in several skills compared to the previous literature. Therefore, the accounting syllabus needed to undergo practical changes in order to make undergraduate accounting students more marketable and able to master all the generic skills that are imperative in today's career-wise field.

Keywords: Self-Efficacy, Generic Skills, Accounting Education, Accounting Curriculum, Undergraduate Accounting Students.

Track: Business Administration

Relationship Between the Company's Profitability and Working Capital Management: Family Companies in Malaysia

[1*]Norlaily Asnawi Sulaiman, [2]Salehah Zafirah Zulkepli, [3]Norlinda Zainal Abdul, [4]Iliya Dayini Imran, [5]Arina Nabilah Abd. Latif & [6]Mohamad Azmi Nias Ahmad

[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi Mara Cawangan Pahang, MALAYSIA

norlailyasnawi@uitm.edu.my, salehah.zafirah@uitm.edu.my, norlindazainal@uitm.edu.my, iliyadayini@uitm.edu.my, nabilahlatif@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

The profit of a company can be maximised if the company effectively manages the working capital and its elements. The purpose of this study was to investigate the relationship between company profitability and working capital management for a sample of 191 family companies listed in Bursa Malaysia for the period of 2009 to 2011. The working capital management was represented by the cash conversion cycle and its elements, namely accounts receivable turnover, accounts payable turnover and inventory turnover. Whereas, gross operating profit was used to determine the company's profitability. The control variables included in this study were company size and leverage. Furthermore, this study attempted to fill the gap where previous research on working capital management focused on family companies was limited. In addition, this study also examined the uniqueness of family companies where the management is related through blood ties and marriages which would lead to agency problems. The hypotheses were tested by using multiple regression and Pearson correlation. The findings showed that accounts receivable turnover and inventory turnover had a significant negative relationship with gross operating profit. The other variables namely cash conversion cycle and accounts payable turnover were found to have no relationship with gross operating profit. For the control variables, only leverage showed a significant negative relationship and had an influence on the company's profitability. These results indicated that the working capital management in family companies still needed to be improved. This study can provide the companies with an understanding of how to optimise the working capital management and its elements to maximise the company's profitability.

Keywords: Working Capital Management, Profitability, Family Companies, Cash Conversion Cycle, Accounts Receivable Turnover, Accounts Payable Turnover and Inventory Turnover.

Track: Business Administration

Students' Allowance vs Cost of Living in Campus: Can Students Survive?

[1]Syahida Md Zeni, [2]Azizi@Hamizi Hashim, [3]Norlaila Md Din, [4]Junaidah Jamaluddin & [5]Mohamad Azmi Nias Ahmad
[1,2,3,4,5,6] Faculty of Accountancy, Universiti Teknologi MARA Cawangan Pahang, MALAYSIA
syahidam@uitm.edu.my, azizih@uitm.edu.my, norliey@uitm.edu.my, junaidah_jamal@uitm.edu.my, mohdazminias@uitm.edu.my

Abstract

Post-Movement Control Oder (MCO) has shown an increase in the cost of living, including the cost of food. Students in higher education institutions are among the groups that are directly affected as they are living away from their parents. This study was conducted to examine the level of basic knowledge about financial management among diploma students at UiTM Pahang Jengka Campus by examining their spending patterns. Furthermore, this study also aimed to see the extent to which students were aware of the importance of individual budgeting and financial management. This study employed random sampling technique and a total of 134 students from various programs have responded to this survey. The findings of this study have shown that students have some abilities and positive perceptions towards personal financial management, and they were also aware of its importance. However, a few of them were in moderate and weak level of personal financial management.

Keywords: Financial Management, Budgeting, Students.

Track: Business Administration

Influence of Servant Leadership Domains on Faculty Retention: A Higher Education Perspective

[1]*Aneela Sheikh & [2]Farooq Ahmad
[1]School of Educational Studies, Universiti Sains Malaysia. 11800 Penang, Malaysia.
[2]Dean Faculty of Sciences, Govt. Islamia Post Graduate College (University of the Punjab), Lahore. Pakistan.
[1]aneela@student.usm.my, [2]farooqgujar@giccl.edu.pk

Abstract

The present study aimed to investigate the influence of five domains of servant leadership on faculty retention in higher education institutes (HEIs). Recent research in this area has revealed that faculty retention at higher education institutes has become a challenging issue. The population of the study comprised of 3211 full-time faculty members from ten private higher education institutes (HEIs) present in Lahore city of Pakistan. A survey research design was employed to gather data from the faculty members of higher education institutes. The sample size drawn out was ten percent of the total population, through a proportionate stratified random sampling procedure. Two measuring scales, i.e., the servant leadership scale (SLS) and the job satisfaction scale (FRS) were used to measure the respondents' opinions on a seven-point Likert scale. The questionnaire was pilot tested for its validity and reliability through experts' opinions and Chronbach's alpha values. Multiple linear regression techniques were employed to analyze data collected, through SPSS version 23. The beta coefficients of the five domains revealed that empowerment, standing back, forgiving, and authenticity had a statistically significant influence on faculty retention, whereas accountability had a statistically insignificant influence on faculty retention in higher education institutes (HEIs). The research should be further extended to other geographical regions of Pakistan to get a comprehensive and more generalizable knowledge of the faculty retention issues in private higher education institutes (HEIs). To the best of the authors' knowledge, this is the first study within the eastern context on faculty retention reported in the backdrop of servant leadership in higher education institutes.

Keywords: Servant Leadership, Faculty Retention, Private Higher Education Institutes.

Track: Business Administration

The Determining Factors of Purchase Intentions Through Resort Websites in Belum-Temenggor

Ashly Chan Sri Rahayu
Open University Malaysia, Kelana Centre Point, Menara OUM Block C,
Jalan SS 7/19 47301 Petaling Jaya
ashlyarden@gmail.com

Abstract

The rapid transformation of information technology and the expansion of the Internet have made online reservations the predominant method to book a resort or hotel room. Almost with very little effort or time, hoteliers can publish their property's information on their website and consumers can make room reservations online. Online hotel booking transactions are expected to continue to grow exponentially, according to (Statista, 2021) 73% Malaysians book their accommodation online. This means that online bookings are a significant channel to increase revenue. However, in referring to (Myatt, Sharkasi, & RajasekeraJ, 2019) while 80% of hotels have created their own websites and can be found on the World Wide Web "WWW", these websites are ineffective at online bookings compared to third party booking services. Many travelers are still relying on the third-party agencies, Online Travel Agent "OTA", such as Agoda, Booking.com, Expedia and Trveloka for booking hotels online and online travel agent promotions tend to have a negative impact on hotel revenue. To understand the mechanisms surrounding these transactions, this study investigated the relationships among website quality, social presence, e-trust and affective commitment on consumers' purchase intentions towards booking hotel rooms. The respondents in this study were resort guests at Belum Rainforest Resort and Belum Eco Resort. The number of respondents in this study were 138 respondents. Sampling was done through convenience sampling technique. This study employed simple linear regression and multiple regression with JASP as an analytical tool to support the hypotheses (1) website quality had a positive significant effect on purchase intentions. (2) social presence positive and significant effected purchase intentions. (3) E-trust had positive and significant effect on online purchase intention. (4) Affective commitment had positive and significant effect on online purchase intention. (5) Website quality, social presence-trust and affective commitment had significant effect on purchase intentions.

Keywords: Website Quality, Social Presence, E-Trust, Affective Commitment, Purchase Intentions.

Track: Business Administration

Continuance Intention to Purchase Online: Comparison Between Muslim and Non-Muslim Buyers in Malaysia

Rethina vs, Shishi Kumar, Zahir Osman
Faculty of Business and Management, Open University Malaysia (OUM), Malaysia

Abstract

Online shopping has become one of the most important activities in the netizen's daily life. This research aims to examine several important factors in determining Muslim and non-Muslim buyers to continue their intention to purchase online in Malaysia. This study involved Muslim and non-Muslim consumers in Malaysia who did online purchasing activities. Quantitative research was conducted to measure and analyze numerical data. A simple non-probability sampling method was used to study consumer behavior. Data was collected using a conventional approach. A total of 230 respondents responded to this questionnaire. 99 of 230 respondents presenting Muslim buyers and 131 respondents from non-Muslim buyers. The questionnaire was designed in the form of a Google Form and distributed through social media channels. The research found that website quality values such as information quality, system quality, perceived usefulness, and social influence determine the level of consumer satisfaction to continue their intention to purchase online. The study findings would help web service providers and internet retailers explain individuals' continued intentions to shop online. This research can improve the understanding of the level of consumer satisfaction through the quality of website information, and its usefulness to the continued intention of online shopping.

Keywords: Information Quality, System Quality, Perceived Usefulness, Social Influence, Satisfaction.

Track: Business Administration

An Exploratory Study of Opinions Regarding Safety, Health and Emergency Preparedness Among Employees in The Community College

[1,2*] Khairiana Razali and [3,4] Mohammad Adam Adman

[1] Faculty of Technology and Applied Sciences, Open University Malaysia, Kelana Jaya, Selangor, Malaysia.

[2] Bentong Community College, Karak, Pahang, Malaysia 3 Faculty of Civil Engineering Technology, Universiti Malaysia Pahang, Kuantan, Pahang, Malaysia

[4] Environmental Management and Research Association of Malaysia, Petaling Jaya, Selangor, Malaysia

khairiana@oum.edu.my khairiana@kkben.edu.my

Abstract

Every organisation must prioritise safety, health and emergency preparedness in all aspects. Negligence and a lack of emergency awareness are the leading causes of accidents. This study aimed to examine how Community College employees perceive safety, health, and emergency preparedness. A questionnaire that was given to 43 employees of Bentong Community College who responded to an online survey served as the study's instrument. The data were analysed using descriptive statistics. Results revealed that most Bentong Community College employees believed that safety, health, and emergency preparedness were crucial. Additionally, the outcome demonstrated that employees knew the significance of safety, health, and emergency preparation. Bentong Community College could be an excellent example of prioritising safety, health, and emergency preparedness for other Community Colleges in different states of Malaysia.

Keywords: Community College; Safety; Health; Emergency Preparedness.

Track: Business Administration

Effect of Transformational Leadership and Creativity and Innovation on Organizational Performance

Thiaku Ramalingam and Assoc. Prof. Dr. Shishi Kumar Piaralal

Infor Malaysia, [1]Unit 05-02, Level 5 Mercu 2, Jalan Bangsar, KL Eco City, 59200 Kuala Lumpur

thiaku.ramalingam@infor.com

[2]Open University Malaysia

Kelana Centre Point, Menara OUM Block C, Jalan SS 7/19

47301 Petaling Jaya, Selangor

shishi@oum.edu.my

Abstract

The increasing competition in the telecommunication market and the gap on reducing organizational performance in achieving competitive advantage is something that needs to be addressed, especially in Telecommunication industry in Malaysia. The performance of the incumbent telecommunication operators can be analysed by looking at individual statistics such market share, revenue stream, subscriber base, service performance, customer satisfaction and others factors. A highly competitive global market today calls for a more dynamic approach on leadership (Levy, Brown, de Jong, 2010). The competitions exist not only among the Mobile Network Operators (MNOs) but also from the newly emerged Mobile Virtual network operators (MVNOs) in the market. The latest market liberalisation in the telecommunication industry had created many opportunities for the MVNOs to enter the market as resellers of mobile telecommunication services with more innovative approach and targeting a niche market to differentiate from the incumbent major operators to achieve competitive advantage. The telecommunication industry must learn to adapt to more creative and innovative solutions to survive in a highly competitive global market; which needs dynamic approach on leadership (Levy et al., 2010) especially from the CEO of the organization. The purpose of this study was to evaluate the significance of transformational leadership of the CEO in influencing creativity and innovation from the perspective of the employee from the organization as a catalyst towards achieving organizational performance. The framework from a study by Garcia-Morales, Jimenez-Barri-Onuevo, & Gutierrez-Gutierrez (2012) was adapted to answer the questions regarding the relationship between these variables and was useful to minimize the gaps in companies that hamper the extent of these determinants. The nature of the organization as a whole determined the effect of having creativity and innovations to facilitate its performance (Cantner, U, Joel, K & Schdmidt, 2011). By understanding the background of this research, it was summarized that the objective of this paper was to establish the understanding of the relationship between transformational leadership (idealized influence, intellectual stimulation, individual

consideration and inspirational motivation), creativity and innovation (organizational factor based on strategy structure, support mechanism and behaviour) and organizational performance.

Keywords: Transformational Leadership, Creativity, Innovation, Organizational Performance.

Track: Business Administration

Antecedents of Tourist Loyalty in Homestay Tourism Sector: Structural Equation Modeling Approach

[1]Fairul Ifnee Othman, [2]Norfardilawati Musa, [3]Christina Mary Richard, and [4]Zahir Osman

[1,2,3,4]Open University Malaysia
[1]fairul_ifnee@oum.edu.my
[2]norfardilawati@oum.edu.my
[3]christina_mary@oum.edu.my
[4]Zahir_osman@oum.edu.my

Abstract

The aim of this study was to evaluate the direct relationship between image, perceived value, and safety to satisfaction and the relationship between satisfaction to loyalty in the Malaysian homestay tourism sector. This study is very important to the tourism sector particularly homestay operators because it could give insight to tourism policymakers and homestay operators to formulate a strategy to maximize the growth of homestay activities in Malaysia. In a homestay tourism environment, the ability to sustain the expected business performance is very important in order to be able to survive in the future. The research framework of this study contained three independent variables which are image, perceived value, safety, satisfaction as a mediator, and loyalty as a dependent variable. This study evaluated the direct relationship between image, perceived value, and safety to satisfaction and from satisfaction to loyalty. Primary data were utilized in this study and were collected by using a survey questionnaire which was adopted and adapted from earlier studies. Survey questionnaires were sent via email to the targeted respondents. This study adopted the non-probability sampling technique of purposive sampling to collect data due to the unavailability of the sample frame. A five-point Likert scale was utilized ranging from strongly disagree to strongly agree to measure all constructs' measurement items.

Keywords: Image, Perceived Value, Safety, Satisfaction, Loyalty, Homestay, Tourism.

Track: Business Administration

Employee's Feedback on Performance Appraisal Exercise in An ODL Institution

[1]Aznam Zakaria, [2]Bibi Nabi Ahmad Khan, [3]Wong Huey Siew, [4]Norfardilawati Musa, [5]Zulaihan Ismail, [6]Zulhairi Zakariah
Open University Malaysia (MALAYSIA)

Abstract

Performance appraisal is essential, unavoidable, and universal, particularly in organisations where individuals tend to evaluate the work performance of others (Cappelli & Conyon, 2018). The purpose of this study was to assess employee's feedback towards performance appraisal exercise in the ODL institutions, Malaysia. Included in this study were one dependent variable (performance appraisal) and three independent variables (motivation, job satisfaction and engagement). The triangulation/mixed method (quantitative and qualitative approach of analysis) using data gathered by questionnaire distribution among samples were used in this study. This study assessed the direct relationship between motivation, job satisfaction, engagement and performance appraisal. In this study, primary data were employed, and a survey questionnaire that had been adopted and modified from earlier studies was used to gather the data. To evaluate direct and indirect links and test model hypotheses, SPSS 22.0 and Smartpls version 4 software were used. This study provided additional knowledge and approach into the factors influencing employee's feedback on performance appraisal process in an ODL institution.

Keywords: Motivation, Job Satisfaction, Engagement, Performance Appraisal.

Track: Business Administration

Online Shopping Continuance Intention of Pandafly Users: An Empirical Assessment

[1]Yeo Joo Hengand [2]Assoc. Prof. Dr. Shishi Kumar Piaralal

[1]Entrepreneur, Pandafly Enterprise, Faculty of Business and Management, Open University Malaysia
richardyjh@oum.edu.my

[2]Open University Malaysia
shishi@oum.edu.my

Abstract

E-commerce technology is different and more powerful than any of the other technologies we have seen in the past century. E-commerce technologies and the digital markets result in bringing fundamental and unprecedented shifts in commerce. While other technologies transformed economic life in the twentieth century, the evolving internet and other information technologies are shaping the twenty first century. Online shopping has become one of the most essential activities in our corporate as well as individual lives for the last couple of decades. Better understanding of socio psychological, technical, and individual antecedents of adopting, more importantly continuously using websites have critical importance for the financial, organizational, economic, and technical success of online shopping activities. In this study, the factors affecting Pandafly online store users' satisfaction with online shopping and their intention to continue using online shopping have been investigated by integrating the JASP. Especially continuance intention of online shopping which was not a widely investigated construct among Pandafly E-Commerce Studies. This study also contributed in Information Systems research domain by integrating and empirically testing variety of research frameworks mentioned above. The research methodology and the data collection procedures were explained. The validity and reliability analysis of the constructs were reported. The hypotheses in the research model were tested, and the research findings were elaborated. The results revealed that perceived usefulness and information quality had significant and profound effects on users` continued use of online shopping websites.

Keywords: Online Shopping, Satisfaction, Continuance Intention, Pandafly Online Store.

Track: Business Administration

To Understand the Factors Contributing Towards Better Customer Loyalty for Supermarket Located in Negeri Sembilan

[1*]Emmanuel S. Gwamna, [2]Usman Musa, [3]Nasiru Salihu
[1]Department of Estate Management and Valuation, School of Environmental Studies, Niger State Polytechnic, Zungeru, Nigeria
[2]Department of Estate Management and Valuation, Bayero University, Kano, Nigeria
emshega@gmail.com

Abstract

Nigeria is presently facing a myriad of security challenges ranging from insurgency, terrorism, banditry, and kidnapping in the Northern parts to ritual killings, cult clashes, armed robberies, militancy and kidnapping in the Southern parts. Over the years, there has been much advocacy for stepping up efforts toward integrated rural development to fast-track economic growth and development in Nigeria. This rural development is best done sustainably as enshrined in the SDGs. This study explored how the current Nigerian challenges of insecurity and terrorism could be addressed by the concept and implementation of inclusive tourism development which acted as a catalyst to integrate rural growth and development. Archival research comprising documentary secondary data was adopted for the study. Findings indicated that tourism was a potent sector that is capable of achieving all the 17 SDGs which catalysed integrated rural development. Such developments in turn foster national peace and security. This study would be of interest to academic researchers having an affinity for tourism cum development studies as well as policymakers seeking ways to improve the economy and promote peace and security.

Keywords: Integrated Rural Development, Inclusive Tourism Development, National Peace and Security, Sustainable Development Goals, Nigeria.

Track: Business Administration

Women Health Awareness – A Review

[1]Nasrin Huda, [2]Dr. Julinawati bt Suanda, [3]Dr. Norizah binti Ahmad, and [4]Dr. Shafiqur Rahman
[1]PhD Scholar, Univeristi Malaysian Perlis, Malaysia
[2]Faculty member, Universiti Malaysia Perlis, Malaysia
[3]Faculty member, Universiti Malaysia Perlis, Malaysia
[4]Head of Department, International Open University

Abstract

The information available in the healthcare literature in the last seven to eight decades has developed the contemporary concept of Global Health. Access to healthcare is always a challenge to the women population, especially in developing countries. The review of literature revealed how women were a victim of the circumstances like limited access to healthcare due to several factors. Inequalities in society such as the money crisis, inadequate education, and lack of authority in decision-making make women more vulnerable than men. Therefore, women had unreasonably higher degrees of burden of poverty as well as diseases. Furthermore, in most of the families, women tookover the responsibilities of the primary caregiver for their other family members. This review demonstrated the women's healthcare context globally as well as in developing countries like Bangladesh.

Keywords: Women Health, Awareness, Healthcare, Global Healthcare, Bangladesh.

Track: Business Administration

Unlocking Cybersecurity Awareness among GEN Z in the Post-COVID-19 Pandemic: The Mediating Role of Cybersecurity Attitude

[1]Mohammad Rashed Hasan Polas, [2]Md. Rifat Ali, Saima Chowdhury, [3]Maria Akter, Mrittika Rani Dey

[1,2,3]Sonargaon University (SU), 147/I, Green Road Panthapath, 1215, Dhaka, Bangladesh
*[1]rashedhasanpalash@gmail.com

Abstract

Due to the recent rapid advancement of digital technology, cybersecurity is becoming one of the most difficult concerns to address. During COVID-19 epidemic, when working and studying online are the only solutions that make sense anywhere there is access to the internet, has made this issue more serious and essential than at any other time in history. An enormous shift from an offline to an online environment might pose serious risks to people's privacy and data protection, particularly for online teaching and learning. In doing so, the purpose of the study was to determine how cybersecurity knowledge, password security, and self-perception of skill affect cybersecurity awareness issues among university students in Bangladesh. The study also aimed to ascertain if the cybersecurity attitude mediated these associations in this study. A sample of 430 GEN Z university students from Bangladesh's two public and three private universities provided the data. An approach known as stratified random sampling was used in this cross-sectional study. The positivist approach was used, and a hypothetical statistical induction technique was used. The research constructs, which were adopted from earlier studies, were measured using scales that had undergone validation. Smart PLS-SEM 3.3.9 was used to quantitatively analyse the data. The results of the study indicated a positive and significant association between cybersecurity knowledge and password security with cybersecurity awareness. No conventional association was found between self-perception of skills and cybersecurity awareness. Moreover, the data analysis confirmed that cybersecurity attitude mediated the relationship between cybersecurity knowledge, password security and self-perception of skills with cybersecurity awareness. This study implied that more effort needed to be put into informing the general people about cybersecurity and ethical internet use. Furthermore, the main contribution of this study was to emphasize the need of raising cybersecurity awareness students.

Keywords: Cybersecurity Knowledge, Password Security, Self-Perception of skills, SEM, Empirical Study, Bangladesh.

