

## SURAT TUGAS

Nomor : 00399/D.5/ST/FEB/XII/2022

Dekan Fakultas Ekonomi dan Bisnis Universitas Katolik Soegijapranata memberikan tugas kepada:

- Nama : Dr. Elizabeth Lucky M., SE., M.Si., CPA NIDN : 0626037601  
Lucia Trisni Widhianingtanti, S.Psi, M.Si NIDN : 0617097001  
Y. Wisnu Djati Sasmito, SE., M.Si NIDN : 0616126801  
Shresta Purnamasari, SE., M.Sc NIDN : 0615029302
- Status : Tenaga Pendidik/Dosen Universitas Katolik Soegijapranata
- Tugas : Penulis Prosiding dengan judul artikel Individual Investor Behavior : MBTI Personality and Optimal Portfolio pada International Conference on Economic, Business, Tourism & Social Science (ICEBTS) 2022 yang diselenggarakan oleh International Institute of Academic Research & Publications (IIARP)
- Waktu : Semester Gasal TA 2022/2023
- Keterangan : Harap melaksanakan tugas dengan baik dan penuh tanggung jawab, serta memberikan laporan setelah melaksanakan tugas.



Semarang, 22 Desember 2022

Plt Dekan,

**DRS. THEODORUS SUDIMIN, MS**

NPP : 058.1.1990.074



International Institute of  
Academic Research & Publications

# ICEBTS 2022

**International Conference on  
Economics, Business,  
Tourism & Social Sciences**

**December 18, 2022**

**Shenzhen, China (Online)**

IN ASSOCIATION WITH

**F1000Research**  
Open for Science



**Taylor & Francis**  
Taylor & Francis Group

---

PROCEEDINGS OF

**IIARP**

**International Conference on  
Economics, Business, Tourism & Social Sciences**

---

**December 18, 2022 | Shenzhen, China**

**LIVE Online/Virtual Conference**

*Organized by*



**International Institute of  
Academic Research & Publications**

**ICEBTS 2022**

## **Disclaimer**

The responsibility for opinions expressed in articles, studies, and other contributions in this publication rests solely with their authors. This publication does not constitute an endorsement by the IIARP Conference of the opinions so expressed in them.

Official website of the conference

[www.iiarp.org](http://www.iiarp.org)

Thank You.

## **Copyright © 2022 IIARP Conference.**

All rights are reserved. Permission is granted for personal and educational use only. Commercial copying, hiring, and lending are prohibited. The whole or part of this publication material cannot be reproduced, reprinted, translated, stored, or transmitted, in any form or means, without the publisher's written permission. The publisher and authors have taken care that the information and recommendations contained herein are accurate and compatible with the generally accepted standards at publication. The individual essays remain the intellectual properties of the contributors.

**N.B.**-No part of this book can be reproduced in any form or by any means without the publisher's prior written permission.

## **Corporate Address**

International Institute of Academic Research & Publications (IIARP)

Bhubaneswar, Odisha, India, 751019

[www.iiarp.org](http://www.iiarp.org) | [info@iiarp.org](mailto:info@iiarp.org)

## **Preface**

IIARP is a forum dedicated to the development of society through research. A primary goal and feature are to bring scholars, professionals, and government agencies together to exchange and share their experiences and research results about the challenges and proposals on the development of society. More importantly, this conference will serve as a platform to disseminate research findings and a catalyst to promote innovation. IIARP would be proved as a critical factor in the transformation of the e-learning field. Through our well-established conferences, opportunities for quality learning, and strategies for individual and institutional success, we have proven to be a part of this rapid growth.

## **About International Institute of Academic Research & Publications (IIARP):**

The **International Institute of Academic Research & Publications** is an international non-profit academic association under '**Global Empowerment Trust**<sup>®</sup>'. With the stated goals of promoting cooperation among scientists, defending scientific freedom, encouraging scientific responsibility & scientific education, and science outreach, all humanity's betterment. It is one of the world's largest and most prestigious general scientific society.

## **Objective of IIARP:**

- ❖ To provide a world-class platform to researchers to share the research findings by organizing International/National Conferences.
- ❖ To use the research output of the conference in the classroom for the benefit of the students.
- ❖ To encourage researchers to identify significant research issues in specified areas in the field of Science, Engineering, Technology, and Management.
- ❖ To help disseminate their work through publications in a journal or the form of conference proceedings or books.
- ❖ To help them get feedback on their research work for improving the same and making them more relevant and meaningful, through collective efforts.

## Conference Committee

### **Program Chair:**

**Dr. Madad Ali**

Qujing Normal University, Yunnan China

**Dr. Galina Berjozkina**

Assistant Professor, City Unity College Nicosia, Cyprus

**Chairman, IARP**

Mail: chairman@iarp.org

## International Advisory Members

- **Dr. Moo Sung Kim**, College of Business, Zayed University, Dubai UAE
- **Dr. Mahboubeh Taghizadeh**, Iran University of Science and Technology, Iran
- **Prof.(Dr.)Wen-Lin Yang**, Dean, College of Science & Engineering, National University of Tainan, Taiwan
- **Dr. Pankaj Thakur**, Asst. Prof., Dept. of Tourism & Hotel Management, Arba Minch University, Ethiopia
- **Dr. Hoang Anh Tuan**, Vice Dean, Faculty of Mechanical Engineering, Ho Chi Minh city University of Transport, Vietnam
- **Dr. Dodo YakubAminu**, Senior lecturer, Dept. of Architecture, University Sains Islam Malaysia
- **Dr. Sunny Joseph**, HOD, Dept. of Mathematics, K. E. College, Kottayam, Kerala, India
- **Dr. PoonamVyas**, Dept. of Humanities and Social Sciences, J K LakshmiPat University, Jaipur, Rajasthan, India
- **Dr. Ahmed A. Elngar**, Assistant Professor, Computer Science Department, Beni-Suef University, Egypt
- **Dr. Ahmad R. AlBattat**, Senior Lecturer, Management and Science University, Shah Alam, Malaysia
- **Dr. ArunachalamKalirajan**, Senior Lecturer, Dept. of Education of DMI St. Eugene University, Zambia
- **Mr. YagyanathRimal**, Lecturer, School of Engineering, Pokhara University, Nepal
- **Dr. ChoenKrainara**, Office of the National Economic & Social Development Board, Office of the Prime Minister, Bangkok, Thailand
- **Dr. NiharRanjan Mishra**, Asst. Professor, Social Anthropology, Dept. of Social Sciences & Humanities, NIT, India
- **Prof.(Dr.)Aries HeruPrasetyo**, PPM School of Management, Jakarta Pusat, Indonesia
- **Prof.(Dr.) NarasimhaiahGorla**, American University of Sharjah, Sharjah, UAE