Track: Business Administration

Complementary Currencies and Their Role in Achieving Social and Economic Development Case of Iraq

[1]Hasan Ali Alkital, [2]Saim Kayadibi
[1,2]Department of Finance and Banking, University of Karabuk (UNIKA)
[*1]alivv2593@gmail.com

Abstract

Complementary currencies are of great importance in foreign and internal trade for the ease of working with them, as the development that occurs in the economically developed countries came based on experiences, and subsequent countries should benefit from these experiences. The aim of the research was to know the complementary currencies in how to achieve economic development by controlling money and the ability of money and the ease of its transfer from one place to another, as well as achieving real economic development in Iraq. Where Iraq is considered one of the economically backward countries due to crises and wars. Where Iraq can develop through complementary currencies and the way in which complementary currencies can be controlled by linking them to the central bank as well as subject to the authority of the state. The research problem was the extent of knowledge of complementary currencies and the importance of their application in Iraqand the challenges facing the supplementary currencies in Iraq as one of the developing countries. What are the risks to the economy in general? This study followed the descriptive analytical approach. Two researchers explained the concept and reality of complementary currencies, focusing on their role in enabling economic and social development in Iraq through the challenges they face. The research dealt with the knowledge of complementary currencies by defining them as monetary systems created outside the official currencies of the state, supporting economic and social projects of a national and regional nature, as they were among the most important targets. They existed in local assets and resources that were not available in normal foreign exchange departments or departments due to the scarcity of official currency. While traditional currencies focused on a set of values such as centralized authority, hierarchy, competition, cause and effect, diminution and technology, mutual trust, equality, cooperation, concurrency required currencies complementary with other value chains such as university and university's interpersonal skills.

Keywords: Complementary Currencies, Economic and Social Effects, Supplementary Currencies in Iraq, Development.

Track: Business Administration

An Exploratory Study of Opinions Regarding Safety, Health and Emergency Preparedness Among Employees in The Community College

[1,2]* Khairiana Razaliand [3,4] Mohammad Adam Adman
[1]Faculty of Technology and Applied Sciences, Open University Malaysia, Kelana Jaya, Selangor, Malaysia
[2]Bentong Community College, Karak, Pahang, Malaysia
[3]Faculty of Civil Engineering Technology, Universiti Malaysia Pahang, Kuantan, Pahang, Malaysia
[4]Environmental Management and Research Association of Malaysia, Petaling Jaya, Selangor, Malaysia
*Corresponding author: khairiana@oum.edu.my / khairiana@kkben.edu.my

Abstract

Every organisation must prioritise safety, health and emergency preparedness in all aspects. Negligence and a lack of emergency awareness are the leading causes of accidents. This study aimed to examine how Community College employees perceive safety, health, and emergency preparedness. A questionnaire that was given to 43 employees of Bentong Community College who responded to an online survey served as the study's instrument. The data were analysed using descriptive statistics. Results revealed that most Bentong Community College employees believed that safety, health, and emergency preparedness were crucial. Additionally, the outcome demonstrated that employees knew the significance of safety, health, and emergency preparation. Bentong Community College could be an excellent example of prioritising safety.

Keywords: Community College; Safety; Health; Emergency Preparedness.

Track: Business Administration

An Exploratory Study of Opinions Regarding Safety, Health and Emergency Preparedness Among Employees in The Community College

[1,2]* Khairiana Razaliand [3,4] Mohammad Adam Adman
[1]Faculty of Technology and Applied Sciences, Open University Malaysia, Kelana Jaya, Selangor, Malaysia
[2]Bentong Community College, Karak, Pahang, Malaysia
[3]Faculty of Civil Engineering Technology, Universiti Malaysia Pahang, Kuantan, Pahang, Malaysia
[4]Environmental Management and Research Association of Malaysia, Petaling Jaya, Selangor, Malaysia
*Corresponding author: khairiana@oum.edu.my / khairiana@kkben.edu.my

Abstract

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Keywords: Community College; Safety; Health; Emergency Preparedness.

Track: Business Administration

Factors Influencing Online Distance Learners' Continuance Intention to Further Study in The Open and Distance Learning University

[1]Assoc. Prof. Dr. Shishi Kumar Piaralal, [2]Assoc. Prof. Dr. Zahir Osman, [3]Dr. Harvinder Kaur Dharam Singh, and[4]Hidayati Kasuma Abdul Hadi
[1,2,3,4]Open University Malaysia
[*1]shishi@oum.edu.my

Abstract

Getting students to register for open and distance learning universities is a challenge but keeping them in the system is even greater challenge. High attrition rates have been a noxious issue in open and distance learning. Hence, this study aimed to assess the link between factors that would influence learners' desire to continue their studies in an open and distance learning university. The research framework was based on the four key independent variables, namely information quality, system quality, sociability quality, and self-managed learning; satisfaction as a mediating variable; and continuation intention as the dependent variable. The variables were adapted from the Information System Success (ISS) Model to fit the context of open and distance learning. Aside from the ISS Model, the mediating variable derived from the consumer behaviour literature's Expectation Confirmation or Disconfirmation Theory (EDT). In addition, Planned Behaviour and Social Cognitive Theories served as the foundation for the study's other elements. The research methodology collected quantitative data using survey instruments. Structural equation modelling (SEM) statistics techniques were used for data analysis. Because of its capacity to analyse data, the PLS-SEM approach was used for the second step of data analysis. This study provided important insights into how open and distance learning institutions may use useful retention tactics to increase the graduation rate of OUM students.

Keywords: Distance Learning, Online Learning, Health, ISS, EDT, PLS.

Track: Business Administration

Women's Involvement as National Leaders: A Case Study in Selangor State

[1]Atriza binti Umar, [2]Hamidah binti Mat
[1,2]Open University Malaysia (OUM)
[1]atriza_umar@yahoo.com
[2]hamidah_mat@oum.edu.my

Abstract

Women's participation in politics is a key indicator of a nation's ability to advance economically and socially. The goal of having 30 percent of women participation in the parliament of Malaysia has not yet been met. This study reviewed the Islamic view on the involvement of women as leaders in the context of Malaysia. The initiative of the Selangor State Government to boost the participation of women in leadership was also examined in this study. The research approach used has been qualitative, and it entailed a survey of the literature from both traditional and modern academics. According to this study, cultural and religious barriers did not prevent women from serving as national leaders. In truth, women were capable of rising to the highest leadership positions in their countries, as demonstrated by Islamic and global history. This study also discovered that the Selangor State Government's program had a significant influence on the drive to reach 30 percent of women involvement in leadership in the country.

Keywords: Women, Leaders, Politics, Selangor, Malaysia.

Track: Business Administration

Developing a Woman Empowerment Model through Micro-Financing

[1]Dr. Mohammad Obaidur Rahman & [2]Dr. Afroza Bulbul Afrin
[1]Global Humanitarian and Development professional
[2]Associate Professor, Department of Business Administration, International Open University, the Gambia
[*2] drp@iou.edu.gm

Abstract

After publishing a paper on 'Developing a Woman Empowerment Model: A Conceptual Model', the researchers have tried to develop the model based on actual data collected from 300 respondents. Though it is difficult to measure the exact impact of microfinance on women empowerment, it has been found from existing literature that microfinancing institutions (MFIs) indeed have a positive effect on each of the indicators of women empowerment. In this study, the researchers intended to develop a model of woman empowerment through the role of Muslim Aid Microfinance (MAMF) in Bangladesh. Confirmatory Factor Analysis (CFA) was used to examine the relationship among the variables of the model, and Structural Equation Modeling (SEM) to test the research hypothesis. SEM was used to investigate the structural relationships among the variables in the research. For Confirmatory Factor Analysis (CFA), the researcher used SPSS (Statistical Package for Social Science) AMOS (Analysis of Moment Structures) Graphics version 21. Upon completion of the CFA, an assessment for the Structural Equation Modelling (SEM) was carried out based on the overall model fit indices to assist in concluding achieving satisfactory goodness-of-fit. Demographic information showed that 300 respondents were selected from 12 strata at equal numbers. Primary data were collected through an interview schedule. Statistics showed that all of the data were valid with no missing value. This information satisfied the sampling technique and the validity and reliability of the survey instrument. SEM produced that there was a positive relationship between women empowerment and its dimensions/components (socio-cultural condition, financial independence, psychological improvement, and participation in the decision-making process) in Bangladesh, and the relationship was mediated by Muslim Aid Microfinance (MAMF).

Keywords: Woman Empowerment, Micro-Finance, Woman Empowerment Model.

Track: Business Administration

Factors Impacting the Venture Success of Women Owned Business in Malaysia

[1]Rasila Hamzah,[2] Assoc. Prof. Dr. Shishi Kumar Piaralal
[1]Executive Director, SuperGreen DCD Sdn Bhd 8A, Jalan Lang Kuning, 52100 Kepong, Kuala Lumpur, Malaysia
[2]Open University Malaysia Kelana Centre Point, Menara OUM Block C, Jalan SS 7/19 47301 Petaling Jaya, Selangor
[1]rasila.hamzah@gmail.com
[2]shishi@oum.edu.my

Abstract

Women's entrepreneurship is a growing global phenomenon, attracting considerable research attention during the last few decades (Henry, Foss, & Ahl, 2016). Not only does it contribute to economies in terms of job creation and economic growth (Kelley, Bosma, & Amoros, 2010), it is also recognized as a source of increasing entrepreneurial diversity in a range of economic contexts (Verheul et al., 2006); as such, it offers a valuable focus for concerted scholarly research. Past studies scrutinized that family support, self-confidence and motivation (Azmi, 2017), risk-taking and motivation (Abd Rani & Hashim, 2017), and lack of business skills (Muhammad, McElwee, & Dana, 2017) plays a very important role in women employee performance. While, government policies, access to finance, culture, and regulation (Muhammad et al., 2017) significantly affect women-run enterprises' success. As (Modarresi, Arasti, Talebi, & Farasatkhah, 2016) findings suggest that employee's behaviors, culture, economic, and environmental factors significantly affect a venture success. This study aimed to examine the factors impacting the success ventures of women entrepreneurs in Malaysia as there were not many empirical research that has been conducted on this subject. The study used four independent variables and one dependent variable. The research methodology used as a quantitative method. Survey questionnaires were sent to women associations in Malaysia. All the items in the questionnaires were adapted and constructed from previous studies. The analysis was performed by SPSS and Linear Regression. The results of the survey were expected to show that factors of competencies, networking, financial literacy, and family relationship were positively and significantly correlated with the venture success of women entrepreneurs in Malaysia. The study encouraged more women to desire to participate in businesses and entrepreneurship. More universities and colleges can be inspired to create more interesting courses in entrepreneurship. As for the government, it can help in policy-making for women entrepreneurs in Malaysia.

Keywords: Women Entrepreneurs, Managerial Competencies, Financial Literacy, Networking, Family Relationship, Venture Success.

Track: Business Administration

Exploring the Dimensions of Service Quality in Customer Satisfaction towards Muslim Friendly Hotel in Malaysia

[1]Aishah binti Hussain, [2]Khairusy Syakirin Has-yun Hashim, [3]Mohammad Aizat bin Jamaludin
[1,3] International Institute for Halal Research and Training (INHART),
International Islamic University Malaysia,
Jalan Gombak, 53100 Kuala Lumpur, Malaysia.
[2] Kulliyyah of Architecture and Environmental Design (KAED),
International Islamic University Malaysia,
Jalan Gombak, 53100 Kuala Lumpur, Malaysia.

Abstract

Nowadays, rising demands for Muslim-friendly hospitality, mainly in hotel services give a substantial impact on our tourism industry. Most of the Muslim guests prefer to stay at the Muslim-friendly hotels because they provide the services and facilities for the Muslim guests to practice the religion as well as enjoying the stay. A highly satisfied customer with excellent service quality provided by the hotel will be influenced to choose the same hotel for their next visit. Given the limited studies of the service quality in Muslim-friendly hotels, the present study was carried out to explore the dimensions of service quality in customer satisfaction towards the hotels that provided Muslim-friendly services in Malaysia. A quantitative study in this research utilized a convenience sampling method. The respondents were among 461 Muslims in Klang Valley area that have experienced staying at the hotels that offers Muslim-friendly services in Malaysia. To address the research objective, the data were analyzed using exploratory factor analysis (EFA). Based on the EFA, the finding revealed five dimensions of service quality, namely tangibles, reliability, responsiveness, assurance and empathy that had a positive influence on customer satisfaction.

Keywords: Service Quality, Customer Satisfaction and Muslim-Friendly Hotel.

Track: Business Administration

Exploring Archery's Target Panic in Malaysia

[1]Mohamad Azmi Nias Ahmad, [2]Kamarul Hisyam Kamaruzzaman, [3]Lily Mazlifa Mustafa, [4]Nor Hawani Wan Abdul Rahman & [5]Nur Syazwani Mohammad Fadzillah

[1,3,4,5] Faculty of Accountancy, Universiti Teknologi MARA Pahang, Jengka Campus, 26400 Bandar Tun Abdul Razak Jengka, Pahang, MALAYSIA
([1]mohdazminias@uitm.edu.my, [3]mazlifa@uitm.edu.my, [4]norhawani@uitm.edu.my, [5]nsyazwani@uitm.edu.my)
[2]JKR Cawangan Kejuruteraan Elektrik Negeri Kelantan, Kampung Pauh, Mukim Telok, Panji, 16000 Kota Bharu, Kelantan MALAYSIA
[2]kamarulhisyam@jkr.gov.my

Abstract

Target Panic is a disruption on archer's rhythm, routines, and techniques due to psychological and neurological condition. The purpose of this study was to understand this disturbance and obtain latest feedback on how to mitigate target panic, through the feedback received. This study used a qualitative method that involved interviewing of 10 National and International level archery coaches at State Training Centres. The results of the study showed that archers experienced 'Target Panic' problems after reaching the high score target, after practicing for too long, after not practicing for a long time and others (eager to hit yellow, changing equipment, over thinking). The main type of target panic was in line with previous studies (Holding, Premature release and mixed). However, this study found there was an additional type of target panic namely *'loss of balance and coordination'*. In order to curb Target Panic, solutions such as take a break, improve shooting form, short distance shooting, change release apparatus for compound, switching category from recurve to compound or vice versa and customisation of target face are among the methods adopted by Malaysian coaches. Findings from this study can help coaches to solve Target Panic in more effectively and efficiently way.

Keywords: Archery, Target Panic, Archery Performance, Sports Psychology.

Track: Business Administration

Tax Evasion Behavior: The Mediating Impact of Attitude on Tax Knowledge and Subjective Norm

[1]Noral Hidayah Alwi, [2]Bibi Nabi Ahmad Khan and [3]Zahir Osman
[1,2,3] Faculty Business and Management, Open University Malaysia, Selangor, MALAYSIA
[*1] noral@oum.edu.my

Abstract

The Inland Revenue Board has released a report that estimates Malaysia's tax compliance rate between 70 and 80 percent. This means that a significant portion of taxpayers in the country are fulfilling their tax obligations and paying their taxes in a timely manner. However, there are also individuals and businesses who are not compliant, either due to a lack of awareness of their obligations, difficulties in understanding the tax system, or intentional non-compliance. The purpose of this study was to evaluate the relationship between tax knowledge and subjective norm (exogenous variables) and attitude (mediator) with the tax evasion intention (endogenous variable) among individuals in Malaysia. This study assessed the direct relationship between tax knowledge and subjective norms towards attitude and attitude with tax evasion intention. Further, the indirect relationship of attitude between tax knowledge and subjective norm with tax evasion intention were also examined. A survey questionnaire that was adapted and modified from prior research was utilised to collect the primary data for this investigation. On 204 clean data, the structural equation modelling data analysis approach was employed. SPSS and Smartpls version 4 software was used to assess direct and indirect relationships and tested the model hypotheses. In order to establish the convergent validity of the measurement model, construct validity and reliability were first evaluated. Next, the discriminant validity was assessed and confirmed using the Hetrotrait-Monotrait (HTMT) ratios and cross-loading. The findings of the hypothesis testing indicated that, from the five hypotheses proposed, 2 direct relationships and 1 mediating relationship showed a significant positive result. For direct relationships, tax knowledge and attitude together with attitude and tax evasion intention showed a significant result. In addition, the relationship between tax knowledge and tax evasion intention could be explained by the influence of attitude. A person with higher tax knowledge was likely to have a more negative attitude towards tax evasion, as they understood the legal and ethical implications of not paying taxes. This negative attitude could then reduce the intention to engage in tax evasion behaviour. On the other hand, if a person had low tax knowledge, they may have a more favourable attitude towards tax evasion, which could increase their intention to engage in this behaviour. Thus, attitude served as a mediator between tax knowledge and tax evasion intention. The effects of tax evasion on Malaysia's economy were extensive. As a result, it

is critical that the government intervenes to lessen it and encourage tax compliance in order to protect the national resources and credibility.

Keywords: Tax Evasion, Tax Compliance, Theory of Planned Behaviour, Structural Equation Modeling (SEM), Attitude, Subjective Norm, Tax Knowledge, Malaysia.

Track: Business Administration

User Acceptance of The Selangor Public Complaints Management System (SISPAA) From the Perspective of User Agencies AGENCIES

[1]Ameruddin Bin Ghazali, [2]Assoc. Prof. Dr. Shishi Kumar Piaralal
[1]District Licensing Officer– North Klang Police Headquarters, Kapar, 42200 Klang, Selangor
[2]Open University Malaysia Kelana Centre Point, Menara OUM Block C, Jalan SS 7/19 47301 Petaling Jaya, Selangor
[1]amer79@oum.edu.my
[2]shishi@oum.edu.my

Abstract

A complaint will occasionally be made by buyers, clients, or users of services who are so unhappy with the product or the purchasing process that they feel compelled to do so. Whether in regards to public or private sector organisations, complaints can give useful feedback information about the services, which may serve to guide and direct improvements both generally and in connection to the specific instance and circumstances. Creating and running a successful complaints procedure, as well as learning from people who use it, is thus potentially crucial to any organization's success. The study's overall objective was to generate knowledge and understanding in the field of e-government by explaining the roles of perceived support quality and satisfaction in behaviour intentions and usage of Public Complaints Management System (SISPAA) from the perspective of users in Selangor. The survey included 132 people who were selected from SISPAA's Selangor user agency. A quantitative research approach has been used, and the primary study tool was self-administered questionnaires created in Google Form, with the link given over WhatsApp, Telegram, and email. The multiple regression analysis revealed that perceived usefulness and computer self-efficacy were significantly related to the continuance behavior intention. That implied that perceived usefulness and computer self-efficacy were related to the continuance behavior intention. On the other hand, when $p>0.05$, the perceived ease of use did not relate significantly with the continuance behavior intention. In summary, it was discovered that perceived usefulness and computer self-efficacy had a favourable relationship with continuance behavior intention to use SISPAA. However, based on the outcome $p>0.05$, the relationship between perceived ease of use and continued behaviour intention was not significant, which led to the rejection of hypothesis. This suggested that deciding whether or not to use SISPAA in the future was not much influenced by how simple it was to use. Based on the results, it was demonstrated that user acceptability of SISPAA was significantly influenced by perceived usefulness and computer self-efficacy.

Keywords: User Acceptance, E-Government, Perceived Ease of Use, Perceived Usefulness, Computer Self-Efficacy, Behavioural Intention, Continuance Intention, Public Sector.

Track: Business Administration

Retention of Generation Y workers in the Service Industry in Malaysia

[1]Chiam Chooi Chea, [2]Zorah Abu Kassim, [3]Soh Khar Mun

[1,2,3]Open University Malaysia
[1]chooi_chea@oum.edu.my, [2]zorah_abukassim@oum.edu.my, [3]kharmun726@gmail.com

Abstract

The labour force in Malaysia comprises of three generations; Baby Boomers, Generation X and Generation Y. Dynamic environmental forces pose challenges for employers in managing and retaining talented workers. Generation Y workers has entered the labour force in Malaysia over the years and is dominant in the current labour market in Malaysia. Studies indicate that needs of Generation Y workers are different from Generation Y and Baby Boomers. This study investigated retention factors for Generation Y workers in the service industry in Malaysia. The services industry is one of the main contributors to Malaysia's economy. Furthermore, human skills are one of the most valuable human assets in an organisation. Therefore, failing to understand workers needs and inability to retain such workers is a loss to the organisation. Outcomes of the study provided insights on the needs and expectations of Generation Y workers. Recommendations included that employers' associations and labour departments could develop and review new and existing labour policies and practices.

Keywords: Retention, Generation Y, Service Industry.

Track: Business Administration

Determinants of Productivity for Information Technology Employees Who Work from Home in A Malaysian Palm Oil Mill

[1]Mohammad Tariq Zakaria, [2]Prof. Dr. Santhi Raghavan

[1]Manager – FGV Prodata Systems Sdn Bhd, Level 19, Wisma FGV, Jalan Raja Laut, 50350 Kuala Lumpur
[2]Faculty of Business & Management, Open University Malaysia, Menara OUM, Block C, Jalan SS 7/19, 47301 Petaling Jaya, Selangor
[1]mynameistariq@oum.edu.my / mtariq.z@fgvholdings.com[2]santhi @oum.edu.my

Abstract

The ongoing health and economic crisis related to the COVID-19 pandemic which first emerged in January 2020, forced many organisations to acquaint themselves to working from home. The idea to work from home (WFH) came abruptly and on a large scale, as physical distancing measures came into practice worldwide. The World Health Organisation (WHO) recommended that government and private organisations implement WFH as a new work innovation, which will help limit the spread of the coronavirus while also allowing work to continue. The Malaysian government established the Movement Control Order (MCO) whereby all industries or enterprises not related to essential services were made to comply with this directive and were not allowed to operate from their premises as usual. Therefore, most organisations in Malaysia had to adopt the WFH practice, irrespective whether they were ready or not. During MCO, the palm oil industry was one of the plantations and commodity sectors that was allowed to operate. As a result of the WFH policy, most employees were empowered to work from home, which allowed these employees to continue earning their wages. Part of the main workforce in the palm oil industry are the Information Technology (IT) employees. Such sudden changes in their job environment brought mixed reactions to employees based on their own cognitive differences as well as the uncertain internal and imbalanced external environment. The impact of employees' acceptance of WFH warranted an observation since everyone else were in an uncertain context and were feeling anxious and stressed. Conditions affecting IT employees' productivity while embracing new WFH practices become increasingly relevant as the palm oil industry too adapt to the new norms. The practice of working from home and the productivity of IT employees needed to be studied. This study investigated the determinants of IT employees' productivity while working from home in the Malaysian palm oil industry. This study aimed to assess three determinants of productivity while working from home among IT employees in the palm oil industry: work value, work stress, and work-life balance. As a result, questionnaires were distributed to 133 respondents who had experience working from home due to the COVID-19 pandemic. Findings revealed how work values positively impacted work from

home productivity. Findings also revealed that work stress negatively impacted work from home productivity. However, contrary to our predictions, results also showed that work life balance had no impact on work from home productivity. Further research can extend this study's proposed model by adding variables such as work culture, leadership style, burnout and life events that might affect work from home productivity.

Keywords: Work from Home, Productivity, Work Life Balance, Work Values, IT Employees, Palm Oil Industry.

Track: Business Administration

A Conceptual Paper on Social Commerce Service Quality in Malaysia Modest Fashion Industry

[1]Izzati Hanafi, [2]Rafikul Islam, [3]Suharni Maulan
[1,2,3]International Islamic University Malaysia
[1]izzatihanafiphd@gmail.com
[2]rislam@iium.edu.my
[3]suharni@iium.edu.my

Abstract

Due to how popular social media is, it is now important for businesses to have a presence on social media and combine it with good e-service quality. With the functionalities of social media, it is now easier for customers to communicate with sellers on an interpersonal level, which makes social commerce appealing. Social commerce is an e-commerce application that utilizes social media as a selling and buying platform, whereas e-service quality is an evaluation model of a website's facilitation of effective and efficient shopping, which both provide immensely success for business growth. Nonetheless, the combination of social commerce service quality is a novel topic that requires further investigation. By sorting out a large amount of relevant literature on social commerce and e-service quality this paper first reviewed the development of the concept of both area and its differences. The paper concluded that there were nine potential dimensions for social commerce service quality model namely, Social Interaction Quality, Function Quality, Information Quality, Privacy and Security, Responsiveness, Design Quality, Reliability, Personalization, and Social Support.

Keywords: Malaysian Modest Fashion Industry, Social Commerce Service Quality, Social Commerce, Social Media, E-Service Quality.

Track: Business Administration

Exploring Consumers Preference For E-Wallet Usage in Klang Valley, Malaysia

[1]Dickson Amither Nathan, [2]Prof. Dr. Santhi Raghavan

[1]Enterprise Systems & Infrastructure, Genting Malaysia Berhad, Level 19 Wisma Genting, 28 Jalan Sultan Ismail, 50250 Kuala Lumpur
[2]Faculty of Business & Management, Open University Malaysia, Menara OUM, Block C, Jalan SS 7/19, 47301 Petaling Jaya, Selangor
[1]dickson7@oum.edu.my / dickson.nathan@rwgenting.com
[2]santhi@oum.edu.my

Abstract

E-wallets have become a trend lately and seem to be a safe payment method due to its cashless form. The convenience, comfort, speed and security e-wallets provide, further thrills consumers for a swift adoption of its usage. There are 47 e-wallet providers in Malaysia and the number continues to increase. Many consumers use more than one e-wallet but tend to select a particular e-wallet as preference for payment. This research was conducted to examine the determinants affecting consumers choice of e-wallet for payment. Based on previous researches, five determinants were identified: Perceived Usefulness (PU), Perceived Ease of Use (PEU), Perceived Enjoyment (PE), Perceived Innovativeness (PI) and Perceived Compatibility (PC). This study involved respondents owning a smartphone and using an e-wallet in Klang Valley, Malaysia. A quantitative research method approach was adopted to analyse the data collected from the respondents using Pearson Moment Correlation and Multiple Linear Regression model. The findings of this research indicated that Perceived Usefulness, Perceived Ease-of-Use and Perceived Compatibility were positively and significantly related to the intention to use their preferred choice of e-wallet for payment. This research found that consumers preferred an e-wallet that was simple and easy to use. E-wallet developers should be focusing on improving the usefulness and ease of use of the application to make the application less complicated for the consumers. Developers should also take into their consideration, the features and functionality of the e-wallet to ensured these were compatible with the lifestyles of the consumers in order to gain acceptance as the preferred e-wallet for payment. This study found that the most preferred e-wallet for payment was Touch N' Go e-Wallet irrespective of age, education, income, internet proficiency and mode of transport. The preference for Touch N' Go e-Wallet crosses generation gaps and has become the leading choice for e-wallet payment. This research also found that Perceived Enjoyment and Perceived Innovativeness were found to be insignificant in affecting the consumers choice of e-wallets for payments. Elements of gamification did not have any significant impact on the preferred choice of e-wallet. Developers may

consider to reduce their concentration on gamification features and focus instead on the practical features of the e-wallet to be more useful to the consumers.

Keywords: E-Wallet, Cashless, Perceived Usefulness, Perceived Ease of Use, Perceived Enjoyment, Perceived Innovativeness, Perceived Compatibility, Intention to Use.

Track: Education

The 'Pros and Cons' of Instituting Digitization of Medical Education Tertiary Education in Developing Countries

Nasser Abdullah Al Mufarji

College of Medicine & Health Sciences, Sultan Qaboos University
Al Khod 123, Muscat, Sultanate of Oman
mufarji@squ.edu.om

Abstract

Despite the growth of medical education in the Middle East/North Africa (MENA) or Eastern Mediterranean region, there is a paucity of studies on the digitization of medical education. The present discourse is to review the breadth and depth of digitization of medical education. In addressing the present discourse, the review sought to identify, expose, and promote the most efficient methods of digitization in academic administrative environments in national tertiary education in Oman. Results suggested that there was still a digital divide in medical school as exemplified by the present discourse on medical schools in Oman. To date, the current medical education system required extensive resources, specifically time, money, and space. Students' handouts and assessments were all printed out on paper. Lectures were taught using PowerPoint presentations prepared by the instructor, and students were given paper copies of the presentation at the end of the lecture. Students could only access course materials by attending class in person. Neither videotaping nor online information were otherwise available. This was a problem because not all students could attend class due to various reasons, such as illness and personal conflicts. Within such background, the present discourse implied a new paradigm that was needed to kickstart the digitization of medical education. While medicine, as a profession, was changing at a rapid pace, the teaching and learning required to train doctors who must appropriately mirror that process to produce practitioners who can practice at the most up-to-date level. Digitization must be at the core of the learning process to achieve that objective.

Keywords: *MENA*: Middle East and North African countries.

Track: Education

Instructional Leadership Practices Among Headmasters and the Correlation with Primary Schools' Achievement in Sabah, Malaysia

[1]Justin Rumpod, [2]Gunasegaran Karuppannan, [3]Eti Fairudz Zainudin
[1]justinrumpod@yahoo.com, [2]gunasegaran@oum.edu.my, [3]etifairudz@oum.edu.my

Abstract

This study aimed to identify the correlation between the instructional leadership practices by the headmasters with the level of performance and achievement of schools in Malaysia. A total of 141 respondents comprised of senior assistants of primary schools were examined. Respondents' perceptions of instructional leadership practices by the headmasters were gained using a set of questionnaires that was modified from the Principal Instructional Management Rating Scale (PIMRS). Descriptive statistical analysis was used to obtain mean score, percentage, and standard deviation about the instructional practices. At the same time ANOVA test was applied to obtain the perceptions from demographic factors and Pearson Correlation to measure the relationship between the instructional leadership and the schools' performance that was based on band measurement. The findings showed that the level of instructional leadership practice was high, with mean 4.24. Band 1, 2, 3 and 4 schools each had min of 4.37 4.23, 4.23 and 4.05 respectively. Pearson correlation analysis showed that there was a weak negative correlation between the headmasters' instructional leadership practices level and the performance of the schools ($r = -0.210$). Thus, the findings concluded that the level of instructional leadership practices among headmasters in primary schools was high and had a weak negative relationship in- term of schools' achievement.

Keywords: Instructional Leadership, Achievement, Questionnaire, Relationship.

Track: Education

A Comprehensive Review: Impact of Educational Technology on the Pedagogy of the Concrete-Pictorial-Abstract Approach in Mathematics

Sara T. Sheikh

International Open University
sara.tariq@iou.edu.gm

Abstract

The application of technology in education continues to advance rapidly. Particularly, over the course of the last few decades, technology has opened up new venues for the teaching and learning of problem-solving approaches, across a spectrum of areas. The Concrete-Pictorial-Abstract (CPA) approach in Mathematics is an example of a problem-solving approach, which has been influenced by educational technology. The Concrete-Pictorial-Abstract (CPA) approach is considered to be a problem-solving to teaching and learning Mathematics. The CPA approach seeks to build on children's prevailing Mathematical knowledge by presenting abstract concepts in a concrete and tangible way, which is suitable and appropriate according to their mental development stages. It is perceived and catered to differently by people from across the globe. Although technology is being widely adopted to enhance the teaching and learning of Mathematics, the research related to the effectiveness of using technology for the CPA approach is limited. A comprehensive review of literature to examine the impact on the student learning outcomes when CPA is taught using digital technology was conducted. The effects, within the context of empirical research, were examined along with the extent to which the affordances for technology permit opportunities for developing Mathematical problem-solving skills. Results revealed that technology was effective in aiding the understanding of Mathematical concepts, with the help of a variety of digital manipulatives, for the CPA approach. These findings were discussed in the light of increasing Mathematical digital manipulatives, and the importance of evidence-guided criteria in decisions about adoption and implementation.

Keywords: Concrete, Pictorial, Abstract, Mathematics, Problem-Solving, Manipulatives, Technology, Digital.

Track: Education

Bridging The Gap to Holistic Education Through Technology Literacy: The Case of Digitally Educated Children in Hargeisa, Somaliland

Umulkhair Abdullahi

Department of Islamic Sciences, Masters in Islamic Studies, International Open University,
somali@iou.edu.gm

Abstract

The gap in holistic education and technology literacy between continents and countries is ever-growing and the focus has been shifted to basic education in most cases and other human needs in other cases while arguably the right tool to navigate through hunger, political instabilities, clan clashes, and health disasters is a holistic education that builds and nourishes souls from inside out. In the quest for solutions to the education opportunity inequalities, we found convincing answers in non-traditional settings and formats of education and in hopes of taking steps towards a much-needed change; this paper contributed to the awareness of the education gap and offered alternative solutions and for that, I have used a digitally educated group of children from varying socio-economic backgrounds as a case study whose assessments showed a great extent of conceptual and practical competitiveness in the sense of math, languages, technological literacy and measurable metrics of fluid intelligence.

Keywords: Holistic Education, Alternative Education, Technological Literacy, Fluid Intelligence.

Track: Education

Asking Artificial Intelligence for Guidance in Educational Matters: Unveiling the Cultural Biases in Conversations with ChatGPT

Hazidi Bin Abdul Hamid
Associate Professor, Faculty of Education
Open University Malaysia
hazidi@oum.edu.my

Abstract

Artificial Intelligence is coming into its own in recent times. ChatGPT which recently gained much media attention is touted to be the state of the art and poised to exceed previous services driven by artificial intelligence. It claims to be able to interact in a conversational way with the backing of all the information available on the internet. In short, it is supposed to be able to respond to questions more intuitively than previous search engines. This may mean that it is poised to be the 'go to' reference in the near future. This work asked the question, can artificial intelligence provide reliable guidance on specific human endeavours that involve human – human interactions? Specifically, this work asked ChatGPT questions on online writing instruction. we asked the basic questions:

1. What is the best way to teach writing to adults?
2. What is the best way to teach writing to adults online?
3. What is the most effective tool that we can use to teach writing skills to adults through the internet?

Further questions were asked on the basis of the responses gained from these initial questions. The aim here was to elucidate the position from which ChatGPT provides its answers. The language used in the answers was analysed with the guiding notions of General Semantics that the words that we use were not the thing of which we spoke (the map is not the territory), what we said about any topic was not the only things that we could say about the topic (non-allness principle), and what we sid about any topic told us more about the speaker / writer than the things being talked about (self-reflexive principle). Moreover, to characterise the speaker's perspective and cultural biases, we analysed the content of the responses using the Dialogical Principle which is a fundamental notion in Cross-Cultural Communication in the form of the Concrete-Abstract Continuum. We showed that while artificial intelligence is supposed to be culturally impartial, it could not be so because it uses language and language inevitably culturally biased.

Keywords: Language, Teaching, Writing, Artificial Intelligence, ChatGPT.

Track: Education

Do Motivation and Tuition Fees Influence Students' Retention in Open Distance Learning

[1]Nooraini binti Youp, [2]Prof Mohd Farid bin Shamsuddin
[1]Open University Malaysia
[2]University Kuala Lumpur
[1]nooraini_youp@oum.edu.my
[2]mfarid@unikl.edu.my

Abstract

Online learning has continued to grow in recent years, especially after the Covid-19 pandemic. However, retaining students engaged in online learning has proven difficult. It has been reported that retaining students for online programmes can be a challenge in public or private. This research reflected a broad goal to enhance student retention rates at a large online distance university. This study's aimed to investigate the factors that motivated students to complete their studies and at the same time established important factors that the university management can consider looking after. The focus of this study was on undergraduate students in open distance learning universities. This study used questionnaires to collect data from university students using Google Forms. Data has been collected from active undergraduate students in the university for the year 2022. The data collected were then analysed using SmartPLS. The result revealed that students' motivation indicated that there was a positive relationship between motivation towards student retention, whereas there was an insignificant relationship between tuition fees towards student retention. The results helped in formulating measures to meet the diverse needs of ODL students for persistence in their studies.

Keywords: Online Learning, Open Distance Learning, Higher Education, Student Retention, Undergraduate.

Track: Education

Effects of Blended Learning Approach on English Performance of Students at Primary Level- A Case of Public School of District Dera Ghazi Khan, Punjab, Pakistan

Muhammad Hafeez
M. Phil Scholar, Department of Education, Institute of Southern Punjab, Multan, Pakistan.
mh9589041@gmail.com

Abstract

The objective of this investigation was to assess the effects of blended learning approach on English performance of three grade students. A quasi-experimental design of study was formulated to conduct this study. The convenient sampling technique was used to collect the required data as one of the researchers was working in the school from which data was collected. The sample of the study was comprised of 49 three grade students. The sample was separated into two groups. One group named as experimental group (n=26) and other group as a control group (n=23). The pretest and posttest tools were used to collect the data. The Statistical Package for Social Sciences was employed for the analysis of collected data. The results were significantly different for control and experimental groups in English performance of students in grade three at primary educational level. The results were supporting blended learning approach that had positive effect on the English performance for both male and female students of grade three. The effect size was 1.214 in favor of blended learning approach than that of traditional learning approach. The study also recommended to use the blended learning approach in other courses beside English at lower grade to find its effectiveness in primary educational level.

Keywords: Effects, Blended Learning Approach, English Performance, Primary Level, Dera Ghazi Khan, Pakistan.

Track: Education

The Relationship Between Teacher Commitment and Effective Teaching Practices in Rural Primary School in Ranau, Malaysia

[1]Gunasegaran Karuppannan, [2]Suridi Bin Jalani & [3]Teh Lai Ling

[1,2,3]Open University Malaysia
[1] gunasegaran@oum.edu.my, [2]suridibinjalani@gmail.com & [3]teh_lailing@oum.edu.my

Abstract

In order to better understand the connection between successful teaching practises and teacher dedication at rural primary schools in Malaysia's Ranau District, a study was done. The commitments a teacher makes include those to the school, the students, their career, and decision-making. This survey included 80 respondents in total. This study was conducted using survey method with questionnaire as the research instrument. The findings were analyzed using the Statistical Package for Social Science (SPSS) software with t-Test statistic, Pearson Correlation and Regression. The results from the data analysis found that the score for the teacher commitment level and the effective teaching were high. Pearson Correlation test had shown that there was a weak correlation between teacher commitment to school and the effective teaching at $r = 0.304$, $p < 0.05$. The Linear Regression test found that the teacher commitment to the school was the main factor that contributes to the effective teaching. The demographic aspects of gender were not significantly different to the teacher commitment and the effective teaching practices. This study emphasized for further research to determine the factors that influence the commitment of teachers, the effectiveness of teaching practices and the appropriate methods to improve both aspects.

Keywords: Investigate, Decision Making, Survey Method, Demographic.

Track: Education

ISTE Standards Among School Leadership on Technology Management and Instructional Technology

[1]Kalidass Machappan, [2]Shanti Ramanlingam, [3]Gunasegaran Karuppannan

[1,2,3]Open University Malaysia
[1]kalidass@iab.edu.my, [2]shanti@iab.edu.my, [3]gunasegaran@oum.edu.my

Abstract

Learning and innovation skills, Information, media and technology skills, and Life and career skills are emphasized by Ministry of Education Malaysia towards Digital Transformation Era. This skill has been pioneered by International Society for Technology in Education (ISTE) through formulate standards for the use of technology in current education system. ISTE started to formulate National Educational Technology Standards (NETS) to assess technological and pedagogical competencies among teachers, students and school leadership by formulating, NETS-S for Students (2007), followed by NETS-T for Teachers (2002, 2008) and then NETS-A for School Administrators (2001, 2007). These three Standards have been revised in line with ICT developments, technology and digital media. The purpose of NETS is to provide a benchmark among school administrators, to measure efficiency or teachers' competence, students in use the theory and practice of educational technology in schools within Digital Age. This study was conducted to examine the level of competence of school leadership on the technology management and instructional technology. The respondents of this study consisted of 60 secondary schools from Malaysia. This study uses survey techniques and the questionnaire used was modified from the NETS-A. The five ISTE standards that involved in this study were i) visionary leadership, ii) digital citizenship, iii) systematic improvement, iv) professional practice and v) digital age learning. The findings of the study showed that the level of competence among school leadership in technology management and instructional technology was at a moderate level. Therefore, school administrators needed to give their full commitment to the use of instructional technology in order to increase productivity in teaching and learning as well as school management. This research provided appropriate knowledge for all school leadership to adopt technology leadership features to enhance the school administration system and teacher teaching implementation at a higher level.

Keywords: ISTE, Visionary Leadership, Digital Citizenship, Systematic Improvement, Professional Practice and Digital Age Learning.

Track: Education

Implementation of Linus Numeracy Program in Malaysia: Challenges Faced by Mathematics Teachers and Achievements Trend Among Primary School Students

[1]Rosnah Binti Jamba, [2]Gunasegaran Karuppannan, [3]Rosnah Abdul Razak

[1,2,3]Open University Malaysia
[1]rosnahjamba70@gmail.com, [2]gunasegaran@oum.edu.my, [3]rosnahrazak70@yahoo.com

Abstract

This study was carried out to determine the difficulties faced by math teachers and the successes displayed by primary school pupils who participated in the LINUS Numeracy Program in Malaysia. In the district of Tawau, Sabah, the study included a total of 96 LINUS Year Three students and 27 math teachers. The issues studied were measured using qualitative and quantitative approaches. Among the aspects of challenges faced by the teachers studied include school, students, parents, current changes, diversity of student abilities, transition, target group and student ability while matters related to the level of student achievement tested consist of students' ability to recognize numbers, count objects, evaluate numbers, state time accurately, handle money, measure, translate, apply whole numbers, and the capability to apply money, time and measurement. In this study, the researcher used a mixed study design, i.e., quantitative approach first, and then followed by qualitative method. Data collected via questionnaire measurement that consisted of 20 items was analysed using t-test and Pearson Correlation Coefficient. The Pearson Coefficient test indicating that there was a moderately positive relationship between the task challenges facing by the teachers and achievement level in the LINUS Numeracy Program. The statistical score of the t-test showed that there is a difference in terms of students' achievement. Meanwhile, observational methods are used to see how the phenomenon of strategy, practice or tactics is able to improve achievement in the LINUS Numeracy program. The researcher found that the pressure to ensure that each student achieves the goals and targeted level of achievement has become a major responsibility on the teachers of the LINUS Program. Among the constraints identified were having to share classrooms, extensive skills in the Assessment Curriculum Standard Document and having to spend with limited coaching class time and monitoring and supervision by FasiLINUS officers. LINUS teachers and students have used effective teaching and learning strategies, practices and tactics to ensure zero LINUS.

Keywords: Education in Malaysia, LINUS Program, Numeracy, Teachers.

Track: Education

Principals' Management Empowerment Practices and Its Relationship with Work Satisfaction Among School Mid-Level Administrators

[1]Rutil Taising, [2]Gunasegaran Karuppannan, [3]Mohd Lokman Bin Abdullah

[1,2,3]Open University Malaysia
[1]trutil08@gmail.com, [2]gunasegaran@oum.edu.my, [3]mohdlokman@oum.edu.my

Abstract

One strategy that significantly affects school achievement is principal leadership that is based on management empowerment methods. The goal of the study was to determine whether management empowerment strategies used by principals have an impact on how satisfied school mid-level administrators are with their jobs. A quantitative approach was employed to examine the extent to which the five-dimensional management empowerment practices, namely decision making, professional development, status of responsibility, impact, and autonomy are related to the level of job satisfaction of mid-level administrators in Malaysian secondary schools. The data were obtained from 118 respondents using a set of questionnaires. The findings of the study showed that gender factors and positions held were not significantly related with the level of job satisfaction among school administrators. Nonetheless, the five dimensions in the principals' management empowerment practice were all found to have a significant, positive, and strong correlation with the administrators' level of job satisfaction.