## TABLE OF CONTENTS

SI No	TITLES AND AUTHORS	Page No.
01.	<b>Operational Stress, Organizational Stress, and Coping Strategies of Police Officers in the Municipal Police Station of San Jose de Buenavista, Antique</b> ➤ <i>Jhetro Royce E. Espartero</i>	1
02.	<b>Factors Affecting the Exercise of Police Discretion as Perceived by Sorsogon City Police</b> ➤ <i>Jean Percel Bitoca-Degollado</i>	2
03.	<b>The Implementation of Strategic Innovation Management and its Effect on Firm Innovation Performance in Indonesian Women Entrepreneur Association</b> ➤ <i>Tricahyono, D., Rismayani, R., Firlu, A., Rahadian, D., Putri, M.K.E., Rahayu, S.</i>	3
04.	<b>Example of Character Values through Fun and Fun Traditional Games in Elementary School Students</b> ➤ <i>Sudarmi</i>	8
05.	<b>Implementation of Industry 4.0 in the Real World</b> ➤ <i>Lešina M, Gotal Dmitrović L, Brlek E</i>	9
06.	<b>Crime Rate in the Municipality of Bulan and Irosin Sorsogon CY 2018-2020: A Comparative Analysis</b> ➤ <i>Manilyn Barco Barreda</i>	10
07.	<b>Factors Affecting the Capability of Offender to Post Bail: An Assessment</b> ➤ <i>Guelas, J.G</i>	11
08.	<b>Community Involvement in the Rehabilitation and Treatment of Persons Deprived of Liberty (PDL)</b> ➤ <i>Reamico, Cherry P.</i>	12
09.	<b>School, Parent Partners in Building Children's Character</b> ➤ <i>Rifqi Maulana, Agustina Wulandari</i>	13
10.	<b>Application of the Assisted Scientific Approach Student Team Achievement Division (STAD) Learning Model in Improving Science Learning Outcomes Basic Competencies of Lunar Eclipse for Class VI students of Kroya 01 Kroya State Elementary School, Semester I 2022/2023 Academic Year</b> ➤ <i>Endri Purwati</i>	14

11.	<b>Individual Investor Behavior: MBTI Personality and Optimal Portfolio</b>	<b>15</b>
	➤ <i>Elizabeth Lucky Maretha Sitinjak, Trisni Widhianingtanti, Y Wisnu Djati Sasmito, Shresta Purnamasari</i>	
12.	<b>Impact of COVID-19 on Indonesia Stock Portfolio Allocation based on Technical &amp; Fundamental Approach using Machine Learning Algorithm</b>	<b>16</b>
	➤ <i>Riyadhi Atha Fitrah, Atok R.Mohamad</i>	
13.	<b>Human Rights and the Law Enforcement in the Criminal Justice System in City of San Jose Del Monte, Bulacan</b>	<b>17</b>
	➤ <i>Princess Saharah L. Villegas</i>	
14.	<b>Children Psycho-Social Factors in Conflict with the Law at Care Institutions in the Bicol Region</b>	<b>18</b>
	➤ <i>Gonowon, Mariju Libreja</i>	
15.	<b>Intrapreneurship and Business Performance among Micro, Small and Medium Enterprises in Iloilo City, Philippines</b>	<b>19</b>
	➤ <i>Denuevo, Althea U., Libo-on, Rowena M.</i>	
16.	<b>Bias in the Law: A Definitive Look at Racial Prejudice in the Philippine Criminal Justice System: A Literature Review</b>	<b>20</b>
	➤ <i>Joseph M. Lodangco</i>	
17.	<b>Moderating Effect of Self Efficacy and Workload to Work Environment-Work Engagement Relationship of Hotel Employees in Malang City</b>	<b>21</b>
	➤ <i>Syihabudin, Lohana Juariyah, Afwan Hariri A.P., Jumadil Saputra, Dedi Iskanto</i>	



## Chair's Welcome

I am delighted to welcome you all to the International Conference organized by the **International Institute of Academic Research & Publications (IIARP)**. Good teaching emanates from research. The teacher's love for research and their research experience is vital for the institution's growth. Any institution is judged by the level and extent of the research work it accomplishes. This sets in a regenerative cycle of excellence. Research experience leads to quality teaching, and quality teaching imparted to the young enriches the research. The campus dynamics need such a type of research teaching research environment.

The excellence of academic organizations or institutions is based on the level of their research. Research is indelible in teachers for uplifting the height of education, teaching, and learning. Overall, teaching faculty stands as the pillars for improving and enriching the current knowledge by adding new paradigms through innovations. The educationist utilizes his experience based on research in various facets for generating novel ideas that can ultimately elevate the system as a whole.

Research and education have thrown apart from the geographical barriers and is walking on a universal approach. Therefore is imperative to link technology for applications. Advancement in technology helps to reach the unreached, bringing the whole world under a roof. This will initiate a recreating progression of quality.

Intelligent minds of discoverers and inventors of the world have resulted in novel ideas and solutions. There are three unique resources to initiate discoveries: great books, great human beings, and great teachers. Teacher's creativity, potentials, and capacities will help to nurture inventive and envisioning minds.

So this conference has been designed to stimulate young minds, including Research Scholars, Academicians, and Practitioners, to contribute their ideas, thoughts, and superiority in these disciplines of education/language/management/engineering. It is a pleasure to welcome all the participants, delegates, and organizers to this conference on behalf of the International Institute of Academic Research & Publications.

This Publication/Seminars/Conference has received a great response from all countries and abroad for the proceedings' presentation and publication.

I sincerely thank all the authors for their valuable contribution to this conference. I am indebted to the Reviewers and Board of Editors for their generous gifts of time, energy, and effort for the Conference.

**Dr. Galina Berjozkina**

Assistant Professor,

City Unity College Nicosia, Cyprus

# Operational Stress, Organizational Stress, and Coping Strategies of Police Officers in the Municipal Police Station of San Jose de Buenavista, Antique

Jhetro Royce E. Espartero

University of the Cordilleras, Philippines  
College of Criminal Justice Education, Graduate School  
Email: jhetroroyce.espartero@gmail.com

**Abstract-** Police work is considered a demanding profession that is frequently cited as a high-stress occupation. On a daily basis, police officers must make split-second decisions and deal with multiple complex issues. The main purpose of this study is to determine the level of operational stress, organizational stress and coping strategies among police officers in the San Jose de Buenavista Municipal Police Station in the Province of Antique. A descriptive-correlational research design was used to analyzed and interpret the data. For the descriptive data analysis, the results revealed that the police officers have a moderate level of operational stress when taken as an entire group and when classified as to sex and length of service. However, when grouped as to age, above 30 years old police officers have a higher level of operational stress compared to those police officers aged 30 years old and below. Meanwhile, as to organizational stress, the results revealed that the police officers have a moderate level of organizational stress when taken as an entire group and when classified as to variables. Furthermore, the police officers can cope moderately to stress when taken as an entire group and when classified as to variables which implies that police subjects were able to effectively manage and cope with their stress. For the inferential data analysis, it was revealed that there is no significant difference in operational stress, organizational stress, and coping strategies among police officers when they were classified as to variables. Meanwhile, the findings showed that the operational stress of police officers has low relation to their coping strategies with r-value of 0.308 of which the p-value of .050 is equal to the 0.05 level of significance. Furthermore, it was also found that the organizational stress of police officers is moderately related to their coping strategies with r-value of 0.355 of which the p-value of .023 is less than the 0.05 level of significance. This implies that organizational stress and operational stress were associated with the police officer's coping strategies. It simply suggests that the operational stress and organizational stress of police officers tend to affect their coping strategies. The findings of this study may serve as a basis for the Municipal Police Station of San Jose de Buenavista, Antique to address the operational and organizational stress problems among their police officers. Moreover, this study may also help in the development and implementation of stress prevention and changes in administrative policies that could assist law enforcement agencies and police administrators in the area of reducing police burnout.

**Keywords:** Operational Stress, Organizational Stress, Coping Strategies, Police Officers.

# Factors Affecting the Exercise of Police Discretion as Perceived by Sorsogon City Police

Jean Percel Bitoca-Degollado

University of the Cordilleras, Philippines  
College of Criminal Justice Education, Graduate School  
Email: jeand3gollado@gmail.com

**Abstract-** Over the past years, the society have seen growing awareness of the intricacy of police work, police works are being scrutinized and expected to be done accordingly. Police as leaders holds a critical role and should stand firmly and dignified. The key point of this research work is to highlight factors that could possibly influence the exercise of police discretion, as perceived by the Sorsogon City Police. This research work utilized the use of descriptive-correlation design, utilizing questionnaire as the means to identify the possible factors. The data revealed the result that, majority of the respondents are with the rank of Police Master Sergeant (PMSg) with a total of 45.55 percent. Majority of the respondents have been in the police service for six to ten years with a total percentage of 72.72 percent. Among the factors that scored high as to the conduct of arrest is the location of the place of the suspect to be arrested with an average weighted mean of 3.32. As to the factor affecting police discretion when it comes to case investigation, lack of interest on the part of complainant scored high with a WAM of 3.0. While some of the factors scored low, this research work has concluded that (1) the length of service and rank of police offers has possible effect on the exercise of their police discretion. (2) there are factors that affects the exercise of police discretion as perceived by Sorsogon City police, but then assured that their discretion is not clouded or in influenced by other stated factors such as partisanship. (3) lack of human resources is still a prevailing factor in the impediment of police work. Thus, adherence to the rules of law and strict compliance with the goals and objectives of the Police organization shall always be the paramount consideration of the police officers.

**Keywords:** Factors, Affecting, Police Discretion.

# The Implementation of Strategic Innovation Management and its Effect on Firm Innovation Performance in Indonesian Women Entrepreneur Association

<sup>1</sup>Tricahyono, D., <sup>2</sup>Rismayani, R., <sup>3</sup>Firli, A., <sup>4</sup>Rahadian, D., <sup>5</sup>Putri, M.K.E.,  
<sup>6</sup>Rahayu, S.

School of Economics and Business, Telkom University, Indonesia

Email: <sup>1</sup>dodietricahyono@telkomuniversity.ac.id, <sup>2</sup>risrisrismayani@telkomuniversity.ac.id,  
<sup>3</sup>anisahfirli@telkomuniversity.ac.id, <sup>4</sup>dadanrahadian@telkomuniversity.ac.id,  
<sup>6</sup>sriahayu@telkomuniversity.ac.id

**Abstract-** Women were a large part of population experiencing unemployment and lower professional education. In Indonesia, particularly in West Java region, there were large gap in workforce participation rate between women and men. According to data from West Java Bureau of Statistics in 2021, the gap was as large as 34%. Entrepreneurship provides opportunity for women, due to its flexible participation characteristic. Entrepreneurial activities for women would not only provide economic benefit, but also positive social impact for them and their families. However, entrepreneurial business performance requires great management effort over various aspects. One key aspect that would be focused in this research is the management of innovation.

This study aimed to investigate the effect of Product Innovation, Process Innovation, and Market Innovation to Firm Innovation Performance. The object of the research was the West Java Chapter of Indonesian Women Entrepreneur Association (IWAPI). Quantitative method in practical perspective was employed for this study to investigate the causal relationship. Data gathered through valid and reliable questionnaire disseminated to 82 respondents. From the survey we found that business founders in IWAPI had implement Strategic Innovation Management practice. Moreover, this study also found that Market Innovation significantly influence Firm Innovation Performance.

**Keywords:** Firm Innovation Performance, Strategic Innovation Management, Women Entrepreneur, Small Medium Size Enterprise.

# Example of Character Values through Fun and Fun Traditional Games in Elementary School Students

Sudarmi

Muhammadiyah University Purwokerto, Indonesia  
Email: sudarmigr@gmail.com

**Abstract-** This study aims to describe character values in traditional children's games. Traditional children's games that are often played include: Rubber jump, Gasing, Hide and seek, Gandu. This study uses a descriptive qualitative approach. This research was conducted by researchers at SD Negeri Banjengan, Mandiraja District, Banjarnegara Regency. The research subjects were first grade students, amounting to 22 students. Collecting data using interview techniques, observation, and documents. Documents collected serve as supporting data. The validity of the data is seen when carrying out traditional game activities, namely by checking and observing all activities carried out by educators and students in character building activities through traditional games and conducting interviews with educators. The results of the study show that there are character values in traditional games, namely discipline, honesty, unity, obedience, creativity and intelligence. Values that can be emulated in traditional games include: understanding the concept of sportsmanship, training children's physical abilities, learning to manage emotions, exploring creativity, recognizing cooperation, training self-confidence, socializing through play. Traditional games are a form of expression and appreciation of community traditions in creating happy and enjoyable situations and activities. Through traditional games, every child at SD Negeri Banjengan can gather, interact, and express themselves physically, mentally and emotionally. Traditional games are one of the cultural assets that have the cultural characteristics of a nation which are expected to build the character of elementary school students. Traditional children's games are also considered as one of the cultural elements that give certain characteristics or colors to a culture.