Keywords: Principal Management Empowerment, Job Satisfaction, School Administrator.

Track: Education

Relationship Between Lecturer Guidance and The Trainee Teachers' Self-Efficacy in Institute of Teacher Education, Sabah Zone

[1]Lina Thomas, [2]Gunasegaran Karuppannan, [3]Rosinah Binti Mahmood

[1,2,3]Open University Malaysia
[1]sabrilin03@gmail.com, [2]gunasegaran@oum.edu.my, [3]rosinah_mahmood@oum.edu.my

Abstract

Lecturer's teaching guidance while supervising trainee teachers during teaching training program in school can influence the confidence of the trainee teachers in implementing effective teaching processes. Thus, this study aimed to examine the relationship between lecturer guidance and the trainee teachers' self-efficacy in Institute of Teacher Education, Sabah Zone. The study used a quantitative approach through a survey method which involved 127 respondents. A questionnaire consisting items on practicum guidance aspect and teacher self-efficacy was used as a research instrument. Data obtained from this study was analyzed using Statistical Package for Social Science version 25.0 (SPSS). Descriptive statistics and inferential statistics were elicited from the analysis. The findings show that the overall level of lecturer guidance for trainee teachers is very good (min = 4.452, sd = .386) and the trainee teachers' self-efficacy level is very high (min = 4.268, sd = .381). The findings also showed that there was no statistically significant difference in the trainee teachers' self-efficacy based on the demographic factors. Subsequent findings showed that there was a moderate and positive relationship between lecturer guidance and the trainee teachers' self-efficacy (r = .608, p <.000). Linear regression equation indicated that attitude and personality factor as well as reflective practice factor are predictors of the trainee teachers' self-efficacy during teaching training in school. The main predictor of improving the trainee teachers' self-efficacy was attitude and personality. The findings implied that the guidance by lecturers was able to enhance the trainee teachers' self-efficacy during the teaching training program.
Keywords: Trainee Teachers, Effective Teaching, Self-Efficacy, Relationship.

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Track: Education

Communication Between the Mainstream and Special Education Teachers in A Rural Primary School, Malaysia

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[1]Gunasegaran Karuppannan, [2]Buvaneswary Balasubramaniam, [3]Ananthi Kuppusamy

[1,2,3]Open University Malaysia
[1]gunasegaran@oum.edu.my, [2]bbuuvvaann@gmail.com, [3]ananthikuppusamy@yahoo.com

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<div align="center">

Abstract

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In a setting like a school, communication is crucial, especially amongst instructors on a social and professional level. Collaboration in the workplace is made possible by good teacher communication, particularly when school curricula and extracurricular activities are properly implemented. In schools where there are two educational streams; the mainstream and the Special Education Integration Programme, it is vital that effective communication is given priority. This study described and discussed the characteristics of work and social communication between the Special Education teachers and the mainstream teachers of a local rural primary school in Selangor, Malaysia. Four teachers from each stream were selected as respondents for the study. The findings revealed that there appeared to be good teachers' communication from both streams. These teachers have collaborated in executing their tasks and they have developed a good rapport and effective communication in other fields of work as well such as co-curricular activities and other school activities such as the Parents Teacher Association meetings and Staff developments and sports. The findings through interviews with the teacher respondents and documents showed that the teachers have practiced their social intelligence, have used their interpersonal communication skills and have adopted a social network, 'WhatsApp' application in their communication in school. The school administrator has played its part too in establishing effective communication between superiors and subordinates.

Keywords: Special Education Integration Programme (SEIP), Mainstream, Effective Communication, Social Intelligence, Social Network, Collaboration.

Track: Education

The Effectiveness of Inclusive Education in Sibu, Sarawak

[1]Chiong Kung Lung, [2]Gunasegaran Karuppannan, [3]Harvindar Kaur Mehedhar Singh

[1,2,3]Open University Malaysia
[1]johnny_chiong@hotmail.com, [2]gunasegaran@oum.edu.my, [3]harvindar_mehedhar@oum.edu.my

Abstract

The goal of inclusive education in Malaysia, which includes students with special educational needs (SEN), is to ensure that everyone in the country receives a quality education. In general education classes in public schools, students with special needs had to receive their instruction there. This ensuring change causes role confusions and conflicts among teachers in term of readiness, knowledge and attitudes of teachers toward inclusive education. Since inception, it is interesting to know the progress thus far and the extent of success accomplished. How far has inclusive programme progressed effectively since then is still far from comprehension! Therefore, this research study aimed to investigate the effectiveness of Inclusive Education in primary and secondary schools offering inclusive educational programme in the district of Sibu, Sarawak with the sample size of 180 respondents. This study explored specifically into the teachers' readiness, attitude, and knowledge towards inclusion thus enabling the establishment of relationship between effectiveness of inclusive education and readiness, attitude, and knowledge of teachers towards inclusive education in the classrooms. This study employed the quantitative non-experimental descriptive approach using survey questionnaire distributed to all the selected teachers involved with teaching students with special needs (SEN) in the inclusive classroom. The data collected were analyzed by descriptive and inferential statistical analysis, percentage, t-test and ANOVA by means of SPSS (version 22). The outcome of the findings suggested high level of readiness, knowledge and attitudes of teachers toward inclusive education in primary and secondary schools in the district of Sibu, Sarawak. With this outcome, it could be interpreted that inclusive education was effective in primary and secondary schools in Sib, Sarawak.

Keywords: Inclusive Education, Attitude, Readiness, Knowledge and Understanding.

Track: Education

Inclusive Programmes in Malaysia: Mainstream School Teachers' Acceptance Towards Special Education Students

[1]Datu Masjidin Datu Moksan, [2]Gunasegaran Karuppannan, [3]Harvinder Kaur Dharam Singh

[1,2,3]Open Univerity Malaysia
[1]kibaguku@yahoo.com, [2]gunasegaran@oum.edu.my, [3]harvinder@oum.edu.my

Abstract

A concept called inclusive education places special education students in regular classes with regular pupils. This study aims to determine the performance of students in the Inclusive Education programme and the acceptance and readiness of mainstream teachers. Using quantitative method, the study focused on teachers from 17 schools in three districts in Sabah, Malaysia. Teachers' acceptance and their readiness and students' performance are measured through survey. Through the items assessed, the average mean score on the mainstream teachers' acceptance and their readiness level, and students' performance had a mean value of more than 3.00 which indicated that the teachers were positive and they were acceptive towards the presence of special students. The t-test on the teachers' acceptance and readiness level and their gender factor showed no significant relations. Thus, the gender was not affecting teachers' acceptance level. Furthermore, Correlation results on teachers' acceptance level showed positive relationships. Therefore, the results of this study showed that mainstream teachers were more acceptive and willing to teach special education students. However, gender, age, education qualification and teaching experience of the teachers did not affect the level of teachers' acceptance. Overall, the results of this study showed that mainstream teachers wee positive and ready to teach students who have learning disabilities.

Keywords: Mainstream Teachers, Special Education, Inclusive Programmer, Acceptance, Readiness and Performance Level

Track: Education

The Effects Of Coaching And Mentoring On Metacognition Knowledge Among Malay Languange Teachers In Sabah, Malaysia

Asnia Binti Kadir, Gunasegaran Karuppannan, Aliza Binti Ali
Open University Malaysia
eraasnia@yahoo.com, gunasegaran@oum.edu.my, aliza_ali@oum.edu.my

Abstract

This study looked at the level of metacognition among Malay language teachers and the relationship between coaching and mentoring support. The District Transformation Programme was launched by the Ministry of Education Malaysia in 2013 as a trial programme before being made available to all students the following year. This step was taken to empower teachers through the School Improvement Specialist Coaches (SISC) programme that develop the teachers' competencies, metacognition and expertise. Using a quantitative approach, the study analysed data were collected from 186 teachers teach in the Tuaran district, Sabah. Study data were analyzed using descriptive and inference analysis. Overall, the findings show that the level of coaching and mentoring is high, thus illustrating that teachers are ready to receive coaching and mentoring guidance in order to develop metacognition ability as well as to improve their teaching and learning performance. Although not entire coaching and mentoring items have a significant relationship in terms of teachers' metacognition, there is a significant relationship between coaching and mentoring guidance and teachers' metacognition in terms of declarative knowledge element.

Keywords: Coaching and mentoring, School Improvement Specialist Coaches (SISC) programme, education system Malaysia, teachers' metacognition.

Track: Education

Relationship Between Professional Learning Community (Plc) Practices And Teachers' Efficacy: A Quantitative Analysis Among Secondary School Teachers In Malaysia

Hatnin Duari, Gunasegaran Karuppannan, Nor Faridah A Bakar
Open University Malaysia
dhatnin@gmail.com, gunasegaran@oum.edu.my, norfaridahabakar@gmail.com

Abstract

The study was conducted to examine the relationship between the Professional Learning Community (PLC) practices and the level of teachers' efficacy among Form Six (pre-university level) teachers in Malaysia. The study, conducted in four districts in Sabah, one of the states in Malaysia, was participated by 108 respondents. Findings show that there is a relationship between the PLC practices and teachers' efficacy but at a moderately high level. However, there is no difference in terms of efficacy level based on the major area of teaching, and the similar outcome obtained from the perspective of subjects being taught. Findings also show that there is a difference based on teaching experiences. Teachers who have been in the service more than 10 years have high level of efficacy compared to those who has less than three years of teaching experiences. Based on the findings, the researcher able to conclude that PLC is part of the teaching and learning culture among the members of the school community while the relationship between the PLC practices and teachers' efficacy is seen as a positive development and has significant role in determining the achievement of schools and the students at large.

Keywords: Professional Learning Community (PLC), teachers' efficacy, education, teaching and learning activity.

Track: Education

The Impact of the Linus Literacy Programme on Reading Ability Skills in Malaysia

Junaida Sanudin, Gunasegaran Karuppannan, Md Rosli Bin Ismail
Open University Malaysia
junaida_san@yahoo.com, gunasegaran@oum.edu.my, mdrosli@oum.edu.my

Abstract

The goal of this study was to determine the variables influencing reading proficiency among Malaysian primary school pupils who participated in the Literacy and Numeracy Screening (LINUS) Program. A total of 108 students were chosen to take part in this mixed-method study. The findings show no significant difference in the proficiency of reading aspects between students in terms of gender. However, the findings proved that students whose parents work in the government sector show better achievement than students from families where their parents working in the private sector. This study also found that students obtained a better command in reading during the post-test was higher than during the pre-test. A qualitative approach is applied to obtain desired data by using observation, interview and document review techniques. The study found that the LINUS teachers used various methods such as demonstrations, instructions, drills and fun learning during teaching sessions while incorporating learning aids; for instance, scan cards and reading kits help students recognise syllables and increase reading ability. Low-income parents, type of occupation, passive LINUS students and frequent absenteeism are among the constraints identified in this study.

Keywords: Education, LINUS programme, literacy, primary schools.

Track: Education

The development and Usage of eBooks in Open and Distance Learning: A Case Study of Open University Malaysia (OUM)

Shahril Effendi Ibrahim
Open University Malaysia
shahril_effendi@oum.edu.my

Abstract

This paper discusses the development and usage of eBooks among learners and academics in one of Malaysia's open and distance learning (ODL) institutions, Open University Malaysia (OUM). The introduction of eBooks as one of information resources in teaching and learning will be discussed. Some challenges, misconceptions and user acceptance on eBooks will also be highlighted. Various eBook acquisition models will be explained in this paper. Finally, the complexity of managing eBook collections such as multiple vendors, multiple platforms and different licenses and digital right management (DRM) will be discussed. The paper will also give more information to ODL institutions which can help them in their decision making process in providing information resources to their learners and academics.

Keywords: eBooks, Open and distance learning (ODL), eBook acquisition model, Academic libraries, eBook acceptance.

Track: Education

Malaysia International Schools Teachers' Perspective on Self-Efficacy When Using Assistive Technology

Choo Bee Giek
Open University Malaysia
bee-giek.choo@gsuitenobel.edu.my

Abstract

In Malaysia, international schools are committed to providing quality inclusive education and access to equal learning opportunities for special educational needs (SEN) students. However, teachers were found to be incompetent in using assistive technology (AT) in their teaching practices. Many studies were conducted in public schools, and only a few were done to uncover teachers' experiences in AT implementation in international schools. This study explores and describes teachers' lived experience of AT implementation by taking an in-depth look at the essence of their perceptions about their self-efficacy. The research questions aimed to explore teachers' perceptions of self-efficacy and the influence of self-efficacy on the use of AT. A transcendental phenomenological research design was selected, and semi-structured interviews were used for data collection. The study results revealed that teachers perceive self-efficacy as the element which drives the willingness to try AT, motivated them to use AT and helped them to persevere in achieving their teaching goals despite facing setbacks in finding the right AT for their students. For the theoretical implications on teachers' use of AT, suggestions on effective ways to build teachers' self-efficacy were discussed.

Keywords: International schools, self-efficacy, assistive technology, special educational needs.

Track: Education

A Quasi-Experimental Study to Assess the Effectiveness of Expressive Arts Therapy on Level of Academic Burnout of Students in Higher Vocational Colleges in Mainland China

Zhang Bo, Azizah binti Abdullah
School of Education, College of Arts & Science, Universiti Utara Malaysia
zhangbo@xmphdss.cn, zyzah@uum.edu.my

Abstract

The academic burnout phenomenon that many students in China's higher vocational colleges experienced. If not addressed immediately, it will interfere with the students' studies. Academic burnout can be alleviated through expressive arts therapy. Objectives of the study are: 1) To investigate the efficacy of expressive arts therapy in psychoeducational group as a means of reducing academic burnout, and 2) To examine the effect of expressive arts therapy after pre-post expressive arts treatment. Material and methods: The study employed a quantitative research methodology with a quasi-experimental, non-equivalent pre-test and post-test control group design. Using a non-probability, purposive sampling method, students between the ages of 18 and 22 with a high level of academic burnout were selected and divided into two groups. The tool adolescent academic burnout scale is utilised for data collection. Through descriptive and inferential statistics, the data was analyzed. The finding showed that in the experimental group, the test p-value is < 0.05, indicating a statistically significant difference between the median pre- and post-test academic burnout scale scores. In the control group, where the test p value is > 0.05, there is no significant difference between the pre- and post-test median scores. Conclusion: The results of the study indicate that expressive arts therapy reduces the level of academic burnout, which has significant implications for the mental health of college students in Mainland China.

Keywords: Expressive arts therapy, academic burnout, students in higher vocational colleges, effectiveness.

Track: Education

Continuous Professional Development for Malaysian English Language Lectures: A Case Study

Farah Abd Yunos
Center for English Language Studies Sunway University, 5 Jalan Universiti, Bandar Sunway, 47500
Petaling Jaya, Selangor, Malaysia
Email: farahnaaza@sunway.edu.my

Abstract

As the teaching profession evolves to meet the nation's expectations of training and producing a capable and competitive future 21st Century workforce, providing teachers with opportunities to undergo continuous professional development (CPD) is imperative to help improve their efficacy as educators and improve students' learning experiences. However, not all CPD programs meet the standards or teachers' expectations, as some programs are too general and fail to meet teachers' needs and expectations. Therefore, this study investigates continuous professional development (CPD) programs in a Malaysian Institution of Higher Education in the Klang Valley. The study focuses on English Language lecturers as they require such programs to attain the teaching skills necessary to comprehend changes in the higher education curriculum, instruction, and assessments. Within a qualitative approach, semi-structured interviews were used to elicit data from thirty-five (35) English as a Second Language (ESL) lecturers at the selected university's Faculty of Education. Out of the thirty-five lecturers, seven (7) participated in the case study, and data was achieved till the saturation point. Generally, the findings suggest that the respondents believed that more CPD programs should be organized regularly in a higher education setting to help improve their competency, teaching and learning skills. They also contended that to enhance CPD participants' engagement, the programs must offer new and relevant content presented by field experts and provide participants with hands on training sessions. In addition, they believe the programs should allow them to be reflective practitioners. Nevertheless, the respondents also stated that their workload prevented them from attending many CPD programs as they had to juggle responsibilities as teachers, administrators, and researchers. Moreover, apart from some programs organized without considering participants' areas of study, they opined that some conferences' fees, especially face-to-face sessions, despite their relevance to their areas of expertise, are too costly. Therefore, these findings hope to contribute to CPD-related research involving lecturers in higher education and provide key information to help stakeholders design effective CPD programs tailored to the lecturers' professional needs.

Keywords: continuous professional development, ESL lecturers, effective CPD programmes, higher education.

Track: Education

The Relationship Between in The Level of Commitment of The Mainstream Teachers with The Assistant Resource Teachers of Inclusive Education Programme in The Interior Region of Sabah

Jeromie Bin Jolly ,Tey Siew Tee, Gunasegaran Karuppannan
Open University Malaysia
jeromie.jolly@ipgm.edu.my, siewtee72@gmail.com, gunasegaran@oum.edu.my

Abstract

This study is aimed at identifying the relationship between the level of commitment of the mainstream teacher with the assistant resource teachers of inclusive education programme in the Interior region of Sabah. A total of 175 respondents were involved in this study involving mainstream teachers who teach special needs pupils in an inclusive class in all secondary schools in the interior region of Sabah. The data were collected through a questionnaire which consisted of 20 items of questions identifying the relationship between the level of commitment of mainstream teachers with the assistant resource teachers in the inclusive education. Reliability of the questionnaire instrument was high with the alpha coefficient of 0.984. The data were analyzed using the Statistical Package for Social Sciences for Windows version 22 (SPSS). Pearson correlation analysis is used to test the relationship between the commitment stage of the mainstream teacher with the Assistant Resource teacher in inclusive education. The findings show that there is a significant correlation between the level of commitment of mainstream teachers with the Assistant Resource teacher in inclusive education programme.

Keywords: Commitment inclusive education ,relationship.

Track: Education

Why and How Home-Schooling Muslim Children Can Be the Best Way to Adhere to the Shari'ah?

Maimoona Begum
Bachelor of Arts in Islamic Studies (BAIS)
International Open University (IOU)
maimoona.162@gmail.com

Abstract

This research intended to seek the reasons why home-schooling Muslim children can be the best way to adhere to the shari'ah. The research further intended to retrieve different methods and strategies as to how home-schooling Muslim children can be done in the best way while adhering to the shari'ah. Moreover, this study also aimed to highlight various challenges faced by Muslim homeschooling families and the solutions applied by them. This research adopted a phenomenological research strategy to carry out deductive qualitative interpretivist research as it satisfies the requirements of understanding the complexities of a home-schooling journey. For accomplishing this research, data were collected through an open-ended qualitative questionnaire survey designed in Google forms which was shared online through the WhatsApp application in home-schooling groups and with home-schooling families. This research made use of NVivo 12 software for an in-depth qualitative thematic analysis. The results of the research showcased that the major reasons for home-schooling Muslim children were to: avoid negative peer-influence, avoid negative topics, controlled atmosphere, family members are role models, good balance between *deen* and *dunya*, focus on Islamic studies, less distractions, no fear of assessment, positive attitude towards learning and to relate everything with Allah. Moreover, the results of the study showed that the best home-schooling for Muslim children can be accomplished through various strategies such as: inculcating Islamic values, providing Islamised education, adopting an Islamic lifestyle, having a controlled environment, providing full parental supervision, protecting from societal evils and reducing peer pressure. Furthermore, the research revealed that Muslim homeschooling parents encountered several challenges and the most common challenges are socializing, attention deficiency, time management, the distraction of household work, peer pressure from school-going children, societal pressure, criticism from others, expensive resources and lack of structure. Each challenge can be tackled by an appropriate solution such as seeking opportunities of socializing in the park or by joining a community group, adopting a relaxed approach, planning ahead, learning to balance housework and homeschooling, communicating, determined on homeschooling, researching enough to

become confident, using online free resources and learning by taking courses to improve. The main objective of this research is to promote home-schooling among Muslim families to safeguard the children so that each one becomes an active member of society and a profound *daee*. The goal is to not only call our Muslim parents towards adherence to the Islamic S*hari'ah* but also to get the kids invested in activities that will pull their hearts towards our religion in a very exciting and entertaining way.

Keywords: Home-Schooling, Islamic Education, Muslim Families, Muslim Parents, Muslim Children, Shariah, Education, Teaching, Learning.

Track: Education

Trends of University Students towards Watching Meaningful Television Series: Turkish Series (Resurrection Ertugrul) as a Case Study

Dr Hazem A. Alsharawi
Palestine – Gaza
Noormoh2008@hotmail.com

Abstract

This research aims to identify the attitudes and motives of university students towards watching the Artegrel Resurrection series on Arab satellite channels. This research uses a questionnaire and interviews. One of the most important findings of the research is that the percentage of viewers of the Ertugrul Resurrection series in general, regularly or irregularly, amounted to 66.7%, 45.4% prefer the Arabic series and 31.6% prefer the Ertugrul Resurrection series. This research also shows that the main motive for watching the Ertuğrul Resurrection series is the pleasant sense of pleasure and benefit from the experiences of previous civilizations by 59.5%. The results also showed that 76% of those who answered (yes) to the question about the character of the hero affect viewers greatly, while the others answered (no). Recommended searches are - Dramatic series should focus on aspects of values and principles and reduce the size of tempting scenes. In events, events should focus on other aspects such as education and guidance through the issues and topics it presents, and The series must continue to instil human concepts and embody them in order to have a positive impact on the observer. The need to bring about a change in the media and its methods in the Arab countries so that people work with their thinking and not follow what they see. They are not herds that are easy to drive.