**Keywords:** Traditional Games, Characters, Exemplary.

## I. INTRODUCTION

### A. Background

Game is something it doesn't can separated human. Started from age child even until age mature though, human permanent no can regardless from game.

Today's children prefer and have fun playing video games or other modern games. They don't even know about the traditional games that were played by many Indonesian children around the 1970s. Playing games on cell phones makes children unable to move freely to and fro, not energetic, and even tend to be quiet children.

Traditional games are a form of local wisdom to build various characters in students. Traditional games are a form of expression and appreciation of the tradition of the community in creating happy and enjoyable situations and activities.

Rubber jump games, tops, hide and seek, marbles are games that are loved by children. In the midst of the saturation of those who often play games on cellphones.

Traditional children's games are also considered as one of the cultural elements that give certain characteristics or colors to a culture. Therefore, traditional children's games can also

be considered as a cultural asset, as capital for a community to maintain its existence and identity among other groups of society.

We sure do just need conserve game traditional ,because game traditional is wrong one culture / traditions lowered Indonesian society until to generation generation next .If our no preserve it , then game traditional will is lost so course, especially at the time now this with so many modern games to be make our forget game traditional .

### **B. Formulation of the problem**

1. What are the traditional games played by first-grade students at SD Negeri Banjengan?
2. What are the character values contained in traditional games performed by first-grade students at SD Negeri Banjengan?
3. How to preserve traditional games performed by students class one at SD Negeri Banjengan?

### **C. Destination**

1. Describe the traditional games performed by first graders of Banjengan State Elementary School.
2. Describe the character values contained in traditional games performed by first-grade students at SD Negeri Banjengan
3. Describe how to preserve traditional games performed by first grade students at SD Negeri Banjengan

## **DISCUSSION**

Traditional games are cultural products that have great value for children in terms of fantasy, recreation, exercise which are at the same time a means of practicing social life, skills, decency and dexterity.

Traditional games are games that develop and are played by children in a community environment by absorbing all the character values in their environment. Traditional games are also a legacy from our ancestors that must be preserved because they contain local wisdom values. Traditional games are games played by children using simple tools, without using machines. Traditional games are also cultural products that have great value for children in the context of fantasizing, being creative, exercising which are at the same time a means of practicing social life, skills, decency and dexterity.

Traditional games performed by first-grade students at SD Negeri Banjengan include rubber jumping, tops, hide and seek, gundu. Games like this are very liked by first graders, because the games are simple, fun and enjoyable, and the tools for playing are also easy to obtain. Such as rubber bands and marbles can be purchased at the nearest shop.

1. The game of jumping rope or rubber is a traditional game that almost exists throughout Indonesia. This traditional game is fairly simple. With just a rope, children can laugh happily with friends their age. This rope game does not cost much to play. Usually played by girls.

This game can be done in a place that has a large enough space, such as in the yard, school yard and so on. The equipment needed for this game only requires a piece of rope with the length of the rope depending on how many players there are.

For normal size with a minimum of 5 players, a rope length of approximately 3 meters is required. For the rope used, it can be made of rubber bands that are connected to length. There is no limit to the number of players to play the rope game. The minimum number of players for this game is 3 players. This game is played by

rotating a rope which is carried out by two children at each end of the rope. When the rope is rotated, the players take turns entering and jumping around the rope. Players are declared losers if they fail to pass the rope loop. The player who fails to pass the rope loop must take turns with the player whose job it is to play the rope.

Values formed character \_ on game traditional jump rope that is dexterity ,precision and work hard .

2. Top Gasing (or also called Gangsing) is a toy that can be rotated axis and equilibrium at some point. Gasing is the oldest toy found in various archaeological sites and can still be recognized. Most tops are made of wood, although they are often made of plastic or other materials. The wood is carved and shaped to form a top body. Gasing ropes are generally made of nylon, while traditional gasing ropes are made from tree bark. The length of the gasing rope varies depending on the arm length of the person playing it. In Central Java, especially in Demak, tops are usually played when the rainy season changes to the dry season.

Values formed character \_ on game traditional gasing is implanted values certain Among other score cooperation and cohesiveness , value honesty , value openness , sportsmanship , value prestige , value economy and educate holding mentality \_ promise ( trust , deliberation for agree , persevere and thorough , as well practice skills and dexterity certain ).

3. Hide and seek: Hide and seek is an international children's game known as delican in Java. In Java, hide and seek can be done with at least two players involved, although it will be more fun if more than three people are involved. The game begins with a draw with a hompimpa to determine who is the keeper of the fort as well as looking for other players who are hiding. Then the castle guards closed their eyes and counted according to the agreement, the other players started looking for a safe place to hide. As soon as the count is finished, the guard starts looking for a player who is hiding, when he finds another player he must immediately head to the fort while shouting the player's name. Each region in Java has its own name when the hand touches the fort. The guard must compete with the caught player, because if a player arrives first, he or she escapes the possibility of becoming the next guard. The keeper has to find all the players or give up and say it out loud. The player who is "caught" by the guard then hompimpa to determine who is the next guard. And so on! The new game finished when the day before dusk.

Values formed character \_ on game traditional hide-and-seek is

- i. Fun  
Essence from play is look for pleasure. Play plot hide is wrong one method children look for appropriate pleasure \_ with ability them.
- ii. Be social  
Play plot hide could help child each other socialize. Play in a manner collective is good way \_ and conducive for study socialize, because every child will involved interaction.
- iii. Create Child Active  
Game plot hide help child active very moving \_ beneficial for health and growth. Child will many move and run moment in a hurry hide and race to "home".
- iv. Study memorize Count  
Lots assisted children \_ memorize count through game. For role player \_ looking for, he must give enough count \_ for give opportunity to other players for hide.

- v. Train Sportsmanship and Fair Play  
In game plot hide and seek, the losing player will on duty looking for, meanwhile other players hide. Child will study accept defeat for could Keep going continue game.
  - vi. Train Creativity  
For could hide without is known role players \_ looking for, respectively child will attempted look for hideaway individually. Each child must creative looking for hiding ideas that don't same with player other.
  - vii. Discuss  
Because game plot hide conducted in a manner collective, then all player must make and agreed rule game so no occur difference opinion you can trigger quarrel.
  - viii. Study obey Rule  
Play together help child study obey rules. Every child will attempted for obey agreed rules \_ together in order for the game could going on with fun.
4. Gundu (marbles)  
Game marbles or marbles is game traditional Java is up now still enough often played. Game this have many very variations, but the most frequent played is game marbles circle.