Keywords: Ertugrul Resurrection series, university students, media effects.

Track: Education

Trends and Standards of University Students' Tendency towards Talent Programs

Dr Hazem A. Alsharawi
Palestine – Gaza
Noormoh2008@hotmail.com

Abstract

This study aims to discuss the attitudes and criteria of university students towards talent programs. Focuses on revealing university students' motivations towards talent programs. Furthermore, the research aims to examine the reasons why students are interested in talent programs. The research also discussed the reasons for the success of entertainment and talent programs compared to other programs The researcher adopted the analytical approach and the sample survey methodology of the Arab university student's community in order to achieve the objectives of the research. The study resulted in the following main points Most of the respondents reported that they watch talent shows 42.28% of the respondents answered "yes", while 19.72% representing 37% of the respondents answered "no" to the same question Acceptance of judges by the audience, especially young people, attractiveness of judges and sense of humor in such programs, attractive studio and creative design of episodes, recruiting program hosts who are able to perform their roles perfectly, simulating reality in many times through episodes, bonuses and grants offered by programs to participants. sample members Recommendations of this research: To conduct competitive programs in a scientific field or in the field of initiatives beneficial to society that have the characteristics of suspense and excitement, and to choose public and influential personalities who have an audience as arbitrators.

Keywords: university students, talent programs, effect media.

Track: Education

Factors of Muslim Woman Entrepreneurs Venture into Islamic Preschool Education Business in Shah Alam, State of Selangor

Dr. Md Rosli bin Ismail
Open University Malaysia (OUM)
Faculty of Education,
Menara OUM, Block C, Kelana Centre Point,
Jalan SS 7/19, 47301 Petaling Jaya.
Selangor Darul Ehsan.
Email: mdrosli@oum.edu.my

Abstract

The balance of demand and supply between Muslim parents (known as demand) and Islamic private preschool education providers (known as supply) has made the preschool education business a sustainable industry today. Muslim women dominate the Islamic preschool industry. However, there should be some reasons for Muslim women to venture into the Islamic preschool education business. Their involvement in the industry is critical for the development of Muslim children in general. As such, this study attempts to answer a one-fold research question – what are the factors of Muslim woman entrepreneurs venture into the Islamic preschool education business? The researchers applied the qualitative method with purposive sampling through in-depth interviews with three (n=3) Muslim woman entrepreneurs in Shah Alam, State of Selangor. All these Muslim woman entrepreneurs do not have qualifications in preschool education, but they were adamant to proceed. The data was examined and then descriptively described. Among others, the findings are the effectiveness of the franchised system, continuous rewards from Allah and business potential. The findings do not represent the whole population of Muslim woman entrepreneurs elsewhere. This study is significant to all stakeholders in Islamic private preschool education – Muslim parents and their children, teachers and Muslim woman entrepreneurs.

Keywords: Muslim woman entrepreneurs, Islamic private preschool, education business, Muslim parents.

Track: Education

Strategic Leadership and Its Impact on School Performance at North West Coast of Sabah

Maulani Diman, Gunasegaran Karuppannan, Amiraa Ali Mansor
Open Univerity Malaysia
maulanidiman2@yahoo.com, gunasegaran@oum.edu.my, amiraa_alimansor@oum.edu.my

Abstract

This study was carried out to identify the impact of strategic leadership on the achievement of school performance in the North West Coast of the state of Sabah from 2017 to 2019. There are ten variables of strategic leadership which are strategic orientation, strategic intervention, strategic translation, core competence, strategic alignment, dissatisfaction with the status quo, acceptance of change, ability to adapt and wisdom of action. A total of 317 teachers were selected as a study sample using structured random sampling. This study involves 28 daily secondary schools in the North West Coast using SPSS *(Statistical Package for the Social Science)* dan AMOS *(Analysis of Moment Structure)*, Cronbach alpha dan analisis pengesahan faktor *(Confirmatory Factor Analysis)* and AMOS, Cronbach alpha and confirmatory factor analysis. The results of the study show that the group of middle leaders showed a high level of support for strategic leadership practices in schools on the North West Coast of Sabah, with a mean of 4.23. The results of the study also show that the five elements of the ability to manage the organization are more dominant than the character element. Even so, for correlation analysis it was found that there is no significant relationship between strategic leadership among school leaders and teachers with school performance for three consecutive years ($r = 0.085$, $p = 0.665$, $r = -0.208$, $p = 0.289$ and $r = 0.044$, $p = 0.822$). With this, it can be concluded that the practice of strategic leadership among school leaders and teachers are not the main factor in improving school performance, especially SPM *(Malaysian Certificate of Education)*.

Keywords: Impact of Strategic Leadership, School Performance and middle leaders in school.

Track: Education

Three-Dimensional Learning Organizational Relationships with Academic Achievement

Juliah bint Matnoor. Gunasegaran Karuppannan, Nor Hasnizam Parman
Open University Malaysia
zuliana9121@gmail.com, gunasegaran@oum.edu.my, nhasnizam.parman@moe.gov.my

Abstract

This study aims to recognize the relationship between the three dimensions of learning organization with the achievement of high school academics in Kota Kinabalu. The three dimensions of learning organization are based on the well-known learning organization model. These three dimensions are comprised of participatory learning, documentation, power reduction, strategic leadership, vague vision, a range of technology systems, organizational structures and assessment and monitoring systems. This study was made in the Kota Kinabalu area involving 22 secondary schools. The population was 150 people consisting of teachers in high school and the sample size was 108. The instrument was delivered using random sampling method which is to give equal opportunity to each population to be selected as respondents. The instrument used was a research question with items selected and adapted from the four modules. The questionnaire used was to measure the variables, namely learning organization relationship as an independent variable of secondary school teachers' satisfaction as a dependent variable. The data obtained were analyzed using the Statistical Package for the Social Sciences Version 21 (IBM SPSS Statistic). The result shows that there is strong relationship between dimensional organizational with academic achievement.

Keywords: Three Dimensions of Learning Organization, Academic Achievement, relationship.

Track: Education

Challenges and Strategies of School Leadership for Effective Online Teaching in SMK Bukit Kepayang During Covid-19

Murugeswary Shanmugam
murugeswary73@gmail.com

Abstract

The purpose of this research is to identify the "Challenges and Strategies of School Leadership in Effective Online Teaching during Covid-19 pandemic." The research focused on two main aspects which are the challenges and strategies of school leadership and effective online teaching during Covid-19 pandemic. A group of ten respondents chosen from 80 teachers and they were randomly chosen and all of them were the school leaders such as Head of Panel, Head of Department, and Senior Assistants from SMK Bukit Kepayang, Seremban, Negeri Sembilan (SMKBK). Qualitative research was conducted, and data were collected using the following methods: interviews, observations, and documents. Each participant in this study engaged in an online in-depth interview. The interviews were structured with 10 semi-structured questions with approximately 50-70 minutes sessions. The study employed a variety of questioning techniques to analyse the roles of school leadership and evaluate the effective online teaching during the pandemic. The challenges and strategies among school leadership contributes to effective teaching especially during pandemic. It examined on how the leadership theory gives effect. For the past two years, during Covid-19 pandemic, school leaders have undergone many challenges to have an effective teaching. Lots of roles were attempted to rectify the problems in school, yet the answer is still elusive. In this commentary, we discuss several reasons for the slow progress. The leadership theory and research has emphasised on strategics used by leadership, and the moderating effects of the situation. We discuss these shortcomings and ways to remedy them too.

Keywords: online, pandemic, leadership, leadership theory, Covid-19, challenges, strategies.

Track: Education

Zeros To Heroes

Puspharani Govindarajah, Gunasegaran Karuppannan, Haniza Mohd. Jabar@Ibrahim
Open University Malaysia
puspharanidass@gmail.com, gunasegaran@oum.edu.my, haniza.ibrahim@moe.gov.my

Abstract

This research is in pursuit of good practical approaches in promoting a healthy mindset among 15-year-old pupils in 3UKM. The problem in this class, many of these pupils demonstrate problem behaviours that negatively impact learning and academic outcomes. In general, teachers are not well prepared to effectively address children's significant behavioural challenges. Pupils in this class are not responsible and accountable for achieving the highest possible standards in work and conduct. Therefore, the class teacher had to device strategies adopted from "the Best in class" intervention practise to transform the mindset of the pupils. Thus the "Zero to Heroes" transformation program. Teacher's, parents', pupils' commitment, trust, pupils' ownership, a system of humane disciplining and rewarding and tender loving touches are essential in this transformation. Praise and feedback, WhatsApp groups of parents and pupils were set up, meetings with parents, negotiations sessions with pupils, interviews with former teachers and parents of the most problematic pupils, establishing boundaries, preparing the physical environment of the classroom for academic purposes and assigning duties to each pupil. Data was collected by teacher's observation, photos, parents text messages, interviews, survey, parent and pupils' meetings as well as collaborative activities with the help of the pupils, parents and the school. Thus, this intervention program intentionally brought drastic changes among children in their classrooms.

Keywords: transformation, mindset, practical approaches, equal opportunity, accountable.

Track: Education

Correlation Between 'Kaedah Tahsin Al-Sowt' and Motivation of Adult Learners in Reciting the Quran

Mohd Rizal Hussin
Wan Mohammad Ubaidillah Wan Abas
Open University Malaysia

Abstract

This exploratory study examines the effectiveness of the *Tahsin Al-Sowt* Method (KTA) in improving the motivation of adult student learners. The objective of this study is to examine adult motivation with KTA method. Mixed method (combining quantitative and qualitative methodology) is used in this study with a sample size of 20 respondents (10 females and 10 males). Questionnaires using Likert scores, correlation coefficient search using Pearson Rank, pre and post KTA scores and interviews with respondents were used to obtain data and information. The study showed that there was a positive correlation with the R value (correlation) of Pearson Rank at 0.3599 from the Likert score findings; and the majority of respondents showed improvement in the field of voice, *tajweed* and *tarannum bi al-Quran*. Findings from other sources such as pre and post KTA reading recordings, pre and post KTA respondents' achievement scores as well as interviews with respondents support these findings. Thus, rejecting the Null Hypothesis. This research is authentically done in Singapore where respondents are not easy to come by and has not been tried or tested elsewhere. With more respondents in major populated and less populated Muslim population, this research could be further explored, repeated and tested of its effectiveness in terms of validity and reliability.

Keywords: *Tahsin al-Sowt* Method*, correlation, *tarannum bi Al-Quran* and motivation.

Track: Education

Factors Influencing Service Recovery Performance Among Educators of Open and Distance Learning in Malaysia: Exploring the Moderating Effects of Educators' Job Experience

Associate Professor Abdul Rahim Mohamed Amin
Associate Professor Dr Shishi Kumar A/L Piaralal
Hidayati Kasuma Abdul Hadi
Open University Malaysia
rahim_amin@oum.edu.my
shashi@oum.edu.my
hidayati@oum.edu.my

Abstract

Service recovery is an essential factor in the organizations towards retaining the learner and this has been agreed as one of the main competitive advantages to survive in business. The COVID-19 pandemic in early 2020 has resulted in education industry being hit all across the world. About 1.598 billion customers were affected and has to stay at home (Aristovnik, Kerzi, Ravselj, Tomazevi & Umek, 2020). The way education is delivered was never the same again. In Malaysia, there is a huge potential customer for enrolment into higher education institutes from 1.3 million in 2016 to 1.6 million in 2023 which suggested that higher education need to adopt distance learning tools to accommodate the rise in the demand. The aim of this study is to look at whether there is a relationship between organizational factor (top management commitment), work resources factors (rewards, training, customer service orientation, empowerment) and work demands factors (emotional exhaustion, effective commitment and self-efficacy) from the perspective of the educators in open and distance learning towards achieving better service recovery performance. Survey questionnaires will be conducted via E-Tutor for open and distance learning institutions in Malaysia. The analysis will be performed by IBM SPSS and PLS-SEM. This research will offer a number of significant suggestions for intellectual and practitioners, particularly in-service recovery area. This study will highlight if organization factors, work resource factors and work demand factors influence service recovery performance by educators in Malaysia.

Keywords: Service recovery, education, open and distance learning organisation factor, top management, customer service orientation, resources factors, effective communication.

Track: Education

Integrating Outdoor Play in Teaching and Learning in Private Preschool in Klang Valley

Hemavartthini Ramadas
anjali018@oum.edu.my
Mahani Abdul Malik
Mahani_abdulmalik@oum.edu.my
Open University Malaysia

Abstract

Outdoor play stimulates broad aspects of children's development better than those found to be engaged in learning indoors. Yet, many factors are hindering the importance of the outdoor learning environment. This study examines the current quality of private preschools' outdoor learning environment and teachers' perceptions of outdoor play integration in teaching and learning in Klang Valley. 56 teachers who were selected using purposive sampling participated in this quantitative research. The instrument used to measure the quality of the outdoor learning environment was adapted from the Head Start Body Start Play Space Assessment (OPSA). Teachers' perceptions of outdoor play integration in teaching and learning were adapted from (Tuuling, Oun & Ugaste., 2018). A pilot study was done to test the instrument's reliability, and the Cronbach alpha value was ($\alpha = 0.811$). Results indicated that the quality of private preschools' outdoor learning environment is averagely satisfying. The teachers' perceptions showed that they considered outdoor learning to be a purposeful one. Pearson Correlation Coefficient, *r,* was used to measure the relationship between teachers' level of education and their perception of outdoor play integration. The relationship was moderately correlated, with an *R-value* of 0.405.

Keywords: Quality, Outdoor Play, Perceptions, Constructivist Theory and Reggio Emilia.

Track: Education

Equitable Learning Community: Interpretative Phenomenological Analysis on a Muslim in the B40 Segment During the COVID-19 Pandemic

May-Ann Chew
Open University Malaysia
Md Rosli Ismail
Open University Malaysia

Abstract

Promoting an equitable learning community in higher education driven by digital technological changes among the Bottom 40 household income segment (known as the B40 group) is still inadequate, especially when the world is rapidly moving toward globalisation. Based on the interpretative phenomenological analysis (IPA), this paper attempted to interpret the lived experiences of a Muslim adult learner (key informant) of the B40 group in the Klang Valley who completed a hybrid leadership programme during the COVID-19 pandemic. The interpretive lived experience revealed that the key informant's self-regulated learning skills, social presence, and the leverage of instrumental social capital attributed to the attainment of her diploma. The achievement was significant despite the immense challenges over an extended period of uncertainty regarding social and economic factors, which the informant made exceptional efforts to succeed. The informant would remain in the low social class position without her initiative to set goals, self-regulate her learning, and persist while supported by a social network has significantly contributed to her learning accomplishment. Hopefully, the knowledge shared will be of practical use to curriculum designers and encourage educators to focus on the success factors.

Keywords: B40 Learner, Self-regulated learning, social presence, social capital.

Track: Education

Quality of Educational Environment for Young Children: A Study of Educational Environment of Pre-Schools in Malaysia

Kunavathi Jaya
kuna_jaya@oum.edu.my
Mahani Abdul Malik
Mahani_abdulmalik@oum.edu.my
Open University Malaysia

Abstract

A high-quality learning environment must be well-organized, safe, and secure. Children should feel at home in the setting, which will make it easier for them to study. The setting should be adaptable enough to accommodate the demands of various young students. This study aims to investigate and propose a quality educational environment in pre-schools in Malaysia. Physical environment of pre-schools has significant impact in learning and development in children. The lack of emphasis on providing a quality learning environment by pre-school operators is a concern for the Ministry of Education and the stakeholders. Findings are hoped to create school readiness among young children through providing a healthy, intellectually stimulating and safe learning environment in pre-schools in Malaysia. Quantitative and qualitative approach were undertaken to support this investigation. Local and international journals on a variety of pre-school related topics were reviewed. Physical environment of most pre-schools in Malaysia lack space, resource, learning tools and man-power to engage children in a stimulating learning environment especially in rural areas. Schools that are operated in shop lots offers limited space for activities thus keeping young children in a confined area. By providing for lots of movement and a wide range of activities in the planned environment, the early childhood setting can be designed to allow the child to employ learning and exploring autonomously to the maximum extent feasible.

Keywords: Physical Pre-school Environment, School Readiness, Preschool Education in Malaysia, Quality Educational Environment.

Track: Education

Adult Learners Technology Readiness: An Experience Of Open University Malaysia

Mohd Lokman ABDULLAH
Faculty of Education, Open University Malaysia
Sya Azmeela Shariff
Razak Technology & Informatic Faculty, Universiti Teknologi Malaysia
Zahari Hamidon
Centre for Learning Technology, Open University Malaysia

Abstract

E-learning has become an important impetus in the learning process today. Effective learning requires a high level of technological readiness among learners to make educational activities more meaningful. The dimensions of technological readiness consist of optimism, innovation, discomfort and uncertainty. This study aims to investigate the level of technology readiness among adult students and its relationship with the actual use of technology in the online learning system implemented at the Open University Malaysia. Stratified and simple random sampling is used to select respondents with a predefined demographic profile. Data are collected using a questionnaire inspired by the Technology Readiness Index (TRI) and the Technology Acceptance Model (TAM). Descriptive statistics provide basic information on the level of technology readiness. In addition, the relationship between the independent variable of technology readiness and the dependent variable of actual technology use is observed by Pearson's correlation statistics. The aim of this study is to better understand how adult learners use e-learning and to assist Malaysian stakeholders and e-learning institutions in doing so.

Keywords: E-learning, technology readiness, actual use of technology.

Track: Education

Educational Clouds: A New Trend for E-Learning in India

Mohd Saleem Bhat[1]
Department Of Information Technology, International Open University-The Gambia
Saleem.butt@iou.edu.gm
Tahir Mujtaba[2]
Kwintech R Labs Kashmir India
mtahir@kwintech-rlabs.org

Abstract

Cloud computing is a new paradigm in the world of Information Technology Advancement. Cloud computing provides a shared pool of computing resources that can be rapidly and elastically provisioned and released based on users' demand to serve a wide and constantly expanding range of information processing needs. Cloud Computing affects people, process and technology of the enterprise. Due to its tremendous advantages this technology is maturing rapidly and is being adopted in many applications including government, business, and education. Just to introduce how the cloud deserves a place in our current education institution, it's important to reiterate the education philosophy. In this paper, we study how cloud computing can benefit e-learning education in India. We discuss the cloud computing educational environment and explore how universities and institutions may take advantage of clouds not only in terms of cost but also in terms of efficiency, reliability, portability, flexibility, and security. We present several case studies for educational clouds introduced by popular cloud providers which reflect the increasing interest in this new trend. We also discuss future challenges to cloud education.

Keywords: Cloud Computing, E-learning, Online Learning, Web-based Learning, Utility Computing, Learning Management Systems, Distance Learning, Education Systems.

Track: Education

Instilling Islamic Values in The Malay Language Educational Process

Cik Norazlina Mohamad
Open University Malaysia
Kelana Centre Point, Menara OUM
Block C, Jalan SS7/19
47301 Petaling Jaya, Selangor
Email: norazlina_mohamad@oum.edu.my

Assoc. Prof. Dr Adenan Ayob
Universiti Pendidikan Sultan Idris
35900 Tanjong Malim
Perak Darul Ridzuan
Email: adenansamsung@gmail.com

Abstract

Education in this new century needs dynamic changes from a pedagogic point of view. Pedagogy based on standard primary and secondary school curricula needs to be interwoven with the aspiration of universal moral values of Islam. The best secular education is still the main support in the current education process for the survival of language civilisation based on a strong foundation in Islam. There are many aspects that need to be researched in dealing with educational problems by examining from the perspective of Islam and language that lead to efforts to produce *madani* (civilised) people. Research needs to prioritise thoroughness on the importance and way of instilling to measure the essence of 'instillation' (Ahmed Al Shlowiy, 2019). This study aims to examine the instillation of Islamic values in the Malay language educational process. The first objective of this study is to identify the importance of Islamic values being instilled in the Malay language educational process. The second objective is to analyse how Islamic values are instilled. The method of text analysis is used in this study by focusing on dominant scientific materials, especially journal articles. The research data was analysed analytically based on the views of Perakyla (2005) which is directed to the verbatim code of importance and the way of instillation. The results of the study show that the instillation of Islamic values in the Malay language educational process can improve pedagogy from the point of view of promoting the sustainability of highly innovative, creative, and critical learning. The results of the study also show that the core of the Malay language education curriculum needs to be integrated with the value structure through the strength of the philosophy of Islamic *taqwa* in a controlled physical, emotional, spiritual, and intellectual context. This study provides implications for the development of intellect and virtue from the aspect of *madani* education.

Keywords: Instill, Islamic values, Malay language, educational process.

Track: Multi-disciplinary

Analysis of the Smart Logistics and Supply Chain Management Development Trends in the age of the Internet of Things (IoT)

Kazi Mohiuddin, College of Transportation and Communication, Shanghai Maritime University, Shanghai 200135, China. Email: kazimohiuddin.contact@gmail.com

Md Nadimul Akram, School of Energy and Environment, Southeast University, Nanjing 210096, China. Email: nadim.akram684679@gmail.com

Marufa Easmin Shormi, School of Social Science, Khulna University, Khulna 9208, Bangladesh, Email: 211526@ku.ac.bd

Abstract

The Internet of Things (IoT) refers to using the Internet and various intelligent sensing devices to connect people, things, and data and then to realize the network hub of digitization, intelligence, visualization, and remote management. In applying the Internet of Things technology, the target object can be accurately identified without human participation, and comprehensive, threedimensional attribute information can be obtained so that the target object can quickly interact with other devices; the key to using IoT technology includes three aspects. Internet of Things technology and logistics supply chain management can use intelligent methods to achieve more convenient and efficient interaction and integrate people, things, information, and theory into practice. This paper focuses on the data integration of supply chain management and logistics technology with the core technologies of its application. It analyzes the optimization impact of IoT technology applications on logistics and supply chain management. The intelligent logistics supply chain management mode will be improved further with the rise of the Internet of Things technology and continuous optimization and improvement.

Keywords: Smart Logistics, Supply Chain Management, Development, IoT.

Track: Multi-disciplinary

Omnipresence of cameras and normalisation of surveillance in Malaysia: Empowerment or abuse?

Yvonne Hoh Jgin Jit
Universiti Tunku Abdul Rahman (UTAR), Malaysia
hohjj@utar.edu.my

Abstract

Surveillance is traditionally associated with negative authoritative monitoring and control manage society. It is often viewed as an invasion of state authority that disregards citizens' right to privacy. However, ongoing technological advancements in networked, mobile and digital technologies now facilitate social transformations in surveillance. Beyond state and corporate surveillance, individual users of mobile and digital technology can also now engage in surveillance. With the ubiquitous existence of smartphones with cameras in the hands of majority of people in the world, users are constantly at the mercy of cameras everywhere. This paper outlines the increasing comfort in the use of cameras in both public and private spaces leading to the exposure of individuals to casual and social surveillance that does not merely subject individuals to scrutiny but also offers opportunities for empowerment because of that scrutiny. With this scrutiny, users engage in utilising their ability to take photos and videos of others and exposing alleged wrongdoings. The growth of cancel culture and doxing has also become a cause of concern which leads to the discussion of whether social surveillance is empowering users to expose wrongdoings and injustices or encouraging an expansion of surveillance activities which could be easily abused. Through examining the growth and accessibility in mobile technology, this paper will discuss Malaysians and their exposure to surveillance and comfort in accepting and making use of surveillance in its various forms.

Keywords: Social surveillance, normalisation of surveillance, empowerment, mobile technology.

Track: Multi-disciplinary

Ginger (*Zingiber officinale* Roscoe cv. Bentong) essential oil phytochemical profiling, antimicrobial activity, and mechanism of action against *Burkholderia glumae*

Mahesh Tiran Gunasena [1,2*], Syazwan Afif Mohd Zobir [1], Mohd Zobir Hussein [3], Asgar Ali [4], Mohd Aswad Abdul Wahab [1] Abdulaziz Bashir Kutawa [1,5], Amara Rafi [1] and Khairulmazmi Ahmad [1,6,7]

[1] Department of Plant Protection, Faculty of Agriculture, Universiti Putra Malaysia, Serdang 43400, Malaysia

[2] Grain Legume and Oil Crop Research and Development Centre, Angunakolapelessa 82220, Sri Lanka

[3] Institute of Nanoscience and Nanotechnology, Universiti Putra Malaysia, Serdang 43400, Malaysia;

[4] Centre of Excellence for Postharvest Biotechnology (CEPB), School of Biosciences, University of Nottingham Malaysia, Semenyih 43500, Malaysia;

[5] Department of Plant Science and Biotechnology, Faculty of Life Science, Federal University Dutsin-Ma, Dutsin-Ma 821101, Nigeria

[6] Institute of Plantation Studies (IKP), Universiti Putra Malaysia, Serdang 43400, Malaysia;

[7] Institute of Tropical Agriculture and Food Security (ITAFoS), Universiti Putra Malaysia, Serdang 43400, Malaysia

* Corresponding Autor's Email: gs57269@student.upm.edu.my

Abstract

Essential oils protect plants from pathogens, and because they are natural, there is a lot of interest in using them as antimicrobial agents. This study aimed to identify the phytochemical constituents of ginger essential oil (GEO), as well as their antimicrobial activity and mode of action against *Burkholderia glumae* (Bg). GCMS and FTIR spectroscopy were used to investigate their volatile active compounds (AIs). A total of 45 phytochemical components were identified, with Geranial, 1,8-Cineole, Neral, Camphene, α-Zingiberene, and α-Farnesene being the most prevalent. Furthermore, monoterpenes were discovered to be the most dominant terpenes in GEO. The diameter zone of inhibition values in antibacterial activity ranged from 7.1 to 15 mm depending on the concentration tested. In addition, the MIC and MBC values were 112.5 µl/ml. 1xMIC treatment resulted in faster killing time and lower membrane potential than 0.5xMIC treatment. The observations from various images led to the conclusion that GEO's mode of action affected the cytoplasmic membrane, causing it to lose integrity and increase permeability. As a result of the antibacterial study and mechanism of action, GEO is very effective at suppressing the growth of *B. glumae*.

Keywords: Antimicrobial activity, *Burkholderia glumae,* Ginger essential oil, Phytochemical.

Track: Multi-disciplinary

Exploring Football Fandom and Fidelity of the "Twelfth Man"

Mok Sew Kuen
Universiti Tunku Abdul Rahman
moksk@utar.edu.my

Abstract

This study explores the significance of social identity theory in explaining the routine and habitual processes of fans' life in becoming football fans. Enhancing an understanding of the fans and essential connections between fandom, fidelity, and football is paramount to further understanding how fandom is practised and leads to understanding how fandom works. Meanwhile, Malaysia Super League offers an exciting platform to examine fans' mundane experiences watching and supporting football. Through focus group analysis, general psychographics of football fans, their fandom patterns and practice will be identified, and at the same time, explore how fandom and fidelity are created. The results support that football fans attain a feeling of vicarious achievement through being identified and loyal fans. The more identified a football fan is, the more likely they will find ways to demonstrate their fandom and fidelity publicly, for example, attending live matches at the stadium, wearing the jersey, and purchasing the branded merchandise of the club.

Keywords: Fandom, fidelity, fans, social identity, vicarious achievement.

Track: Multi-disciplinary

Molecular Characterization of Staphylococcus Aureus Isolated from Infected Wounds in Nigeria: A Systematic Review

Abdul-wahid Bello
Faculty of Pharmaceutical Sciences
Ahmadu Bello University, Zaria, Nigeria
Email: Belloabdul89@gmail.com

Abstract

Studies were identified in which various molecular characterization techniques were used to detect virulence genes, toxin genes, antibiotic resistance genes, genotypes and clonal complexes of S. aureus isolated from wound infections.Pubmed, Web of science, Scopus, African Journals online and Google scolar were searched between 2000 and 2018 for studies conducted on molecular characterization of Staphylococcus aureus isolated from patients with infected wounds. 51 full-text articles were assessed for eligibility after which 21 studies were included in the systematic review. The methods of gene detection in the included studies was mostly by polymerase Chain Reaction (PCR). Genotyping of S. aureus isolates mostly from wounds using various methods such as SCCmec typing, PFGE, MLST, Spa typing, Agr typing and BURP analysis. DNA microarray by hybridization and plasmid DNA analysis was done in some of the included studies. In the different sub regions of Nigeria in which studies were done, the mec A gene, nuc gene, were detected by PCR and also the toxin genes; lukPV, tst, hemolysin alpha and delta genes (hla, hld), icaA, fnbA. The common Spa types all over Nigeria are t037, t318, t064, t084, t318. The antibiotic resistance genes detected are aaCA-aphD (Aminoglycoside resistance), ermA (erythromycin resistance) and tetK and tetM (tetracycline resistance). The sequence types (STs) detected all over Nigeria are: ST88, ST30, ST8, ST152, ST121. PFGE types detected are PFGE type 2, PFGE type 14. Staphylococcal Cassette Chromosome mec; SCCmec type I, II, III, IV, V were discoverred in Nigeria. Plasmids of various molecular weights were detected from wounds in some parts of Nigeria. Clonal complexes common all over Nigeira are: CC1, CC30, CC121, CC5, CC15, CC8. The accessory gene regulator types are agrI, agrII, AGRIII, agrIV. Capsule types detected are Capsule type 5 and capsule type 8. There is a high rate of wound infections caused by S. aureus in Southern Nigeria. The isolates causing these infections were discovered to possess virulent genes which enable them to be transmitted in hospitals and communities. Isolates that are mec A gene positive possess the most virulent factors.

Keywords: Molecular Characterization, S. aureus, wound infection, Genotyping.

Track: Multi-disciplinary

The Perception of Manufacturing Studies Learners Towards a Fully Online Approach in Knowledge Transfer at Open University Malaysia (OUM)

Ts. Mohd Tajuzzaman Hassanor
Open University Malaysia
tajuzzaman@oum.edu.my

Sharifah Rosfashida
Open University Malaysia
rosfashida@oum.edu.my

Azmi Bin Che Leh
Open University Malaysia
azmi_cheleh@oum.edu.my

Abstract

The closure of educational activities in the Malaysia due to the ongoing COVID-19 pandemic resulted in an unplanned shift from traditional learning to a setup that exclusively involves digital teaching and learning. Within this context, the study aims to explore undergraduate manufacturing students' perceptions regarding the acceptance and the effectiveness of synchronized online learning at Open University Malaysia (OUM), Malaysia. Various pedagogical methodologies have shown efficacy in enhancement of engineering education including active learning (Lima RM,2017), flipped classroom (Bishop JL, 2013) and project-based learning (Mills JE, 2003). Over the last decade, online education has become a viable component of higher education in engineering subfields such as electrical and computer engineering, computer science and information technology especially at the master's or post-graduate level (Martínez PJ, 2019). As an Open Distance Learning (ODL) institution, teaching and learning in OUM had been conducted in blended learning mode. Learners study online using the Myinspire learning platform and attended face-to-face classes with the lecturers at the university's learning centres. Due to the Covid19 outbreak, OUM had introduced the fully online teaching and learning mode and replace physical meetings with virtual synchronies meeting through Google-Meet. As a university for all, OUM have been operating Bachelor of Manufacturing Management with Honours (BMMG) which are in much demand. With the changes taking place, this program is currently offered fully online with virtual Google-Meet meeting and take-home exams.

Keywords: Open Distance Learning, Fully online mode, Manufacturing students.

Track: Multi-disciplinary

A Review on The Assessment of Soil Characteristics Variability: Enhancement of Offshore Shallow Foundations Performance Predictions

Rohani M.J., Raziana Che Aziz , P Rajesh Kumar
Open University Malaysia
joehanr@petronas.com / rajesh@oum.edu.my / raziana@oum.edu.my

Abstract

This concept paper reviews the uncertainties of selected index soil parameters based on actual on-site data from Offshore Malaysia. The soil data is assessed using statistical methods showing the effect of the variation of the soil density data to the shallow bearing capacity results. Descriptive Statistics is applied to the characteristics for two locations to provide baseline soil information. Regression method is then applied to provide quantifiable measurements of uncertainties to the soil shear strength parameter via Risk Index (RI). An enhanced framework for purpose of site-specific assessments of Jack Up is proposed based on quantification of uncertainties to selected Lower Bound soil shear strength data. The RI can be used to represent spudcan penetration prediction error margins. This study aims to quantify RI of a particular location to manage stochastic uncertainties of soil characteristics to offer an innovative fit for purpose approach via using probabilistic means for safer yet cost effective offshore shallow foundation installations.

Keywords: Shallow Foundation, Probabilistic Methods, Analytics.

Track: Multi-disciplinary

Expressive Arts Inspiration Protocol: Searching the Soul to Enhance Psychological Well Being

Azizah Abdullah, PhD
School of Education, College of Arts & Science, Universiti Utara Malaysia
zyzah@uum.edu.my

Abstract

Words are necessary for therapeutic process, however unnecessary sufficient to break the unconscious. For some people, verbal therapy becoming a daunting task to explore hidden issue at a deeper level. Therefore, we need a more concrete and wider medium for self-expression, exploration, revealing and healing. For the purpose of searching the soul, by expanding creativity, intuitive, imaginative ability, the powerful transformation takes place that leads to fact-findings, and unexpected insight awareness. This qualitative study, funded by Ministry of Higher Education of Malaysia, collaborated with Islamic Council and various agencies attempted to develop Expressive Arts Inspiration protocol (EAIP) to enhance psychological well-being. EAIP serves as platform for soul`s searching and self-introspection. The project is a special application that integrated Islamic and spiritual values to expressive arts practices. Selected innovative creative materials used for this study including) Imagery and Creative Cards, 2) Quotes from Al-Quran, 3) Themes drawing and painting, 4) Islamic and spiritual motivational and inspiration words. The finding indicated that participants gained greater understanding of the EAIP that focus on self-expression, self-exploring, self-awareness, self-discovery, self-healing, and refining their mind, soul, emotion and cognitive in improving psychological well-being. In addition, the finding emphasized on the therapeutic power of EAIP for psychological therapies and psychoeducational purpose. Moreover, this study will be extended to Arts for the Blue`s project with Edgehill's University, United Kingdom and World Health Organization (WHO), blending together Western and Eastern practices.

Keywords: Expressive Arts Inspiration Protocol, Searching the soul, Islamic Arts Therapy, Symbolization process, Self-Introspection.

Track: Multi-disciplinary

Forensic Arts Therapy Approach for Self-Regulation and Personality Development in Correctional Institutions

Aminuddin Ibrahim Lastar[1], Azizah Abdullah (PhD)[2], and Abdul Razak Abd Manaf (PhD)[3]
[1]Faculty of Psychology and Education, Universiti Malaysia Sabah
[2]School of Education, College of Arts & Science, Universiti Utara Malaysia
[3]School of Applied Psychology, Social Work and Policy, Universiti Utara Malaysia
E-mail: aminuddin@ums.edu.my[1], zyzah@uum.edu.my[2], a.razak@uum.edu.my[3]

Abstract

Forensic arts therapy (FAT) is relatively new in practice and its application in correctional institutions. This paper is focused on the introduction of Forensic Art Therapy for Self-Regulation and Personality Development (FAT-SRPD), and its procedure on adolescents residing in the correctional institutions in Malaysia. FAT-SRPD is divided into two distinctive phases which are investigation stage and intervention stage. The objectives of this FAT-SRPD approach in the correctional institutions is to encourage development of positive behavioral by managing self-regulation; and to inspire the development of better personality. The expected results from this approach would be shown by decreasing in participants' obliteration, infringement, reactive, and resistance attitudes that will be measured by Aggressive Behavioural Scale (AGBS); capable of developing internal strength through self-regulation which involving the aspects of goal attainment, mindfulness, self-adjustment, proactiveness, and goal setting measured by Short Self-regulation Questionnaire (SSRQ); and development of better personality in the aspects of identification of commitment, commitment making, exploration in breadth, and rumination of exploration measured by Dimension of Identity Development Scale (DIDS). It is also expected that FAT-SRPD could be used widely as an alternative approach in art therapy at the correctional institutions in the future.

Keywords: forensic arts therapy; self-regulation; personality development; correctional facilities.

Track: Multi-disciplinary

E-Filing Issues and Challenges for Malaysian Sole-Proprietor in The Perspective of Tax Consultant

Azizi@Hamizi Hashim[1], Arina Nabilah Abd. Latif[2], Noor Hasimah M. Yacob[3], Sabariah Jamaluddin[4] & Anis Barieyah Mat Bahari[5*]

[1, 2, 3, 4 & 5]Faculty of Accountancy, Universiti Teknologi MARA Cawangan Pahang, MALAYSIA
azizih@uitm.edu.my, nabilahlatif@uitm.edu.my, noorhasimah@uitm.edu.my, sabariahj@uitm.edu.my, anisbarieyah@uitm.edu.my
*Corresponding author

Abstract

E-filing has become a preferred method for most entrepreneurs in Malaysia since the introduction of e-filing in 2006. However, business community especially sole proprietor face many issues and challenges in fulfilling their tax obligation via e-filing. This study attempts to examine the issues and challenges faced by sole trader in Malaysia. This study uses qualitative methods in collecting research data. Interviews were conducted with 5 research participants who have knowledge of e-filing in Malaysia. Hopefully, the findings of this study will provide insights in relation to issues and challenges for Malaysian sole-proprietor in e-filing, especially for policy makers and relevant regulatory bodies.

Keywords: E-filing, Sole Trader, Issues and Challenges, Tax Consultant, Tax Obligation.

Track: Multi-disciplinary

The Application of Fuzzy Delphi Method in Content Validity Analysis

Mohd Azli Jailani[1], Chong Kim Loy[2]
[1]Faculty of Social Sciences and Humanities, Open University Malaysia,
47301 Petaling Jaya, Selangor, Malaysia
mohdazli_jailani@oum.edu.my
[2]UNITAR Graduate School, UNITAR International University,
47301 Petaling Jaya, Selangor, Malaysia
chong@unitar.my

Abstract

This study aimed to explore an alternative approach to testing the content validity of an instrument. For this reason, a newly developed counselling needs assessment instrument was used to quantify the 16-panel experts' agreement. The instrument has 126 items, and the Fuzzy Delphi Method (FDM) was used to verify the panel experts' consensus on the instrument's content validity. The results have shown that out of 126 items, two items, item 62 and item 115, were discarded from the list as the items scored less than 0.5 of the defuzzification threshold value.

Keywords: Content validity, counselling assessment, Fuzzy Delphi Method.

Track: Multi-disciplinary

A Digital Self-Efficacy Intervention Module for Risky Behaviours Amongst Zoomers

Joyce J.S. Yong, Mohd Tajudin Ninggal, and Amiraa Ali Mansor
Faculty of Social Sciences and Humanities, Open University Malaysia.
joyceshan@oum.edu.my

Abstract

Youths' engagement in risky behaviours has become a public health concern and contributed both to physical issues and the psychological well-being of youths in the nation. This study proposes approaches in addressing risky behaviours amongst Zoomers (Generation Z) by developing a digital self-efficacy module in developing Zoomers' self-efficacy skills in effective decision-making in relation to risk-taking behaviours. This self-managed digital self-efficacy module could also potentially serve as an added value to mental health associates, teachers, parents, policy makers, and anyone who works closely with individuals from the Zoomers generational cohort. The study involves two phases. In Phase 1, data on the module development will be collected from semi-structured interviews with seven Zoomers participants. In Phase 2, a total of 400 Zoomers will be selected to use this digital self-efficacy intervention module. Upon completion of the module in the second phase, participants will be asked to provide their feedback on the effectiveness of the module. Measurement of Zoomers' propensity to leave risky behaviours and perceived self-efficacy will also be done. This study could help to expand new findings which is cohort-based and includes a wholesome intervention plan that meet the needs of Zoomers in reducing present and future risk-taking behaviours.

Keywords: Digital Module Development; Risky Behaviours; Self-Efficacy; Zoomers.

Track: Multi-disciplinary

Factors Influencing Behavioral Intention in The Use of Non-Fungible Tokens (NFT) in Malaysia

Foong Mun Sum
Open University Malaysia
Email: msfoong85@oum.edu.my

Assoc. Professor Dr Shishi Kumar Piaralal
Open University Malaysia
Email: shishi@oum.edu.my

Ashly Chan Sri Rahayu
Open University Malaysia
Email: chansri@oum.edu.my

Abstract

Digitalization accelerated its pace of adoption across all industries due to Covid-19 pandemic. A paradigm shift from conventional business models will be carried on by new technologies such as Blockchain, Non-Fungible Token (NFT), and Web 3.0 including Metaverse that came into our lives with the rise of digitalization. The technology of blockchain particularly NFTs is considered as a new platform to communicate with followers and decentralization of distribution power due to its new and unique approach that is driven by scarcity that are opening up new opportunities for brands and the creative industries as the pioneers of digitalization. The main objective of this research is to investigate the factors namely perceived usefulness, perceived ease of use, perceived privacy and security together with perceived trust on the Malaysians' behavioral intention in the use of NFTs while taking technological adoption into considerations. The quantitative research approach is applied in this research, and the data will be gathered via the online self-administered questionnaires from the target respondents in Klang Valley, Malaysia since majority of them are residing in an urban region. The data will be collected using probability sampling, and the sample will be chosen based on a systematic random sampling (SRS) for this research. Pearson Correlation analysis and multiple linear regression analysis will be applied in this research using IBM SPSS as the analytical tool to assess and support the hypotheses regards to the significance level on the Malaysian's behavioral intention in the use of NFTs.

Keywords: Blockchain, Non-Fungible Token (NFT), Technology, Behavioral Intention, Perceived Usefulness, Perceived Ease of Use, Perceived Privacy and Security, Perceived Trust.

Track: Multi-disciplinary

Confidence Level and Technology Adoption in Oil & Gas Industries in Bahrain

Associate Professor Abdul Rahim Mohamed Amin
Associate Professor Dr Shishi Kumar A/L Piaralal
Hidayati Kasuma Abdul Hadi
Rahim_amin@oum.edu.my
shashi@oum.edu.my
hidayati@oum.edu.my

Abstract

Service recovery is an essential factor in the organizations towards retaining the learner and this has been agreed as one of the main competitive advantages to survive in business. The COVID-19 pandemic in early 2020 has resulted in education industry being hit all across the world. About 1.598 billion customers were affected and has to stay at home (Aristovnik, Kerzi, Ravselj, Tomazevi & Umek, 2020). The way education is delivered was never the same again. In Malaysia, there is a huge potential customer for enrolment into higher education institutes from 1.3 million in 2016 to 1.6 million in 2023 which suggested that higher education need to adopt distance learning tools to accommodate the rise in the demand. The aim of this study is to look at whether there is a relationship between organizational factor (top management commitment), work resources factors (rewards, training, customer service orientation, empowerment) and work demands factors (emotional exhaustion, effective commitment and self-efficacy) from the perspective of the educators in open and distance learning towards achieving better service recovery performance. Survey questionnaires will be conducted via E-Tutor for open and distance learning institutions in Malaysia. The analysis will be performed by IBM SPSS and PLS-SEM. This research will offer a number of significant suggestions for intellectual and practitioners, particularly in-service recovery area. This study will highlight if organization factors, work resource factors and work demand factors influence service recovery performance by educators in Malaysia.