How to play:

- a. Make it first picture circle small on the ground all child put grain marbles inside \_ circle.
- b. Then all children stand up approximately one meter from circle, behind a line. Kindly take turns, throw grain marbles other to direction circle. That child the marbles furthest away from circle can play more first.
- c. He must use marbles that are outside \_ circle as “Attack” for hit marbles inside \_ circle out. If succeed do it, then he can keep every the marble that hit larva.
- d. How to flick marbles: meeting mother finger by finger the middle Send it the second finger exactly on dull.
- e. “Attack” marbles are a must permanent stay inside \_ circle. If no, then child who owns it will lost marbles the.
- f. Winner is collecting child \_ marbles or marbles most.
- g. Values formed character \_ on game Gundu tradition is honest, tolerance, discipline, work hard, creative, independent, democratic, appreciative achievement, friendly / communicative, and love peace

Game traditional including in inheritance culture grandmother necessary ancestors \_ our keep and preserve. Unfortunately, in the digital age like moment this make existence game traditional the more shifted. This \_ because generation young moment this more like play game which there is gadget.

How can \_ \_ our do for conserve game traditional are :

1. Introduce it return to child, through activities contest good in the environment school or in the environment the place stay.
2. Introducing \_ game game that to successor us.
3. Create \_ game that the more interesting.
4. Organize \_ training game traditional.
5. Create \_ community in the neighborhood around.
6. Don't too often give advanced technology \_ to that child still early.

## **RESEARCH METHODS**

The method used is descriptive qualitative. The research was conducted at Banjengan Public Elementary School, Mandiraja District, Banjarnegara Regency. The research subjects were 22 first grade students.

Collecting data using interview techniques, observation, and documents. Documents collected serve as supporting data. The validity of the data when carrying out traditional game activities is by checking and observing all activities carried out by teachers and students in character building activities through traditional games and conducting interviews with teachers.

## **CONCLUSION**

Values that can be emulated in traditional games: Understand the concept of sportsmanship, train children's physical abilities, learn to manage emotions, explore creativity, know cooperation, train confidence, socialize through games.

Traditional games also foster a sense of solidarity or solidarity, a sense of empathy for others, familiarity with nature and also foster the value of sportsmanship in children.

We sure do just need conserve game traditional, because game traditional is wrong one culture / traditions lowered Indonesian society until to generation generation next. If our no preserve it, then game traditional will is lost so course, especially at the time now this with so many modern games to be make our forget game traditional .

By because it, preserve game traditional same with conserve karak ter and \_ art Indonesian original. We study Indonesian character through work samadan gotong cooperate in game. What's more, work same or gotong cooperate also is form contained values \_ in Pancasila.

# Implementation of Industry 4.0 in the Real World

<sup>1</sup>Lešina M, <sup>2</sup>Gotal Dmitrović L, <sup>3</sup>Brlek E

<sup>1,3</sup>PhD, University North, University Center Varaždin, Croatia

<sup>2</sup>Assoc. Prof. PhD, University North, University Center Varaždin, Croatia

Email: <sup>1</sup>mario.lesina@gmail.com, <sup>2</sup>lgotaldmitrovic@unin.hr, <sup>3</sup>evabrlek@gmail.com

**Abstract-** COVID pandemic have shown that implementation of Industry 4.0 in order to maintain and improve company's general performance, including profitability, productivity, flexibility and innovation, just as in order to compensate lack of skilled and educated laborer's is an absolute necessity and obligation to all manufacturing companies, especially in European Union (EU). Social politics in EU grants all of the laborers gain of minimum wage and payed work absence caused by disease or lack of orders in companies where they are employed. During lock downs caused by COVID pandemic lots of distribution channels where closed, and disease caused lot of absence due to isolation or quarantine. So, we have one dichotomy, having lot of laborers is carrying jeopardy of paying them during time in which there is lack of orders, and on the other side, having few laborers carries the risk of incapability of fulfilling the orders in conjuncture times. Lot of companies have already implemented some fragments of Industry 4.0. The main objective of this paper is to investigate how the implementation of Industry 4.0 have affected on company's performance regarding productivity and profitability. Furthermore, this paper researches what modifications in organization this implementation required and whether or not are they same or similar to those foreseen. Topic is also what skills and knowledge are inquired of the laborers in new technological and technical environment, as well as how the managers in companies that already are operating according to Industry 4.0 are expecting further development.

**Keywords:** Productivity, Cost Reduction, Technology, Investments.

# Crime Rate in the Municipality of Bulan and Irosin Sorsogon CY 2018-2020: A Comparative Analysis

Manilyn Barco Barreda

University of the Cordilleras, Philippines  
College of Criminal Justice Education, Graduate School  
Email: barredamanilyn@gmail.com

**Abstract-** The crime situation has been recognized as an indicator of a peaceful orderly, and safe community. Moreover, a safe and secure environment is a key factor in fostering investment and economic growth in a country. Crime data can aid criminal justice experts in anticipating heightened crime risk. This research study aims to Compare the Crime Rate of two Municipalities in the Province of Sorsogon: Bulan Sorsogon and Irosin Sorsogon from CY 2018-2020, as a basis for the assessment and development of intervention measures. Data were presented as aggregate in the forms of percentages and means to maintain the confidentiality of the information. This paper used documentary analysis to analyze and compare the crime data in the Municipality of Bulan and Irosin Sorsogon, as part of the comparative study of crime data in two municipalities. Data reflected that in the comparison of the two municipalities in the province of Sorsogon the Municipality of Bulan has a high number of crime rate with (65.84%) compared to the Municipality of Irosin which has a (39.42%) total crime rate. Data also revealed that the crime under special law were the most numbered of crime committed with 253 total in the five parameters of crime in both municipalities. Interestingly crime against property were 32 grand total crimes committed in both municipalities, shows a low number of crimes based on the record. Hence, the police may continue to work closely with different sectors of the community in the smooth implementation of its programs and project to ensure public safety and security. Information awareness campaigns in any form like in any platform of social media in all their programs and projects may be made available in the community to increase awareness and support of stakeholders, especially in the far-flung areas in the municipality.

**Keywords:** Crime Rate, Comparative, Analysis.

# Factors Affecting the Capability of Offender to Post Bail: An Assessment

Guelas, J.G

College of Criminal Justice, Graduate School, University of the Cordilleras, Philippines  
Email: jaynorguelas21@gmail.com

**Abstract-** This study pertains to the factors that hampers the opportunity for the criminal offenders to post for their temporary liberties. The researcher conducted research study in the exclusive jurisdiction of Sorsogon City (Province of Sorsogon, Region V, Philippines) with the set of respondents carefully chosen from the group of Lawyers (20), Philippine National Police (5) and Criminal Justice Educators (5) to get their individual view on the factors that affect the capabilities of offenders to post bail. This is in contrast with the provisions of the law (Rules of Court) that bail as a matter of right should be granted to the accused after they have been qualified. Hence, the researcher developed certain objectives aimed at determining the factors that affect the capability of the offenders to post for bail; and, to assess the major problems encountered by the defendants during the process of applying bail. A quantitative research is resorted in order to apply the methods in research and also to get the positive result after the objectives of this study was identified and with the use of Likert's Scale the data was computed and calculated to reach the measurement of each data gathered from the set of respondents. In the first objective, the factor which affect the capability of the offenders to post bail is due to Poverty or Financial Disability which reached the average mean of 4.6. Poverty was seem to be the major factor which affect their opportunity to avail the temporary liberty. In the second objective, the problem they've encountered during the application for bail is the dismissal of the application for bail due to the gravity of the offense which got the highest mean of 3.5 compared to the other factors. With this factors and problems in applying for bail, the offenders tend to stay at the correctional institutions instead availing their rights to bail. At the later part of the study, the researcher proposed a factors in fixing bail.

**Keywords:** Capability, Offenders, Bail, Assessment.

# Community Involvement in the Rehabilitation and Treatment of Persons Deprived of Liberty (PDL)

Reamico, Cherry P.

University of the Cordilleras, Philippines, College of Criminal Justice Education Graduate School  
Email: chepiermco@yahoo.com.ph

**Abstract-** The Philippines has a moderately high rate of crime, violence, and terrorism. In 2020, the country was on the bottom five of the order and security index ranking across the Asia Pacific region. The study intends to determine and analyze the community involvement in the rehabilitation and treatment of the Person Deprived of Liberty (PDL) in the Fifth District of Camarines Sur. In particular, this will evaluate the extent of implementation of the community involvement in the rehabilitation and treatment of the Person Deprived of Liberty (PDL) at the Iriga District Jail, Fifth District of Camarines Sur. This also identify problems encountered in the implementation of the community involvement in the rehabilitation and treatment of Person Deprived of Liberty (PDL). Further, this determines the other recommended measures that will further strengthen the implementation of the community involvement in the rehabilitation and treatment of the Person Deprived of Liberty (PDL).

The study concluded that the extent of implementation of the community involvement in the rehabilitation and treatment of the PDL is found to be strong along the moral and spiritual programs, and education and training program, and needs further improvement on its sports and recreation program, behavior modification program, and health and welfare program. The problem identified on insufficiency of fund and lack of available physical facilities needs preferential attention to further enhance its program implementation. The recommended other measure focused primarily on the partially implemented programs or activities, and the serious problems identified by the two-groups of respondents.

Next steps are to have a more effective reformation programs among the PDLs, there should be harmonious and integrated program anchored on Therapeutic Community Modality, Restorative Justice Principles and Concepts, and Volunteer Probation Aides (PVA); provision for additional funding requirements especially on the establishment of physical facilities at Iriga District Jail and other similar units; and, the suggested other measures may be considered which may further strengthen the implementation of the community involvement in the rehabilitation and treatment of the PDL.

**Keywords:** Community Involvement, Rehabilitation, Persons Deprived of Liberty.

# School, Parent Partners in Building Children's Character

<sup>1</sup>Rifqi Maulana, <sup>2</sup>Agustina Wulandari

<sup>1</sup>Pendidikan Dasar, Postgraduate Programe, Universitas Muhammadiyah  
Purwokerto, Indonesia

<sup>2</sup>Universitas Muhammadiyah Purwokerto, Indonesia  
Email: <sup>1</sup>rifqimaulana.gr@gmail.com, <sup>2</sup>agustinawulandari826@gmail.com

**Abstract-** Everyone hopes to have good children, serve both parents, beneficial to others, and useful for the nation and state. All children born in a good condition (fitrah). The family becomes the smallest ecosystem for children's education. The family environment gives color in the form of experience. The experience gained determines the mindset and character of the child's attitude. Parents are the first and main school for children in shaping character. Because of the very important character education, the existence of the method to achieve it is also very important. This study aims to elaborate on the role of the school as a parent partner in shaping the character of a child. By using literature and reflection research methods, this research results in the findings that schools play a role in building children's character through the habit of both school culture, integration of values in subjects and extracurricular activities.

**Keywords:** Character Education, Character Education Strategies, Elementary School Education.

# Application of the Assisted Scientific Approach Student Team Achievement Division (STAD) Learning Model in Improving Science Learning Outcomes Basic Competencies of Lunar Eclipse for Class VI students of Kroya 01 Kroya State Elementary School, Semester I 2022/2023 Academic Year

Endri Purwati

Email: endripurwa21@gmail.com

**Abstract-** Based on the learning outcomes of class VI students at SD Negeri Kroya 01 who still have not reached the minimum completeness score or KKM in science subjects, Class Action Research (CAR) was chosen which aims to improve student learning outcomes by 86% by using audio-visual learning media in STAD learning model. CAR is carried out in 2 cycles with information on each cycle consisting of planning, acting, observing and reflecting activities. In the first cycle of learning improvement using the STAD model and in the second cycle of learning improvement using audio-visual learning media in the form of an animated video of the lunar eclipse combined with the STAD learning model. It is known that the initial data from 22 students were 27% or 6 students reached the KKM, in the first cycle there was an increase in student learning outcomes who achieved the KKM to 59% or 13 children and in the second cycle the learning outcomes of students who achieved the KKM increased to 100% or 22 students . From the learning outcomes of each cycle, it can be concluded that the use of audio-visual media in the STAD learning model can improve science learning outcomes for the sixth grade lunar eclipse material at SD Negeri Kroya 01.