Keywords: Service recovery, education, open and distance learning organisation factor, top management, customer service orientation, resources factors, effective communication.

Track: Multi-disciplinary

Perceived Burden among Male and Female Family Caregivers of Hemodialysis Patients: A Survey-Based Cross-Sectional Study

Dr Rashidah Shahruddin
Programme Director for Doctor of Nursing, Open University Malaysia
Faculty of Technology and Applied Sciences
Email: rashidah58@oum.edu.my

Noor Izatullelmy Mat Saad
CEO Heamodialysis Centre Yakin Jaya, Melaka.
Email: aemyarielabadie@oum.edu.my

Yee Bit-Lian
Programme Director for Bachelor of Nursing with Honours, Open University Malaysia
Faculty of Technology and Applied Sciences
Email: yeebitlian@oum.edu.my

Abstract

This study examines the quality of life among male and female caregivers of hemodialysis patients. Literature focused on the caregivers of haemodialysis patient quality of life in Malaysia is notably lacking. This study used the SF36 health survey among caregivers of hemodialysis patients. The Zarit Burden Interview (ZBI) is a 22-item instrument for measuring the caregiver's perceived burden of providing family care. This study highlights the impact of difficulties and challenges faced by close family members and caregivers who had a spouse relationship with the patient (60.02 ± 8.85) and significantly more burden feeling compared to the caregiver who had a children relationship with the patient (56.08 ± 9.61). A negative relationship between caregiver burden and quality of life ($r(196) = -.174$, $p = .015$). $= .015$), when the percentage of burden among the caregivers is high, their quality of life should be low. Caregivers who are at the primary level of education (60.28 ± 7.90) have significantly more burden as compared to those at the secondary level of education (55.97 ± 10.04), (Mean Difference $= 4.31$, $p = .012$). The overall difference between male and female caregivers in terms of their bodily pain percentage ($U = 4375.5$, $Z = -2.135$, $p < .05$), with female caregivers (Median $= 63$) have a significantly lower quality of bodily pain as compared to male caregiver's (Median $= 72$).

We conclude that there is a significant burden and lower QOL for couples than children as caregivers in various aspects of their lives and that females need social support to help them deal with the duties and responsibilities of caregivers.

Keywords: Quality of Life, Caregiver, Hemodialysis Patient, Caregiver Burden.

Track: Multi-disciplinary

Nursing Training and Competency Level of Young Nurses in Malaysia

Dr Siti Fatimah Binti Md.Shariff
Post Graduates Centre, University of Melaka
Email: sitifatimah@unimel.edu.my

Assoc. Professor Dr Mohd Yusof bin Abdullah
Faculty of Language and Education, University of Melaka
Email: myabdullah@unimel.edu.my

Abstract

In Malaysia, nursing training involves Health Training Institutions of the Malaysia Ministry of Health, Public Universities and Private Higher Education Institutes. Nursing training involves three main components consisting of teaching and learning, simulation and clinical training components. This study aims to identify the experience of young nurses during nursing training that focuses on the clinical training component towards competency level of young nurses in Malaysia using non-experimental quantitative methods in a cross-sectional survey with a simple random sampling method. Stratified approach were used for respondents selection process with purposive sampling following Krejcie and Morgan's sampling technique guidelines. A survey of 661 respondents using questionnaire as research instrument SPSS descriptive statistical analysis was performed to explain the profile of the respondents Interpretation of the mean score is used to determine the level of clinical training and the level of competence of young nurses who have undergone a nursing training in selected Malaysia nursing training institution.Inferential statistics namely t-test, correlation and multiple regression analysis are used to test the research hypothesis. The results of the analysis show that the level of Clinical Training and Competence of Young Nurses is at a high level. A One-Way ANOVA test was performed to test the hypothesis proving a significant difference in the level of clinical training different according to the place of nursing training. Scheffe's analysis showed that the level of clinical training at the Training Institute of the Ministry of Health Malaysia was better than the Public University but the same as the level of training at the Institute of Private Higher Education. The level of clinical training in Public Universities and the level of training in Private Institutes of Higher Education are the same. There is no difference in the level of competence of young nurses based on the place of training.

Keywords: Clinical Training, Competence, Young Nurses.

Track: Islamic Studies

Examining the Assertion that the 'Hijab' Sexualizes Children and the Experience of Muslim Girls Wearing *Hijab* in 21st Century UK

Mohammed Mizanur Rahman
Department of Islamic Studies
International Open University
Email: mizaan241018@gmail.com

Abstract

This research seeks to examine assertions by Amanda Spielman, UK chief school inspector, that expectations on young girls to dress in *Hijab* sexualizes them. Spielman instituted a 2017 policy of interrogating prepubescent schoolchildren about *Hijab*. The research further explored the impact of *Hijab* on girls' lived experiences in the UK. Spielman's interviews, speeches, reports, along with contemporaneous events, global conflicts, and government policies were examined for context. Islamic scripture from the Qur'an, traditions of Muhammad ﷺ and scholarly exegesis on the topic were reviewed. Census data, conception data and government data on sexualization of schoolgirls were also analyzed for trends related to *Hijab*. The study found little evidence to support Spielman's assertions on sexualization by *Hijab*. Islamic scripture was found to consistently oppose and mitigate the sexualization and abuse of girls. New primary data was obtained through 150 survey interviews, predominantly of *Hijab*-wearing women on their experience of *Hijab* and sexualization. Trends of reduced sexualization, and increased islamophobia were significantly evident in testimony. Contemporary literature traced sexualized imagery of the *Hijab* to orientalist war propaganda, feminism, and colonialist portrayals of Muslims. Data on the sexualization of girls in the west and underage conception rate data for the UK indicated that Muslim girls suffered less sexualization than others. The research aims to critically examine policies targeting Muslims in UK schools. It also establishes a replicable survey that can give voice to *Hijab*-wearing women and to track the consistency of these findings or any changing trends over time and geography.

Keywords: *Hijab* (Headscarf), veil, school, sexualization, islamophobia.

Track: Islamic Studies

Challenges Faced by Sri Lankan Muslims After the Easter Attack and Suggested Solutions

Dr. Muhammad Salama, F. Shaffana Mohamed
International Open University

Abstract

The Easter tragedy is an infamous terrorist attack in recent history of Sri Lanka which affected the country socially, economically, and politically. Since the bombers were Muslims, the entire Muslim community was labeled as terrorists and marginalized. This paper discusses about the struggles of Sri Lankan Muslims after the Easter bombings. Scrutinizing the challenges of Muslim minority in Sri Lanka would give insight into solving or mitigating the ethnic tensions in an effective way. It has mostly relied on secondary data in collecting information. However, a questionnaire was distributed among Sri Lankans to gauge public views on Easter attacks and the hardships of Muslims on the ground. The paper tries to view the research problem through the context of historical ethnic conflicts. So, it describes three noticeable ethnic conflicts related to Sri Lankan Muslims in detail. Then the paper gives an overall view of Easter attacks, reasons behind it, and the difficulties of Sri Lankan Muslims after that. Additionally, the paper presents the parallels between Easter bombing and the 9/11 terrorist. This comparison helps to understand the Easter tragedy and the underlying motives. The findings suggest that the thirty years of ethnic war caused Muslims in Sri Lanka to be polarized community. This isolation helped the extremists in provoking the majority Sinhalese to have question the motives of Muslims and their role in Sri Lankan society, creating ethnic conflicts. On the other hand, politics in Sri Lanka and religious extremism can be seen as important elements behind the Easter attacks. So, to resolve or mitigate the general ethnic conflicts in Sri Lanka it is important to regulate the political ethics as well as religious groups. On the other hand, Muslims in Sri Lanka should come out of their isolation and mingle with others while protecting their dignity and identity. Furthermore, the majority in Si Lanka should accept the reasonable demands of minority, for the betterment of this multi-religious and multi-lingual democratic country.

Track: Islamic Studies

The Role of *'ulamā'* in Indonesian Politics

Haryani Santo Hartono
Master of Arts in Islamic Studies, International Open University (IOU)

Abstract

The existence of *'ulamā'* in politics in Indonesia has been recorded since the pre-independence period. The struggle of *'ulamā'* with the community against foreign colonialism is inscribed in the history. The role of *'ulamā'* continued in guarding the process of independence and post-independence. This study is a type of historical research that will describe the role of *'ulamā'* in Indonesia, which is the largest Muslim country in the world. Through a literature study approach, this research will explore the role of *'ulamā'* in society from ancient times to the present. The figure of *'ulamā'* in Indonesia is not only alive within religious sphere, but also plays an important role in politics.

Keywords: *'Ulamā',* Politics, Indonesia.

Track: Islamic Studies

'Abdur raḥmān nāṣir as-si'dī: his methodology and contribution to the science of *uṣūl al-fiqh (a comprehensive and analytical analysis)*

Maasid Siddiq Ganai
Academic | Education Consultant | Theologian
Senior Lecturer
Department of Islamic studies
International Open University, Gambia
Preston International College, India
www.smaasid.com/cv
Social media: @Smaasid

Abstract

'Abdur Raḥmān Nāṣir As-Si'dī was a well-known scholar of high repute from the central region of Arabian Peninsula (*Al-Qaṣīm*). His diligence, matchless intellectual acumen and precision which he amply exhibited through his works proved to be major catalysts for his illustrious scholarly fame and prestige. *As-Si'dī*'s expertise in the science of *Uṣūl Al-Fiqh* was phenomenal and he would frequently visualize other sciences through its prism, thereby having an independent methodology and opinions in various jurisprudent issues. As a *Ḥanbalī* jurist, he absorbed the works of great scholars of his school particularly those authored by *Ibn Taymīyah* and his student *Ibn Al-Qayyim*. As such, he became a source of great influence on the modern thought and intellectual discourse of middle eastern scholarship. *As-Si'dī* is credited for being a driving force for producing some of the greatest intellectuals and theologians of this century like *Sulaymān bin Ibrāhīm Al-Bassām* (d. 1377 AH), *Sulaymān bin Muḥammad Ash-Shibl* (d. 1386 AH), *Muḥammad bin Ṣāliḥ Al-'Uthaymīn* (d. 1421 AH), *'Abdul Azīz bin Muḥammad As-Salmān* (d. 1422 AH), *'Abdullah bin 'Abdul Azīz bin 'Aqīl* (d. 1432 AH) and many others. *'Abdur Raḥmān Nāṣir As-Si'dī*'s thought process, his style of academic writing and his genius, especially in the field of *Uṣūl Al-Fiqh*, hasn't been researched well. As a great *Uṣūlī* and *Maqāṣidī* scholar, who had a colossal impact on his successors, his legacy, life and works must be studied through the prism of the science of *Uṣūl Al-Fiqh*. His ideas, methodological derivation of jurisprudent issues, tactical indications to various matters of disagreement, independent opinions distinguishing him from the past and present scholars and massive contributions to the existing body of knowledge are all subjects of great intrigue and must be studied through the science towards which he dedicated his life and around which almost all of his works revolve, the science of *Uṣūl Al-Fiqh*. *As-Si'dī*'s role as a leading *Ḥanbalī* jurist, his influence on his contemporaries and the subtle but thoughtful role he played in the ideological fortification of modern-day *Atharī* thought is quite compelling. His works cannot be

taken and studied in isolation. To appreciate his brilliance, commend his wisdom and grasp the roots of his knowledge, all of his works must be studied in conjunction and must be subjected through the various fields of study pertaining to the science of *Uṣūl Al-Fiqh*. As there hasn't been any comprehensive and analytical research in this area, it can be safely stated that researching *'Abdur Raḥmān Nāṣir As-Si'dī: His Methodology and Contribution to The Science of Uṣūl Al-Fiqh* is both timely and need-based.

Keywords: *As-Si'dī*, *Uṣūl Al-Fiqh*, jurisprudence, theology, Islamic studies, *Atharī* creed, methodology, contribution, *Al-'Uthaymīn*, *Fiqh*.

Track: Islamic Studies

Historical Figures in The Holy Qur'an: Its Impact on Bengali Language and Literature

Md. Hasan Ali
Islamic University, Bangladesh
Cell: +880164868373
Email: kabihasannashid@gmail.com

Abstract

How the historical events described in Al-Quran brought changes in the society version, how this event was related to the rise of Muslims or whether Bengali language and literature had anything to do with its development. Imagery, is a pertinent question addressed in this article. Historical figures in Bengali language and literature will be studied in the context of the emergence of the Bengali Quran from the beginning of the nineteenth century. In the continental context, these issues have been more or less adequately addressed in South Asian Muslim societies. However, the Bengali language and literature and culture Impact is an area where there is still much room for investigation. Especially Bangladesh is one of the largest Muslim communities in the world. Bengali language and literary culture is important for another reason. Bengali Muslims are the only Muslims in the world who, despite having their own culture, have retained the historical image of the Quran in Bengali language and literature. These are some of the reasons why any serious study of South Asian Islam must include Bangladesh and Bengali language and literature.

Keywords: Historical image of Quran, Influence of Bengali language and literary culture, Bengali Muslims, 19th century.

Track: Islamic Studies

Islamic Cooperatives Principles and Sustainability Development Goals (SDGs) Integration: A Perspective of *Maqasid Shariah*

Dr. Rose Ruziana Samad
Zulhairi Zakariah
Faculty of Business and Management
Open University Malaysia
rose_ruziana@oum.edu.my
Dr. Siti Fatimah Mohd Kassim
Faculty of Business and Technology
UNITAR International University

Abstract

A cooperative is a voluntary organization that is open to all people who can use its services and who are ready to accept the responsibility of membership without discrimination of gender, social class, race, politics or religion. Meanwhile, an Islamic cooperative refers to the operation and management of a cooperative based on Shariah law. The 2030 Agenda for Sustainable Development Goals (SDGs), adopted by all Member States of the United Nations in 2015, provide a common framework for peace and prosperity for people and the earth, for now and in the future. In addition, the *Maqasid Shariah* refers to purpose or meaning required by the *shara'* that must be worked to be achieved. It represents the objectives and the rationale with the aim to protect and preserve public interests (*maslahah*) in every segment of life. *Maqasid Shariah* exists and has been applied since the time of Prophet Muhammad SAW and his companions. This is a concept paper on the integration between Islamic cooperative principles and Sustainable Development Goals (SDGs) from the point of view of *Maqasid Shariah*. The objective of this paper is to see how far the principles and implementation of an Islamic cooperative towards supporting the sustainability development goals (SDGs) in the development of a country's cooperative sector. It is the responsibility of a cooperative to take care of the development of its members, which indirectly supports the vision of the SDGs. This positive development will undoubtedly lead to progress in a more perfect aspect of life that includes political, economic, and social aspects. A perfect life in Islam is measured from the perspective of *Maqasid Shariah*. This study uses primary sources which are sourced from past literatures, formal documents, handbooks and sourced from *al-Quran and al-Hadith*. In this study, a framework will also be presented that will illustrate the workflow of how cooperatives are likely to work in upholding the SDGs to meet the compliance of *Maqasid Shariah*.

Keywords: Islamic Cooperatives, Sustainable Development Goals, *Maqasid Shariah*.

Track: Islamic Studies

Prophetic Motivational Strategies and Their Application to Distance Learning

Farzana Asraf, Dr. Muhammad Salama
International Open University
muhammad.salama@iou.edu.gm

Abstract

Prophet Muhammed ﷺ had engaged his companions by continuous training and learning activity through variety of motivational strategies. Prophet's teachings not only motivated goodness in their lives but also engraved in the souls of companions, which were even evident and grew stronger even after the demise of Prophet Muhammed ﷺ. The effect of motivational strategies of Prophet Muhammed ﷺ which inspired these generations and their works and contributions in the field of Islam Da'wah and education is the evidence for the effectiveness of the motivational strategies. The motivational strategies of Prophet Muhammed ﷺ provides a perfect conceptual framework for the current motivational teachings in both face-face traditional class rooms as well as online class environment. The present study which explored authentic ḥadith for the motivational strategies, which has to be implemented in online students can be used effectively in diverse setting of class rooms and teaching. The practical implementation of Prophet Muhammed ﷺ's motivational strategies on online students proved to be successful in bringing about changes in the behaviour of low scoring online students and grabbing the attention of students during online session.

Keywords: Motivational strategies, Prophet Muhammad ﷺ, online instructors, virtual classroom.

Track: Islamic Studies

The Correlation Between Beard and Intelligence: (Case Study in Cilacap City, Central Java Province, Indonesia Country)

Agus Darwanto[1], Dona Fitria Nur Azizah[2], Shafna Annisa Harimurti[3]
[1] International Open University, Gambia
[2] Social Welfare Polytechnic, Indonesia
[3] Cilacap State Polytechnic, Indonesia
agus@bahasa.iou.edu.gm, adarwanto@gmail.com, dfnurazizah@gmail.com,
harimurtishafnaannisa@yahoo.co.id

Abstract

Beard is the sunnah of the Prophet Muhammad sallallaahu alaihi wa sallam. However, since then there have been religious figures in Indonesia who have made statements that beards can reduce intelligence, there were various reactions both pro and con. The purpose of the research is knowing the correlation between beards and intelligence. The method used in this study is quantitative by surveying to collect data on the academic achievement of the bearded and non-bearded Cilacap city community and then comparing them with the help of linear regression. The results of the ANOVA test get a significance of 0.001, which means that there is an effect of beard on intelligence because the p-value is <0.05. Cilacap residents who have beards are on average smarter than residents who don't have beards. Regression results show a correlation between beard and intelligence of 58 percent. The influence of beards on the cumulative GPA of people with beards is 33.7 percent. Thus, the accusation that a beard can reduce intelligence is wrong. The average person with a beard in Cilacap is smarter than people who don't have a beard.

Keywords: Cilacap, Indonesia, intelligence, beard, Sunnah.

Track: Islamic Studies

Syura Council in Islam: Theory and Implementation

Dr. R. Sivaperegasam P. Rajanthiran
rsivaperegergasam62@gmail.com
Assoc. Prof. Teh Lai Ling
teh_lailing@oum.edu.my
Open University Malaysia

Abstract

This paper discusses qualitatively and analytically about the method of *syura* governance in Islam. The whole jurisprudence concludes that *syura* law is compulsory. *Syura* is the best way to bring the government and the responsible party towards the best of both opinion and solutions to the problems faced by the country or the good that the state wants to achieve. Islam has set *syura* as one of the pillars of Islamic life and Islam requires leaders to ask the opinion of the *syura* council in decision making. Islam also urged the people to familiarize themselves with the advice of the people and the leaders of the Muslims. The position of advice in Islam is so high that Islam makes it as a conclusion of the religion as a whole. Islam also makes a good sense of humor as an obligation to be observed.

Keywords: *Syura, Fiqah*, Deliberation, Compulsory, *Muslimin*, *Shari'a*, Qur'an, Hadith.

Track: Islamic Studies

Prayer Mat for Monitoring the Completeness of Prostration and the Number of *Rak'ahs* for the Blind

Agus Darwanto[1], Anang Fajri Perdana[2], Kuni Nayla Zulfa[3]
adarwanto@gmail.com[1], anangfajrip0435@gmail.com[2], kuninaylaz0320@gmail.com[3]
[1]International Open University
[2,3]State Senior High School 1 Maos, Cilacap Regency, Central Java, Indonesia
Correspondence: agus@bahasa.iou.edu.gm

Abstract

The potential for mistakes in prostration is no less than mistakes in the number of *rak'ahs* of prayer. To make a validation tool for the completeness of prostration with a touch sensor, where when you prostrate, you will be reminded how many prostrations you make in how many *rak'ahs*. Data collection using a simulation test. Data analysis used descriptive analysis. Making prayer rugs to remind the prostration and number of *rak'ahs* for the blind and nearsighted using a touch sensor in the form of a keypad button which will make the microcontroller device instruct the DF Player to transmit the sound of the number of prostrations in these *rak'ahs* via Bluetooth to the earphones used by blind and nearsighted. This device is classified as effective in use because the output is in the form of a voice that can be heard by the blind and nearsighted people without disturbing other worshipers or people around them.

Keywords: Prayer mats; prostrate; salat, touch sensors; voice.

Track: Islamic Studies

Scientific Evidence Prophet Muhammad *Sallallahu Alayhi Wa Sallam* is Not a Pedophilia

Agus Darwanto
International Open University
agus@bahasa.iou.edu.gm

Abstract

The enemies of Islam accused the Prophet Muhammad -peace and prayer of Allah be upon him- of suffering from pedophilia because he married Aisha when she was six years old or when she was a child who had not yet entered adulthood. The research was conducted by studying the events of the marriage of the Prophet Muhammad *sallallahu alayhi wa sallam* to Aisha based on authentic hadiths and *sirah nabawiyah* books, then comparing these events with the definition of pedophilia and the characteristics of people with pedophilia. Based on authentic hadiths and *Sirah Nabawiyah* books, none of the accusations made by the enemies of Islam are true, especially when compared with the definition of pedophilia and its characteristics. Rasulullah *shallallahu alaihi wa sallam* did marry Aisha at the age of six, but not because of sexual desire for children, but because of an offer from *Khaulah* which was followed by orders from Allah in his dreams several times. Even so, the Prophet did not live at home and did not have intercourse with Aisha until she reached the age of adulthood, which is 9 years old, based on the average Arab woman starting to menstruate. Thus all the arguments of the accusers were refuted.

Keywords: *Aisha, hadith, Islam, Muhammad, pedophilia, sirah nabawiyah.*

Track: Islamic Studies

Lexical Parsing of The Ten Qira`Āt - Aṣḥab Aṣ-Ṣilah

Haroon Rashid Lone
International Open University

Abstract

Qur`ān* being the word of our Creator has been revealed in *Seven Aḥruf* and got preserved in the authentic *Ten Qira`āt. One of the groupings among the *Ten Qurrā`* is termed as *Aṣḥāb aṣ-Ṣilah*, which includes two of the *Qira`āt* (`*Ibn Kathīr al-Makkī* and `*Abū Ja'far al-Madnī*) and a *Riwāyah* of *Qālūn 'an Nāfi' al-Madnī*. They have specific fundamental rules associated to them which we would explore in this research paper as their main features. Noteworthy, the main common factor that unites them and from where their name got derived is the *Ṣilah* of *Mīm al-Jam'* (prolonging the plural mīm). Algorithms are developed in order to identify the main features of these companions on each word of the *Qur`ān* and then an automated conversion of the words is carried out based on those rules. Eventually, this results in insights on these features and quantification of such words in an automated way which, provides an efficient and a reliable approach, covering thousands of occurrences and repetitions for each respective *Riwāyah*. Each word of the *Qur`ān* (77K) is then tagged with these features and these converted words are ultimately made part of the corpora being developed for these *Ten Qira`āt*.

Keywords: *Ten Qira`āt, Aṣḥāb aṣ-Ṣilah, Lexical Parsing, Ṣilah* of *Mīm al-Jam', Qur`ān Corpus*.

Track: Islamic Studies

Marriage Practices in Zanzibar: A Comparative Analysis between Traditions and *Sharia*

Mussa Ame Mussa, Dr. Ibrahim Nuhu Tahir
International Open University
mchaguzi2000@gmail.com / ibrahim.tahir@iou.edu.gm

Abstract

This research is analyzing the marriage practices conducted in Zanzibar a part of Tanzania. Zanzibar's population is estimated to be around 1,303,569 people. Muslims make up an estimated 95% of the population while other religions share the tiny remaining percentage. The study seeks to analyze the marriage practices in the two islands and the conformity with Sharia law. The research will examine the marriage laws in Zanzibar and marriage practices based on the Quran and Prophetic traditions (Sunna). The research aims to find the degree of conformity and deviance of marriage practices from Sharia law and the effect of media and modernization on marriage practices. The research will investigate the awareness of the public on Islamic sharia and their understanding of how to conduct marriage and the true sharia requirements. Hence this research will propose what should be done for the Muslims in these Islands to adhere to the true teachings of Islam. Questions will be set to investigate the awareness of the public about women prohibited to marry, the allowed and prohibited things in marriage ceremonies as well as public awareness about the rights of marriage partners. The research will study public knowledge about sexual practices allowed in Islam and those prohibited. The research will conclude with the degree of conformity of Zanzibar society in marriage practices with Sharia requirements and it will provide possible recommendations.

Keywords: Marriage practices, *Sharia*, traditions, Zanzibar.

Track: Islamic Studies

Pornography and the Effects on Children from The Islamic and Scientific Perspectives

Khairul Hamimah Mohamad Jodi, Faculty of Education, Open University Malaysia,
khairul_hamimah@oum.edu.my
Mahani Abdul Malik, Faculty of Education, Open University Malaysia,
mahani_abdulmalik@oum.edu.my
EtiFairudz Zainudin, Faculty of Education, Open University Malaysia,
etifairudz@oum.edu.my
Nurul Husna Binti Mansor, JabatanDakwah dan Pembangunan InsanAkademiPengajian Islam,
Universiti Malaya
nurulhusna@um.edu.my
Rosinah Binti Mahmood
Rosinah_mahmood@oum.edu.my

Abstract

The topic of pornography is no longer foreign and has become a polemic among the world's community. In Malaysia, pornography addiction affects people regardless of gender, age, race and religion. Various factors were identified as causes of pornography addiction, such as internet abuse, film and game influences, self-esteem locus of control, sexual drive and peer influence. This addiction has various dire implications and harmful consequences to the individual's development, affecting their spiritual, physical, psychosocial, mental, emotional and reproductive development. More alarming, this addiction can lead to serious and major sexual crimes such as unsafe sexual practices, rape, free sex, and molestation. Various parties in this country have begun to realise this fact and are carrying out numerous awareness campaigns, drafting acts, enforcing strict laws and organising prevention programs. However, the human development approach to manage this issue has not been specifically discussed. Thus, this paper will lead readers to explore and understand how the human development approach based on Islam and science can help many parties handle the issue of pornography addiction. This study discusses scientific sources according to the AlQuran and hadith, including some considerable views of Islamic scholars and academic studies which are certified as valid. The discussion results of this study can be used as reference for various parties in the planning of solving this issue, including prevention and recovery from further inflaming and damaging the community.

Keywords: pornography effects, human development approach, scientific and Islamic perspectives.

Track: Psychology

Recommendation to Improve Mental Health and Well-Being of Lecturers in Open University Malaysia

Wong Huey Siew
Open University Malaysia
Fatimah Binti Yusooff
Open University Malaysia
Amiraa Binti Ali Mansor
Open University Malaysia
Oo Cheng Keat
Open University Malaysia
Mohd Tajudin Bin Md Ninggal
Open University Malaysia

Abstract

In general, many people believe that a moderate amount of stress is beneficial to health. However, excess stress might lead to decreased productivity and deterioration of mental and physical health. Workplace stress can cause a person's creativity to deteriorate, performance to decrease, anxiety, poor eating habits, and even sleep deprivation. All employees should be aware of these concerning occurrences since failure to do so could have disastrous repercussions. In this regard, employers should devise strategies to improve and restore their employees' physical and emotional well-being. Thus, this study aims to discuss lecturers' suggestions for enhancing mental health and well-being at work. The data was collected by using open-ended questions on a survey questionnaire. An exploratory study using a cross-sectional online survey was conducted to collect recommendations from 66 academicians from Open University Malaysia (OUM). Three faculties involved took part in this research which are the Faculty of Business and Management (FBM), the Faculty of Technology and Applied Sciences (FTAS), and the Faculty of Education and Social Sciences (FESS). 26 male lecturers (39.4%) and 40 female lecturers (60.6%) were recruited for this study. Several recommendations to improve lecturers' mental health and well-being were derived from the findings. It was proposed that the institution recruit more lecturers, require additional administrative support, reviews the workload, ensure that the workload is provided fairly, and assign tasks commensurate with the level of lecturers.

Keywords: Mental Health, Well-Being, Stress, Lecturer.

Track: Psychology

The Efficacy of Art Therapy on College Students with Mental Health Issues

Cui Lu[1], Azizah Abdullah, PhD[2]

[1]School of Education, College of Arts & Science, Universiti Utara Malaysia

[2]School of Education, College of Arts & Science, Universiti Utara Malaysia

E-mail: cuilu887@gmail.com, zyzah@uum.edu.my

Abstract

It is common for college students to suffer from mental health issues of anxiety and depression caused by stress. However, some of them were not diagnosed with mental illness after professional diagnosis by medical institutions, which in such cases usually do not provide clinical psychological treatment. For this population, the absence of mental illness does not mean that they are mentally healthy. In this situation, the college mental health service should provide support for this population in order to prevent the mental health issues from worsening. Beyond regular psychological interventions, this population may benefit from tailored and innovative art therapy. In this article, an art therapy protocol suitable for application by college mental health services will be shared, consisting of features such as 1) easy to operate — using simple objects in separate spaces, 2) flexible in time — in the form of assignments, 3) flexible in location — in a combined online and offline approach, etc. A randomized controlled trial (RCT) will be conducted to measure and evaluate the efficacy of art therapy, allowing for essential reference for college mental health services and specialists in Mainland China.

Keywords: Art therapy, mental health, college students, randomized controlled trial.

Track: Psychology

Relationship Between Mental Health, Emotional Intelligence and Religiosity of Muslim Students: A mixed methods study

Sana Rizwan Khan, Francesca Bocca-Aldaqre and Nissar Ahmad Yatoo
International Open University
Corresponding author: faith.sanashaikh@gmail.com

Abstract

Current study employed an explanatory sequential mixed methods design explored the relationships between mental health, emotional intelligence and religiosity of Muslim students. Random sampling method was used to recruit students for the quantitative part of the student. 382 students (273 females and 109 males) from higher education institutions participated in the study. No significant difference was reported in the emotional intelligence and religiosity between the genders and between students from Muslim majority and minority countries. Lower levels of emotional intelligence and religiosity was reported in the students from non-Islamic Institutes when compared to the students from the Islamic Institutes as well as in students from the younger age-group in comparison to the students from the older age group. Additionally, this study reported no significant difference in the mental health in the students between the different categories. Majority of the groups showed a negative but significant correlation was also seen between mental health (psychological distress) and religiosity. A negative but significant correlation between emotional intelligence and mental health (psychological distress) across all the groups. A positive and significant correlation was shown between emotional intelligence and religiosity across all categories. To understand these results, a qualitative study was carried out to capture the voice of the experts from the fields of mental health, emotional intelligence and religiosity. 16 experts participated in the study. Findings of this study showed that various Islamic religious aspects and practices act as protective factors for maintaining good mental health. Having a healthy and supportive upbringing was also important for having a stable mental health. The experts also reported that many EI competencies are deeply embedded in the teachings of Islam which aids in having high levels of EI which in turn is crucial for maintaining healthy mental states.

Keywords: Psychological distress, Muslim students, mixed methods study.

Track: Psychology

Congruence of Logotherapy with Islam – Excavating the Treasure

Bela Khan & Fatima Khalid
Department of psychology, International Open University
Corresponding author: bela.khan@iou.edu.gm

Abstract

Despite being subjected to intentional and blatant neglect in modern psychology, Victor Frankl's logotherapy continues to thrive, encouraging culturally sensitive practitioners to excavate the treasures hidden in its philosophy. It is believed that Frankl's emphasis on the incredible significance of "noetic" has led to its gross exclusion from main-stream psychology. Although rooted in scientific inquiry, logotherapy honours the spiritual (noetic) dimension of human existence which makes it a unique model in psychology. Prophet Muhammad, peace be upon him, said, "The word of wisdom is the lost property of the believer. Wherever he finds it, he is most deserving of it." For this reason, this paper aims to conduct content analysis to bridge the gap between various tenets of logotherapy and concepts in Islam. One such tenet is the noetic dimension proposed in logotherapy and the concept of the Ar-Ruh (the soul) in Islam. According to Frankl, an individual can self-transcend by accessing the noetic dimension. A link between the conceptualization of "meaning" in logotherapy and the purpose of creation in Islam will also be established. Another aspect this paper intends to explore is "free will" in logotherapy as opposed to determinism, and compare it with the "freedom of choice" given to man by Islam to pursue the path of Hidaayah (guidance) or disregard it. Given that man is endowed with free will in Islam, he will be held accountable in the Hereafter. A discussion on the stance of Islam and logotherapy on the inevitability of suffering and the resultant growth will also be presented. This paper will briefly account for the struggles of modern-day logotherapists to keep the legacy of Frankl alive. Finally, this effort will pave the way to developing an Islamically informed logotherapeutic model that can increase the efficacy of the logotherapeutic intervention, facilitating man's spiritual, intellectual, and emotional growth.

Keywords: Islam, Psychology, Islamic Psychology, Logotherapy, Frankl, Psychotherapy, Meaning, *Ruh, Hidayah,* Wisdom.

Track: Psychology

Drug Addiction and Suicide Among Youth in Kashmir: Role of Parenting

Shazia Malik
Phd student @IOU
shazia@shaziamalik.info

Abstract

Drug Abuse and suicides are a global issue and is not restricted to specific borders. On an average 1 million people die per year, with 700,000 due to suicides and 300,000 out of over 30 million people involved in drug abuse per year. Kashmir, also known as a paradise on earth, has witnessed an increase in drug addiction and suicide rates in last three decades. As per recent studies, 4.6% of the population of Jammu and Kashmir use opioid drugs and two-third of those under study had begun drug abuse between the age group of 11- 20 years. Suicide, the fourth leading cause of death among 15-29 years globally, has affected almost 6000 lives in the last three decades in Kashmir. This research paper adds to the previous research done on parenting and tries to cover the gap by focussing on the effect of parenting on children and its relationship with drug addiction and suicides. Data was collected through a questionnaire given to a population of 86 respondents which included parents and youth, a group of drug addicts and staff from two different drug rehabilitation centres. The aim of this paper is to reach to a conclusion with regards to role of parenting, thus benefit the society.

Keywords: Drug abuse, Drug addiction, Suicide, Parenting, Youth.

Track: Psychology

The Transmission of Dark Triads from Parents to Adolescents: Moderating Role of Optimism

Moeena Azeem & Saba Sajjad
GIFT University, Pakistan
Corresponding author: saba.sajjad@gift.edu.pk

Abstract

The present study focused on the relationship between parental dark triads, adolescents' dark triads, and the optimism levels of Pakistani adolescents. The study also examines the moderating role of the optimism of adolescents on the transmission of the Dark Triad from parents to adolescents. It was a cross-sectional study design and contain a sample of 321 individuals with a distribution of 10 fathers, 107 mothers, and 107 adolescents. Short Dark Triad (SD3) (Paulhus & Williams, 2002) was used to measure dark triads (Narcissism, Machiavellianism & psychopathy) of parents and adolescents and Life Orientation Test-Revised (LOT-R) (Scheier & Carver, 2011) was used to measure optimism of adolescents. Findings of Pearson Bivariate Correlation indicated a strong positive relationship between narcissism, machiavellianism, and psychopathy of fathers, mothers, and adolescents. Findings of regression analysis showed that maternal' Machiavellianism appeared to be a significant positive predictor of adolescents' Machiavellianism; paternal' narcissism and maternal' Machiavellianism were significant positive predictors of adolescents' narcissism, and maternal' psychopathy appeared to be strong predictor of adolescents' psychopathy. The findings of moderation analysis showed that high optimism in adolescents decreases the path between parental (maternal & paternal) narcissism and adolescent narcissism. Current study has significant practical and theoretical implications in the domain of parenting and developmental psychology.

Keywords: Dark Triads, Narcissism, Machiavellianism, Psychopathy, Optimism.

Track: Psychology

Perceived Helicopter Parenting Style and Social Adjustment in Pakistani Young Adults

Aiman Meer & Saba Sajjad
GIFT University, Pakistan
Corresponding author: saba.sajjad@gift.edu.pk

Abstract

The aim of this study was to determine the relationship between perceived parental helicopter parenting style and social adjustment in Pakistani young adults. 290 young adults with a distribution of 97 males and 193 females, with an age range of 20 to 24 years were selected from different cities of Punjab using a purposive sampling technique. Helicopter parenting instrument (HPI), was used to assess maternal and paternal overprotection separately (Odenweller et al., 2014) and Social Adjustment Sale (Kausar, 2007) was used to assess the social adjustment in young adults. Results of Pearson Product Moment Correlation indicated maternal and paternal helicopter parenting style was positively related to the social adjustment of young adults (r=.23 &; .19, p<;.001 respectively). Furthermore, the maternal helicopter parenting style positively predicted social adjustment in young adults (R^2= .061). Moreover, no gender difference appeared in the perceived maternal and paternal helicopter parenting style and social adjustment of young adults. The current study has a significant theoretical implication in the area of helicopter parenting which it thought to be associated with negative outcomes, but the indigenous finding suggests that it has positive outcomes giving more room for future researchers.

Keywords: Perceived helicopter parenting style, over-involvement, social adjustment, Pakistani young adults.

Track: Psychology

Religious Orientation and Spirituality in Depressed and Non-Depressed Adults in Pakistan

Ms. Sana Majeed, Ph.D. Scholar (Clinical Psychology) Senior lecturer
Department Of Psychology, International Open University
Dr. Aisha Sitwat, Assistant Professor
Centre for Clinical Psychology, University of the Punjab

Abstract

Recent years have professed encouraging developments in the study of religiosity and spirituality in relation to mental health, and this interest is increasing with the passage of time because of empirical evidence that religiosity and spirituality goes along with satisfaction of life, happiness and overturns mental illness by boosting happiness and raising self-esteem. The purpose of the present study was to investigate the patterns of spirituality in depressed and non-depressed Adults in Pakistan. In the Study, 60 diagnosed depressed participants were matched with non-depressed participants (general medical condition) on gender, age, education, and socioeconomic status. Mean age of the participants was 31.97 (SD=10.73). Among them there were 16 males and 104 females. Ethical considerations were strictly followed throughout the research study. Multidimensional scale of spirituality (Dasti, 2010) was used to measure spirituality. Whereas Religious Orientation Scale (Ghous, 2003) was administered to assess the extrinsic religious orientation and intrinsic religious orientation of the participants. Besides' Symptom Checklist Revised (Rehman, Dawood, Mansoor, Rehman & Ali, 2009) was used to get depression scores. Results: Correlation analysis has revealed that the high scores on self-discipline, meanness and generosity were related to the low scores on symptom checklist-Revised in depressed participants. Results of independent sample t-test shown that the both groups were significantly different on extrinsic religious orientation, self -discipline, tolerance in-tolerance and depression. Binary logistic regression analysis reflected that extrinsic religious orientation, self-discipline, anger and expansive behaviors, tolerance in-tolerance and Islamic rituals were the most important predictor of depression for the variables studied. The study will help researcher and audience to understand the relationship between religious orientation, spirituality and depression, furthermore it will help therapists to design their therapy with reference to participant's religious/spiritual and cultural background.

Keywords: spirituality, depression, religious orientation, self-discipline, tolerance/intolerance, Islamic rituals.

Track: Psychology

The Protocol of Psychoeducation Painting Therapy for Self-Acceptance

Wang Jiahua[1], Azizah Abdullah, PhD[2]

[1]School of Education, College of Arts & Science, Universiti Utara Malaysia

[2]School of Education, College of Arts & Science, Universiti Utara Malaysia

Abstract

Painting therapy is widely used across the world. However, there is no protocol and module on psychoeducation painting therapy to improve the self-acceptance level among adolescents. This innovation attempts to develop protocol and module as a guideline to explore adolescents' self-acceptance using painting therapy intervention. The objectives are to explore the helpful aspects and the helpful effects of psychoeducation painting therapy for self-acceptance among adolescents. The protocol consisted 3 stages, 10 arts activities and 10 self-focused themes to develop the module namely Psychoeducation Painting Therapy for Self-Acceptance (PEPT-SA). Stage 1 is Dimension 1: SelfEvaluation (SE) which focuses on self-interaction, self-exploration, self-revealing, self-analysis and self-introspection. Stage 2 is Dimension 2: Self-Acceptance (SA) which focuses on self-understanding, self-awareness, self-discovery, and self-control. Stage 3 is Termination Process which focuses on self-direction. The protocol of PEPT-SA will add to literature of process and outcome as well enable to identify changes of self-acceptances among adolescents. PEPT-SA offer non-verbal medium beyond words that enable adolescents to express their inner problems, to assist in self-revealing and self-discovery, as well aiding in enhancing self-acceptance to improve well-being. The protocol of PEPT-SA might be referred as newly innovation that can be of benefit worldwide.

Keywords: Painting therapy; psychoeducation; protocol and module; self-acceptance; adolescents.

Track: Psychology

The Effectiveness of Expressive Art Therapy in Improving the Subjective Well-Being of College Students in Sichuan Province, China

Pu WanXia[1], Azizah Abdullah,PhD[2]
[1]North Sichuan Medical College, China
[2]School of Education, College of Arts & Science, Universiti Utara Malaysia
yiran796@gmail.com ; zyzah@uum.edu.my

Abstract

Expressive art therapy (EAT) is more accessible and has richer features than verbal counseling. Therefore, it is well suited to be promoted among college students. However, there is little research on EAT in China now. Hence, the authors hope to develop an appropriate approach to promote college students' Subjective Well-Being (SWB) through scientific research. This study will examine the SWB of approximately 500 college students in China and analyze the influence of demographic characteristics on the SWB of college students. From the SWB screening, we will develop the protocol of EAT for a Randomised Control Trial (RCT) by utilizing creative intervention for selected college students. The methodology used is the RCT, and the expected outcomes are that EAT will show significant changes for SWB among college students. This study will be divided into three phases. In the first phase, screening is performed with respect to mental health status at North Sichuan Medical College, Mainland China. In the second phase, the pilot study of EAT and SWB on college students was conducted. This was followed by RCT to investigate any significant changes on SWB among college students with mental health issues. Finally, we will identify the standard procedure or working model of EAT for SWB among college students in Mainland China.

Keywords: Subjective Well-being, Expressive art therapy, College student, Mental Health, Randomised-Control Trial.

Track: Psychology

Body Outline-Emotion as Emotional Management Tool for Children and Adolescents: Therapist Perspective

Maznah Ibrahim[1], Azizah Abdullah, PhD[2]

[1]Ministry of Health, Malaysia

[2]School of Education, College of Arts & Science, Universiti Utara Malaysia

imaznah609@gmail.com, zyzah@uum.edu.my

Abstract

Today's children and adolescents experience various pressures, leading to an increase in mental health problems not only in Malaysia but throughout the world. Methods of managing stress and emotions are divided into positive and negative methods. Note that applying positive methods is important so that this group remains safe and healthy. This qualitative study uses a grounded theory approach to explore the emotional management strategies used by children and adolescents from a mental health therapist's perspective. Eighteen mental health therapists were interviewed using semi-structured interviews for 20 cases of children and adolescents who experience mental health issues. Therapists use the body outline-emotion tool, namely "Creative expressive-body maps of emotions" (CE-BME), in psychotherapy sessions. The grounded theory analysis found a framework for the use of CE-BME as a tool to identify and reshape emotional management strategies for children and adolescents who experience mental health issues. These findings have implications for therapists using CE-BME tools for emotional management as positive coping skills. CE-BME can be a quick, fast, and effective tool in helping the young group in intervention and psychoeducational settings, as well as in the prevention of mental health issues so that they do not deteriorate further.

Keywords: Mental health therapist, children and adolescents, body outline-emotion, emotional management, grounded theory.