**Keywords:** Lunar Eclipse, STAD, Learning Outcomes.

# Individual Investor Behavior: MBTI Personality and Optimal Portfolio

<sup>1</sup>Elizabeth Lucky Maretha Sijinjak, <sup>2</sup>Trisni Widhianingtanti, <sup>3</sup>Y Wisnu Djati Sasmito, <sup>4</sup>Shresta Purnamasari

<sup>1,3,4</sup>Economic and Business Faculty, Soegijapranata Catholic University, Semarang-Indonesia  
<sup>2</sup>Psychology Faculty, Soegijapranata Catholic University, Semarang-Indonesia  
Email: <sup>1</sup>lucky@unika.ac.id, <sup>2</sup>trisni@unika.ac.id, <sup>3</sup>wisnu@unika.ac.id, <sup>4</sup>shresta@unika.ac.id

**Abstract-** This study makes a model of individual investor behavior seen from the MBTI personality and optimal portfolio. The research method uses the Analytical Hierarchy Process (AHP) with the stages of the respondents filling out demographics and answering questionnaires related to the variables used, then performing simulations (HI Fu software) to see the pattern of their stock portfolio formation, the process of buying, selling, holding shares, and strategies. portfolio rebalancing in accordance with capital market conditions being bullish (before the Covid-19 pandemic), and market conditions being bearish (during the Covid-19 pandemic). Then, a Focus Group Discussion (FGD) was conducted to obtain keywords for making an optimal portfolio. The results of this study are personalities with ESTJs who make a lot of optimal portfolios and actively add information in conducting buy-sell-hold stock transactions. The originality of this research is the behavioral model of stock investors to form an optimal portfolio with MBTI personality which tends to be the same as Sensing (S) and Thinking (T). Individual investors use their logic to make stock trading decisions.

**Keywords:** Personality MBTI, Optimal Portfolio, Positive Performance.

# Impact of COVID-19 on Indonesia Stock Portfolio Allocation based on Technical & Fundamental Approach using Machine Learning Algorithm

<sup>1</sup>Riyadhi Atha Fitrah, <sup>2</sup>Atok R.Mohamad

<sup>1,2</sup>Technology Management , School of Interdisciplinary Management And Technology, Institut Teknologi Sepuluh Nopember, Indonesia  
Email: <sup>1</sup>riyadhi.atha@gmail.com, <sup>2</sup>moh\_atok@statistika.its.ac.id

**Abstract-** COVID-19 has had a negative impact on economic growth in Indonesia and affected the level of investment uncertainty in the Indonesian capital market. The significant decline has a direct negative impact on capital market investors, so to avoid the "black swan" event that occurred due to the recession, individual investors need to change & diversify their portfolio allocation. Therefore, this study aims to assist investors in better portfolio allocation using clustering analysis method. Clustering was carried out on 35 stocks that are members of Indonesian LQ45 Index from January 1, 2019, to December 31, 2020, based on business fundamental and technical indicators stocks using the K-Means Clustering algorithm. The findings from the clustering method show that LQ45 stocks are grouped into 4 clusters, each of which has different characteristics. Furthermore, portfolio allocation decision is done based on the best sharpe ratio value from each cluster. Portfolio performance analysis throughout 2021 shows that the portfolio that was formed is having good performance and well diversified with high positive return compared to LQ45 index as a macro comparison in Indonesia Capital Market.

**Keywords:** Investment Portofolio, K-Means Clustering, LQ45 Index, Covid-19, Machine Learning.

# Human Rights and the Law Enforcement in the Criminal Justice System in City of San Jose Del Monte, Bulacan

Princess Saharah L. Villegas

University of the Cordilleras, Philippines, Criminal Justice Education, Graduate School  
Email: Princesssaharah23@gmail.com

**Abstract-** “Justice delayed is justice denied.” The belief of a continuing failure of the Philippine Criminal Justice System to deliver fast and efficient justice has inevitably led to the erosion of public trust in the government. Human rights are the basic rights and freedoms that belong to every person in the world, from birth until death. They apply regardless of where you are from, what you believe or how you choose to live your life. Policing and the Criminal Justice System will only regain the public’s trust if they are seen to uphold dignity and equality, and to protect and serve all members of communities. The aim of this study is to determine the protections from torture and similar practices by the Law Enforcement against self-incrimination and to formulate a prevention plan based on the result of the study. The researcher will use the descriptive correlational research design. It will use particularly to describe the profile of the respondents at the City of San Jose del Monte, Bulacan that will show the appraisal of the respondents on the Human Rights and the Law Enforcement in the Criminal Justice System. The data sources of this study were collected from City of San Jose Del Monte, Bulacan, Philippines for CY 2019-2021 in terms of protections Human Rights and the Law Enforcement in the Criminal Justice System. The human rights guarantee protection of rights in the Philippine Constitution which is a valid method of proving the existence of general principles of law. The belief of a continuing failure of the Philippine criminal justice system to deliver fast and efficient justice has inevitably led to the erosion of public trust in the government. The study come up to depoliticize police and immunize it from inappropriate political interference wherein they should put in place strong safeguards to prevent police from abusing their power; the outside supervision of police activities, including by NGOs and Ombudsman institutions, is key to ensure broad recruitment of the police force from all social and ethnic backgrounds and from both genders, to represent a cross-section of the population and recognize domestic violence as a serious crime: police should be trained to respond appropriately to domestic violence in the City of San Jose del Monte, Bulacan.

**Keywords:** Human Rights, Law Enforcement, Criminal Justice System and Abuse.

# Children Psycho-Social Factors in Conflict with the Law at Care Institutions in the Bicol Region

Gonowon, Mariju Libreja

University of the Cordilleras, Philippines, College of Criminal Justice Education Graduate School  
Email: majugonowon@gmail.com

**Abstract-** Children who break the law do not do so of their own free will, but rather as a result of restricted opportunities available for their development. Such opportunities become even more restricted once they enter the criminal justice system. Juveniles from risk groups that could get in conflict with the law are often victims of abuse and neglect, negligent and poor parenting and economic difficulties. In order to provide for the care and protection of children, attention must be given to child legal concerns. Social professionals have a tremendous obligation to comprehend the numerous psycho-social elements that influence children who are in legal dispute. The research is focused on how Psycho-Social Factors affects juvenile in care institutions in the region. The study utilized qualitative research design through cumulative data analysis. This analysis is delimited to the accounts of the respondents from a care institution in the Bicol Region. It was discovered in the study that parenting style, broken home, and lack of parental supervision plays a major role in influencing child's behavior. The result implies that the basic unit of the society which is the family affects the development of a child up to the rehabilitation process inside a care institution.

**Keywords:** Psycho-Social Factors, In Conflict with the Law, Care Institution, Criminally Responsible Children, Juvenile Delinquency.

# Intrapreneurship and Business Performance among Micro, Small and Medium Enterprises in Iloilo City, Philippines

<sup>1</sup>Denuovo, Althea U., <sup>2</sup>Libo-on, Rowena M.

<sup>1</sup>School of Graduate Studies, Acting Assistant Dean, Central Philippine University, Philippines

<sup>2</sup>School of Graduate Studies, Dean, Central Philippine University, Philippines

Email: <sup>1</sup>audenuovo@cpu.edu.ph, <sup>2</sup>rmlibo-on@cpu.edu.ph

**Abstract-** The purpose of this study was to evaluate the intrapreneurship and business performance of micro, small and medium enterprises (MSMEs) in Iloilo City, Philippines. Intrapreneurship includes new business venturing, innovativeness, self-renewal and proactiveness dimensions while business performance includes financial and market performance. Survey data were collected from 162 micro, small and medium enterprise owners and managers from industries namely; manufacturing, wholesale, retail trade and repair services, accommodation/food services, financial and insurance services, and other services. Results confirmed that there was a positive correlation between intrapreneurship and business performance. A significant difference was detected in the level of innovativeness when enterprises were grouped according to type of business. Majority of the enterprises were operating between 5 to 14 years and mostly were micro enterprises and sole proprietorship. Marketing and operations activities were very highly practiced by enterprises. Support from other concerned entities was highest-rated in comparison with partnership with academe and government support. The highest mean score for proactiveness indicated a high level of intrapreneurship. Medium enterprises and those in business operation for 45 years and more had very high market performance. All forms of business had high financial performance. Based on the findings of financial analysis, enterprises had favorable financial performance from 2015 to 2019. Enterprises had been operating well as evidenced by the high return on sales, return on assets and return on equity. Additionally, they were able to meet their currently maturing obligations, and assets were mostly financed by owners' equity rather than liabilities from the creditors. The focus group discussion provided more evidences that businesses were financially vibrant. Results were presented to the business owners in order to discuss potential collaboration between governmental agencies, academic institutions, private organizations and the micro, small and medium enterprises. To encourage an intrapreneurship culture within the organization, where creativity and innovation can be fostered for the enhancement of business performance, an efficient and effective intrapreneurship program was recommended.

**Keywords:** Business Performance, Intrapreneurship, Innovativeness, Micro Enterprises.

# Bias in the Law: A Definitive Look at Racial Prejudice in the Philippine Criminal Justice System: A Literature Review

Joseph M. Lodangco

University of the Cordilleras, Philippines, Criminal Justice Education, Graduate School  
Email: lodangcojoseph@gmail.com

**Abstract-** It is generally agreed that discrimination based on racial or ethnic origin is morally wrong and a violation of the principle of equality. The equality principle requires that those who are equal be treated equally based on similarities, and that race not be a relevant consideration in that assessment (May and Sharratt, 1994). In other words, it is only possible to justify treating people differently if there exists some factual difference between them that justifies such a difference in treatment (Rachels, 1999). The aim of this study is to identify which particular communities and religious sects are accountable for the occurrence of inequalities as well as to ascertain whether bias and discrimination exist in the current criminal justice system in the Philippines. The researcher conducted a manual search while using a systematic literature review methodology and also employed a thematic method approach in the discussion and result. The researcher noticed the Philippines have two (2) publications related to discrimination and bias, whereas the United States of America conducts the majority of the research on discrimination and bias, with three (3) publications this year and a total of eight (8) from 2005 to the present. The results and analyses support the conclusion of this chosen literature review, which is that the law is indeed biased when it comes to racial disparities and discrimination. Muslims and indigenous peoples in the Philippines are disproportionately the targets of racial prejudice in the criminal justice system. The nation's criminal justice system has racial inequalities, and one recommendation is to conduct more in-depth research on this issue. Another is to have more trustworthy and transparent sources about the different kinds of cases, especially from the PNP. A situation that has been occurring without our knowledge for a year will also become more transparent if this topic is made available at conferences.

**Keywords:** Unfair, Unequal, Injustice, One-Sided, Prejudice.

# Moderating Effect of Self Efficacy and Workload to Work Environment-Work Engagement Relationship of Hotel Employees in Malang City

<sup>1</sup>Syihabudin, <sup>2</sup>Lohana Juariyah, <sup>3</sup>Afwan Hariri A.P., <sup>4</sup>Jumadil Saputra,  
<sup>5</sup>Dedi Iskamto

Department of Management, FEB UM, Department of Economics, UMT,  
Department of Management, Telkom University  
Email: <sup>2</sup>lohana@um.ac.id

**Abstract-** Work engagement is a problem that challenges human resource managers because of the world general decline in employee engagement. In Indonesia alone 77% of employees do not have a work engagement, even 15% of them actively carry out job disengagement, which is certainly detrimental to the company due to decreased employees' productivity. The decrease in employee work engagement is suspected to be caused by job demands that are too high, such as work pressure and a less conducive work environment. Therefore, this study wants to examine the effect of the work environment on employee engagement in the context of the hospitality industry in Malang due to the demands of work and the dynamics of the hospitality industry. Hotel services require a strong work engagement besides of course the existence of a high workload because it is located in a destination city for tourism and culture. Therefore, this study also wants to examine the moderating effect of workload and self-efficacy on the influence of the work environment on work engagement of hotel employees in Malang. A total of 210 questionnaires were given to employees of five three-star hotels with ownership status. This population was chosen because hotel ownership has the principle of prioritizing efficiency, so the assumption is that the workload of employees is also quite high. Only 148 questionnaires were eligible for further processing using multiple linear regression analysis with the MRA (moderated regression analysis) method. The results showed that the work environment had a significant positive effect on work engagement. From the results of the MRA, only workload which significantly moderates the influence of the work environment on work engagement. While the self-efficacy, only acts as a predictor moderation, which means it is more appropriate as a predictor of work engagement than a moderating variable. From the results of this study, it is advisable for subsequent researchers to further examine individual factors (such as self-efficacy, self-esteem, optimism) as an independent variable/predictor of work engagement, especially for work contexts that involve human service providers. Furthermore, JD-R framework is also suggested to use in examining work engagement.

**Keywords:** Work Environment, Self-Efficacy, Workload, Quasi Moderator, Moderated Regression Analysis, JD-R.



International Institute of  
Academic Research & Publications

# ICEBTS 2022

Media Partner

Conference Alert 360 

[www.conferencealert360.com](http://www.conferencealert360.com)

Co-organizer



Taylor & Francis  
Taylor & Francis Group

**Publisher**

**International Institute of  
Academic Research & Publications**

L/1483, HB Colony, Phase-II, Dumduma,  
Bhubaneswar, Odisha, India, 751019

Email: [info@iiarp.org](mailto:info@iiarp.org)